

## 2008 Federal Human Capital Survey Results and Bureau Rankings

Bureau	Ranking
Office of Inspector General (OIG)	1st
Office of Surface Mining (OSM)	2nd
Minerals Management Service (MMS)	3rd
<b>Fish and Wildlife Service (FWS)</b>	<b>4th</b>
United States Geological Survey (USGS)	5th
Bureau of Land Management (BLM)	6th
National Business Center (NBC)	7th
Bureau of Reclamation (BOR)	8th
Office of Special Trustee (OST)	9th
Office of the Secretary (OS)	10th
Bureau of Indian Affairs (BIA)	11th
National Park Service (NPS)	12th
Office of the Solicitor (SOL)	13th
Bureau of Indian Education (BIE)	14th

The Fish and Wildlife Service scored higher than the Government wide average for 59% of the questions and scored higher than the Department of Interior average for 85% of the questions.

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<i>Question</i> Bureau/Office	Postive %	Neutral %	Negative %	Don't Know %	Ranking in each question
<b>1. The people I work with cooperate to get the job done.</b>					
Office of Inspector General (OIG)	95.3%	2.9%	1.8%		1
United States Geological Survey (USGS)	85.8%	8.0%	6.2%		2
<b>Governmentwide</b>	<b>83.9%</b>	<b>8.4%</b>	<b>7.7%</b>		
Minerals Management Service (MMS)	83.8%	7.4%	8.8%		3
<b>Fish and Wildlife Service (FWS)</b>	<b>83.3%</b>	<b>8.5%</b>	<b>8.2%</b>		4
Office of the Solicitor (SOL)	83.1%	7.6%	9.2%		5
Bureau of Reclamation (BOR)	83.0%	9.1%	8.0%		6
Bureau of Land Management (BLM)	82.9%	9.1%	8.0%		7
Office of Surface Mining (OSM)	82.4%	10.3%	7.2%		8
<b>Department of the Interior</b>	<b>81.4%</b>	<b>9.8%</b>	<b>8.8%</b>		
National Business Center (NBC)	81.0%	10.7%	8.4%		9
National Park Service (NPS)	79.0%	10.8%	10.3%		10
Office of the Secretary (OS)	75.4%	14.3%	10.3%		11
Bureau of Indian Affairs (BIA)	74.8%	13.3%	11.9%		12
Office of Special Trustee (OST)	74.3%	14.0%	11.6%		13
Bureau of Indian Education (BIE)	71.5%	11.4%	17.1%		14
<b>2. I am given a real opportunity to improve my skills in my organization.</b>					
Office of Inspector General (OIG)	77.3%	12.2%	10.5%		1
<b>Fish and Wildlife Service (FWS)</b>	<b>71.3%</b>	<b>14.7%</b>	<b>14.0%</b>		2
Office of Surface Mining (OSM)	66.7%	16.3%	17.1%		3
United States Geological Survey (USGS)	66.6%	16.7%	16.6%		4
<b>Governmentwide</b>	<b>64.0%</b>	<b>17.9%</b>	<b>18.1%</b>		
Minerals Management Service (MMS)	63.1%	18.6%	18.2%		5
<b>Department of the Interior</b>	<b>62.2%</b>	<b>17.7%</b>	<b>20.1%</b>		
Bureau of Land Management (BLM)	62.2%	19.1%	18.7%		6
Bureau of Reclamation (BOR)	61.4%	18.1%	20.5%		7
Bureau of Indian Affairs (BIA)	61.2%	17.9%	20.9%		8
Office of Special Trustee (OST)	60.9%	16.2%	22.9%		9
National Business Center (NBC)	60.4%	16.5%	23.1%		10
Office of the Secretary (OS)	58.9%	15.5%	25.6%		11
National Park Service (NPS)	55.9%	19.0%	25.1%		12
Bureau of Indian Education (BIE)	49.4%	19.9%	30.7%		13
Office of the Solicitor (SOL)	48.8%	22.5%	28.7%		14
<b>3. I have enough information to do my job well.</b>					
Office of Inspector General (OIG)	81.7%	11.8%	6.5%		1
Office of Surface Mining (OSM)	74.8%	15.5%	9.7%		2
United States Geological Survey (USGS)	74.2%	14.9%	10.9%		3
<b>Fish and Wildlife Service (FWS)</b>	<b>73.8%</b>	<b>15.7%</b>	<b>10.5%</b>		4
<b>Governmentwide</b>	<b>73.4%</b>	<b>15.2%</b>	<b>11.4%</b>		
Minerals Management Service (MMS)	73.1%	14.9%	11.9%		5
Bureau of Land Management (BLM)	71.5%	17.1%	11.3%		6
<b>Department of the Interior</b>	<b>69.6%</b>	<b>17.1%</b>	<b>13.3%</b>		
Office of Special Trustee (OST)	67.4%	15.2%	17.4%		7
Bureau of Reclamation (BOR)	67.3%	18.2%	14.5%		8
Bureau of Indian Affairs (BIA)	67.1%	17.5%	15.4%		9
Office of the Secretary (OS)	66.4%	15.7%	18.0%		10
National Park Service (NPS)	65.8%	18.9%	15.3%		11
Bureau of Indian Education (BIE)	64.6%	21.1%	14.3%		12
National Business Center (NBC)	61.4%	19.7%	18.9%		13
Office of the Solicitor (SOL)	55.5%	21.1%	23.4%		14

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<b>4. I feel encouraged to come up with new and better ways of doing things.</b>						
Office of Inspector General (OIG)	71.4%	11.9%	16.7%			1
United States Geological Survey (USGS)	67.1%	17.0%	15.9%			2
<b>Fish and Wildlife Service (FWS)</b>	<b>66.2%</b>	<b>16.3%</b>	<b>17.6%</b>			3
Bureau of Land Management (BLM)	61.4%	18.8%	19.8%			4
Office of Surface Mining (OSM)	61.4%	18.8%	19.8%			5
Minerals Management Service (MMS)	61.1%	19.6%	19.3%			6
<b>Department of the Interior</b>	<b>60.8%</b>	<b>18.6%</b>	<b>20.6%</b>			
<b>Governmentwide</b>	<b>60.7%</b>	<b>19.4%</b>	<b>19.9%</b>			
Office of the Secretary (OS)	60.7%	15.3%	24.0%			7
National Park Service (NPS)	57.6%	19.2%	23.2%			8
Bureau of Reclamation (BOR)	57.5%	19.9%	22.7%			9
Office of Special Trustee (OST)	56.3%	17.8%	25.9%			10
National Business Center (NBC)	56.1%	21.6%	22.3%			11
Bureau of Indian Affairs (BIA)	56.0%	21.4%	22.7%			12
Bureau of Indian Education (BIE)	52.0%	20.9%	27.1%			13
Office of the Solicitor (SOL)	49.1%	20.9%	30.0%			14
<b>5. My work gives me a feeling of personal accomplishment.</b>						
United States Geological Survey (USGS)	77.0%	12.7%	10.3%			1
<b>Fish and Wildlife Service (FWS)</b>	<b>75.7%</b>	<b>13.7%</b>	<b>10.6%</b>			2
Bureau of Indian Affairs (BIA)	75.3%	14.4%	10.2%			3
Office of Inspector General (OIG)	74.9%	16.8%	8.2%			4
<b>Governmentwide</b>	<b>73.4%</b>	<b>14.9%</b>	<b>11.7%</b>			
National Park Service (NPS)	73.4%	14.2%	12.4%			5
<b>Department of the Interior</b>	<b>73.0%</b>	<b>14.9%</b>	<b>12.2%</b>			
Office of the Solicitor (SOL)	72.1%	11.7%	16.3%			6
Bureau of Land Management (BLM)	70.5%	16.1%	13.4%			7
Bureau of Reclamation (BOR)	69.6%	16.6%	13.8%			8
Office of Special Trustee (OST)	69.5%	16.0%	14.5%			9
Office of Surface Mining (OSM)	69.0%	17.3%	13.7%			10
Office of the Secretary (OS)	68.6%	15.7%	15.7%			11
Bureau of Indian Education (BIE)	68.0%	24.6%	7.4%			12
Minerals Management Service (MMS)	67.0%	18.3%	14.7%			13
National Business Center (NBC)	65.0%	19.5%	15.5%			14
<b>6. I like the kind of work I do.</b>						
Office of Inspector General (OIG)	89.4%	8.3%	2.3%			1
Bureau of Indian Affairs (BIA)	89.3%	8.3%	2.5%			2
Bureau of Indian Education (BIE)	87.7%	10.4%	1.9%			3
National Park Service (NPS)	86.3%	9.4%	4.3%			4
<b>Fish and Wildlife Service (FWS)</b>	<b>86.1%</b>	<b>9.4%</b>	<b>4.4%</b>			5
United States Geological Survey (USGS)	86.1%	9.9%	4.0%			6
<b>Department of the Interior</b>	<b>85.4%</b>	<b>10.2%</b>	<b>4.4%</b>			
Office of Special Trustee (OST)	85.4%	9.9%	4.7%			7
Bureau of Land Management (BLM)	84.5%	10.7%	4.8%			8
Bureau of Reclamation (BOR)	83.9%	11.7%	4.4%			9
Office of the Solicitor (SOL)	83.9%	6.7%	9.4%			10
<b>Governmentwide</b>	<b>83.8%</b>	<b>11.0%</b>	<b>5.2%</b>			
Office of the Secretary (OS)	82.9%	10.2%	6.9%			11
Office of Surface Mining (OSM)	81.8%	11.8%	6.5%			12
Minerals Management Service (MMS)	78.3%	15.4%	6.3%			13
National Business Center (NBC)	77.4%	16.0%	6.7%			14

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<b>7. I have trust and confidence in my supervisor.</b>					
Office of Inspector General (OIG)	80.5%	9.9%	9.6%		1
Minerals Management Service (MMS)	69.3%	15.5%	15.2%		2
Office of Surface Mining (OSM)	69.0%	17.3%	13.7%		3
United States Geological Survey (USGS)	65.9%	16.4%	17.6%		4
<b>Governmentwide</b>	<b>64.2%</b>	<b>17.8%</b>	<b>18.0%</b>		
Office of the Solicitor (SOL)	64.0%	11.5%	24.6%		5
<b>Fish and Wildlife Service (FWS)</b>	<b>63.8%</b>	<b>17.0%</b>	<b>19.2%</b>		6
Bureau of Land Management (BLM)	61.7%	19.3%	19.0%		7
<b>Department of the Interior</b>	<b>61.5%</b>	<b>18.0%</b>	<b>20.5%</b>		
Office of the Secretary (OS)	60.7%	15.9%	23.4%		8
Bureau of Reclamation (BOR)	60.2%	19.0%	20.7%		9
National Park Service (NPS)	59.2%	17.5%	23.3%		10
Bureau of Indian Affairs (BIA)	56.5%	21.5%	22.0%		11
National Business Center (NBC)	56.5%	22.4%	21.1%		12
Office of Special Trustee (OST)	56.2%	19.1%	24.7%		13
Bureau of Indian Education (BIE)	53.4%	22.0%	24.6%		14
<b>8. I recommend my organization as a good place to work.</b>					
Office of Inspector General (OIG)	72.5%	18.1%	9.4%		1
<b>Fish and Wildlife Service (FWS)</b>	<b>70.9%</b>	<b>17.3%</b>	<b>11.8%</b>		2
United States Geological Survey (USGS)	68.0%	18.1%	13.9%		3
Minerals Management Service (MMS)	66.8%	18.8%	14.4%		4
<b>Governmentwide</b>	<b>65.5%</b>	<b>19.6%</b>	<b>14.9%</b>		
<b>Department of the Interior</b>	<b>63.7%</b>	<b>20.1%</b>	<b>16.3%</b>		
Bureau of Land Management (BLM)	63.5%	20.8%	15.6%		5
National Park Service (NPS)	63.3%	20.0%	16.7%		6
Office of Surface Mining (OSM)	61.9%	21.9%	16.2%		7
Bureau of Reclamation (BOR)	60.3%	20.8%	18.9%		8
Bureau of Indian Affairs (BIA)	57.5%	23.9%	18.5%		9
Office of the Solicitor (SOL)	53.2%	22.5%	24.3%		10
Office of Special Trustee (OST)	52.5%	21.5%	26.0%		11
Bureau of Indian Education (BIE)	51.1%	24.3%	24.6%		12
National Business Center (NBC)	50.6%	25.7%	23.8%		13
Office of the Secretary (OS)	50.2%	21.6%	28.2%		14
<b>9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</b>					
Office of Inspector General (OIG)	83.4%	8.1%	8.5%		1
Minerals Management Service (MMS)	70.6%	18.5%	10.9%		2
United States Geological Survey (USGS)	67.3%	19.9%	12.8%		3
Office of Surface Mining (OSM)	67.0%	22.8%	10.1%		4
<b>Governmentwide</b>	<b>66.2%</b>	<b>20.9%</b>	<b>12.9%</b>		
Office of the Secretary (OS)	65.3%	16.0%	18.7%		5
<b>Fish and Wildlife Service (FWS)</b>	<b>65.0%</b>	<b>21.3%</b>	<b>13.7%</b>		6
Bureau of Land Management (BLM)	63.6%	21.8%	14.6%		7
National Business Center (NBC)	63.2%	19.8%	17.0%		8
<b>Department of the Interior</b>	<b>62.9%</b>	<b>21.2%</b>	<b>15.9%</b>		
Bureau of Reclamation (BOR)	62.9%	20.6%	16.5%		9
Office of the Solicitor (SOL)	62.1%	18.0%	19.9%		10
National Park Service (NPS)	60.3%	21.5%	18.3%		11
Bureau of Indian Affairs (BIA)	56.4%	23.7%	19.9%		12
Bureau of Indian Education (BIE)	55.9%	24.2%	20.0%		13

