

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**Commodity Futures Trading Commission**

**Agency Trend Report**

United States Office of  
Personnel Management

# Commodity Futures Trading Commission

## Trend Report

### Response Summary

	Surveys Completed
2014 Governmentwide	392,752
<b>2014 Commodity Futures Trading Commission</b>	<b>397</b>
2013 Commodity Futures Trading Commission	355
2012 Commodity Futures Trading Commission	353
2011 Commodity Futures Trading Commission	387
2010 Commodity Futures Trading Commission	301

This 2014 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '-' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

## My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
<b>2014 Commodity Futures Trading Commission</b>	<b>397</b>	<b>50.4%</b>	<b>21.0%</b>	<b>28.6%</b>	↘
2013 Commodity Futures Trading Commission	354	59.0%	18.1%	22.9%	↘
2012 Commodity Futures Trading Commission	352	65.4%	14.9%	19.7%	→
2011 Commodity Futures Trading Commission	385	70.2%	16.2%	13.6%	→
2010 Commodity Futures Trading Commission	301	70.8%	16.3%	12.9%	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
<b>2014 Commodity Futures Trading Commission</b>	<b>395</b>	<b>54.2%</b>	<b>18.1%</b>	<b>27.7%</b>	↘
2013 Commodity Futures Trading Commission	355	62.0%	18.9%	19.1%	→
2012 Commodity Futures Trading Commission	352	65.7%	17.9%	16.4%	→
2011 Commodity Futures Trading Commission	387	69.4%	19.4%	11.2%	↘
2010 Commodity Futures Trading Commission	301	75.9%	13.7%	10.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
<b>2014 Commodity Futures Trading Commission</b>	<b>393</b>	<b>47.2%</b>	<b>20.0%</b>	<b>32.9%</b>	↘
2013 Commodity Futures Trading Commission	349	56.5%	18.8%	24.7%	↘
2012 Commodity Futures Trading Commission	350	64.9%	16.9%	18.2%	→
2011 Commodity Futures Trading Commission	387	65.4%	19.0%	15.7%	→
2010 Commodity Futures Trading Commission	299	68.6%	17.6%	13.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
<b>2014 Commodity Futures Trading Commission</b>	<b>395</b>	<b>62.0%</b>	<b>13.5%</b>	<b>24.5%</b>	→
2013 Commodity Futures Trading Commission	354	65.8%	16.0%	18.2%	→
2012 Commodity Futures Trading Commission	353	68.6%	22.7%	8.8%	→
2011 Commodity Futures Trading Commission	387	71.7%	17.1%	11.2%	↘
2010 Commodity Futures Trading Commission	301	75.7%	16.4%	7.9%	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
<b>2014 Commodity Futures Trading Commission</b>	<b>390</b>	<b>71.9%</b>	<b>16.1%</b>	<b>12.0%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	349	75.5%	16.0%	8.4%	↘
2012 Commodity Futures Trading Commission	353	81.1%	13.2%	5.7%	→
2011 Commodity Futures Trading Commission	386	80.5%	13.6%	5.9%	→
2010 Commodity Futures Trading Commission	301	82.2%	14.8%	3.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
<b>2014 Commodity Futures Trading Commission</b>	<b>394</b>	<b>62.7%</b>	<b>17.1%</b>	<b>20.2%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	350	71.4%	14.0%	14.7%	→
2012 Commodity Futures Trading Commission	349	71.1%	15.9%	13.0%	↘
2011 Commodity Futures Trading Commission	384	81.0%	11.1%	8.0%	→
2010 Commodity Futures Trading Commission	300	79.9%	11.1%	9.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
<b>2014 Commodity Futures Trading Commission</b>	<b>391</b>	<b>95.3%</b>	<b>3.2%</b>	<b>1.5%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	354	95.6%	2.5%	2.0%	↘
2012 Commodity Futures Trading Commission	353	98.6%	1.0%	0.4%	↗
2011 Commodity Futures Trading Commission	386	96.5%	2.6%	1.0%	→
2010 Commodity Futures Trading Commission	301	96.2%	1.9%	1.9%	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
<b>2014 Commodity Futures Trading Commission</b>	<b>397</b>	<b>86.5%</b>	<b>13.0%</b>	<b>0.5%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	355	87.8%	9.9%	2.3%	↘
2012 Commodity Futures Trading Commission	352	93.2%	6.2%	0.6%	→
2011 Commodity Futures Trading Commission	386	91.3%	6.4%	2.3%	→
2010 Commodity Futures Trading Commission	301	90.7%	8.3%	1.0%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
<b>2014 Commodity Futures Trading Commission</b>	<b>395</b>	<b>19.2%</b>	<b>11.9%</b>	<b>68.8%</b>	<b>2</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	354	27.1%	18.1%	54.8%	0	↘
2012 Commodity Futures Trading Commission	351	34.8%	19.0%	46.3%	0	→
2011 Commodity Futures Trading Commission	384	35.4%	21.2%	43.5%	2	↘
2010 Commodity Futures Trading Commission	300	57.8%	15.5%	26.7%	1	

