

International Boundary and Water Commission

2010 Federal Employee Viewpoint Survey: Trend Report

(2006 and 2008 results have been recalculated to exclude Do Not Know/No Basis to Judge responses)

Response Summary

	Surveys Completed
2010 Governmentwide	263,475
2010 International Boundary and Water Commission	89
2008 International Boundary and Water Commission	89
2006 International Boundary and Water Commission	102

This 2010 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include Positive, Neutral, and Negative response percentages for each survey item. For each of the three response scales used in the survey, two responses were categorized as “Positive” (*Strongly Agree* and *Agree*, *Very Satisfied* and *Satisfied*, *Very Good* and *Good*), one response as “Neutral” (*Neither Agree nor Disagree*, *Neither Satisfied nor Dissatisfied*, *Fair*), two responses as “Negative” (*Disagree* and *Strongly Disagree*, *Dissatisfied* and *Very Dissatisfied*, *Poor* and *Very Poor*), and one response as “DNK” or “NBJ” (*Do Not Know* or *No Basis to Judge*). Respondents counted in the DNK/NBJ column are not included in the calculation of the Positive, Neutral and Negative percents.

My Work Experiences

<i>1. I am given a real opportunity to improve my skills in my organization.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	262,929	65.9%	15.9%	18.2%
2010 International Boundary and Water Commission	89	43.5%	19.5%	36.9%
2008 International Boundary and Water Commission	88	45.3%	19.7%	35.0%
2006 International Boundary and Water Commission	102	57.8%	20.5%	21.6%
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<i>2. I have enough information to do my job well.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	262,810	72.9%	14.1%	13.0%
2010 International Boundary and Water Commission	89	59.8%	18.0%	22.1%
2008 International Boundary and Water Commission	88	59.6%	16.2%	24.2%
2006 International Boundary and Water Commission	102	68.3%	18.6%	13.2%
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<i>3. I feel encouraged to come up with new and better ways of doing things.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	262,091	59.9%	18.3%	21.8%
2010 International Boundary and Water Commission	89	44.3%	20.9%	34.7%
2008 International Boundary and Water Commission	88	44.3%	20.6%	35.2%
2006 International Boundary and Water Commission	102	56.7%	23.7%	19.6%
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<i>4. My work gives me a feeling of personal accomplishment.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	262,828	74.7%	13.5%	11.9%
2010 International Boundary and Water Commission	88	73.1%	7.1%	19.8%
2008 International Boundary and Water Commission	88	69.8%	18.5%	11.7%
2006 International Boundary and Water Commission	102	74.1%	16.5%	9.4%

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My Work Experiences

5. <i>I like the kind of work I do.</i>		N	Positive	Neutral	Negative	
2010 Governmentwide		262,447	85.6%	9.6%	4.8%	
2010 International Boundary and Water Commission		89	85.6%	9.3%	5.1%	
2008 International Boundary and Water Commission		88	84.8%	11.7%	3.5%	
2006 International Boundary and Water Commission		102	82.4%	15.1%	2.5%	
6. <i>I know what is expected of me on the job.</i>		N	Positive	Neutral	Negative	
2010 Governmentwide		262,073	80.8%	10.8%	8.4%	
2010 International Boundary and Water Commission		88	79.8%	10.2%	10.0%	
2008 International Boundary and Water Commission		--	--	--	--	
2006 International Boundary and Water Commission		--	--	--	--	
7. <i>When needed I am willing to put in the extra effort to get a job done.</i>		N	Positive	Neutral	Negative	
2010 Governmentwide		262,614	96.7%	2.2%	1.0%	
2010 International Boundary and Water Commission		89	95.1%	2.5%	2.4%	
2008 International Boundary and Water Commission		--	--	--	--	
2006 International Boundary and Water Commission		--	--	--	--	
8. <i>I am constantly looking for ways to do my job better.</i>		N	Positive	Neutral	Negative	
2010 Governmentwide		262,544	91.7%	6.9%	1.5%	
2010 International Boundary and Water Commission		88	91.9%	5.2%	2.8%	
2008 International Boundary and Water Commission		--	--	--	--	
2006 International Boundary and Water Commission		--	--	--	--	
9. <i>I have sufficient resources (for example, people, materials, budget) to get my job done.</i>		N	Positive	Neutral	Negative	DNK
2010 Governmentwide		261,850	50.1%	16.5%	33.3%	850
2010 International Boundary and Water Commission		87	37.8%	14.2%	48.0%	2
2008 International Boundary and Water Commission		88	39.0%	17.7%	43.3%	0
2006 International Boundary and Water Commission		102	49.7%	15.9%	34.4%	0
10. <i>My workload is reasonable.</i>		N	Positive	Neutral	Negative	DNK
2010 Governmentwide		262,264	59.1%	16.4%	24.4%	612
2010 International Boundary and Water Commission		88	51.8%	19.3%	29.0%	1
2008 International Boundary and Water Commission		88	51.1%	18.4%	30.5%	0
2006 International Boundary and Water Commission		102	57.0%	15.4%	27.6%	0

