

2010 Federal Employee Viewpoint Survey Results Overseas Private Investment Corporation (OPIC)

OPIC values its employees and is committed to making improvements based on employee feedback. Employee feedback is drawn from many sources, including the 2010 Federal Employee Viewpoint Survey (formally called the Federal Human Capital Survey), an annual government-wide survey measuring employee perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies.

The OPIC Employee Viewpoint Survey was administered by the Office of Human Resource Management in accordance with guidelines set by the Office of Personnel Management (OPM). The survey was conducted online from April 5, 2010 through May 14, 2010.

Over 263,000 federal employees (97% of the executive branch workforce) completed the survey resulting in a government-wide response rate of 52%. At OPIC, of the 171 employees who were eligible to participate in the 2010 survey, 151 OPIC employees responded, resulting in a response rate of 88% - significantly higher than the government-wide average, and higher than any other government agency.

The enclosed summary report compares 2010 OPIC Employee Viewpoint Survey results with the OPM issued government-wide 2010 Federal Employee Viewpoint Survey results. Overall, OPIC employees responded more positively to almost 94% of the survey questions compared with the general government population, and in many cases OPIC employees showed a significant (greater than 10%) difference in positive ratings.

Areas in which OPIC is doing well:

- 98% of OPIC employees reported that when needed, they are willing to put in the extra effort to get the job done.
- 98% of OPIC employees believe physical conditions of their workspace allow them to perform their jobs well.
- 97% of OPIC employees feel protected from health and safety hazards on the job
- 92% of OPIC employees feel prepared for potential security threats.
- 91% of OPIC employees believe the work they do is important
- 91% of OPIC employees feel the agency is successful at accomplishing its mission.
- 91% of OPIC employees are constantly looking for ways to do their job better.
- 90% of OPIC employees positively rate the overall quality of work done by their work unit.
- 89% of OPIC employees would recommend their organization as a good place to work.
- 88% of OPIC employees think the workforce has the job relevant knowledge and skills necessary to accomplish organizational goals.
- 88% of OPIC employees report that their supervisor/ team leader has talked to them about their performance in the past six months.
- 87% of OPIC employees feel overall satisfaction with their organization.
- 87% of OPIC employees like the kind of work they do

Areas in which OPIC needs to continue to focus are:

- 36% of OPIC employees are satisfied with their opportunity to get a better job in their organization
- 47% of OPIC employees believe pay raises depend on how well employees perform their jobs
- 53% of OPIC employees feel that in their work unit, steps are taken to deal with a poor performer who cannot or will not improve.
- 53% of OPIC employees feel that differences in performance are recognized in a meaningful way
- 54% of OPIC employees feel creativity and innovation are rewarded.

2010 OPIC Employee Viewpoint Survey
Overseas Private Investment Corporation Trend Report
Number of Eligible Surveys Returned: 151

This is a summary OPIC employee responses to the 2010 OPIC Employee Viewpoint Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as “Positive”, one response is categorized as “Neutral”, and two responses are categorized as “Negative”.

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>

Overseas Private Investment Corporation Trend Report

My Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	72%	13%	15%
2010 Federal Employee Viewpoint Survey	66%	16%	18%
Difference in Positive Ratings	↑6%		

02 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	81%	10%	9%
2010 Federal Employee Viewpoint Survey	73%	14%	13%
Difference in Positive Ratings	↑8%		

03 I feel encouraged to come up with new and better ways of doing things.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	65%	21%	15%
2010 Federal Employee Viewpoint Survey	60%	18%	22%
Difference in Positive Ratings	↑5%		

04 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	79%	13%	9%
2010 Federal Employee Viewpoint Survey	75%	14%	12%
Difference in Positive Ratings	↑4%		

05 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>

2010 OPIC Employee Viewpoint Survey	87%	9%	4%
2010 Federal Employee Viewpoint Survey	86%	10%	5%
Difference in Positive Ratings	↑1%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	85%	11%	3%
2010 Federal Employee Viewpoint Survey	81%	11%	8%
Difference in Positive Ratings	↑4%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	98%	1%	1%
2010 Federal Employee Viewpoint Survey	97%	2%	1%
Difference in Positive Ratings	↑1%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	91%	7%	2%
2010 Federal Employee Viewpoint Survey	92%	7%	1%
Difference in Positive Ratings	↓1%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	60%	17%	23%
2010 Federal Employee Viewpoint Survey	50%	17%	33%
Difference in Positive Ratings	↑10%		

10 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	67%	19%	15%
2010 Federal Employee Viewpoint Survey	59%	16%	24%
Difference in Positive Ratings	↑8%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	68%	17%	15%
2010 Federal Employee Viewpoint Survey	60%	17%	23%
Difference in Positive Ratings	↑8%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	86%	11%	3%
2010 Federal Employee Viewpoint Survey	84%	10%	6%
Difference in Positive Ratings	↑2%		