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
<b>2014 Commodity Futures Trading Commission</b>	<b>395</b>	<b>43.8%</b>	<b>19.2%</b>	<b>37.0%</b>	<b>0</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	354	54.9%	15.6%	29.5%	0	→
2012 Commodity Futures Trading Commission	351	56.9%	18.2%	25.0%	0	→
2011 Commodity Futures Trading Commission	387	61.1%	19.1%	19.9%	0	↘
2010 Commodity Futures Trading Commission	298	67.9%	14.8%	17.3%	2	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
<b>2014 Commodity Futures Trading Commission</b>	<b>391</b>	<b>43.0%</b>	<b>18.7%</b>	<b>38.2%</b>	<b>1</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	348	50.7%	18.2%	31.1%	1	↘
2012 Commodity Futures Trading Commission	346	57.5%	19.7%	22.9%	0	→
2011 Commodity Futures Trading Commission	385	61.8%	18.3%	19.8%	0	→
2010 Commodity Futures Trading Commission	299	64.2%	19.2%	16.6%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
<b>2014 Commodity Futures Trading Commission</b>	<b>395</b>	<b>70.0%</b>	<b>15.2%</b>	<b>14.8%</b>	<b>2</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	354	79.8%	10.3%	9.9%	1	→
2012 Commodity Futures Trading Commission	349	80.0%	13.0%	7.0%	3	↘
2011 Commodity Futures Trading Commission	386	85.3%	9.0%	5.7%	0	→
2010 Commodity Futures Trading Commission	298	83.1%	12.7%	4.1%	3	

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
<b>2014 Commodity Futures Trading Commission</b>	<b>389</b>	<b>78.5%</b>	<b>13.7%</b>	<b>7.8%</b>	<b>3</b>	<b>→</b>
2013 Commodity Futures Trading Commission	350	81.9%	13.5%	4.6%	3	↘
2012 Commodity Futures Trading Commission	348	86.0%	10.5%	3.5%	1	→
2011 Commodity Futures Trading Commission	385	87.8%	7.6%	4.6%	2	→
2010 Commodity Futures Trading Commission	294	89.8%	9.1%	1.2%	1	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

**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	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
<b>2014 Commodity Futures Trading Commission</b>	<b>397</b>	<b>83.8%</b>	<b>9.0%</b>	<b>7.2%</b>	<b>0</b>	<b>→</b>
2013 Commodity Futures Trading Commission	353	85.1%	9.0%	6.0%	1	→
2012 Commodity Futures Trading Commission	352	86.2%	7.0%	6.8%	0	→
2011 Commodity Futures Trading Commission	385	86.8%	8.1%	5.1%	0	→
2010 Commodity Futures Trading Commission	300	88.2%	7.3%	4.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
<b>2014 Commodity Futures Trading Commission</b>	<b>379</b>	<b>61.7%</b>	<b>20.5%</b>	<b>17.8%</b>	<b>17</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	348	69.3%	17.3%	13.4%	6	→
2012 Commodity Futures Trading Commission	345	73.2%	13.4%	13.4%	7	→
2011 Commodity Futures Trading Commission	367	74.6%	15.9%	9.5%	19	→
2010 Commodity Futures Trading Commission	296	75.1%	16.0%	8.9%	3	

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
<b>2014 Commodity Futures Trading Commission</b>	<b>393</b>	<b>71.7%</b>	<b>17.5%</b>	<b>10.8%</b>	<b>4</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	349	79.2%	15.8%	5.0%	3	↘
2012 Commodity Futures Trading Commission	349	83.8%	13.0%	3.1%	2	→
2011 Commodity Futures Trading Commission	382	84.6%	11.9%	3.5%	2	→
2010 Commodity Futures Trading Commission	299	83.9%	13.7%	2.5%	1	

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
<b>2014 Commodity Futures Trading Commission</b>	<b>339</b>	<b>56.3%</b>	<b>24.9%</b>	<b>18.8%</b>	<b>56</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	326	65.4%	18.4%	16.2%	27	→
2012 Commodity Futures Trading Commission	319	68.0%	21.6%	10.4%	32	→
2011 Commodity Futures Trading Commission	355	69.9%	21.1%	9.0%	29	→
2010 Commodity Futures Trading Commission	272	67.6%	24.0%	8.4%	26	

