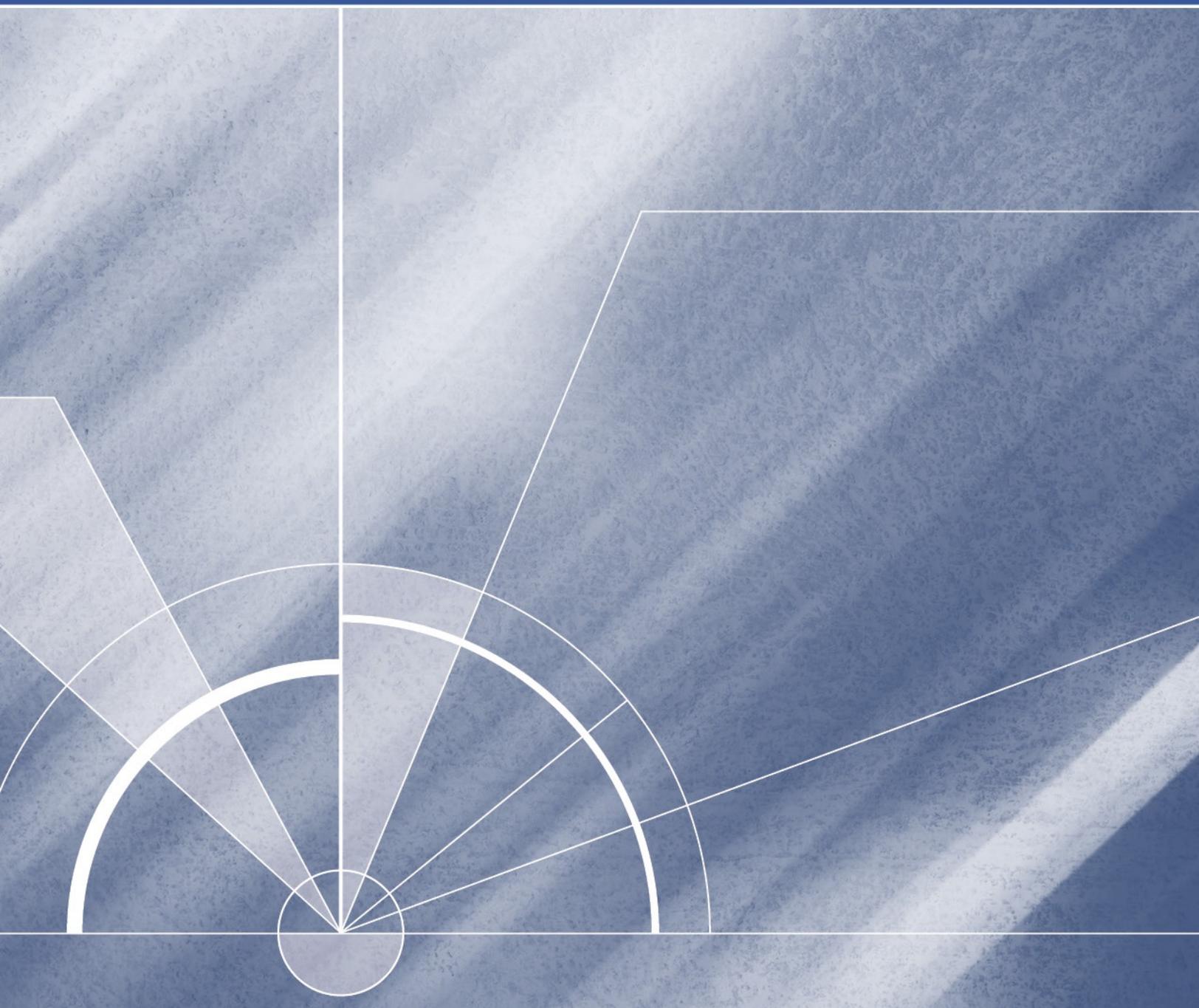


2018

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

2nd Level  
Subagency  
Report

OSD, Agencies and Activities  
Defense Threat Reduction Agency



# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

This 2018 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

## Response Summary

	Surveys Completed	Response Rate
Governmentwide	598,003	40.6%
Department of Defense	182,115	30.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,877	34.2%
<b>Defense Threat Reduction Agency</b>	<b>579</b>	<b>45.9%</b>

## Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

## Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

## Main Report Results

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* responses, where applicable, is listed separately.

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

### *Highest Percent Positive*

97.7%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
93.5%	I am constantly looking for ways to do my job better. (Q.8)
89.4%	The work I do is important. (Q.13)
88.3%	My organization has prepared employees for potential security threats. (Q.36)
87.5%	I know how my work relates to the agency's goals. (Q.12)
86.2%	My agency is successful at accomplishing its mission. (Q.39)
85.8%	My supervisor supports my need to balance work and other life issues. (Q.42)
85.5%	How would you rate the overall quality of work done by your work unit? (Q.28)
85.3%	Employees are protected from health and safety hazards on the job. (Q.35)
84.3%	My supervisor treats me with respect. (Q.49)

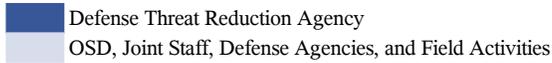
### *Highest Percent Negative*

41.9%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
41.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
38.7%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
37.3%	Promotions in my work unit are based on merit. (Q.22)
34.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
34.3%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
33.7%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
30.3%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
29.7%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
28.1%	My talents are used well in the workplace. (Q.11)

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 8.

