

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**Securities and Exchange Commission**  
1st Level Subagency Comparison Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# Securities and Exchange Commission

## *1st Level Subagency Comparison Report*

### Response Summary

	Surveys Completed
Governmentwide	687,687
<b>Securities and Exchange Commission</b>	<b>2,492</b>
Atlanta Regional Office	66
Boston Regional Office	89
Chicago Regional Office	147
Denver Regional Office	76
Ft. Worth Regional Office	64
Headquarters	1,325
Los Angeles Regional Office	95
Miami Regional Office	60
New York Regional Office	209
Philadelphia Regional Office	89
Salt Lake Regional Office	16
San Francisco Regional Office	80

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

# Securities and Exchange Commission

## *1st Level Subagency Comparison Report*

### My Work Experience

*1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	686,499	63.2%	16.6%	20.2%
<b>Securities and Exchange Commission</b>	<b>2,485</b>	<b>64.1%</b>	<b>15.7%</b>	<b>20.2%</b>
Atlanta Regional Office	66	64.6%	10.0%	25.4%
Boston Regional Office	89	65.8%	11.4%	22.8%
Chicago Regional Office	147	58.8%	15.6%	25.6%
Denver Regional Office	76	66.7%	12.4%	20.9%
Ft. Worth Regional Office	64	68.5%	18.8%	12.7%
Headquarters	1,319	64.2%	15.0%	20.8%
Los Angeles Regional Office	95	67.2%	19.0%	13.7%
Miami Regional Office	60	60.8%	14.1%	25.1%
New York Regional Office	209	62.0%	17.6%	20.4%
Philadelphia Regional Office	89	67.5%	14.4%	18.0%
Salt Lake Regional Office	16	67.2%	6.5%	26.3%
San Francisco Regional Office	80	65.4%	16.2%	18.4%

*2. I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	684,821	71.9%	14.5%	13.6%
<b>Securities and Exchange Commission</b>	<b>2,476</b>	<b>68.1%</b>	<b>14.6%</b>	<b>17.3%</b>
Atlanta Regional Office	66	62.7%	14.1%	23.2%
Boston Regional Office	88	74.4%	8.2%	17.4%
Chicago Regional Office	147	58.9%	21.2%	19.9%
Denver Regional Office	76	75.8%	9.8%	14.4%
Ft. Worth Regional Office	64	73.2%	13.8%	13.0%
Headquarters	1,315	69.9%	13.1%	17.0%
Los Angeles Regional Office	95	64.7%	19.8%	15.5%
Miami Regional Office	59	59.4%	19.0%	21.6%
New York Regional Office	208	62.7%	15.8%	21.5%
Philadelphia Regional Office	88	64.5%	18.2%	17.3%
Salt Lake Regional Office	16	74.1%	13.0%	12.8%
San Francisco Regional Office	80	71.3%	11.5%	17.2%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### *3. I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	681,499	57.8%	18.7%	23.5%
<b>Securities and Exchange Commission</b>	<b>2,476</b>	<b>50.3%</b>	<b>19.1%</b>	<b>30.6%</b>
Atlanta Regional Office	65	47.8%	18.1%	34.1%
Boston Regional Office	89	55.3%	11.6%	33.1%
Chicago Regional Office	144	42.2%	17.5%	40.3%
Denver Regional Office	76	44.1%	27.4%	28.5%
Ft. Worth Regional Office	64	49.7%	23.5%	26.8%
Headquarters	1,316	50.7%	18.9%	30.4%
Los Angeles Regional Office	95	44.2%	20.6%	35.2%
Miami Regional Office	60	51.5%	13.2%	35.3%
New York Regional Office	208	50.4%	20.6%	29.0%
Philadelphia Regional Office	89	51.4%	19.7%	28.9%
Salt Lake Regional Office	16	50.2%	22.7%	27.1%
San Francisco Regional Office	79	57.0%	18.1%	24.9%

#### *4. My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	684,685	72.4%	14.4%	13.2%
<b>Securities and Exchange Commission</b>	<b>2,486</b>	<b>70.7%</b>	<b>14.1%</b>	<b>15.2%</b>
Atlanta Regional Office	66	75.4%	13.9%	10.7%
Boston Regional Office	89	77.7%	8.2%	14.1%
Chicago Regional Office	147	67.8%	15.8%	16.4%
Denver Regional Office	76	77.9%	4.9%	17.2%
Ft. Worth Regional Office	64	85.5%	8.3%	6.3%
Headquarters	1,319	68.7%	14.3%	17.0%
Los Angeles Regional Office	95	75.2%	10.1%	14.6%
Miami Regional Office	60	77.8%	13.8%	8.4%
New York Regional Office	209	71.3%	16.4%	12.3%
Philadelphia Regional Office	89	68.0%	16.3%	15.8%
Salt Lake Regional Office	16	81.2%	7.3%	11.5%
San Francisco Regional Office	80	76.9%	15.9%	7.3%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	682,133	83.8%	10.4%	5.7%
<b>Securities and Exchange Commission</b>	<b>2,480</b>	<b>83.1%</b>	<b>11.5%</b>	<b>5.4%</b>
Atlanta Regional Office	66	88.1%	7.5%	4.4%
Boston Regional Office	88	93.6%	5.4%	1.0%
Chicago Regional Office	147	88.3%	8.4%	3.3%
Denver Regional Office	76	88.5%	5.0%	6.6%
Ft. Worth Regional Office	64	88.9%	8.2%	2.9%
Headquarters	1,316	80.6%	12.5%	6.9%
Los Angeles Regional Office	95	86.9%	10.2%	2.9%
Miami Regional Office	60	89.7%	6.9%	3.4%
New York Regional Office	209	84.1%	13.0%	2.9%
Philadelphia Regional Office	89	83.0%	9.0%	8.0%
Salt Lake Regional Office	16	87.0%	13.0%	0.0%
San Francisco Regional Office	80	86.5%	8.9%	4.6%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	681,765	80.1%	10.9%	9.0%
<b>Securities and Exchange Commission</b>	<b>2,474</b>	<b>69.9%</b>	<b>13.6%</b>	<b>16.4%</b>
Atlanta Regional Office	65	64.8%	16.7%	18.5%
Boston Regional Office	89	62.8%	18.9%	18.3%
Chicago Regional Office	146	64.6%	14.0%	21.4%
Denver Regional Office	76	71.6%	9.0%	19.4%
Ft. Worth Regional Office	64	69.0%	11.3%	19.7%
Headquarters	1,311	69.4%	13.6%	17.1%
Los Angeles Regional Office	95	71.7%	14.1%	14.2%
Miami Regional Office	60	73.7%	11.7%	14.6%
New York Regional Office	209	72.6%	15.3%	12.1%
Philadelphia Regional Office	89	67.6%	13.3%	19.1%
Salt Lake Regional Office	16	87.0%	7.3%	5.7%
San Francisco Regional Office	80	75.3%	12.7%	12.0%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Work Experience (continued)

**7. *When needed I am willing to put in the extra effort to get a job done.***

	N	Positive	Neutral	Negative
Governmentwide	684,790	96.5%	2.3%	1.2%
<b>Securities and Exchange Commission</b>	<b>2,482</b>	<b>97.1%</b>	<b>1.8%</b>	<b>1.1%</b>
Atlanta Regional Office	66	98.6%	1.4%	0.0%
Boston Regional Office	89	98.9%	0.0%	1.1%
Chicago Regional Office	146	98.7%	0.0%	1.3%
Denver Regional Office	75	96.2%	3.8%	0.0%
Ft. Worth Regional Office	64	98.6%	0.0%	1.4%
Headquarters	1,320	97.0%	1.9%	1.1%
Los Angeles Regional Office	95	95.9%	1.9%	2.2%
Miami Regional Office	60	93.5%	3.0%	3.4%
New York Regional Office	207	97.6%	2.4%	0.0%
Philadelphia Regional Office	89	97.6%	0.0%	2.4%
Salt Lake Regional Office	16	100.0%	0.0%	0.0%
San Francisco Regional Office	79	96.1%	3.9%	0.0%

**8. *I am constantly looking for ways to do my job better.***

	N	Positive	Neutral	Negative
Governmentwide	685,285	91.4%	7.1%	1.5%
<b>Securities and Exchange Commission</b>	<b>2,479</b>	<b>89.4%</b>	<b>9.0%</b>	<b>1.6%</b>
Atlanta Regional Office	66	93.7%	3.0%	3.3%
Boston Regional Office	88	86.8%	12.1%	1.1%
Chicago Regional Office	146	87.7%	10.9%	1.4%
Denver Regional Office	75	82.6%	15.8%	1.6%
Ft. Worth Regional Office	64	91.9%	6.5%	1.7%
Headquarters	1,319	89.7%	8.9%	1.4%
Los Angeles Regional Office	95	80.5%	14.1%	5.4%
Miami Regional Office	60	93.5%	3.0%	3.4%
New York Regional Office	208	91.2%	8.3%	0.5%
Philadelphia Regional Office	89	92.2%	4.4%	3.4%
Salt Lake Regional Office	16	100.0%	0.0%	0.0%
San Francisco Regional Office	78	88.9%	11.1%	0.0%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Experience (continued)

*9. I have sufficient resources (for example, people, materials, budget) to get my job done.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
<b>Securities and Exchange Commission</b>	<b>2,483</b>	<b>38.7%</b>	<b>16.0%</b>	<b>45.3%</b>	<b>3</b>
Atlanta Regional Office	66	34.7%	19.6%	45.7%	0
Boston Regional Office	89	34.4%	17.9%	47.7%	0
Chicago Regional Office	146	27.5%	12.7%	59.8%	1
Denver Regional Office	76	40.9%	14.0%	45.1%	0
Ft. Worth Regional Office	64	26.1%	14.2%	59.7%	0
Headquarters	1,321	43.6%	16.6%	39.8%	2
Los Angeles Regional Office	95	24.7%	15.0%	60.3%	0
Miami Regional Office	59	23.5%	12.4%	64.2%	0
New York Regional Office	208	29.4%	16.1%	54.5%	0
Philadelphia Regional Office	89	37.0%	12.1%	50.9%	0
Salt Lake Regional Office	16	37.7%	12.0%	50.3%	0
San Francisco Regional Office	80	40.8%	16.0%	43.3%	0

*10. My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
<b>Securities and Exchange Commission</b>	<b>2,482</b>	<b>58.5%</b>	<b>15.9%</b>	<b>25.6%</b>	<b>4</b>
Atlanta Regional Office	66	60.4%	14.3%	25.4%	0
Boston Regional Office	89	58.0%	19.4%	22.6%	0
Chicago Regional Office	145	52.9%	20.5%	26.6%	0
Denver Regional Office	76	60.6%	11.3%	28.1%	0
Ft. Worth Regional Office	64	49.7%	23.3%	27.0%	0
Headquarters	1,318	59.2%	15.2%	25.6%	3
Los Angeles Regional Office	95	59.2%	19.7%	21.2%	0
Miami Regional Office	60	53.9%	11.8%	34.3%	0
New York Regional Office	208	54.5%	20.3%	25.2%	1
Philadelphia Regional Office	89	53.9%	11.5%	34.6%	0
Salt Lake Regional Office	16	43.9%	5.7%	50.4%	0
San Francisco Regional Office	80	85.8%	4.7%	9.5%	0

