

**NATIONAL GALLERY OF ART  
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS  
(Survey Administration Period April 4, 2011 to May 15, 2011)**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		64	168	78	53	19	382	NA
	%	58.8	16.4	42.4	20.8	14.7	5.6	100.0	
2. I have enough information to do my job well.	N		76	196	64	44	4	384	NA
	%	69.1	19.6	49.6	17.7	12.0	1.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		76	136	90	63	19	384	NA
	%	53.3	19.4	33.9	24.3	17.2	5.2	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		103	162	72	30	15	382	NA
	%	67.2	25.7	41.5	20.0	8.6	4.2	100.0	
*5. I like the kind of work I do.	N		156	159	45	16	8	384	NA
	%	81.4	40.4	41.0	12.2	4.2	2.3	100.0	
6. I know what is expected of me on the job.	N		132	191	39	19	2	383	NA
	%	84.2	34.8	49.4	10.5	4.8	0.5	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		241	122	14	4	2	383	NA
	%	94.4	61.4	32.9	4.0	1.1	0.6	100.0	
8. I am constantly looking for ways to do my job better.	N		179	156	39	6	3	383	NA
	%	87.0	45.7	41.4	10.4	1.7	0.9	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		44	163	84	70	23	384	0
	%	53.0	11.7	41.3	22.8	18.3	5.9	100.0	
*10. My workload is reasonable.	N		44	211	65	46	16	382	0
	%	67.5	11.5	56.0	16.9	11.6	4.0	100.0	
*11. My talents are used well in the workplace.	N		58	168	68	53	28	375	6
	%	59.4	15.5	43.8	17.8	14.4	8.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		110	222	34	8	7	381	2
	%	87.3	27.6	59.7	8.7	2.2	1.8	100.0	
*13. The work I do is important.	N		171	165	37	3	3	379	2
	%	88.7	44.3	44.4	9.8	0.8	0.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		103	175	45	39	19	381	3
	%	73.3	26.9	46.4	11.4	10.4	4.9	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		89	192	53	27	17	378	5
	%	73.3	22.9	50.4	14.9	6.7	5.0	100.0	
16. I am held accountable for achieving results.	N		107	201	51	13	4	376	4
	%	81.4	27.2	54.2	14.1	3.1	1.4	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		55	145	85	56	28	369	14
	%	53.5	14.0	39.5	23.7	14.7	8.0	100.0	
*18. My training needs are assessed.	N		38	121	124	68	25	376	6
	%	42.0	9.8	32.2	32.9	17.6	7.5	100.0	
*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		80	193	56	34	12	375	6
	%	72.1	21.1	51.0	14.9	9.2	3.8	100.0	
*20. The people I work with cooperate to get the job done.	N		83	183	62	38	9	375	NA
	%	69.9	22.1	47.8	16.8	10.5	2.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		40	151	108	53	23	375	9
	%	48.6	10.6	38.0	30.0	14.4	7.1	100.0	
*22. Promotions in my work unit are based on merit.	N		35	99	110	75	46	365	16
	%	34.0	9.3	24.7	32.1	20.5	13.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		28	106	103	68	58	363	18
	%	35.4	7.3	28.1	29.2	19.1	16.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		25	107	115	71	50	368	12
	%	34.0	6.3	27.7	32.5	19.7	13.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		32	136	102	57	47	374	9
	%	42.9	7.5	35.3	28.1	15.4	13.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		59	199	70	37	16	381	1
	%	66.6	14.4	52.2	19.0	10.0	4.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		51	147	127	30	15	370	11
	%	51.1	13.0	38.1	36.3	8.4	4.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		181	134	55	11	1	382	NA
	%	81.2	45.5	35.7	15.5	3.0	0.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		75	220	57	15	6	373	6
	%	78.1	19.0	59.1	16.1	4.1	1.7	100.0	