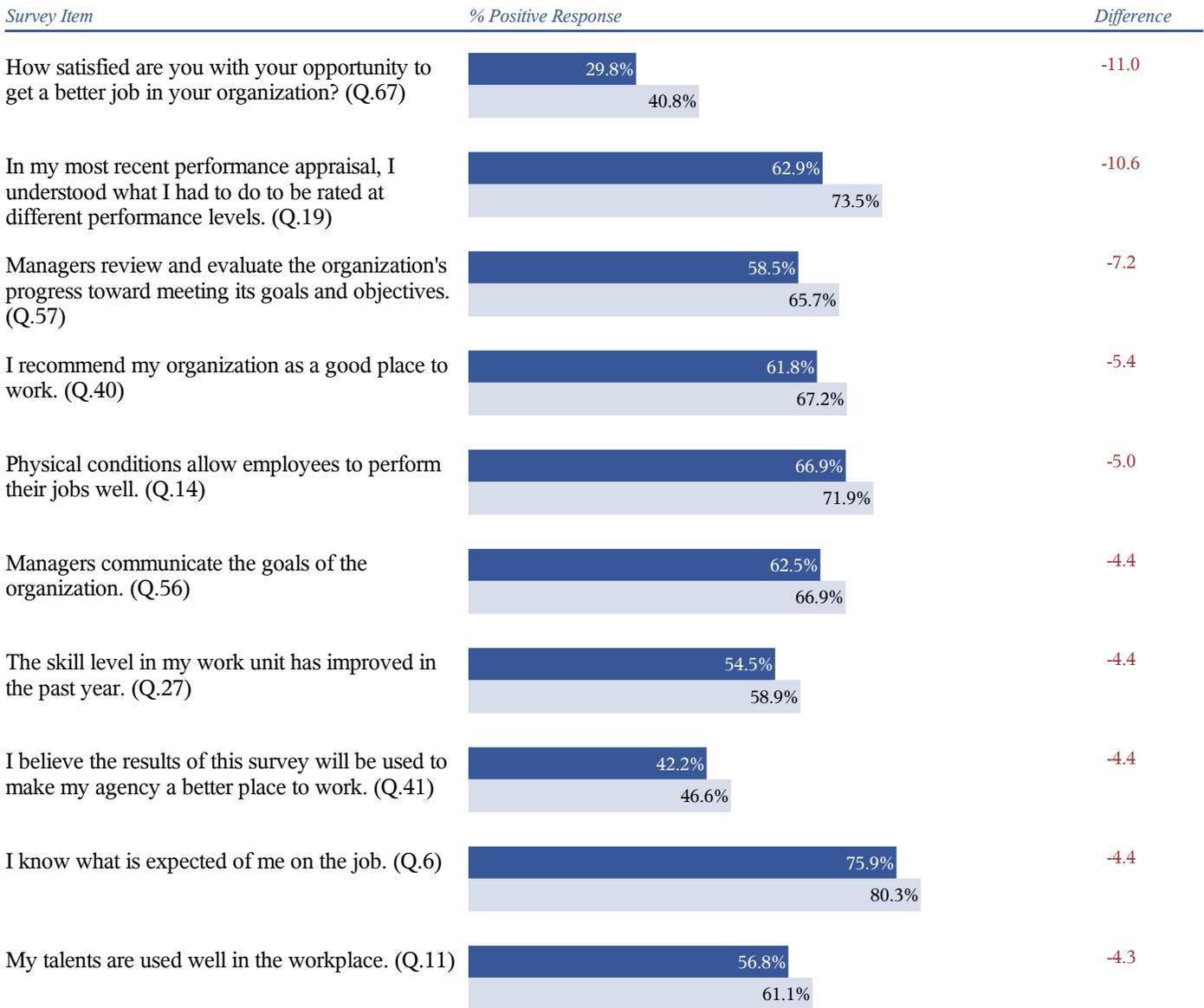
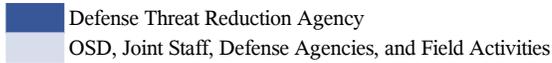