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
<b>2014 Commodity Futures Trading Commission</b>	<b>391</b>	<b>32.7%</b>	<b>24.5%</b>	<b>42.8%</b>	<b>6</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	345	38.4%	24.7%	36.9%	9	→
2012 Commodity Futures Trading Commission	348	40.3%	28.9%	30.9%	4	↘
2011 Commodity Futures Trading Commission	377	47.9%	25.8%	26.3%	9	↘
2010 Commodity Futures Trading Commission	292	53.8%	25.9%	20.3%	8	

**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	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
<b>2014 Commodity Futures Trading Commission</b>	<b>375</b>	<b>53.8%</b>	<b>17.0%</b>	<b>29.3%</b>	<b>21</b>	<b>→</b>
2013 Commodity Futures Trading Commission	345	58.6%	18.6%	22.8%	10	→
2012 Commodity Futures Trading Commission	349	58.1%	20.1%	21.7%	4	↘
2011 Commodity Futures Trading Commission	372	64.5%	19.2%	16.3%	15	↘
2010 Commodity Futures Trading Commission	299	69.3%	16.6%	14.1%	2	

# Commodity Futures Trading Commission

## Trend Report

### My Work Unit

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
<b>2014 Commodity Futures Trading Commission</b>	<b>397</b>	<b>71.7%</b>	<b>13.2%</b>	<b>15.0%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	355	73.3%	13.3%	13.4%	↘
2012 Commodity Futures Trading Commission	353	80.8%	12.6%	6.5%	→
2011 Commodity Futures Trading Commission	376	82.5%	8.5%	8.9%	→
2010 Commodity Futures Trading Commission	287	79.2%	13.8%	7.0%	

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
<b>2014 Commodity Futures Trading Commission</b>	<b>375</b>	<b>33.0%</b>	<b>23.2%</b>	<b>43.8%</b>	<b>21</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	341	45.9%	21.8%	32.3%	12	→
2012 Commodity Futures Trading Commission	345	51.9%	25.4%	22.7%	8	↘
2011 Commodity Futures Trading Commission	379	61.0%	18.9%	20.1%	8	↘
2010 Commodity Futures Trading Commission	291	76.2%	16.8%	6.9%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
<b>2014 Commodity Futures Trading Commission</b>	<b>351</b>	<b>30.0%</b>	<b>22.6%</b>	<b>47.4%</b>	<b>45</b>	<b>→</b>
2013 Commodity Futures Trading Commission	315	31.0%	26.9%	42.0%	39	↘
2012 Commodity Futures Trading Commission	316	41.1%	31.2%	27.6%	36	↘
2011 Commodity Futures Trading Commission	346	48.2%	30.2%	21.6%	41	→
2010 Commodity Futures Trading Commission	279	46.7%	31.3%	22.0%	21	

# Commodity Futures Trading Commission

## Trend Report

### My Work Unit (continued)

**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	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
<b>2014 Commodity Futures Trading Commission</b>	<b>323</b>	<b>20.3%</b>	<b>29.3%</b>	<b>50.4%</b>	<b>69</b>	<b>→</b>
2013 Commodity Futures Trading Commission	296	24.2%	27.6%	48.2%	58	↘
2012 Commodity Futures Trading Commission	308	32.2%	32.0%	35.9%	43	→
2011 Commodity Futures Trading Commission	325	39.1%	33.1%	27.8%	60	→
2010 Commodity Futures Trading Commission	272	45.1%	32.0%	22.8%	28	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
<b>2014 Commodity Futures Trading Commission</b>	<b>353</b>	<b>19.1%</b>	<b>20.3%</b>	<b>60.5%</b>	<b>41</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	324	24.5%	24.6%	50.8%	31	→
2012 Commodity Futures Trading Commission	327	29.4%	29.3%	41.3%	26	↘
2011 Commodity Futures Trading Commission	340	35.8%	33.0%	31.2%	47	↘
2010 Commodity Futures Trading Commission	284	42.5%	28.5%	29.0%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
<b>2014 Commodity Futures Trading Commission</b>	<b>338</b>	<b>25.9%</b>	<b>25.9%</b>	<b>48.2%</b>	<b>54</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	307	30.4%	26.9%	42.7%	47	↘
2012 Commodity Futures Trading Commission	317	42.4%	28.4%	29.3%	36	↘
2011 Commodity Futures Trading Commission	332	49.2%	29.2%	21.6%	53	→
2010 Commodity Futures Trading Commission	280	53.4%	22.3%	24.2%	19	