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### *11. My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
<b>Securities and Exchange Commission</b>	<b>2,446</b>	<b>53.2%</b>	<b>17.3%</b>	<b>29.5%</b>	<b>20</b>
Atlanta Regional Office	65	45.2%	19.6%	35.2%	1
Boston Regional Office	86	56.4%	16.5%	27.1%	2
Chicago Regional Office	143	49.5%	20.3%	30.2%	2
Denver Regional Office	73	54.7%	16.9%	28.5%	2
Ft. Worth Regional Office	63	60.3%	12.8%	27.0%	0
Headquarters	1,302	53.1%	15.0%	31.9%	10
Los Angeles Regional Office	94	46.7%	18.6%	34.7%	0
Miami Regional Office	60	48.4%	18.0%	33.6%	0
New York Regional Office	206	56.6%	22.4%	21.1%	0
Philadelphia Regional Office	89	60.0%	12.5%	27.4%	0
Salt Lake Regional Office	16	67.4%	13.6%	19.0%	0
San Francisco Regional Office	79	57.4%	24.3%	18.3%	1

#### *12. I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
<b>Securities and Exchange Commission</b>	<b>2,470</b>	<b>82.4%</b>	<b>9.2%</b>	<b>8.4%</b>	<b>5</b>
Atlanta Regional Office	66	86.5%	7.2%	6.3%	0
Boston Regional Office	87	80.7%	9.4%	9.9%	1
Chicago Regional Office	145	82.4%	8.0%	9.6%	0
Denver Regional Office	76	81.8%	6.4%	11.7%	0
Ft. Worth Regional Office	64	87.4%	7.9%	4.7%	0
Headquarters	1,313	81.1%	9.8%	9.2%	4
Los Angeles Regional Office	95	84.4%	8.8%	6.8%	0
Miami Regional Office	60	86.6%	4.9%	8.6%	0
New York Regional Office	206	82.0%	11.2%	6.8%	0
Philadelphia Regional Office	88	83.9%	7.8%	8.4%	0
Salt Lake Regional Office	16	94.0%	6.0%	0.0%	0
San Francisco Regional Office	80	90.2%	5.0%	4.8%	0

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
<b>Securities and Exchange Commission</b>	<b>2,476</b>	<b>88.6%</b>	<b>8.3%</b>	<b>3.1%</b>	<b>5</b>
Atlanta Regional Office	66	89.6%	5.9%	4.4%	0
Boston Regional Office	89	86.6%	10.1%	3.4%	0
Chicago Regional Office	146	90.2%	9.2%	0.6%	0
Denver Regional Office	76	92.3%	3.7%	4.0%	0
Ft. Worth Regional Office	64	95.4%	3.2%	1.4%	0
Headquarters	1,316	87.3%	8.7%	4.0%	2
Los Angeles Regional Office	95	91.5%	4.3%	4.2%	0
Miami Regional Office	60	90.0%	6.6%	3.4%	0
New York Regional Office	207	89.9%	8.6%	1.5%	0
Philadelphia Regional Office	89	97.6%	2.4%	0.0%	0
Salt Lake Regional Office	16	100.0%	0.0%	0.0%	0
San Francisco Regional Office	79	90.2%	7.4%	2.3%	1

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
<b>Securities and Exchange Commission</b>	<b>2,477</b>	<b>83.8%</b>	<b>8.9%</b>	<b>7.4%</b>	<b>4</b>
Atlanta Regional Office	66	73.5%	9.1%	17.4%	0
Boston Regional Office	89	93.6%	4.4%	2.0%	0
Chicago Regional Office	145	83.0%	12.1%	5.0%	0
Denver Regional Office	76	93.1%	3.9%	3.0%	0
Ft. Worth Regional Office	64	75.1%	7.6%	17.3%	0
Headquarters	1,317	85.4%	8.2%	6.4%	3
Los Angeles Regional Office	95	72.5%	16.8%	10.7%	0
Miami Regional Office	60	83.2%	13.3%	3.4%	0
New York Regional Office	207	87.8%	8.2%	4.0%	0
Philadelphia Regional Office	89	59.2%	12.3%	28.6%	0
Salt Lake Regional Office	16	100.0%	0.0%	0.0%	0
San Francisco Regional Office	80	81.9%	9.8%	8.3%	0

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Experience (continued)

*15. My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
<b>Securities and Exchange Commission</b>	<b>2,421</b>	<b>51.1%</b>	<b>18.3%</b>	<b>30.7%</b>	<b>61</b>
Atlanta Regional Office	66	44.4%	18.3%	37.4%	0
Boston Regional Office	88	44.5%	26.8%	28.6%	1
Chicago Regional Office	145	52.4%	16.8%	30.8%	1
Denver Regional Office	75	50.6%	24.4%	25.0%	1
Ft. Worth Regional Office	61	52.6%	19.4%	28.0%	3
Headquarters	1,282	49.8%	16.8%	33.4%	39
Los Angeles Regional Office	94	56.8%	10.4%	32.9%	1
Miami Regional Office	59	58.4%	9.9%	31.8%	1
New York Regional Office	204	55.6%	18.3%	26.1%	2
Philadelphia Regional Office	88	53.5%	18.1%	28.4%	0
Salt Lake Regional Office	12	39.6%	27.0%	33.4%	4
San Francisco Regional Office	78	57.6%	21.0%	21.4%	2

*16. I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
<b>Securities and Exchange Commission</b>	<b>2,455</b>	<b>76.6%</b>	<b>15.7%</b>	<b>7.6%</b>	<b>19</b>
Atlanta Regional Office	65	69.6%	17.7%	12.7%	0
Boston Regional Office	85	69.1%	20.4%	10.6%	2
Chicago Regional Office	146	73.8%	16.4%	9.8%	0
Denver Regional Office	76	79.1%	17.2%	3.7%	0
Ft. Worth Regional Office	64	75.9%	12.6%	11.5%	0
Headquarters	1,304	76.9%	15.2%	7.9%	11
Los Angeles Regional Office	94	70.0%	20.6%	9.4%	1
Miami Regional Office	59	78.2%	18.3%	3.5%	1
New York Regional Office	205	79.8%	14.3%	5.9%	1
Philadelphia Regional Office	89	78.6%	13.6%	7.8%	0
Salt Lake Regional Office	16	67.6%	25.0%	7.3%	0
San Francisco Regional Office	79	77.8%	15.8%	6.4%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Experience (continued)

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
<b>Securities and Exchange Commission</b>	<b>2,322</b>	<b>61.8%</b>	<b>19.8%</b>	<b>18.3%</b>	<b>155</b>
Atlanta Regional Office	63	55.8%	14.3%	29.9%	3
Boston Regional Office	86	71.7%	7.7%	20.5%	2
Chicago Regional Office	137	67.9%	16.9%	15.2%	7
Denver Regional Office	72	65.3%	19.6%	15.1%	4
Ft. Worth Regional Office	61	67.1%	13.6%	19.3%	2
Headquarters	1,214	57.3%	21.5%	21.1%	103
Los Angeles Regional Office	90	53.4%	29.4%	17.2%	5
Miami Regional Office	58	56.4%	19.1%	24.5%	2
New York Regional Office	200	69.0%	17.7%	13.3%	8
Philadelphia Regional Office	87	75.1%	15.6%	9.2%	2
Salt Lake Regional Office	14	79.3%	20.7%	0.0%	2
San Francisco Regional Office	75	79.0%	10.7%	10.3%	5

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
<b>Securities and Exchange Commission</b>	<b>2,438</b>	<b>41.5%</b>	<b>26.5%</b>	<b>32.0%</b>	<b>42</b>
Atlanta Regional Office	65	46.9%	21.4%	31.8%	1
Boston Regional Office	88	36.7%	29.8%	33.5%	1
Chicago Regional Office	144	32.9%	30.7%	36.4%	1
Denver Regional Office	76	37.8%	22.3%	39.9%	0
Ft. Worth Regional Office	63	42.1%	25.8%	32.2%	1
Headquarters	1,293	43.3%	25.0%	31.7%	28
Los Angeles Regional Office	92	40.1%	27.5%	32.4%	3
Miami Regional Office	58	43.4%	23.7%	32.9%	2
New York Regional Office	206	35.5%	31.9%	32.6%	1
Philadelphia Regional Office	89	36.6%	26.4%	37.0%	0
Salt Lake Regional Office	16	48.6%	23.4%	27.9%	0
San Francisco Regional Office	78	53.4%	20.4%	26.3%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Experience (continued)

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).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
<b>Securities and Exchange Commission</b>	<b>2,421</b>	<b>41.3%</b>	<b>18.4%</b>	<b>40.3%</b>	<b>65</b>
Atlanta Regional Office	65	29.6%	24.1%	46.4%	1
Boston Regional Office	89	31.8%	22.9%	45.3%	0
Chicago Regional Office	145	46.9%	17.2%	35.9%	1
Denver Regional Office	75	34.3%	29.4%	36.3%	1
Ft. Worth Regional Office	62	36.8%	17.6%	45.6%	1
Headquarters	1,281	40.0%	17.3%	42.7%	40
Los Angeles Regional Office	94	42.3%	13.3%	44.3%	1
Miami Regional Office	58	42.1%	22.2%	35.7%	2
New York Regional Office	208	49.6%	18.0%	32.4%	1
Philadelphia Regional Office	87	50.0%	17.7%	32.2%	2
Salt Lake Regional Office	12	39.0%	25.1%	35.9%	4
San Francisco Regional Office	76	53.2%	15.3%	31.5%	4

### My Work Unit

20. *The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
Governmentwide	685,205	72.8%	14.3%	12.9%
<b>Securities and Exchange Commission</b>	<b>2,487</b>	<b>75.3%</b>	<b>13.7%</b>	<b>11.0%</b>
Atlanta Regional Office	66	71.3%	12.5%	16.3%
Boston Regional Office	89	74.6%	15.5%	9.9%
Chicago Regional Office	146	68.8%	14.8%	16.4%
Denver Regional Office	76	83.3%	10.1%	6.6%
Ft. Worth Regional Office	64	89.1%	1.5%	9.4%
Headquarters	1,323	75.5%	12.8%	11.7%
Los Angeles Regional Office	95	70.0%	16.0%	14.0%
Miami Regional Office	60	71.3%	7.6%	21.1%
New York Regional Office	209	75.3%	18.5%	6.2%
Philadelphia Regional Office	89	76.3%	19.1%	4.6%
Salt Lake Regional Office	16	87.7%	5.7%	6.5%
San Francisco Regional Office	80	69.3%	18.8%	11.9%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
<b>Securities and Exchange Commission</b>	<b>2,354</b>	<b>55.4%</b>	<b>21.2%</b>	<b>23.4%</b>	<b>127</b>
Atlanta Regional Office	59	64.9%	8.6%	26.5%	7
Boston Regional Office	85	61.7%	13.6%	24.7%	4
Chicago Regional Office	137	57.7%	25.6%	16.7%	8
Denver Regional Office	73	61.2%	15.6%	23.2%	3
Ft. Worth Regional Office	62	48.2%	24.2%	27.6%	2
Headquarters	1,254	54.9%	20.7%	24.5%	67
Los Angeles Regional Office	90	52.3%	19.0%	28.7%	5
Miami Regional Office	56	45.1%	17.8%	37.1%	3
New York Regional Office	203	54.2%	25.0%	20.7%	6
Philadelphia Regional Office	85	64.6%	21.2%	14.2%	4
Salt Lake Regional Office	16	68.3%	5.7%	26.0%	0
San Francisco Regional Office	74	62.0%	15.0%	23.0%	6

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
<b>Securities and Exchange Commission</b>	<b>2,277</b>	<b>34.2%</b>	<b>24.3%</b>	<b>41.5%</b>	<b>199</b>
Atlanta Regional Office	59	39.7%	13.4%	46.9%	7
Boston Regional Office	84	37.2%	17.9%	44.9%	5
Chicago Regional Office	134	29.6%	19.3%	51.1%	11
Denver Regional Office	69	29.1%	35.9%	35.0%	6
Ft. Worth Regional Office	61	43.2%	22.3%	34.5%	3
Headquarters	1,209	35.4%	23.1%	41.5%	109
Los Angeles Regional Office	86	20.4%	28.5%	51.1%	9
Miami Regional Office	55	34.9%	15.7%	49.4%	5
New York Regional Office	193	34.7%	24.1%	41.1%	14
Philadelphia Regional Office	82	29.0%	24.7%	46.3%	7
Salt Lake Regional Office	14	21.9%	28.5%	49.6%	2
San Francisco Regional Office	71	44.0%	23.6%	32.4%	9