Survey Item	% Positive Response	Difference
My agency is successful at accomplishing its mission. (Q.39)	<div style="display: flex; justify-content: space-between;"> <div style="width: 67.2%; background-color: #1a3d54; color: white; padding: 2px;">86.2%</div> <div style="width: 58.0%; background-color: #a0c0e0; color: black; padding: 2px;">79.0%</div> </div>	+7.2
My work unit is able to recruit people with the right skills. (Q.21)	<div style="display: flex; justify-content: space-between;"> <div style="width: 45.4%; background-color: #1a3d54; color: white; padding: 2px;">50.4%</div> <div style="width: 36.9%; background-color: #a0c0e0; color: black; padding: 2px;">45.9%</div> </div>	+4.5
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	<div style="display: flex; justify-content: space-between;"> <div style="width: 52.2%; background-color: #1a3d54; color: white; padding: 2px;">62.2%</div> <div style="width: 47.9%; background-color: #a0c0e0; color: black; padding: 2px;">57.9%</div> </div>	+4.3
The people I work with cooperate to get the job done. (Q.20)	<div style="display: flex; justify-content: space-between;"> <div style="width: 79.1%; background-color: #1a3d54; color: white; padding: 2px;">79.1%</div> <div style="width: 75.4%; background-color: #a0c0e0; color: black; padding: 2px;">75.4%</div> </div>	+3.7
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	<div style="display: flex; justify-content: space-between;"> <div style="width: 83.2%; background-color: #1a3d54; color: white; padding: 2px;">83.2%</div> <div style="width: 79.6%; background-color: #a0c0e0; color: black; padding: 2px;">79.6%</div> </div>	+3.6
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	<div style="display: flex; justify-content: space-between;"> <div style="width: 51.2%; background-color: #1a3d54; color: white; padding: 2px;">51.2%</div> <div style="width: 47.6%; background-color: #a0c0e0; color: black; padding: 2px;">47.6%</div> </div>	+3.6
My supervisor supports my need to balance work and other life issues. (Q.42)	<div style="display: flex; justify-content: space-between;"> <div style="width: 85.8%; background-color: #1a3d54; color: white; padding: 2px;">85.8%</div> <div style="width: 82.2%; background-color: #a0c0e0; color: black; padding: 2px;">82.2%</div> </div>	+3.6
Senior leaders demonstrate support for Work/Life programs. (Q.62)	<div style="display: flex; justify-content: space-between;"> <div style="width: 67.3%; background-color: #1a3d54; color: white; padding: 2px;">67.3%</div> <div style="width: 63.7%; background-color: #a0c0e0; color: black; padding: 2px;">63.7%</div> </div>	+3.6
Considering everything, how satisfied are you with your pay? (Q.70)	<div style="display: flex; justify-content: space-between;"> <div style="width: 70.6%; background-color: #1a3d54; color: white; padding: 2px;">70.6%</div> <div style="width: 67.3%; background-color: #a0c0e0; color: black; padding: 2px;">67.3%</div> </div>	+3.3
My organization has prepared employees for potential security threats. (Q.36)	<div style="display: flex; justify-content: space-between;"> <div style="width: 88.3%; background-color: #1a3d54; color: white; padding: 2px;">88.3%</div> <div style="width: 85.1%; background-color: #a0c0e0; color: black; padding: 2px;">85.1%</div> </div>	+3.2

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 8.



# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Department of Defense	180,891	67.4%	15.0%	17.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,650	68.2%	14.1%	17.7%
<b>Defense Threat Reduction Agency</b>	<b>575</b>	<b>69.5%</b>	<b>14.4%</b>	<b>16.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of Defense	181,074	72.1%	14.2%	13.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,684	71.4%	13.8%	14.8%
<b>Defense Threat Reduction Agency</b>	<b>576</b>	<b>73.1%</b>	<b>12.4%</b>	<b>14.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of Defense	180,388	64.0%	16.4%	19.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,591	63.0%	16.0%	20.9%
<b>Defense Threat Reduction Agency</b>	<b>579</b>	<b>64.7%</b>	<b>15.0%</b>	<b>20.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of Defense	181,329	71.6%	14.8%	13.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,748	71.8%	14.3%	13.9%
<b>Defense Threat Reduction Agency</b>	<b>578</b>	<b>73.3%</b>	<b>11.6%</b>	<b>15.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of Defense	181,198	83.0%	11.1%	5.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,720	82.0%	11.5%	6.5%
<b>Defense Threat Reduction Agency</b>	<b>575</b>	<b>81.3%</b>	<b>10.3%</b>	<b>8.4%</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
**2nd Level Subagency Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of Defense	181,201	79.4%	11.3%	9.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,699	80.3%	10.4%	9.3%
<b>Defense Threat Reduction Agency</b>	<b>575</b>	<b>75.9%</b>	<b>10.1%</b>	<b>14.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Department of Defense	181,451	96.0%	2.6%	1.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,758	96.3%	2.4%	1.4%
<b>Defense Threat Reduction Agency</b>	<b>577</b>	<b>97.7%</b>	<b>1.1%</b>	<b>1.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of Defense	181,631	92.0%	6.6%	1.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,773	92.1%	6.4%	1.5%
<b>Defense Threat Reduction Agency</b>	<b>579</b>	<b>93.5%</b>	<b>5.2%</b>	<b>1.3%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Department of Defense	180,212	49.1%	16.3%	34.6%	378
OSD, Joint Staff, Defense Agencies, and Field Activities	30,537	54.0%	15.7%	30.3%	90
<b>Defense Threat Reduction Agency</b>	<b>570</b>	<b>50.6%</b>	<b>15.1%</b>	<b>34.3%</b>	<b>4</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of Defense	180,635	61.3%	15.6%	23.1%	272
OSD, Joint Staff, Defense Agencies, and Field Activities	30,618	62.9%	14.8%	22.3%	64
<b>Defense Threat Reduction Agency</b>	<b>572</b>	<b>58.6%</b>	<b>14.5%</b>	<b>27.0%</b>	<b>2</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
**2nd Level Subagency Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of Defense	179,166	62.1%	16.0%	21.9%	725
OSD, Joint Staff, Defense Agencies, and Field Activities	30,372	61.1%	15.8%	23.1%	136
<b>Defense Threat Reduction Agency</b>	<b>566</b>	<b>56.8%</b>	<b>15.1%</b>	<b>28.1%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of Defense	180,737	85.4%	8.9%	5.7%	532
OSD, Joint Staff, Defense Agencies, and Field Activities	30,630	86.2%	8.4%	5.5%	89
<b>Defense Threat Reduction Agency</b>	<b>573</b>	<b>87.5%</b>	<b>5.7%</b>	<b>6.9%</b>	<b>1</b>

