

Department of Commerce
National Oceanic and Atmospheric Administration
2015 Federal Employee Viewpoint Survey: Diversity & Inclusion - The New IQ Index

	Your Results	DOC
Diversity & Inclusion - The New IQ Index - Percent Positive	58%	63%
<i>Fair</i>	46%	54%
<i>Open</i>	56%	61%
<i>Cooperative</i>	50%	56%
<i>Supportive</i>	79%	81%
<i>Empowering</i>	58%	60%

	Your Results	DOC
Fair - Percent Positive	46%	54%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25%	41%
24. In my work unit, differences in performance are recognized in a meaningful way.	32%	41%
25. Awards in my work unit depend on how well employees perform their jobs.	43%	54%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59%	61%
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.	71%	73%

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Open - Percent Positive	56%	61%
32. Creativity and innovation are rewarded.	42%	42%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53%	64%
45. My supervisor is committed to a workforce representative of all segments of society.	67%	72%
55. Supervisors work well with employees of different backgrounds.	62%	68%

	Your Results	DOC
Cooperative - Percent Positive	50%	56%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	46%	53%
59. Managers support collaboration across work units to accomplish work objectives.	55%	58%

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<i>Supportive - Percent Positive</i>	79%	81%
42. My supervisor supports my need to balance work and other life issues.	83%	83%
46. My supervisor provides me with constructive suggestions to improve my job performance.	61%	68%
48. My supervisor listens to what I have to say.	79%	81%
49. My supervisor treats me with respect.	83%	85%
50. In the last six months, my supervisor has talked with me about my performance.	90%	89%

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<i>Empowering - Percent Positive</i>	58%	60%
2. I have enough information to do my job well.	70%	73%
3. I feel encouraged to come up with new and better ways of doing things.	63%	59%
11. My talents are used well in the workplace.	59%	60%
30. Employees have a feeling of personal empowerment with respect to work processes.	41%	49%