

Chemical Safety and Hazard Investigation Board

2014 Federal Employee Viewpoint Survey: Trend Report

Response Summary

	Surveys Completed
2014 Chemical Safety and Hazard Investigation Board	32
2013 Chemical Safety and Hazard Investigation Board	30
2012 Chemical Safety and Hazard Investigation Board	33
2011 Chemical Safety and Hazard Investigation Board	33
2010 Chemical Safety and Hazard Investigation Board	22
2008 Chemical Safety and Hazard Investigation Board	27
2006 Chemical Safety and Hazard Investigation Board	29

I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	63.25%	8.37%	28.83%
2013 Chemical Safety and Hazard Investigation Board	30	49.98%	22.41%	27.61%
2012 Chemical Safety and Hazard Investigation Board	33	69.30%	7.00%	23.60%
2011 Chemical Safety and Hazard Investigation Board	33	64.30%	6.80%	28.80%
2010 Chemical Safety and Hazard Investigation Board	22	80.70%	4.40%	14.90%
2008 Chemical Safety and Hazard Investigation Board	27	75.10%	18.10%	6.80%
2006 Chemical Safety and Hazard Investigation Board	29	64.90%	10.50%	24.60%

100.45%

2 *I have enough information to do my job well.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	63.92%	5.69%	30.39%
2013 Chemical Safety and Hazard Investigation Board	30	50.15%	7.37%	42.48%
2012 Chemical Safety and Hazard Investigation Board	33	62.20%	12.10%	25.70%
2011 Chemical Safety and Hazard Investigation Board	32	53.30%	11.60%	35.10%
2010 Chemical Safety and Hazard Investigation Board	22	81.40%	8.20%	10.40%
2008 Chemical Safety and Hazard Investigation Board	27	74.30%	10.80%	14.90%
2006 Chemical Safety and Hazard Investigation Board	29	68.20%	21.10%	10.70%

100.00%

3 *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	31	55.22%	3.03%	41.74%
2013 Chemical Safety and Hazard Investigation Board	30	36.09%	12.57%	51.35%
2012 Chemical Safety and Hazard Investigation Board	33	62.40%	5.40%	32.20%
2011 Chemical Safety and Hazard Investigation Board	33	58.20%	9.10%	32.70%
2010 Chemical Safety and Hazard Investigation Board	22	62.50%	23.20%	14.20%
2008 Chemical Safety and Hazard Investigation Board	27	71.00%	18.00%	11.00%
2006 Chemical Safety and Hazard Investigation Board	29	58.70%	17.30%	24.10%

99.99%

4 *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	75.33%	5.79%	18.88%
2013 Chemical Safety and Hazard Investigation Board	30	69.94%	9.62%	20.44%
2012 Chemical Safety and Hazard Investigation Board	33	82.30%	9.20%	8.50%
2011 Chemical Safety and Hazard Investigation Board	33	73.10%	3.70%	23.20%
2010 Chemical Safety and Hazard Investigation Board	22	82.10%	3.80%	14.10%
2008 Chemical Safety and Hazard Investigation Board	27	77.00%	11.60%	11.30%

100.00%

2006 Chemical Safety and Hazard Investigation Board	29	61.80%	13.70%	24.60%
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5 *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	84.66%	15.34%	0.00%
2013 Chemical Safety and Hazard Investigation Board	30	76.12%	15.91%	7.97%
2012 Chemical Safety and Hazard Investigation Board	33	84.80%	8.90%	6.40%
2011 Chemical Safety and Hazard Investigation Board	33	91.50%	5.60%	2.90%
2010 Chemical Safety and Hazard Investigation Board	22	91.80%	3.80%	4.40%
2008 Chemical Safety and Hazard Investigation Board	27	85.30%	7.10%	7.60%
2006 Chemical Safety and Hazard Investigation Board	29	75.90%	14.50%	9.60%

100.00%

6 *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	69.82%	6.04%	24.13%
2013 Chemical Safety and Hazard Investigation Board	29	65.32%	10.03%	24.65%
2012 Chemical Safety and Hazard Investigation Board	32	80.30%	3.70%	16.00%
2011 Chemical Safety and Hazard Investigation Board	33	63.10%	9.40%	27.50%
2010 Chemical Safety and Hazard Investigation Board	22	78.50%	12.40%	9.10%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

99.99%

7 *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	90.95%	6.04%	3.01%
2013 Chemical Safety and Hazard Investigation Board	30	82.43%	6.30%	11.27%

100.00%

2012 Chemical Safety and Hazard Investigation Board	33	94.50%	5.50%	0.00%
2011 Chemical Safety and Hazard Investigation Board	33	83.90%	7.60%	8.50%
2010 Chemical Safety and Hazard Investigation Board	22	94.80%	0.00%	5.20%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

8 I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	
2014 Chemical Safety and Hazard Investigation Board	32	81.97%	14.75%	3.28%	100.00%
2013 Chemical Safety and Hazard Investigation Board	30	86.98%	9.63%	3.39%	
2012 Chemical Safety and Hazard Investigation Board	33	91.20%	5.40%	3.40%	
2011 Chemical Safety and Hazard Investigation Board	33	88.60%	5.50%	5.90%	
2010 Chemical Safety and Hazard Investigation Board	22	94.80%	0.00%	5.20%	
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	

9 I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	32	30.80%	12.33%	56.86%	0	99.99%
2013 Chemical Safety and Hazard Investigation Board	30	24.17%	9.69%	66.14%	0	
2012 Chemical Safety and Hazard Investigation Board	32	40.00%	9.80%	49.40%	0	
2011 Chemical Safety and Hazard Investigation Board	32	27.40%	10.60%	62.00%	1	
2010 Chemical Safety and Hazard Investigation Board	22	27.60%	12.40%	60.00%	0	
2008 Chemical Safety and Hazard Investigation Board	27	44.70%	26.80%	28.40%	0	
2006 Chemical Safety and Hazard Investigation Board	29	68.00%	17.60%	14.40%	0	

10 My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	42.96%	12.47%	44.57%	0
2013 Chemical Safety and Hazard Investigation Board	30	24.23%	17.67%	58.09%	0
2012 Chemical Safety and Hazard Investigation Board	32	37.40%	18.00%	44.60%	0
2011 Chemical Safety and Hazard Investigation Board	32	29.10%	15.00%	55.90%	1
2010 Chemical Safety and Hazard Investigation Board	22	41.10%	17.90%	41.00%	0
2008 Chemical Safety and Hazard Investigation Board	27	49.80%	14.50%	35.70%	0
2006 Chemical Safety and Hazard Investigation Board	28	63.50%	19.50%	17.00%	1

100.00%

11 My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	51.47%	13.75%	34.78%	1
2013 Chemical Safety and Hazard Investigation Board	30	49.25%	3.21%	47.54%	0
2012 Chemical Safety and Hazard Investigation Board	32	57.70%	9.30%	33.10%	0
2011 Chemical Safety and Hazard Investigation Board	32	58.90%	6.10%	35.00%	1
2010 Chemical Safety and Hazard Investigation Board	22	63.50%	8.30%	28.20%	0
2008 Chemical Safety and Hazard Investigation Board	27	62.20%	29.50%	8.30%	0
2006 Chemical Safety and Hazard Investigation Board	28	68.40%	10.50%	21.10%	1