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of Defense	180,705	90.0%	7.0%	3.0%	435
OSD, Joint Staff, Defense Agencies, and Field Activities	30,611	89.7%	7.0%	3.3%	77
<b>Defense Threat Reduction Agency</b>	<b>568</b>	<b>89.4%</b>	<b>6.9%</b>	<b>3.7%</b>	<b>4</b>

**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	593,484	66.4%	14.2%	19.4%	2,668
Department of Defense	181,050	65.2%	14.6%	20.2%	554
OSD, Joint Staff, Defense Agencies, and Field Activities	30,672	71.9%	12.7%	15.4%	108
<b>Defense Threat Reduction Agency</b>	<b>574</b>	<b>66.9%</b>	<b>11.6%</b>	<b>21.5%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of Defense	178,083	71.3%	15.0%	13.7%	3,294
OSD, Joint Staff, Defense Agencies, and Field Activities	30,091	71.0%	14.2%	14.8%	640
<b>Defense Threat Reduction Agency</b>	<b>548</b>	<b>70.8%</b>	<b>16.6%</b>	<b>12.6%</b>	<b>27</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
**2nd Level Subagency Report**

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of Defense	180,575	83.7%	11.2%	5.2%	682
OSD, Joint Staff, Defense Agencies, and Field Activities	30,604	85.8%	9.7%	4.6%	105
<b>Defense Threat Reduction Agency</b>	<b>570</b>	<b>83.3%</b>	<b>10.2%</b>	<b>6.5%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Department of Defense	175,856	68.6%	15.9%	15.5%	5,536
OSD, Joint Staff, Defense Agencies, and Field Activities	29,635	67.4%	16.2%	16.4%	1,100
<b>Defense Threat Reduction Agency</b>	<b>551</b>	<b>65.2%</b>	<b>14.9%</b>	<b>19.9%</b>	<b>24</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of Defense	180,002	56.8%	22.2%	21.0%	1,546
OSD, Joint Staff, Defense Agencies, and Field Activities	30,501	59.3%	20.6%	20.1%	263
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>57.4%</b>	<b>18.0%</b>	<b>24.6%</b>	<b>11</b>

**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	584,495	71.2%	13.3%	15.5%	12,078
Department of Defense	176,767	70.0%	13.9%	16.1%	5,002
OSD, Joint Staff, Defense Agencies, and Field Activities	30,083	73.5%	11.6%	14.9%	730
<b>Defense Threat Reduction Agency</b>	<b>549</b>	<b>62.9%</b>	<b>16.5%</b>	<b>20.6%</b>	<b>29</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of Defense	181,648	76.5%	12.5%	11.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,791	75.4%	12.3%	12.2%
<b>Defense Threat Reduction Agency</b>	<b>579</b>	<b>79.1%</b>	<b>10.6%</b>	<b>10.3%</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
**2nd Level Subagency Report**

**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Department of Defense	176,357	43.1%	26.0%	30.9%	5,065
OSD, Joint Staff, Defense Agencies, and Field Activities	29,696	45.9%	26.0%	28.0%	1,040
<b>Defense Threat Reduction Agency</b>	<b>555</b>	<b>50.4%</b>	<b>23.0%</b>	<b>26.6%</b>	<b>22</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of Defense	170,374	37.4%	29.3%	33.3%	10,642
OSD, Joint Staff, Defense Agencies, and Field Activities	28,628	38.2%	28.6%	33.3%	2,054
<b>Defense Threat Reduction Agency</b>	<b>538</b>	<b>35.7%</b>	<b>27.0%</b>	<b>37.3%</b>	<b>40</b>

**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	538,448	32.4%	28.2%	39.4%	56,413
Department of Defense	166,647	31.5%	29.0%	39.5%	14,430
OSD, Joint Staff, Defense Agencies, and Field Activities	27,802	33.4%	28.3%	38.2%	2,887
<b>Defense Threat Reduction Agency</b>	<b>532</b>	<b>35.6%</b>	<b>25.7%</b>	<b>38.7%</b>	<b>42</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of Defense	172,424	37.9%	29.2%	32.9%	8,903
OSD, Joint Staff, Defense Agencies, and Field Activities	28,893	40.5%	27.8%	31.7%	1,829
<b>Defense Threat Reduction Agency</b>	<b>547</b>	<b>40.2%</b>	<b>25.1%</b>	<b>34.6%</b>	<b>30</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Department of Defense	171,503	45.6%	25.5%	28.9%	9,811
OSD, Joint Staff, Defense Agencies, and Field Activities	28,738	48.4%	24.6%	27.0%	2,003
<b>Defense Threat Reduction Agency</b>	<b>543</b>	<b>49.8%</b>	<b>19.9%</b>	<b>30.3%</b>	<b>35</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
**2nd Level Subagency Report**

