

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*1. I am given a real opportunity to improve my skills in my organization.	N		81	167	37	35	29	349	NA
	%	71.78	23.38	48.40	10.48	9.50	8.24	100.00	
2. I have enough information to do my job well.	N		66	173	42	46	22	349	NA
	%	69.01	18.98	50.03	12.42	12.69	5.89	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		91	115	48	50	39	343	NA
	%	60.32	26.38	33.93	14.30	14.67	10.72	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		93	140	49	42	26	350	NA
	%	67.25	26.34	40.91	13.87	11.74	7.14	100.00	
*5. I like the kind of work I do.	N		120	157	47	13	8	345	NA
	%	80.65	35.16	45.49	13.44	3.57	2.34	100.00	
6. I know what is expected of me on the job.	N		91	159	41	29	22	342	NA
	%	73.76	27.28	46.49	11.83	8.31	6.10	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		230	96	10	3	6	345	NA
	%	94.60	66.17	28.42	2.81	0.85	1.74	100.00	
8. I am constantly looking for ways to do my job better.	N		173	132	30	4	7	346	NA
	%	88.60	49.93	38.67	8.37	1.08	1.95	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		71	148	41	63	27	350	0
	%	62.67	20.08	42.59	11.95	17.90	7.49	100.00	
*10. My workload is reasonable.	N		56	185	55	33	18	347	1
	%	69.11	15.53	53.58	16.19	9.52	5.19	100.00	
*11. My talents are used well in the workplace.	N		57	134	43	49	48	331	5
	%	58.55	17.04	41.50	13.29	13.97	14.19	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		108	159	34	23	23	347	1
	%	77.87	31.64	46.23	9.69	6.16	6.27	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*13. The work I do is important.	N		119	146	44	21	11	341	2
	%	77.95	35.28	42.67	13.13	5.76	3.16	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		154	130	29	19	17	349	1
	%	81.91	44.63	37.28	7.94	5.39	4.76	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		118	138	42	29	19	346	2
	%	73.99	34.70	39.29	12.07	8.36	5.57	100.00	
16. I am held accountable for achieving results.	N		124	168	28	19	10	349	0
	%	84.17	36.05	48.12	7.98	5.00	2.84	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		95	96	72	27	37	327	22
	%	58.03	28.87	29.16	22.24	8.75	10.98	100.00	
*18. My training needs are assessed.	N		57	122	84	49	35	347	1
	%	51.74	16.72	35.03	23.82	14.24	10.20	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		105	123	36	38	41	343	7
	%	67.09	31.16	35.93	10.31	10.93	11.68	100.00	
*20. The people I work with cooperate to get the job done.	N		111	162	40	26	9	348	NA
	%	78.38	32.10	46.27	11.88	7.20	2.54	100.00	
*21. My work unit is able to recruit people with the right skills.	N		55	129	78	44	30	336	12
	%	54.93	16.72	38.21	23.19	13.05	8.84	100.00	
*22. Promotions in my work unit are based on merit.	N		50	100	68	42	61	321	25
	%	46.12	15.46	30.66	21.50	13.41	18.97	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		24	93	81	49	47	294	54
	%	39.61	8.39	31.22	28.42	16.15	15.81	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		33	107	75	48	53	316	33
	%	43.96	10.32	33.64	24.34	15.26	16.44	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
25. Awards in my work unit depend on how well employees perform their jobs.	N		41	114	66	39	46	306	43
	%	49.76	13.70	36.06	22.35	12.90	14.99	100.00	
26. Employees in my work unit share job knowledge with each other.	N		100	165	44	18	18	345	1
	%	76.63	28.72	47.91	12.50	5.40	5.47	100.00	
27. The skill level in my work unit has improved in the past year.	N		70	125	86	29	22	332	18
	%	58.96	20.99	37.97	25.91	8.38	6.76	100.00	
28. How would you rate the overall quality of work done by your work unit?	N		162	130	45	7	4	348	NA
	%	84.29	46.83	37.46	12.52	2.06	1.13	100.00	
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		64	174	47	28	20	333	8
	%	72.18	19.32	52.86	13.79	8.16	5.87	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		25	96	74	87	51	333	11
	%	36.95	7.51	29.44	22.10	26.44	14.51	100.00	
31. Employees are recognized for providing high quality products and services.	N		39	115	73	56	52	335	8
	%	46.15	11.48	34.66	21.68	17.05	15.12	100.00	
*32. Creativity and innovation are rewarded.	N		25	92	93	60	60	330	12
	%	35.26	7.46	27.80	28.62	18.47	17.65	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		29	109	66	50	62	316	27
	%	43.43	9.40	34.02	21.30	15.81	19.46	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		76	122	56	28	27	309	32
	%	63.17	23.83	39.34	18.09	9.52	9.22	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		139	152	31	7	9	338	5