100.00%

12 I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	72.92%	5.79%	21.29%	0
2013 Chemical Safety and Hazard Investigation Board	30	70.17%	6.79%	23.05%	0
2012 Chemical Safety and Hazard Investigation Board	33	79.30%	2.70%	18.00%	0
2011 Chemical Safety and Hazard Investigation Board	33	78.90%	8.50%	12.70%	0
2010 Chemical Safety and Hazard Investigation Board	22	87.40%	7.90%	4.70%	0
2008 Chemical Safety and Hazard Investigation Board	27	86.10%	10.10%	3.70%	0

100.00%

2006 Chemical Safety and Hazard Investigation Board	29	81.30%	10.30%	8.40%	0
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13 *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	67.59%	10.27%	22.14%	0
2013 Chemical Safety and Hazard Investigation Board	30	84.14%	15.86%	0.00%	0
2012 Chemical Safety and Hazard Investigation Board	33	96.60%	0.00%	3.40%	0
2011 Chemical Safety and Hazard Investigation Board	33	91.50%	5.50%	3.00%	0
2010 Chemical Safety and Hazard Investigation Board	22	96.20%	3.80%	0.00%	0
2008 Chemical Safety and Hazard Investigation Board	26	92.90%	7.10%	0.00%	1
2006 Chemical Safety and Hazard Investigation Board	29	75.40%	16.70%	7.80%	0

100.00%

14 *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	93.96%	3.18%	2.86%	0
2013 Chemical Safety and Hazard Investigation Board	30	84.45%	2.96%	12.60%	0
2012 Chemical Safety and Hazard Investigation Board	33	93.60%	0.00%	6.40%	0
2011 Chemical Safety and Hazard Investigation Board	33	81.80%	9.10%	9.10%	0
2010 Chemical Safety and Hazard Investigation Board	22	69.70%	7.70%	22.60%	0
2008 Chemical Safety and Hazard Investigation Board	27	84.20%	3.70%	12.00%	0
2006 Chemical Safety and Hazard Investigation Board	29	86.50%	10.30%	3.20%	0

100.00%

15 *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	67.59%	10.27%	22.14%	0
2013 Chemical Safety and Hazard Investigation Board	30	60.57%	15.98%	27.24%	1

100.00%

2012 Chemical Safety and Hazard Investigation Board	32	77.50%	9.50%	13.00%	1
2011 Chemical Safety and Hazard Investigation Board	33	61.20%	23.80%	15.00%	0
2010 Chemical Safety and Hazard Investigation Board	22	58.70%	23.60%	17.70%	0
2008 Chemical Safety and Hazard Investigation Board	26	81.90%	14.20%	3.90%	1
2006 Chemical Safety and Hazard Investigation Board	27	69.90%	8.80%	21.30%	2

16 *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	29	69.85%	3.23%	26.91%	1
2013 Chemical Safety and Hazard Investigation Board	29	49.69%	23.09%	27.21%	0
2012 Chemical Safety and Hazard Investigation Board	33	68.90%	15.60%	15.50%	0
2011 Chemical Safety and Hazard Investigation Board	33	66.50%	13.20%	20.20%	0
2010 Chemical Safety and Hazard Investigation Board	22	63.90%	27.50%	8.60%	0
2008 Chemical Safety and Hazard Investigation Board	27	89.80%	10.20%	0.00%	0
2006 Chemical Safety and Hazard Investigation Board	29	81.70%	11.00%	7.30%	0

99.99%

17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	34.98%	22.87%	42.15%	1
2013 Chemical Safety and Hazard Investigation Board	28	51.58%	14.72%	33.70%	2
2012 Chemical Safety and Hazard Investigation Board	32	52.70%	2.80%	44.40%	1
2011 Chemical Safety and Hazard Investigation Board	31	36.80%	20.00%	43.30%	2
2010 Chemical Safety and Hazard Investigation Board	22	54.00%	27.40%	18.70%	0
2008 Chemical Safety and Hazard Investigation Board	25	63.20%	29.20%	7.70%	2
2006 Chemical Safety and Hazard Investigation Board	27	61.10%	15.00%	23.90%	2

100.00%

18 <i>My training needs are assessed.</i>						
	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	32		36.08%	22.56%	41.35%	0
2013 Chemical Safety and Hazard Investigation Board	29		47.93%	6.67%	45.40%	1
2012 Chemical Safety and Hazard Investigation Board	31		50.70%	9.70%	39.60%	1
2011 Chemical Safety and Hazard Investigation Board	30		27.50%	17.70%	54.70%	3
2010 Chemical Safety and Hazard Investigation Board	22		39.90%	21.40%	38.70%	0
2008 Chemical Safety and Hazard Investigation Board	27		70.60%	10.10%	19.30%	0
2006 Chemical Safety and Hazard Investigation Board	28		45.30%	16.70%	38.00%	1

99.99%

19 <i>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	
2014 Chemical Safety and Hazard Investigation Board	32		74.59%	3.28%	22.13%	0
2013 Chemical Safety and Hazard Investigation Board	30		54.90%	15.77%	29.34%	0
2012 Chemical Safety and Hazard Investigation Board	32		74.80%	9.30%	15.90%	1
2011 Chemical Safety and Hazard Investigation Board	32		61.00%	12.70%	26.30%	1
2010 Chemical Safety and Hazard Investigation Board	22		59.30%	27.10%	13.50%	0
2008 Chemical Safety and Hazard Investigation Board	26		81.50%	10.70%	7.80%	1
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--	--

100.00%

20 <i>The people I work with cooperate to get the job done.</i>					
	N	Positive	Neutral	Negative	
2014 Chemical Safety and Hazard Investigation Board	32		58.34%	2.86%	38.80%
2013 Chemical Safety and Hazard Investigation Board	30		60.43%	6.17%	33.40%
2012 Chemical Safety and Hazard Investigation Board	33		73.30%	15.30%	11.40%
2011 Chemical Safety and Hazard Investigation Board	31		56.50%	11.40%	32.10%
2010 Chemical Safety and Hazard Investigation Board	22		48.30%	4.90%	46.80%
2008 Chemical Safety and Hazard Investigation Board	27		82.10%	7.10%	10.80%

100.00%

2006 Chemical Safety and Hazard Investigation Board	29	75.70%	11.60%	12.80%
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21 *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	36.90%	5.96%	57.14%	1
2013 Chemical Safety and Hazard Investigation Board	30	34.82%	22.46%	42.73%	1
2012 Chemical Safety and Hazard Investigation Board	32	52.80%	5.90%	41.30%	1
2011 Chemical Safety and Hazard Investigation Board	32	60.40%	9.40%	30.20%	1
2010 Chemical Safety and Hazard Investigation Board	22	65.30%	12.40%	22.40%	0
2008 Chemical Safety and Hazard Investigation Board	27	44.30%	18.20%	37.50%	0
2006 Chemical Safety and Hazard Investigation Board	27	53.50%	38.10%	8.50%	2