**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Department of Defense	180,720	74.1%	13.6%	12.3%	651
OSD, Joint Staff, Defense Agencies, and Field Activities	30,643	74.4%	12.8%	12.8%	104
<b>Defense Threat Reduction Agency</b>	<b>571</b>	<b>72.9%</b>	<b>11.6%</b>	<b>15.5%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Department of Defense	175,669	56.5%	27.5%	16.0%	5,417
OSD, Joint Staff, Defense Agencies, and Field Activities	29,603	58.9%	25.6%	15.5%	1,077
<b>Defense Threat Reduction Agency</b>	<b>557</b>	<b>54.5%</b>	<b>28.3%</b>	<b>17.3%</b>	<b>19</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of Defense	181,219	83.6%	13.5%	3.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,726	83.6%	13.2%	3.2%
<b>Defense Threat Reduction Agency</b>	<b>579</b>	<b>85.5%</b>	<b>11.9%</b>	<b>2.6%</b>

**29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Department of Defense	180,053	79.7%	12.6%	7.7%	1,191
OSD, Joint Staff, Defense Agencies, and Field Activities	30,488	79.6%	12.4%	8.0%	240
<b>Defense Threat Reduction Agency</b>	<b>575</b>	<b>83.2%</b>	<b>10.2%</b>	<b>6.6%</b>	<b>3</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of Defense	175,324	50.9%	23.9%	25.2%	3,189
OSD, Joint Staff, Defense Agencies, and Field Activities	29,706	51.3%	22.6%	26.1%	612
<b>Defense Threat Reduction Agency</b>	<b>560</b>	<b>50.2%</b>	<b>20.1%</b>	<b>29.7%</b>	<b>10</b>

**OSD, Agencies and Activities**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Department of Defense	175,660	54.4%	21.8%	23.8%	2,806
OSD, Joint Staff, Defense Agencies, and Field Activities	29,734	55.1%	21.0%	23.9%	583
<b>Defense Threat Reduction Agency</b>	<b>558</b>	<b>55.5%</b>	<b>20.1%</b>	<b>24.4%</b>	<b>12</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of Defense	172,813	44.3%	28.5%	27.2%	4,898
OSD, Joint Staff, Defense Agencies, and Field Activities	29,203	45.1%	27.0%	27.9%	986
<b>Defense Threat Reduction Agency</b>	<b>549</b>	<b>48.0%</b>	<b>27.2%</b>	<b>24.8%</b>	<b>18</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Department of Defense	166,519	27.4%	29.9%	42.8%	11,813
OSD, Joint Staff, Defense Agencies, and Field Activities	28,017	26.9%	30.2%	42.9%	2,265
<b>Defense Threat Reduction Agency</b>	<b>522</b>	<b>26.6%</b>	<b>32.2%</b>	<b>41.2%</b>	<b>49</b>

**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	544,654	58.2%	27.5%	14.3%	42,678
Department of Defense	165,484	58.1%	28.4%	13.5%	12,919
OSD, Joint Staff, Defense Agencies, and Field Activities	28,244	61.7%	24.8%	13.5%	2,067
<b>Defense Threat Reduction Agency</b>	<b>517</b>	<b>60.0%</b>	<b>25.2%</b>	<b>14.8%</b>	<b>50</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of Defense	177,146	80.6%	11.5%	7.9%	1,555
OSD, Joint Staff, Defense Agencies, and Field Activities	30,011	83.5%	10.0%	6.5%	353
<b>Defense Threat Reduction Agency</b>	<b>557</b>	<b>85.3%</b>	<b>8.9%</b>	<b>5.7%</b>	<b>12</b>

**OSD, Agencies and Activities**  
**Defense Threat Reduction Agency**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of Defense	176,882	84.4%	10.3%	5.3%	1,223
OSD, Joint Staff, Defense Agencies, and Field Activities	29,990	85.1%	9.6%	5.3%	254
<b>Defense Threat Reduction Agency</b>	<b>567</b>	<b>88.3%</b>	<b>7.9%</b>	<b>3.8%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Department of Defense	170,139	57.8%	21.5%	20.8%	8,381
OSD, Joint Staff, Defense Agencies, and Field Activities	28,705	56.3%	21.2%	22.5%	1,612
<b>Defense Threat Reduction Agency</b>	<b>535</b>	<b>52.3%</b>	<b>22.0%</b>	<b>25.7%</b>	<b>35</b>

**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	537,812	69.8%	17.8%	12.3%	48,230
Department of Defense	165,499	71.0%	17.0%	11.9%	12,605
OSD, Joint Staff, Defense Agencies, and Field Activities	27,862	69.4%	17.7%	12.9%	2,391
<b>Defense Threat Reduction Agency</b>	<b>515</b>	<b>66.6%</b>	<b>17.2%</b>	<b>16.2%</b>	<b>55</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Department of Defense	176,294	80.6%	14.0%	5.4%	2,252
OSD, Joint Staff, Defense Agencies, and Field Activities	29,872	79.0%	14.5%	6.5%	456
<b>Defense Threat Reduction Agency</b>	<b>561</b>	<b>86.2%</b>	<b>11.0%</b>	<b>2.8%</b>	<b>10</b>

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Department of Defense	178,368	66.4%	19.7%	13.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,302	67.2%	19.0%	13.9%
<b>Defense Threat Reduction Agency</b>	<b>571</b>	<b>61.8%</b>	<b>18.3%</b>	<b>19.9%</b>