# Commodity Futures Trading Commission

## Trend Report

### My Work Unit (continued)

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
<b>2014 Commodity Futures Trading Commission</b>	<b>392</b>	<b>67.4%</b>	<b>14.7%</b>	<b>17.9%</b>	<b>2</b>	<b>→</b>
2013 Commodity Futures Trading Commission	348	72.0%	14.5%	13.5%	7	↘
2012 Commodity Futures Trading Commission	353	78.9%	11.3%	9.8%	0	→
2011 Commodity Futures Trading Commission	385	76.6%	12.2%	11.2%	2	→
2010 Commodity Futures Trading Commission	297	75.5%	13.8%	10.6%	1	

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
<b>2014 Commodity Futures Trading Commission</b>	<b>377</b>	<b>48.2%</b>	<b>29.1%</b>	<b>22.6%</b>	<b>17</b>	<b>→</b>
2013 Commodity Futures Trading Commission	333	51.4%	30.2%	18.5%	22	↘
2012 Commodity Futures Trading Commission	342	67.8%	25.1%	7.1%	11	↘
2011 Commodity Futures Trading Commission	367	71.5%	20.8%	7.7%	18	→
2010 Commodity Futures Trading Commission	294	72.3%	19.9%	7.9%	4	

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
<b>2014 Commodity Futures Trading Commission</b>	<b>396</b>	<b>84.2%</b>	<b>12.1%</b>	<b>3.8%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	355	84.2%	12.7%	3.1%	↘
2012 Commodity Futures Trading Commission	353	89.9%	8.7%	1.4%	→
2011 Commodity Futures Trading Commission	385	88.9%	10.0%	1.1%	→
2010 Commodity Futures Trading Commission	298	92.0%	6.9%	1.1%	

# Commodity Futures Trading Commission

## Trend Report

### My Agency

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
<b>2014 Commodity Futures Trading Commission</b>	<b>376</b>	<b>46.3%</b>	<b>22.1%</b>	<b>31.6%</b>	<b>13</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	64.0%	18.0%	17.9%	5	→
2012 Commodity Futures Trading Commission	339	65.6%	19.1%	15.3%	11	↘
2011 Commodity Futures Trading Commission	377	72.9%	16.8%	10.3%	6	↘
2010 Commodity Futures Trading Commission	293	80.7%	10.4%	8.9%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
<b>2014 Commodity Futures Trading Commission</b>	<b>377</b>	<b>24.2%</b>	<b>22.0%</b>	<b>53.8%</b>	<b>13</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	333	39.4%	27.3%	33.3%	13	↘
2012 Commodity Futures Trading Commission	337	48.5%	21.7%	29.8%	13	→
2011 Commodity Futures Trading Commission	373	54.2%	24.3%	21.5%	11	→
2010 Commodity Futures Trading Commission	286	53.0%	27.3%	19.7%	8	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
<b>2014 Commodity Futures Trading Commission</b>	<b>381</b>	<b>31.3%</b>	<b>26.6%</b>	<b>42.1%</b>	<b>9</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	336	44.7%	27.2%	28.0%	12	→
2012 Commodity Futures Trading Commission	342	50.8%	23.4%	25.8%	7	↘
2011 Commodity Futures Trading Commission	372	59.4%	24.5%	16.1%	13	→
2010 Commodity Futures Trading Commission	292	61.3%	21.7%	17.0%	3	

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
<b>2014 Commodity Futures Trading Commission</b>	<b>372</b>	<b>24.0%</b>	<b>28.7%</b>	<b>47.3%</b>	<b>16</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	329	35.3%	29.5%	35.1%	19	↘
2012 Commodity Futures Trading Commission	338	44.6%	25.8%	29.6%	11	↘
2011 Commodity Futures Trading Commission	361	49.9%	28.4%	21.7%	23	→
2010 Commodity Futures Trading Commission	285	47.6%	33.8%	18.6%	8	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
<b>2014 Commodity Futures Trading Commission</b>	<b>357</b>	<b>12.3%</b>	<b>18.6%</b>	<b>69.1%</b>	<b>31</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	310	17.5%	26.8%	55.7%	33	↘
2012 Commodity Futures Trading Commission	313	28.4%	27.7%	43.9%	32	↘
2011 Commodity Futures Trading Commission	337	41.9%	29.8%	28.2%	47	→
2010 Commodity Futures Trading Commission	282	47.3%	24.9%	27.8%	10	

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
<b>2014 Commodity Futures Trading Commission</b>	<b>343</b>	<b>49.4%</b>	<b>28.7%</b>	<b>21.8%</b>	<b>44</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	307	54.6%	28.4%	17.0%	40	↘
2012 Commodity Futures Trading Commission	312	61.2%	25.6%	13.2%	36	→
2011 Commodity Futures Trading Commission	344	61.1%	26.3%	12.6%	40	→
2010 Commodity Futures Trading Commission	269	56.3%	27.2%	16.5%	24	