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My Work Experiences

<i>11. My talents are used well in the workplace.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	260,171	60.4%	16.8%	22.8%	1,613
2010 International Boundary and Water Commission	86	62.1%	13.7%	24.2%	3
2008 International Boundary and Water Commission	85	56.9%	15.0%	28.1%	3
2006 International Boundary and Water Commission	101	63.2%	15.0%	21.8%	1

<i>12. I know how my work relates to the agency's goals and priorities.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	261,561	84.4%	10.0%	5.6%	1,097
2010 International Boundary and Water Commission	88	83.1%	12.0%	4.8%	1
2008 International Boundary and Water Commission	88	86.3%	7.8%	5.9%	1
2006 International Boundary and Water Commission	102	76.6%	13.5%	9.8%	0

<i>13. The work I do is important.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	260,289	92.2%	5.7%	2.1%	788
2010 International Boundary and Water Commission	87	87.0%	10.9%	2.1%	0
2008 International Boundary and Water Commission	87	91.1%	6.5%	2.4%	1
2006 International Boundary and Water Commission	102	91.7%	4.8%	3.6%	0

<i>14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	261,756	67.0%	14.5%	18.4%	1,032
2010 International Boundary and Water Commission	88	60.6%	21.1%	18.3%	1
2008 International Boundary and Water Commission	88	76.4%	13.1%	10.5%	0
2006 International Boundary and Water Commission	101	80.8%	11.6%	7.6%	1

<i>15. My performance appraisal is a fair reflection of my performance.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	259,202	68.4%	14.5%	17.1%	3,296
2010 International Boundary and Water Commission	82	60.6%	10.9%	28.6%	5
2008 International Boundary and Water Commission	87	48.4%	15.3%	36.3%	1
2006 International Boundary and Water Commission	98	50.6%	24.3%	25.1%	4

<i>16. I am held accountable for achieving results.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	261,232	84.0%	11.3%	4.8%	1,132
2010 International Boundary and Water Commission	87	73.8%	15.3%	10.9%	1
2008 International Boundary and Water Commission	88	80.6%	8.8%	10.6%	0
2006 International Boundary and Water Commission	102	81.9%	12.1%	6.0%	0

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My Work Experiences

<i>17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	249,856	61.6%	19.6%	18.8%	12,270
2010 International Boundary and Water Commission	83	46.5%	27.8%	25.7%	6
2008 International Boundary and Water Commission	83	38.5%	20.0%	41.5%	5
2006 International Boundary and Water Commission	96	41.5%	21.2%	37.3%	6
<i>18. My training needs are assessed.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	257,637	53.8%	23.5%	22.8%	3,506
2010 International Boundary and Water Commission	85	32.6%	26.9%	40.5%	4
2008 International Boundary and Water Commission	88	33.7%	23.1%	43.1%	0
2006 International Boundary and Water Commission	100	57.4%	11.9%	30.7%	2
<i>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>	N	Positive	Neutral	Negative	NBJ
2010 Governmentwide	258,886	67.8%	14.0%	18.2%	3,813
2010 International Boundary and Water Commission	86	54.0%	22.8%	23.2%	2
2008 International Boundary and Water Commission	85	54.2%	19.6%	26.2%	3
2006 International Boundary and Water Commission	--	--	--	--	--