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Office of Special Trustee (OST)	55.2%	25.7%	19.1%		14
<b>10. How would you rate the overall quality of work done by your work group?</b>					
Office of Inspector General (OIG)	91.9%	6.1%	2.0%		1
United States Geological Survey (USGS)	87.7%	10.3%	2.0%		2
<b>Fish and Wildlife Service (FWS)</b>	<b>84.5%</b>	<b>12.4%</b>	<b>3.1%</b>		<b>3</b>
Office of the Solicitor (SOL)	84.3%	12.8%	2.9%		4
Minerals Management Service (MMS)	84.0%	13.5%	2.6%		5
<b>Governmentwide</b>	<b>83.4%</b>	<b>13.5%</b>	<b>3.0%</b>		
Bureau of Reclamation (BOR)	83.1%	13.8%	3.1%		6
<b>Department of the Interior</b>	<b>82.0%</b>	<b>14.5%</b>	<b>3.5%</b>		
National Business Center (NBC)	82.0%	15.3%	2.8%		7
Bureau of Land Management (BLM)	81.2%	15.5%	3.3%		8
National Park Service (NPS)	80.8%	15.3%	3.9%		9
Office of Special Trustee (OST)	80.2%	15.4%	4.4%		10
Office of Surface Mining (OSM)	79.9%	17.7%	2.3%		11
Office of the Secretary (OS)	79.2%	16.7%	4.1%		12
Bureau of Indian Affairs (BIA)	73.0%	20.9%	6.0%		13
Bureau of Indian Education (BIE)	65.5%	24.3%	10.2%		14
<b>11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</b>					
Office of Inspector General (OIG)	89.8%	6.5%	3.7%	0.0%	1
<b>Fish and Wildlife Service (FWS)</b>	<b>78.3%</b>	<b>13.1%</b>	<b>8.1%</b>	<b>0.5%</b>	<b>2</b>
United States Geological Survey (USGS)	76.1%	13.7%	9.4%	0.8%	3
Office of Surface Mining (OSM)	75.0%	15.2%	8.4%	1.4%	4
Office of the Solicitor (SOL)	75.0%	9.6%	14.2%	1.2%	5
<b>Governmentwide</b>	<b>73.8%</b>	<b>15.1%</b>	<b>10.4%</b>	<b>0.7%</b>	
Minerals Management Service (MMS)	73.1%	15.7%	10.4%	0.9%	6
Bureau of Reclamation (BOR)	71.9%	15.6%	11.7%	0.8%	7
<b>Department of the Interior</b>	<b>71.7%</b>	<b>15.8%</b>	<b>11.7%</b>	<b>0.7%</b>	
Bureau of Land Management (BLM)	71.0%	16.3%	12.1%	0.7%	8
National Business Center (NBC)	68.4%	17.2%	13.1%	1.2%	9
National Park Service (NPS)	68.3%	17.3%	13.5%	0.8%	10
Office of Special Trustee (OST)	68.3%	17.5%	13.7%	0.5%	11
Office of the Secretary (OS)	66.2%	13.5%	19.2%	1.1%	12
Bureau of Indian Affairs (BIA)	65.8%	20.3%	13.4%	0.5%	13
Bureau of Indian Education (BIE)	54.0%	16.7%	29.3%	0.0%	14
<b>12. My supervisor supports my need to balance work and other life issues.</b>					
Office of Inspector General (OIG)	89.7%	3.9%	5.8%	0.6%	1
Office of Surface Mining (OSM)	85.9%	8.3%	5.2%	0.6%	2
<b>Fish and Wildlife Service (FWS)</b>	<b>82.2%</b>	<b>9.8%</b>	<b>7.6%</b>	<b>0.4%</b>	<b>3</b>
United States Geological Survey (USGS)	81.7%	10.9%	6.8%	0.5%	4
Minerals Management Service (MMS)	81.2%	10.7%	7.4%	0.7%	5
Bureau of Land Management (BLM)	81.1%	10.7%	7.6%	0.6%	6
Bureau of Reclamation (BOR)	79.6%	12.0%	7.6%	0.8%	7
<b>Department of the Interior</b>	<b>78.6%</b>	<b>11.5%</b>	<b>9.1%</b>	<b>0.7%</b>	
Office of the Solicitor (SOL)	78.0%	8.4%	11.5%	2.2%	8
National Business Center (NBC)	77.9%	11.5%	10.0%	0.6%	9
National Park Service (NPS)	76.3%	12.0%	11.0%	0.7%	10
<b>Governmentwide</b>	<b>75.3%</b>	<b>13.4%</b>	<b>10.6%</b>	<b>0.6%</b>	
Office of Special Trustee (OST)	74.7%	13.7%	11.2%	0.5%	11
Office of the Secretary (OS)	74.2%	11.8%	12.4%	1.6%	12

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Bureau of Indian Affairs (BIA)	69.3%	15.8%	13.8%	1.1%	13
Bureau of Indian Education (BIE)	62.5%	15.6%	19.2%	2.7%	14
<b>13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.</b>					
Office of Inspector General (OIG)	72.2%	16.5%	10.6%	0.7%	1
Fish and Wildlife Service (FWS)	63.7%	18.7%	17.0%	0.7%	2
Minerals Management Service (MMS)	63.2%	19.4%	16.9%	0.6%	3
United States Geological Survey (USGS)	63.2%	20.8%	15.2%	0.8%	4
Office of Surface Mining (OSM)	60.8%	19.8%	18.6%	0.7%	5
Governmentwide	60.6%	21.0%	17.4%	1.0%	
Bureau of Land Management (BLM)	59.2%	21.7%	17.9%	1.1%	6
Department of the Interior	58.9%	21.4%	18.8%	0.9%	
National Park Service (NPS)	57.2%	21.5%	20.4%	1.0%	7
Office of the Secretary (OS)	57.1%	17.7%	23.6%	1.6%	8
National Business Center (NBC)	55.9%	21.8%	20.6%	1.6%	9
Office of the Solicitor (SOL)	55.7%	13.3%	28.8%	2.2%	10
Bureau of Reclamation (BOR)	55.6%	24.4%	19.2%	0.8%	11
Bureau of Indian Education (BIE)	54.8%	18.3%	26.0%	0.9%	12
Office of Special Trustee (OST)	53.2%	20.5%	25.6%	0.7%	13
Bureau of Indian Affairs (BIA)	52.2%	25.2%	21.7%	0.9%	14
<b>14. My work unit is able to recruit people with the right skills.</b>					
Office of Inspector General (OIG)	65.4%	25.5%	8.1%	1.0%	1
Fish and Wildlife Service (FWS)	48.7%	26.5%	22.3%	2.5%	2
Office of the Solicitor (SOL)	48.7%	27.2%	16.8%	7.3%	3
Office of Surface Mining (OSM)	46.7%	28.6%	21.9%	2.8%	4
Minerals Management Service (MMS)	45.1%	24.7%	27.9%	2.4%	5
Governmentwide	44.9%	27.8%	24.5%	2.8%	
National Business Center (NBC)	43.7%	29.2%	24.9%	2.2%	6
Bureau of Reclamation (BOR)	43.0%	27.9%	26.6%	2.5%	7
Office of the Secretary (OS)	42.8%	24.6%	28.8%	3.8%	8
Department of the Interior	42.0%	27.9%	27.6%	2.5%	
National Park Service (NPS)	41.4%	27.8%	28.7%	2.1%	9
Bureau of Land Management (BLM)	40.9%	27.7%	29.3%	2.1%	10
Office of Special Trustee (OST)	40.3%	30.1%	27.1%	2.4%	11
United States Geological Survey (USGS)	39.6%	28.0%	29.4%	3.0%	12
Bureau of Indian Affairs (BIA)	34.0%	32.5%	30.9%	2.6%	13
Bureau of Indian Education (BIE)	31.5%	27.6%	36.5%	4.4%	14
<b>15. The skill level in my work unit has improved in the past year.</b>					
Office of Inspector General (OIG)	71.2%	20.8%	7.0%	1.1%	1
Office of Special Trustee (OST)	58.7%	24.2%	15.4%	1.6%	2
Bureau of Indian Affairs (BIA)	58.4%	24.1%	15.9%	1.5%	3
Governmentwide	52.7%	27.2%	17.4%	2.6%	
Bureau of Indian Education (BIE)	52.0%	21.9%	24.2%	1.9%	4
National Business Center (NBC)	51.4%	28.8%	17.3%	2.5%	5
Office of the Secretary (OS)	51.3%	26.5%	20.0%	2.2%	6
Minerals Management Service (MMS)	50.2%	27.1%	20.5%	2.1%	7
Fish and Wildlife Service (FWS)	48.9%	31.8%	17.5%	1.8%	8
Department of the Interior	48.3%	29.6%	20.1%	1.9%	
Office of Surface Mining (OSM)	47.6%	32.4%	17.9%	2.1%	9
Bureau of Reclamation (BOR)	47.5%	29.8%	20.9%	1.8%	10

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United States Geological Survey (USGS)	47.3%	29.8%	20.6%	2.2%	11
Bureau of Land Management (BLM)	46.7%	29.0%	22.3%	2.1%	12
National Park Service (NPS)	44.9%	31.5%	21.8%	1.8%	13
Office of the Solicitor (SOL)	44.6%	35.1%	14.9%	5.4%	14
<b>16. I have sufficient resources (for example, people, materials, budget) to get my job done.</b>					
Office of Inspector General (OIG)	77.5%	10.9%	11.6%	0.0%	1
Office of Surface Mining (OSM)	60.5%	17.2%	22.1%	0.2%	2
Office of Special Trustee (OST)	60.1%	16.1%	23.1%	0.7%	3
Minerals Management Service (MMS)	59.3%	15.1%	25.3%	0.3%	4
Bureau of Reclamation (BOR)	54.1%	17.4%	27.9%	0.6%	5
<b>Governmentwide</b>	<b>51.2%</b>	<b>18.1%</b>	<b>29.9%</b>	<b>0.8%</b>	
National Business Center (NBC)	45.0%	19.1%	35.0%	0.9%	6
Bureau of Indian Affairs (BIA)	44.7%	16.7%	37.7%	0.8%	7
United States Geological Survey (USGS)	44.1%	18.8%	36.5%	0.5%	8
<b>Department of the Interior</b>	<b>43.1%</b>	<b>17.1%</b>	<b>39.1%</b>	<b>0.8%</b>	
<b>Fish and Wildlife Service (FWS)</b>	<b>42.5%</b>	<b>15.2%</b>	<b>41.7%</b>	<b>0.5%</b>	9
Bureau of Land Management (BLM)	41.6%	17.7%	39.8%	0.9%	10
Office of the Secretary (OS)	40.9%	16.4%	41.3%	1.4%	11
Bureau of Indian Education (BIE)	36.9%	16.8%	45.4%	0.9%	12
National Park Service (NPS)	35.3%	17.0%	46.6%	1.1%	13
Office of the Solicitor (SOL)	33.4%	20.2%	45.3%	1.1%	14
<b>17. My workload is reasonable.</b>					
Office of Inspector General (OIG)	81.4%	7.9%	10.8%	0.0%	1
Office of Surface Mining (OSM)	66.0%	12.6%	20.8%	0.6%	2
Office of Special Trustee (OST)	63.4%	16.1%	20.4%	0.2%	3
Minerals Management Service (MMS)	61.1%	12.6%	25.7%	0.6%	4
<b>Governmentwide</b>	<b>60.0%</b>	<b>16.2%</b>	<b>23.3%</b>	<b>0.5%</b>	
Bureau of Reclamation (BOR)	58.5%	17.2%	23.8%	0.5%	5
United States Geological Survey (USGS)	53.8%	18.3%	27.6%	0.3%	6
Bureau of Indian Affairs (BIA)	53.7%	17.3%	28.6%	0.4%	7
Office of the Solicitor (SOL)	53.2%	19.6%	27.1%	0.0%	8
Office of the Secretary (OS)	51.5%	16.4%	30.9%	1.2%	9
<b>Department of the Interior</b>	<b>50.6%</b>	<b>17.6%</b>	<b>31.1%</b>	<b>0.6%</b>	
<b>Fish and Wildlife Service (FWS)</b>	<b>48.6%</b>	<b>17.3%</b>	<b>33.6%</b>	<b>0.5%</b>	10
Bureau of Land Management (BLM)	48.2%	18.2%	33.0%	0.6%	11
National Business Center (NBC)	46.5%	20.3%	31.8%	1.4%	12
National Park Service (NPS)	45.0%	18.1%	36.0%	0.9%	13
Bureau of Indian Education (BIE)	44.3%	23.4%	31.4%	0.9%	14
<b>18. My talents are used well in the workplace.</b>					
Office of Inspector General (OIG)	67.3%	15.9%	16.8%	0.0%	1
Bureau of Indian Affairs (BIA)	63.7%	17.2%	18.6%	0.5%	2
Minerals Management Service (MMS)	62.7%	14.2%	22.0%	1.1%	3
<b>Governmentwide</b>	<b>62.3%</b>	<b>17.0%</b>	<b>19.8%</b>	<b>0.9%</b>	
Office of Surface Mining (OSM)	62.3%	14.0%	23.0%	0.7%	4
United States Geological Survey (USGS)	62.3%	16.5%	20.7%	0.5%	5
<b>Fish and Wildlife Service (FWS)</b>	<b>61.9%</b>	<b>16.4%</b>	<b>21.1%</b>	<b>0.6%</b>	6
Bureau of Land Management (BLM)	60.2%	16.7%	22.1%	0.9%	7
<b>Department of the Interior</b>	<b>60.1%</b>	<b>16.5%</b>	<b>22.5%</b>	<b>0.9%</b>	
Office of Special Trustee (OST)	60.1%	18.5%	20.8%	0.6%	8
Bureau of Reclamation (BOR)	58.3%	17.5%	23.2%	1.0%	9
National Park Service (NPS)	57.6%	16.3%	25.0%	1.1%	10