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
<b>2014 Commodity Futures Trading Commission</b>	<b>378</b>	<b>87.8%</b>	<b>9.7%</b>	<b>2.5%</b>	<b>13</b>	<b>→</b>
2013 Commodity Futures Trading Commission	335	90.4%	7.8%	1.8%	11	→
2012 Commodity Futures Trading Commission	342	88.3%	9.9%	1.8%	6	↘
2011 Commodity Futures Trading Commission	376	91.3%	7.0%	1.7%	8	↗
2010 Commodity Futures Trading Commission	286	87.9%	10.4%	1.7%	7	

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
<b>2014 Commodity Futures Trading Commission</b>	<b>371</b>	<b>65.6%</b>	<b>25.6%</b>	<b>8.8%</b>	<b>19</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	333	75.4%	16.8%	7.8%	14	→
2012 Commodity Futures Trading Commission	337	72.7%	20.1%	7.2%	12	↘
2011 Commodity Futures Trading Commission	372	81.0%	14.0%	4.9%	10	→
2010 Commodity Futures Trading Commission	286	81.2%	13.3%	5.5%	6	

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
<b>2014 Commodity Futures Trading Commission</b>	<b>336</b>	<b>41.6%</b>	<b>30.5%</b>	<b>27.9%</b>	<b>53</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	315	55.1%	20.0%	24.9%	32	↘
2012 Commodity Futures Trading Commission	307	62.5%	19.1%	18.4%	40	→
2011 Commodity Futures Trading Commission	344	59.4%	26.1%	14.5%	38	→
2010 Commodity Futures Trading Commission	260	56.5%	27.9%	15.6%	32	

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

**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	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
<b>2014 Commodity Futures Trading Commission</b>	<b>321</b>	<b>63.6%</b>	<b>21.3%</b>	<b>15.1%</b>	<b>66</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	310	70.1%	18.2%	11.7%	37	→
2012 Commodity Futures Trading Commission	310	75.8%	16.0%	8.2%	37	→
2011 Commodity Futures Trading Commission	333	74.9%	17.6%	7.5%	52	→
2010 Commodity Futures Trading Commission	262	73.9%	18.6%	7.5%	32	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
<b>2014 Commodity Futures Trading Commission</b>	<b>377</b>	<b>51.1%</b>	<b>31.1%</b>	<b>17.9%</b>	<b>12</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	338	69.3%	21.1%	9.5%	9	↘
2012 Commodity Futures Trading Commission	341	75.3%	16.7%	8.0%	6	↘
2011 Commodity Futures Trading Commission	377	80.6%	15.3%	4.1%	6	→
2010 Commodity Futures Trading Commission	280	84.0%	12.3%	3.7%	4	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
<b>2014 Commodity Futures Trading Commission</b>	<b>391</b>	<b>45.2%</b>	<b>32.3%</b>	<b>22.5%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	349	63.6%	20.4%	16.0%	↘
2012 Commodity Futures Trading Commission	349	75.6%	17.1%	7.2%	→
2011 Commodity Futures Trading Commission	385	78.7%	14.8%	6.5%	↘
2010 Commodity Futures Trading Commission	292	83.4%	12.8%	3.8%	

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

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	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
<b>2014 Commodity Futures Trading Commission</b>	<b>342</b>	<b>33.8%</b>	<b>26.0%</b>	<b>40.2%</b>	<b>49</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	297	39.3%	24.2%	36.4%	52	↘
2012 Commodity Futures Trading Commission	305	48.2%	28.6%	23.2%	44	↘
2011 Commodity Futures Trading Commission	342	57.9%	25.5%	16.5%	42	↗
2010 Commodity Futures Trading Commission	253	50.4%	29.5%	20.1%	41	

### My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
<b>2014 Commodity Futures Trading Commission</b>	<b>386</b>	<b>87.6%</b>	<b>6.5%</b>	<b>5.9%</b>	<b>3</b>	<b>→</b>
2013 Commodity Futures Trading Commission	348	89.0%	5.2%	5.8%	2	→
2012 Commodity Futures Trading Commission	347	87.5%	7.2%	5.3%	2	↘
2011 Commodity Futures Trading Commission	380	91.1%	5.3%	3.6%	4	↗
2010 Commodity Futures Trading Commission	292	86.9%	7.3%	5.8%	2	

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
<b>2014 Commodity Futures Trading Commission</b>	<b>388</b>	<b>65.6%</b>	<b>16.3%</b>	<b>18.1%</b>	<b>1</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	346	72.0%	15.9%	12.1%	2	→
2012 Commodity Futures Trading Commission	349	70.2%	16.1%	13.7%	0	↘
2011 Commodity Futures Trading Commission	383	75.9%	12.4%	11.7%	0	→
2010 Commodity Futures Trading Commission	292	74.0%	15.0%	11.0%	3	