100.00%

22 *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	39.06%	13.42%	47.51%	2
2013 Chemical Safety and Hazard Investigation Board	27	40.89%	17.29%	41.81%	3
2012 Chemical Safety and Hazard Investigation Board	32	55.40%	13.70%	30.90%	1
2011 Chemical Safety and Hazard Investigation Board	33	54.10%	28.20%	17.70%	0
2010 Chemical Safety and Hazard Investigation Board	21	66.30%	14.00%	19.70%	1
2008 Chemical Safety and Hazard Investigation Board	27	51.70%	27.20%	21.10%	0
2006 Chemical Safety and Hazard Investigation Board	23	49.30%	32.60%	18.10%	6

99.99%

23 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	35.64%	13.69%	50.66%	2
2013 Chemical Safety and Hazard Investigation Board	28	43.24%	20.60%	36.17%	2

99.99%

2012 Chemical Safety and Hazard Investigation Board	25	41.30%	26.80%	31.90%	7
2011 Chemical Safety and Hazard Investigation Board	28	41.20%	37.50%	21.30%	5
2010 Chemical Safety and Hazard Investigation Board	21	52.50%	23.20%	24.30%	1
2008 Chemical Safety and Hazard Investigation Board	26	42.00%	27.30%	30.70%	1
2006 Chemical Safety and Hazard Investigation Board	26	44.90%	34.40%	20.60%	3

24 *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	30	38.21%		13.23%	48.56%	2
2013 Chemical Safety and Hazard Investigation Board	27	30.53%		21.76%	47.71%	3
2012 Chemical Safety and Hazard Investigation Board	31	44.90%		16.00%	39.00%	2
2011 Chemical Safety and Hazard Investigation Board	28	41.20%		17.20%	41.60%	5
2010 Chemical Safety and Hazard Investigation Board	21	48.50%		28.10%	23.40%	1
2008 Chemical Safety and Hazard Investigation Board	26	49.90%		19.10%	31.00%	1
2006 Chemical Safety and Hazard Investigation Board	28	47.60%		18.30%	34.00%	1

100.00%

25 *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	28	41.57%		14.42%	44.01%	4
2013 Chemical Safety and Hazard Investigation Board	28	36.58%		7.49%	55.93%	2
2012 Chemical Safety and Hazard Investigation Board	29	47.60%		23.60%	28.80%	3
2011 Chemical Safety and Hazard Investigation Board	29	54.70%		27.10%	18.10%	4
2010 Chemical Safety and Hazard Investigation Board	22	51.00%		26.00%	22.90%	0
2008 Chemical Safety and Hazard Investigation Board	27	71.30%		10.50%	18.10%	0
2006 Chemical Safety and Hazard Investigation Board	27	61.30%		11.10%	27.60%	2

100.00%

26 <i>Employees in my work unit share job knowledge with each other.</i>						
	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	32	65.84%		12.93%	21.24%	0
2013 Chemical Safety and Hazard Investigation Board	30	62.21%		10.41%	27.38%	0
2012 Chemical Safety and Hazard Investigation Board	33	88.10%		2.90%	9.00%	0
2011 Chemical Safety and Hazard Investigation Board	33	75.80%		6.60%	17.60%	0
2010 Chemical Safety and Hazard Investigation Board	22	78.20%		4.40%	17.40%	0
2008 Chemical Safety and Hazard Investigation Board	27	78.90%		10.10%	11.00%	0
2006 Chemical Safety and Hazard Investigation Board	29	74.30%		14.40%	11.30%	0

100.01%

27 <i>The skill level in my work unit has improved in the past year.</i>						
	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	31	56.15%		10.14%	33.70%	0
2013 Chemical Safety and Hazard Investigation Board	29	64.42%		6.83%	28.75%	1
2012 Chemical Safety and Hazard Investigation Board	33	67.50%		10.90%	21.70%	0
2011 Chemical Safety and Hazard Investigation Board	33	74.70%		11.80%	13.50%	0
2010 Chemical Safety and Hazard Investigation Board	22	72.50%		22.20%	5.20%	0
2008 Chemical Safety and Hazard Investigation Board	27	55.70%		26.50%	17.80%	0
2006 Chemical Safety and Hazard Investigation Board	28	78.90%		16.70%	4.40%	1

99.99%

28 <i>How would you rate the overall quality of work done by your work unit?</i>						
	N	Positive	Neutral	Negative		
2014 Chemical Safety and Hazard Investigation Board	32	77.46%		16.41%	6.13%	
2013 Chemical Safety and Hazard Investigation Board	30	70.00%		12.42%	17.58%	
2012 Chemical Safety and Hazard Investigation Board	33	87.70%		9.60%	2.70%	
2011 Chemical Safety and Hazard Investigation Board	33	91.20%		5.90%	2.90%	
2010 Chemical Safety and Hazard Investigation Board	22	83.00%		17.00%	0.00%	
2008 Chemical Safety and Hazard Investigation Board	27	85.30%		14.70%	0.00%	

100.00%

2006 Chemical Safety and Hazard Investigation Board	29	81.40%	14.40%	4.20%
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29 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	49.15%	8.84%	42.01%	0
2013 Chemical Safety and Hazard Investigation Board	30	45.91%	5.97%	48.12%	0
2012 Chemical Safety and Hazard Investigation Board	33	52.20%	18.80%	29.10%	0
2011 Chemical Safety and Hazard Investigation Board	33	51.00%	9.60%	39.40%	0
2010 Chemical Safety and Hazard Investigation Board	22	59.90%	12.90%	27.30%	0
2008 Chemical Safety and Hazard Investigation Board	26	65.50%	15.90%	18.60%	1
2006 Chemical Safety and Hazard Investigation Board	29	71.70%	16.80%	11.50%	0

100.00%

30 *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	25.11%	2.96%	71.93%	0
2013 Chemical Safety and Hazard Investigation Board	29	27.50%	3.17%	69.34%	0
2012 Chemical Safety and Hazard Investigation Board	33	39.50%	17.40%	42.80%	0
2011 Chemical Safety and Hazard Investigation Board	33	21.90%	16.90%	61.20%	0
2010 Chemical Safety and Hazard Investigation Board	22	47.30%	24.70%	28.00%	0
2008 Chemical Safety and Hazard Investigation Board	27	63.50%	26.00%	10.60%	0
2006 Chemical Safety and Hazard Investigation Board	29	47.40%	24.70%	27.80%	0

100.00%

31 *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	40.99%	20.89%	38.12%	0
2013 Chemical Safety and Hazard Investigation Board	30	46.02%	6.45%	47.53%	0

100.00%

2012 Chemical Safety and Hazard Investigation Board	33	62.60%	19.60%	17.90%	0
2011 Chemical Safety and Hazard Investigation Board	33	31.90%	24.70%	43.40%	0
2010 Chemical Safety and Hazard Investigation Board	22	46.20%	25.70%	28.20%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