	%	85.93	40.37	45.56	9.37	2.15	2.54	100.00	
*36. My organization has prepared employees for potential security threats.	N		77	152	53	25	19	326	13
	%	70.65	23.48	47.17	15.90	7.27	6.18	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		57	104	52	40	59	312	28
	%	51.43	18.12	33.31	17.28	12.95	18.35	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		81	113	54	14	32	294	46
	%	65.84	27.28	38.56	18.57	4.45	11.14	100.00	
39. My agency is successful at accomplishing its mission.	N		52	168	67	24	16	327	12
	%	68.64	16.29	52.34	19.99	6.88	4.50	100.00	
40. I recommend my organization as a good place to work.	N		74	131	72	38	29	344	NA
	%	59.85	21.77	38.08	20.86	11.01	8.29	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		43	78	67	67	72	327	17
	%	37.17	13.42	23.75	20.96	20.09	21.78	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		176	110	24	17	13	340	4
	%	83.62	51.13	32.48	7.18	5.32	3.88	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		134	103	42	30	33	342	2
	%	69.52	38.95	30.57	12.34	8.73	9.41	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		120	95	47	40	32	334	7
	%	64.15	35.66	28.49	14.24	12.14	9.48	100.00	
45. My supervisor is committed to a workforce representative of all segments of society.	N		133	85	46	14	15	293	51
	%	73.63	45.06	28.57	16.61	4.80	4.97	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		113	106	57	30	34	340	2
	%	64.25	33.20	31.05	17.15	8.56	10.04	100.00	
*47. Supervisors in my work unit support employee development.	N		127	119	42	24	27	339	5
	%	72.50	37.77	34.73	12.41	7.17	7.92	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
48. My supervisor listens to what I have to say.	N		156	109	34	24	19	342	NA
	%	77.57	45.83	31.75	10.19	6.66	5.57	100.00	
49. My supervisor treats me with respect.	N		175	103	31	15	19	343	NA
	%	81.02	50.71	30.31	9.08	4.42	5.47	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		146	126	27	23	19	341	NA
	%	79.84	42.74	37.10	7.67	7.09	5.40	100.00	
*51. I have trust and confidence in my supervisor.	N		147	83	44	36	32	342	NA
	%	67.39	42.75	24.64	12.93	10.43	9.25	100.00	
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		160	81	54	24	23	342	NA
	%	70.47	46.19	24.27	15.77	7.08	6.69	100.00	
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		28	81	66	82	73	330	7
	%	32.79	8.43	24.37	20.74	24.96	21.51	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		49	103	64	39	48	303	34
	%	49.99	16.39	33.60	21.55	13.38	15.09	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		49	127	69	33	30	308	27
	%	56.45	15.78	40.67	22.78	11.17	9.60	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		40	143	65	42	44	334	2
	%	54.49	11.49	43.00	19.93	12.98	12.60	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		41	132	63	39	34	309	27
	%	55.62	12.93	42.69	20.91	12.75	10.72	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		46	103	62	64	50	325	12
	%	45.92	14.09	31.83	19.40	19.79	14.89	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		44	116	65	55	54	334	6
	%	48.23	13.12	35.11	20.10	16.41	15.26	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		92	105	57	26	38	318	21
	%	61.40	28.03	33.37	18.43	8.23	11.95	100.00	
*61. I have a high level of respect for my organization's senior leaders.	N		51	109	74	53	49	336	3
	%	47.52	15.49	32.04	22.36	15.80	14.32	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		60	136	79	23	17	315	26
	%	61.84	18.66	43.18	25.72	7.16	5.29	100.00	
*63. How satisfied are you with your involvement in decisions that affect your work?	N		58	117	68	66	26	335	NA
	%	52.60	17.24	35.36	20.22	19.64	7.54	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		46	116	60	72	43	337	NA
	%	47.79	13.23	34.56	18.29	21.76	12.15	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		67	124	55	54	37	337	NA
	%	56.38	19.52	36.86	16.50	16.32	10.80	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		36	103	92	61	41	333	NA
	%	42.06	10.78	31.28	27.39	18.69	11.86	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		37	74	99	70	58	338	NA
	%	32.84	10.83	22.01	29.69	20.65	16.83	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		56	137	79	44	20	336	NA
	%	57.47	16.79	40.68	22.93	13.64	5.96	100.00	
*69. Considering everything, how satisfied are you with your job?	N		77	143	55	38	22	335	NA
	%	66.11	23.26	42.85	15.97	11.20	6.72	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		106	139	40	32	20	337	NA
	%	73.00	31.76	41.24	11.59	9.38	6.03	100.00	

