



## Welcome...

...to the Commodity Futures Trading Commission **Employee Viewpoint Survey** results for 2011 – a window onto the perspectives we at CFTC bring each day to our workplace.

Please review the pages that follow for full details from the survey administrator or go to their [website](#) for government-wide [results](#).

Our analysis confirms that the CFTC work environment remains a source of agency strength in meeting our mission, for reasons that include:

- **Belief in continuous improvement** – survey item 41 indicates growing confidence (up 7.5% from last year) the results of this survey will be used to improve our workplace. Input to the last two surveys led to a much improved telework program.
- **Desire for professional growth** – survey item 1 indicates jobs at CFTC represent the opportunity to grow our skills, but with a desire for more training support (items 18 and 68). Our new Chief Learning Officer has already begun to roll out the first comprehensive learning plan for CFTC in response to this ongoing need.
- **Integrity, Accountability, and Respect** – survey items 42 through 55 indicate an atmosphere of trust and two-way dialogue, including about goals, performance, and personal development and work/life issues.
- **Physical Resources** – survey items 14, 35, and 36 continue our history of high marks for the comfort, safety, and security of agency office space.

The 2011 survey results also confirm our strategy of focusing on building and maintaining the kind of work environment that fosters our success as an agency and as individuals seeking professional growth. Key themes for the year ahead include:

- **Communication** – as in prior years, our responses to survey items 56 – 58 indicate the need for more effective top-down and inter-divisional communication regarding agency goals and objectives. Continued emphasis on supervisory training in related skills is one tactic we expect will lead to further success in this area.
- **Training** – as the CFTC mission expands with new market responsibilities under the Dodd-Frank Act financial reform, the agency will continue to roll out programs to train and mentor all of our employees in building and maintaining their mission-critical skills.

The following 11 pages give full details on the survey results. Agency leadership will continue to analyze and reference this feedback when planning our resource usage.

Sincere thanks for your interest in these results and in particular to each of the 387 (65.3%) of CFTC employees who responded to the 2011 survey.

**Continued...**

# COMMODITY FUTURES TRADING COMMISSION

## About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

## WHO RESPONDED

CFTC 65% response rate    GOVERNMENTWIDE 49% response rate

## STRENGTHS AND CHALLENGES

 STRENGTHS     CHALLENGES     GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	 96%	 97%	9. I have sufficient resources (for example, people, materials, budget) to get my job done.	 43%	 34%
50. In the last six months, my supervisor/team leader has talked with me about my performance.	 92%	 77%	24. In my work unit, differences in performance are recognized in a meaningful way.	 31%	 34%
35. Employees are protected from health and safety hazards on the job.	 91%	 78%	33. Pay raises depend on how well employees perform their jobs.	 28%	 47%
8. I am constantly looking for ways to do my job better.	 91%	 92%	23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	 28%	 41%
42. My supervisor supports my need to balance work and other life issues.	 91%	 77%	67. How satisfied are you with your opportunity to get a better job in your organization?	 27%	 32%

## INCREASES AND DECREASES

 INCREASE     DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.		2010	2011	Diff.
79. How satisfied are you with the following Work/Life programs in your agency? Telework	61%	69%	 +8	9. I have sufficient resources (for example, people, materials, budget) to get my job done.	58%	35%	 -23
41. I believe the results of this survey will be used to make my agency a better place to work.	50%	58%	 +8	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)	64%	46%	 -18
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56%	61%	 +5	21. My work unit is able to recruit people with the right skills.	76%	61%	 -15
				68. How satisfied are you with the training you receive for your present job?	59%	50%	 -9
				29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81%	73%	 -8

## HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.

 CFTC  
 GOVERNMENTWIDE

### LEADERSHIP & KNOWLEDGE MANAGEMENT



### RESULTS-ORIENTED PERFORMANCE CULTURE



### TALENT MANAGEMENT

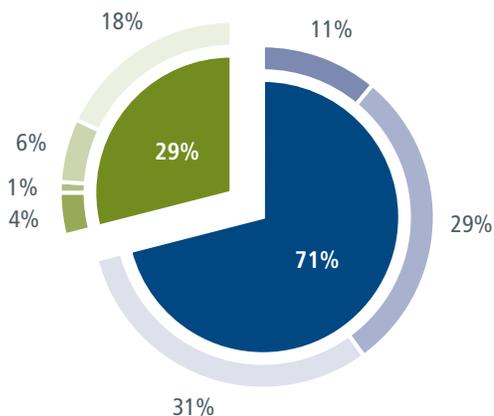


### JOB SATISFACTION

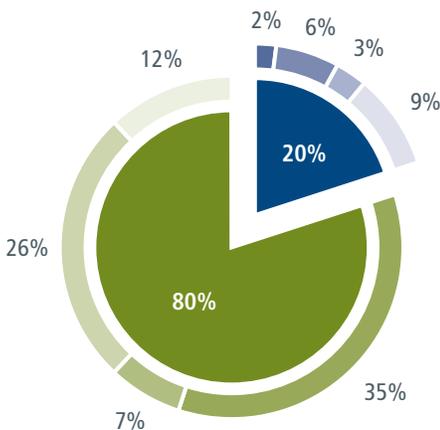


## TELEWORK

### CFTC



### GOVERNMENTWIDE



### TELEWORK

-  I telework 3 or more days per week.
-  I telework 1 or 2 days per week.
-  I telework, but no more than 1 or 2 days per month.
-  I telework very infrequently, on an unscheduled or short-term basis.

### DO NOT TELEWORK

-  I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
-  I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
-  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.
-  I do not telework because I choose not to telework.

Note: The sum of percentages may not add to 100 due to rounding.



**U.S. Office of Personnel Management**  
 1900 E Street NW, Washington, DC 20415  
[www.FedView.opm.gov](http://www.FedView.opm.gov)

