

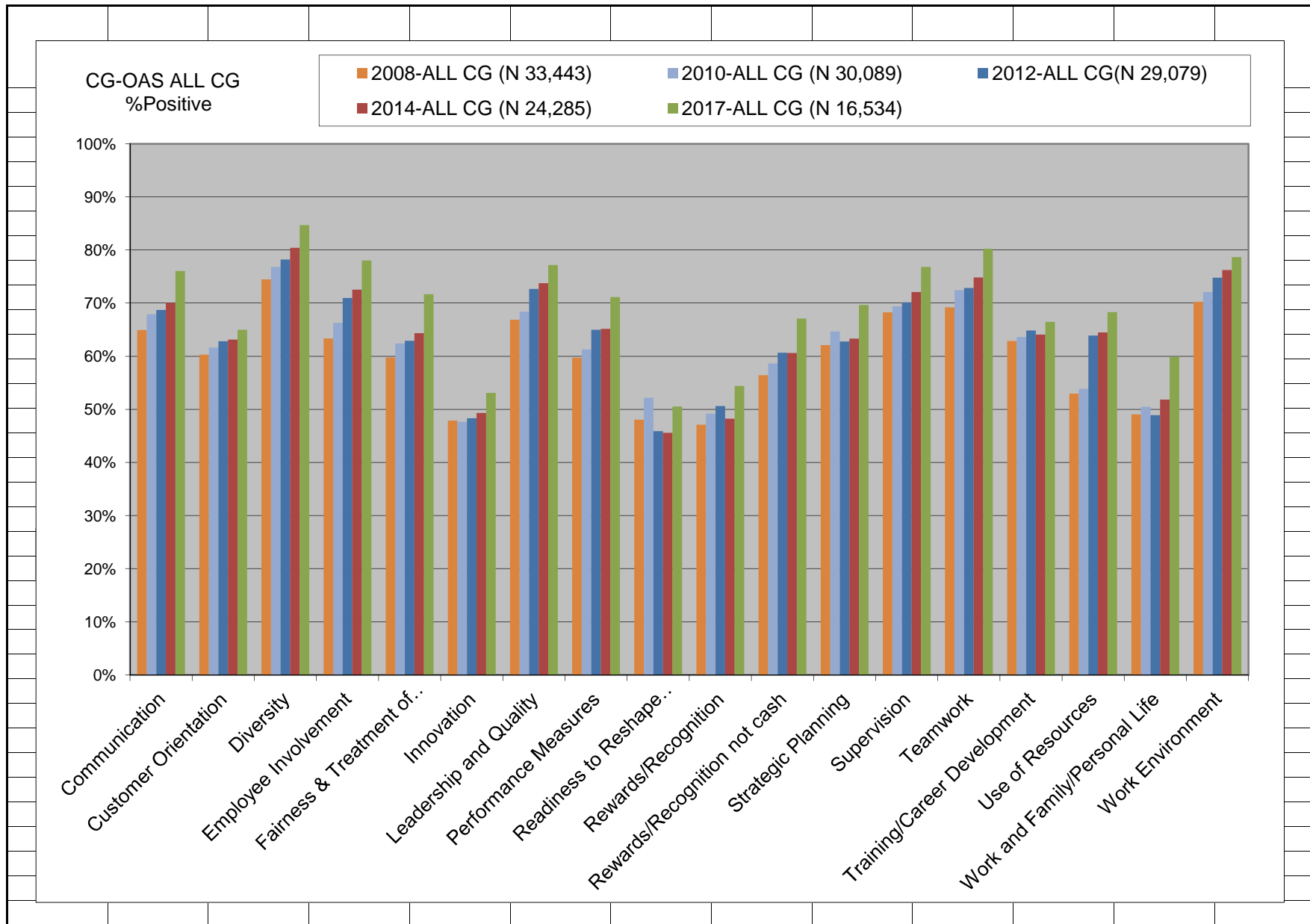
UNITED STATES COAST GUARD Civilians								
	FEVS	Pos	Neu	Neg	n			
Q1F	I am given a real opportunity to improve my skills in my organization.	66%	16%	17%	2885			
Q10	I am given a real opportunity to improve my skills in the organization.s	61%	21%	18%	3419	-5%	5%	1%
Q2F	I have enough information to do my job well.	76%	13%	11%	2885			
Q20	I have enough information to do my job well.	76%	14%	10%	3428	0%	1%	-1%
Q3F	I feel encouraged to come up with new and better ways of doing things.	67%	16%	16%	2885			
Q30	I feel encouraged to come up with new and better ways of doing things.	67%	17%	16%	3422	0%	1%	0%
Q4F	My work gives me a feeling of personal accomplishment.	78%	12%	10%	2885			
Q40	My work gives me a feeling of personal accomplishment.	77%	11%	12%	3429	-1%	-1%	2%
Q8F	I am constantly looking for ways to do my job better.	93%	6%	1%	2885			
Q80	I am constantly looking for ways to do my job better.	93%	6%	2%	3414	0%	0%	1%
Q12F	I know how my work relates to the agency's goals and priorities.	88%	7%	5%	2885			
Q120	I know how my work relates to the Coast Guard's goals and priorities.	91%	6%	3%	3398	3%	-1%	-2%
Q14F	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69%	14%	17%	2885			
Q140	Physical conditions (for example, noise, temperature, lighting, cleanliness) allow me to perform my job well.	70%	13%	17%	3425	1%	-1%	0%
Q15F	My performance appraisal is a fair reflection of my performance.	85%	7%	7%	2885			
Q150	My performance appraisal is a fair reflection of my performance.	84%	9%	8%	3327	-1%	2%	1%
Q16F	I am held accountable for achieving results.	86%	10%	4%	2885			
Q160	I am held accountable for achieving positive results.	85%	11%	4%	3398	-1%	1%	0%
Q20F	The people I work with cooperate to get the job done.	81%	10%	9%	2885			
Q200	The people I work with cooperate to get the job done.	85%	8%	7%	3423	4%	-2%	-2%
Q23F	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36%	31%	33%	2885			
Q230	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	48%	24%	27%	2992	12%	-7%	-6%

