

Federal Housing Finance Agency
2011 Federal Employee Viewpoint Survey: Comparison Report

Response Summary	Response Rate
Governmentwide	49.3%
All Small Agencies	71.4%
Federal Housing Finance Agency	74.2%

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: Strongly Agree and Agree / Very Satisfied and Satisfied / Very Good and Good
Neutral: Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair
Negative: Disagree and Strongly Disagree / Dissatisfied and Very Dissatisfied / Poor and Very Poor

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of Do Not Know (DNK) or No Basis to Judge (NBJ) responses, where applicable, is listed

My Work Experiences

1. *I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	265,945	65.1%	16.5%	18.4%
All Small Agencies Combined	4,278	65.3%	15.9%	18.8%
Federal Housing Finance Agency	313	69.9%	14.2%	15.9%

2. *I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	265,839	73.2%	14.3%	12.5%
All Small Agencies Combined	4,281	71.5%	14.5%	14.0%
Federal Housing Finance Agency	312	57.4%	17.6%	25.1%

3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	265,764	59.4%	18.7%	21.9%
All Small Agencies Combined	4,274	60.8%	18.4%	20.8%
Federal Housing Finance Agency	311	50.3%	18.1%	31.6%

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My Work Experiences

4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	265,768	73.9%	14.1%	12.0%
All Small Agencies Combined	4,277	72.9%	14.5%	12.6%
Federal Housing Finance Agency	314	60.5%	19.3%	20.2%

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	265,594	85.0%	10.1%	4.9%
All Small Agencies Combined	4,273	84.0%	10.3%	5.7%
Federal Housing Finance Agency	311	77.7%	15.2%	7.2%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	265,012	80.2%	11.3%	8.5%
All Small Agencies Combined	4,270	79.8%	10.3%	9.9%
Federal Housing Finance Agency	310	60.7%	16.9%	22.4%

7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
Governmentwide	265,711	96.9%	2.2%	0.9%
All Small Agencies Combined	4,277	96.6%	2.1%	1.3%
Federal Housing Finance Agency	313	96.4%	2.3%	1.3%

8. *I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
Governmentwide	265,389	91.8%	6.9%	1.3%
All Small Agencies Combined	4,270	90.3%	7.9%	1.8%
Federal Housing Finance Agency	312	89.4%	7.4%	3.1%

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My Work Experiences

9. *I have sufficient resources (for example, people, materials, budget) to get my job done.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,984	47.8%	18.1%	34.1%	883
All Small Agencies Combined	4,266	50.5%	17.4%	32.2%	16
Federal Housing Finance Agency	310	63.0%	13.5%	23.5%	3

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	265,001	59.0%	17.0%	24.0%	717
All Small Agencies Combined	4,269	62.3%	16.1%	21.6%	10
Federal Housing Finance Agency	312	60.1%	17.6%	22.4%	1

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
All Small Agencies Combined	4,241	60.8%	15.6%	23.6%	26
Federal Housing Finance Agency	310	47.3%	18.4%	34.4%	2

12. *I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
All Small Agencies Combined	4,243	85.4%	7.8%	6.8%	25
Federal Housing Finance Agency	305	75.3%	11.8%	12.9%	4

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,040	91.8%	6.0%	2.3%	753
All Small Agencies Combined	4,238	88.0%	8.0%	4.0%	20
Federal Housing Finance Agency	309	79.4%	11.2%	9.4%	5

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My Work Experiences

14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
All Small Agencies Combined	4,248	76.1%	11.1%	12.9%	22
Federal Housing Finance Agency	308	76.9%	10.7%	12.3%	2

15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
All Small Agencies Combined	4,170	73.9%	12.8%	13.2%	110
Federal Housing Finance Agency	311	64.4%	13.8%	21.8%	2

16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
All Small Agencies Combined	4,232	84.2%	10.8%	5.1%	31
Federal Housing Finance Agency	311	75.2%	15.8%	9.0%	1

17. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
All Small Agencies Combined	3,981	60.9%	20.8%	18.4%	291
Federal Housing Finance Agency	287	55.2%	18.5%	26.3%	27

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
All Small Agencies Combined	4,171	45.5%	25.0%	29.5%	90
Federal Housing Finance Agency	307	50.8%	23.3%	25.9%	7

My Work Experiences

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	Positive	Neutral	Negative	NBJ
Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
All Small Agencies Combined	4,152	69.0%	14.7%	16.3%	119
Federal Housing Finance Agency	308	55.0%	17.5%	27.5%	2

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My Work Unit

20. *The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
Governmentwide	255,715	74.6%	13.9%	11.5%
All Small Agencies Combined	4,027	77.1%	12.3%	10.6%
Federal Housing Finance Agency	254	63.0%	15.2%	21.9%