32 *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	26.60%	11.84%	61.56%	0
2013 Chemical Safety and Hazard Investigation Board	30	26.53%	9.35%	64.11%	0
2012 Chemical Safety and Hazard Investigation Board	33	33.20%	25.60%	41.30%	0
2011 Chemical Safety and Hazard Investigation Board	32	26.60%	24.40%	48.90%	1
2010 Chemical Safety and Hazard Investigation Board	22	54.10%	13.30%	32.60%	0
2008 Chemical Safety and Hazard Investigation Board	26	57.70%	14.60%	27.70%	1
2006 Chemical Safety and Hazard Investigation Board	29	47.40%	20.90%	31.70%	0

100.00%

33 *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	29	22.71%	9.93%	67.36%	2
2013 Chemical Safety and Hazard Investigation Board	27	18.28%	18.23%	63.49%	2
2012 Chemical Safety and Hazard Investigation Board	28	38.80%	20.90%	40.30%	4
2011 Chemical Safety and Hazard Investigation Board	30	21.50%	26.90%	51.50%	3
2010 Chemical Safety and Hazard Investigation Board	20	55.20%	14.40%	30.30%	1
2008 Chemical Safety and Hazard Investigation Board	27	52.10%	22.70%	25.20%	0
2006 Chemical Safety and Hazard Investigation Board	23	36.00%	27.10%	36.90%	6

100.00%

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	
2014 Chemical Safety and Hazard Investigation Board	32	39.39%		27.34%	33.26%	0
2013 Chemical Safety and Hazard Investigation Board	30	42.39%		15.88%	41.73%	0
2012 Chemical Safety and Hazard Investigation Board	33	33.90%		26.40%	39.80%	0
2011 Chemical Safety and Hazard Investigation Board	28	38.10%		28.60%	33.20%	5
2010 Chemical Safety and Hazard Investigation Board	22	48.10%		23.30%	28.60%	0
2008 Chemical Safety and Hazard Investigation Board	24	63.60%		20.90%	15.50%	3
2006 Chemical Safety and Hazard Investigation Board	28	69.00%		14.30%	16.70%	1

99.99%

35 <i>Employees are protected from health and safety hazards on the job.</i>						
	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	31	73.44%		10.21%	16.35%	1
2013 Chemical Safety and Hazard Investigation Board	30	51.80%		10.40%	37.80%	0
2012 Chemical Safety and Hazard Investigation Board	32	61.70%		21.10%	17.10%	0
2011 Chemical Safety and Hazard Investigation Board	33	66.80%		17.60%	15.60%	0
2010 Chemical Safety and Hazard Investigation Board	22	77.60%		4.90%	17.40%	0
2008 Chemical Safety and Hazard Investigation Board	27	95.50%		4.50%	0.00%	0
2006 Chemical Safety and Hazard Investigation Board	29	93.40%		2.40%	4.20%	0

100.00%

36 <i>My organization has prepared employees for potential security threats.</i>						
	N	Positive	Neutral	Negative	DNK	
2014 Chemical Safety and Hazard Investigation Board	30	42.76%		21.87%	35.38%	2
2013 Chemical Safety and Hazard Investigation Board	27	28.08%		37.94%	33.99%	3
2012 Chemical Safety and Hazard Investigation Board	32	44.40%		12.00%	43.60%	0
2011 Chemical Safety and Hazard Investigation Board	31	43.10%		26.80%	30.10%	2
2010 Chemical Safety and Hazard Investigation Board	20	42.10%		38.60%	19.30%	2
2008 Chemical Safety and Hazard Investigation Board	26	72.20%		16.50%	11.30%	1

100.01%

2006 Chemical Safety and Hazard Investigation Board	28	39.90%	26.90%	33.20%	1
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37 *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	24.58%		13.25%	62.16%
2013 Chemical Safety and Hazard Investigation Board	29	27.51%		24.21%	48.29%
2012 Chemical Safety and Hazard Investigation Board	33	51.10%		3.20%	45.60%
2011 Chemical Safety and Hazard Investigation Board	31	27.60%		14.20%	58.20%
2010 Chemical Safety and Hazard Investigation Board	22	53.10%		23.50%	23.50%
2008 Chemical Safety and Hazard Investigation Board	27	55.00%		26.30%	18.70%
2006 Chemical Safety and Hazard Investigation Board	28	59.10%		15.30%	25.60%

99.99%

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	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	47.31%		26.07%	26.62%
2013 Chemical Safety and Hazard Investigation Board	28	62.85%		3.62%	33.53%
2012 Chemical Safety and Hazard Investigation Board	31	64.80%		7.20%	28.00%
2011 Chemical Safety and Hazard Investigation Board	31	42.30%		19.40%	38.20%
2010 Chemical Safety and Hazard Investigation Board	21	61.80%		33.50%	4.70%
2008 Chemical Safety and Hazard Investigation Board	25	78.10%		18.30%	3.60%
2006 Chemical Safety and Hazard Investigation Board	26	79.70%		7.60%	12.70%

100.00%

39 *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	40.39%		8.84%	50.77%

100.00%

2013 Chemical Safety and Hazard Investigation Board	30	36.24%	16.24%	47.55%	0
2012 Chemical Safety and Hazard Investigation Board	33	61.40%	21.50%	17.10%	0
2011 Chemical Safety and Hazard Investigation Board	32	40.90%	25.50%	33.60%	0
2010 Chemical Safety and Hazard Investigation Board	22	73.80%	13.20%	13.00%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

40 *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative	
2014 Chemical Safety and Hazard Investigation Board	32	30.47%	19.47%	50.07%	
2013 Chemical Safety and Hazard Investigation Board	29	30.51%	20.45%	49.05%	
2012 Chemical Safety and Hazard Investigation Board	33	58.30%	11.90%	29.90%	
2011 Chemical Safety and Hazard Investigation Board	33	34.60%	24.30%	41.20%	
2010 Chemical Safety and Hazard Investigation Board	22	54.80%	17.80%	27.30%	
2008 Chemical Safety and Hazard Investigation Board	27	49.00%	29.30%	21.70%	
2006 Chemical Safety and Hazard Investigation Board	29	58.10%	14.70%	27.20%	

100.01%

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	
2014 Chemical Safety and Hazard Investigation Board	32	40.40%	13.14%	46.47%	0	
2013 Chemical Safety and Hazard Investigation Board	29	21.32%	17.26%	61.43%	1	
2012 Chemical Safety and Hazard Investigation Board	32	37.50%	15.90%	46.50%	0	
2011 Chemical Safety and Hazard Investigation Board	30	27.00%	27.50%	45.40%	3	
2010 Chemical Safety and Hazard Investigation Board	21	49.20%	22.10%	28.70%	1	
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--	--