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
<b>Securities and Exchange Commission</b>	<b>2,147</b>	<b>23.8%</b>	<b>29.5%</b>	<b>46.7%</b>	<b>333</b>
Atlanta Regional Office	61	17.3%	28.7%	54.0%	5
Boston Regional Office	73	12.3%	24.9%	62.8%	15
Chicago Regional Office	132	14.0%	23.4%	62.6%	14
Denver Regional Office	69	26.2%	42.6%	31.1%	7
Ft. Worth Regional Office	59	30.3%	25.4%	44.3%	5
Headquarters	1,137	27.1%	30.0%	42.9%	183
Los Angeles Regional Office	81	20.4%	30.9%	48.6%	14
Miami Regional Office	51	23.3%	24.1%	52.6%	9
New York Regional Office	180	19.5%	27.0%	53.6%	29
Philadelphia Regional Office	78	19.9%	17.6%	62.5%	10
Salt Lake Regional Office	14	21.7%	34.9%	43.5%	2
San Francisco Regional Office	69	22.3%	27.2%	50.5%	11

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
<b>Securities and Exchange Commission</b>	<b>2,272</b>	<b>21.3%</b>	<b>25.3%</b>	<b>53.3%</b>	<b>209</b>
Atlanta Regional Office	60	11.8%	25.6%	62.6%	6
Boston Regional Office	82	10.9%	27.8%	61.3%	7
Chicago Regional Office	136	14.0%	23.1%	62.8%	10
Denver Regional Office	71	25.0%	20.4%	54.5%	4
Ft. Worth Regional Office	61	28.2%	20.8%	51.1%	3
Headquarters	1,207	23.4%	25.8%	50.9%	114
Los Angeles Regional Office	86	17.8%	20.9%	61.3%	9
Miami Regional Office	53	27.1%	15.3%	57.6%	7
New York Regional Office	193	16.4%	20.8%	62.8%	14
Philadelphia Regional Office	83	17.7%	22.3%	59.9%	6
Salt Lake Regional Office	14	16.1%	33.9%	50.0%	2
San Francisco Regional Office	73	32.0%	23.8%	44.3%	7

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Unit (continued)

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
<b>Securities and Exchange Commission</b>	<b>2,216</b>	<b>31.4%</b>	<b>25.0%</b>	<b>43.6%</b>	<b>261</b>
Atlanta Regional Office	62	27.2%	17.3%	55.6%	4
Boston Regional Office	82	26.2%	25.3%	48.5%	6
Chicago Regional Office	132	30.1%	18.8%	51.1%	14
Denver Regional Office	68	33.6%	24.7%	41.7%	8
Ft. Worth Regional Office	58	36.5%	27.5%	36.0%	6
Headquarters	1,171	31.7%	23.8%	44.5%	149
Los Angeles Regional Office	85	30.0%	24.1%	45.9%	10
Miami Regional Office	53	36.6%	17.3%	46.1%	7
New York Regional Office	190	26.1%	28.2%	45.6%	16
Philadelphia Regional Office	82	32.8%	29.0%	38.2%	7
Salt Lake Regional Office	14	36.6%	19.9%	43.4%	2
San Francisco Regional Office	67	45.6%	17.1%	37.4%	12

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
<b>Securities and Exchange Commission</b>	<b>2,457</b>	<b>73.2%</b>	<b>13.5%</b>	<b>13.3%</b>	<b>22</b>
Atlanta Regional Office	65	67.6%	10.7%	21.7%	1
Boston Regional Office	87	69.9%	16.5%	13.6%	2
Chicago Regional Office	145	71.3%	12.6%	16.1%	1
Denver Regional Office	76	89.7%	8.9%	1.4%	0
Ft. Worth Regional Office	64	85.2%	9.0%	5.8%	0
Headquarters	1,304	72.4%	13.0%	14.6%	15
Los Angeles Regional Office	95	81.7%	10.6%	7.7%	0
Miami Regional Office	60	64.4%	19.4%	16.2%	0
New York Regional Office	208	71.0%	16.6%	12.4%	0
Philadelphia Regional Office	89	69.0%	14.2%	16.8%	0
Salt Lake Regional Office	16	100.0%	0.0%	0.0%	0
San Francisco Regional Office	79	78.3%	10.1%	11.6%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Work Unit (continued)

*27. The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
<b>Securities and Exchange Commission</b>	<b>2,328</b>	<b>52.1%</b>	<b>32.2%</b>	<b>15.7%</b>	<b>155</b>
Atlanta Regional Office	58	47.2%	25.4%	27.3%	8
Boston Regional Office	85	41.5%	43.6%	14.9%	4
Chicago Regional Office	137	56.0%	32.5%	11.5%	8
Denver Regional Office	69	58.1%	33.2%	8.8%	7
Ft. Worth Regional Office	62	56.3%	29.5%	14.2%	2
Headquarters	1,250	51.6%	31.2%	17.2%	73
Los Angeles Regional Office	89	45.1%	38.6%	16.3%	6
Miami Regional Office	55	49.7%	33.8%	16.6%	5
New York Regional Office	187	47.4%	38.7%	14.0%	21
Philadelphia Regional Office	84	55.1%	30.5%	14.5%	5
Salt Lake Regional Office	16	73.9%	12.8%	13.2%	0
San Francisco Regional Office	75	55.2%	30.5%	14.3%	5

*28. How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	683,823	83.4%	13.6%	3.0%
<b>Securities and Exchange Commission</b>	<b>2,475</b>	<b>86.0%</b>	<b>11.5%</b>	<b>2.5%</b>
Atlanta Regional Office	66	74.7%	20.6%	4.8%
Boston Regional Office	89	82.3%	14.4%	3.3%
Chicago Regional Office	146	84.2%	12.3%	3.4%
Denver Regional Office	76	89.6%	10.4%	0.0%
Ft. Worth Regional Office	64	84.7%	12.4%	2.9%
Headquarters	1,318	85.6%	11.3%	3.1%
Los Angeles Regional Office	95	81.6%	15.3%	3.2%
Miami Regional Office	60	85.3%	11.6%	3.1%
New York Regional Office	209	88.0%	12.0%	0.0%
Philadelphia Regional Office	89	86.2%	12.6%	1.2%
Salt Lake Regional Office	16	100.0%	0.0%	0.0%
San Francisco Regional Office	79	91.2%	7.4%	1.4%

# Securities and Exchange Commission

## 1st Level Subagency Comparison Report

### My Agency

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
<b>Securities and Exchange Commission</b>	<b>2,371</b>	<b>70.7%</b>	<b>16.8%</b>	<b>12.5%</b>	<b>61</b>
Atlanta Regional Office	62	63.0%	14.1%	22.9%	3
Boston Regional Office	87	71.6%	14.2%	14.3%	2
Chicago Regional Office	143	69.9%	17.2%	12.9%	2
Denver Regional Office	74	88.6%	6.2%	5.2%	1
Ft. Worth Regional Office	63	82.0%	8.0%	10.0%	1
Headquarters	1,283	69.4%	17.9%	12.6%	34
Los Angeles Regional Office	92	66.5%	20.6%	12.9%	3
Miami Regional Office	59	70.2%	16.6%	13.1%	1
New York Regional Office	199	66.8%	19.1%	14.1%	5
Philadelphia Regional Office	85	73.0%	16.2%	10.9%	3
Salt Lake Regional Office	16	87.2%	0.0%	12.8%	0
San Francisco Regional Office	77	80.0%	10.8%	9.2%	1

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
<b>Securities and Exchange Commission</b>	<b>2,349</b>	<b>32.7%</b>	<b>24.3%</b>	<b>43.0%</b>	<b>92</b>
Atlanta Regional Office	64	25.3%	23.5%	51.2%	2
Boston Regional Office	88	32.8%	26.7%	40.5%	1
Chicago Regional Office	143	26.1%	21.3%	52.6%	2
Denver Regional Office	71	33.4%	16.2%	50.5%	4
Ft. Worth Regional Office	61	31.0%	26.2%	42.7%	3
Headquarters	1,266	32.7%	24.5%	42.9%	50
Los Angeles Regional Office	94	20.9%	28.5%	50.5%	1
Miami Regional Office	59	33.9%	17.0%	49.1%	1
New York Regional Office	200	36.0%	23.3%	40.6%	8
Philadelphia Regional Office	80	34.9%	27.6%	37.5%	9
Salt Lake Regional Office	16	63.2%	7.3%	29.5%	0
San Francisco Regional Office	75	46.5%	20.3%	33.1%	5

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
<b>Securities and Exchange Commission</b>	<b>2,369</b>	<b>40.7%</b>	<b>22.4%</b>	<b>36.9%</b>	<b>74</b>
Atlanta Regional Office	63	43.4%	9.4%	47.2%	3
Boston Regional Office	87	43.5%	22.5%	34.0%	2
Chicago Regional Office	142	35.8%	24.4%	39.8%	3
Denver Regional Office	73	41.7%	21.9%	36.4%	3
Ft. Worth Regional Office	63	48.1%	23.5%	28.4%	1
Headquarters	1,274	39.8%	21.5%	38.8%	45
Los Angeles Regional Office	94	37.6%	20.3%	42.1%	1
Miami Regional Office	58	37.9%	26.1%	36.0%	2
New York Regional Office	202	39.3%	25.7%	35.0%	5
Philadelphia Regional Office	89	44.0%	23.5%	32.5%	0
Salt Lake Regional Office	15	48.6%	20.2%	31.2%	1
San Francisco Regional Office	77	58.3%	18.3%	23.3%	3

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
<b>Securities and Exchange Commission</b>	<b>2,333</b>	<b>30.7%</b>	<b>26.8%</b>	<b>42.5%</b>	<b>97</b>
Atlanta Regional Office	62	34.5%	18.0%	47.5%	4
Boston Regional Office	87	30.6%	28.8%	40.6%	2
Chicago Regional Office	141	28.0%	23.7%	48.3%	4
Denver Regional Office	74	26.0%	31.1%	42.9%	2
Ft. Worth Regional Office	61	32.6%	29.0%	38.3%	2
Headquarters	1,259	30.4%	25.8%	43.8%	53
Los Angeles Regional Office	92	22.4%	27.9%	49.7%	2
Miami Regional Office	56	34.3%	19.0%	46.7%	3
New York Regional Office	198	29.6%	29.0%	41.4%	8
Philadelphia Regional Office	86	39.5%	29.7%	30.8%	2
Salt Lake Regional Office	16	37.4%	24.9%	37.7%	0
San Francisco Regional Office	73	46.4%	25.2%	28.4%	6

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
<b>Securities and Exchange Commission</b>	<b>2,259</b>	<b>13.4%</b>	<b>21.3%</b>	<b>65.3%</b>	<b>178</b>
Atlanta Regional Office	63	4.7%	27.6%	67.7%	2
Boston Regional Office	84	10.7%	20.5%	68.8%	5
Chicago Regional Office	139	10.8%	20.5%	68.7%	7
Denver Regional Office	69	13.8%	19.3%	66.9%	6
Ft. Worth Regional Office	62	11.6%	15.6%	72.8%	2
Headquarters	1,212	13.7%	21.2%	65.1%	103
Los Angeles Regional Office	90	15.1%	19.6%	65.3%	5
Miami Regional Office	52	17.8%	21.6%	60.6%	7
New York Regional Office	192	14.4%	17.4%	68.1%	16
Philadelphia Regional Office	83	14.4%	15.1%	70.5%	6
Salt Lake Regional Office	15	0.0%	19.6%	80.4%	1
San Francisco Regional Office	72	23.7%	18.2%	58.0%	8