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Office of the Secretary (OS)	57.6%	13.6%	27.0%	1.8%	11
Office of the Solicitor (SOL)	56.9%	14.7%	26.7%	1.6%	12
National Business Center (NBC)	55.8%	17.9%	24.8%	1.5%	13
Bureau of Indian Education (BIE)	54.2%	16.9%	27.3%	1.7%	14
<b>19. I know how my work relates to the agency's goals and priorities.</b>					
Office of Inspector General (OIG)	91.7%	4.4%	3.9%	0.0%	1
Office of Surface Mining (OSM)	86.0%	8.3%	5.2%	0.5%	2
Minerals Management Service (MMS)	85.9%	8.4%	5.1%	0.7%	3
Office of Special Trustee (OST)	84.6%	8.5%	6.9%	0.0%	4
Bureau of Indian Affairs (BIA)	84.2%	10.4%	4.7%	0.7%	5
<b>Governmentwide</b>	<b>83.9%</b>	<b>10.3%</b>	<b>5.1%</b>	<b>0.6%</b>	
National Park Service (NPS)	83.4%	10.3%	5.7%	0.6%	6
Office of the Secretary (OS)	83.2%	9.0%	6.7%	1.0%	7
<b>Fish and Wildlife Service (FWS)</b>	<b>83.1%</b>	<b>10.5%</b>	<b>6.0%</b>	<b>0.3%</b>	8
Bureau of Land Management (BLM)	82.9%	11.0%	5.6%	0.5%	9
<b>Department of the Interior</b>	<b>82.5%</b>	<b>10.8%</b>	<b>6.1%</b>	<b>0.6%</b>	
National Business Center (NBC)	80.9%	11.7%	6.7%	0.7%	10
United States Geological Survey (USGS)	80.5%	11.6%	7.2%	0.6%	11
Bureau of Reclamation (BOR)	78.3%	13.1%	8.1%	0.5%	12
Bureau of Indian Education (BIE)	77.5%	12.3%	8.5%	1.7%	13
Office of the Solicitor (SOL)	77.2%	14.4%	7.3%	1.1%	14
<b>20. The work I do is important.</b>					
Bureau of Indian Affairs (BIA)	95.0%	3.8%	1.1%	0.1%	1
Bureau of Indian Education (BIE)	93.4%	4.9%	1.7%	0.0%	2
Office of Special Trustee (OST)	91.5%	5.0%	3.1%	0.4%	3
National Park Service (NPS)	91.2%	6.3%	2.3%	0.2%	4
<b>Governmentwide</b>	<b>90.8%</b>	<b>6.3%</b>	<b>2.6%</b>	<b>0.2%</b>	
Office of Inspector General (OIG)	90.8%	7.9%	1.3%	0.0%	5
<b>Department of the Interior</b>	<b>89.8%</b>	<b>7.3%</b>	<b>2.6%</b>	<b>0.3%</b>	
Office of Surface Mining (OSM)	89.6%	7.0%	3.2%	0.2%	6
Bureau of Land Management (BLM)	89.1%	8.2%	2.3%	0.5%	7
<b>Fish and Wildlife Service (FWS)</b>	<b>89.0%</b>	<b>7.5%</b>	<b>3.2%</b>	<b>0.3%</b>	8
United States Geological Survey (USGS)	88.6%	8.7%	2.2%	0.4%	9
Office of the Secretary (OS)	87.8%	6.7%	4.5%	1.0%	10
Minerals Management Service (MMS)	87.7%	8.0%	4.0%	0.3%	11
National Business Center (NBC)	87.6%	8.2%	4.0%	0.2%	12
Bureau of Reclamation (BOR)	86.9%	9.4%	3.4%	0.4%	13
Office of the Solicitor (SOL)	86.4%	4.3%	8.1%	1.1%	14
<b>21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</b>					
Office of Inspector General (OIG)	84.2%	7.5%	8.3%	0.0%	1
Office of Special Trustee (OST)	76.9%	10.6%	12.5%	0.0%	2
United States Geological Survey (USGS)	75.4%	13.1%	11.2%	0.3%	3
<b>Fish and Wildlife Service (FWS)</b>	<b>74.4%</b>	<b>13.5%</b>	<b>11.9%</b>	<b>0.3%</b>	4
Office of Surface Mining (OSM)	74.0%	14.0%	11.8%	0.2%	5
Bureau of Indian Education (BIE)	72.4%	6.8%	20.8%	0.0%	6
National Business Center (NBC)	68.9%	14.0%	16.0%	1.0%	7
<b>Department of the Interior</b>	<b>68.4%</b>	<b>15.0%</b>	<b>16.0%</b>	<b>0.5%</b>	
Minerals Management Service (MMS)	68.2%	15.2%	15.9%	0.7%	8
Bureau of Reclamation (BOR)	68.0%	15.8%	15.7%	0.6%	9
Office of the Secretary (OS)	67.4%	15.1%	16.1%	1.3%	10

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<b>Governmentwide</b>	<b>67.2%</b>	<b>14.6%</b>	<b>17.7%</b>	<b>0.5%</b>	
Bureau of Indian Affairs (BIA)	65.4%	14.1%	20.0%	0.5%	11
Bureau of Land Management (BLM)	65.0%	15.7%	18.7%	0.5%	12
National Park Service (NPS)	64.1%	17.1%	18.1%	0.7%	13
Office of the Solicitor (SOL)	60.5%	11.7%	26.3%	1.5%	14
<b>22. Promotions in my work unit are based on merit.</b>					
Office of Inspector General (OIG)	46.2%	23.9%	25.0%	4.9%	1
United States Geological Survey (USGS)	45.7%	23.5%	26.6%	4.3%	2
Minerals Management Service (MMS)	42.7%	24.9%	29.3%	3.0%	3
Office of the Secretary (OS)	42.3%	18.3%	31.6%	7.8%	4
Office of Surface Mining (OSM)	40.8%	26.4%	29.8%	2.9%	5
National Business Center (NBC)	40.0%	23.6%	31.1%	5.3%	6
<b>Fish and Wildlife Service (FWS)</b>	<b>38.1%</b>	<b>26.8%</b>	<b>30.5%</b>	<b>4.6%</b>	7
Office of Special Trustee (OST)	36.6%	20.9%	33.6%	8.8%	8
<b>Department of the Interior</b>	<b>35.6%</b>	<b>26.6%</b>	<b>32.8%</b>	<b>5.0%</b>	
<b>Governmentwide</b>	<b>35.2%</b>	<b>26.2%</b>	<b>34.0%</b>	<b>4.6%</b>	
Bureau of Land Management (BLM)	33.9%	29.2%	32.2%	4.7%	9
Bureau of Reclamation (BOR)	33.7%	26.6%	34.9%	4.8%	10
Bureau of Indian Affairs (BIA)	32.5%	27.5%	33.1%	6.8%	11
Office of the Solicitor (SOL)	30.0%	29.1%	31.3%	9.5%	12
National Park Service (NPS)	29.9%	27.5%	37.6%	5.1%	13
Bureau of Indian Education (BIE)	20.1%	28.1%	47.9%	3.8%	14
<b>23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</b>					
Office of Inspector General (OIG)	39.7%	25.5%	26.6%	8.2%	1
Office of Special Trustee (OST)	29.9%	22.4%	39.6%	8.0%	2
<b>Governmentwide</b>	<b>29.6%</b>	<b>26.5%</b>	<b>37.3%</b>	<b>6.5%</b>	
Bureau of Indian Affairs (BIA)	29.2%	26.8%	38.4%	5.6%	3
<b>Fish and Wildlife Service (FWS)</b>	<b>28.7%</b>	<b>27.1%</b>	<b>36.6%</b>	<b>7.7%</b>	4
National Business Center (NBC)	28.6%	23.4%	41.3%	6.7%	5
Bureau of Reclamation (BOR)	28.2%	26.8%	38.6%	6.3%	6
Office of the Secretary (OS)	28.1%	23.3%	38.5%	10.1%	7
United States Geological Survey (USGS)	28.1%	27.0%	36.6%	8.3%	8
<b>Department of the Interior</b>	<b>27.2%</b>	<b>26.3%</b>	<b>40.0%</b>	<b>6.4%</b>	
National Park Service (NPS)	26.3%	25.4%	43.7%	4.6%	9
Office of Surface Mining (OSM)	25.8%	26.2%	40.7%	7.3%	10
Minerals Management Service (MMS)	25.0%	26.8%	39.3%	8.9%	11
Bureau of Land Management (BLM)	24.7%	26.9%	42.4%	6.0%	12
Office of the Solicitor (SOL)	21.7%	26.7%	41.6%	10.0%	13
Bureau of Indian Education (BIE)	20.8%	27.6%	47.1%	4.5%	14
<b>24. Employees have a feeling of personal empowerment with respect to work processes.</b>					
Office of Inspector General (OIG)	60.3%	19.5%	19.1%	1.1%	1
Office of Surface Mining (OSM)	47.8%	28.8%	21.8%	1.7%	2
United States Geological Survey (USGS)	46.1%	27.5%	24.0%	2.4%	3
<b>Fish and Wildlife Service (FWS)</b>	<b>46.0%</b>	<b>28.0%</b>	<b>23.7%</b>	<b>2.4%</b>	4
Office of the Secretary (OS)	45.8%	22.1%	29.0%	3.0%	5
<b>Governmentwide</b>	<b>43.8%</b>	<b>28.5%</b>	<b>25.4%</b>	<b>2.3%</b>	
Minerals Management Service (MMS)	43.7%	27.7%	26.0%	2.6%	6
<b>Department of the Interior</b>	<b>42.0%</b>	<b>28.7%</b>	<b>26.9%</b>	<b>2.4%</b>	
Bureau of Land Management (BLM)	42.0%	30.5%	25.4%	2.1%	7
National Business Center (NBC)	40.3%	26.0%	31.6%	2.0%	8
Office of Special Trustee (OST)	40.1%	25.5%	31.2%	3.2%	9

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Bureau of Indian Affairs (BIA)	39.9%	30.5%	25.7%	3.9%	10
Office of the Solicitor (SOL)	39.9%	21.0%	35.0%	4.1%	11
Bureau of Reclamation (BOR)	39.5%	29.5%	28.9%	2.1%	12
National Park Service (NPS)	38.6%	29.2%	30.0%	2.2%	13
Bureau of Indian Education (BIE)	35.4%	25.0%	35.8%	3.8%	14
<b>25. Employees are rewarded for providing high quality products and services to customers.</b>					
Office of Inspector General (OIG)	58.0%	18.7%	22.6%	0.7%	1
Office of Surface Mining (OSM)	56.9%	18.4%	21.7%	3.0%	2
Minerals Management Service (MMS)	54.1%	19.3%	23.7%	2.9%	3
United States Geological Survey (USGS)	51.9%	23.4%	22.9%	1.7%	4
Fish and Wildlife Service (FWS)	51.7%	22.5%	24.2%	1.6%	5
National Business Center (NBC)	48.7%	20.8%	29.0%	1.5%	6
Office of the Secretary (OS)	48.2%	17.6%	29.3%	4.9%	7
Governmentwide	46.1%	23.6%	28.0%	2.2%	
Department of the Interior	45.6%	23.0%	29.4%	2.1%	
Bureau of Land Management (BLM)	44.9%	24.2%	28.6%	2.3%	8
Bureau of Reclamation (BOR)	43.7%	23.9%	30.8%	1.6%	9
Office of Special Trustee (OST)	43.0%	21.5%	32.9%	2.5%	10
National Park Service (NPS)	40.3%	23.4%	34.5%	1.8%	11
Bureau of Indian Affairs (BIA)	39.3%	22.7%	34.4%	3.7%	12
Office of the Solicitor (SOL)	38.6%	25.9%	32.4%	3.0%	13
Bureau of Indian Education (BIE)	36.2%	17.8%	44.2%	1.8%	14
<b>26. Creativity and innovation are rewarded.</b>					
Office of Inspector General (OIG)	54.2%	22.3%	21.0%	2.4%	1
United States Geological Survey (USGS)	48.2%	26.4%	23.8%	1.6%	2
Fish and Wildlife Service (FWS)	46.9%	26.2%	25.1%	1.7%	3
Office of Surface Mining (OSM)	46.3%	26.8%	23.9%	3.1%	4
Minerals Management Service (MMS)	45.0%	24.2%	27.1%	3.6%	5
Department of the Interior	40.1%	27.2%	30.6%	2.2%	
Governmentwide	40.0%	28.1%	29.3%	2.5%	
Office of the Secretary (OS)	40.0%	24.2%	31.5%	4.3%	6
National Business Center (NBC)	39.7%	26.0%	32.2%	2.1%	7
Bureau of Land Management (BLM)	38.9%	28.9%	29.8%	2.4%	8
Bureau of Reclamation (BOR)	36.3%	29.0%	32.8%	2.0%	9
National Park Service (NPS)	36.3%	27.4%	34.7%	1.6%	10
Office of Special Trustee (OST)	35.9%	23.6%	37.2%	3.3%	11
Bureau of Indian Affairs (BIA)	32.1%	26.4%	37.2%	4.2%	12
Office of the Solicitor (SOL)	30.9%	31.7%	33.5%	4.0%	13
Bureau of Indian Education (BIE)	28.9%	21.4%	47.7%	1.9%	14
<b>27. Pay raises depend on how well employees perform their jobs.</b>					
Office of Special Trustee (OST)	37.7%	21.3%	34.5%	6.5%	1
Office of Inspector General (OIG)	33.9%	30.9%	28.8%	6.5%	2
Office of Surface Mining (OSM)	31.9%	28.0%	34.6%	5.5%	3
United States Geological Survey (USGS)	31.2%	29.0%	34.5%	5.3%	4
Office of the Secretary (OS)	30.3%	25.2%	35.1%	9.4%	5
Minerals Management Service (MMS)	26.9%	30.2%	37.5%	5.4%	6
National Business Center (NBC)	26.8%	31.2%	36.9%	5.1%	7
Bureau of Indian Affairs (BIA)	25.7%	30.4%	37.1%	6.8%	8
Governmentwide	25.6%	26.7%	42.5%	5.2%	
Department of the Interior	21.9%	28.9%	43.9%	5.2%	