100.01%

42 <i>My supervisor supports my need to balance work and other life issues.</i>							100.00%
	N	Positive	Neutral	Negative	DNK		
2014 Chemical Safety and Hazard Investigation Board	32	87.50%	6.04%	6.46%	0		
2013 Chemical Safety and Hazard Investigation Board	29	86.47%	13.53%	0.00%	1		
2012 Chemical Safety and Hazard Investigation Board	33	72.50%	12.70%	19.80%	0		
2011 Chemical Safety and Hazard Investigation Board	33	72.80%	15.20%	12.00%	0		
2010 Chemical Safety and Hazard Investigation Board	22	87.50%	8.00%	4.40%	0		
2008 Chemical Safety and Hazard Investigation Board	27	78.60%	10.90%	10.50%	0		
2006 Chemical Safety and Hazard Investigation Board	29	68.10%	24.10%	7.80%	0		
43 <i>My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.</i>							100.01%
	N	Positive	Neutral	Negative	DNK		
2014 Chemical Safety and Hazard Investigation Board	32	71.58%	13.50%	14.93%	0		
2013 Chemical Safety and Hazard Investigation Board	30	52.34%	19.15%	35.45%	0		
2012 Chemical Safety and Hazard Investigation Board	33	78.20%	3.50%	18.30%	0		
2011 Chemical Safety and Hazard Investigation Board	33	56.50%	9.60%	33.90%	0		
2010 Chemical Safety and Hazard Investigation Board	22	73.10%	3.80%	23.10%	0		
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--		
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--		
44 <i>Discussions with my supervisor/team leader about my performance are worthwhile.</i>							100.00%
	N	Positive	Neutral	Negative	DNK		
2014 Chemical Safety and Hazard Investigation Board	32	68.81%	6.67%	24.52%	0		
2013 Chemical Safety and Hazard Investigation Board	28	58.83%	7.17%	34.00%	0		
2012 Chemical Safety and Hazard Investigation Board	32	77.90%	6.60%	15.40%	0		
2011 Chemical Safety and Hazard Investigation Board	33	52.70%	15.80%	31.60%	0		
2010 Chemical Safety and Hazard Investigation Board	22	59.00%	23.10%	18.00%	0		

2008 Chemical Safety and Hazard Investigation Board	25	73.10%	15.50%	11.40%	2
2006 Chemical Safety and Hazard Investigation Board	28	63.70%	4.10%	32.20%	1

45 *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	69.86%		23.27%	6.88%
2013 Chemical Safety and Hazard Investigation Board	27	75.44%		6.94%	17.61%
2012 Chemical Safety and Hazard Investigation Board	31	74.80%		9.30%	15.90%
2011 Chemical Safety and Hazard Investigation Board	30	60.70%		16.90%	22.40%
2010 Chemical Safety and Hazard Investigation Board	21	71.50%		13.80%	14.80%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

100.01%

46 *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	78.07%		9.23%	12.71%
2013 Chemical Safety and Hazard Investigation Board	30	62.41%		6.29%	31.29%
2012 Chemical Safety and Hazard Investigation Board	33	81.10%		3.50%	15.40%
2011 Chemical Safety and Hazard Investigation Board	33	52.40%		8.50%	39.10%
2010 Chemical Safety and Hazard Investigation Board	21	60.20%		21.00%	18.90%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

100.01%

47 *Supervisors/team leaders in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	77.78%		2.91%	19.31%

100.00%

2013 Chemical Safety and Hazard Investigation Board	30	77.78%	2.91%	19.31%	0
2012 Chemical Safety and Hazard Investigation Board	33	75.70%	13.30%	11.00%	0
2011 Chemical Safety and Hazard Investigation Board	33	56.60%	12.10%	31.30%	0
2010 Chemical Safety and Hazard Investigation Board	22	62.80%	14.80%	22.40%	0
2008 Chemical Safety and Hazard Investigation Board	27	79.10%	6.80%	14.10%	0
2006 Chemical Safety and Hazard Investigation Board	29	70.70%	3.20%	26.20%	0

48 *My supervisor/team leader listens to what I have to say.*

	N	Positive	Neutral	Negative	
2014 Chemical Safety and Hazard Investigation Board	32	68.51%	15.62%	15.87%	100.00%
2013 Chemical Safety and Hazard Investigation Board	30	80.69%	5.82%	13.48%	
2012 Chemical Safety and Hazard Investigation Board	33	82.10%	3.50%	14.40%	
2011 Chemical Safety and Hazard Investigation Board	33	69.50%	6.20%	24.30%	
2010 Chemical Safety and Hazard Investigation Board	22	67.00%	9.90%	23.10%	
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	

49 *My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative	
2014 Chemical Safety and Hazard Investigation Board	32	82.06%	8.62%	9.32%	100.00%
2013 Chemical Safety and Hazard Investigation Board	30	77.29%	6.31%	16.39%	
2012 Chemical Safety and Hazard Investigation Board	33	82.10%	6.40%	11.50%	
2011 Chemical Safety and Hazard Investigation Board	33	75.80%	3.70%	20.50%	
2010 Chemical Safety and Hazard Investigation Board	22	77.60%	4.40%	18.00%	
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	

50 <i>In the last six months, my supervisor/team leader has talked with me about my performance.</i>				
	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	81.44%	2.93%	15.63%
2013 Chemical Safety and Hazard Investigation Board	30	74.03%	0.00%	16.39%
2012 Chemical Safety and Hazard Investigation Board	33	82.60%	2.90%	14.40%
2011 Chemical Safety and Hazard Investigation Board	33	77.40%	0.00%	22.60%
2010 Chemical Safety and Hazard Investigation Board	22	80.20%	14.60%	5.20%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

100.00%

51 <i>I have trust and confidence in my supervisor.</i>				
	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	31	67.95%	12.64%	19.41%
2013 Chemical Safety and Hazard Investigation Board	30	71.00%	3.21%	25.79%
2012 Chemical Safety and Hazard Investigation Board	33	76.30%	9.30%	14.40%
2011 Chemical Safety and Hazard Investigation Board	33	55.40%	13.80%	30.80%
2010 Chemical Safety and Hazard Investigation Board	22	64.10%	22.40%	13.60%
2008 Chemical Safety and Hazard Investigation Board	27	71.30%	14.40%	14.30%
2006 Chemical Safety and Hazard Investigation Board	29	65.70%	9.40%	24.90%

100.00%

52 <i>Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>				
	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	75.51%	11.81%	12.68%
2013 Chemical Safety and Hazard Investigation Board	30	67.26%	6.94%	25.79%
2012 Chemical Safety and Hazard Investigation Board	33	79.00%	11.90%	9.00%
2011 Chemical Safety and Hazard Investigation Board	33	56.30%	16.50%	27.10%
2010 Chemical Safety and Hazard Investigation Board	22	64.20%	22.30%	13.60%

100.00%

2008 Chemical Safety and Hazard Investigation Board	27	66.90%	29.40%	3.70%
2006 Chemical Safety and Hazard Investigation Board	29	68.80%	13.70%	17.50%