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
<b>Securities and Exchange Commission</b>	<b>2,216</b>	<b>52.9%</b>	<b>26.3%</b>	<b>20.8%</b>	<b>218</b>
Atlanta Regional Office	66	62.7%	12.6%	24.7%	0
Boston Regional Office	83	54.9%	26.0%	19.2%	6
Chicago Regional Office	128	51.2%	23.8%	25.0%	15
Denver Regional Office	70	40.2%	37.6%	22.2%	6
Ft. Worth Regional Office	59	54.6%	27.0%	18.4%	5
Headquarters	1,194	52.0%	26.2%	21.7%	123
Los Angeles Regional Office	89	43.9%	32.5%	23.6%	5
Miami Regional Office	52	57.1%	21.7%	21.2%	8
New York Regional Office	184	53.6%	30.2%	16.3%	21
Philadelphia Regional Office	82	68.9%	17.6%	13.5%	7
Salt Lake Regional Office	15	67.4%	26.8%	5.8%	1
San Francisco Regional Office	71	64.2%	14.1%	21.6%	8

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
<b>Securities and Exchange Commission</b>	<b>2,365</b>	<b>84.2%</b>	<b>12.2%</b>	<b>3.6%</b>	<b>76</b>
Atlanta Regional Office	66	80.0%	12.4%	7.7%	0
Boston Regional Office	87	87.9%	8.8%	3.2%	2
Chicago Regional Office	139	90.3%	7.0%	2.7%	7
Denver Regional Office	76	92.4%	6.4%	1.1%	0
Ft. Worth Regional Office	61	81.6%	15.3%	3.1%	3
Headquarters	1,268	84.3%	12.0%	3.7%	49
Los Angeles Regional Office	93	78.9%	15.8%	5.2%	2
Miami Regional Office	58	86.7%	11.8%	1.5%	2
New York Regional Office	204	82.8%	14.2%	3.0%	4
Philadelphia Regional Office	86	74.9%	14.6%	10.4%	3
Salt Lake Regional Office	16	100.0%	0.0%	0.0%	0
San Francisco Regional Office	78	92.9%	7.1%	0.0%	2

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
<b>Securities and Exchange Commission</b>	<b>2,383</b>	<b>76.9%</b>	<b>16.6%</b>	<b>6.6%</b>	<b>55</b>
Atlanta Regional Office	64	70.9%	14.7%	14.4%	2
Boston Regional Office	87	79.3%	16.3%	4.4%	2
Chicago Regional Office	143	78.2%	19.8%	2.0%	2
Denver Regional Office	74	80.5%	19.5%	0.0%	2
Ft. Worth Regional Office	63	66.9%	21.4%	11.8%	1
Headquarters	1,286	77.4%	16.1%	6.5%	32
Los Angeles Regional Office	94	72.0%	21.6%	6.4%	1
Miami Regional Office	58	75.6%	17.9%	6.6%	2
New York Regional Office	202	77.0%	14.2%	8.9%	5
Philadelphia Regional Office	87	76.7%	16.4%	6.8%	2
Salt Lake Regional Office	16	86.4%	7.1%	6.5%	0
San Francisco Regional Office	78	91.3%	7.5%	1.1%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
<b>Securities and Exchange Commission</b>	<b>2,206</b>	<b>44.7%</b>	<b>23.5%</b>	<b>31.8%</b>	<b>234</b>
Atlanta Regional Office	61	37.2%	17.1%	45.7%	5
Boston Regional Office	82	49.6%	21.9%	28.5%	7
Chicago Regional Office	133	46.5%	25.4%	28.1%	13
Denver Regional Office	68	55.8%	26.3%	17.9%	8
Ft. Worth Regional Office	61	49.7%	19.3%	31.1%	3
Headquarters	1,192	43.9%	23.6%	32.6%	125
Los Angeles Regional Office	87	32.3%	25.4%	42.3%	8
Miami Regional Office	54	40.9%	15.5%	43.5%	6
New York Regional Office	180	45.2%	24.6%	30.3%	28
Philadelphia Regional Office	83	42.2%	24.6%	33.3%	6
Salt Lake Regional Office	16	63.4%	17.2%	19.4%	0
San Francisco Regional Office	71	61.7%	20.3%	18.1%	9

**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.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
<b>Securities and Exchange Commission</b>	<b>2,085</b>	<b>62.4%</b>	<b>22.0%</b>	<b>15.6%</b>	<b>355</b>
Atlanta Regional Office	58	53.6%	23.7%	22.6%	7
Boston Regional Office	75	68.7%	15.8%	15.5%	14
Chicago Regional Office	119	68.7%	18.8%	12.5%	27
Denver Regional Office	66	71.8%	19.4%	8.9%	10
Ft. Worth Regional Office	57	62.2%	19.4%	18.4%	7
Headquarters	1,130	60.6%	22.4%	17.0%	189
Los Angeles Regional Office	81	58.5%	23.4%	18.1%	14
Miami Regional Office	50	53.2%	19.1%	27.7%	10
New York Regional Office	173	64.6%	24.1%	11.3%	34
Philadelphia Regional Office	76	73.7%	16.0%	10.4%	13
Salt Lake Regional Office	14	72.6%	27.4%	0.0%	2
San Francisco Regional Office	68	74.8%	16.7%	8.4%	12

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

#### 39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
<b>Securities and Exchange Commission</b>	<b>2,391</b>	<b>68.5%</b>	<b>20.5%</b>	<b>11.0%</b>	<b>47</b>
Atlanta Regional Office	65	64.6%	24.6%	10.8%	1
Boston Regional Office	87	70.7%	17.1%	12.2%	2
Chicago Regional Office	143	70.0%	19.2%	10.8%	2
Denver Regional Office	72	75.5%	17.6%	6.9%	3
Ft. Worth Regional Office	63	76.0%	14.2%	9.8%	1
Headquarters	1,291	66.1%	21.7%	12.2%	27
Los Angeles Regional Office	95	72.1%	17.4%	10.5%	0
Miami Regional Office	59	73.2%	11.3%	15.5%	1
New York Regional Office	205	69.4%	23.4%	7.2%	3
Philadelphia Regional Office	89	69.3%	20.3%	10.4%	0
Salt Lake Regional Office	16	88.5%	5.7%	5.7%	0
San Francisco Regional Office	79	79.5%	15.3%	5.2%	1

#### 40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	669,665	66.8%	19.9%	13.4%
<b>Securities and Exchange Commission</b>	<b>2,436</b>	<b>61.2%</b>	<b>20.7%</b>	<b>18.1%</b>
Atlanta Regional Office	66	54.4%	20.2%	25.3%
Boston Regional Office	89	69.4%	19.9%	10.8%
Chicago Regional Office	147	60.7%	21.8%	17.5%
Denver Regional Office	76	69.0%	14.0%	17.0%
Ft. Worth Regional Office	64	70.2%	12.6%	17.2%
Headquarters	1,318	58.1%	21.5%	20.4%
Los Angeles Regional Office	95	67.1%	16.7%	16.2%
Miami Regional Office	60	57.9%	19.0%	23.1%
New York Regional Office	208	65.1%	22.6%	12.3%
Philadelphia Regional Office	89	64.9%	20.5%	14.6%
Salt Lake Regional Office	16	82.7%	11.5%	5.7%
San Francisco Regional Office	80	75.6%	13.7%	10.7%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Agency (continued)

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
<b>Securities and Exchange Commission</b>	<b>2,100</b>	<b>39.9%</b>	<b>27.1%</b>	<b>33.0%</b>	<b>340</b>
Atlanta Regional Office	55	40.8%	30.0%	29.2%	11
Boston Regional Office	74	45.1%	29.6%	25.3%	15
Chicago Regional Office	131	34.3%	26.2%	39.5%	16
Denver Regional Office	66	34.6%	33.8%	31.6%	9
Ft. Worth Regional Office	59	34.6%	31.3%	34.0%	5
Headquarters	1,131	39.8%	25.6%	34.6%	192
Los Angeles Regional Office	78	40.4%	27.5%	32.0%	17
Miami Regional Office	54	40.5%	32.2%	27.3%	6
New York Regional Office	175	40.4%	25.6%	33.9%	34
Philadelphia Regional Office	75	51.3%	24.6%	24.1%	14
Salt Lake Regional Office	15	18.7%	41.1%	40.2%	1
San Francisco Regional Office	72	42.4%	28.0%	29.6%	8

### My Supervisor/Team Leader

42. *My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
<b>Securities and Exchange Commission</b>	<b>2,413</b>	<b>80.7%</b>	<b>9.8%</b>	<b>9.5%</b>	<b>19</b>
Atlanta Regional Office	66	80.9%	7.6%	11.5%	0
Boston Regional Office	89	84.6%	5.6%	9.8%	0
Chicago Regional Office	146	79.9%	6.2%	13.9%	1
Denver Regional Office	76	74.2%	12.7%	13.1%	0
Ft. Worth Regional Office	64	87.5%	8.3%	4.2%	0
Headquarters	1,306	80.0%	10.5%	9.5%	14
Los Angeles Regional Office	95	77.5%	10.2%	12.3%	0
Miami Regional Office	59	78.3%	9.8%	11.9%	1
New York Regional Office	208	79.0%	10.9%	10.0%	1
Philadelphia Regional Office	89	89.4%	4.3%	6.3%	0
Salt Lake Regional Office	16	94.3%	0.0%	5.7%	0
San Francisco Regional Office	79	85.0%	11.1%	4.0%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

**43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
<b>Securities and Exchange Commission</b>	<b>2,418</b>	<b>63.8%</b>	<b>17.3%</b>	<b>18.9%</b>	<b>11</b>
Atlanta Regional Office	66	56.7%	22.9%	20.4%	0
Boston Regional Office	88	62.1%	22.4%	15.5%	1
Chicago Regional Office	147	64.1%	14.4%	21.4%	0
Denver Regional Office	76	63.2%	18.7%	18.1%	0
Ft. Worth Regional Office	63	73.8%	12.6%	13.6%	0
Headquarters	1,315	62.8%	16.7%	20.5%	5
Los Angeles Regional Office	95	59.5%	21.7%	18.8%	0
Miami Regional Office	59	63.6%	18.4%	18.1%	1
New York Regional Office	208	63.5%	20.8%	15.7%	1
Philadelphia Regional Office	89	71.9%	12.0%	16.1%	0
Salt Lake Regional Office	16	72.9%	7.5%	19.6%	0
San Francisco Regional Office	79	70.5%	11.1%	18.4%	1

**44. Discussions with my supervisor/team leader about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
<b>Securities and Exchange Commission</b>	<b>2,398</b>	<b>57.1%</b>	<b>17.7%</b>	<b>25.1%</b>	<b>23</b>
Atlanta Regional Office	64	56.8%	15.5%	27.7%	1
Boston Regional Office	88	51.0%	20.9%	28.1%	1
Chicago Regional Office	143	53.5%	16.6%	29.9%	2
Denver Regional Office	76	60.5%	11.0%	28.5%	0
Ft. Worth Regional Office	64	64.2%	19.1%	16.7%	0
Headquarters	1,303	56.6%	16.5%	26.9%	13
Los Angeles Regional Office	95	57.5%	17.5%	25.1%	0
Miami Regional Office	60	57.4%	19.0%	23.7%	0
New York Regional Office	205	56.5%	26.1%	17.4%	3
Philadelphia Regional Office	89	63.9%	15.2%	20.9%	0
Salt Lake Regional Office	15	52.6%	32.8%	14.6%	1
San Francisco Regional Office	80	62.6%	15.7%	21.7%	0