# Commodity Futures Trading Commission

## Trend Report

### My Supervisor (continued)

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
<b>2014 Commodity Futures Trading Commission</b>	<b>384</b>	<b>61.3%</b>	<b>17.3%</b>	<b>21.4%</b>	<b>5</b>	<b>→</b>
2013 Commodity Futures Trading Commission	342	66.2%	17.8%	16.0%	4	→
2012 Commodity Futures Trading Commission	346	65.5%	18.4%	16.1%	2	↘
2011 Commodity Futures Trading Commission	379	71.8%	15.5%	12.6%	4	→
2010 Commodity Futures Trading Commission	292	70.2%	17.7%	12.0%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
<b>2014 Commodity Futures Trading Commission</b>	<b>332</b>	<b>72.2%</b>	<b>20.1%</b>	<b>7.7%</b>	<b>54</b>	<b>→</b>
2013 Commodity Futures Trading Commission	308	71.2%	21.7%	7.1%	39	→
2012 Commodity Futures Trading Commission	316	71.6%	22.4%	5.9%	33	→
2011 Commodity Futures Trading Commission	336	76.4%	19.6%	4.0%	47	→
2010 Commodity Futures Trading Commission	265	73.5%	19.3%	7.2%	29	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
<b>2014 Commodity Futures Trading Commission</b>	<b>384</b>	<b>57.9%</b>	<b>20.1%</b>	<b>22.0%</b>	<b>3</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	347	65.3%	19.4%	15.3%	1	→
2012 Commodity Futures Trading Commission	347	62.1%	23.6%	14.3%	2	↘
2011 Commodity Futures Trading Commission	381	69.6%	18.0%	12.4%	2	→
2010 Commodity Futures Trading Commission	291	68.0%	19.4%	12.6%	2	

# Commodity Futures Trading Commission

## Trend Report

### My Supervisor (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>63.2%</b>	<b>19.0%</b>	<b>17.8%</b>	<b>6</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	341	69.3%	14.7%	16.0%	5	→
2012 Commodity Futures Trading Commission	346	69.3%	17.0%	13.7%	3	→
2011 Commodity Futures Trading Commission	381	74.2%	15.6%	10.2%	3	→
2010 Commodity Futures Trading Commission	288	71.8%	17.4%	10.9%	4	

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
<b>2014 Commodity Futures Trading Commission</b>	<b>389</b>	<b>79.0%</b>	<b>9.9%</b>	<b>11.1%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	348	81.3%	8.4%	10.3%	→
2012 Commodity Futures Trading Commission	349	83.1%	9.6%	7.3%	→
2011 Commodity Futures Trading Commission	384	84.4%	10.0%	5.6%	→
2010 Commodity Futures Trading Commission	294	84.2%	10.2%	5.6%	

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
<b>2014 Commodity Futures Trading Commission</b>	<b>388</b>	<b>82.5%</b>	<b>10.7%</b>	<b>6.8%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	348	87.5%	5.4%	7.2%	→
2012 Commodity Futures Trading Commission	349	84.3%	9.4%	6.2%	↘
2011 Commodity Futures Trading Commission	383	88.6%	6.8%	4.6%	→
2010 Commodity Futures Trading Commission	293	86.6%	9.1%	4.3%	

# Commodity Futures Trading Commission

## Trend Report

### My Supervisor (continued)

**50. In the last six months, my supervisor has talked with me about my performance.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
<b>2014 Commodity Futures Trading Commission</b>	<b>388</b>	<b>85.8%</b>	<b>6.9%</b>	<b>7.3%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	347	87.8%	6.5%	5.7%	→
2012 Commodity Futures Trading Commission	348	89.4%	6.1%	4.5%	↘
2011 Commodity Futures Trading Commission	384	92.1%	4.3%	3.7%	→
2010 Commodity Futures Trading Commission	292	89.8%	5.3%	4.9%	

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
<b>2014 Commodity Futures Trading Commission</b>	<b>388</b>	<b>66.8%</b>	<b>16.4%</b>	<b>16.8%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	346	71.0%	16.1%	13.0%	→
2012 Commodity Futures Trading Commission	349	72.8%	14.5%	12.7%	↘
2011 Commodity Futures Trading Commission	379	78.4%	12.2%	9.4%	↗
2010 Commodity Futures Trading Commission	291	74.4%	16.2%	9.4%	