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<b>Fish and Wildlife Service (FWS)</b>	<b>21.8%</b>	<b>30.7%</b>	<b>42.9%</b>	<b>4.5%</b>	9
Bureau of Reclamation (BOR)	20.3%	29.7%	45.0%	5.0%	10
Bureau of Land Management (BLM)	19.1%	30.5%	45.2%	5.3%	11
Bureau of Indian Education (BIE)	16.1%	31.0%	47.7%	5.3%	12
National Park Service (NPS)	15.5%	26.5%	53.5%	4.5%	13
Office of the Solicitor (SOL)	14.2%	28.1%	49.9%	7.7%	14
<b>28. Awards in my work unit depend on how well employees perform their jobs.</b>					
Office of Inspector General (OIG)	49.6%	15.1%	29.7%	5.5%	1
<b>Fish and Wildlife Service (FWS)</b>	<b>49.5%</b>	<b>20.4%</b>	<b>25.9%</b>	<b>4.2%</b>	2
Minerals Management Service (MMS)	49.2%	21.4%	25.2%	4.2%	3
United States Geological Survey (USGS)	49.2%	21.8%	24.4%	4.5%	4
Office of Surface Mining (OSM)	48.4%	21.1%	24.6%	6.0%	5
Office of Special Trustee (OST)	45.1%	18.1%	32.0%	4.8%	6
<b>Department of the Interior</b>	<b>43.9%</b>	<b>21.6%</b>	<b>30.1%</b>	<b>4.4%</b>	
Bureau of Indian Affairs (BIA)	42.4%	21.1%	31.2%	5.3%	7
Bureau of Land Management (BLM)	42.3%	23.3%	29.5%	4.8%	8
National Business Center (NBC)	42.2%	21.9%	31.3%	4.6%	9
Office of the Secretary (OS)	42.2%	16.8%	31.0%	9.9%	10
Bureau of Reclamation (BOR)	42.1%	22.5%	32.4%	3.0%	11
<b>Governmentwide</b>	<b>41.4%</b>	<b>23.2%</b>	<b>30.9%</b>	<b>4.4%</b>	
National Park Service (NPS)	39.6%	21.8%	34.8%	3.8%	12
Office of the Solicitor (SOL)	37.5%	19.9%	35.9%	6.8%	13
Bureau of Indian Education (BIE)	32.7%	19.6%	41.6%	6.2%	14
<b>29. In my work unit, differences in performance are recognized in a meaningful way.</b>					
Office of Inspector General (OIG)	41.1%	27.5%	27.9%	3.6%	1
Office of Surface Mining (OSM)	36.3%	29.2%	30.8%	3.7%	2
Office of Special Trustee (OST)	36.0%	22.2%	35.8%	6.1%	3
Minerals Management Service (MMS)	34.0%	30.3%	30.6%	5.1%	4
National Business Center (NBC)	33.6%	26.5%	33.4%	6.5%	5
<b>Fish and Wildlife Service (FWS)</b>	<b>33.0%</b>	<b>30.6%</b>	<b>32.1%</b>	<b>4.2%</b>	6
Bureau of Indian Affairs (BIA)	31.7%	29.7%	33.5%	5.1%	7
Office of the Secretary (OS)	31.5%	24.3%	37.1%	7.0%	8
<b>Governmentwide</b>	<b>31.4%</b>	<b>30.5%</b>	<b>33.8%</b>	<b>4.2%</b>	
United States Geological Survey (USGS)	31.0%	32.9%	30.6%	5.6%	9
<b>Department of the Interior</b>	<b>29.3%</b>	<b>30.2%</b>	<b>35.9%</b>	<b>4.6%</b>	
Bureau of Reclamation (BOR)	28.7%	29.8%	38.0%	3.6%	10
Bureau of Land Management (BLM)	27.7%	31.2%	36.2%	4.9%	11
Bureau of Indian Education (BIE)	26.4%	25.1%	43.0%	5.4%	12
National Park Service (NPS)	25.0%	29.8%	41.5%	3.8%	13
Office of the Solicitor (SOL)	21.0%	27.4%	44.0%	7.6%	14
<b>30. My performance appraisal is a fair reflection of my performance.</b>					
Minerals Management Service (MMS)	66.6%	15.3%	16.2%	1.9%	1
Office of Surface Mining (OSM)	65.2%	18.7%	14.9%	1.2%	2
Office of Special Trustee (OST)	64.7%	14.3%	19.0%	2.0%	3
<b>Governmentwide</b>	<b>63.2%</b>	<b>18.0%</b>	<b>16.7%</b>	<b>2.2%</b>	
United States Geological Survey (USGS)	63.1%	21.0%	14.5%	1.4%	4
National Business Center (NBC)	62.4%	15.3%	19.3%	3.0%	5
<b>Fish and Wildlife Service (FWS)</b>	<b>60.1%</b>	<b>19.3%</b>	<b>18.9%</b>	<b>1.7%</b>	6
Office of the Secretary (OS)	60.0%	17.0%	18.5%	4.5%	7
<b>Department of the Interior</b>	<b>59.9%</b>	<b>19.7%</b>	<b>18.4%</b>	<b>2.0%</b>	

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Bureau of Reclamation (BOR)	59.4%	18.6%	21.0%	1.1%	8
Bureau of Land Management (BLM)	59.0%	21.6%	17.4%	1.9%	9
National Park Service (NPS)	58.9%	19.4%	19.1%	2.5%	10
Bureau of Indian Affairs (BIA)	57.4%	20.8%	19.6%	2.3%	11
Office of the Solicitor (SOL)	56.8%	17.0%	24.6%	1.5%	12
Office of Inspector General (OIG)	53.8%	19.9%	25.7%	0.6%	13
Bureau of Indian Education (BIE)	43.9%	21.8%	32.5%	1.8%	14
<b>31. Discussions with my supervisor/team leader about my performance are worthwhile.</b>					
Minerals Management Service (MMS)	60.9%	19.1%	19.0%	1.0%	1
Office of Surface Mining (OSM)	57.8%	23.4%	17.9%	0.9%	2
National Business Center (NBC)	57.1%	18.4%	22.3%	2.2%	3
Office of Special Trustee (OST)	56.6%	18.3%	23.6%	1.6%	4
Governmentwide	56.2%	23.1%	19.0%	1.8%	
Fish and Wildlife Service (FWS)	56.0%	22.4%	20.4%	1.3%	5
United States Geological Survey (USGS)	55.6%	23.3%	20.0%	1.1%	6
Bureau of Land Management (BLM)	54.7%	23.6%	20.4%	1.3%	7
Bureau of Reclamation (BOR)	54.6%	22.3%	22.3%	0.8%	8
Department of the Interior	54.3%	22.9%	21.4%	1.4%	
Office of the Secretary (OS)	53.8%	20.7%	22.8%	2.7%	9
National Park Service (NPS)	52.9%	23.0%	22.3%	1.7%	10
Bureau of Indian Affairs (BIA)	50.7%	25.5%	22.1%	1.8%	11
Office of Inspector General (OIG)	49.4%	26.7%	20.6%	3.2%	12
Office of the Solicitor (SOL)	49.3%	17.2%	31.9%	1.6%	13
Bureau of Indian Education (BIE)	39.3%	21.7%	33.5%	5.4%	14
<b>32. 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).</b>					
Office of Special Trustee (OST)	70.8%	10.8%	16.2%	2.3%	1
Office of Surface Mining (OSM)	68.3%	12.3%	17.8%	1.6%	2
Minerals Management Service (MMS)	68.0%	13.6%	16.4%	2.0%	3
National Business Center (NBC)	66.2%	13.0%	19.2%	1.6%	4
Bureau of Land Management (BLM)	65.5%	16.4%	16.0%	2.1%	5
Office of the Secretary (OS)	65.3%	12.6%	17.4%	4.7%	6
United States Geological Survey (USGS)	65.1%	17.5%	15.5%	1.9%	7
Bureau of Indian Affairs (BIA)	64.8%	17.6%	14.3%	3.3%	8
Governmentwide	64.3%	15.9%	16.2%	3.6%	
National Park Service (NPS)	64.1%	15.8%	17.0%	3.1%	9
Department of the Interior	64.0%	16.5%	17.1%	2.4%	
Fish and Wildlife Service (FWS)	62.2%	17.1%	18.9%	1.8%	10
Bureau of Reclamation (BOR)	60.8%	18.3%	19.5%	1.4%	11
Office of the Solicitor (SOL)	56.2%	15.7%	26.5%	1.5%	12
Office of Inspector General (OIG)	52.2%	14.7%	30.5%	2.6%	13
Bureau of Indian Education (BIE)	44.8%	20.9%	24.3%	10.0%	14
<b>33. I am held accountable for achieving results.</b>					
Office of Inspector General (OIG)	89.9%	5.8%	3.9%	0.5%	1
Office of Surface Mining (OSM)	88.0%	9.7%	1.7%	0.6%	2
Minerals Management Service (MMS)	84.5%	10.1%	4.9%	0.5%	3
National Business Center (NBC)	84.1%	11.6%	3.4%	0.8%	4
Office of the Secretary (OS)	84.1%	10.0%	4.4%	1.5%	5

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United States Geological Survey (USGS)	83.8%	11.3%	4.1%	0.9%	6
<b>Fish and Wildlife Service (FWS)</b>	<b>82.9%</b>	<b>11.6%</b>	<b>4.6%</b>	<b>0.9%</b>	7
Office of Special Trustee (OST)	82.6%	11.5%	5.4%	0.5%	8
<b>Governmentwide</b>	<b>81.8%</b>	<b>12.7%</b>	<b>4.8%</b>	<b>0.8%</b>	
Bureau of Reclamation (BOR)	81.6%	13.3%	4.7%	0.4%	9
<b>Department of the Interior</b>	<b>81.4%</b>	<b>12.8%</b>	<b>4.9%</b>	<b>0.9%</b>	
Bureau of Land Management (BLM)	81.2%	13.2%	5.0%	0.7%	10
Bureau of Indian Affairs (BIA)	80.9%	13.8%	4.1%	1.2%	11
National Park Service (NPS)	78.6%	14.4%	6.0%	1.0%	12
Office of the Solicitor (SOL)	75.1%	15.6%	8.2%	1.1%	13
Bureau of Indian Education (BIE)	67.6%	24.3%	0.7%	7.4%	14
<b>34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.</b>					
Office of Inspector General (OIG)	66.4%	23.7%	6.4%	3.6%	1
Office of Surface Mining (OSM)	60.5%	20.9%	9.5%	9.1%	2
Minerals Management Service (MMS)	59.1%	23.8%	9.7%	7.4%	3
Office of the Secretary (OS)	57.2%	20.7%	12.9%	9.2%	4
<b>Fish and Wildlife Service (FWS)</b>	<b>57.0%</b>	<b>26.0%</b>	<b>9.9%</b>	<b>7.2%</b>	5
<b>Governmentwide</b>	<b>56.8%</b>	<b>25.7%</b>	<b>11.0%</b>	<b>6.5%</b>	
National Business Center (NBC)	55.3%	27.2%	11.2%	6.3%	6
United States Geological Survey (USGS)	54.1%	28.3%	8.6%	9.0%	7
National Park Service (NPS)	53.6%	26.4%	14.0%	6.0%	8
<b>Department of the Interior</b>	<b>52.9%</b>	<b>27.5%</b>	<b>12.3%</b>	<b>7.4%</b>	
Bureau of Land Management (BLM)	52.0%	27.9%	12.4%	7.8%	9
Bureau of Reclamation (BOR)	50.6%	30.4%	10.4%	8.5%	10
Office of the Solicitor (SOL)	48.0%	29.7%	14.5%	7.9%	11
Office of Special Trustee (OST)	44.7%	26.4%	21.0%	8.0%	12
Bureau of Indian Affairs (BIA)	43.1%	31.2%	18.6%	7.1%	13
Bureau of Indian Education (BIE)	32.1%	38.8%	23.7%	5.3%	14
<b>35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).</b>					
Office of Surface Mining (OSM)	69.9%	17.4%	7.7%	5.0%	1
<b>Fish and Wildlife Service (FWS)</b>	<b>62.8%</b>	<b>22.7%</b>	<b>9.2%</b>	<b>5.3%</b>	2
Minerals Management Service (MMS)	61.9%	21.3%	10.7%	6.0%	3
Office of Inspector General (OIG)	60.9%	26.2%	6.4%	6.5%	4
<b>Governmentwide</b>	<b>59.7%</b>	<b>23.8%</b>	<b>10.6%</b>	<b>5.9%</b>	
Bureau of Land Management (BLM)	57.6%	24.7%	11.8%	5.9%	5
United States Geological Survey (USGS)	57.4%	25.8%	9.6%	7.3%	6
Bureau of Reclamation (BOR)	57.0%	26.3%	10.5%	6.1%	7
National Business Center (NBC)	55.8%	25.0%	11.6%	7.6%	8
<b>Department of the Interior</b>	<b>55.7%</b>	<b>25.5%</b>	<b>13.0%</b>	<b>5.9%</b>	
Office of the Secretary (OS)	54.6%	23.5%	16.5%	5.3%	9
National Park Service (NPS)	54.1%	25.9%	15.1%	4.9%	10
Office of the Solicitor (SOL)	44.8%	29.1%	17.3%	8.8%	11
Office of Special Trustee (OST)	44.1%	24.8%	24.5%	6.5%	12
Bureau of Indian Affairs (BIA)	40.5%	30.9%	22.1%	6.5%	13
Bureau of Indian Education (BIE)	31.8%	36.5%	27.8%	3.9%	14
<b>36. Managers/supervisors/team leaders work well with employees of different backgrounds.</b>					

