

2012 Federal Employee Viewpoint Survey: NSF Trend Analysis

Question	NSF 2010% Positive	NSF 2011% Positive	NSF 2012% Positive	NSF Difference 2011 to 2012	2012 Fed Gov % Positive	2012 NSF% Gov% Difference	2011 Fed Gov % Positive	2011 NSF% - Gov% Difference
(6) I know what is expected of me on the job.	82.3%	↓ 78.4%	↓ 73.7%	-4.7%	80.1%	-6.4%	80.2%	-1.8%
(12) I know how my work relates to the agency's goals and priorities.	↑ 91.0%	↓ 88.8%	↓ 85.1%	-3.7%	83.7%	1.4%	84.6%	4.2%
(15) My performance appraisal is a fair reflection of my performance.	↑ 78.8%	↓ 71.7%	↓ 67.2%	-4.5%	68.8%	-1.6%	69.7%	2.0%
(16) I am held accountable for achieving results.	↑ 87.6%	↓ 84.9%	↓ 83.2%	-1.7%	82.8%	0.4%	84.0%	0.9%
(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).	↓ 68.0%	↓ 62.6%	↓ 62.4%	-0.2%	67.5%	-5.1%	68.7%	-6.1%
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	↓ 31.4%	↓ 28.3%	↑ 32.6%	4.3%	29.4%	3.2%	30.6%	-2.3%
(24) In my work unit, differences in performance are recognized in a meaningful way.	↓ 39.1%	↓ 34.2%	↑ 34.9%	0.7%	33.8%	1.1%	35.9%	-1.7%
(31) Employees are recognized for providing high quality products and services.	64.9%	↓ 57.5%	↓ 50.0%	-7.5%	48.4%	1.6%	51.5%	6.0%
(39) My agency is successful at accomplishing its mission.	90.2%	↓ 89.1%	↓ 83.8%	-5.3%	76.4%	7.4%	78.9%	10.2%
(44) Discussions with my supervisor/team leader about my performance are worthwhile.	↓ 63.2%	↓ 60.2%	↓ 59.1%	-1.1%	62.2%	-3.1%	63.3%	-3.1%
(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance.	58.6%	↓ 56.6%	↑ 56.8%	0.2%	60.8%	-4.0%	61.9%	-5.3%
(50) In the last six months, my supervisor/team leader has talked with me about my performance.	78.1%	↓ 74.4%	↑ 81.6%	7.2%	76.8%	4.8%	76.9%	-2.5%

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(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	↓ 52.9%	↓ 44.1%	↓ 39.9%	-4.2%	42.9%	-3.0%	45.0%	-0.9%
(56) Managers communicate the goals and priorities of the organization.	↓ 64.6%	↓ 59.2%	↓ 55.9%	-3.3%	62.4%	-6.5%	64.4%	-5.2%
(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	↓ 68.1%	↓ 58.9%	↓ 55.9%	-3.0%	62.0%	-6.1%	64.0%	-5.1%
(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	↓ 59.3%	↓ 55.5%	↓ 51.9%	-3.6%	53.3%	-1.4%	55.2%	0.3%
(59) Managers support collaboration across work units to accomplish work objectives?	67.1%	↓ 64.3%	↓ 62.4%	-1.9%	56.9%	5.5%	58.4%	5.9%