

**Department of Commerce**  
**National Oceanic and Atmospheric Administration**  
**2016 Federal Employee Viewpoint Survey: Diversity & Inclusion - The New IQ Index**

	Your Results	DOC
<b>Diversity &amp; Inclusion - The New IQ Index - Percent Positive</b>	<b>59%</b>	<b>63%</b>
<i>Fair</i>	48%	55%
<i>Open</i>	57%	62%
<i>Cooperative</i>	50%	56%
<i>Supportive</i>	79%	82%
<i>Empowering</i>	60%	62%

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<b>Fair - Percent Positive</b>	<b>48%</b>	<b>55%</b>
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27%	40%
24. In my work unit, differences in performance are recognized in a meaningful way.	34%	42%
25. Awards in my work unit depend on how well employees perform their jobs.	45%	55%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61%	62%
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.	73%	74%

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<b>Open - Percent Positive</b>	<b>57%</b>	<b>62%</b>
32. Creativity and innovation are rewarded.	45%	44%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	52%	62%
45. My supervisor is committed to a workforce representative of all segments of society.	69%	73%
55. Supervisors work well with employees of different backgrounds.	62%	68%

	Your Results	DOC
<b>Cooperative - Percent Positive</b>	<b>50%</b>	<b>56%</b>
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	47%	53%
59. Managers support collaboration across work units to accomplish work objectives.	54%	58%

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<b>Supportive - Percent Positive</b>	<b>79%</b>	<b>82%</b>
42. My supervisor supports my need to balance work and other life issues.	83%	84%
46. My supervisor provides me with constructive suggestions to improve my job performance.	62%	69%
48. My supervisor listens to what I have to say.	78%	82%
49. My supervisor treats me with respect.	82%	85%
50. In the last six months, my supervisor has talked with me about my performance.	88%	88%

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<b>Empowering - Percent Positive</b>	<b>60%</b>	<b>62%</b>
2. I have enough information to do my job well.	71%	74%
3. I feel encouraged to come up with new and better ways of doing things.	64%	60%
11. My talents are used well in the workplace.	60%	62%
30. Employees have a feeling of personal empowerment with respect to work processes.	44%	51%