

Feedback Report for the
U.S. Election Assistance Commission
EAC AES

November 2019



Results for:

All Respondents



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

Personal Work Experiences

| | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | N | M | SD |
|--|----------------|-------|---------|----------|-------------------|----|------|------|
| 1. The people I work with cooperate to get the job done. | 55 | 35 | 5 | 5 | | 20 | 4.40 | 0.82 |
| 2. I am given a real opportunity to improve my skills in my organization. | 40 | 25 | 10 | 20 | 5 | 20 | 3.75 | 1.33 |
| 3. My work gives me a feeling of personal accomplishment. | 40 | 60 | | | | 20 | 4.40 | 0.50 |
| 4. I like the kind of work I do. | 40 | 55 | | | 5 | 20 | 4.25 | 0.91 |
| 5. My supervisor listens to what I have to say. | 35 | 45 | 5 | 5 | 10 | 20 | 3.90 | 1.25 |
| 6. My supervisor treats me with respect. | 45 | 30 | 10 | 10 | 5 | 20 | 4.00 | 1.21 |
| 7. In the last six months, my supervisor has talked with me about my performance. | 40 | 25 | 10 | 5 | 20 | 20 | 3.60 | 1.57 |
| 8. I have trust and confidence in my supervisor. | 47 | 16 | 11 | 5 | 21 | 19 | 3.63 | 1.64 |
| 9. Overall, how good a job do you feel is being done by your immediate supervisor? | 50 | 10 | 20 | | 20 | 20 | 3.70 | 1.59 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

My Work Unit

| | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | N | DNK | M | SD |
|---|----------------|-------|---------|----------|-------------------|----|-----|------|------|
| 10. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 30 | 45 | 5 | 15 | 5 | 20 | 0 | 3.80 | 1.20 |
| 11. My work unit is able to recruit people with the right skills. | 40 | 30 | 5 | 15 | 10 | 20 | 0 | 3.75 | 1.41 |
| 12. I know how my work relates to the agency's goals and priorities. | 50 | 40 | 5 | 5 | | 20 | 0 | 4.30 | 0.98 |
| 13. The work I do is important. | 75 | 25 | | | | 20 | 0 | 4.75 | 0.44 |
| 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 20 | 30 | 25 | 15 | 10 | 20 | 0 | 3.35 | 1.27 |
| 15. Supervisors in my work unit support employee development. | 30 | 40 | 15 | 10 | 5 | 20 | 0 | 3.80 | 1.15 |
| 16. My talents are used well in the workplace. | 25 | 50 | 15 | 10 | | 20 | 0 | 3.65 | 1.31 |
| 17. My training needs are assessed. | 25 | 30 | 10 | 20 | 15 | 20 | 0 | 3.30 | 1.45 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

Performance Culture

| | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | N | DNK | M | SD |
|---|----------------|-------|---------|----------|-------------------|----|-----|------|------|
| 18. Promotions in my work unit are based on merit. | 22 | 17 | 28 | 17 | 17 | 18 | 2 | 3.11 | 1.41 |
| 19. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 22 | 33 | 11 | 17 | 17 | 18 | 2 | 3.28 | 1.45 |
| 20. Creativity and innovation are rewarded. | 16 | 42 | 21 | 11 | 11 | 19 | 1 | 3.42 | 1.22 |
| 21. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding). | 30 | 20 | 40 | | 10 | 10 | 10 | 3.60 | 1.26 |
| 22. In my work unit, differences in performance are recognized in a meaningful way. | 17 | 33 | 22 | 6 | 22 | 18 | 2 | 3.17 | 1.42 |
| 23. Pay raises depend on how well employees perform their jobs. | 13 | 19 | 19 | 19 | 31 | 16 | 3 | 2.63 | 1.45 |
| 24. My performance appraisal is a fair reflection of my performance. | 29 | 14 | 43 | | 14 | 14 | 5 | 3.43 | 1.34 |
| 25. Discussions with my supervisor about my performance are worthwhile. | 26 | 42 | 11 | | 21 | 19 | 1 | 3.53 | 1.47 |
| 26. Managers/supervisors work well with employees of different backgrounds. | 40 | 35 | 10 | | 15 | 20 | 0 | 3.85 | 1.39 |
| 27. My supervisor supports my need to balance work and other life issues. | 60 | 30 | | 5 | 5 | 20 | 0 | 4.35 | 1.09 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