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Office of Inspector General (OIG)	76.0%	17.1%	5.5%	1.4%	1
Office of Surface Mining (OSM)	67.2%	17.7%	10.4%	4.7%	2
Minerals Management Service (MMS)	66.2%	17.9%	12.0%	3.9%	3
United States Geological Survey (USGS)	65.8%	20.2%	8.4%	5.6%	4
<b>Fish and Wildlife Service (FWS)</b>	<b>65.4%</b>	<b>20.4%</b>	<b>10.3%</b>	<b>3.9%</b>	5
<b>Governmentwide</b>	<b>65.2%</b>	<b>19.4%</b>	<b>12.2%</b>	<b>3.3%</b>	
National Business Center (NBC)	62.5%	21.7%	12.0%	3.9%	6
Bureau of Land Management (BLM)	62.3%	20.8%	12.6%	4.2%	7
<b>Department of the Interior</b>	<b>61.6%</b>	<b>21.2%</b>	<b>13.1%</b>	<b>4.1%</b>	
Office of the Secretary (OS)	61.4%	18.5%	16.6%	3.5%	8
National Park Service (NPS)	60.6%	21.4%	14.4%	3.7%	9
Bureau of Reclamation (BOR)	60.4%	22.3%	12.9%	4.4%	10
Office of the Solicitor (SOL)	59.8%	20.1%	16.8%	3.2%	11
Bureau of Indian Affairs (BIA)	51.0%	24.8%	20.5%	3.8%	12
Office of Special Trustee (OST)	50.1%	22.1%	24.7%	3.1%	13
Bureau of Indian Education (BIE)	42.1%	30.5%	24.7%	2.6%	14
<b>37. I have a high level of respect for my organization's senior leaders.</b>					
Office of Inspector General (OIG)	68.1%	12.7%	19.1%	0.0%	1
<b>Governmentwide</b>	<b>51.8%</b>	<b>22.7%</b>	<b>24.9%</b>	<b>0.6%</b>	
Office of the Secretary (OS)	50.6%	20.1%	28.8%	0.5%	2
Minerals Management Service (MMS)	48.8%	26.6%	24.0%	0.5%	3
Bureau of Indian Affairs (BIA)	48.6%	23.2%	27.3%	0.9%	4
Office of Surface Mining (OSM)	46.7%	25.9%	27.1%	0.3%	5
National Business Center (NBC)	45.1%	22.2%	31.5%	1.2%	6
Bureau of Reclamation (BOR)	43.8%	24.6%	31.1%	0.5%	7
<b>Department of the Interior</b>	<b>42.8%</b>	<b>25.4%</b>	<b>31.2%</b>	<b>0.6%</b>	
<b>Fish and Wildlife Service (FWS)</b>	<b>42.7%</b>	<b>26.3%</b>	<b>30.5%</b>	<b>0.5%</b>	8
National Park Service (NPS)	41.6%	24.0%	33.9%	0.6%	9
Office of the Solicitor (SOL)	41.3%	25.7%	33.0%	0.0%	10
Office of Special Trustee (OST)	41.1%	21.2%	37.2%	0.5%	11
Bureau of Land Management (BLM)	40.5%	27.8%	30.9%	0.8%	12
United States Geological Survey (USGS)	40.0%	28.1%	31.1%	0.8%	13
Bureau of Indian Education (BIE)	38.9%	23.7%	37.4%	0.0%	14
<b>38. In my organization, leaders generate high levels of motivation and commitment in the workforce.</b>					
Office of Inspector General (OIG)	54.7%	22.7%	22.5%	0.0%	1
Minerals Management Service (MMS)	40.3%	28.4%	29.7%	1.6%	2
<b>Governmentwide</b>	<b>39.9%</b>	<b>28.0%</b>	<b>31.3%</b>	<b>0.9%</b>	
Office of the Secretary (OS)	39.1%	24.3%	35.8%	0.9%	3
Office of Surface Mining (OSM)	37.0%	26.2%	35.8%	1.1%	4
National Business Center (NBC)	36.1%	29.7%	33.2%	1.0%	5
Bureau of Indian Affairs (BIA)	34.4%	28.7%	35.7%	1.1%	6
<b>Fish and Wildlife Service (FWS)</b>	<b>33.3%</b>	<b>30.4%</b>	<b>35.5%</b>	<b>0.9%</b>	7
Office of Special Trustee (OST)	32.1%	23.7%	43.0%	1.2%	8
<b>Department of the Interior</b>	<b>31.8%</b>	<b>29.5%</b>	<b>37.8%</b>	<b>0.9%</b>	
Bureau of Reclamation (BOR)	31.5%	28.8%	38.9%	0.8%	9
Bureau of Land Management (BLM)	30.7%	31.3%	37.1%	0.9%	10
Bureau of Indian Education (BIE)	30.5%	17.1%	51.6%	0.9%	11
National Park Service (NPS)	29.6%	28.6%	41.0%	0.8%	12
United States Geological Survey (USGS)	29.5%	32.0%	37.3%	1.1%	13
Office of the Solicitor (SOL)	25.1%	26.7%	47.8%	0.5%	14

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<b>39. My organization's leaders maintain high standards of honesty and integrity.</b>					
Office of Inspector General (OIG)	63.6%	19.7%	14.6%	2.1%	1
<b>Governmentwide</b>	<b>49.5%</b>	<b>25.7%</b>	<b>21.6%</b>	<b>3.1%</b>	
Office of Surface Mining (OSM)	48.6%	23.2%	21.3%	6.9%	2
Office of the Secretary (OS)	48.1%	22.5%	26.2%	3.2%	3
United States Geological Survey (USGS)	46.5%	27.2%	19.7%	6.7%	4
Minerals Management Service (MMS)	44.2%	26.7%	25.7%	3.4%	5
<b>Fish and Wildlife Service (FWS)</b>	<b>44.1%</b>	<b>28.2%</b>	<b>23.7%</b>	<b>4.0%</b>	6
<b>Department of the Interior</b>	<b>43.2%</b>	<b>26.9%</b>	<b>25.8%</b>	<b>4.2%</b>	
National Business Center (NBC)	43.1%	24.5%	26.9%	5.5%	7
Bureau of Reclamation (BOR)	42.5%	27.6%	26.9%	3.0%	8
National Park Service (NPS)	42.4%	25.3%	28.4%	3.9%	9
Bureau of Land Management (BLM)	41.7%	28.8%	25.0%	4.4%	10
Office of the Solicitor (SOL)	41.7%	26.2%	28.0%	4.2%	11
Bureau of Indian Affairs (BIA)	41.2%	27.4%	28.3%	3.1%	12
Bureau of Indian Education (BIE)	35.9%	22.9%	39.0%	2.2%	13
Office of Special Trustee (OST)	32.4%	22.3%	43.1%	2.1%	14
<b>40. Managers communicate the goals and priorities of the organization.</b>					
Office of Inspector General (OIG)	70.5%	14.2%	14.6%	0.7%	1
Office of Surface Mining (OSM)	64.9%	19.2%	15.3%	0.6%	2
National Business Center (NBC)	63.8%	19.3%	15.5%	1.4%	3
Minerals Management Service (MMS)	60.0%	19.7%	19.3%	1.0%	4
<b>Governmentwide</b>	<b>59.7%</b>	<b>21.4%</b>	<b>18.1%</b>	<b>0.8%</b>	
<b>Fish and Wildlife Service (FWS)</b>	<b>57.3%</b>	<b>23.8%</b>	<b>18.3%</b>	<b>0.7%</b>	5
United States Geological Survey (USGS)	53.1%	24.9%	21.1%	1.0%	6
Bureau of Land Management (BLM)	52.4%	25.6%	21.3%	0.7%	7
<b>Department of the Interior</b>	<b>51.8%</b>	<b>23.9%</b>	<b>23.6%</b>	<b>0.8%</b>	
Office of the Secretary (OS)	51.8%	22.2%	25.1%	0.9%	8
Bureau of Reclamation (BOR)	48.8%	24.1%	26.3%	0.8%	9
National Park Service (NPS)	47.9%	24.0%	27.5%	0.7%	10
Bureau of Indian Affairs (BIA)	47.8%	24.6%	26.7%	1.0%	11
Office of the Solicitor (SOL)	46.7%	16.4%	36.4%	0.5%	12
Office of Special Trustee (OST)	45.4%	20.1%	34.2%	0.3%	13
Bureau of Indian Education (BIE)	41.0%	20.5%	36.7%	1.8%	14
<b>41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</b>					
Office of Inspector General (OIG)	68.4%	18.7%	8.0%	4.8%	1
Office of Surface Mining (OSM)	65.5%	18.6%	11.2%	4.7%	2
National Business Center (NBC)	61.1%	22.1%	10.9%	5.9%	3
<b>Governmentwide</b>	<b>57.5%</b>	<b>23.6%</b>	<b>13.7%</b>	<b>5.1%</b>	
Minerals Management Service (MMS)	56.7%	22.1%	14.7%	6.4%	4
Office of the Secretary (OS)	54.8%	23.1%	17.6%	4.6%	5
<b>Fish and Wildlife Service (FWS)</b>	<b>50.9%</b>	<b>27.5%</b>	<b>15.7%</b>	<b>5.9%</b>	6
Bureau of Land Management (BLM)	50.6%	27.0%	16.4%	6.0%	7
<b>Department of the Interior</b>	<b>48.5%</b>	<b>26.8%</b>	<b>18.4%</b>	<b>6.3%</b>	
United States Geological Survey (USGS)	47.9%	26.9%	16.6%	8.7%	8
Bureau of Indian Affairs (BIA)	47.2%	26.2%	22.3%	4.3%	9
Bureau of Reclamation (BOR)	46.2%	28.3%	18.1%	7.4%	10
Office of Special Trustee (OST)	46.0%	22.9%	25.7%	5.4%	11
National Park Service (NPS)	44.6%	28.0%	21.8%	5.6%	12
Office of the Solicitor (SOL)	36.5%	23.7%	24.9%	14.9%	13

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Bureau of Indian Education (BIE)	33.8%	28.5%	31.3%	6.4%	14
<b>42. Employees are protected from health and safety hazards on the job.</b>					
Office of Surface Mining (OSM)	87.0%	8.9%	3.9%	0.3%	1
Office of Inspector General (OIG)	85.0%	8.4%	5.3%	1.3%	2
United States Geological Survey (USGS)	82.9%	10.9%	5.3%	0.9%	3
Fish and Wildlife Service (FWS)	82.6%	10.7%	5.8%	0.9%	4
Bureau of Reclamation (BOR)	81.0%	11.2%	7.0%	0.7%	5
Bureau of Land Management (BLM)	80.5%	12.0%	6.7%	0.8%	6
Minerals Management Service (MMS)	79.7%	11.5%	7.5%	1.3%	7
Department of the Interior	76.9%	13.2%	8.9%	1.0%	
Governmentwide	76.2%	13.2%	9.6%	1.1%	
National Business Center (NBC)	75.6%	14.3%	7.4%	2.7%	8
National Park Service (NPS)	72.1%	15.5%	11.8%	0.6%	9
Office of Special Trustee (OST)	69.9%	19.2%	10.0%	0.9%	10
Bureau of Indian Affairs (BIA)	64.7%	17.4%	16.3%	1.6%	11
Office of the Secretary (OS)	64.4%	17.0%	15.6%	3.0%	12
Bureau of Indian Education (BIE)	63.1%	13.5%	20.6%	2.8%	13
Office of the Solicitor (SOL)	52.6%	24.0%	20.3%	3.1%	14
<b>43. My organization has prepared employees for potential security threats.</b>					
Office of Surface Mining (OSM)	76.3%	14.7%	6.4%	2.6%	1
Minerals Management Service (MMS)	74.6%	15.5%	8.1%	1.8%	2
Governmentwide	74.1%	15.6%	8.9%	1.4%	
National Business Center (NBC)	68.6%	19.1%	9.6%	2.7%	3
Bureau of Land Management (BLM)	67.9%	18.8%	11.1%	2.1%	4
Bureau of Reclamation (BOR)	66.9%	19.2%	11.7%	2.1%	5
United States Geological Survey (USGS)	66.1%	21.7%	9.2%	3.0%	6
Fish and Wildlife Service (FWS)	64.8%	21.7%	10.8%	2.7%	7
Bureau of Indian Affairs (BIA)	64.3%	19.0%	14.1%	2.6%	8
Office of Special Trustee (OST)	63.5%	21.6%	13.6%	1.3%	9
Department of the Interior	62.9%	21.4%	13.2%	2.5%	
Bureau of Indian Education (BIE)	61.4%	7.4%	30.2%	1.0%	10
Office of Inspector General (OIG)	59.3%	22.9%	16.2%	1.6%	11
Office of the Secretary (OS)	58.7%	21.6%	17.0%	2.7%	12
National Park Service (NPS)	53.2%	25.3%	18.6%	2.8%	13
Office of the Solicitor (SOL)	48.3%	24.5%	24.1%	3.1%	14
<b>44. Complaints, disputes or grievances are resolved fairly in my work unit.</b>					
Office of Inspector General (OIG)	45.6%	23.3%	15.3%	15.8%	1
Governmentwide	39.4%	27.5%	20.8%	12.2%	
United States Geological Survey (USGS)	39.3%	26.4%	17.5%	16.8%	2
Fish and Wildlife Service (FWS)	38.2%	28.2%	19.9%	13.6%	3
Department of the Interior	35.5%	27.7%	23.4%	13.3%	
Bureau of Reclamation (BOR)	35.1%	29.4%	23.4%	12.1%	4
National Park Service (NPS)	34.9%	27.7%	25.9%	11.5%	5
Bureau of Land Management (BLM)	34.6%	28.8%	22.4%	14.2%	6
Office of Surface Mining (OSM)	34.0%	29.1%	17.2%	19.7%	7
Minerals Management Service (MMS)	33.8%	29.5%	19.6%	17.2%	8
Office of the Secretary (OS)	32.9%	23.6%	27.1%	16.4%	9
National Business Center (NBC)	32.1%	30.3%	22.3%	15.2%	10
Office of Special Trustee (OST)	32.0%	28.0%	28.5%	11.4%	11
Bureau of Indian Affairs (BIA)	31.6%	25.8%	33.1%	9.5%	12
Office of the Solicitor (SOL)	28.0%	22.2%	31.2%	18.5%	13

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Bureau of Indian Education (BIE)	22.6%	29.9%	43.2%	4.3%	14
<b>45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</b>					
United States Geological Survey (USGS)	52.6%	20.7%	17.5%	9.2%	1
Fish and Wildlife Service (FWS)	52.5%	20.9%	19.0%	7.6%	2
Office of Inspector General (OIG)	51.3%	21.3%	18.5%	8.9%	3
Office of Surface Mining (OSM)	49.7%	23.3%	17.6%	9.4%	4
Bureau of Land Management (BLM)	48.8%	23.3%	20.7%	7.2%	5
Minerals Management Service (MMS)	48.7%	22.8%	20.1%	8.4%	6
Governmentwide	47.7%	23.4%	21.5%	7.4%	
Department of the Interior	46.9%	22.6%	22.8%	7.7%	
Office of the Secretary (OS)	45.8%	18.4%	27.9%	7.9%	7
National Park Service (NPS)	45.5%	22.0%	25.3%	7.2%	8
Office of the Solicitor (SOL)	44.1%	16.3%	33.0%	6.6%	9
Bureau of Reclamation (BOR)	43.6%	25.8%	22.8%	7.8%	10
National Business Center (NBC)	41.5%	23.4%	26.1%	9.0%	11
Office of Special Trustee (OST)	36.2%	22.9%	31.6%	9.2%	12
Bureau of Indian Affairs (BIA)	35.1%	26.4%	31.5%	7.0%	13
Bureau of Indian Education (BIE)	30.1%	27.9%	36.4%	5.6%	14
<b>46. 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.</b>					
Fish and Wildlife Service (FWS)	66.0%	15.7%	9.2%	9.0%	1
United States Geological Survey (USGS)	65.6%	15.9%	6.5%	11.9%	2
Office of Inspector General (OIG)	64.3%	15.8%	11.2%	8.7%	3
Bureau of Land Management (BLM)	60.9%	17.7%	12.5%	8.9%	4
National Park Service (NPS)	60.8%	16.4%	14.0%	8.8%	5
Governmentwide	60.1%	19.2%	11.5%	9.2%	
Department of the Interior	60.0%	17.6%	12.5%	9.9%	
Office of Surface Mining (OSM)	59.9%	17.2%	10.8%	12.1%	6
Minerals Management Service (MMS)	59.2%	18.7%	12.5%	9.7%	7
Office of the Secretary (OS)	57.4%	13.0%	15.3%	14.3%	8
Bureau of Reclamation (BOR)	55.8%	20.5%	12.9%	10.8%	9
Office of the Solicitor (SOL)	55.6%	15.5%	18.1%	10.8%	10
National Business Center (NBC)	52.1%	21.6%	13.0%	13.3%	11
Office of Special Trustee (OST)	48.1%	21.0%	19.9%	11.1%	12
Bureau of Indian Affairs (BIA)	46.8%	23.3%	19.9%	10.0%	13
Bureau of Indian Education (BIE)	43.6%	21.0%	25.9%	9.5%	14
<b>47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</b>					
Office of Inspector General (OIG)	58.5%	18.4%	16.8%	6.4%	1
United States Geological Survey (USGS)	54.6%	19.4%	15.1%	11.0%	2
Governmentwide	50.5%	22.6%	19.0%	7.9%	
Fish and Wildlife Service (FWS)	48.4%	23.0%	20.3%	8.4%	3
Bureau of Land Management (BLM)	48.3%	23.6%	20.4%	7.8%	4
Office of Surface Mining (OSM)	48.0%	21.9%	18.6%	11.5%	5
Office of the Solicitor (SOL)	47.3%	18.8%	21.6%	12.3%	6
Minerals Management Service (MMS)	46.5%	23.3%	20.4%	9.8%	7