**OSD, Agencies and Activities**  
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**My Agency (continued)**

**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	544,742	41.0%	27.6%	31.4%	42,737
Department of Defense	164,238	38.4%	29.6%	32.0%	14,190
OSD, Joint Staff, Defense Agencies, and Field Activities	28,126	46.6%	26.6%	26.8%	2,186
<b>Defense Threat Reduction Agency</b>	<b>542</b>	<b>42.2%</b>	<b>24.0%</b>	<b>33.7%</b>	<b>29</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of Defense	177,016	82.1%	9.6%	8.3%	901
OSD, Joint Staff, Defense Agencies, and Field Activities	30,091	82.2%	8.5%	9.3%	137
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>85.8%</b>	<b>6.3%</b>	<b>7.9%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of Defense	176,936	69.5%	16.0%	14.5%	868
OSD, Joint Staff, Defense Agencies, and Field Activities	30,040	69.5%	15.4%	15.1%	158
<b>Defense Threat Reduction Agency</b>	<b>565</b>	<b>72.3%</b>	<b>12.4%</b>	<b>15.3%</b>	<b>5</b>

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of Defense	175,568	65.8%	17.7%	16.5%	2,105
OSD, Joint Staff, Defense Agencies, and Field Activities	29,841	67.6%	16.0%	16.4%	351
<b>Defense Threat Reduction Agency</b>	<b>559</b>	<b>66.4%</b>	<b>14.4%</b>	<b>19.2%</b>	<b>11</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Department of Defense	165,074	70.4%	20.7%	8.9%	12,651
OSD, Joint Staff, Defense Agencies, and Field Activities	28,052	72.0%	18.6%	9.4%	2,148
<b>Defense Threat Reduction Agency</b>	<b>521</b>	<b>74.1%</b>	<b>17.0%</b>	<b>8.9%</b>	<b>48</b>

**OSD, Agencies and Activities**  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Department of Defense	176,786	64.3%	18.9%	16.9%	1,028
OSD, Joint Staff, Defense Agencies, and Field Activities	30,053	66.2%	17.2%	16.5%	170
<b>Defense Threat Reduction Agency</b>	<b>563</b>	<b>63.3%</b>	<b>18.6%</b>	<b>18.1%</b>	<b>7</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Department of Defense	175,567	69.5%	16.6%	13.9%	2,219
OSD, Joint Staff, Defense Agencies, and Field Activities	29,786	70.2%	15.9%	13.9%	435
<b>Defense Threat Reduction Agency</b>	<b>565</b>	<b>72.8%</b>	<b>15.7%</b>	<b>11.4%</b>	<b>5</b>

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of Defense	177,427	78.5%	11.3%	10.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,167	78.2%	11.1%	10.8%
<b>Defense Threat Reduction Agency</b>	<b>570</b>	<b>79.6%</b>	<b>9.0%</b>	<b>11.4%</b>

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of Defense	177,392	83.6%	9.0%	7.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,165	83.1%	9.0%	7.9%
<b>Defense Threat Reduction Agency</b>	<b>566</b>	<b>84.3%</b>	<b>7.7%</b>	<b>8.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of Defense	177,423	78.9%	9.6%	11.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,156	81.4%	8.2%	10.3%
<b>Defense Threat Reduction Agency</b>	<b>568</b>	<b>77.4%</b>	<b>7.5%</b>	<b>15.1%</b>

**OSD, Agencies and Activities  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of Defense	177,399	70.4%	15.1%	14.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,161	70.5%	14.6%	14.9%
<b>Defense Threat Reduction Agency</b>	<b>570</b>	<b>72.1%</b>	<b>12.1%</b>	<b>15.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of Defense	177,329	72.2%	16.8%	11.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	30,124	72.6%	16.2%	11.2%
<b>Defense Threat Reduction Agency</b>	<b>565</b>	<b>72.9%</b>	<b>16.1%</b>	<b>11.0%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Department of Defense	172,666	47.0%	24.6%	28.4%	3,558
OSD, Joint Staff, Defense Agencies, and Field Activities	29,365	47.6%	23.6%	28.8%	562
<b>Defense Threat Reduction Agency</b>	<b>560</b>	<b>51.2%</b>	<b>22.0%</b>	<b>26.7%</b>	<b>8</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of Defense	167,168	59.6%	22.1%	18.3%	9,003
OSD, Joint Staff, Defense Agencies, and Field Activities	28,237	57.9%	22.6%	19.5%	1,691
<b>Defense Threat Reduction Agency</b>	<b>539</b>	<b>62.2%</b>	<b>19.9%</b>	<b>17.9%</b>	<b>29</b>

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Department of Defense	168,342	70.6%	18.5%	10.9%	7,182
OSD, Joint Staff, Defense Agencies, and Field Activities	28,544	69.5%	18.5%	12.0%	1,243
<b>Defense Threat Reduction Agency</b>	<b>533</b>	<b>66.8%</b>	<b>21.1%</b>	<b>12.1%</b>	<b>29</b>