53 *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	22.10%	12.79%	65.11%	0
2013 Chemical Safety and Hazard Investigation Board	30	19.68%	6.47%	73.85%	0
2012 Chemical Safety and Hazard Investigation Board	33	19.00%	27.60%	53.50%	0
2011 Chemical Safety and Hazard Investigation Board	33	11.10%	24.30%	64.70%	0
2010 Chemical Safety and Hazard Investigation Board	22	21.70%	36.10%	42.20%	0
2008 Chemical Safety and Hazard Investigation Board	27	33.30%	22.00%	44.70%	0
2006 Chemical Safety and Hazard Investigation Board	29	48.80%	18.80%	32.40%	0

100.00%

54 *My organization's leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	18.28%	13.37%	68.35%	0
2013 Chemical Safety and Hazard Investigation Board	30	20.27%	19.82%	59.91%	0
2012 Chemical Safety and Hazard Investigation Board	33	39.30%	17.90%	48.80%	0
2011 Chemical Safety and Hazard Investigation Board	32	13.60%	27.30%	59.20%	0
2010 Chemical Safety and Hazard Investigation Board	22	43.40%	13.70%	42.90%	0
2008 Chemical Safety and Hazard Investigation Board	27	52.40%	32.40%	15.20%	0
2006 Chemical Safety and Hazard Investigation Board	29	58.20%	12.40%	29.30%	0

100.00%

55 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	31	38.46%	16.12%	45.42%	1

100.00%

2013 Chemical Safety and Hazard Investigation Board	27	29.67%	13.82%	56.51%	2
2012 Chemical Safety and Hazard Investigation Board	32	51.30%	12.60%	36.10%	0
2011 Chemical Safety and Hazard Investigation Board	32	40.20%	12.30%	47.60%	1
2010 Chemical Safety and Hazard Investigation Board	22	25.60%	30.70%	43.70%	0
2008 Chemical Safety and Hazard Investigation Board	26	62.00%	14.50%	23.50%	1
2006 Chemical Safety and Hazard Investigation Board	29	62.20%	17.50%	20.20%	0

56 *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	33.64%	16.49%	49.88%	0
2013 Chemical Safety and Hazard Investigation Board	30	26.88%	7.22%	65.90%	0
2012 Chemical Safety and Hazard Investigation Board	33	58.60%	8.60%	32.80%	0
2011 Chemical Safety and Hazard Investigation Board	33	33.50%	8.80%	57.70%	0
2010 Chemical Safety and Hazard Investigation Board	22	17.80%	39.30%	42.90%	0
2008 Chemical Safety and Hazard Investigation Board	27	50.70%	19.40%	29.90%	0
2006 Chemical Safety and Hazard Investigation Board	29	61.20%	10.50%	28.40%	0

100.01%

57 *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	33.88%	2.86%	63.26%	0
2013 Chemical Safety and Hazard Investigation Board	28	27.53%	7.70%	64.76%	2
2012 Chemical Safety and Hazard Investigation Board	33	47.30%	14.80%	37.90%	0
2011 Chemical Safety and Hazard Investigation Board	33	26.20%	18.80%	55.00%	0
2010 Chemical Safety and Hazard Investigation Board	22	30.70%	36.40%	32.80%	0
2008 Chemical Safety and Hazard Investigation Board	26	57.40%	22.80%	19.90%	1
2006 Chemical Safety and Hazard Investigation Board	26	56.50%	27.30%	16.20%	3

100.00%

58 <i>Managers promote communication among different work units (for example, about projects, goals, needed resources).</i>							
	N	Positive	Neutral	Negative	DNK		
2014 Chemical Safety and Hazard Investigation Board	32	27.59%	11.84%	60.58%	0	100.01%	
2013 Chemical Safety and Hazard Investigation Board	30	22.89%	7.22%	69.89%	0		
2012 Chemical Safety and Hazard Investigation Board	33	57.00%	12.00%	30.90%	0		
2011 Chemical Safety and Hazard Investigation Board	33	19.40%	8.10%	72.50%	0		
2010 Chemical Safety and Hazard Investigation Board	22	12.90%	13.80%	73.30%	0		
2008 Chemical Safety and Hazard Investigation Board	27	48.50%	21.40%	30.10%	0		
2006 Chemical Safety and Hazard Investigation Board	29	46.40%	17.70%	35.90%	0		
59 <i>Managers support collaboration across work units to accomplish work objectives.</i>							
	N	Positive	Neutral	Negative	DNK		
2014 Chemical Safety and Hazard Investigation Board	32	30.81%	8.98%	60.22%	0	100.01%	
2013 Chemical Safety and Hazard Investigation Board	30	30.11%	3.06%	66.83%	0		
2012 Chemical Safety and Hazard Investigation Board	33	60.00%	16.50%	23.40%	0		
2011 Chemical Safety and Hazard Investigation Board	32	29.10%	14.10%	56.80%	0		
2010 Chemical Safety and Hazard Investigation Board	22	27.20%	8.70%	64.10%	0		
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--		
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--		
60 <i>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		
2014 Chemical Safety and Hazard Investigation Board	32	34.91%	30.91%	34.17%	0	99.99%	
2013 Chemical Safety and Hazard Investigation Board	29	24.32%	27.62%	48.06%	0		
2012 Chemical Safety and Hazard Investigation Board	33	39.80%	23.60%	36.50%	0		
2011 Chemical Safety and Hazard Investigation Board	33	21.80%	35.10%	43.10%	0		
2010 Chemical Safety and Hazard Investigation Board	20	39.30%	35.40%	25.30%	1		

2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

61 *I have a high level of respect for my organization's senior leaders.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	32	22.62%	16.79%	60.60%	0
2013 Chemical Safety and Hazard Investigation Board	30	16.65%	22.82%	60.52%	0
2012 Chemical Safety and Hazard Investigation Board	33	38.70%	8.80%	52.50%	0
2011 Chemical Safety and Hazard Investigation Board	33	19.20%	20.80%	60.10%	0
2010 Chemical Safety and Hazard Investigation Board	22	45.00%	17.60%	37.40%	0
2008 Chemical Safety and Hazard Investigation Board	27	44.50%	30.40%	25.00%	0
2006 Chemical Safety and Hazard Investigation Board	29	62.30%	9.90%	27.80%	0

100.01%

62 *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2014 Chemical Safety and Hazard Investigation Board	30	50.68%	25.24%	24.08%	2
2013 Chemical Safety and Hazard Investigation Board	30	32.90%	22.63%	44.47%	0
2012 Chemical Safety and Hazard Investigation Board	33	36.60%	31.80%	31.50%	0
2011 Chemical Safety and Hazard Investigation Board	31	29.60%	49.40%	21.00%	2
2010 Chemical Safety and Hazard Investigation Board	19	40.40%	25.30%	34.40%	3
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