**52. Overall, how good a job do you feel is being done by your immediate supervisor?**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
<b>2014 Commodity Futures Trading Commission</b>	<b>388</b>	<b>70.7%</b>	<b>16.9%</b>	<b>12.4%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	346	73.6%	17.0%	9.4%	→
2012 Commodity Futures Trading Commission	347	74.5%	17.1%	8.4%	↘
2011 Commodity Futures Trading Commission	383	80.7%	13.1%	6.2%	→
2010 Commodity Futures Trading Commission	293	80.2%	13.0%	6.8%	

# Commodity Futures Trading Commission

## Trend Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
<b>2014 Commodity Futures Trading Commission</b>	<b>378</b>	<b>23.6%</b>	<b>22.7%</b>	<b>53.7%</b>	<b>9</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	35.9%	22.7%	41.4%	2	↘
2012 Commodity Futures Trading Commission	341	49.0%	24.0%	27.0%	6	↘
2011 Commodity Futures Trading Commission	375	56.8%	25.4%	17.8%	7	→
2010 Commodity Futures Trading Commission	290	52.6%	26.0%	21.4%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
<b>2014 Commodity Futures Trading Commission</b>	<b>352</b>	<b>42.6%</b>	<b>30.8%</b>	<b>26.6%</b>	<b>33</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	326	56.5%	23.3%	20.2%	19	↘
2012 Commodity Futures Trading Commission	336	65.9%	20.5%	13.6%	12	↘
2011 Commodity Futures Trading Commission	366	71.0%	19.0%	10.0%	15	→
2010 Commodity Futures Trading Commission	276	68.0%	23.5%	8.4%	16	

55. *Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
<b>2014 Commodity Futures Trading Commission</b>	<b>350</b>	<b>57.4%</b>	<b>26.0%</b>	<b>16.6%</b>	<b>33</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	329	65.6%	20.6%	13.8%	17	→
2012 Commodity Futures Trading Commission	334	68.4%	22.2%	9.4%	13	→
2011 Commodity Futures Trading Commission	365	73.9%	17.6%	8.5%	17	→
2010 Commodity Futures Trading Commission	274	71.5%	20.8%	7.7%	19	

# Commodity Futures Trading Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
<b>2014 Commodity Futures Trading Commission</b>	<b>379</b>	<b>36.4%</b>	<b>26.6%</b>	<b>36.9%</b>	<b>8</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	340	53.8%	20.2%	26.1%	5	→
2012 Commodity Futures Trading Commission	346	56.1%	22.6%	21.3%	1	↘
2011 Commodity Futures Trading Commission	373	61.4%	21.8%	16.8%	9	→
2010 Commodity Futures Trading Commission	290	61.7%	25.8%	12.5%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
<b>2014 Commodity Futures Trading Commission</b>	<b>338</b>	<b>34.9%</b>	<b>31.2%</b>	<b>33.9%</b>	<b>46</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	306	53.4%	23.9%	22.7%	39	↘
2012 Commodity Futures Trading Commission	324	58.5%	28.9%	12.6%	24	↘
2011 Commodity Futures Trading Commission	335	63.7%	25.7%	10.6%	44	→
2010 Commodity Futures Trading Commission	270	62.6%	26.9%	10.5%	24	

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
<b>2014 Commodity Futures Trading Commission</b>	<b>377</b>	<b>33.7%</b>	<b>22.6%</b>	<b>43.7%</b>	<b>10</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	335	44.0%	22.2%	33.8%	10	↘
2012 Commodity Futures Trading Commission	339	51.6%	21.8%	26.6%	8	→
2011 Commodity Futures Trading Commission	365	53.4%	23.9%	22.6%	17	→
2010 Commodity Futures Trading Commission	285	51.2%	27.6%	21.2%	9	

# Commodity Futures Trading Commission

## Trend Report

### Leadership (continued)

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
<b>2014 Commodity Futures Trading Commission</b>	<b>373</b>	<b>38.0%</b>	<b>25.5%</b>	<b>36.5%</b>	<b>10</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	337	51.5%	20.8%	27.7%	8	→
2012 Commodity Futures Trading Commission	342	57.3%	20.3%	22.4%	5	→
2011 Commodity Futures Trading Commission	360	58.5%	22.9%	18.7%	19	→
2010 Commodity Futures Trading Commission	278	54.8%	26.0%	19.2%	11	

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
<b>2014 Commodity Futures Trading Commission</b>	<b>367</b>	<b>52.1%</b>	<b>21.6%</b>	<b>26.3%</b>	<b>20</b>	<b>→</b>
2013 Commodity Futures Trading Commission	333	55.8%	25.8%	18.5%	14	↘
2012 Commodity Futures Trading Commission	339	62.0%	24.2%	13.7%	8	↘
2011 Commodity Futures Trading Commission	364	68.2%	20.7%	11.1%	14	→
2010 Commodity Futures Trading Commission	277	69.2%	20.4%	10.5%	16	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
<b>2014 Commodity Futures Trading Commission</b>	<b>381</b>	<b>36.6%</b>	<b>26.8%</b>	<b>36.6%</b>	<b>6</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	342	51.4%	20.8%	27.8%	3	↘
2012 Commodity Futures Trading Commission	344	62.0%	21.9%	16.1%	1	→
2011 Commodity Futures Trading Commission	380	64.9%	22.4%	12.7%	2	→
2010 Commodity Futures Trading Commission	288	61.5%	23.4%	15.2%	2	