**OSD, Agencies and Activities**  
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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of Defense	173,326	63.7%	19.6%	16.7%	2,494
OSD, Joint Staff, Defense Agencies, and Field Activities	29,482	66.9%	17.9%	15.3%	375
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>62.5%</b>	<b>18.0%</b>	<b>19.4%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Department of Defense	165,297	62.9%	22.9%	14.2%	10,722
OSD, Joint Staff, Defense Agencies, and Field Activities	28,239	65.7%	21.0%	13.3%	1,658
<b>Defense Threat Reduction Agency</b>	<b>536</b>	<b>58.5%</b>	<b>24.5%</b>	<b>17.0%</b>	<b>30</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of Defense	170,594	57.1%	21.7%	21.2%	5,570
OSD, Joint Staff, Defense Agencies, and Field Activities	29,027	57.8%	20.7%	21.5%	904
<b>Defense Threat Reduction Agency</b>	<b>553</b>	<b>56.0%</b>	<b>20.5%</b>	<b>23.5%</b>	<b>14</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Department of Defense	169,430	61.0%	21.4%	17.6%	5,592
OSD, Joint Staff, Defense Agencies, and Field Activities	28,807	60.8%	20.2%	18.9%	895
<b>Defense Threat Reduction Agency</b>	<b>550</b>	<b>60.0%</b>	<b>19.3%</b>	<b>20.7%</b>	<b>13</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,557	61.5%	22.1%	16.4%	31,186
Department of Defense	166,962	62.1%	22.3%	15.7%	8,895
OSD, Joint Staff, Defense Agencies, and Field Activities	28,398	63.0%	21.1%	15.9%	1,467
<b>Defense Threat Reduction Agency</b>	<b>542</b>	<b>58.9%</b>	<b>24.4%</b>	<b>16.7%</b>	<b>24</b>

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Department of Defense	173,723	59.9%	22.3%	17.9%	2,101
OSD, Joint Staff, Defense Agencies, and Field Activities	29,508	60.6%	21.6%	17.8%	340
<b>Defense Threat Reduction Agency</b>	<b>561</b>	<b>61.9%</b>	<b>20.2%</b>	<b>17.9%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of Defense	162,891	60.7%	24.3%	15.0%	12,804
OSD, Joint Staff, Defense Agencies, and Field Activities	28,115	63.7%	21.8%	14.5%	1,734
<b>Defense Threat Reduction Agency</b>	<b>544</b>	<b>67.3%</b>	<b>21.1%</b>	<b>11.6%</b>	<b>19</b>

## My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of Defense	174,982	56.5%	21.7%	21.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,684	55.9%	21.6%	22.5%
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>57.7%</b>	<b>15.9%</b>	<b>26.4%</b>

### 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	577,134	51.0%	22.9%	26.1%
Department of Defense	174,917	52.0%	23.1%	25.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,679	54.7%	21.4%	23.9%
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>54.2%</b>	<b>18.1%</b>	<b>27.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Department of Defense	174,842	51.5%	23.9%	24.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,651	52.6%	22.5%	24.9%
<b>Defense Threat Reduction Agency</b>	<b>561</b>	<b>51.3%</b>	<b>23.6%</b>	<b>25.1%</b>

**OSD, Agencies and Activities  
Defense Threat Reduction Agency  
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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Department of Defense	174,795	48.9%	28.6%	22.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,654	49.4%	27.3%	23.3%
<b>Defense Threat Reduction Agency</b>	<b>562</b>	<b>52.1%</b>	<b>25.2%</b>	<b>22.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of Defense	174,730	38.6%	27.8%	33.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,627	40.8%	25.9%	33.3%
<b>Defense Threat Reduction Agency</b>	<b>563</b>	<b>29.8%</b>	<b>28.4%</b>	<b>41.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of Defense	174,839	55.6%	23.2%	21.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,641	58.3%	21.3%	20.4%
<b>Defense Threat Reduction Agency</b>	<b>560</b>	<b>59.5%</b>	<b>22.6%</b>	<b>17.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of Defense	174,802	68.4%	16.9%	14.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,640	69.0%	16.7%	14.3%
<b>Defense Threat Reduction Agency</b>	<b>564</b>	<b>66.4%</b>	<b>14.7%</b>	<b>19.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of Defense	174,712	63.5%	17.0%	19.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,625	67.3%	15.6%	17.1%
<b>Defense Threat Reduction Agency</b>	<b>562</b>	<b>70.6%</b>	<b>14.9%</b>	<b>14.5%</b>

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of Defense	174,120	60.8%	20.9%	18.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,513	62.5%	19.6%	17.9%
<b>Defense Threat Reduction Agency</b>	<b>563</b>	<b>63.3%</b>	<b>15.9%</b>	<b>20.8%</b>

## Work/Life

### 72. Please select the response below that BEST describes your current teleworking schedule.

	N	Very Infrequently	Telework			
			Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of Defense	174,121	16.5%	4.7%	8.4%	2.0%	0.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,568	19.6%	6.6%	24.1%	10.3%	1.3%
<b>Defense Threat Reduction Agency</b>	<b>562</b>	<b>44.3%</b>	<b>20.8%</b>	<b>13.7%</b>	<b>0.7%</b>	<b>0.5%</b>

(continued)

### 72. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of Defense	174,121	28.8%	5.8%	19.0%	14.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	29,568	16.7%	2.3%	8.4%	10.6%
<b>Defense Threat Reduction Agency</b>	<b>562</b>	<b>5.9%</b>	<b>3.0%</b>	<b>5.1%</b>	<b>6.0%</b>

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Defense	97,275	51.7%	29.7%	18.6%	13,260	55,161	5,935
OSD, Joint Staff, Defense Agencies, and Field Activities	23,083	71.4%	17.0%	11.6%	1,636	3,940	409
<b>Defense Threat Reduction Agency</b>	<b>485</b>	<b>69.5%</b>	<b>17.6%</b>	<b>12.9%</b>	<b>29</b>	<b>41</b>	<b>0</b>