# 2011 Federal Employee Viewpoint Survey

## Empowering Employees

*inspiring change*

Commodity Futures  
Trading Commission  
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N	70.2	83	185	64	42	11	385	NA
	%		20.5	49.7	16.2	10.7	2.9	100.0	
2. I have enough information to do my job well.	N	69.4	69	204	71	37	6	387	NA
	%		16.5	52.9	19.4	9.6	1.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	65.4	107	149	71	45	15	387	NA
	%		26.6	38.7	19.0	11.5	4.2	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	71.7	110	171	63	35	8	387	NA
	%		27.5	44.2	17.1	9.0	2.1	100.0	
*5. I like the kind of work I do.	N	80.5	138	172	53	14	9	386	NA
	%		35.8	44.7	13.6	3.8	2.2	100.0	
6. I know what is expected of me on the job.	N	81.0	119	193	42	21	9	384	NA
	%		30.1	50.9	11.1	5.5	2.4	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	96.5	270	102	10	0	4	386	NA
	%		69.4	27.0	2.6	0.0	1.0	100.0	
8. I am constantly looking for ways to do my job better.	N	91.3	194	157	27	6	2	386	NA
	%		49.7	41.6	6.4	1.8	0.5	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	35.4	25	112	78	101	68	384	2
	%		6.3	29.1	21.2	25.8	17.7	100.0	
*10. My workload is reasonable.	N	61.1	38	197	72	53	27	387	0
	%		10.0	51.1	19.1	13.3	6.5	100.0	
*11. My talents are used well in the workplace.	N	61.8	55	184	67	52	27	385	0
	%		13.7	48.1	18.3	12.9	6.9	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	85.3	119	210	36	14	7	386	0
	%		29.6	55.7	9.0	3.9	1.8	100.0	
*13. The work I do is important.	N	87.8	163	174	30	11	7	385	2
	%		41.8	46.0	7.6	2.9	1.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	86.8	148	182	35	16	4	385	0
	%		38.1	48.7	8.1	4.1	1.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	74.6	103	170	59	24	11	367	19
	%		27.0	47.6	15.9	6.7	2.8	100.0	
16. I am held accountable for achieving results.	N	84.6	108	214	46	11	3	382	2
	%		27.1	57.5	11.9	2.7	0.9	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		98	145	76	19	17	355	29
	%	69.9	28.2	41.7	21.1	5.0	4.1	100.0	
*18. My training needs are assessed.	N		32	145	99	72	29	377	9
	%	47.9	8.5	39.4	25.8	18.8	7.5	100.0	
*19. 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).	N		76	163	72	36	25	372	15
	%	64.5	19.9	44.6	19.2	9.9	6.4	100.0	
*20. The people I work with cooperate to get the job done.	N		115	190	35	29	7	376	NA
	%	82.5	29.6	52.9	8.5	7.1	1.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		54	178	69	46	32	379	8
	%	61.0	14.0	47.0	18.9	12.1	8.0	100.0	
*22. Promotions in my work unit are based on merit.	N		50	118	104	38	36	346	41
	%	48.2	13.6	34.6	30.2	11.8	9.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		21	105	107	55	37	325	60
	%	39.1	5.6	33.4	33.1	16.5	11.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		23	102	108	68	39	340	47
	%	35.8	6.1	29.7	33.0	19.9	11.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		30	135	94	45	28	332	53
	%	49.2	7.6	41.5	29.2	13.6	8.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		93	201	47	28	16	385	2
	%	76.6	24.1	52.5	12.2	6.8	4.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		90	175	74	16	12	367	18
	%	71.5	24.3	47.2	20.8	4.0	3.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		196	146	38	5	0	385	NA
	%	88.9	49.7	39.2	10.0	1.1	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		58	214	64	32	9	377	6
	%	72.9	14.9	58.0	16.8	7.8	2.6	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	54.2	53 14.1	150 40.2	87 24.3	61 16.0	22 5.5	373 100.0	11
31. Employees are recognized for providing high quality products and services.	N %	59.4	59 15.3	161 44.1	90 24.5	43 11.3	19 4.8	372 100.0	13
*32. Creativity and innovation are rewarded.	N %	49.9	47 11.6	136 38.3	100 28.4	51 14.2	27 7.4	361 100.0	23
*33. Pay raises depend on how well employees perform their jobs.	N %	41.9	26 6.6	118 35.3	94 29.8	59 17.2	40 11.1	337 100.0	47
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	61.1	54 15.3	155 45.8	91 26.3	25 7.1	19 5.4	344 100.0	40
*35. Employees are protected from health and safety hazards on the job.	N %	91.3	127 34.6	215 56.7	27 7.0	6 1.5	1 0.2	376 100.0	8
*36. My organization has prepared employees for potential security threats.	N %	81.0	86 24.2	215 56.8	52 14.0	17 4.5	2 0.4	372 100.0	10
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	59.4	69 18.7	134 40.7	89 26.1	23 6.9	29 7.7	344 100.0	38
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 %	74.9	97 29.4	150 45.4	59 17.6	13 3.9	14 3.6	333 100.0	52
39. My agency is successful at accomplishing its mission.	N %	80.6	97 25.6	202 55.0	62 15.3	12 2.8	4 1.3	377 100.0	6
40. I recommend my organization as a good place to work.	N %	78.7	153 39.0	147 39.7	59 14.8	21 5.3	5 1.2	385 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	57.9	62 17.5	134 40.4	88 25.5	29 8.3	29 8.2	342 100.0	42
*42. My supervisor supports my need to balance work and other life issues.	N %	91.1	184 49.6	161 41.4	21 5.3	7 2.1	7 1.5	380 100.0	4
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	75.9	138 36.3	152 39.7	49 12.4	28 7.6	16 4.1	383 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	71.8	117 31.3	154 40.5	59 15.5	30 7.8	19 4.9	379 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		116	142	64	7	7	336	47
	%	76.4	34.4	42.0	19.6	2.0	2.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		108	158	66	31	18	381	2
	%	69.6	27.9	41.6	18.0	7.7	4.7	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		113	169	60	26	13	381	3
	%	74.2	29.9	44.3	15.6	6.4	3.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		171	153	38	14	8	384	NA
	%	84.4	45.3	39.1	10.0	3.5	2.1	100.0	
49. My supervisor/team leader treats me with respect.	N		195	144	25	5	14	383	NA
	%	88.6	51.4	37.2	6.8	1.2	3.4	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		181	170	17	11	5	384	NA
	%	92.1	48.0	44.1	4.3	2.6	1.1	100.0	
*51. I have trust and confidence in my supervisor.	N		163	132	46	21	17	379	NA
	%	78.4	42.8	35.7	12.2	5.4	4.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		179	129	50	13	12	383	NA
	%	80.7	46.0	34.7	13.1	3.2	3.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		53	161	92	42	27	375	7
	%	56.8	13.3	43.5	25.4	10.9	6.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		94	164	70	21	17	366	15
	%	71.0	25.4	45.6	19.0	5.6	4.4	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		89	179	64	22	11	365	17
	%	73.9	23.2	50.7	17.6	5.6	2.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		69	165	78	43	18	373	9
	%	61.4	17.3	44.1	21.8	12.0	4.8	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		61	157	83	24	10	335	44
	%	63.7	16.9	46.8	25.7	7.4	3.3	100.0	

