

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

As we strive for continuous improvement, feedback from the Federal Employee Viewpoint Survey (FEVS) continues to be critical in identifying our agency's strengths and challenges. Collectively, our voices provide a strong foundation with which change can and will occur.

This report highlights what employees have identified as our agency's areas of strengths and challenges, along with areas of progress and opportunities for improvement. Our 2012 results are compared with our 2011 results and the 2012 Governmentwide results. Your input allows our leaders to work towards a common goal of building a better workplace.

RESPONSE RATES:	Equal Employment Opportunity Commission	55%	Governmentwide	46%
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Our agency's 5 highest percent positive ratings (strengths) and 5 highest percent negative ratings (challenges).

STRENGTHS	EEOC	G'wide
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	97	96
The work I do is important. (Q. 13)	94	91
How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) (Q. 80)	92	89
I am constantly looking for ways to do my job better. (Q. 8)	92	91
I am held accountable for achieving results. (Q. 16)	88	83

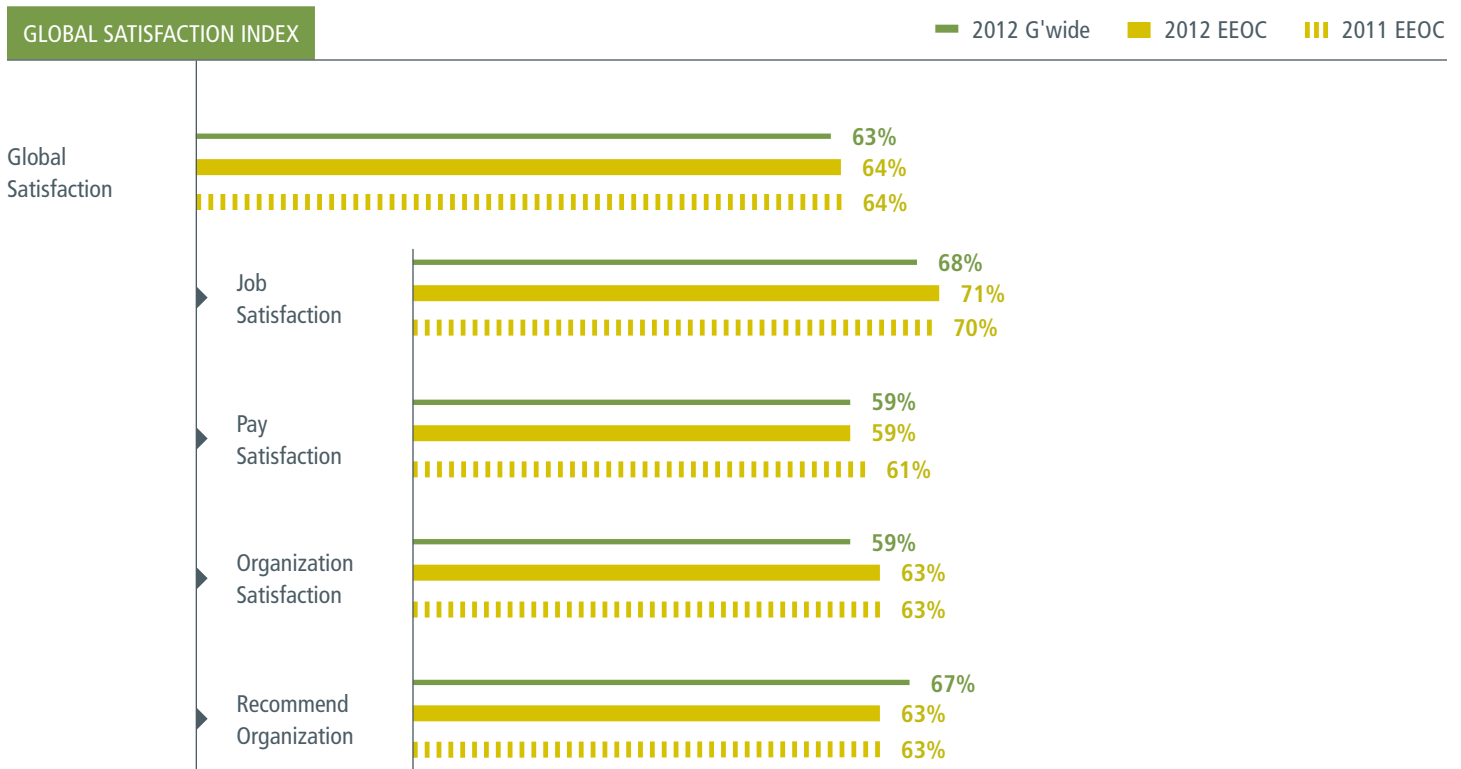
CHALLENGES	EEOC	G'wide
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	53	35
Pay raises depend on how well employees perform their jobs. (Q. 33)	46	50
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	42	35
My workload is reasonable. (Q. 10)	41	25
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	41	37

Below are the survey items that had the greatest changes in percent positive ratings for our agency since the 2011 survey administration.