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Department of the Interior	46.3%	23.0%	22.3%	8.4%	
National Park Service (NPS)	44.3%	22.3%	25.7%	7.7%	8
National Business Center (NBC)	43.9%	23.5%	21.9%	10.6%	9
Office of the Secretary (OS)	43.5%	22.6%	23.1%	10.8%	10
Bureau of Reclamation (BOR)	42.5%	25.9%	23.6%	8.0%	11
Bureau of Indian Affairs (BIA)	37.8%	26.5%	28.8%	7.0%	12
Office of Special Trustee (OST)	37.5%	24.9%	30.6%	7.0%	13
Bureau of Indian Education (BIE)	34.5%	23.0%	39.1%	3.4%	14
<b>48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.</b>					
Office of Inspector General (OIG)	67.1%	19.7%	12.5%	0.7%	1
Office of Surface Mining (OSM)	58.5%	22.5%	18.2%	0.8%	2
Governmentwide	58.3%	22.3%	18.2%	1.3%	
Minerals Management Service (MMS)	58.3%	20.7%	19.5%	1.5%	3
United States Geological Survey (USGS)	58.0%	24.0%	17.0%	1.0%	4
Fish and Wildlife Service (FWS)	57.7%	24.0%	17.3%	1.1%	5
National Business Center (NBC)	56.5%	23.0%	18.5%	2.0%	6
Department of the Interior	53.8%	24.8%	20.1%	1.3%	
Bureau of Reclamation (BOR)	53.0%	25.4%	20.7%	0.9%	7
Bureau of Land Management (BLM)	52.9%	26.2%	19.3%	1.6%	8
Office of Special Trustee (OST)	51.6%	21.5%	25.5%	1.5%	9
National Park Service (NPS)	51.3%	25.8%	21.5%	1.4%	10
Office of the Secretary (OS)	50.9%	22.7%	23.9%	2.5%	11
Bureau of Indian Affairs (BIA)	49.2%	24.9%	24.6%	1.4%	12
Office of the Solicitor (SOL)	45.9%	20.5%	31.0%	2.6%	13
Bureau of Indian Education (BIE)	42.3%	28.0%	27.9%	1.8%	14
<b>49. Supervisors/team leaders in my work unit support employee development.</b>					
Office of Inspector General (OIG)	82.3%	9.4%	8.3%	0.0%	1
Fish and Wildlife Service (FWS)	73.9%	14.1%	11.6%	0.5%	2
Minerals Management Service (MMS)	68.2%	16.4%	14.7%	0.7%	3
United States Geological Survey (USGS)	66.9%	18.1%	14.2%	0.8%	4
Office of Surface Mining (OSM)	66.1%	16.8%	16.9%	0.2%	5
Governmentwide	64.5%	19.1%	15.6%	0.8%	
Bureau of Reclamation (BOR)	64.1%	19.1%	16.2%	0.6%	6
Bureau of Land Management (BLM)	64.0%	19.1%	16.0%	1.0%	7
Department of the Interior	63.8%	18.6%	16.9%	0.8%	
Office of Special Trustee (OST)	61.4%	17.1%	20.7%	0.9%	8
National Business Center (NBC)	59.9%	18.4%	20.9%	0.8%	9
Office of the Secretary (OS)	59.4%	17.8%	21.8%	1.0%	10
National Park Service (NPS)	59.1%	20.0%	20.1%	0.7%	11
Office of the Solicitor (SOL)	57.8%	21.2%	20.5%	0.5%	12
Bureau of Indian Affairs (BIA)	55.6%	22.0%	21.2%	1.2%	13
Bureau of Indian Education (BIE)	44.2%	29.0%	25.0%	1.8%	14
<b>50. Employees have electronic access to learning and training programs readily available at their desk.</b>					
Office of Inspector General (OIG)	95.0%	2.9%	2.1%	0.0%	1
Fish and Wildlife Service (FWS)	89.0%	7.3%	2.9%	0.8%	2
Office of Surface Mining (OSM)	87.1%	7.6%	3.0%	2.3%	3
Bureau of Land Management (BLM)	84.7%	9.7%	4.6%	1.0%	4
United States Geological Survey (USGS)	84.0%	10.3%	4.2%	1.5%	5
National Business Center (NBC)	82.2%	11.6%	5.8%	0.4%	6

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Minerals Management Service (MMS)	82.1%	11.0%	5.4%	1.5%	7
<b>Department of the Interior</b>	<b>79.3%</b>	<b>11.7%</b>	<b>7.6%</b>	<b>1.4%</b>	
<b>Governmentwide</b>	<b>78.6%</b>	<b>11.9%</b>	<b>7.8%</b>	<b>1.6%</b>	
National Park Service (NPS)	77.8%	11.2%	10.0%	1.0%	8
Bureau of Reclamation (BOR)	77.3%	13.8%	7.6%	1.3%	9
Office of the Secretary (OS)	74.9%	12.5%	9.7%	2.8%	10
Office of Special Trustee (OST)	68.6%	17.6%	12.7%	1.1%	11
Bureau of Indian Education (BIE)	56.7%	25.1%	14.7%	3.5%	12
Office of the Solicitor (SOL)	56.4%	18.0%	23.5%	2.2%	13
Bureau of Indian Affairs (BIA)	54.2%	22.8%	18.3%	4.6%	14
<b>51. My training needs are assessed.</b>					
Office of Inspector General (OIG)	59.2%	20.3%	19.1%	1.4%	1
<b>Fish and Wildlife Service (FWS)</b>	<b>58.0%</b>	<b>22.8%</b>	<b>18.2%</b>	<b>1.0%</b>	2
Office of Special Trustee (OST)	53.8%	23.3%	21.8%	1.1%	3
Office of Surface Mining (OSM)	53.6%	25.5%	18.7%	2.2%	4
<b>Governmentwide</b>	<b>53.4%</b>	<b>24.7%</b>	<b>20.4%</b>	<b>1.6%</b>	
Minerals Management Service (MMS)	53.4%	22.0%	23.5%	1.1%	5
Bureau of Reclamation (BOR)	51.9%	25.3%	21.5%	1.4%	6
National Business Center (NBC)	51.5%	22.0%	25.6%	1.0%	7
United States Geological Survey (USGS)	51.5%	25.0%	21.9%	1.6%	8
<b>Department of the Interior</b>	<b>46.7%</b>	<b>25.4%</b>	<b>26.6%</b>	<b>1.3%</b>	
Bureau of Land Management (BLM)	44.6%	27.9%	26.3%	1.2%	9
Bureau of Indian Affairs (BIA)	44.3%	25.6%	28.1%	2.0%	10
National Park Service (NPS)	37.2%	26.5%	35.1%	1.2%	11
Office of the Secretary (OS)	37.2%	26.2%	35.2%	1.4%	12
Office of the Solicitor (SOL)	34.2%	21.3%	42.4%	2.1%	13
Bureau of Indian Education (BIE)	28.1%	32.8%	38.3%	0.9%	14
<b>52. Managers promote communication among different work units (for example, about projects, goals, needed resources).</b>					
Office of Inspector General (OIG)	66.1%	15.8%	16.1%	2.0%	1
<b>Fish and Wildlife Service (FWS)</b>	<b>57.6%</b>	<b>21.2%</b>	<b>19.7%</b>	<b>1.5%</b>	2
Office of Surface Mining (OSM)	57.3%	20.7%	20.2%	1.8%	3
Bureau of Land Management (BLM)	54.8%	22.8%	20.6%	1.9%	4
<b>Governmentwide</b>	<b>54.5%</b>	<b>23.1%</b>	<b>19.6%</b>	<b>2.8%</b>	
Minerals Management Service (MMS)	54.3%	19.9%	23.3%	2.5%	5
National Business Center (NBC)	52.5%	19.0%	26.4%	2.1%	6
United States Geological Survey (USGS)	51.1%	23.9%	23.0%	2.0%	7
<b>Department of the Interior</b>	<b>51.0%</b>	<b>22.6%</b>	<b>24.6%</b>	<b>1.8%</b>	
Bureau of Reclamation (BOR)	49.6%	23.5%	25.6%	1.4%	8
Office of the Secretary (OS)	47.9%	23.9%	26.2%	2.0%	9
National Park Service (NPS)	47.1%	22.7%	28.5%	1.7%	10
Office of Special Trustee (OST)	46.8%	17.8%	32.5%	2.9%	11
Bureau of Indian Affairs (BIA)	45.8%	23.7%	28.6%	1.9%	12
Office of the Solicitor (SOL)	43.6%	23.5%	30.4%	2.5%	13
Bureau of Indian Education (BIE)	39.2%	18.4%	39.7%	2.7%	14
<b>53. Employees in my work unit share job knowledge with each other.</b>					
Office of Inspector General (OIG)	87.6%	6.4%	6.0%	0.0%	1
United States Geological Survey (USGS)	75.8%	12.5%	11.4%	0.3%	2
Bureau of Land Management (BLM)	75.6%	12.7%	11.3%	0.4%	3
<b>Governmentwide</b>	<b>75.4%</b>	<b>12.8%</b>	<b>11.3%</b>	<b>0.5%</b>	
Office of the Solicitor (SOL)	74.6%	9.7%	14.7%	0.9%	4
<b>Fish and Wildlife Service (FWS)</b>	<b>74.1%</b>	<b>12.4%</b>	<b>13.0%</b>	<b>0.5%</b>	5

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Department of the Interior	72.1%	13.7%	13.7%	0.5%	
Bureau of Reclamation (BOR)	71.9%	14.2%	13.6%	0.2%	6
Minerals Management Service (MMS)	71.8%	13.6%	13.9%	0.7%	7
National Park Service (NPS)	71.6%	14.1%	13.9%	0.4%	8
Office of Surface Mining (OSM)	70.4%	12.5%	16.8%	0.3%	9
National Business Center (NBC)	68.1%	16.4%	15.1%	0.5%	10
Office of Special Trustee (OST)	68.0%	12.7%	18.3%	1.1%	11
Office of the Secretary (OS)	64.0%	16.5%	19.3%	0.2%	12
Bureau of Indian Affairs (BIA)	61.7%	17.2%	19.8%	1.2%	13
Bureau of Indian Education (BIE)	50.0%	21.2%	28.0%	0.7%	14
<b>54. Employees use information technology (for example, intranet, shared networks) to perform work.</b>					
Office of Inspector General (OIG)	95.4%	3.0%	1.1%	0.5%	1
United States Geological Survey (USGS)	92.1%	5.6%	1.6%	0.7%	2
Office of Surface Mining (OSM)	92.0%	5.0%	1.5%	1.5%	3
Minerals Management Service (MMS)	91.6%	5.9%	2.1%	0.4%	4
Fish and Wildlife Service (FWS)	90.4%	6.3%	2.7%	0.6%	5
Bureau of Land Management (BLM)	90.3%	6.9%	2.4%	0.5%	6
Bureau of Reclamation (BOR)	87.7%	8.0%	3.5%	0.8%	7
Governmentwide	87.3%	8.2%	3.8%	0.8%	
Department of the Interior	86.9%	8.3%	4.0%	0.8%	
National Business Center (NBC)	86.4%	9.7%	3.2%	0.7%	8
National Park Service (NPS)	84.3%	9.5%	5.3%	0.8%	9
Office of the Secretary (OS)	83.3%	7.8%	7.5%	1.4%	10
Office of Special Trustee (OST)	82.6%	8.7%	8.5%	0.2%	11
Office of the Solicitor (SOL)	78.7%	12.4%	8.9%	0.0%	12
Bureau of Indian Education (BIE)	78.2%	16.2%	4.7%	0.9%	13
Bureau of Indian Affairs (BIA)	73.6%	15.1%	9.3%	2.0%	14
<b>55. How satisfied are you with your involvement in decisions that affect your work?</b>					
Office of Inspector General (OIG)	65.1%	18.1%	16.8%		1
Office of Surface Mining (OSM)	61.3%	19.2%	19.5%		2
Fish and Wildlife Service (FWS)	57.3%	19.8%	22.8%		3
Minerals Management Service (MMS)	55.4%	22.0%	22.7%		4
United States Geological Survey (USGS)	55.1%	20.1%	24.8%		5
Governmentwide	53.4%	22.8%	23.9%		
Bureau of Indian Affairs (BIA)	53.3%	22.2%	24.5%		6
Office of the Secretary (OS)	52.9%	17.5%	29.6%		7
Department of the Interior	52.7%	21.1%	26.2%		
Bureau of Land Management (BLM)	52.7%	22.2%	25.1%		8
Bureau of Indian Education (BIE)	50.8%	14.7%	34.5%		9
Office of Special Trustee (OST)	50.1%	21.6%	28.3%		10
National Park Service (NPS)	49.9%	20.3%	29.9%		11
Bureau of Reclamation (BOR)	48.5%	24.5%	27.0%		12
Office of the Solicitor (SOL)	48.1%	20.6%	31.2%		13
National Business Center (NBC)	47.7%	23.7%	28.6%		14
<b>56. How satisfied are you with the information you receive from management on what's going on in your organization?</b>					
Office of Inspector General (OIG)	53.1%	23.1%	23.7%		1
Minerals Management Service (MMS)	52.0%	21.3%	26.7%		2
Office of Surface Mining (OSM)	50.0%	24.7%	25.4%		3

