

U.S. Merit Systems Protection Board
2016 Merit Principles Survey
Path 1

Engagement

Indicate your level of agreement or disagreement with each of the following statements.

- My agency is successful at accomplishing its mission.
- The work I do is meaningful to me.
- My work unit produces high quality products and services.
- Overall, I am satisfied with my supervisor.
- Overall, I am satisfied with managers above my immediate supervisor.
- I know what is expected of me on the job.
- My job makes good use of my skills and abilities.
- I have the resources to do my job well.
- I would recommend my agency as a place to work.
- I have sufficient opportunities (such as challenging assignments or projects) to earn a high performance rating.
- Recognition and rewards are based on performance in my work unit.
- I am satisfied with the recognition and rewards I receive for my work.
- I am given a real opportunity to improve my skills in my organization.
- I am treated with respect at work.
- My opinions count at work.
- A spirit of cooperation and teamwork exists in my work unit.
- At my job, I am inspired to do my best work.
- My supervisor provides constructive feedback on my performance.
- I have the opportunity to perform well at challenging work.
- I feel comfortable being myself at work.

Work Environment

Please indicate your level of satisfaction with the following aspects of your organization and work environment.

- Public support for your organization's mission and work
- Public perception of your organization's performance
- Your organization's stability
- Your organization's culture
- Clarity of your organization's goals and objectives
- Attainability of your organization's goals and objectives
- Working relationships with other organizations within your agency
- Working relationships with Federal Government organizations outside of your agency
- Your opportunity to do work that you find meaningful
- Your workload
- Your level of job stress
- Your geographic location
- Your work flexibility (e.g., telework, alternative work schedules, core hours)
- Your ability to meet your work and family responsibilities
- Your ability to take time off or "get away" from work

Career Entry

- Thinking back to when you applied for your first job with the Federal Government, did you encounter any of the following obstacles?
 - Finding out about job opportunities
 - Complexity of the hiring process

- Length of the hiring process
- Qualifying for a Federal position
- Obtaining a job offer with good pay and benefits

Career Interests: Importance of Job and Work Environment Factors

For the following questions, please indicate how important each of these is to you in a job or work environment.

- Interesting work that I enjoy
- Feeling respected by colleagues/supervisors/managers
- Opportunity to exercise job-related expertise and judgment
- Being included in important discussions/decisions
- Work that makes a positive contribution
- Job security
- Pay
- Performance-based bonuses (e.g., cash awards, time off awards)
- Benefits (e.g., leave, health insurance, retirement benefits)
- Opportunity to use innovative technology/tools
- Learning and development opportunities (e.g., training, continuing professional education)
- Opportunity for greater responsibility within my area of expertise
- Opportunity for advancement into supervisory/managerial roles
- Opportunity for work-life balance
- Work flexibility (e.g., telework, alternative work schedules, core hours)
- Working relationships with coworkers
- Working relationship with supervisor
- Working relationships with higher level managers

Career Interests: Satisfaction with Current Job and Work Environment

Please indicate your level of satisfaction or dissatisfaction with the following factors in your current job or work environment.

- Interesting work that I enjoy
- Feeling respected by colleagues/supervisors/managers
- Opportunity to exercise job-related expertise and judgment
- Being included in important discussions/decisions
- Work that makes a positive contribution
- Job security
- Pay
- Performance-based bonuses (e.g., cash awards, time off awards)
- Benefits (e.g., leave, health insurance, retirement benefits)
- Opportunity to use innovative technology/tools
- Learning and development opportunities (e.g., training, continuing professional education)
- Opportunity for greater responsibility within my area of expertise
- Opportunity for advancement into supervisory/managerial roles
- Opportunity for work-life balance
- Work flexibility (e.g., telework, alternative work schedules, core hours)
- Working relationships with coworkers
- Working relationship with supervisor
- Working relationships with higher level managers

- How likely is it that you will leave your agency in the next 12 months?

Career Interests: Where would you go?

- If you were to leave your current job, would you:
 - Leave your current job for another job within your current agency
 - Leave your current agency for a job with another Federal agency
 - Leave the Federal Government for a job elsewhere (i.e., resign)
 - Leave the Federal Government and not work elsewhere
 - Retire

Career Interests: Aspirations

- During your career, would you like to:
 - Continue in your current job and role at the same level of responsibility?
 - Take on new challenges, assignments, or roles in your current job?
 - Take on higher level technical responsibilities?
 - Take on supervisory or managerial responsibilities?
 - Take on senior executive responsibilities?
 - Move to a different occupation or line of work?
 - Move to different organization within your current agency?
 - Move to different agency within the Federal Government?
 - Obtain employment outside of the Federal Government?
 - Reduce your work hours or work responsibilities?