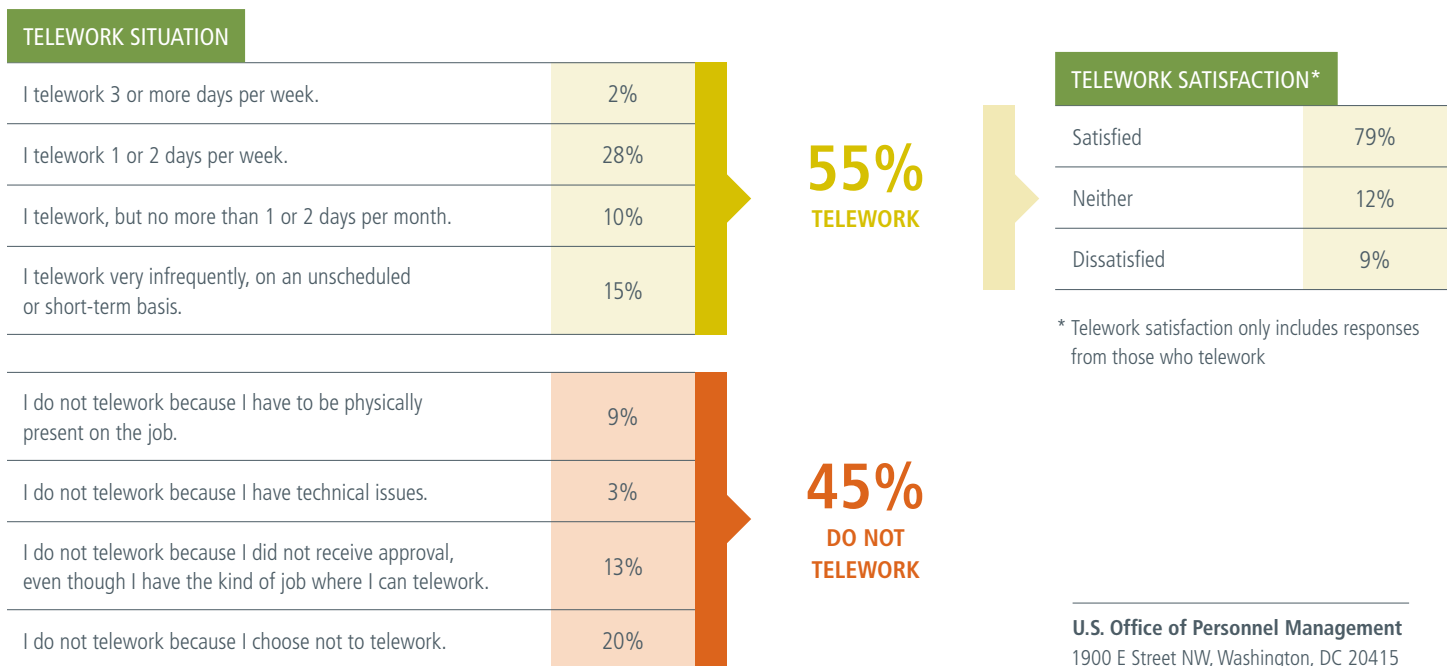
INCREASES	2011	2012	Diff.
How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) (Q. 83)	63	71	+8
My organization has prepared employees for potential security threats. (Q. 36)	68	74	+6

DECREASES	2011	2012	Diff.
My work unit is able to recruit people with the right skills. (Q. 21)	44	35	-9

The Global Satisfaction Index provides a more comprehensive indicator of employees' overall work satisfaction. Global satisfaction is a combination of employees' satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.



Since the Telework Enhancement Act of 2010, more Federal employees than ever are teleworking. How is our agency doing?



Note: The sum of percentages may not add to 100 due to rounding

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