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My Work Unit

20. <i>The people I work with cooperate to get the job done.</i>	N	Positive	Neutral	Negative	
2010 Governmentwide	256,068	74.7%	13.2%	12.1%	
2010 International Boundary and Water Commission	85	61.0%	14.0%	25.0%	
2008 International Boundary and Water Commission	88	83.0%	8.0%	8.9%	
2006 International Boundary and Water Commission	102	84.7%	7.4%	7.9%	

21. <i>My work unit is able to recruit people with the right skills.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	254,002	45.8%	26.9%	27.3%	8,804
2010 International Boundary and Water Commission	87	40.0%	21.9%	38.1%	2
2008 International Boundary and Water Commission	88	42.6%	27.8%	29.6%	1
2006 International Boundary and Water Commission	97	46.7%	26.4%	26.9%	5

22. <i>Promotions in my work unit are based on merit.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	247,778	35.4%	28.4%	36.2%	14,914
2010 International Boundary and Water Commission	82	35.2%	25.6%	39.2%	7
2008 International Boundary and Water Commission	83	22.6%	21.6%	55.8%	4
2006 International Boundary and Water Commission	96	39.4%	16.0%	44.6%	6

23. <i>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	241,373	30.8%	27.5%	41.7%	21,290
2010 International Boundary and Water Commission	80	36.6%	23.4%	40.0%	9
2008 International Boundary and Water Commission	81	32.4%	25.8%	41.8%	8
2006 International Boundary and Water Commission	92	42.5%	19.7%	37.8%	10

24. <i>In my work unit, differences in performance are recognized in a meaningful way.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	249,067	36.2%	28.7%	35.1%	13,517
2010 International Boundary and Water Commission	85	30.7%	31.3%	38.0%	4
2008 International Boundary and Water Commission	82	26.3%	25.6%	48.1%	6
2006 International Boundary and Water Commission	98	34.1%	26.4%	39.5%	4

25. <i>Awards in my work unit depend on how well employees perform their jobs.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	248,800	43.5%	24.1%	32.3%	13,526
2010 International Boundary and Water Commission	85	45.8%	16.9%	37.3%	4
2008 International Boundary and Water Commission	85	31.6%	24.8%	43.6%	2
2006 International Boundary and Water Commission	99	44.0%	18.4%	37.6%	3

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My Work Unit

<i>26. Employees in my work unit share job knowledge with each other.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	260,780	73.1%	14.5%	12.4%	1,480
2010 International Boundary and Water Commission	89	58.7%	21.6%	19.7%	0
2008 International Boundary and Water Commission	88	74.5%	14.5%	11.0%	0
2006 International Boundary and Water Commission	101	74.1%	11.6%	14.3%	1

<i>27. The skill level in my work unit has improved in the past year?</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	252,402	55.7%	28.0%	16.4%	9,299
2010 International Boundary and Water Commission	87	48.7%	23.3%	28.0%	1
2008 International Boundary and Water Commission	86	47.7%	30.3%	22.0%	2
2006 International Boundary and Water Commission	101	57.1%	21.9%	21.1%	1

<i>28. How would you rate the overall quality of work done by your work unit?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	262,311	82.2%	14.8%	3.0%
2010 International Boundary and Water Commission	89	66.5%	20.5%	13.1%
2008 International Boundary and Water Commission	88	79.4%	19.1%	1.4%
2006 International Boundary and Water Commission	102	78.7%	19.0%	2.3%