	FEVS	Pos	Neu	Neg	n			
Q28F	How would you rate the overall quality of work done by your work unit?	89%	9%	2%	2885			
Q28O	How would you rate the overall quality of work done in your work group?	89%	9%	3%	3358	0%	0%	1%
Q29F	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75%	15%	10%	2885			
Q29O	The workforce has the job-relevant knowledge and skills necessary to accomplish unit/command goals.	72%	14%	14%	3379	-3%	-1%	4%
Q32F	Creativity and innovation are rewarded.	51%	27%	22%	2885			
Q32O	Creativity and innovation are rewarded.	52%	24%	24%	3374	1%	-3%	2%
Q33F	Pay raises depend on how well employees perform their jobs.	25%	31%	44%	2885			
Q33O	Pay raises depend on how well members/employees perform their jobs.	23%	29%	47%	3112	-2%	-2%	3%
Q34F	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	66%	24%	10%	2885			
Q34O	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	78%	16%	7%	3182	12%	-8%	-3%
Q41F	I believe the results of this survey will be used to make my agency a better place to work.	42%	29%	29%	2885			
Q41O	I believe headquarters program and community managers make effective use of the Coast Guard Organizational Assessment Survey (CG-OAS) results to make the Coast Guard a better place to work.	53%	26%	21%	2966	11%	-3%	-8%
Q42F	My supervisor supports my need to balance work and other life issues.	87%	7%	6%	2885			
Q42O	My supervisor supports my need to balance work and other life issues.	85%	10%	6%	3393	-2%	3%	0%
Q43F	My supervisor provides me with opportunities to demonstrate my leadership skills.	71%	16%	12%	2885			
Q43O	My supervisor/team leader provides me with the opportunity to demonstrate my leadership skills.	71%	15%	13%	3397	0%	-1%	1%
Q44F	Discussions with my supervisor about my performance are worthwhile.	72%	15%	13%	2885			
Q44O	Discussions with my supervisor/team leader about my performance are worthwhile.	71%	17%	12%	3392	-1%	2%	-1%
Q46F	My supervisor provides me with constructive suggestions to improve my job performance.	69%	17%	13%	2885			