13 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	91%	7%	3%
2010 Federal Employee Viewpoint Survey	92%	6%	2%
Difference in Positive Ratings	↓1%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	98%	2%	0%
2010 Federal Employee Viewpoint Survey	67%	15%	18%
Difference in Positive Ratings	↑31%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	81%	8%	11%
2010 Federal Employee Viewpoint Survey	68%	15%	17%
Difference in Positive Ratings	↑13%		

16 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	86%	10%	4%
2010 Federal Employee Viewpoint Survey	84%	11%	5%
Difference in Positive Ratings	↑2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	74%	17%	9%
2010 Federal Employee Viewpoint Survey	62%	20%	19%
Difference in Positive Ratings	↑12%		

18 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	57%	20%	23%
2010 Federal Employee Viewpoint Survey	54%	24%	23%
Difference in Positive Ratings	↑3%		

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	74%	16%	11%
2010 Federal Employee Viewpoint Survey	68%	14%	18%
Difference in Positive Ratings	↑6%		

My Work Unit

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	84%	10%	6%
2010 Federal Employee Viewpoint Survey	75%	13%	12%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	77%	14%	9%
2010 Federal Employee Viewpoint Survey	46%	27%	27%
Difference in Positive Ratings	↑31%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	57%	27%	17%
2010 Federal Employee Viewpoint Survey	35%	28%	36%
Difference in Positive Ratings	↑22%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	53%	29%	18%
2010 Federal Employee Viewpoint Survey	31%	28%	42%
Difference in Positive Ratings	↑22%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	53%	31%	18%
2010 Federal Employee Viewpoint Survey	36%	29%	35%
Difference in Positive Ratings	↑17%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	64%	21%	15%
2010 Federal Employee Viewpoint Survey	44%	24%	32%
Difference in Positive Ratings	↑20%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	75%	15%	11%
2010 Federal Employee Viewpoint Survey	73%	15%	13%
Difference in Positive Ratings	↑2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	70%	24%	6%
2010 Federal Employee Viewpoint Survey	56%	28%	16%
Difference in Positive Ratings	↑14%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	90%	9%	1%
2010 Federal Employee Viewpoint Survey	82%	15%	3%
Difference in Positive Ratings	↑8%		

My Agency

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	88%	9%	3%
2010 Federal Employee Viewpoint Survey	73%	17%	11%
Difference in Positive Ratings	↑15%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	64%	19%	17%
2010 Federal Employee Viewpoint Survey	48%	26%	26%
Difference in Positive Ratings	↑16%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	67%	20%	13%
2010 Federal Employee Viewpoint Survey	51%	23%	26%
Difference in Positive Ratings	↑16%		

32 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	54%	30%	16%
2010 Federal Employee Viewpoint Survey	41%	29%	30%
Difference in Positive Ratings	↑13%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	47%	34%	19%
2010 Federal Employee Viewpoint Survey	26%	29%	45%
Difference in Positive Ratings	↑21%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	69%	25%	7%
2010 Federal Employee Viewpoint Survey	58%	28%	14%
Difference in Positive Ratings	↑11%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	97%	2%	1%
2010 Federal Employee Viewpoint Survey	76%	14%	10%
Difference in Positive Ratings	↑21%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	92%	5%	3%
2010 Federal Employee Viewpoint Survey	76%	15%	9%
Difference in Positive Ratings	↑16%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	67%	22%	12%
2010 Federal Employee Viewpoint Survey	51%	25%	24%
Difference in Positive Ratings	↑16%		

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.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	81%	17%	2%
2010 Federal Employee Viewpoint Survey	66%	20%	14%
Difference in Positive Ratings	↑15%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	91%	8%	1%
2010 Federal Employee Viewpoint Survey	78%	16%	7%
Difference in Positive Ratings	↑13%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	89%	9%	3%
2010 Federal Employee Viewpoint Survey	70%	19%	12%
Difference in Positive Ratings	↑19%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	78%	14%	8%
2010 Federal Employee Viewpoint Survey	45%	30%	26%
Difference in Positive Ratings	↑33%		