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My Agency

29. <i>The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	255,156	72.5%	16.9%	10.6%	4,104
2010 International Boundary and Water Commission	86	58.3%	20.7%	20.9%	3
2008 International Boundary and Water Commission	86	62.1%	23.8%	14.1%	2
2006 International Boundary and Water Commission	101	75.7%	6.8%	17.5%	1
30. <i>Employees have a feeling of personal empowerment with respect to work processes.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	253,074	47.6%	26.0%	26.5%	6,181
2010 International Boundary and Water Commission	87	38.9%	24.4%	36.7%	2
2008 International Boundary and Water Commission	87	33.9%	34.9%	31.2%	2
2006 International Boundary and Water Commission	99	43.3%	27.5%	29.3%	3
31. <i>Employees are recognized for providing high quality products and services.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	254,607	51.1%	23.4%	25.5%	4,674
2010 International Boundary and Water Commission	86	34.4%	25.6%	40.0%	3
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--
32. <i>Creativity and innovation are rewarded.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	251,507	41.1%	28.9%	30.0%	7,479
2010 International Boundary and Water Commission	87	26.3%	32.4%	41.2%	2
2008 International Boundary and Water Commission	88	27.8%	29.4%	42.9%	1
2006 International Boundary and Water Commission	101	29.0%	29.4%	41.6%	1
33. <i>Pay raises depend on how well employees perform their jobs.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	244,075	26.3%	28.9%	44.9%	14,814
2010 International Boundary and Water Commission	83	21.1%	27.8%	51.1%	6
2008 International Boundary and Water Commission	83	15.5%	28.3%	56.3%	4
2006 International Boundary and Water Commission	96	25.5%	23.9%	50.6%	6
34. <i>Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	242,918	58.0%	28.0%	14.0%	16,123
2010 International Boundary and Water Commission	84	35.2%	39.5%	25.3%	5
2008 International Boundary and Water Commission	80	43.3%	33.0%	23.7%	8
2006 International Boundary and Water Commission	90	50.7%	22.7%	26.7%	12

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35. <i>Employees are protected from health and safety hazards on the job.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	255,119	76.4%	13.7%	9.9%	3,676
2010 International Boundary and Water Commission	85	60.8%	20.8%	18.5%	4
2008 International Boundary and Water Commission	85	65.8%	17.6%	16.6%	3
2006 International Boundary and Water Commission	99	71.1%	18.2%	10.7%	3
36. <i>My organization has prepared employees for potential security threats.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	254,534	76.3%	14.8%	8.9%	4,197
2010 International Boundary and Water Commission	86	42.4%	25.8%	31.8%	2
2008 International Boundary and Water Commission	84	44.6%	21.1%	34.3%	4
2006 International Boundary and Water Commission	101	63.2%	21.2%	15.6%	1
37. <i>Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	244,525	51.3%	24.5%	24.2%	14,196
2010 International Boundary and Water Commission	81	33.8%	32.9%	33.3%	8
2008 International Boundary and Water Commission	82	41.7%	22.1%	36.3%	6
2006 International Boundary and Water Commission	96	40.8%	23.9%	35.3%	6
38. <i>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>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	239,180	65.7%	20.3%	13.9%	19,348
2010 International Boundary and Water Commission	82	50.3%	28.3%	21.4%	7
2008 International Boundary and Water Commission	82	45.4%	25.9%	28.6%	6
2006 International Boundary and Water Commission	93	62.3%	18.8%	18.9%	9
39. <i>My agency is successful at accomplishing its mission.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	252,313	77.6%	15.6%	6.8%	4,142
2010 International Boundary and Water Commission	86	61.4%	23.6%	15.0%	2
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--
40. <i>I recommend my organization as a good place to work.</i>					
	N	Positive	Neutral	Negative	
2010 Governmentwide		258,700	69.7%	18.8%	11.5%
2010 International Boundary and Water Commission		89	46.3%	25.8%	27.9%
2008 International Boundary and Water Commission		88	48.0%	25.8%	26.2%
2006 International Boundary and Water Commission		102	63.4%	18.6%	18.0%

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My Agency

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
2010 Governmentwide	235,857	44.5%	29.8%	25.7%	23,296
2010 International Boundary and Water Commission	80	53.0%	17.9%	29.2%	8
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