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**Work/Life (continued)**

**74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Department of Defense	126,545	75.5%	15.5%	9.1%	14,421	25,680	5,501
OSD, Joint Staff, Defense Agencies, and Field Activities	23,009	80.8%	12.8%	6.3%	2,697	2,844	726
<b>Defense Threat Reduction Agency</b>	<b>422</b>	<b>79.0%</b>	<b>11.5%</b>	<b>9.4%</b>	<b>98</b>	<b>37</b>	<b>0</b>

**75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of Defense	138,535	63.2%	26.1%	10.7%	11,883	11,831	11,924
OSD, Joint Staff, Defense Agencies, and Field Activities	23,725	76.3%	17.3%	6.4%	2,209	2,011	1,594
<b>Defense Threat Reduction Agency</b>	<b>492</b>	<b>79.2%</b>	<b>17.3%</b>	<b>3.4%</b>	<b>47</b>	<b>10</b>	<b>13</b>

**76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of Defense	116,129	49.6%	44.4%	6.0%	34,253	5,025	19,017
OSD, Joint Staff, Defense Agencies, and Field Activities	19,685	56.7%	38.7%	4.6%	6,892	545	2,475
<b>Defense Threat Reduction Agency</b>	<b>344</b>	<b>51.5%</b>	<b>43.1%</b>	<b>5.4%</b>	<b>173</b>	<b>3</b>	<b>42</b>

**77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of Defense	76,940	33.7%	59.9%	6.4%	56,335	17,079	24,095
OSD, Joint Staff, Defense Agencies, and Field Activities	12,594	38.8%	55.7%	5.5%	9,544	3,027	4,432
<b>Defense Threat Reduction Agency</b>	<b>223</b>	<b>42.1%</b>	<b>54.0%</b>	<b>3.9%</b>	<b>266</b>	<b>21</b>	<b>52</b>

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**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of Defense	62,116	22.8%	72.3%	4.9%	49,769	17,409	45,056
OSD, Joint Staff, Defense Agencies, and Field Activities	10,607	30.6%	64.6%	4.8%	8,687	2,909	7,359
Defense Threat Reduction Agency	<b>180</b>	<b>30.6%</b>	<b>67.4%</b>	<b>2.0%</b>	<b>256</b>	<b>13</b>	<b>113</b>

# OSD, Agencies and Activities Defense Threat Reduction Agency *2nd Level Subagency Report*

## Demographic Questions

### *Where do you work?*

	%
Headquarters	81.0%
Field	19.0%

### *What is your supervisory status?*

	%
Non-Supervisor	64.8%
Team Leader	17.9%
Supervisor	12.1%
Manager	3.2%
Senior Leader	2.0%

### *Are you:*

	%
Male	67.6%
Female	32.4%

### *Are you Hispanic or Latino?*

	%
Yes	6.7%
No	93.3%

### *Please select the racial category or categories with which you most closely identify.*

	%
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Demographic Questions (continued)

### ***What is the highest degree or level of education you have completed?***

	%
Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

### ***What is your pay category/grade?***

	%
Federal Wage System	0.0%
GS 1-6	--
GS 7-12	16.5%
GS 13-15	81.2%
Senior Executive Service	1.1%
Senior Level (SL) or Scientific or Professional (ST)	--
Other	0.9%

*Note: Results are suppressed for each demographic category with fewer than 4 responses.*

### ***How long have you been with the Federal Government (excluding military service)?***

	%
Less than 1 year	3.1%
1 to 3 years	9.9%
4 to 5 years	7.4%
6 to 10 years	30.7%
11 to 14 years	17.5%
15 to 20 years	9.8%
More than 20 years	21.5%

Note: Percentages for demographic questions are unweighted.

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Demographic Questions (continued)

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	%
Less than 1 year	6.3%
1 to 3 years	15.3%
4 to 5 years	8.3%
6 to 10 years	35.0%
11 to 20 years	26.9%
More than 20 years	8.1%

***Are you considering leaving your organization within the next year, and if so, why?***

	%
No	51.4%
Yes, to retire	6.0%
Yes, to take another job within the Federal Government	30.7%
Yes, to take another job outside the Federal Government	4.0%
Yes, other	7.9%

***I am planning to retire:***

	%
Within one year	4.4%
Between one and three years	11.3%
Between three and five years	12.4%
Five or more years	72.0%

***Are you transgender?***

	%
Yes	--
No	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

Note: Percentages for demographic questions are unweighted.

# OSD, Agencies and Activities Defense Threat Reduction Agency 2nd Level Subagency Report

## Demographic Questions (continued)

### *Which one of the following do you consider yourself to be?*

	%
Straight, that is not gay or lesbian	--
Gay or Lesbian	--
Bisexual	--
Something else	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

### *What is your US military service status?*

	%
No Prior Military Service	38.8%
Currently in National Guard or Reserves	2.7%
Retired	42.1%
Separated or Discharged	16.3%

### *Are you an individual with a disability?*

	%
Yes	18.3%
No	81.7%

### *What is your age group?*

	%
25 and under	0.0%
26-29	2.4%
30-39	14.0%
40-49	21.9%
50-59	44.8%
60 or older	16.9%

Note: Percentages for demographic questions are unweighted.