\*AES prescribed items

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		59	140	83	52	31	365	17
	%	53.4	15.2	38.3	23.9	14.0	8.6	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		61	152	79	42	26	360	19
	%	58.5	16.2	42.3	22.9	11.4	7.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		114	135	72	25	18	364	14
	%	68.2	29.4	38.8	20.7	6.5	4.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		105	139	86	31	19	380	2
	%	64.9	28.3	36.7	22.4	8.2	4.4	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		94	150	86	12	11	353	30
	%	69.7	26.5	43.2	24.3	3.3	2.7	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		65	164	94	44	15	382	NA
	%	60.0	16.7	43.4	23.9	12.1	4.0	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		56	145	97	68	16	382	NA
	%	51.8	14.2	37.6	25.6	18.5	4.1	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		74	164	85	38	19	380	NA
	%	61.8	18.6	43.2	22.9	10.4	5.0	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		53	151	105	49	20	378	NA
	%	53.5	12.6	40.9	28.7	13.0	4.9	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		39	99	141	63	39	381	NA
	%	35.3	10.0	25.3	37.4	17.3	10.1	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		36	154	116	49	26	381	NA
	%	49.8	9.5	40.3	30.4	13.2	6.6	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

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**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		108	184	50	27	12	381	NA
	%	77.5	27.8	49.7	12.7	6.7	3.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		96	178	63	31	14	382	NA
	%	72.1	25.3	46.7	16.8	7.5	3.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		97	180	66	27	11	381	NA
	%	72.8	25.3	47.4	17.9	6.8	2.6	100.0	

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	%
	<b>Yes</b>	333	87.9
	<b>No</b>	36	8.6
	<b>Not sure</b>	14	3.4
	<b>Total</b>	383	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
	<b>I telework 3 or more days per week.</b>	0	0.0
	<b>I telework 1 or 2 days per week.</b>	41	11.4
	<b>I telework, but no more than 1 or 2 days per month.</b>	105	28.6
	<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	117	30.5
	<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	15	4.1
	<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	5	1.0
	<b>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.</b>	26	6.0
	<b>I do not telework because I choose not to telework.</b>	74	18.4
	<b>Total</b>	383	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 387  
Response Rate: 65.3%

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

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

	N	%
<b>Yes</b>	225	58.8
<b>No</b>	150	39.4
<b>Not available to me</b>	7	1.8
<b>Total</b>	382	100.0

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

	N	%
<b>Yes</b>	87	22.0
<b>No</b>	277	73.9
<b>Not available to me</b>	15	4.1
<b>Total</b>	379	100.0

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

	N	%
<b>Yes</b>	42	11.2
<b>No</b>	335	87.9
<b>Not available to me</b>	4	0.9
<b>Total</b>	381	100.0

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

	N	%
<b>Yes</b>	6	1.3
<b>No</b>	308	82.0
<b>Not available to me</b>	65	16.7
<b>Total</b>	379	100.0

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

	N	%
<b>Yes</b>	12	2.9
<b>No</b>	327	86.7
<b>Not available to me</b>	41	10.4
<b>Total</b>	380	100.0

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		87	140	61	27	17	332	49
	%	68.7	25.8	42.9	18.4	8.2	4.7	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		116	130	37	8	4	295	85
	%	82.9	39.7	43.2	12.8	3.0	1.3	100.0	
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		29	69	92	10	3	203	178
	%	45.9	13.1	32.8	47.7	4.9	1.5	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		18	50	90	1	1	160	222
	%	42.0	10.7	31.3	56.7	0.6	0.6	100.0	
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		11	9	77	8	10	115	263
	%	16.3	8.1	8.2	70.3	5.7	7.7	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		9	14	82	2	1	108	274
	%	19.8	7.0	12.8	77.5	1.7	1.0	100.0	

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
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Percentages are weighted to represent the Agency's population .  
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Response Rate: 65.3%



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
Planning and Policy Analysis  
1900 E Street, NW  
Washington, DC 20415  
[www.FedView.opm.gov](http://www.FedView.opm.gov)