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
All Small Agencies Combined	4,108	57.2%	23.3%	19.5%	166
Federal Housing Finance Agency	298	53.5%	23.6%	23.0%	14

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
All Small Agencies Combined	3,890	44.1%	28.1%	27.8%	384
Federal Housing Finance Agency	297	39.4%	24.8%	35.8%	17

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
All Small Agencies Combined	3,746	39.2%	29.1%	31.7%	525
Federal Housing Finance Agency	281	25.4%	30.0%	44.5%	33

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
All Small Agencies Combined	3,947	40.5%	27.9%	31.6%	325
Federal Housing Finance Agency	290	33.9%	25.4%	40.7%	23

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My Work Unit

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	250,339	43.5%	25.5%	30.9%	14,993
All Small Agencies Combined	3,908	48.3%	25.3%	26.4%	356
Federal Housing Finance Agency	284	38.5%	24.9%	36.5%	28

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
All Small Agencies Combined	4,241	74.8%	12.6%	12.6%	28
Federal Housing Finance Agency	311	68.1%	11.9%	20.0%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
All Small Agencies Combined	4,070	58.7%	28.0%	13.2%	184
Federal Housing Finance Agency	295	50.0%	30.7%	19.3%	16

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	265,011	82.2%	14.7%	3.0%
All Small Agencies Combined	4,265	85.9%	11.4%	2.7%
Federal Housing Finance Agency	309	73.5%	18.4%	8.1%

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My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
All Small Agencies Combined	4,172	76.9%	14.0%	9.1%	63
Federal Housing Finance Agency	301	64.4%	18.0%	17.6%	8

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
All Small Agencies Combined	4,118	51.1%	22.5%	26.4%	114
Federal Housing Finance Agency	300	31.8%	21.8%	46.4%	9

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
All Small Agencies Combined	4,132	56.6%	20.7%	22.7%	105
Federal Housing Finance Agency	299	42.0%	22.9%	35.1%	11

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
All Small Agencies Combined	4,077	44.7%	27.3%	28.0%	142
Federal Housing Finance Agency	297	30.6%	30.3%	39.1%	12

33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
All Small Agencies Combined	3,825	32.0%	29.5%	38.5%	403
Federal Housing Finance Agency	288	32.8%	20.2%	47.1%	23

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My Agency

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
All Small Agencies Combined	3,892	58.2%	25.6%	16.2%	343
Federal Housing Finance Agency	278	55.7%	24.9%	19.4%	31

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
All Small Agencies Combined	4,132	77.1%	14.2%	8.7%	101
Federal Housing Finance Agency	300	82.6%	13.0%	4.4%	10

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
All Small Agencies Combined	4,103	66.1%	19.5%	14.4%	112
Federal Housing Finance Agency	303	75.0%	16.3%	8.7%	5

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
All Small Agencies Combined	3,942	53.9%	22.8%	23.3%	287
Federal Housing Finance Agency	283	48.8%	21.5%	29.7%	28

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	Positive	Neutral	Negative	DNK
Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
All Small Agencies Combined	3,782	68.2%	18.5%	13.2%	438
Federal Housing Finance Agency	270	64.3%	18.9%	16.8%	38

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My Agency

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
All Small Agencies Combined	4,141	78.4%	14.1%	7.4%	63
Federal Housing Finance Agency	298	50.9%	26.2%	22.8%	9

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
Governmentwide	260,072	68.9%	19.5%	11.6%
All Small Agencies Combined	4,217	67.4%	19.2%	13.3%
Federal Housing Finance Agency	308	52.2%	29.7%	18.1%

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
All Small Agencies Combined	3,869	49.8%	26.5%	23.7%	360
Federal Housing Finance Agency	287	44.7%	25.0%	30.4%	22

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My Supervisor/Team Leader

42. *My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
All Small Agencies Combined	4,189	82.6%	9.2%	8.2%	28
Federal Housing Finance Agency	303	80.2%	12.4%	7.4%	5

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
All Small Agencies Combined	4,190	69.1%	15.4%	15.5%	22
Federal Housing Finance Agency	306	62.1%	20.2%	17.8%	1

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
All Small Agencies Combined	4,152	65.9%	17.4%	16.7%	57
Federal Housing Finance Agency	299	53.3%	24.2%	22.5%	9

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
All Small Agencies Combined	3,861	69.5%	21.9%	8.6%	343
Federal Housing Finance Agency	281	63.1%	28.1%	8.9%	25

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
All Small Agencies Combined	4,170	63.4%	19.4%	17.2%	38
Federal Housing Finance Agency	300	52.9%	23.3%	23.8%	5

