

Department of Commerce
National Oceanic and Atmospheric Administration
2017 Federal Employee Viewpoint Survey: Diversity & Inclusion - The New IQ Index

	<i>Your Results</i>	<i>DOC</i>
<i>Diversity & Inclusion - The New IQ Index - Percent Positive</i>	62%	66%
<i>Fair</i>	51%	57%
<i>Open</i>	60%	65%
<i>Cooperative</i>	57%	60%
<i>Supportive</i>	81%	84%
<i>Empowering</i>	61%	63%

	<i>Your Results</i>	<i>DOC</i>
<i>Fair - Percent Positive</i>	51%	57%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30%	42%
24. In my work unit, differences in performance are recognized in a meaningful way.	38%	45%
25. Awards in my work unit depend on how well employees perform their jobs.	50%	58%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62%	64%
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.	76%	77%

	<i>Your Results</i>	<i>DOC</i>
<i>Open - Percent Positive</i>	60%	65%
32. Creativity and innovation are rewarded.	46%	46%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57%	65%
45. My supervisor is committed to a workforce representative of all segments of society.	70%	75%
55. Supervisors work well with employees of different backgrounds.	69%	74%

	<i>Your Results</i>	<i>DOC</i>
Cooperative - Percent Positive	57%	60%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	53%	57%
59. Managers support collaboration across work units to accomplish work objectives.	61%	62%

	<i>Your Results</i>	<i>DOC</i>
Supportive - Percent Positive	81%	84%
42. My supervisor supports my need to balance work and other life issues.	84%	85%
46. My supervisor provides me with constructive suggestions to improve my job performance.	63%	71%
48. My supervisor listens to what I have to say.	82%	84%
49. My supervisor treats me with respect.	86%	88%
50. In the last six months, my supervisor has talked with me about my performance.	91%	90%

	<i>Your Results</i>	<i>DOC</i>
Empowering - Percent Positive	61%	63%
2. I have enough information to do my job well.	72%	75%
3. I feel encouraged to come up with new and better ways of doing things.	63%	60%
11. My talents are used well in the workplace.	59%	62%
30. Employees have a feeling of personal empowerment with respect to work processes.	49%	53%