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

**45. My supervisor/team leader is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
<b>Securities and Exchange Commission</b>	<b>2,083</b>	<b>62.9%</b>	<b>25.6%</b>	<b>11.5%</b>	<b>343</b>
Atlanta Regional Office	58	62.2%	18.8%	18.9%	7
Boston Regional Office	77	61.8%	21.6%	16.6%	12
Chicago Regional Office	118	61.4%	26.5%	12.1%	26
Denver Regional Office	61	44.5%	44.3%	11.3%	15
Ft. Worth Regional Office	61	68.2%	25.9%	5.9%	3
Headquarters	1,146	62.2%	25.5%	12.3%	176
Los Angeles Regional Office	78	66.7%	25.4%	7.9%	17
Miami Regional Office	51	64.7%	20.6%	14.6%	9
New York Regional Office	172	64.7%	26.3%	9.0%	37
Philadelphia Regional Office	80	81.3%	13.7%	5.0%	9
Salt Lake Regional Office	15	71.8%	22.0%	6.1%	1
San Francisco Regional Office	69	60.4%	28.1%	11.6%	11

**46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
<b>Securities and Exchange Commission</b>	<b>2,410</b>	<b>57.6%</b>	<b>20.2%</b>	<b>22.2%</b>	<b>14</b>
Atlanta Regional Office	65	59.3%	24.3%	16.4%	1
Boston Regional Office	89	57.1%	20.9%	22.0%	0
Chicago Regional Office	146	55.2%	18.8%	26.0%	0
Denver Regional Office	75	55.2%	22.0%	22.8%	0
Ft. Worth Regional Office	64	72.2%	15.9%	12.0%	0
Headquarters	1,314	56.1%	20.0%	23.9%	7
Los Angeles Regional Office	95	61.0%	12.5%	26.5%	0
Miami Regional Office	60	57.6%	17.2%	25.1%	0
New York Regional Office	207	61.4%	24.1%	14.5%	2
Philadelphia Regional Office	87	62.8%	19.3%	17.9%	1
Salt Lake Regional Office	16	48.4%	32.1%	19.5%	0
San Francisco Regional Office	80	58.1%	18.6%	23.3%	0

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
<b>Securities and Exchange Commission</b>	<b>2,386</b>	<b>64.3%</b>	<b>17.4%</b>	<b>18.4%</b>	<b>39</b>
Atlanta Regional Office	65	60.3%	18.6%	21.1%	0
Boston Regional Office	86	57.2%	19.1%	23.7%	3
Chicago Regional Office	142	57.8%	18.5%	23.7%	4
Denver Regional Office	76	62.2%	19.9%	17.9%	0
Ft. Worth Regional Office	63	76.6%	14.6%	8.7%	1
Headquarters	1,303	64.1%	16.7%	19.2%	18
Los Angeles Regional Office	95	63.4%	18.7%	17.8%	0
Miami Regional Office	59	64.0%	11.6%	24.4%	1
New York Regional Office	206	66.2%	19.0%	14.8%	3
Philadelphia Regional Office	87	72.9%	15.6%	11.6%	2
Salt Lake Regional Office	16	94.3%	5.7%	0.0%	0
San Francisco Regional Office	77	63.4%	21.3%	15.3%	2

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	665,079	74.3%	13.2%	12.5%
<b>Securities and Exchange Commission</b>	<b>2,419</b>	<b>76.2%</b>	<b>11.5%</b>	<b>12.3%</b>
Atlanta Regional Office	65	72.6%	11.1%	16.3%
Boston Regional Office	89	76.8%	8.9%	14.3%
Chicago Regional Office	146	73.8%	10.4%	15.8%
Denver Regional Office	76	73.0%	12.5%	14.6%
Ft. Worth Regional Office	64	83.3%	10.9%	5.8%
Headquarters	1,320	75.2%	12.3%	12.6%
Los Angeles Regional Office	95	77.7%	9.5%	12.8%
Miami Regional Office	60	68.1%	12.6%	19.4%
New York Regional Office	209	81.6%	9.0%	9.4%
Philadelphia Regional Office	88	82.2%	10.8%	7.0%
Salt Lake Regional Office	16	73.0%	7.3%	19.7%
San Francisco Regional Office	80	82.3%	9.1%	8.5%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### My Supervisor/Team Leader (continued)

*49. My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	664,171	79.4%	11.1%	9.5%
<b>Securities and Exchange Commission</b>	<b>2,421</b>	<b>81.1%</b>	<b>9.4%</b>	<b>9.5%</b>
Atlanta Regional Office	66	82.5%	8.5%	9.0%
Boston Regional Office	89	79.3%	8.9%	11.7%
Chicago Regional Office	146	79.3%	7.2%	13.5%
Denver Regional Office	76	76.9%	13.8%	9.3%
Ft. Worth Regional Office	64	92.5%	6.0%	1.5%
Headquarters	1,321	80.3%	9.6%	10.0%
Los Angeles Regional Office	95	83.2%	8.3%	8.5%
Miami Regional Office	59	75.4%	9.5%	15.1%
New York Regional Office	209	86.3%	8.1%	5.6%
Philadelphia Regional Office	89	85.3%	8.9%	5.8%
Salt Lake Regional Office	16	66.4%	27.8%	5.7%
San Francisco Regional Office	80	82.6%	8.9%	8.5%

*50. In the last six months, my supervisor/team leader has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	664,039	76.8%	10.5%	12.7%
<b>Securities and Exchange Commission</b>	<b>2,418</b>	<b>86.2%</b>	<b>5.3%</b>	<b>8.5%</b>
Atlanta Regional Office	66	83.7%	7.8%	8.5%
Boston Regional Office	89	91.2%	4.2%	4.5%
Chicago Regional Office	145	90.7%	3.3%	6.0%
Denver Regional Office	76	92.5%	6.1%	1.4%
Ft. Worth Regional Office	64	80.1%	11.2%	8.7%
Headquarters	1,319	84.8%	5.0%	10.2%
Los Angeles Regional Office	95	88.8%	3.9%	7.3%
Miami Regional Office	60	84.9%	6.0%	9.1%
New York Regional Office	209	93.2%	4.8%	2.0%
Philadelphia Regional Office	89	88.1%	6.4%	5.5%
Salt Lake Regional Office	16	55.8%	5.8%	38.5%
San Francisco Regional Office	80	87.9%	2.2%	9.8%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Supervisor/Team Leader (continued)

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	663,909	65.8%	17.2%	17.0%
<b>Securities and Exchange Commission</b>	<b>2,416</b>	<b>66.1%</b>	<b>17.0%</b>	<b>16.9%</b>
Atlanta Regional Office	66	53.7%	17.8%	28.6%
Boston Regional Office	89	71.0%	15.0%	14.0%
Chicago Regional Office	147	63.7%	15.5%	20.7%
Denver Regional Office	76	67.3%	12.9%	19.9%
Ft. Worth Regional Office	64	79.7%	14.7%	5.6%
Headquarters	1,318	64.9%	17.0%	18.1%
Los Angeles Regional Office	94	59.9%	19.3%	20.8%
Miami Regional Office	60	62.8%	16.3%	20.9%
New York Regional Office	208	74.3%	17.2%	8.5%
Philadelphia Regional Office	88	76.8%	12.0%	11.2%
Salt Lake Regional Office	16	66.4%	21.4%	12.2%
San Francisco Regional Office	80	69.8%	14.1%	16.0%

**52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?**

	N	Positive	Neutral	Negative
Governmentwide	663,472	68.4%	18.9%	12.6%
<b>Securities and Exchange Commission</b>	<b>2,407</b>	<b>70.1%</b>	<b>17.4%</b>	<b>12.5%</b>
Atlanta Regional Office	66	56.8%	30.2%	13.0%
Boston Regional Office	89	69.9%	19.1%	11.0%
Chicago Regional Office	146	65.4%	17.0%	17.5%
Denver Regional Office	76	68.7%	16.7%	14.5%
Ft. Worth Regional Office	64	81.5%	9.9%	8.6%
Headquarters	1,315	68.6%	18.3%	13.1%
Los Angeles Regional Office	95	64.2%	19.0%	16.8%
Miami Regional Office	60	69.0%	13.2%	17.8%
New York Regional Office	209	79.6%	14.4%	6.0%
Philadelphia Regional Office	88	77.9%	13.0%	9.1%
Salt Lake Regional Office	16	93.5%	0.0%	6.5%
San Francisco Regional Office	80	73.7%	12.5%	13.8%

# Securities and Exchange Commission

## 1st Level Subagency Comparison Report

### Leadership

53. *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
<b>Securities and Exchange Commission</b>	<b>2,356</b>	<b>34.2%</b>	<b>22.9%</b>	<b>43.0%</b>	<b>31</b>
Atlanta Regional Office	64	30.5%	20.2%	49.2%	2
Boston Regional Office	89	46.8%	17.0%	36.2%	0
Chicago Regional Office	144	25.6%	25.9%	48.5%	1
Denver Regional Office	76	37.8%	19.4%	42.8%	0
Ft. Worth Regional Office	64	28.9%	23.5%	47.6%	0
Headquarters	1,302	33.4%	22.8%	43.8%	19
Los Angeles Regional Office	94	23.4%	26.4%	50.3%	1
Miami Regional Office	60	36.9%	17.0%	46.1%	0
New York Regional Office	203	37.1%	22.5%	40.5%	3
Philadelphia Regional Office	88	39.3%	25.3%	35.3%	1
Salt Lake Regional Office	16	76.0%	11.8%	12.2%	0
San Francisco Regional Office	78	46.2%	19.4%	34.4%	1

54. *My organization's leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
<b>Securities and Exchange Commission</b>	<b>2,272</b>	<b>55.6%</b>	<b>20.6%</b>	<b>23.8%</b>	<b>117</b>
Atlanta Regional Office	62	37.0%	19.9%	43.1%	4
Boston Regional Office	89	64.3%	18.2%	17.6%	0
Chicago Regional Office	139	60.8%	15.3%	23.9%	6
Denver Regional Office	73	57.9%	20.0%	22.2%	3
Ft. Worth Regional Office	61	55.0%	16.8%	28.2%	3
Headquarters	1,248	52.6%	21.5%	25.9%	73
Los Angeles Regional Office	91	51.4%	25.4%	23.2%	4
Miami Regional Office	57	49.9%	18.7%	31.4%	3
New York Regional Office	198	64.4%	19.2%	16.3%	10
Philadelphia Regional Office	87	66.6%	19.0%	14.4%	2
Salt Lake Regional Office	15	80.9%	13.0%	6.1%	1
San Francisco Regional Office	78	72.2%	14.3%	13.5%	2

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Leadership (continued)

**55. Managers/supervisors/team leaders work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
<b>Securities and Exchange Commission</b>	<b>2,185</b>	<b>58.1%</b>	<b>22.5%</b>	<b>19.4%</b>	<b>197</b>
Atlanta Regional Office	62	55.1%	20.6%	24.3%	4
Boston Regional Office	84	68.3%	14.5%	17.2%	4
Chicago Regional Office	130	54.4%	26.1%	19.5%	15
Denver Regional Office	67	51.4%	29.2%	19.3%	9
Ft. Worth Regional Office	62	59.8%	20.8%	19.4%	2
Headquarters	1,201	55.5%	22.8%	21.6%	116
Los Angeles Regional Office	88	47.6%	28.7%	23.7%	7
Miami Regional Office	55	60.1%	18.7%	21.2%	5
New York Regional Office	192	67.8%	21.9%	10.3%	15
Philadelphia Regional Office	81	71.6%	13.9%	14.6%	8
Salt Lake Regional Office	16	82.8%	17.2%	0.0%	0
San Francisco Regional Office	74	68.8%	19.1%	12.1%	6