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My Supervisor/Team Leader

<i>42. My supervisor supports my need to balance work and other life issues.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	256,654	76.2%	12.8%	11.0%	1,745
2010 International Boundary and Water Commission	83	77.6%	10.1%	12.3%	6
2008 International Boundary and Water Commission	86	61.2%	21.7%	17.1%	2
2006 International Boundary and Water Commission	102	81.4%	15.1%	3.5%	0
<i>43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	256,966	66.0%	17.7%	16.3%	1,253
2010 International Boundary and Water Commission	86	53.0%	19.9%	27.1%	3
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--
<i>44. Discussions with my supervisor/team leader about my performance are worthwhile.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	255,217	62.4%	19.2%	18.3%	2,809
2010 International Boundary and Water Commission	85	48.9%	22.7%	28.4%	4
2008 International Boundary and Water Commission	87	36.7%	23.5%	39.8%	1
2006 International Boundary and Water Commission	99	46.2%	29.1%	24.7%	3
<i>45. My supervisor/team leader is committed to a workforce representative of all segments of society.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	238,137	65.3%	24.0%	10.7%	19,679
2010 International Boundary and Water Commission	80	51.1%	31.0%	17.9%	9
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--
<i>46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	256,318	60.9%	20.7%	18.4%	1,456
2010 International Boundary and Water Commission	86	51.4%	22.8%	25.8%	3
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--
<i>47. Supervisors/team leaders in my work unit support employee development.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	254,400	65.9%	18.6%	15.5%	3,158
2010 International Boundary and Water Commission	86	50.2%	22.5%	27.4%	3
2008 International Boundary and Water Commission	88	44.9%	21.3%	33.8%	0
2006 International Boundary and Water Commission	102	61.5%	13.1%	25.3%	0

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My Supervisor/Team Leader

<i>48. My supervisor/team leader listens to what I have to say.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	258,139	74.8%	13.2%	12.0%
2010 International Boundary and Water Commission	89	70.2%	19.4%	10.5%
2008 International Boundary and Water Commission	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--

<i>49. My supervisor/team leader treats me with respect.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	258,058	79.9%	10.7%	9.3%
2010 International Boundary and Water Commission	89	77.3%	13.0%	9.7%
2008 International Boundary and Water Commission	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--

<i>50. In the last six months, my supervisor/team leader has talked with me about my performance.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	257,683	76.4%	10.9%	12.7%
2010 International Boundary and Water Commission	89	70.3%	14.9%	14.8%
2008 International Boundary and Water Commission	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--

<i>51. I have trust and confidence in my supervisor.</i>	N	Positive	Neutral	Negative
2010 Governmentwide	256,935	66.5%	17.1%	16.3%
2010 International Boundary and Water Commission	88	51.3%	20.9%	27.8%
2008 International Boundary and Water Commission	88	42.0%	19.8%	38.2%
2006 International Boundary and Water Commission	102	51.8%	24.1%	24.1%

<i>52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	257,701	68.4%	19.1%	12.5%
2010 International Boundary and Water Commission	89	48.5%	29.5%	21.9%
2008 International Boundary and Water Commission	88	44.6%	25.2%	30.3%
2006 International Boundary and Water Commission	102	52.1%	31.8%	16.1%