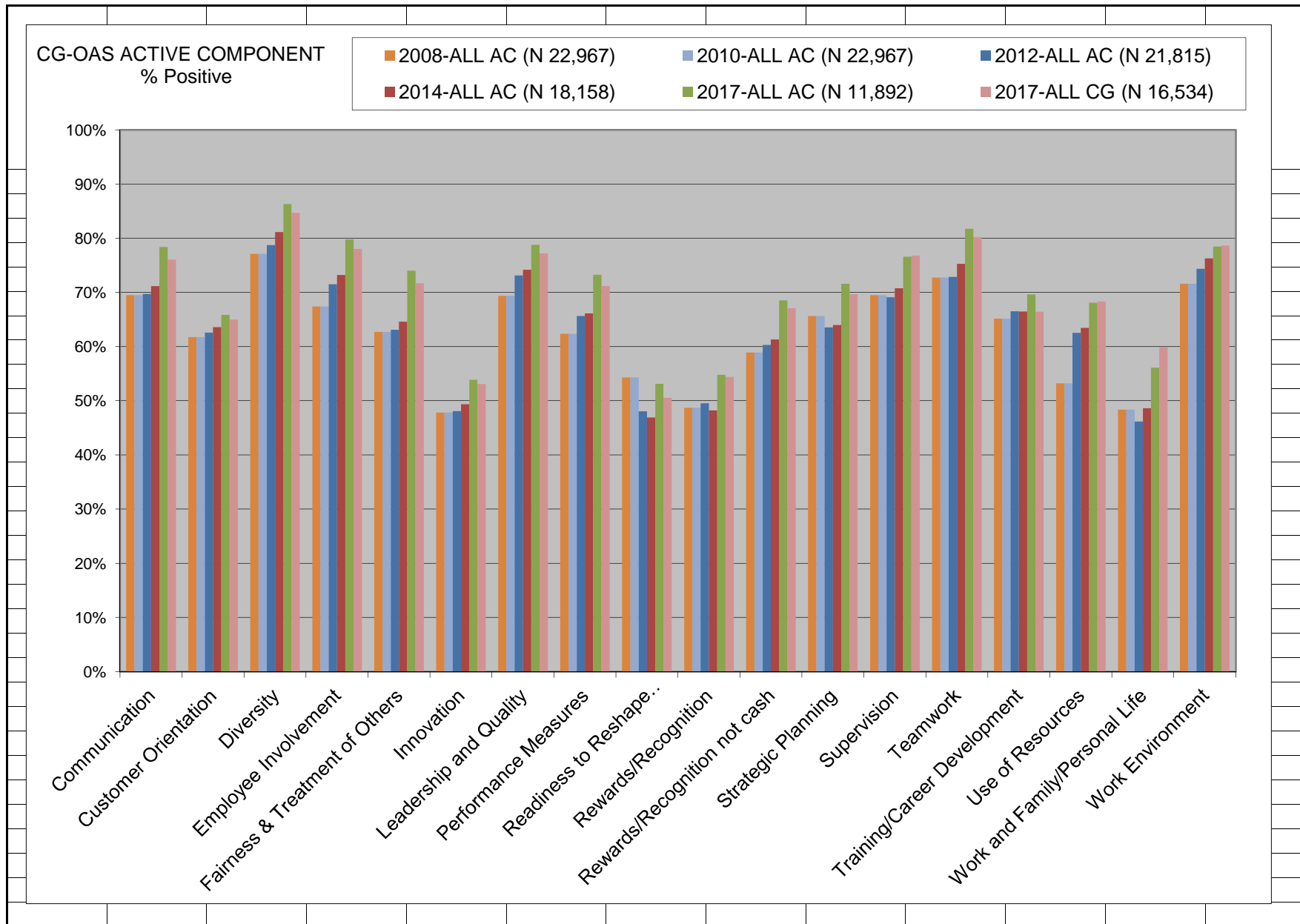
	FEVS	Pos	Neu	Neg	n			
Q46O	My supervisor provides me with constructive suggestions to improve my job performance.	71%	16%	13%	3403	2%	-1%	0%
Q51F	I have trust and confidence in my supervisor.	76%	13%	11%	2885			
Q51O	I have trust and confidence in my supervisor.	77%	11%	12%	3424	1%	-2%	1%
Q52F	Overall, how good a job do you feel is being done by your immediate supervisor?	78%	13%	8%	2885			
Q52O	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	75%	14%	11%	3401	-3%	1%	3%
Q58F	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62%	20%	18%	2885			
Q58O	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66%	16%	18%	3383	4%	-4%	0%
Q63F	How satisfied are you with your involvement in decisions that affect your work?	61%	19%	19%	2885			
Q63O	How satisfied are you with your involvement in decisions that affect your work?	62%	20%	18%	3434	1%	1%	-1%
Q64F	How satisfied are you with the information you receive from management on what's going on in your organization?	57%	22%	21%	2885			
Q64O	How satisfied are you with the information you receive from management on what's going on in the Coast Guard?	59%	23%	18%	3428	2%	1%	-3%
Q67F	How satisfied are you with your opportunity to get a better job in your organization?	36%	30%	34%	2885			
Q67O	How satisfied are you with your opportunity to get a better job in the Coast Guard?	34%	36%	31%	3408	-2%	6%	-3%
Q68F	How satisfied are you with the training you receive for your present job?	51%	24%	25%	2885			
Q68O	How satisfied are you with the training you received for your present job?	51%	26%	23%	3427	0%	2%	-2%
Q69F	Considering everything, how satisfied are you with your job?	76%	13%	11%	2885			
Q69O	Considering everything, how satisfied are you with your job?	74%	15%	11%	3417	-2%	2%	0%
Q70F	Considering everything, how satisfied are you with your pay?	63%	17%	20%	2885			
Q70O	Considering everything, how satisfied are you with your pay (including allowances, if applicable)?	61%	17%	22%	3423	-2%	0%	2%
Q71F	Considering everything, how satisfied are you with your organization?	73%	16%	11%	2885			