Leadership

| | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | N | DNK | M | SD |
|--|----------------|-------|---------|----------|-------------------|----|-----|------|------|
| 28. I have a high level of respect for my organization's senior leaders (Commissioners, executive director and legal counsel). | 35 | 15 | 20 | 10 | 20 | 20 | 0 | 3.35 | 1.57 |
| 29. In my organization, senior leaders (Commissioners, executive director and legal counsel) generate high levels of motivation and commitment in the workforce. | 26 | 26 | 16 | 11 | 21 | 19 | 1 | 3.26 | 1.52 |
| 30. Managers (all EAC Directors) review and evaluate the organization's progress toward meeting its goals and objectives. | 26 | 37 | 16 | 21 | | 19 | 1 | 3.47 | 1.47 |
| 31. Employees are protected from health and safety hazards on the job. | 32 | 68 | | | | 19 | 1 | 4.32 | 0.48 |
| 32. Employees have a feeling of personal empowerment with respect to work processes. | 26 | 42 | 11 | 11 | 11 | 19 | 1 | 3.63 | 1.30 |
| 33. My workload is reasonable. | 15 | 45 | 10 | 15 | 15 | 20 | 0 | 3.30 | 1.34 |
| 34. Managers communicate the goals and priorities of the organization. | 21 | 47 | 11 | 5 | 16 | 19 | 1 | 3.53 | 1.35 |
| 35. My organization has prepared employees for potential security threats. | 20 | 55 | 15 | 5 | 5 | 20 | 0 | 3.80 | 1.01 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

Job Satisfaction

| | Very Satisfied | Satisfied | Neither | Dissatisfied | Very Dissatisfied | N | M | SD |
|---|----------------|-----------|---------|--------------|-------------------|----|------|------|
| 36. How satisfied are you with the information you receive from management on what's going on in your organization? | 15 | 40 | 15 | 15 | 15 | 20 | 3.25 | 1.33 |
| 37. How satisfied are you with your involvement in decisions that affect your work? | 40 | 15 | 20 | 10 | 15 | 20 | 3.55 | 1.50 |
| 38. How satisfied are you with your opportunity to get a better job in your organization? | 15 | 20 | 45 | | 20 | 20 | 3.10 | 1.29 |
| 39. How satisfied are you with the recognition you receive for doing a good job? | 30 | 35 | 20 | | 15 | 20 | 3.65 | 1.35 |
| 40. How satisfied are you with the policies and practices of your senior leaders? | 25 | 20 | 20 | 10 | 25 | 20 | 3.10 | 1.55 |
| 41. How satisfied are you with the training you receive for your present job? | 20 | 20 | 35 | 20 | 5 | 20 | 3.30 | 1.17 |
| 42. Considering everything, how satisfied are you with your job? | 25 | 45 | 15 | 10 | 5 | 20 | 3.75 | 1.12 |
| 43. Considering everything, how satisfied are you with your pay? | 16 | 37 | | 32 | 16 | 19 | 3.05 | 1.43 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

EAC-Specific Items

| | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | N | DNK | M | SD |
|--|----------------|-----------|---------|--------------|-------------------|----|-----|------|------|
| 44. I recommend my organization as a good place to work. | 25 | 25 | 20 | 5 | 25 | 20 | 0 | 3.20 | 1.54 |
| 45. I have sufficient resources (for example, people; materials; budget) to get my job done. | 10 | 30 | 10 | 25 | 25 | 20 | 0 | 2.75 | 1.41 |
| 46. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring). | 45 | 30 | 10 | 10 | 5 | 20 | 0 | 4.00 | 1.21 |
| 47. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal. | 35 | 35 | 12 | 18 | | 17 | 3 | 3.71 | 1.45 |
| | Very Satisfied | Satisfied | Neither | Dissatisfied | Very Dissatisfied | N | | M | SD |
| 48. Considering everything, how satisfied are you with your organization? | 32 | 21 | 26 | 5 | 16 | 19 | | 3.47 | 1.43 |



ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

Telework Items

| | 0% | 25% | 50% | 75% | 100% | N | DNK | M | SD |
|---|----|-----|-----|-----|------|----|-----|------|------|
| 49. Have you been notified whether or not you are eligible to telework? | | | | | | 20 | | | |
| Yes, I was notified that I was eligible to telework. | | | | | | 17 | | | |
| Yes, I was notified that I was not eligible to telework. | 0% | | | | | 0 | | | |
| No, I was not notified of my telework eligibility. | | | | | | 1 | | | |
| Not sure if I was notified of my telework eligibility. | | | | | | 2 | | | |
| 50. Please select the response below that BEST describes your current teleworking situation. | | | | | | 20 | | | |
| I telework 3 or more days per week. | | | | | | 2 | | | |
| I telework 1 or 2 days per week. | | | | | | 13 | | | |
| I telework, but no more than 1 or 2 days per month. | | | | | | 1 | | | |
| I telework very infrequently, on an unscheduled or short-term basis. | | | | | | 1 | | | |
| I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel) | 0% | | | | | 0 | | | |
| I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. | 0% | | | | | 0 | | | |
| 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. | | | | | | 1 | | | |
| I do not telework because I choose not to telework. | | | | | | 2 | | | |
| | | | | | | N | DNK | M | SD |
| 51. How satisfied are you with the telework program in your agency? | | | | | | 19 | 0 | 3.84 | 1.21 |