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	
71. Considering everything, how satisfied are you with your organization?	N		58	126	72	51	28	335	NA	
	%	55.65	17.60	38.05	21.26	15.02	8.07	100.00		
<b>72. Have you been notified whether or not you are eligible to telework?</b>										
								N	%	
								294	88.07	
								20	6.25	
								13	4.02	
								6	1.67	
								<b>Total</b>	<b>333</b>	<b>100.00</b>
<b>73. Please select the response below that BEST describes your current teleworking situation.</b>										
								N	%	
								29	8.12	
								113	33.89	
								49	14.50	
								78	22.96	
								7	2.25	
								1	0.34	
								16	4.73	
								43	13.21	
								<b>Total</b>	<b>336</b>	<b>100.00</b>

**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
<b><u>Yes</u></b>	<u>236</u>	<u>69.70</u>
<b><u>No</u></b>	<u>81</u>	<u>24.58</u>
<b><u>Not available to me</u></b>	<u>19</u>	<u>5.72</u>
<b><u>Total</u></b>	<u>336</u>	<u>100.00</u>

  

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
<b>Yes</b>	181	54.37
<b>No</b>	148	43.95
<b>Not available to me</b>	6	1.68
<b>Total</b>	335	100.00

  

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
<b>Yes</b>	53	17.12
<b>No</b>	261	79.16
<b>Not available to me</b>	13	3.72
<b>Total</b>	327	100.00

  

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
<b>Yes</b>	9	2.62
<b>No</b>	278	83.22
<b>Not available to me</b>	46	14.16
<b>Total</b>	333	100.00

  

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
<b>Yes</b>	18	5.44
<b>No</b>	279	83.41
<b>Not available to me</b>	36	11.14
<b>Total</b>	333	100.00



**FEDERAL HOUSING FINANCE AGENCY  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		93	115	29	16	10	263	3
	%	79.40	35.94	43.46	10.94	5.87	3.79	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		138	83	9	1	2	233	1
	%	94.88	59.59	35.29	3.80	0.39	0.93	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		70	88	14	3	1	176	6
	%	90.20	41.57	48.63	7.44	1.73	0.63	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		17	24	6	2	3	52	10
	%	79.28	35.15	44.13	11.90	3.71	5.11	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		1	4	1	0	1	7	5
	%	71.58	17.12	54.46	12.27	0.00	16.15	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		4	7	3	0	1	15	5
	%	71.13	26.54	44.59	21.64	0.00	7.23	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 350

Number of surveys administered: 482

Response Rate: 72.6%