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
<b>Securities and Exchange Commission</b>	<b>2,346</b>	<b>51.1%</b>	<b>21.2%</b>	<b>27.7%</b>	<b>36</b>
Atlanta Regional Office	64	53.1%	18.5%	28.4%	1
Boston Regional Office	88	60.5%	18.3%	21.2%	1
Chicago Regional Office	143	39.7%	26.8%	33.5%	2
Denver Regional Office	76	54.3%	15.5%	30.3%	0
Ft. Worth Regional Office	64	54.1%	21.9%	24.0%	0
Headquarters	1,294	48.8%	20.8%	30.4%	23
Los Angeles Regional Office	95	39.8%	26.7%	33.6%	0
Miami Regional Office	59	52.8%	20.7%	26.5%	1
New York Regional Office	205	60.8%	22.5%	16.8%	3
Philadelphia Regional Office	87	62.0%	13.7%	24.2%	1
Salt Lake Regional Office	16	77.0%	11.5%	11.4%	0
San Francisco Regional Office	79	62.1%	22.8%	15.1%	1

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Leadership (continued)

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
<b>Securities and Exchange Commission</b>	<b>2,101</b>	<b>51.0%</b>	<b>27.2%</b>	<b>21.7%</b>	<b>282</b>
Atlanta Regional Office	60	47.5%	31.3%	21.1%	6
Boston Regional Office	81	72.0%	14.8%	13.1%	8
Chicago Regional Office	127	43.1%	33.2%	23.7%	18
Denver Regional Office	64	56.3%	21.2%	22.6%	11
Ft. Worth Regional Office	60	54.3%	25.5%	20.2%	4
Headquarters	1,164	48.4%	26.6%	24.9%	155
Los Angeles Regional Office	82	45.2%	30.8%	24.0%	13
Miami Regional Office	49	50.8%	27.4%	21.8%	10
New York Regional Office	179	57.7%	29.5%	12.8%	27
Philadelphia Regional Office	76	67.2%	19.3%	13.5%	13
Salt Lake Regional Office	16	64.8%	29.8%	5.4%	0
San Francisco Regional Office	73	60.0%	27.9%	12.1%	7

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
<b>Securities and Exchange Commission</b>	<b>2,287</b>	<b>46.8%</b>	<b>22.6%</b>	<b>30.6%</b>	<b>99</b>
Atlanta Regional Office	62	57.1%	12.4%	30.5%	4
Boston Regional Office	86	57.5%	13.7%	28.8%	3
Chicago Regional Office	136	41.4%	26.9%	31.7%	9
Denver Regional Office	72	48.7%	23.7%	27.6%	3
Ft. Worth Regional Office	63	58.3%	22.5%	19.2%	1
Headquarters	1,265	42.9%	22.2%	34.8%	55
Los Angeles Regional Office	91	43.9%	32.1%	24.0%	4
Miami Regional Office	58	48.8%	18.5%	32.6%	2
New York Regional Office	201	53.8%	23.4%	22.8%	6
Philadelphia Regional Office	86	57.0%	20.9%	22.1%	3
Salt Lake Regional Office	16	87.7%	6.5%	5.7%	0
San Francisco Regional Office	75	60.3%	24.1%	15.6%	5

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Leadership (continued)

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
<b>Securities and Exchange Commission</b>	<b>2,295</b>	<b>53.0%</b>	<b>21.3%</b>	<b>25.7%</b>	<b>84</b>
Atlanta Regional Office	63	62.4%	15.5%	22.1%	3
Boston Regional Office	84	58.8%	19.4%	21.8%	3
Chicago Regional Office	136	50.9%	22.1%	26.9%	9
Denver Regional Office	71	57.6%	14.7%	27.7%	3
Ft. Worth Regional Office	63	62.7%	21.6%	15.7%	1
Headquarters	1,275	49.4%	21.6%	29.1%	44
Los Angeles Regional Office	91	47.9%	25.5%	26.6%	4
Miami Regional Office	59	49.9%	12.9%	37.2%	1
New York Regional Office	199	58.1%	26.4%	15.5%	7
Philadelphia Regional Office	86	66.4%	17.2%	16.4%	2
Salt Lake Regional Office	16	94.3%	0.0%	5.7%	0
San Francisco Regional Office	76	64.9%	20.6%	14.5%	4

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
<b>Securities and Exchange Commission</b>	<b>2,263</b>	<b>56.4%</b>	<b>22.2%</b>	<b>21.4%</b>	<b>118</b>
Atlanta Regional Office	65	43.5%	15.1%	41.3%	1
Boston Regional Office	86	65.1%	17.7%	17.2%	3
Chicago Regional Office	136	53.6%	26.1%	20.3%	9
Denver Regional Office	74	53.5%	25.1%	21.4%	2
Ft. Worth Regional Office	61	65.2%	24.4%	10.4%	3
Headquarters	1,263	56.1%	23.3%	20.6%	57
Los Angeles Regional Office	91	46.3%	19.7%	34.0%	4
Miami Regional Office	58	55.9%	10.0%	34.0%	2
New York Regional Office	191	63.1%	18.0%	18.9%	17
Philadelphia Regional Office	85	55.5%	23.2%	21.3%	3
Salt Lake Regional Office	14	50.8%	14.3%	34.9%	2
San Francisco Regional Office	73	56.3%	26.9%	16.8%	7

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Leadership (continued)

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
<b>Securities and Exchange Commission</b>	<b>2,359</b>	<b>48.5%</b>	<b>20.9%</b>	<b>30.6%</b>	<b>22</b>
Atlanta Regional Office	65	32.3%	21.5%	46.2%	0
Boston Regional Office	89	59.6%	16.0%	24.4%	0
Chicago Regional Office	145	48.9%	23.1%	28.0%	2
Denver Regional Office	76	49.0%	19.4%	31.6%	0
Ft. Worth Regional Office	64	46.8%	21.5%	31.7%	0
Headquarters	1,306	47.7%	19.8%	32.6%	12
Los Angeles Regional Office	94	39.5%	28.7%	31.8%	1
Miami Regional Office	60	50.1%	17.1%	32.7%	0
New York Regional Office	206	54.2%	21.9%	24.0%	3
Philadelphia Regional Office	89	57.2%	14.5%	28.3%	0
Salt Lake Regional Office	16	55.9%	25.5%	18.6%	0
San Francisco Regional Office	77	49.0%	27.6%	23.4%	2

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
<b>Securities and Exchange Commission</b>	<b>2,163</b>	<b>44.3%</b>	<b>23.3%</b>	<b>32.4%</b>	<b>219</b>
Atlanta Regional Office	62	41.6%	26.0%	32.4%	4
Boston Regional Office	85	65.3%	24.7%	10.0%	4
Chicago Regional Office	133	49.8%	23.8%	26.3%	13
Denver Regional Office	73	40.8%	22.2%	37.0%	3
Ft. Worth Regional Office	60	44.9%	18.4%	36.7%	4
Headquarters	1,200	41.1%	23.9%	35.0%	121
Los Angeles Regional Office	80	43.6%	27.7%	28.7%	12
Miami Regional Office	54	55.9%	15.8%	28.3%	6
New York Regional Office	187	39.1%	17.1%	43.8%	21
Philadelphia Regional Office	82	59.5%	15.7%	24.9%	7
Salt Lake Regional Office	13	46.5%	8.8%	44.7%	3
San Francisco Regional Office	71	60.2%	31.7%	8.1%	9

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Satisfaction

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	652,744	51.6%	23.7%	24.7%
<b>Securities and Exchange Commission</b>	<b>2,356</b>	<b>47.7%</b>	<b>22.3%</b>	<b>30.0%</b>
Atlanta Regional Office	65	49.3%	22.0%	28.7%
Boston Regional Office	89	56.8%	16.7%	26.5%
Chicago Regional Office	146	38.2%	27.5%	34.2%
Denver Regional Office	76	52.1%	12.9%	35.0%
Ft. Worth Regional Office	64	52.1%	26.5%	21.3%
Headquarters	1,314	46.9%	21.2%	31.9%
Los Angeles Regional Office	95	46.1%	22.4%	31.4%
Miami Regional Office	60	44.1%	21.9%	34.0%
New York Regional Office	208	50.6%	26.7%	22.7%
Philadelphia Regional Office	89	53.2%	25.6%	21.1%
Salt Lake Regional Office	16	49.2%	38.5%	12.2%
San Francisco Regional Office	79	53.2%	22.9%	23.9%

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	652,105	48.4%	24.2%	27.5%
<b>Securities and Exchange Commission</b>	<b>2,359</b>	<b>39.1%</b>	<b>23.5%</b>	<b>37.5%</b>
Atlanta Regional Office	66	40.6%	23.4%	35.9%
Boston Regional Office	89	48.4%	25.3%	26.3%
Chicago Regional Office	146	32.7%	27.9%	39.4%
Denver Regional Office	76	51.8%	12.0%	36.1%
Ft. Worth Regional Office	64	48.1%	21.8%	30.2%
Headquarters	1,314	36.0%	23.2%	40.8%
Los Angeles Regional Office	95	32.7%	28.9%	38.4%
Miami Regional Office	60	36.1%	22.6%	41.4%
New York Regional Office	208	44.6%	25.7%	29.7%
Philadelphia Regional Office	89	39.8%	26.1%	34.2%
Salt Lake Regional Office	16	56.4%	13.1%	30.5%
San Francisco Regional Office	80	62.0%	19.2%	18.8%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Satisfaction (continued)

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	650,832	48.0%	23.8%	28.2%
<b>Securities and Exchange Commission</b>	<b>2,357</b>	<b>42.0%</b>	<b>22.7%</b>	<b>35.3%</b>
Atlanta Regional Office	66	44.4%	14.9%	40.7%
Boston Regional Office	89	50.1%	15.8%	34.2%
Chicago Regional Office	146	39.7%	21.8%	38.5%
Denver Regional Office	76	45.1%	23.8%	31.1%
Ft. Worth Regional Office	64	41.8%	27.3%	30.9%
Headquarters	1,313	39.7%	22.6%	37.7%
Los Angeles Regional Office	95	40.4%	30.2%	29.3%
Miami Regional Office	59	45.1%	19.7%	35.2%
New York Regional Office	209	45.9%	26.4%	27.7%
Philadelphia Regional Office	88	42.5%	21.5%	36.0%
Salt Lake Regional Office	16	43.2%	12.9%	44.0%
San Francisco Regional Office	80	57.5%	16.3%	26.1%

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative
Governmentwide	650,372	43.4%	29.3%	27.3%
<b>Securities and Exchange Commission</b>	<b>2,353</b>	<b>35.8%</b>	<b>28.0%</b>	<b>36.1%</b>
Atlanta Regional Office	66	33.8%	16.5%	49.7%
Boston Regional Office	88	50.6%	24.4%	25.0%
Chicago Regional Office	145	36.2%	29.7%	34.0%
Denver Regional Office	76	42.9%	21.7%	35.4%
Ft. Worth Regional Office	64	35.2%	25.2%	39.6%
Headquarters	1,315	34.6%	28.0%	37.5%
Los Angeles Regional Office	95	29.8%	32.4%	37.8%
Miami Regional Office	60	39.2%	20.4%	40.4%
New York Regional Office	207	35.2%	33.1%	31.6%
Philadelphia Regional Office	87	39.5%	25.9%	34.6%
Salt Lake Regional Office	16	30.9%	19.8%	49.2%
San Francisco Regional Office	80	41.6%	34.3%	24.0%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Satisfaction (continued)