	FEVS	Pos	Neu	Neg	n			
Q710	Considering everything, how would you rate your overall satisfaction in the Coast Guard at the present time?	74%	15%	11%	3429	1%	-1%	0%

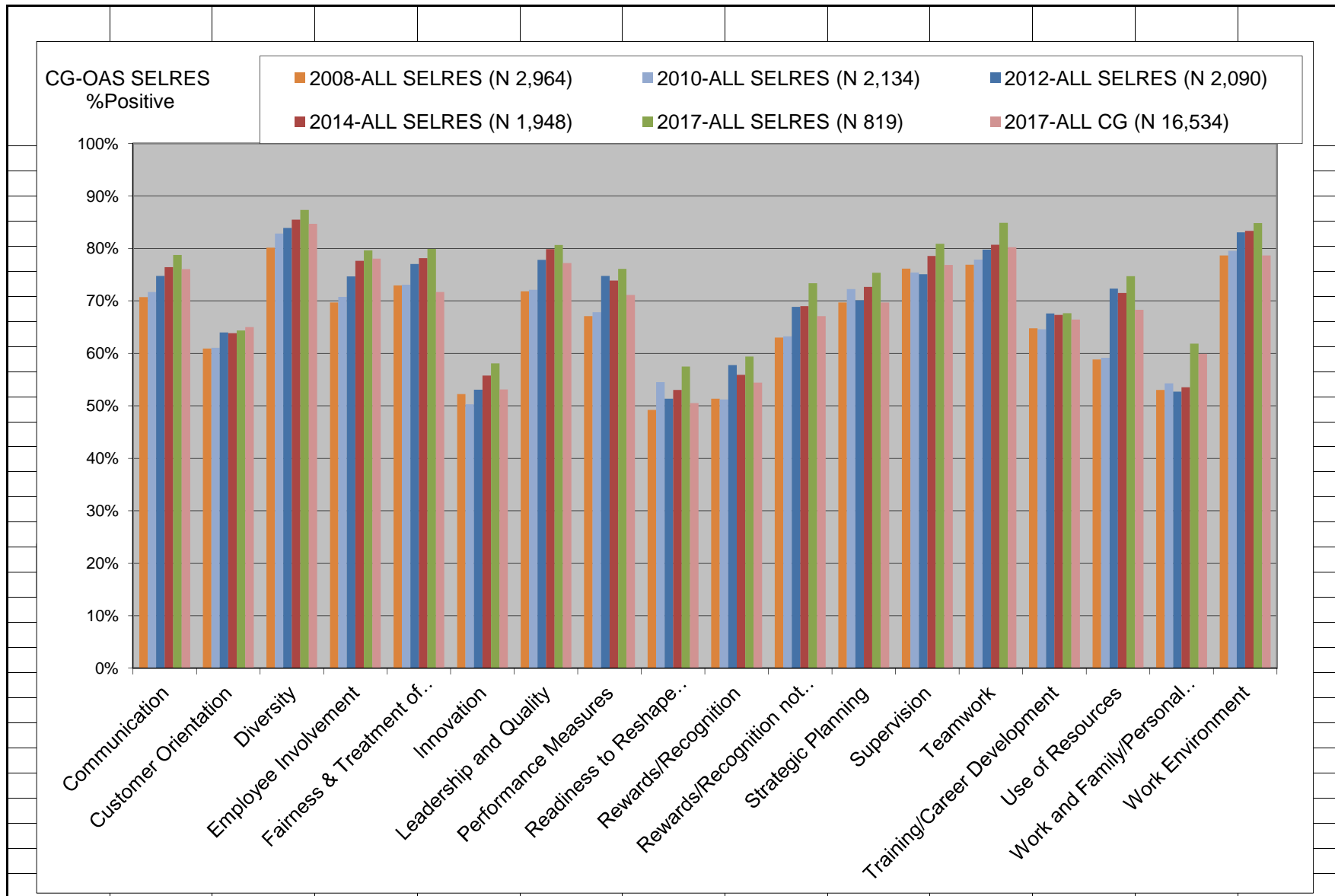
CG-OAS % Positive



CG-OAS % Positive



CG-OAS % Positive



CG-OAS % Positive