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Leadership

53. <i>In my organization, leaders generate high levels of motivation and commitment in the workforce.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	253,406	44.5%	27.0%	28.5%	2,944
2010 International Boundary and Water Commission	86	22.7%	34.3%	43.0%	3
2008 International Boundary and Water Commission	87	27.5%	18.4%	54.0%	1
2006 International Boundary and Water Commission	102	32.0%	27.8%	40.2%	0
54. <i>My organization's leaders maintain high standards of honesty and integrity.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	247,681	55.7%	23.7%	20.6%	8,613
2010 International Boundary and Water Commission	83	31.4%	27.2%	41.4%	6
2008 International Boundary and Water Commission	85	30.6%	23.2%	46.2%	3
2006 International Boundary and Water Commission	99	46.6%	22.5%	30.9%	3
55. <i>Managers/supervisors/team leaders work well with employees of different backgrounds.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	246,242	63.5%	22.5%	13.9%	9,918
2010 International Boundary and Water Commission	83	40.3%	36.5%	23.3%	6
2008 International Boundary and Water Commission	86	52.6%	21.6%	25.7%	1
2006 International Boundary and Water Commission	98	56.4%	26.0%	17.6%	4
56. <i>Managers communicate the goals and priorities of the organization.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	253,737	64.2%	19.9%	16.0%	2,293
2010 International Boundary and Water Commission	86	47.2%	23.4%	29.4%	3
2008 International Boundary and Water Commission	89	46.8%	19.2%	34.0%	0
2006 International Boundary and Water Commission	102	44.8%	21.5%	33.7%	0
57. <i>Managers review and evaluate the organization's progress toward meeting its goals and objectives.</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	242,010	63.5%	23.2%	13.3%	13,560
2010 International Boundary and Water Commission	74	50.3%	21.8%	27.9%	15
2008 International Boundary and Water Commission	82	44.5%	26.6%	28.9%	6
2006 International Boundary and Water Commission	93	51.9%	19.8%	28.4%	9
58. <i>Managers promote communication among different work units (for example, about projects, goals, needed resources).</i>					
	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	249,252	54.5%	23.2%	22.3%	6,513
2010 International Boundary and Water Commission	86	38.9%	23.4%	37.7%	3
2008 International Boundary and Water Commission	88	37.4%	31.4%	31.3%	1
2006 International Boundary and Water Commission	101	45.5%	21.0%	33.5%	1

International Boundary and Water Commission

Trend Report

Leadership

<i>59. Managers support collaboration across work units to accomplish work objectives.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	247,307	57.5%	23.4%	19.1%	6,760
2010 International Boundary and Water Commission	84	45.8%	22.4%	31.9%	3
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

<i>60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	246,566	57.3%	25.1%	17.6%	9,176
2010 International Boundary and Water Commission	77	34.0%	32.7%	33.3%	12
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

<i>61. I have a high level of respect for my organization's senior leaders.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	250,987	55.6%	22.8%	21.5%	2,468
2010 International Boundary and Water Commission	85	44.3%	17.0%	38.8%	3
2008 International Boundary and Water Commission	88	32.5%	27.9%	39.6%	0
2006 International Boundary and Water Commission	102	48.2%	23.3%	28.5%	0

<i>62. Senior leaders demonstrate support for Work/Life programs.</i>	N	Positive	Neutral	Negative	DNK
2010 Governmentwide	233,907	54.7%	26.9%	18.4%	21,420
2010 International Boundary and Water Commission	78	43.1%	30.3%	26.6%	10
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

International Boundary and Water Commission *Trend Report*

My Satisfaction

<i>63. How satisfied are you with your involvement in decisions that affect your work?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,655	54.8%	23.0%	22.2%
2010 International Boundary and Water Commission	89	49.2%	18.3%	32.5%
2008 International Boundary and Water Commission	88	45.3%	18.6%	36.1%
2006 International Boundary and Water Commission	102	56.2%	21.2%	22.6%

<i>64. How satisfied are you with the information you receive from management on what's going on in your organization?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,641	51.0%	23.3%	25.7%
2010 International Boundary and Water Commission	89	37.7%	21.4%	40.9%
2008 International Boundary and Water Commission	89	37.7%	17.6%	44.7%
2006 International Boundary and Water Commission	102	37.5%	27.9%	34.6%

<i>65. How satisfied are you with the recognition you receive for doing a good job?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,513	52.2%	21.8%	26.0%
2010 International Boundary and Water Commission	89	42.7%	18.5%	38.8%
2008 International Boundary and Water Commission	88	29.6%	20.0%	50.4%
2006 International Boundary and Water Commission	102	39.8%	21.8%	38.5%

<i>66. How satisfied are you with the policies and practices of your senior leaders?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,336	45.1%	28.8%	26.2%
2010 International Boundary and Water Commission	89	36.2%	29.0%	34.8%
2008 International Boundary and Water Commission	88	32.0%	16.9%	51.1%
2006 International Boundary and Water Commission	102	39.2%	29.6%	31.2%