My Supervisor/Team Leader

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	86%	7%	7%
2010 Federal Employee Viewpoint Survey	76%	13%	11%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	72%	17%	12%
2010 Federal Employee Viewpoint Survey	66%	18%	16%
Difference in Positive Ratings	↑6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	72%	17%	12%
2010 Federal Employee Viewpoint Survey	62%	19%	18%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	74%	22%	4%
2010 Federal Employee Viewpoint Survey	65%	24%	11%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	72%	16%	12%
2010 Federal Employee Viewpoint Survey	61%	21%	19%
Difference in Positive Ratings	↑11%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	80%	10%	11%
2010 Federal Employee Viewpoint Survey	66%	19%	16%
Difference in Positive Ratings	↑14%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	83%	10%	7%
2010 Federal Employee Viewpoint Survey	75%	13%	12%
Difference in Positive Ratings	↑8%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	86%	7%	7%
2010 Federal Employee Viewpoint Survey	80%	11%	9%
Difference in Positive Ratings	↑6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	88%	9%	3%
2010 Federal Employee Viewpoint Survey	76%	11%	13%
Difference in Positive Ratings	↑12%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	77%	13%	10%
2010 Federal Employee Viewpoint Survey	67%	17%	16%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	79%	13%	9%
2010 Federal Employee Viewpoint Survey	68%	19%	12%
Difference in Positive Ratings	↑11%		

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	65%	23%	12%
2010 Federal Employee Viewpoint Survey	45%	27%	29%
Difference in Positive Ratings	↑20%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	76%	18%	6%

2010 Federal Employee Viewpoint Survey	56%	24%	21%
Difference in Positive Ratings	↑20%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	84%	12%	4%
2010 Federal Employee Viewpoint Survey	64%	23%	14%
Difference in Positive Ratings	↑20%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	69%	23%	8%
2010 Federal Employee Viewpoint Survey	64%	20%	16%
Difference in Positive Ratings	↑5%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	70%	23%	7%
2010 Federal Employee Viewpoint Survey	64%	23%	13%
Difference in Positive Ratings	↑6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	57%	24%	19%
2010 Federal Employee Viewpoint Survey	55%	23%	22%
Difference in Positive Ratings	↑2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	57%	26%	18%
2010 Federal Employee Viewpoint Survey	58%	23%	19%
Difference in Positive Ratings	↓1%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	74%	18%	8%
2010 Federal Employee Viewpoint Survey	57%	25%	18%
Difference in Positive Ratings	↑17%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	72%	22%	6%
2010 Federal Employee Viewpoint Survey	56%	23%	22%
Difference in Positive Ratings	↑17%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	84%	15%	1%
2010 Federal Employee Viewpoint Survey	55%	27%	19%
Difference in Positive Ratings	↑29%		

My Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	66%	22%	12%
2010 Federal Employee Viewpoint Survey	55%	23%	22%
Difference in Positive Ratings	↑11%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	60%	23%	17%
2010 Federal Employee Viewpoint Survey	51%	23%	26%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	61%	24%	15%
2010 Federal Employee Viewpoint Survey	52%	22%	26%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	60%	31%	9%
2010 Federal Employee Viewpoint Survey	45%	29%	26%
Difference in Positive Ratings	↑15%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	36%	33%	31%
2010 Federal Employee Viewpoint Survey	42%	27%	31%
Difference in Positive Ratings	↓6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	61%	25%	15%
2010 Federal Employee Viewpoint Survey	56%	23%	21%
Difference in Positive Ratings	↑5%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	81%	10%	9%
2010 Federal Employee Viewpoint Survey	72%	16%	12%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	63%	20%	17%
2010 Federal Employee Viewpoint Survey	66%	16%	19%
Difference in Positive Ratings	↓3%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	87%	9%	3%
2010 Federal Employee Viewpoint Survey	62%	21%	17%
Difference in Positive Ratings	↑25%		

Work/Life

72 *How satisfied are you with the following Work/Life programs in your agency? Telework*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	77%	19%	3%
2010 Federal Employee Viewpoint Survey	35%	42%	23%
Difference in Positive Ratings	↑42%		

73 *How satisfied are you with the following Work/Life programs in your agency? Alternative work schedules (AWS)*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	75%	18%	6%
2010 Federal Employee Viewpoint Survey	60%	25%	16%
Difference in Positive Ratings	↑15%		

74 *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):*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	82%	15%	2%
2010 Federal Employee Viewpoint Survey	51%	31%	18%
Difference in Positive Ratings	↑31%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	58%	37%	5%
2010 Federal Employee Viewpoint Survey	48%	43%	9%
Difference in Positive Ratings	↑10%		

76 *How satisfied are you with the following Work/Life programs in your agency? Child care programs (for example, daycare, parenting classes, parenting support groups):*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	35%	51%	14%
2010 Federal Employee Viewpoint Survey	23%	60%	17%
Difference in Positive Ratings	↑12%		

77 *How satisfied are you with the following Work/Life programs in your agency? Elder care programs (for example, support groups, speakers):*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 OPIC Employee Viewpoint Survey	31%	60%	9%
2010 Federal Employee Viewpoint Survey	20%	67%	14%
Difference in Positive Ratings	↑11%		