\*AES prescribed items

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		37	133	107	71	22	370	5
	%	44.9	9.1	35.7	29.3	19.3	6.5	100.0	
31. Employees are recognized for providing high quality products and services.	N		44	173	81	52	26	376	2
	%	56.8	10.9	45.8	22.0	13.6	7.6	100.0	
*32. Creativity and innovation are rewarded.	N		39	106	121	75	29	370	6
	%	38.7	9.2	29.6	32.6	20.0	8.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		24	80	101	99	62	366	12
	%	27.1	6.1	21.0	27.7	27.4	17.8	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		36	142	109	38	25	350	27
	%	50.3	9.4	41.0	31.2	11.1	7.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		70	202	59	25	14	370	9
	%	72.2	17.2	55.0	16.2	7.1	4.6	100.0	
*36. My organization has prepared employees for potential security threats.	N		47	182	88	33	17	367	9
	%	61.5	12.0	49.5	24.0	9.4	5.2	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		52	122	98	49	40	361	18
	%	47.3	13.8	33.4	27.2	14.0	11.6	100.0	
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		73	156	76	19	14	338	38
	%	66.1	20.3	45.8	24.1	5.8	4.0	100.0	
39. My agency is successful at accomplishing its mission.	N		114	199	44	7	4	368	6
	%	84.1	28.8	55.3	12.4	2.1	1.4	100.0	
40. I recommend my organization as a good place to work.	N		101	165	68	31	9	374	NA
	%	70.4	24.9	45.6	18.2	8.8	2.6	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		49	103	109	55	30	346	31
	%	44.2	14.1	30.1	30.8	16.5	8.6	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		120	150	68	25	11	374	3
	%	70.5	30.3	40.2	19.0	7.2	3.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		86	148	89	40	13	376	1
	%	60.2	20.9	39.3	24.7	11.3	3.8	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		76	149	96	33	20	374	3
	%	59.0	19.4	39.6	26.3	8.7	6.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		67	133	119	21	14	354	22
	%	55.7	18.3	37.4	34.1	6.2	4.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		72	150	90	44	19	375	2
	%	58.5	18.8	39.7	23.6	12.7	5.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		81	161	83	31	17	373	3
	%	63.6	20.4	43.3	22.9	8.9	4.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		103	181	54	29	9	376	NA
	%	74.2	26.1	48.1	14.9	8.4	2.5	100.0	
49. My supervisor/team leader treats me with respect.	N		124	166	59	18	10	377	NA
	%	76.0	31.7	44.3	15.9	5.2	2.9	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		89	190	51	38	8	376	NA
	%	74.2	22.4	51.8	14.1	9.6	2.1	100.0	
*51. I have trust and confidence in my supervisor.	N		101	134	79	47	14	375	NA
	%	60.7	25.4	35.3	21.7	13.5	4.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		124	133	79	30	12	378	NA
	%	66.5	32.2	34.2	21.1	9.2	3.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		41	113	111	71	31	367	8
	%	41.0	11.1	29.9	30.8	19.2	9.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		64	127	95	49	20	355	19
	%	52.9	17.3	35.6	27.1	13.8	6.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		55	151	103	27	19	355	19
	%	56.5	15.2	41.4	30.1	7.5	5.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		45	171	92	41	19	368	7
	%	58.9	12.0	47.0	24.4	11.8	4.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		45	136	109	32	21	343	30
	%	53.4	13.1	40.4	31.3	9.3	6.0	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		47	136	98	42	31	354	18
	%	52.1	12.9	39.1	27.2	11.9	8.9	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		50	146	100	39	23	358	14
	%	54.0	13.2	40.9	28.1	11.1	6.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		74	127	108	33	21	363	10
	%	54.3	19.4	34.9	30.1	9.6	6.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		67	137	96	42	26	368	3
	%	55.0	17.9	37.2	26.6	11.1	7.3	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		51	112	113	33	22	331	42
	%	48.9	14.8	34.1	33.8	10.0	7.2	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		39	154	103	66	12	374	NA
	%	50.3	10.6	39.7	28.6	17.8	3.3	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		32	144	98	81	20	375	NA
	%	46.9	8.5	38.4	26.4	21.3	5.4	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		48	133	106	71	16	374	NA
	%	47.2	12.5	34.7	28.1	19.9	4.8	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		35	121	124	74	15	369	NA
	%	41.6	9.7	31.9	34.9	19.3	4.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		32	96	135	76	34	373	NA
	%	33.5	8.5	25.1	36.1	21.5	8.9	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		48	155	107	42	21	373	NA
	%	54.3	12.4	41.9	27.6	11.7	6.4	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		90	179	65	27	11	372	NA
	%	70.8	23.6	47.3	18.4	7.8	3.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		52	144	82	67	27	372	NA
	%	50.0	12.5	37.6	22.6	19.3	8.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		75	155	97	30	13	370	NA
	%	60.7	19.6	41.1	27.7	7.9	3.6	100.0	

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	%
<b>Yes</b>		71	17.6
<b>No</b>		270	74.2
<b>Not sure</b>		30	8.2
<b>Total</b>		371	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
<b>I telework 3 or more days per week.</b>		3	1.1
<b>I telework 1 or 2 days per week.</b>		8	2.3
<b>I telework, but no more than 1 or 2 days per month.</b>		10	2.3
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>		34	8.3
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>		168	48.1
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>		29	8.6
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>		71	20.0
<b>I do not telework because I choose not to telework.</b>		36	9.4
<b>Total</b>		359	100.0

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

	N	%
<b>Yes</b>	73	20.1
<b>No</b>	216	56.9
<b>Not available to me</b>	81	23.0
<b>Total</b>	370	100.0

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

	N	%
<b>Yes</b>	86	22.2
<b>No</b>	250	67.8
<b>Not available to me</b>	34	10.0
<b>Total</b>	370	100.0

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

	N	%
<b>Yes</b>	82	21.8
<b>No</b>	275	75.7
<b>Not available to me</b>	9	2.5
<b>Total</b>	366	100.0

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

	N	%
<b>Yes</b>	9	2.6
<b>No</b>	322	86.9
<b>Not available to me</b>	38	10.6
<b>Total</b>	369	100.0

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

	N	%
<b>Yes</b>	12	3.4
<b>No</b>	307	82.8
<b>Not available to me</b>	49	13.8
<b>Total</b>	368	100.0

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		11	36	89	26	19	181	186
	%	24.5	5.2	19.2	50.7	14.7	10.2	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		30	67	79	25	12	213	151
	%	44.8	13.8	31.0	38.2	11.5	5.6	100.0	
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		15	77	98	19	11	220	151
	%	41.2	6.0	35.2	44.7	8.9	5.2	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		18	95	101	8	2	224	147
	%	50.3	7.2	43.0	44.9	4.1	0.8	100.0	
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		3	16	91	9	6	125	244
	%	16.5	2.6	13.9	72.0	7.0	4.5	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		1	13	94	6	4	118	249
	%	12.8	0.9	12.0	78.0	6.3	2.9	100.0	

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Surveys Completed: 384  
Response Rate: 51.3%