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	650,630	36.4%	28.4%	35.1%
<b>Securities and Exchange Commission</b>	<b>2,357</b>	<b>25.8%</b>	<b>29.3%</b>	<b>44.9%</b>
Atlanta Regional Office	66	26.1%	25.4%	48.5%
Boston Regional Office	89	31.7%	32.5%	35.8%
Chicago Regional Office	144	19.4%	23.7%	56.8%
Denver Regional Office	76	16.1%	36.8%	47.1%
Ft. Worth Regional Office	64	34.4%	25.2%	40.3%
Headquarters	1,314	26.2%	29.1%	44.7%
Los Angeles Regional Office	95	14.7%	32.1%	53.2%
Miami Regional Office	60	33.3%	18.7%	48.1%
New York Regional Office	207	24.0%	34.6%	41.4%
Philadelphia Regional Office	88	29.5%	22.8%	47.7%
Salt Lake Regional Office	16	13.8%	28.2%	58.0%
San Francisco Regional Office	80	31.4%	27.8%	40.8%

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative
Governmentwide	650,514	53.7%	23.5%	22.8%
<b>Securities and Exchange Commission</b>	<b>2,360</b>	<b>50.7%</b>	<b>25.5%</b>	<b>23.8%</b>
Atlanta Regional Office	65	60.9%	19.5%	19.6%
Boston Regional Office	88	48.1%	31.7%	20.2%
Chicago Regional Office	145	38.9%	31.2%	29.9%
Denver Regional Office	76	57.8%	19.4%	22.8%
Ft. Worth Regional Office	63	48.4%	16.8%	34.8%
Headquarters	1,319	52.0%	25.9%	22.1%
Los Angeles Regional Office	94	44.8%	29.6%	25.6%
Miami Regional Office	60	52.7%	13.3%	34.0%
New York Regional Office	208	41.7%	26.6%	31.7%
Philadelphia Regional Office	89	54.9%	23.7%	21.3%
Salt Lake Regional Office	16	66.9%	20.3%	12.8%
San Francisco Regional Office	80	56.9%	19.6%	23.5%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Satisfaction (continued)

*69. Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
Governmentwide	650,211	68.0%	17.3%	14.7%
<b>Securities and Exchange Commission</b>	<b>2,355</b>	<b>63.5%</b>	<b>18.3%</b>	<b>18.2%</b>
Atlanta Regional Office	65	65.8%	15.1%	19.2%
Boston Regional Office	89	66.4%	15.2%	18.3%
Chicago Regional Office	145	61.7%	19.2%	19.1%
Denver Regional Office	76	60.4%	21.4%	18.2%
Ft. Worth Regional Office	63	74.6%	15.7%	9.7%
Headquarters	1,313	60.7%	19.0%	20.3%
Los Angeles Regional Office	94	63.0%	18.1%	18.9%
Miami Regional Office	60	63.8%	17.9%	18.3%
New York Regional Office	208	72.3%	15.8%	11.9%
Philadelphia Regional Office	89	64.2%	20.1%	15.7%
Salt Lake Regional Office	16	88.5%	0.0%	11.5%
San Francisco Regional Office	80	72.6%	14.2%	13.2%

*70. Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
Governmentwide	650,947	58.8%	17.2%	24.0%
<b>Securities and Exchange Commission</b>	<b>2,362</b>	<b>58.0%</b>	<b>17.0%</b>	<b>24.9%</b>
Atlanta Regional Office	66	56.3%	12.1%	31.7%
Boston Regional Office	89	49.9%	24.4%	25.7%
Chicago Regional Office	146	65.5%	13.2%	21.4%
Denver Regional Office	76	60.6%	14.2%	25.2%
Ft. Worth Regional Office	64	58.2%	15.1%	26.7%
Headquarters	1,315	56.8%	17.7%	25.5%
Los Angeles Regional Office	95	59.7%	18.5%	21.8%
Miami Regional Office	60	55.0%	17.8%	27.1%
New York Regional Office	209	57.2%	17.8%	24.9%
Philadelphia Regional Office	89	58.1%	16.5%	25.4%
Salt Lake Regional Office	16	49.0%	0.0%	51.0%
San Francisco Regional Office	79	69.9%	10.9%	19.2%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### My Satisfaction (continued)

**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
Governmentwide	651,064	58.9%	21.6%	19.5%
<b>Securities and Exchange Commission</b>	<b>2,357</b>	<b>52.6%</b>	<b>22.0%</b>	<b>25.4%</b>
Atlanta Regional Office	65	49.3%	20.1%	30.6%
Boston Regional Office	89	63.2%	15.0%	21.8%
Chicago Regional Office	146	53.4%	24.1%	22.6%
Denver Regional Office	76	56.0%	22.1%	21.9%
Ft. Worth Regional Office	64	57.6%	15.7%	26.7%
Headquarters	1,313	50.2%	21.7%	28.1%
Los Angeles Regional Office	95	46.2%	28.7%	25.1%
Miami Regional Office	60	53.9%	16.7%	29.4%
New York Regional Office	207	56.2%	26.3%	17.5%
Philadelphia Regional Office	89	58.1%	20.7%	21.2%
Salt Lake Regional Office	16	75.0%	13.5%	11.5%
San Francisco Regional Office	80	66.6%	21.3%	12.1%

### Work/Life

**72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).**

	N	Yes	No	Not Sure
Governmentwide	651,238	36.2%	57.9%	5.9%
<b>Securities and Exchange Commission</b>	<b>2,357</b>	<b>79.7%</b>	<b>14.4%</b>	<b>5.9%</b>
Atlanta Regional Office	66	88.3%	8.8%	2.9%
Boston Regional Office	88	91.3%	2.2%	6.5%
Chicago Regional Office	146	90.2%	7.0%	2.9%
Denver Regional Office	76	87.9%	8.1%	4.0%
Ft. Worth Regional Office	63	89.3%	5.9%	4.8%
Headquarters	1,315	76.4%	17.1%	6.4%
Los Angeles Regional Office	95	84.4%	11.5%	4.0%
Miami Regional Office	60	82.9%	15.6%	1.5%
New York Regional Office	209	70.8%	19.1%	10.1%
Philadelphia Regional Office	89	87.5%	10.2%	2.3%
Salt Lake Regional Office	16	92.7%	7.3%	0.0%
San Francisco Regional Office	80	85.4%	9.6%	5.0%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
<b>Securities and Exchange Commission</b>	<b>2,349</b>	<b>2.8%</b>	<b>26.1%</b>	<b>10.8%</b>	<b>29.7%</b>
Atlanta Regional Office	66	7.4%	21.3%	19.0%	33.4%
Boston Regional Office	88	1.3%	32.9%	14.8%	34.7%
Chicago Regional Office	146	1.4%	34.4%	13.3%	32.0%
Denver Regional Office	75	1.3%	14.2%	16.7%	50.4%
Ft. Worth Regional Office	64	0.0%	20.0%	16.8%	41.9%
Headquarters	1,311	3.8%	26.5%	8.9%	27.2%
Los Angeles Regional Office	95	1.0%	38.6%	10.5%	19.5%
Miami Regional Office	60	0.0%	39.9%	13.5%	21.7%
New York Regional Office	209	0.0%	6.7%	12.2%	35.1%
Philadelphia Regional Office	88	4.4%	50.5%	13.7%	13.3%
Salt Lake Regional Office	16	0.0%	24.4%	5.8%	48.9%
San Francisco Regional Office	79	0.0%	20.9%	12.2%	39.3%

*(continued)*

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
<b>Securities and Exchange Commission</b>	<b>2,349</b>	<b>2.6%</b>	<b>1.9%</b>	<b>5.9%</b>	<b>20.2%</b>
Atlanta Regional Office	66	2.7%	1.6%	2.9%	11.7%
Boston Regional Office	88	1.1%	1.0%	0.0%	14.2%
Chicago Regional Office	146	1.5%	0.7%	1.8%	14.9%
Denver Regional Office	75	1.4%	0.0%	0.0%	15.9%
Ft. Worth Regional Office	64	1.7%	0.0%	2.8%	16.9%
Headquarters	1,311	2.9%	2.4%	6.7%	21.6%
Los Angeles Regional Office	95	0.0%	2.1%	5.4%	22.9%
Miami Regional Office	60	5.0%	0.0%	3.0%	16.9%
New York Regional Office	209	1.9%	1.9%	12.7%	29.6%
Philadelphia Regional Office	88	4.6%	1.2%	5.0%	7.5%
Salt Lake Regional Office	16	0.0%	0.0%	7.3%	13.6%
San Francisco Regional Office	79	4.8%	4.1%	0.0%	18.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
<b>Securities and Exchange Commission</b>	<b>2,351</b>	<b>45.2%</b>	<b>52.5%</b>	<b>2.2%</b>
Atlanta Regional Office	66	41.5%	55.8%	2.8%
Boston Regional Office	88	49.2%	50.8%	0.0%
Chicago Regional Office	144	39.5%	58.5%	2.0%
Denver Regional Office	76	36.6%	60.3%	3.0%
Ft. Worth Regional Office	63	57.2%	42.8%	0.0%
Headquarters	1,316	43.7%	54.1%	2.3%
Los Angeles Regional Office	95	60.4%	36.7%	3.0%
Miami Regional Office	60	65.0%	33.0%	2.0%
New York Regional Office	208	61.8%	37.7%	0.6%
Philadelphia Regional Office	89	21.5%	71.5%	7.0%
Salt Lake Regional Office	16	28.6%	64.1%	7.3%
San Francisco Regional Office	78	36.5%	61.1%	2.4%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

75. *Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Yes	No	Not Available To Me
Governmentwide	646,836	29.3%	58.7%	12.0%
<b>Securities and Exchange Commission</b>	<b>2,353</b>	<b>23.2%</b>	<b>67.9%</b>	<b>8.8%</b>
Atlanta Regional Office	66	9.1%	72.6%	18.4%
Boston Regional Office	87	10.2%	67.4%	22.4%
Chicago Regional Office	147	7.3%	67.6%	25.1%
Denver Regional Office	75	10.7%	81.0%	8.3%
Ft. Worth Regional Office	64	18.6%	70.1%	11.3%
Headquarters	1,314	32.5%	66.2%	1.3%
Los Angeles Regional Office	95	3.3%	72.9%	23.8%
Miami Regional Office	60	18.3%	58.8%	22.9%
New York Regional Office	208	5.2%	71.4%	23.5%
Philadelphia Regional Office	88	5.5%	82.4%	12.1%
Salt Lake Regional Office	15	26.7%	52.2%	21.1%
San Francisco Regional Office	80	16.2%	68.9%	14.9%

76. *Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)*

	N	Yes	No	Not Available To Me
Governmentwide	645,355	14.0%	80.0%	6.0%
<b>Securities and Exchange Commission</b>	<b>2,343</b>	<b>7.7%</b>	<b>89.0%</b>	<b>3.3%</b>
Atlanta Regional Office	66	8.9%	91.1%	0.0%
Boston Regional Office	87	3.4%	93.3%	3.3%
Chicago Regional Office	146	5.1%	90.2%	4.7%
Denver Regional Office	75	4.0%	91.7%	4.2%
Ft. Worth Regional Office	64	9.1%	80.8%	10.2%
Headquarters	1,308	8.9%	89.6%	1.5%
Los Angeles Regional Office	95	9.1%	81.1%	9.7%
Miami Regional Office	59	8.5%	88.3%	3.2%
New York Regional Office	207	3.5%	89.6%	6.9%
Philadelphia Regional Office	88	3.5%	87.5%	9.1%
Salt Lake Regional Office	15	13.8%	71.4%	14.7%
San Francisco Regional Office	80	6.0%	90.1%	3.9%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
Governmentwide	648,002	3.7%	79.1%	17.2%
<b>Securities and Exchange Commission</b>	<b>2,351</b>	<b>6.8%</b>	<b>86.4%</b>	<b>6.8%</b>
Atlanta Regional Office	65	7.7%	81.7%	10.6%
Boston Regional Office	87	11.6%	81.5%	6.9%
Chicago Regional Office	146	6.1%	77.3%	16.6%
Denver Regional Office	75	4.3%	81.3%	14.4%
Ft. Worth Regional Office	63	1.5%	79.2%	19.3%
Headquarters	1,316	7.2%	90.9%	1.9%
Los Angeles Regional Office	95	9.4%	74.6%	16.0%
Miami Regional Office	59	5.8%	75.9%	18.3%
New York Regional Office	207	5.5%	84.4%	10.1%
Philadelphia Regional Office	88	0.0%	76.4%	23.6%
Salt Lake Regional Office	16	7.3%	75.0%	17.7%
San Francisco Regional Office	80	15.0%	76.9%	8.0%