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<b>Governmentwide</b>	<b>48.1%</b>	<b>24.4%</b>	<b>27.4%</b>		
National Business Center (NBC)	47.5%	24.0%	28.5%		4
<b>Fish and Wildlife Service (FWS)</b>	<b>46.7%</b>	<b>25.4%</b>	<b>27.9%</b>		<b>5</b>
Office of the Secretary (OS)	46.3%	20.7%	33.0%		6
Bureau of Land Management (BLM)	44.3%	26.0%	29.7%		7
<b>Department of the Interior</b>	<b>43.2%</b>	<b>24.7%</b>	<b>32.1%</b>		
United States Geological Survey (USGS)	42.9%	27.1%	30.0%		8
Bureau of Reclamation (BOR)	42.6%	24.6%	32.8%		9
National Park Service (NPS)	40.8%	23.1%	36.1%		10
Bureau of Indian Affairs (BIA)	39.3%	25.7%	35.0%		11
Office of the Solicitor (SOL)	37.7%	18.5%	43.9%		12
Office of Special Trustee (OST)	37.5%	22.8%	39.7%		13
Bureau of Indian Education (BIE)	37.0%	17.0%	46.0%		14
<b>57. How satisfied are you with the recognition you receive for doing a good job?</b>					
Office of Surface Mining (OSM)	56.4%	19.9%	23.7%		1
Office of Inspector General (OIG)	55.6%	20.2%	24.2%		2
Minerals Management Service (MMS)	55.1%	21.3%	23.7%		3
<b>Fish and Wildlife Service (FWS)</b>	<b>53.2%</b>	<b>21.7%</b>	<b>25.1%</b>		<b>4</b>
United States Geological Survey (USGS)	52.3%	23.1%	24.6%		5
<b>Governmentwide</b>	<b>50.3%</b>	<b>22.8%</b>	<b>26.9%</b>		
Office of the Secretary (OS)	49.8%	20.4%	29.8%		6
Bureau of Land Management (BLM)	49.4%	24.3%	26.3%		7
<b>Department of the Interior</b>	<b>48.0%</b>	<b>23.3%</b>	<b>28.7%</b>		
Office of Special Trustee (OST)	47.0%	22.3%	30.7%		8
National Business Center (NBC)	46.8%	24.7%	28.5%		9
Office of the Solicitor (SOL)	46.1%	19.6%	34.4%		10
Bureau of Reclamation (BOR)	46.0%	23.7%	30.2%		11
National Park Service (NPS)	43.3%	23.4%	33.3%		12
Bureau of Indian Affairs (BIA)	42.4%	26.2%	31.5%		13
Bureau of Indian Education (BIE)	35.5%	24.2%	40.3%		14
<b>58. How satisfied are you with the policies and practices of your senior leaders?</b>					
Office of Inspector General (OIG)	55.1%	21.4%	23.5%		1
Office of the Secretary (OS)	43.2%	25.4%	31.5%		2
<b>Governmentwide</b>	<b>42.3%</b>	<b>28.8%</b>	<b>28.9%</b>		
Minerals Management Service (MMS)	41.7%	30.6%	27.7%		3
Office of Surface Mining (OSM)	41.7%	26.8%	31.4%		4
National Business Center (NBC)	41.2%	25.0%	33.7%		5
<b>Fish and Wildlife Service (FWS)</b>	<b>36.7%</b>	<b>31.7%</b>	<b>31.6%</b>		<b>6</b>
Bureau of Reclamation (BOR)	35.9%	31.3%	32.8%		7
<b>Department of the Interior</b>	<b>35.5%</b>	<b>30.5%</b>	<b>34.0%</b>		
Bureau of Indian Affairs (BIA)	34.6%	31.0%	34.3%		8
Bureau of Land Management (BLM)	34.6%	31.4%	34.0%		9
National Park Service (NPS)	34.5%	29.4%	36.2%		10
United States Geological Survey (USGS)	34.3%	31.9%	33.8%		11
Office of Special Trustee (OST)	31.3%	25.2%	43.6%		12
Office of the Solicitor (SOL)	27.5%	31.0%	41.5%		13
Bureau of Indian Education (BIE)	26.6%	24.8%	48.6%		14
<b>59. How satisfied are you with your opportunity to get a better job in your organization?</b>					
Office of Inspector General (OIG)	52.4%	25.8%	21.8%		1

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Fish and Wildlife Service (FWS)	39.7%	28.6%	31.7%		2
Bureau of Land Management (BLM)	39.3%	29.0%	31.7%		3
Minerals Management Service (MMS)	39.3%	28.5%	32.2%		4
<b>Governmentwide</b>	<b>39.0%</b>	<b>28.2%</b>	<b>32.8%</b>		
Bureau of Indian Affairs (BIA)	38.7%	29.4%	31.9%		5
United States Geological Survey (USGS)	37.4%	33.4%	29.2%		6
<b>Department of the Interior</b>	<b>36.3%</b>	<b>29.6%</b>	<b>34.1%</b>		
Office of Surface Mining (OSM)	36.3%	28.6%	35.1%		7
National Business Center (NBC)	36.2%	27.4%	36.4%		8
Bureau of Reclamation (BOR)	34.7%	30.3%	34.9%		9
Office of Special Trustee (OST)	33.3%	23.7%	43.0%		10
Office of the Secretary (OS)	33.3%	27.7%	39.0%		11
National Park Service (NPS)	32.0%	29.3%	38.8%		12
Bureau of Indian Education (BIE)	23.7%	32.3%	44.1%		13
Office of the Solicitor (SOL)	21.8%	30.6%	47.6%		14
<b>60. How satisfied are you with the training you receive for your present job?</b>					
Office of Inspector General (OIG)	70.3%	13.4%	16.3%		1
Fish and Wildlife Service (FWS)	65.0%	21.6%	13.4%		2
Office of Surface Mining (OSM)	63.1%	21.0%	15.8%		3
Office of Special Trustee (OST)	57.2%	22.3%	20.4%		4
<b>Governmentwide</b>	<b>55.3%</b>	<b>24.5%</b>	<b>20.2%</b>		
United States Geological Survey (USGS)	54.9%	26.3%	18.8%		5
Minerals Management Service (MMS)	54.8%	26.5%	18.7%		6
Bureau of Reclamation (BOR)	53.5%	24.9%	21.5%		7
Bureau of Land Management (BLM)	52.7%	26.2%	21.1%		8
<b>Department of the Interior</b>	<b>52.5%</b>	<b>25.2%</b>	<b>22.3%</b>		
Bureau of Indian Affairs (BIA)	51.5%	24.5%	24.0%		9
National Business Center (NBC)	47.9%	24.4%	27.7%		10
National Park Service (NPS)	44.3%	26.5%	29.2%		11
Office of the Secretary (OS)	42.8%	27.2%	30.0%		12
Bureau of Indian Education (BIE)	34.2%	35.3%	30.5%		13
Office of the Solicitor (SOL)	32.1%	30.4%	37.5%		14
<b>61. Considering everything, how satisfied are you with your job?</b>					
Office of Inspector General (OIG)	80.9%	10.5%	8.6%		1
Fish and Wildlife Service (FWS)	69.9%	17.3%	12.9%		2
Office of Surface Mining (OSM)	69.8%	17.7%	12.5%		3
United States Geological Survey (USGS)	69.2%	17.0%	13.8%		4
<b>Governmentwide</b>	<b>68.5%</b>	<b>17.5%</b>	<b>14.1%</b>		
Minerals Management Service (MMS)	67.4%	17.0%	15.6%		5
Bureau of Land Management (BLM)	67.1%	17.6%	15.3%		6
<b>Department of the Interior</b>	<b>66.6%</b>	<b>17.8%</b>	<b>15.7%</b>		
Bureau of Indian Affairs (BIA)	66.5%	17.5%	15.9%		7
Office of Special Trustee (OST)	66.1%	14.9%	19.0%		8
Office of the Solicitor (SOL)	65.4%	12.7%	21.9%		9
Bureau of Reclamation (BOR)	65.0%	19.5%	15.5%		10
National Park Service (NPS)	64.4%	18.4%	17.2%		11
Office of the Secretary (OS)	61.5%	15.6%	22.9%		12
National Business Center (NBC)	57.7%	20.0%	22.3%		13
Bureau of Indian Education (BIE)	56.6%	27.1%	16.4%		14
<b>62. Considering everything, how satisfied are you with your pay?</b>					
Office of Inspector General (OIG)	84.2%	9.2%	6.7%		1

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Office of Surface Mining (OSM)	70.1%	12.2%	17.7%		2
Office of Special Trustee (OST)	69.6%	13.5%	16.9%		3
<b>Fish and Wildlife Service (FWS)</b>	<b>65.4%</b>	<b>14.9%</b>	<b>19.8%</b>		4
United States Geological Survey (USGS)	64.3%	16.1%	19.6%		5
Office of the Solicitor (SOL)	62.8%	15.1%	22.1%		6
Bureau of Indian Affairs (BIA)	62.0%	18.5%	19.5%		7
<b>Department of the Interior</b>	<b>61.3%</b>	<b>17.2%</b>	<b>21.5%</b>		
<b>Governmentwide</b>	<b>60.4%</b>	<b>17.4%</b>	<b>22.2%</b>		
Bureau of Reclamation (BOR)	60.3%	18.4%	21.4%		8
National Business Center (NBC)	59.9%	19.4%	20.8%		9
Bureau of Land Management (BLM)	59.8%	17.9%	22.4%		10
Bureau of Indian Education (BIE)	59.7%	16.0%	24.3%		11
Office of the Secretary (OS)	59.4%	19.0%	21.7%		12
National Park Service (NPS)	58.2%	18.1%	23.7%		13
Minerals Management Service (MMS)	56.4%	18.5%	25.1%		14
<b>63. Considering everything, how satisfied are you with your organization?</b>					
Office of Inspector General (OIG)	75.2%	13.5%	11.3%		1
<b>Fish and Wildlife Service (FWS)</b>	<b>60.5%</b>	<b>20.6%</b>	<b>18.9%</b>		2
Minerals Management Service (MMS)	58.6%	21.3%	20.1%		3
<b>Governmentwide</b>	<b>57.5%</b>	<b>22.2%</b>	<b>20.3%</b>		
Office of Surface Mining (OSM)	57.5%	24.3%	18.1%		4
United States Geological Survey (USGS)	56.6%	21.2%	22.1%		5
<b>Department of the Interior</b>	<b>54.7%</b>	<b>22.2%</b>	<b>23.1%</b>		
Bureau of Land Management (BLM)	54.3%	23.7%	22.1%		6
National Park Service (NPS)	53.3%	22.0%	24.7%		7
Bureau of Reclamation (BOR)	52.8%	23.6%	23.6%		8
Office of Special Trustee (OST)	51.2%	19.4%	29.4%		9
Office of the Secretary (OS)	51.1%	20.5%	28.4%		10
National Business Center (NBC)	50.7%	21.5%	27.8%		11
Bureau of Indian Affairs (BIA)	50.0%	24.8%	25.2%		12
Bureau of Indian Education (BIE)	49.1%	14.1%	36.8%		13
Office of the Solicitor (SOL)	45.1%	20.9%	34.1%		14
<b>64. How satisfied are you with retirement benefits?</b>					
Office of Inspector General (OIG)	78.4%	12.2%	7.9%	1.5%	1
Office of Special Trustee (OST)	74.3%	13.8%	7.1%	4.8%	2
United States Geological Survey (USGS)	69.5%	15.6%	9.8%	5.1%	3
Office of Surface Mining (OSM)	67.8%	17.7%	8.8%	5.7%	4
Minerals Management Service (MMS)	66.1%	15.4%	12.7%	5.8%	5
Office of the Secretary (OS)	65.4%	16.6%	12.3%	5.6%	6
Office of the Solicitor (SOL)	65.0%	15.6%	12.5%	6.9%	7
National Business Center (NBC)	64.6%	18.4%	9.5%	7.5%	8
Bureau of Reclamation (BOR)	64.4%	18.9%	12.5%	4.2%	9
Bureau of Indian Education (BIE)	63.7%	22.6%	6.6%	7.1%	10
<b>Department of the Interior</b>	<b>63.3%</b>	<b>18.4%</b>	<b>12.7%</b>	<b>5.6%</b>	
<b>Fish and Wildlife Service (FWS)</b>	<b>62.6%</b>	<b>17.3%</b>	<b>14.3%</b>	<b>5.7%</b>	11
Bureau of Indian Affairs (BIA)	62.4%	20.0%	9.0%	8.6%	12
<b>Governmentwide</b>	<b>60.9%</b>	<b>19.4%</b>	<b>12.5%</b>	<b>7.3%</b>	
Bureau of Land Management (BLM)	60.7%	19.4%	14.7%	5.2%	13
National Park Service (NPS)	60.3%	20.0%	14.4%	5.4%	14
<b>65. How satisfied are you with health insurance benefits?</b>					
Office of Inspector General (OIG)	79.2%	7.2%	10.7%	2.9%	1