100.00%

63 *How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	46.90%	5.69%	47.41%

100.00%

2013 Chemical Safety and Hazard Investigation Board	30	39.15%	6.47%	54.38%
2012 Chemical Safety and Hazard Investigation Board	33	50.10%	15.30%	34.60%
2011 Chemical Safety and Hazard Investigation Board	33	38.40%	12.50%	49.10%
2010 Chemical Safety and Hazard Investigation Board	22	50.00%	22.20%	27.80%
2008 Chemical Safety and Hazard Investigation Board	27	59.70%	18.10%	22.20%
2006 Chemical Safety and Hazard Investigation Board	29	53.60%	23.10%	23.30%

64 *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	30.37%	8.64%	61.01%
2013 Chemical Safety and Hazard Investigation Board	30	23.82%	7.05%	69.14%
2012 Chemical Safety and Hazard Investigation Board	33	41.80%	15.30%	42.90%
2011 Chemical Safety and Hazard Investigation Board	33	19.30%	14.20%	66.50%
2010 Chemical Safety and Hazard Investigation Board	22	34.90%	0.00%	65.10%
2008 Chemical Safety and Hazard Investigation Board	27	51.60%	14.90%	33.50%
2006 Chemical Safety and Hazard Investigation Board	29	46.40%	22.50%	31.10%

100.02%

65 *How satisfied are you with the recognition you receive for doing a good job?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	31	41.78%	23.24%	34.98%
2013 Chemical Safety and Hazard Investigation Board	30	40.05%	12.54%	47.42%
2012 Chemical Safety and Hazard Investigation Board	33	55.30%	20.20%	24.50%
2011 Chemical Safety and Hazard Investigation Board	33	36.20%	24.10%	39.70%
2010 Chemical Safety and Hazard Investigation Board	22	53.60%	14.50%	31.90%
2008 Chemical Safety and Hazard Investigation Board	27	63.30%	15.50%	21.20%
2006 Chemical Safety and Hazard Investigation Board	29	50.50%	19.40%	30.10%

100.00%

66 <i>How satisfied are you with the policies and practices of your senior leaders?</i>						100.00%
	N	Positive	Neutral	Negative		
2014 Chemical Safety and Hazard Investigation Board	32	12.13%	12.54%	75.33%		100.00%
2013 Chemical Safety and Hazard Investigation Board	30	23.09%	12.87%	64.04%		
2012 Chemical Safety and Hazard Investigation Board	33	26.80%	14.00%	59.20%		
2011 Chemical Safety and Hazard Investigation Board	33	11.20%	15.60%	73.10%		
2010 Chemical Safety and Hazard Investigation Board	22	40.30%	13.00%	46.70%		
2008 Chemical Safety and Hazard Investigation Board	27	49.10%	17.60%	33.30%		
2006 Chemical Safety and Hazard Investigation Board	29	47.80%	25.00%	27.20%		
67 <i>How satisfied are you with your opportunity to get a better job in your organization?</i>						100.00%
	N	Positive	Neutral	Negative		
2014 Chemical Safety and Hazard Investigation Board	31	29.65%	21.74%	48.61%		100.00%
2013 Chemical Safety and Hazard Investigation Board	30	29.42%	16.74%	53.84%		
2012 Chemical Safety and Hazard Investigation Board	33	34.70%	25.80%	39.50%		
2011 Chemical Safety and Hazard Investigation Board	32	23.50%	36.80%	39.60%		
2010 Chemical Safety and Hazard Investigation Board	22	56.10%	17.10%	26.80%		
2008 Chemical Safety and Hazard Investigation Board	27	48.00%	29.40%	22.60%		
2006 Chemical Safety and Hazard Investigation Board	29	36.00%	24.80%	39.20%		
68 <i>How satisfied are you with the training you receive for your present job?</i>						100.00%
	N	Positive	Neutral	Negative		
2014 Chemical Safety and Hazard Investigation Board	31	58.27%	18.76%	22.97%		100.00%
2013 Chemical Safety and Hazard Investigation Board	30	37.44%	18.70%	53.84%		
2012 Chemical Safety and Hazard Investigation Board	33	46.40%	22.40%	31.20%		
2011 Chemical Safety and Hazard Investigation Board	33	34.90%	16.00%	49.10%		
2010 Chemical Safety and Hazard Investigation Board	22	58.50%	18.30%	23.20%		

2008 Chemical Safety and Hazard Investigation Board	27	73.90%	14.90%	11.20%
2006 Chemical Safety and Hazard Investigation Board	29	42.50%	24.50%	33.00%

69 *Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	47.44%	15.64%	36.93%
2013 Chemical Safety and Hazard Investigation Board	30	47.12%	12.24%	40.64%
2012 Chemical Safety and Hazard Investigation Board	33	61.50%	24.20%	14.30%
2011 Chemical Safety and Hazard Investigation Board	33	43.40%	19.10%	37.60%
2010 Chemical Safety and Hazard Investigation Board	22	69.40%	12.40%	18.20%
2008 Chemical Safety and Hazard Investigation Board	27	71.90%	13.90%	14.10%
2006 Chemical Safety and Hazard Investigation Board	29	58.10%	11.00%	30.90%

100.01%

70 *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	32	46.15%	14.81%	39.04%
2013 Chemical Safety and Hazard Investigation Board	30	48.50%	12.72%	38.79%
2012 Chemical Safety and Hazard Investigation Board	33	56.90%	18.70%	24.50%
2011 Chemical Safety and Hazard Investigation Board	33	56.00%	19.00%	25.00%
2010 Chemical Safety and Hazard Investigation Board	22	69.50%	7.70%	22.80%
2008 Chemical Safety and Hazard Investigation Board	27	52.20%	28.60%	19.20%
2006 Chemical Safety and Hazard Investigation Board	29	47.70%	37.30%	14.90%

100.00%

71 *Considering everything, how satisfied are you with your organization?*

	N	Positive	Neutral	Negative
2014 Chemical Safety and Hazard Investigation Board	30	29.25%	7.07%	63.67%

99.99%

2013 Chemical Safety and Hazard Investigation Board	30	36.26%	7.80%	55.95%
2012 Chemical Safety and Hazard Investigation Board	33	44.80%	15.50%	39.80%
2011 Chemical Safety and Hazard Investigation Board	33	36.00%	9.20%	54.80%
2010 Chemical Safety and Hazard Investigation Board	22	55.10%	16.80%	28.20%
2008 Chemical Safety and Hazard Investigation Board	27	63.90%	14.10%	22.00%
2006 Chemical Safety and Hazard Investigation Board	29	54.50%	14.70%	30.90%

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	Yes	No	Not Sure
2014 Chemical Safety and Hazard Investigation Board	32	96.72%	3.28%	0.00%
2013 Chemical Safety and Hazard Investigation Board	30	100.00%	0.00%	0.00%
2012 Chemical Safety and Hazard Investigation Board	33	100.00%	0.00%	0.00%
2011 Chemical Safety and Hazard Investigation Board	33	100.00%	0.00%	0.00%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