Federal Housing Finance Agency Comparison Report

My Supervisor/Team Leader

47. *Supervisors/team leaders in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
All Small Agencies Combined	4,142	68.8%	17.6%	13.6%	56
Federal Housing Finance Agency	304	68.7%	17.0%	14.2%	2

48. *My supervisor/team leader listens to what I have to say.*

	N	Positive	Neutral	Negative
Governmentwide	258,503	75.2%	13.4%	11.4%
All Small Agencies Combined	4,211	78.6%	11.7%	9.7%
Federal Housing Finance Agency	306	72.1%	14.6%	13.3%

49. *My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	258,213	80.2%	11.4%	8.5%
All Small Agencies Combined	4,208	81.9%	10.1%	8.0%
Federal Housing Finance Agency	304	75.7%	13.1%	11.2%

50. *In the last six months, my supervisor/team leader has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	258,363	76.9%	10.6%	12.5%
All Small Agencies Combined	4,201	81.1%	8.7%	10.2%
Federal Housing Finance Agency	307	74.5%	11.4%	14.1%

51. *I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	257,365	67.2%	17.1%	15.7%
All Small Agencies Combined	4,179	69.2%	15.5%	15.3%
Federal Housing Finance Agency	304	60.1%	20.2%	19.8%

My Supervisor/Team Leader

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
Governmentwide	258,024	69.3%	18.8%	11.9%
All Small Agencies Combined	4,207	72.1%	16.7%	11.2%
Federal Housing Finance Agency	307	61.0%	23.1%	15.8%

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Leadership

53. *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative
Governmentwide	253,376	45.0%	26.8%	28.2%
All Small Agencies Combined	4,123	46.4%	23.8%	29.8%
Federal Housing Finance Agency	302	31.8%	21.3%	46.9%

54. *My organization's leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative
Governmentwide	248,067	57.0%	23.3%	19.7%
All Small Agencies Combined	4,018	58.8%	21.5%	19.7%
Federal Housing Finance Agency	295	47.4%	23.7%	28.9%

55. *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative
Governmentwide	246,564	65.3%	21.9%	12.8%
All Small Agencies Combined	3,962	65.6%	20.7%	13.7%
Federal Housing Finance Agency	282	53.8%	23.3%	22.9%

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative
Governmentwide	253,364	64.4%	19.7%	15.8%
All Small Agencies Combined	4,129	61.2%	19.6%	19.1%
Federal Housing Finance Agency	303	53.3%	17.8%	28.9%

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative
Governmentwide	242,666	64.0%	23.1%	12.9%
All Small Agencies Combined	3,882	61.1%	23.6%	15.2%
Federal Housing Finance Agency	283	53.3%	24.5%	22.2%

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Leadership

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative
Governmentwide	249,144	55.2%	23.2%	21.5%
All Small Agencies Combined	4,048	52.1%	21.9%	26.0%
Federal Housing Finance Agency	297	42.5%	18.4%	39.1%

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative
Governmentwide	247,893	58.4%	23.2%	18.4%
All Small Agencies Combined	4,042	56.4%	21.9%	21.7%
Federal Housing Finance Agency	296	43.6%	23.7%	32.7%

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
All Small Agencies Combined	4,003	58.7%	23.1%	18.3%	151
Federal Housing Finance Agency	286	43.3%	22.6%	34.1%	12

61. *I have a high level of respect for my organization's senior leaders.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
All Small Agencies Combined	4,143	55.6%	21.1%	23.4%	28
Federal Housing Finance Agency	302	45.8%	20.5%	33.7%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
All Small Agencies Combined	3,872	60.9%	24.1%	15.0%	299
Federal Housing Finance Agency	291	69.0%	20.9%	10.1%	12

Federal Housing Finance Agency Comparison Report

My Satisfaction

63. *How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
Governmentwide	254,203	53.4%	23.9%	22.8%
All Small Agencies Combined	4,172	55.0%	22.8%	22.2%
Federal Housing Finance Agency	305	43.3%	26.6%	30.1%

64. *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	254,125	50.7%	24.6%	24.7%
All Small Agencies Combined	4,170	50.7%	22.4%	26.9%
Federal Housing Finance Agency	306	40.6%	24.0%	35.4%

65. *How satisfied are you with the recognition you receive for doing a good job?*

	N	Positive	Neutral	Negative
Governmentwide	254,057	50.7%	23.9%	25.4%
All Small Agencies Combined	4,165	55.0%	21.8%	23.2%
Federal Housing Finance Agency	304	44.8%	25.1%	30.1%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
Governmentwide	253,587	45.6%	29.2%	25.3%
All Small Agencies Combined	4,157	46.4%	27.4%	26.2%
Federal Housing Finance Agency	305	35.8%	28.9%	35.3%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,853	39.7%	28.4%	31.9%
All Small Agencies Combined	4,160	34.5%	31.8%	33.7%
Federal Housing Finance Agency	305	30.0%	34.0%	36.0%

