

## UNCLASSIFIED

## 2010 IC Index Scores by Item

### IC-Wide (Weighted)

#### Indexes

#### 1. Leadership and Knowledge Management Index (Items 6, 9, 33, 37, 38, 39, 40, 42, 43, 44, 46, 50)

	Positive	Neutral	Negative	Do Not Know
Leadership and Knowledge Management Index	64.6 %	21.0 %	14.5 %	0.0 %
6. I have trust and confidence in my supervisor.	70.8 %	16.0 %	13.2 %	
9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	72.5 %	18.7 %	8.8 %	
33. Managers/supervisors/ team leaders work well with employees of different backgrounds.	75.4 %	15.7 %	9.0 %	0.0 %
37. I have a high level of respect for my organization's senior leaders.	61.3 %	21.8 %	17.0 %	0.0 %
38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	46.2 %	28.8 %	25.0 %	0.0 %
39. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.5 %	25.0 %	12.5 %	0.0 %
40. Employees are protected from health and safety hazards on the job.	81.6 %	13.0 %	5.4 %	0.0 %
42. My workload is reasonable.	71.3 %	12.6 %	16.1 %	0.0 %
43. Managers communicate the goals and priorities of the organization.	64.1 %	20.3 %	15.6 %	0.0 %
44. My organization has prepared employees for potential security threats.	67.1 %	21.1 %	11.8 %	0.0 %
46. How satisfied are you with the information you receive from management on what's going on in your organization?	55.8 %	25.7 %	18.5 %	
50. How satisfied are you with the policies and practices of your senior leaders?	46.4 %	33.4 %	20.2 %	

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#### 2. Results-Oriented Performance Culture Index (Items 1, 14, 16, 21, 22, 24, 28, 29, 31, 32, 36, 41, 49)

	Positive	Neutral	Negative	Do Not Know
Results-Oriented Performance Culture Index	59.3 %	22.0 %	18.7 %	0.0 %
1. The people I work with cooperate to get the job done.	89.7 %	5.6 %	4.7 %	
14. I know how my work relates to the agency's goals and priorities.	86.4 %	9.0 %	4.6 %	0.0 %
16. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.7 %	15.9 %	16.3 %	0.0 %
21. Promotions in my work unit are based on merit.	44.3 %	28.1 %	27.6 %	0.0 %
22. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.4 %	32.3 %	31.2 %	0.0 %
24. Creativity and innovation are rewarded.	50.9 %	28.2 %	20.9 %	0.0 %
28. In my work unit, differences in performance are recognized in a meaningful way.	40.3 %	34.3 %	25.4 %	0.0 %
29. Pay raises depend on how well employees perform their jobs.	31.8 %	30.2 %	38.0 %	0.0 %
31. My performance appraisal is a fair reflection of my performance.	63.1 %	20.7 %	16.2 %	0.0 %
32. Discussions with my supervisor/team leader about my performance are worthwhile.	62.4 %	22.2 %	15.4 %	0.0 %
36. My supervisor supports my need to balance work and family issues.	85.3 %	10.0 %	4.7 %	0.0 %
41. Employees have a feeling of personal empowerment with respect to work processes.	50.6 %	26.7 %	22.7 %	0.0 %
49. How satisfied are you with the recognition you receive for doing a good job?	52.3 %	26.7 %	21.0 %	

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**Indexes**

## 3. Talent Management Index (Items 3, 10, 11, 17, 18, 19, 51)

	Positive	Neutral	Negative	Do Not Know
Talent Management Index	66.9 %	19.1 %	14.0 %	0.0 %
3. I am given a real opportunity to improve my skills in my organization.	72.0 %	17.3 %	10.7 %	
10. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.6 %	15.3 %	8.2 %	0.0 %
11. My work unit is able to recruit people with the right skills.	53.7 %	24.0 %	22.3 %	0.0 %
17. Supervisors/team leaders in my work unit support employee development.	79.1 %	12.0 %	8.8 %	0.0 %
18. My talents are used well in the workplace.	69.4 %	15.0 %	15.6 %	0.0 %
19. My training needs are assessed.	55.4 %	25.6 %	19.0 %	0.0 %
51. How satisfied are you with the training you receive for your present job?	61.5 %	24.6 %	13.8 %	

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**Indexes**

## 4. Job Satisfaction Index (Items 4, 5, 15, 47, 48, 52, 53)

	Positive	Neutral	Negative	Do Not Know
Job Satisfaction Index	69.3 %	17.7 %	13.0 %	0.0 %
4. My work gives me a feeling of personal accomplishment.	78.1 %	12.3 %	9.6 %	
5. I like the kind of work I do.	82.5 %	10.8 %	6.7 %	
15. The work I do is important.	88.3 %	8.4 %	3.3 %	0.0 %
47. How satisfied are you with your involvement in decisions that affect your work?	52.1 %	26.0 %	21.9 %	
48. How satisfied are you with your opportunity to get a better job in your organization?	43.1 %	33.0 %	23.9 %	
52. Considering everything, how satisfied are you with your job?	70.4 %	17.0 %	12.6 %	
53. Considering everything, how satisfied are you with your pay?	70.7 %	16.1 %	13.2 %	

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**Indexes**

## 5. IC Transformation Index (Items 57, 58, 59, 60, 62, 63)

	Positive	Neutral	Negative	No Outside Collaboration
IC Transformation Index	59.5 %	22.8 %	17.6 %	0.0 %
57. I feel a sense of community (i.e., shared mission and values) with other employees across the IC.	54.1 %	28.7 %	17.2 %	
58. Our mission depends on IC agencies and components sharing knowledge and collaborating.	81.4 %	15.2 %	3.4 %	
59. I have the opportunity to work directly with members of other IC agencies or components when necessary.	82.1 %	12.8 %	5.1 %	0.0 %
60. My work products are improved when I can collaborate with colleagues from other IC agencies or components.	67.0 %	28.9 %	4.1 %	0.0 %
62. How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	45.0 %	36.9 %	18.1 %	0.0 %
63. How often do you share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	30.5 %	16.8 %	52.7 %	