

UNCLASSIFIED

2011 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	65.0 %	19.7 %	15.3 %	1.7 %
6. I have trust and confidence in my supervisor.	72.5 %	13.8 %	13.7 %	--
9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	72.6 %	17.0 %	10.4 %	--
33. Managers/supervisors/ team leaders work well with employees of different backgrounds.	73.9 %	16.7 %	9.3 %	3.3 %
37. I have a high level of respect for my organization's senior leaders.	61.2 %	20.9 %	17.9 %	1.1 %
38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	48.0 %	26.4 %	25.6 %	1.2 %
39. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.8 %	23.5 %	13.7 %	8.1 %
40. Employees are protected from health and safety hazards on the job.	82.1 %	11.8 %	6.2 %	2.4 %
42. My workload is reasonable.	70.2 %	13.8 %	16.1 %	0.2 %
43. Managers communicate the goals and priorities of the organization.	64.0 %	18.7 %	17.3 %	0.5 %
44. My organization has prepared employees for potential security threats.	69.3 %	19.1 %	11.5 %	3.6 %
46. How satisfied are you with the information you receive from management on what's going on in your organization?	56.4 %	23.1 %	20.5 %	--
50. How satisfied are you with the policies and practices of your senior leaders?	47.0 %	31.8 %	21.2 %	--

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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	60.0 %	20.2 %	19.8 %	4.1 %
1. The people I work with cooperate to get the job done.	87.8 %	7.2 %	5.0 %	--
14. I know how my work relates to the agency's goals and priorities.	86.3 %	8.5 %	5.1 %	0.4 %
16. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.5 %	14.6 %	19.9 %	0.1 %
21. Promotions in my work unit are based on merit.	44.5 %	27.5 %	28.0 %	9.5 %
22. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2 %	28.6 %	34.2 %	12.4 %
24. Creativity and innovation are rewarded.	53.3 %	25.9 %	20.9 %	3.8 %
28. In my work unit, differences in performance are recognized in a meaningful way.	43.4 %	29.5 %	27.1 %	6.8 %
29. Pay raises depend on how well employees perform their jobs.	31.4 %	28.6 %	40.0 %	10.5 %
31. My performance appraisal is a fair reflection of my performance.	67.3 %	17.7 %	15.0 %	5.1 %
32. Discussions with my supervisor/team leader about my performance are worthwhile.	64.1 %	19.7 %	16.2 %	2.6 %
36. My supervisor supports my need to balance work and other life issues.	84.5 %	9.7 %	5.9 %	0.8 %
41. Employees have a feeling of personal empowerment with respect to work processes.	51.2 %	25.1 %	23.6 %	2.1 %
49. How satisfied are you with the recognition you receive for doing a good job?	53.4 %	23.8 %	22.8 %	--

**Frequency distributions reflect positive, neutral, and negative responses only*

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

	Positive	Neutral	Negative	Do Not Know
Talent Management Index	66.6 %	18.1 %	15.3 %	1.1 %
3. I am given a real opportunity to improve my skills in my organization.	70.4 %	16.2 %	13.4 %	--
10. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.8 %	14.2 %	10.0 %	1.1 %
11. My work unit is able to recruit people with the right skills.	55.7 %	23.1 %	21.3 %	4.2 %
17. Supervisors/team leaders in my work unit support employee development.	77.9 %	12.6 %	9.5 %	0.7 %
18. My talents are used well in the workplace.	69.1 %	14.3 %	16.6 %	0.2 %
19. My training needs are assessed.	54.9 %	24.2 %	20.9 %	1.2 %
51. How satisfied are you with the training you receive for your present job?	61.5 %	22.6 %	15.9 %	--

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

	Positive	Neutral	Negative	Do Not Know
Job Satisfaction Index	68.9 %	17.2 %	14.0 %	0.1 %
4. My work gives me a feeling of personal accomplishment.	76.3 %	13.1 %	10.6 %	--
5. I like the kind of work I do.	81.4 %	11.3 %	7.3 %	--
15. The work I do is important.	87.9 %	8.6 %	3.5 %	0.6 %
47. How satisfied are you with your involvement in decisions that affect your work?	51.7 %	25.1 %	23.2 %	--
48. How satisfied are you with your opportunity to get a better job in your organization?	44.2 %	31.5 %	24.3 %	--
52. Considering everything, how satisfied are you with your job?	71.7 %	15.2 %	13.1 %	--
53. Considering everything, how satisfied are you with your pay?	68.6 %	15.5 %	15.9 %	--

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

	Positive	Neutral	Negative	No Outside Collaboration
IC Transformation Index	61.4 %	21.3 %	17.3 %	9.9 %
57. I feel a sense of community (i.e., shared mission and values) with other employees across the IC.	54.6 %	27.1 %	18.4 %	--
58. Our mission depends on IC agencies and components sharing knowledge and collaborating.	82.6 %	13.0 %	4.4 %	--
59. I have the opportunity to work directly with members of other IC agencies or components when necessary.	81.9 %	11.8 %	6.3 %	18.9 %
60. My work products are improved when I can collaborate with colleagues from other IC agencies or components.	70.8 %	25.0 %	4.3 %	20.1 %
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?	46.9 %	32.7 %	20.4 %	19.7 %
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?	31.9 %	19.3 %	48.8 %	--

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