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Office of the Solicitor (SOL)	76.3%	10.8%	8.7%	4.1%	2
Minerals Management Service (MMS)	74.3%	11.2%	11.6%	2.9%	3
United States Geological Survey (USGS)	70.6%	14.6%	12.6%	2.2%	4
Office of the Secretary (OS)	70.0%	12.9%	12.4%	4.6%	5
Office of Surface Mining (OSM)	69.0%	14.1%	14.5%	2.4%	6
Office of Special Trustee (OST)	68.3%	14.1%	11.3%	6.3%	7
Bureau of Indian Education (BIE)	67.8%	17.7%	9.7%	4.7%	8
National Business Center (NBC)	66.6%	17.4%	11.0%	5.0%	9
National Park Service (NPS)	65.3%	15.2%	16.7%	2.7%	10
Department of the Interior	65.0%	15.8%	16.0%	3.2%	
Fish and Wildlife Service (FWS)	63.3%	15.8%	18.1%	2.8%	11
Bureau of Reclamation (BOR)	63.1%	16.0%	18.1%	2.9%	12
Governmentwide	62.0%	17.2%	15.8%	5.0%	
Bureau of Indian Affairs (BIA)	61.5%	18.8%	12.9%	6.7%	13
Bureau of Land Management (BLM)	60.6%	17.5%	19.3%	2.5%	14
<b>66. How satisfied are you with life insurance benefits?</b>					
Office of Inspector General (OIG)	72.6%	10.7%	7.4%	9.2%	1
Office of Special Trustee (OST)	67.4%	18.3%	7.3%	6.9%	2
National Business Center (NBC)	63.4%	18.6%	7.2%	10.8%	3
Minerals Management Service (MMS)	62.2%	19.2%	9.1%	9.5%	4
Bureau of Indian Affairs (BIA)	61.6%	23.2%	7.7%	7.6%	5
Governmentwide	60.2%	21.7%	9.5%	8.6%	
Bureau of Indian Education (BIE)	59.2%	25.3%	7.5%	8.0%	6
National Park Service (NPS)	58.6%	22.8%	9.1%	9.5%	7
Office of Surface Mining (OSM)	58.2%	24.0%	9.9%	7.9%	8
Department of the Interior	57.7%	23.0%	9.1%	10.2%	
Fish and Wildlife Service (FWS)	56.9%	23.3%	9.5%	10.3%	9
Office of the Secretary (OS)	56.9%	22.9%	8.3%	11.9%	10
Bureau of Reclamation (BOR)	56.8%	23.7%	10.3%	9.2%	11
United States Geological Survey (USGS)	56.2%	21.9%	8.1%	13.8%	12
Bureau of Land Management (BLM)	54.4%	25.4%	10.1%	10.1%	13
Office of the Solicitor (SOL)	53.2%	24.0%	11.7%	11.1%	14
<b>67. How satisfied are you with long term care insurance benefits?</b>					
Office of Special Trustee (OST)	43.8%	26.0%	4.7%	25.5%	1
Office of Inspector General (OIG)	41.1%	18.5%	7.7%	32.7%	2
Bureau of Indian Education (BIE)	36.9%	32.7%	9.8%	20.7%	3
Bureau of Indian Affairs (BIA)	36.5%	31.4%	7.9%	24.2%	4
National Business Center (NBC)	34.7%	30.9%	5.2%	29.1%	5
Office of Surface Mining (OSM)	32.9%	24.2%	9.5%	33.4%	6
Governmentwide	32.0%	28.4%	9.6%	30.0%	
Minerals Management Service (MMS)	32.0%	28.8%	9.2%	29.9%	7
Office of the Secretary (OS)	31.5%	26.5%	8.2%	33.8%	8
National Park Service (NPS)	31.3%	28.3%	9.5%	31.0%	9
Department of the Interior	30.7%	29.2%	8.5%	31.7%	
United States Geological Survey (USGS)	29.6%	27.0%	6.5%	36.8%	10
Bureau of Reclamation (BOR)	29.0%	30.3%	7.8%	32.8%	11
Fish and Wildlife Service (FWS)	28.4%	30.0%	8.5%	33.1%	12
Bureau of Land Management (BLM)	28.3%	30.6%	9.7%	31.4%	13
Office of the Solicitor (SOL)	26.0%	34.5%	10.1%	29.3%	14
<b>68. How satisfied are you with the flexible spending account (FSA) program?</b>					
Office of Inspector General (OIG)	59.7%	11.4%	1.8%	27.1%	1

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Minerals Management Service (MMS)	49.1%	23.1%	2.4%	25.5%	2
Office of the Solicitor (SOL)	44.7%	27.1%	6.1%	22.1%	3
Office of the Secretary (OS)	41.7%	23.0%	3.8%	31.5%	4
United States Geological Survey (USGS)	41.7%	22.0%	3.9%	32.5%	5
Office of Special Trustee (OST)	41.5%	26.5%	4.3%	27.6%	6
Office of Surface Mining (OSM)	41.1%	22.2%	2.9%	33.8%	7
<b>Fish and Wildlife Service (FWS)</b>	<b>39.9%</b>	<b>24.5%</b>	<b>3.8%</b>	<b>31.8%</b>	8
Bureau of Reclamation (BOR)	37.8%	27.0%	3.8%	31.4%	9
<b>Department of the Interior</b>	<b>37.6%</b>	<b>26.6%</b>	<b>3.9%</b>	<b>31.9%</b>	
National Business Center (NBC)	37.4%	28.8%	2.2%	31.7%	10
Bureau of Land Management (BLM)	37.3%	28.0%	4.0%	30.8%	11
<b>Governmentwide</b>	<b>34.8%</b>	<b>27.0%</b>	<b>3.7%</b>	<b>34.5%</b>	
National Park Service (NPS)	34.5%	27.7%	4.4%	33.4%	12
Bureau of Indian Affairs (BIA)	29.4%	34.2%	3.1%	33.3%	13
Bureau of Indian Education (BIE)	28.5%	39.5%	3.7%	28.3%	14
<b>69. How satisfied are you with paid vacation time?</b>					
Office of Surface Mining (OSM)	94.1%	3.8%	2.1%		1
United States Geological Survey (USGS)	93.9%	4.3%	1.8%		2
Office of Inspector General (OIG)	92.9%	4.0%	3.1%		3
Bureau of Land Management (BLM)	92.6%	5.2%	2.3%		4
Bureau of Reclamation (BOR)	91.6%	5.6%	2.7%		5
Minerals Management Service (MMS)	91.6%	5.6%	2.8%		6
<b>Fish and Wildlife Service (FWS)</b>	<b>91.5%</b>	<b>5.2%</b>	<b>3.2%</b>		7
<b>Department of the Interior</b>	<b>90.6%</b>	<b>6.4%</b>	<b>3.0%</b>		
National Park Service (NPS)	90.5%	6.3%	3.2%		8
National Business Center (NBC)	89.9%	6.9%	3.2%		9
Office of the Secretary (OS)	88.8%	7.1%	4.1%		10
<b>Governmentwide</b>	<b>87.7%</b>	<b>7.7%</b>	<b>4.7%</b>		
Office of Special Trustee (OST)	85.4%	9.0%	5.6%		11
Office of the Solicitor (SOL)	84.7%	6.7%	8.6%		12
Bureau of Indian Affairs (BIA)	81.1%	14.5%	4.3%		13
Bureau of Indian Education (BIE)	76.8%	19.2%	4.0%		14
<b>70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?</b>					
Office of Surface Mining (OSM)	91.3%	4.6%	4.1%		1
United States Geological Survey (USGS)	91.2%	6.2%	2.6%		2
Bureau of Land Management (BLM)	90.4%	6.5%	3.1%		3
<b>Fish and Wildlife Service (FWS)</b>	<b>89.8%</b>	<b>6.0%</b>	<b>4.2%</b>		4
<b>Department of the Interior</b>	<b>89.1%</b>	<b>7.2%</b>	<b>3.8%</b>		
Bureau of Reclamation (BOR)	89.1%	7.5%	3.4%		5
National Park Service (NPS)	89.1%	6.9%	4.0%		6
Minerals Management Service (MMS)	88.9%	6.5%	4.7%		7
Office of the Secretary (OS)	88.1%	5.9%	5.9%		8
Office of Inspector General (OIG)	87.5%	5.8%	6.7%		9
National Business Center (NBC)	87.3%	9.7%	3.0%		10
Office of Special Trustee (OST)	86.5%	10.0%	3.5%		11
<b>Governmentwide</b>	<b>84.3%</b>	<b>9.4%</b>	<b>6.3%</b>		
Bureau of Indian Affairs (BIA)	83.3%	12.3%	4.4%		12
Office of the Solicitor (SOL)	82.5%	5.1%	12.3%		13
Bureau of Indian Education (BIE)	79.0%	15.5%	5.5%		14

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<b>71. How satisfied are you with child care subsidies?</b>					
Bureau of Indian Affairs (BIA)	9.6%	29.4%	5.4%	55.7%	1
<b>Governmentwide</b>	<b>9.1%</b>	<b>23.0%</b>	<b>4.2%</b>	<b>63.7%</b>	
Office of Inspector General (OIG)	9.1%	21.8%	3.5%	65.6%	2
National Business Center (NBC)	8.8%	21.7%	2.9%	66.7%	3
<b>Fish and Wildlife Service (FWS)</b>	<b>7.7%</b>	<b>22.3%</b>	<b>4.7%</b>	<b>65.3%</b>	4
<b>Department of the Interior</b>	<b>7.5%</b>	<b>23.8%</b>	<b>4.6%</b>	<b>64.2%</b>	
National Park Service (NPS)	7.5%	23.0%	4.9%	64.5%	5
Office of the Solicitor (SOL)	7.5%	24.7%	8.0%	59.9%	6
Bureau of Reclamation (BOR)	7.4%	25.7%	3.9%	63.1%	7
Office of Special Trustee (OST)	7.4%	24.8%	5.6%	62.3%	8
United States Geological Survey (USGS)	7.3%	19.3%	4.4%	69.1%	9
Bureau of Indian Education (BIE)	7.1%	33.7%	3.3%	55.9%	10
Bureau of Land Management (BLM)	7.0%	26.1%	4.1%	62.8%	11
Minerals Management Service (MMS)	6.1%	24.5%	5.2%	64.3%	12
Office of the Secretary (OS)	5.2%	20.9%	4.6%	69.3%	13
Office of Surface Mining (OSM)	5.1%	23.7%	3.3%	67.9%	14
<b>72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?</b>					
Office of Inspector General (OIG)	55.8%	18.0%	1.2%	25.1%	1
Bureau of Reclamation (BOR)	40.4%	25.7%	6.7%	27.2%	2
Minerals Management Service (MMS)	40.3%	24.5%	7.1%	28.1%	3
<b>Fish and Wildlife Service (FWS)</b>	<b>31.8%</b>	<b>23.8%</b>	<b>7.8%</b>	<b>36.6%</b>	4
National Business Center (NBC)	30.4%	27.8%	5.0%	36.7%	5
Bureau of Land Management (BLM)	29.2%	29.9%	9.3%	31.6%	6
<b>Governmentwide</b>	<b>28.5%</b>	<b>24.4%</b>	<b>7.4%</b>	<b>39.7%</b>	
<b>Department of the Interior</b>	<b>28.3%</b>	<b>26.0%</b>	<b>9.1%</b>	<b>36.5%</b>	
United States Geological Survey (USGS)	28.1%	22.2%	7.5%	42.2%	7
Office of Surface Mining (OSM)	23.2%	27.0%	8.8%	41.0%	8
Bureau of Indian Education (BIE)	23.0%	32.1%	6.6%	38.3%	9
Bureau of Indian Affairs (BIA)	22.8%	29.2%	11.8%	36.2%	10
National Park Service (NPS)	22.5%	26.4%	11.3%	39.9%	11
Office of the Secretary (OS)	22.4%	21.9%	7.4%	48.3%	12
Office of Special Trustee (OST)	21.5%	25.8%	9.8%	42.9%	13
Office of the Solicitor (SOL)	14.9%	29.3%	16.2%	39.6%	14
<b>73. How satisfied are you with telework/telecommuting?</b>					
Office of Inspector General (OIG)	53.2%	20.8%	6.7%	19.2%	1
United States Geological Survey (USGS)	34.3%	17.0%	13.2%	35.5%	2
Minerals Management Service (MMS)	30.3%	16.0%	26.6%	27.1%	3
Office of Surface Mining (OSM)	25.9%	16.5%	22.8%	34.8%	4
Office of the Solicitor (SOL)	25.3%	21.6%	22.6%	30.6%	5
Office of the Secretary (OS)	23.3%	15.7%	27.7%	33.3%	6
<b>Governmentwide</b>	<b>22.6%</b>	<b>20.3%</b>	<b>13.7%</b>	<b>43.3%</b>	
<b>Department of the Interior</b>	<b>21.3%</b>	<b>20.8%</b>	<b>16.8%</b>	<b>41.1%</b>	
Bureau of Reclamation (BOR)	21.0%	22.4%	16.4%	40.2%	7
<b>Fish and Wildlife Service (FWS)</b>	<b>19.6%</b>	<b>19.2%</b>	<b>16.6%</b>	<b>44.7%</b>	8
Bureau of Indian Education (BIE)	18.9%	27.1%	11.5%	42.5%	9
Bureau of Indian Affairs (BIA)	18.8%	26.0%	13.4%	41.7%	10
National Park Service (NPS)	17.7%	21.2%	16.7%	44.4%	11
Bureau of Land Management (BLM)	17.0%	22.7%	17.8%	42.5%	12

## 2008 Federal Human Capital Survey Results and Bureau Rankings

National Business Center (NBC)	15.3%	18.3%	28.1%	38.3%	13
Office of Special Trustee (OST)	15.3%	20.2%	14.5%	50.0%	14
<b>74. How satisfied are you with alternative work schedules?</b>					
Office of Surface Mining (OSM)	76.5%	9.9%	8.1%	5.5%	1
Bureau of Land Management (BLM)	73.8%	11.8%	6.1%	8.4%	2
Minerals Management Service (MMS)	69.8%	9.6%	12.1%	8.5%	3
United States Geological Survey (USGS)	68.7%	11.4%	6.3%	13.5%	4
Office of Special Trustee (OST)	61.6%	14.9%	10.4%	13.1%	5
National Business Center (NBC)	61.4%	15.1%	8.4%	15.1%	6
Fish and Wildlife Service (FWS)	59.1%	14.6%	10.5%	15.8%	7
Department of the Interior	58.8%	14.6%	10.5%	16.0%	
Office of Inspector General (OIG)	58.5%	12.1%	4.0%	25.5%	8
Office of the Secretary (OS)	55.5%	13.3%	12.5%	18.7%	9
Office of the Solicitor (SOL)	54.9%	14.2%	19.6%	11.3%	10
National Park Service (NPS)	50.5%	16.0%	13.7%	19.9%	11
Bureau of Reclamation (BOR)	50.3%	16.5%	12.9%	20.3%	12
Governmentwide	46.9%	17.0%	12.7%	23.4%	
Bureau of Indian Affairs (BIA)	45.2%	20.7%	12.3%	21.7%	13
Bureau of Indian Education (BIE)	31.8%	27.9%	11.5%	28.8%	14