Fairness: Treatment

- In the past two years, have you been treated fairly in each of the areas listed below:
 - Career advancement
 - Awards
 - Training
 - Performance appraisals
 - Job assignments
 - Discipline
 - Pay

Fairness: Discrimination

- In the past 2 years, have you been denied a job, promotion, pay increase, or other job benefit because of unlawful discrimination based on the following factors?
 - Race
 - National origin
 - Sex
 - Age
 - Disability
 - Religion
 - Marital status
 - Political affiliation
 - Sexual orientation
 - Status as a parent or caregiver

Fairness: Equality

Indicate your level of agreement or disagreement with each of the following statements.

- In my organization, women and men are respected equally.
- In my organization, the opinions and insights of women are often ignored or devalued.
- In my organization, the opinions and insights of men are often ignored or devalued.
- In my organization, standards are higher for women than men.
- In my organization, standards are higher for men than women.
- My organization is reluctant to promote women to supervisory or managerial positions.

- My organization is reluctant to promote men to supervisory or managerial positions.
- In my organization, minorities and non-minorities are respected equally.
- In my organization, the opinions and insights of minority employees are often ignored or devalued.
- In my organization, the opinions and insights of non-minority employees are often ignored or devalued.
- In my organization, standards are higher for minorities than non-minorities.
- In my organization, standards are higher for non-minorities than minorities.
- My organization is reluctant to promote minorities to supervisory or managerial positions.
- My organization is reluctant to promote non-minorities to supervisory or managerial positions.
- In my organization, minority women face extra obstacles in their careers because they are both minority and female.
- My agency has been successful in recruiting a diverse workforce.
- My agency has been successful in retaining a diverse workforce.

Harassment: Prevention

- My agency takes sufficient steps to prevent...
 - Workplace violence from occurring.
 - Workplace aggression/bullying that is not related to legally protected bases.
 - Harassment based on legally protected bases other than sex (e.g., race, age, disability) from occurring at my workplace.
 - Sexual harassment.
- Does your agency have a policy prohibiting workplace violence?
- Does your agency have an official policy prohibiting sexual harassment?
- My work colleagues would stand up for someone who was experiencing...
 - Workplace violence.
 - Workplace aggression/bullying.
 - Nonsexual harassment.
 - Sexual harassment.
- Does your agency have a policy prohibiting...
 - Workplace violence.
 - Workplace aggression/bullying.
 - Nonsexual harassment.
 - Sexual harassment.

The Discrimination Complaint Process

- I am familiar with the formal complaint channels that are available to people who have experienced discrimination
- If I filed an action charging discrimination, I am confident that it would be resolved in a fair and just manner by my organization.
- If a supervisor or manager in my organization was found to have discriminated based on prohibited factors (e.g., race or sex), management would take appropriate action against that person.
- If I filed an action charging sexual harassment, I am confident that it would be resolved in a fair and just manner by my organization.
- If a supervisor or manager in my organization was found to have committed sexual harassment, management would take appropriate action against that person.

Workplace Violence: Observed

- In the past 2 years, have you observed any acts of workplace violence that were directed at another person in your workplace?
 - Physical assault that resulted in serious injury
 - Physical assault that did not result in serious injury
 - Threat of assault
 - Intentional damage to property in order to intimidate

Workplace Violence: Experienced

- In the past 2 years, have you experienced any acts of workplace violence (e.g., physical assault, threat of assault) that were directed at you?
 - Physical assault that resulted in serious injury
 - Physical assault that did not result in serious injury
 - Threat of assault
 - Intentional damage to property in order to intimidate

Workplace Violence: Offenders

If you have observed or experienced workplace violence within the past 2 years in the Federal Government, select the one act that had the greatest impact on you and answer this question in terms of that experience:

- Who committed the workplace violence?
 - Your immediate supervisor
 - Other higher level supervisors
 - Your coworkers
 - Your subordinates
 - Other employees
 - Contractors
 - Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
 - Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
 - Criminal who had no other connection with the workplace, but entered to commit a crime

Workplace Aggression/Harassment: Observed

- In the past two years, have you observed any of the following acts of workplace aggression/harassment that were directed at another person in your workplace?
 - Physical intimidation (e.g., intentionally making someone uncomfortable by getting in their way or too close without touching them)
 - Verbal intimidation (e.g., shouting, swearing, disrespectful name-calling)
 - Spreading rumors or negative comments about a person to undermine their status.
 - Persistent, undeserved criticism of work or effort
 - Assignment of tasks with unreasonable deadlines or demands with the intent of setting the targeted person up to fail
 - Undermining performance by sabotaging work or withholding cooperation
 - Excluding from work-related or social activities