78. *Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)*

	N	Yes	No	Not Available To Me
Governmentwide	647,966	2.5%	80.0%	17.6%
<b>Securities and Exchange Commission</b>	<b>2,346</b>	<b>4.4%</b>	<b>90.3%</b>	<b>5.3%</b>
Atlanta Regional Office	65	4.2%	91.2%	4.5%
Boston Regional Office	88	0.0%	92.4%	7.6%
Chicago Regional Office	145	3.9%	83.6%	12.5%
Denver Regional Office	75	2.5%	88.0%	9.4%
Ft. Worth Regional Office	62	3.2%	83.4%	13.3%
Headquarters	1,311	5.3%	92.7%	2.0%
Los Angeles Regional Office	95	10.6%	77.5%	11.9%
Miami Regional Office	60	0.0%	87.9%	12.1%
New York Regional Office	207	0.5%	90.3%	9.2%
Philadelphia Regional Office	88	1.1%	83.3%	15.7%
Salt Lake Regional Office	16	0.0%	88.1%	11.9%
San Francisco Regional Office	80	1.2%	94.9%	3.9%

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

#### 79. How satisfied are you with the following Work/Life programs in your agency? Telework\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
<b>Securities and Exchange Commission</b>	<b>1,627</b>	<b>73.9%</b>	<b>12.2%</b>	<b>13.9%</b>	<b>29</b>
Atlanta Regional Office	53	72.5%	12.2%	15.3%	0
Boston Regional Office	74	89.7%	5.2%	5.2%	1
Chicago Regional Office	119	80.4%	11.9%	7.6%	1
Denver Regional Office	61	62.6%	10.9%	26.5%	2
Ft. Worth Regional Office	50	56.6%	20.0%	23.4%	0
Headquarters	865	74.7%	11.8%	13.5%	20
Los Angeles Regional Office	65	77.1%	15.4%	7.5%	1
Miami Regional Office	45	71.0%	18.6%	10.4%	0
New York Regional Office	110	53.6%	13.6%	32.9%	2
Philadelphia Regional Office	73	79.1%	8.1%	12.8%	0
Salt Lake Regional Office	13	100.0%	0.0%	0.0%	0
San Francisco Regional Office	57	89.5%	8.8%	1.7%	1

\*The results for this item only include employees who indicated that they participated in this program.

#### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)\*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
<b>Securities and Exchange Commission</b>	<b>1,067</b>	<b>88.7%</b>	<b>6.6%</b>	<b>4.7%</b>	<b>13</b>
Atlanta Regional Office	26	88.9%	0.0%	11.1%	0
Boston Regional Office	42	93.4%	0.0%	6.6%	1
Chicago Regional Office	57	90.9%	7.2%	1.8%	1
Denver Regional Office	29	75.8%	6.9%	17.3%	0
Ft. Worth Regional Office	35	82.9%	14.6%	2.5%	2
Headquarters	579	90.5%	5.6%	4.0%	5
Los Angeles Regional Office	56	89.5%	7.1%	3.4%	0
Miami Regional Office	39	79.8%	10.8%	9.4%	0
New York Regional Office	125	84.6%	9.7%	5.6%	3
Philadelphia Regional Office	18	94.0%	6.0%	0.0%	1
Salt Lake Regional Office	5	81.0%	19.0%	0.0%	0
San Francisco Regional Office	31	94.1%	2.9%	2.9%	0

\*The results for this item only include employees who indicated that they participated in this program.

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)\**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
<b>Securities and Exchange Commission</b>	<b>517</b>	<b>84.1%</b>	<b>12.6%</b>	<b>3.3%</b>	<b>29</b>
Atlanta Regional Office	6	65.0%	35.0%	0.0%	0
Boston Regional Office	10	58.2%	20.3%	21.5%	1
Chicago Regional Office	10	59.4%	29.6%	11.0%	0
Denver Regional Office	7	59.0%	15.0%	26.0%	2
Ft. Worth Regional Office	11	73.9%	16.9%	9.2%	1
Headquarters	407	88.2%	10.3%	1.5%	24
Los Angeles Regional Office	3	34.4%	30.4%	35.2%	0
Miami Regional Office	11	92.0%	0.0%	8.0%	0
New York Regional Office	12	65.5%	34.5%	0.0%	0
Philadelphia Regional Office	5	59.7%	20.2%	20.2%	0
Salt Lake Regional Office	5	40.2%	22.7%	37.0%	0
San Francisco Regional Office	12	67.7%	24.6%	7.6%	1

\*The results for this item only include employees who indicated that they participated in this program.

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)\**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
<b>Securities and Exchange Commission</b>	<b>180</b>	<b>77.0%</b>	<b>19.3%</b>	<b>3.8%</b>	<b>24</b>
Atlanta Regional Office	6	66.4%	33.6%	0.0%	0
Boston Regional Office	4	51.4%	48.6%	0.0%	1
Chicago Regional Office	7	82.0%	18.0%	0.0%	2
Denver Regional Office	3	69.6%	30.4%	0.0%	1
Ft. Worth Regional Office	5	82.3%	17.7%	0.0%	1
Headquarters	116	81.7%	13.4%	4.9%	15
Los Angeles Regional Office	9	53.1%	46.9%	0.0%	0
Miami Regional Office	6	70.6%	29.4%	0.0%	0
New York Regional Office	8	63.2%	26.1%	10.7%	1
Philadelphia Regional Office	4	77.7%	22.3%	0.0%	0
Salt Lake Regional Office	2	100.0%	0.0%	0.0%	1
San Francisco Regional Office	5	61.5%	38.5%	0.0%	0

\*The results for this item only include employees who indicated that they participated in this program.

## Securities and Exchange Commission 1st Level Subagency Comparison Report

### Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)\**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
<b>Securities and Exchange Commission</b>	<b>156</b>	<b>83.8%</b>	<b>12.5%</b>	<b>3.7%</b>	<b>20</b>
Atlanta Regional Office	5	81.8%	18.2%	0.0%	1
Boston Regional Office	11	82.7%	8.5%	8.8%	1
Chicago Regional Office	10	72.3%	27.7%	0.0%	0
Denver Regional Office	4	54.7%	23.1%	22.2%	0
Ft. Worth Regional Office	2	47.5%	52.5%	0.0%	0
Headquarters	85	90.7%	8.4%	1.0%	16
Los Angeles Regional Office	9	54.8%	21.7%	23.5%	0
Miami Regional Office	3	100.0%	0.0%	0.0%	1
New York Regional Office	13	84.7%	15.3%	0.0%	0
Philadelphia Regional Office	0	—	—	—	1
Salt Lake Regional Office	1	0.0%	100.0%	0.0%	0
San Francisco Regional Office	12	89.6%	0.0%	10.4%	0

\*The results for this item only include employees who indicated that they participated in this program.

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)\**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
<b>Securities and Exchange Commission</b>	<b>102</b>	<b>77.5%</b>	<b>20.7%</b>	<b>1.7%</b>	<b>24</b>
Atlanta Regional Office	3	66.4%	0.0%	33.6%	1
Boston Regional Office	0	—	—	—	1
Chicago Regional Office	5	57.5%	42.5%	0.0%	3
Denver Regional Office	2	54.6%	45.4%	0.0%	1
Ft. Worth Regional Office	3	100.0%	0.0%	0.0%	1
Headquarters	69	78.4%	20.4%	1.3%	14
Los Angeles Regional Office	10	80.2%	19.8%	0.0%	0
Miami Regional Office	0	—	—	—	0
New York Regional Office	1	100.0%	0.0%	0.0%	2
Philadelphia Regional Office	1	100.0%	0.0%	0.0%	1
Salt Lake Regional Office	0	—	—	—	0
San Francisco Regional Office	1	100.0%	0.0%	0.0%	0

\*The results for this item only include employees who indicated that they participated in this program.

# Securities and Exchange Commission

## *1st Level Subagency Comparison Report*

### Demographic Questions

**85. *Where do you work?***

	N	%
Headquarters	1,343	57.1%
Field	1,011	42.9%

**86. *What is your supervisory status?***

	N	%
Non-Supervisor	1,601	67.8%
Team Leader	332	14.1%
Supervisor	257	10.9%
Manager	98	4.2%
Executive	73	3.1%

**87. *Are you:***

	N	%
Male	1,202	51.7%
Female	1,125	48.3%

**88. *Are you Hispanic or Latino?***

	N	%
Yes	128	5.6%
No	2,170	94.4%

**89. *Race***

	N	%
American Indian or Alaska Native	10	0.5%
Asian	159	7.2%
Black or African American	318	14.4%
Native Hawaiian or Other Pacific Islander	3	0.1%
White	1,668	75.5%
Two or more races (Not Hispanic or Latino)	52	2.4%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

**90. What is your age group?**

	N	%
25 and under	1	0.0%
26-29	41	1.8%
30-39	654	28.7%
40-49	838	36.8%
50-59	567	24.9%
60 or older	177	7.8%

**91. What is your pay category/grade?**

	N	%
Federal Wage System	16	0.7%
GS 1-6	20	0.9%
GS 7-12	225	9.7%
GS 13-15	1,043	44.9%
Senior Executive Service	64	2.8%
Senior Level (SL) or Scientific or Professional (ST)	25	1.1%
Other	928	40.0%

**92. How long have you been with the Federal Government (excluding military service)?**

	N	%
Less than 1 year	12	0.5%
1 to 3 years	255	10.9%
4 to 5 years	200	8.6%
6 to 10 years	610	26.2%
11 to 14 years	427	18.3%
15 to 20 years	309	13.3%
More than 20 years	518	22.2%

**93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?**

	N	%
Less than 1 year	27	1.2%
1 to 3 years	348	15.0%
4 to 5 years	237	10.2%
6 to 10 years	678	29.3%
11 to 20 years	695	30.0%
More than 20 years	329	14.2%

## Securities and Exchange Commission *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

**94. Are you considering leaving your organization within the next year, and if so, why?**

	N	%
No	1,657	71.4%
Yes, to retire	59	2.5%
Yes, to take another job within the Federal Government	233	10.0%
Yes, to take another job outside the Federal Government	253	10.9%
Yes, other	120	5.2%

**95. I am planning to retire:**

	N	%
Within one year	28	1.2%
Between one and three years	134	5.9%
Between three and five years	146	6.4%
Five or more years	1,980	86.5%

**96. Self-Identify as:**

	N	%
Heterosexual or Straight	1,852	85.6%
Gay, Lesbian, Bisexual, or Transgender	62	2.9%
I prefer not to say	250	11.6%

**97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?**

	N	%
Yes	178	7.7%
No	2,133	92.3%

**98. Are you an individual with a disability?**

	N	%
Yes	121	5.3%
No	2,181	94.7%