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My Satisfaction

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
Governmentwide	253,771	54.9%	23.6%	21.5%
All Small Agencies Combined	4,159	49.8%	26.7%	23.5%
Federal Housing Finance Agency	304	57.2%	30.4%	12.4%

69. *Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
Governmentwide	253,348	70.7%	16.7%	12.5%
All Small Agencies Combined	4,163	70.4%	16.1%	13.5%
Federal Housing Finance Agency	305	57.4%	22.2%	20.4%

70. *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
Governmentwide	253,704	62.5%	17.1%	20.4%
All Small Agencies Combined	4,162	62.2%	17.7%	20.1%
Federal Housing Finance Agency	305	66.7%	15.2%	18.0%

71. *Considering everything, how satisfied are you with your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,622	62.3%	20.9%	16.8%
All Small Agencies Combined	4,155	63.6%	19.1%	17.3%
Federal Housing Finance Agency	305	50.4%	21.8%	27.7%

Federal Housing Finance Agency Comparison Report

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours.

	N	Yes	No	Not Sure
Governmentwide	253,632	5.5%	67.3%	27.2%
All Small Agencies Combined	4,153	5.2%	28.5%	66.4%
Federal Housing Finance Agency	304	4.1%	20.9%	74.9%

73. Please select the response below that BEST describes your current teleworking situation:

	N	3 or More Days a Week	1 or 2 Days a Week	<= 2 Days a Month Infrequently	
Governmentwide	247,588	3.4%	11.5%	6.0%	16.0%
All Small Agencies Combined	4,108	4.8%	14.6%	11.2%	25.2%
Federal Housing Finance Agency	304	11.2%	16.8%	9.2%	31.3%

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Physical Presence Required	Technical Issues	Not Received Approval	I Choose Not To
Governmentwide	247,588	23.0%	5.5%	20.5%	14.1%
All Small Agencies Combined	4,108	11.9%	3.5%	13.4%	15.3%
Federal Housing Finance Agency	304	4.3%	0.3%	9.2%	17.8%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available
Governmentwide	251,340	20.3%	46.9%	32.7%
All Small Agencies Combined	4,148	13.1%	47.2%	39.7%
Federal Housing Finance Agency	305	3.8%	18.9%	77.3%

Federal Housing Finance Agency Comparison Report

Work/Life

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available
Governmentwide	250,755	11.8%	59.3%	29.0%
All Small Agencies Combined	4,135	12.7%	60.6%	26.8%
Federal Housing Finance Agency	303	2.5%	29.3%	68.2%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available
Governmentwide	250,174	6.0%	81.3%	12.7%
All Small Agencies Combined	4,129	4.6%	82.3%	13.1%
Federal Housing Finance Agency	300	2.4%	83.8%	13.7%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available
Governmentwide	250,015	16.3%	80.5%	3.1%
All Small Agencies Combined	4,127	21.4%	77.2%	1.4%
Federal Housing Finance Agency	300	13.1%	83.9%	3.1%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available
Governmentwide	249,620	17.0%	81.1%	1.9%
All Small Agencies Combined	4,122	20.8%	77.4%	1.8%
Federal Housing Finance Agency	298	15.5%	83.3%	1.2%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
All Small Agencies Combined	3,251	60.1%	22.3%	17.6%	906
Federal Housing Finance Agency	265	67.7%	20.6%	11.7%	38

Federal Housing Finance Agency Comparison Report

Work/Life

80. How satisfied are you with the following Work/Life programs in your agency? *Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
All Small Agencies Combined	2,931	68.9%	20.8%	10.3%	1,198
Federal Housing Finance Agency	279	85.7%	9.9%	4.3%	23

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	Positive	Neutral	Negative	NBJ
Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
All Small Agencies Combined	2,420	51.4%	37.5%	11.2%	1,722
Federal Housing Finance Agency	257	82.2%	14.0%	3.8%	44

82. How satisfied are you with the following Work/Life programs in your agency? *Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
All Small Agencies Combined	1,874	44.1%	51.1%	4.8%	2,274
Federal Housing Finance Agency	122	40.3%	53.8%	5.9%	181

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	Positive	Neutral	Negative	NBJ
Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
All Small Agencies Combined	1,161	15.6%	69.5%	14.9%	2,970
Federal Housing Finance Agency	80	23.3%	66.0%	10.7%	221

84. How satisfied are you with the following Work/Life programs in your agency? *Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
All Small Agencies Combined	1,130	16.6%	74.2%	9.3%	3,010
Federal Housing Finance Agency	77	24.2%	69.0%	6.8%	223