Workplace Aggression/Harassment: Experienced

- In the past two years, have you experienced any of the following acts of workplace aggression/harassment that were directed at you in the workplace?
 - Physical intimidation (e.g., intentionally making someone uncomfortable by getting in their way or too close without touching them)
 - Verbal intimidation (e.g., shouting, swearing, disrespectful name-calling)
 - Spreading rumors or negative comments about you to undermine your status.
 - Persistent, undeserved criticism of your work or effort directed to you.
 - Assignment of tasks with unreasonable deadlines or demands with the intent of setting you up to fail
 - Undermining performance by sabotaging work or withholding cooperation
 - Excluding from work-related or social activities

Workplace Aggression: Context

If you have observed or experienced workplace aggression/harassment within the past two years in the Federal Government, select one experience that had the greatest impact on you and answer the remaining questions in the workplace aggression section in terms of that experience.

- Are you responding based on an experience where the workplace aggression was directed at:
 - You

- Another person/other people
- No one specifically

Workplace Aggression: Offenders

- Who committed the workplace aggression?
 - Your immediate supervisor
 - Other higher level supervisors
 - Your coworkers
 - Your subordinates
 - Other employees
 - Contractors
 - Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
 - Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
 - Criminal who had no other connection with the workplace, but entered to commit a crime

- Who committed the act of aggression/harassment?
 - Male
 - Female
 - Two or more males
 - Two or more females
 - Males and females
 - Not sure because harassers were anonymous

Workplace Aggression: Contributing Factors

- Did any of the following factors contribute to who was harassed?
 - Political affiliation
 - Race
 - Color
 - Religion
 - National origin
 - Sex
 - Marital status
 - Age
 - Disability
 - Sexual orientation
 - Status as a parent or caregiver
 - The target of the harassment was an above average performer
 - The target of the harassment was a below average performer
 - The person doing the harassment frequently harasses others

Workplace Aggression: Most Important Factor

- Which factor was the most important?
 - Political affiliation
 - Race
 - Color
 - Religion
 - National origin
 - Sex
 - Marital status
 - Age
 - Disability
 - Sexual orientation
 - Status as a parent or caregiver
 - The target of the harassment was an above average performer

- The target of the harassment was a below average performer
- The person doing the harassment frequently harasses others

Workplace Aggression: Actions Taken

Indicate whether you took a specific action and then indicate the effect your action had.

- I ignored the behavior or did nothing
- I avoided the person(s) doing the harassment
- I asked the person(s) doing the harassment to stop
- I threatened to tell or told others
- I reported the behavior to the supervisor or other officials, such as an EEO counselor
- I filed a formal complaint, such as an EEO complaint or grievance
- I made of joke of the behavior
- I went along with the behavior
- I changed jobs/locations

Workplace Aggression: Outcomes

- Did any of the following happen as a result of the workplace aggression or your response to it?
 - My work assignments or conditions got worse
 - I was denied a promotion, pay increase, good performance rating, or good reference
 - I was reassigned or transferred against my wishes
 - I transferred or quit to take another job
 - My work assignments or conditions got better
 - Corrective action was taken against the person doing the harassment
 - I used sick leave
 - I used annual leave
 - My productivity was reduced
 - No changes occurred

Sexual Harassment: Behaviors

- Do you consider the following behaviors to be sexual harassment in the workplace?
 - Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature
 - Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)
 - Unwelcome sexually suggestive looks or gestures
 - Pressure for sexual favors
 - Pressure for dates
 - Unwelcome sexual teasing, jokes, comments or questions
 - The presence of sexually oriented material in any format (e.g., photos, videos, written material)
 - People having sexually oriented conversations in front of others
 - Someone offering preferential treatment in the workplace in exchange for sexual favors
 - Different treatment based on sex/gender (e.g., quality or nature of assignments)
 - Use of derogatory or unprofessional terms related to a person's sex/gender
 - Stalking (e.g., unwanted intrusion (physically or electronically) into your personal life).
 - Rape or sexual assault or attempted rape or sexual assault

Sexual Harassment: Effective Actions

- In most cases, which of the following do you think are the most effective actions for employees to take to make others stop sexually harassing them?
 - Ignore the behavior or do nothing
 - Avoid the person(s) doing the sexual harassment
 - Ask or tell the person(s) doing the sexual harassment to stop
 - Threaten to tell or tell others
 - Report the behavior to the supervisor or other officials
 - File a formal complaint, such as an EEO complaint or a grievance