100.00%

73 Please select the response below that BEST describes your current teleworking situation:

	N	Telework 3+ Days Per Week	Telework 1-2 Days Per Week	Telework No More Than 1-2 Days Per Month	Telework Infrequently
2014 Chemical Safety and Hazard Investigation Board	32	13.43%	33.95%	30.61%	19.26%
2013 Chemical Safety and Hazard Investigation Board	30	6.07%	27.60%	39.57%	20.82%
2012 Chemical Safety and Hazard Investigation Board	33	0.00%	14.90%	39.60%	35.80%
2011 Chemical Safety and Hazard Investigation Board	33	0.00%	13.80%	37.20%	39.10%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

97.25%

(continued)

73 Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Chemical Safety and Hazard Investigation Board	32	0.00%	0.00%	0.00%	2.75%
2013 Chemical Safety and Hazard Investigation Board	30	0.00%	0.00%	0.00%	5.94%
2012 Chemical Safety and Hazard Investigation Board	33	0.00%	0.00%	0.00%	9.60%
2011 Chemical Safety and Hazard Investigation Board	33	0.00%	0.00%	0.00%	9.90%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

2.75%

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

	N	Yes	No	Not Available To Me
2014 Chemical Safety and Hazard Investigation Board	32	18.45%	36.47%	45.08%
2013 Chemical Safety and Hazard Investigation Board	30	17.40%	40.07%	42.53%
2012 Chemical Safety and Hazard Investigation Board	33	12.50%	26.80%	60.60%
2011 Chemical Safety and Hazard Investigation Board	33	13.90%	37.90%	48.20%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

100.00%

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

	N	Yes	No	Not Available To Me
2014 Chemical Safety and Hazard Investigation Board	31	9.51%	48.57%	41.92%
2013 Chemical Safety and Hazard Investigation Board	30	14.40%	43.20%	42.40%
2012 Chemical Safety and Hazard Investigation Board	33	24.10%	51.20%	24.70%

100.00%

2011 Chemical Safety and Hazard Investigation Board	33	34.70%	22.80%	42.50%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

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

	N	Yes	No	Not Available To Me
2014 Chemical Safety and Hazard Investigation Board	32		15.04%	77.86%
2013 Chemical Safety and Hazard Investigation Board	30		18.16%	75.97%
2012 Chemical Safety and Hazard Investigation Board	33		16.70%	70.10%
2011 Chemical Safety and Hazard Investigation Board	33		6.50%	80.20%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

99.99%

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

	N	Yes	No	Not Available To Me
2014 Chemical Safety and Hazard Investigation Board	32		0.00%	52.46%
2013 Chemical Safety and Hazard Investigation Board	30		0.00%	56.54%
2012 Chemical Safety and Hazard Investigation Board	32		0.00%	45.20%
2011 Chemical Safety and Hazard Investigation Board	33		3.70%	52.50%
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

100.00%

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

	N	Yes	No	Not Available To Me
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Year	N	Positive	Neutral	Negative	Other
2014 Chemical Safety and Hazard Investigation Board	32	0.00%	52.46%	47.54%	
2013 Chemical Safety and Hazard Investigation Board	29	0.00%	56.54%	43.46%	
2012 Chemical Safety and Hazard Investigation Board	33	0.00%	44.40%	55.60%	
2011 Chemical Safety and Hazard Investigation Board	33	0.00%	62.40%	37.60%	
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--	
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	

100.00%

79 *How satisfied are you with the following Work/Life programs in your agency? Telework*

Year	N	Positive	Neutral	Negative	Other	NBJ
2014 Chemical Safety and Hazard Investigation Board	29	75.87%	16.50%	7.64%		1
2013 Chemical Safety and Hazard Investigation Board	27	61.78%	18.72%	19.50%		1
2012 Chemical Safety and Hazard Investigation Board	30	63.50%	11.00%	25.50%		0
2011 Chemical Safety and Hazard Investigation Board	32	59.50%	17.00%	23.50%		1
2010 Chemical Safety and Hazard Investigation Board	22	59.60%	23.40%	16.90%		0
2008 Chemical Safety and Hazard Investigation Board	25	50.50%	32.00%	17.40%		2
2006 Chemical Safety and Hazard Investigation Board	25	45.40%	12.80%	41.80%		4

100.01%

80 *How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

Year	N	Positive	Neutral	Negative	Other	NBJ
2014 Chemical Safety and Hazard Investigation Board	6	67.24%	17.25%	15.51%		0
2013 Chemical Safety and Hazard Investigation Board	5	54.26%	19.46%	26.28%		0
2012 Chemical Safety and Hazard Investigation Board	4	77.30%	22.70%	13.50%		0
2011 Chemical Safety and Hazard Investigation Board	15	36.90%	18.20%	44.90%		17
2010 Chemical Safety and Hazard Investigation Board	13	22.30%	23.50%	54.20%		9
2008 Chemical Safety and Hazard Investigation Board	23	38.70%	21.60%	39.70%		4
2006 Chemical Safety and Hazard Investigation Board	25	27.60%	22.10%	50.30%		4

100.00%

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	Positive	Neutral	Negative	NBJ
2014 Chemical Safety and Hazard Investigation Board	2	46.38%	53.62%	0.00%	2
2013 Chemical Safety and Hazard Investigation Board	4	47.16%	52.84%	0.00%	0
2012 Chemical Safety and Hazard Investigation Board	8	52.00%	48.00%	0.00%	0
2011 Chemical Safety and Hazard Investigation Board	19	39.50%	32.40%	28.10%	14
2010 Chemical Safety and Hazard Investigation Board	14	27.50%	29.60%	42.90%	8
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

100.00%

82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2014 Chemical Safety and Hazard Investigation Board	5	78.84%	21.16%	0.00%	0
2013 Chemical Safety and Hazard Investigation Board	5	66.80%	43.82%	0.00%	0
2012 Chemical Safety and Hazard Investigation Board	6	66.80%	33.20%	0.00%	0
2011 Chemical Safety and Hazard Investigation Board	18	34.10%	60.40%	5.60%	15
2010 Chemical Safety and Hazard Investigation Board	14	41.50%	43.20%	15.30%	8
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

100.00%

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	Positive	Neutral	Negative	NBJ
2014 Chemical Safety and Hazard Investigation Board	0	0.00%	0.00%	0.00%	1
2013 Chemical Safety and Hazard Investigation Board	0	0.00%	0.00%	0.00%	1
2012 Chemical Safety and Hazard Investigation Board	0	0.00%	0.00%	0.00%	1

0.00%

2011 Chemical Safety and Hazard Investigation Board	12	19.30%	45.50%	35.20%	21
2010 Chemical Safety and Hazard Investigation Board	9	9.70%	45.30%	45.00%	13
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

84 *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
2014 Chemical Safety and Hazard Investigation Board	0	0.00%	0.00%	0.00%	0
2013 Chemical Safety and Hazard Investigation Board	1	0.00%	100.00%	0.00%	0
2012 Chemical Safety and Hazard Investigation Board	0	0.00%	0.00%	0.00%	0
2011 Chemical Safety and Hazard Investigation Board	9	0.00%	74.90%	25.10%	24
2010 Chemical Safety and Hazard Investigation Board	8	10.90%	65.20%	23.90%	14
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

0.00%