<i>67. How satisfied are you with your opportunity to get a better job in your organization?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,249	41.7%	27.0%	31.3%
2010 International Boundary and Water Commission	89	38.1%	21.0%	40.9%
2008 International Boundary and Water Commission	88	27.4%	25.4%	47.2%
2006 International Boundary and Water Commission	102	38.7%	19.7%	41.7%

<i>68. How satisfied are you with the training you receive for your present job?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,351	55.8%	22.8%	21.4%
2010 International Boundary and Water Commission	89	31.1%	25.8%	43.1%
2008 International Boundary and Water Commission	87	33.3%	25.2%	41.4%
2006 International Boundary and Water Commission	102	54.2%	17.0%	28.8%

International Boundary and Water Commission

Trend Report

My Satisfaction

<i>69. Considering everything, how satisfied are you with your job?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,243	71.5%	16.4%	12.1%
2010 International Boundary and Water Commission	88	60.1%	17.6%	22.3%
2008 International Boundary and Water Commission	86	64.2%	22.5%	13.3%
2006 International Boundary and Water Commission	102	68.0%	16.7%	15.4%

<i>70. Considering everything, how satisfied are you with your pay?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,390	65.8%	15.7%	18.5%
2010 International Boundary and Water Commission	88	55.8%	17.0%	27.2%
2008 International Boundary and Water Commission	88	57.9%	18.9%	23.2%
2006 International Boundary and Water Commission	102	60.5%	20.5%	19.1%

<i>71. Considering everything, how satisfied are you with your organization?</i>	N	Positive	Neutral	Negative
2010 Governmentwide	255,060	62.4%	20.8%	16.7%
2010 International Boundary and Water Commission	88	41.3%	28.4%	30.3%
2008 International Boundary and Water Commission	88	42.0%	28.2%	29.9%
2006 International Boundary and Water Commission	102	53.9%	19.1%	27.0%

International Boundary and Water Commission Trend Report

Work/Life

72. Please select the response below that BEST describes your teleworking situation.	N	Telework on a Regular Basis	Telework Infrequently	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework
2010 Governmentwide	247,268	9.7%	11.6%	36.1%	7.3%	23.0%	12.3%
2010 International Boundary and Water Commission	85	5.1%	7.9%	20.8%	6.7%	40.4%	19.1%
2008 International Boundary and Water Commission	--	--	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--	--	--

73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N	Positive	Neutral	Negative	NBJ
2010 Governmentwide	172,843	35.4%	41.8%	22.8%	80,124
2010 International Boundary and Water Commission	52	22.3%	38.8%	38.9%	35
2008 International Boundary and Water Commission	64	19.5%	38.5%	42.0%	24
2006 International Boundary and Water Commission	54	33.2%	43.1%	23.7%	48

74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N	Positive	Neutral	Negative	NBJ
2010 Governmentwide	204,698	59.5%	24.8%	15.6%	49,250
2010 International Boundary and Water Commission	81	45.1%	27.9%	27.0%	8
2008 International Boundary and Water Commission	71	35.5%	22.9%	41.6%	17
2006 International Boundary and Water Commission	78	42.0%	26.4%	31.6%	24

75. 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
2010 Governmentwide	201,710	51.2%	31.2%	17.5%	52,428
2010 International Boundary and Water Commission	65	21.3%	44.4%	34.3%	23
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N	Positive	Neutral	Negative	NBJ
2010 Governmentwide	154,266	48.1%	43.1%	8.8%	99,806
2010 International Boundary and Water Commission	63	36.2%	55.1%	8.7%	26
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

International Boundary and Water Commission

Trend Report

Work/Life

77. *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
2010 Governmentwide	99,582	23.1%	60.0%	16.9%	154,397
2010 International Boundary and Water Commission	48	10.0%	51.0%	39.0%	40
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--

78. *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
2010 Governmentwide	94,393	19.9%	66.7%	13.4%	159,106
2010 International Boundary and Water Commission	49	9.7%	59.2%	31.1%	39
2008 International Boundary and Water Commission	--	--	--	--	--
2006 International Boundary and Water Commission	--	--	--	--	--