- Make a joke of the behavior
- Go along with the behavior
- Change jobs/locations

Sexual Harassment: Observed

- In the past two years in your workplace, have you observed anyone being subjected to any of the following behaviors?
 - Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature
 - Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)
 - Unwelcome sexually suggestive looks or gestures
 - Pressure for sexual favors
 - Pressure for dates
 - Unwelcome sexual teasing, jokes, comments or questions
 - The presence of sexually oriented material in any format (e.g., photos, videos, written material)
 - People having sexually oriented conversations in front of others
 - Someone offering preferential treatment in the workplace in exchange for sexual favors
 - Different treatment based on sex/gender (e.g., quality or nature of assignments)
 - Use of derogatory or unprofessional terms related to a person's sex/gender
 - Stalking (e.g., unwanted intrusion (physically or electronically) into your personal life).
 - Rape or sexual assault or attempted rape or sexual assault

Sexual Harassment: Experienced

- In the past two years in your workplace, have any of the following behaviors been directed at you?
 - Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature
 - Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)
 - Unwelcome sexually suggestive looks or gestures
 - Pressure for sexual favors
 - Pressure for dates
 - Unwelcome sexual teasing, jokes, comments or questions
 - The presence of sexually oriented material in any format (e.g., photos, videos, written material)
 - People having sexually oriented conversations in front of others
 - Someone offering preferential treatment in the workplace in exchange for sexual favors
 - Different treatment based on sex/gender (e.g., quality or nature of assignments)
 - Use of derogatory or unprofessional terms related to a person's sex/gender
 - Stalking (e.g., unwanted intrusion (physically or electronically) into your personal life).
 - Rape or sexual assault or attempted rape or sexual assault

Sexual Harassment: Harasser Characteristics

If you have been sexually harassed within the past two years in the Federal Government, select one experience that had the greatest impact on you and answer the remaining questions in the sexual harassment section in terms of that experience.

- Who harassed you?
 - Your immediate supervisor
 - Other higher level supervisors
 - Your coworkers
 - Your subordinates
 - Other employees
 - Contractors
 - Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
 - Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
 - Criminal who had no other connection with the workplace, but entered to commit a crime
- Was the person (or persons) who harassed you...?
 - Male
 - Female
 - Two or more males

- Two or more females
 - Males and females
 - Not sure because harassers were anonymous
- Was the person (or persons) who harassed you...?
 - Older
 - Similar in age
 - Younger
 - Mixed ages
 - Don't know

Sexual Harassment: Actions Taken

Indicate whether you took a specific action and then the effect your action had.

- I avoided the person(s)
- I asked/told the person to stop
- I threatened to tell or told others
- I reported the behavior to the supervisor or other officials, such as an EEO counselor
- I filed a formal complaint, such as an EEO complaint or grievance
- I made of joke of the behavior
- I went along with the behavior
- I changed jobs/locations
- I ignored the behavior or did nothing

Sexual Harassment: Result of Actions

- Did any of the following happen as a result of the sexual harassment or your response to it?
 - My work assignments or conditions got worse
 - I was denied a promotion, pay increase, good performance rating, or good reference
 - I was reassigned or transferred against my wishes
 - I transferred or quit to take another job
 - My work assignments or conditions got better
 - Corrective action was taken against the person who harassed me
 - I used sick leave
 - I used annual leave
 - My productivity was reduced
 - No changes occurred

Demographics

- How many years have you been a Federal civil service employee?
- How many years have you been with your current agency?
- Please indicate your eligibility to retire from Federal service.
- What is your supervisory status?
- Have you ever served on active duty in the U.S. military?
- Did you use veterans' preference to obtain your first civilian job with the Federal Government?
- Are you a dues-paying member of a union?
- Where do you work?
 - Headquarters
 - Field
- What is your annual salary, including locality pay but excluding any awards or bonuses?
- Are you Hispanic or Latino?
- Which of the following racial or ethnic groups do you identify with?
- Are you male or female?
- Do you consider yourself to be:

- Heterosexual or Straight
- Lesbian or Gay
- Bisexual
- Other
- Prefer not to say
- Do you consider yourself to be transgender?
- What is your age group?
- What is your current education level?
- Do you have a physical or mental impairment, or disability?
- During the past year, how many days per week (on average), did you telework--work from home or from another location such as a telework center? (This does not include field work).
- Is your immediate work group (the employees who also report to your supervisor) composed of...
 - About the same number of males and females
 - Slightly more males than females
 - Substantially more males than females
 - Slightly more females than males
 - Substantially more females than males
- Is your immediate supervisor...?
 - Male
 - Female