# Commodity Futures Trading Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
<b>2014 Commodity Futures Trading Commission</b>	<b>357</b>	<b>52.7%</b>	<b>30.7%</b>	<b>16.6%</b>	<b>31</b>	<b>→</b>
2013 Commodity Futures Trading Commission	312	57.1%	22.7%	20.2%	34	↘
2012 Commodity Futures Trading Commission	325	64.1%	22.8%	13.1%	22	↘
2011 Commodity Futures Trading Commission	353	69.7%	24.3%	6.0%	30	→
2010 Commodity Futures Trading Commission	280	66.8%	24.7%	8.4%	13	

### My Satisfaction

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
<b>2014 Commodity Futures Trading Commission</b>	<b>384</b>	<b>41.1%</b>	<b>23.9%</b>	<b>35.0%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	48.3%	24.3%	27.4%	↘
2012 Commodity Futures Trading Commission	345	55.3%	22.7%	22.0%	→
2011 Commodity Futures Trading Commission	382	60.0%	23.9%	16.1%	↗
2010 Commodity Futures Trading Commission	292	55.7%	26.7%	17.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
<b>2014 Commodity Futures Trading Commission</b>	<b>382</b>	<b>31.4%</b>	<b>24.6%</b>	<b>44.0%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	344	42.3%	23.4%	34.3%	↘
2012 Commodity Futures Trading Commission	345	49.0%	23.4%	27.6%	→
2011 Commodity Futures Trading Commission	382	51.8%	25.6%	22.6%	→
2010 Commodity Futures Trading Commission	293	52.2%	23.5%	24.3%	

# Commodity Futures Trading Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
<b>2014 Commodity Futures Trading Commission</b>	<b>382</b>	<b>31.0%</b>	<b>31.8%</b>	<b>37.2%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	44.7%	26.7%	28.6%	↘
2012 Commodity Futures Trading Commission	346	53.8%	22.3%	23.8%	↘
2011 Commodity Futures Trading Commission	380	61.8%	22.9%	15.3%	→
2010 Commodity Futures Trading Commission	295	61.6%	23.1%	15.4%	

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
<b>2014 Commodity Futures Trading Commission</b>	<b>382</b>	<b>27.4%</b>	<b>30.0%</b>	<b>42.6%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	38.7%	28.7%	32.6%	↘
2012 Commodity Futures Trading Commission	345	48.5%	28.3%	23.2%	↘
2011 Commodity Futures Trading Commission	378	53.5%	28.7%	17.8%	→
2010 Commodity Futures Trading Commission	294	49.5%	31.7%	18.8%	

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>19.4%</b>	<b>23.4%</b>	<b>57.3%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	343	21.0%	29.8%	49.1%	↘
2012 Commodity Futures Trading Commission	347	31.5%	33.8%	34.6%	→
2011 Commodity Futures Trading Commission	381	35.3%	37.4%	27.3%	↘
2010 Commodity Futures Trading Commission	293	41.9%	31.9%	26.1%	

# Commodity Futures Trading Commission

## Trend Report

### My Satisfaction (continued)

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
<b>2014 Commodity Futures Trading Commission</b>	<b>382</b>	<b>32.9%</b>	<b>26.6%</b>	<b>40.5%</b>	<b>→</b>
2013 Commodity Futures Trading Commission	342	34.6%	29.2%	36.1%	↘
2012 Commodity Futures Trading Commission	342	46.8%	28.7%	24.4%	→
2011 Commodity Futures Trading Commission	381	49.8%	30.4%	19.8%	↘
2010 Commodity Futures Trading Commission	293	58.6%	25.2%	16.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>49.7%</b>	<b>25.1%</b>	<b>25.3%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	56.3%	23.6%	20.1%	↘
2012 Commodity Futures Trading Commission	342	69.2%	20.4%	10.5%	↘
2011 Commodity Futures Trading Commission	381	77.5%	12.7%	9.8%	→
2010 Commodity Futures Trading Commission	293	77.4%	17.2%	5.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>29.8%</b>	<b>18.1%</b>	<b>52.0%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	344	42.7%	22.1%	35.3%	↘
2012 Commodity Futures Trading Commission	346	65.5%	15.9%	18.6%	↘
2011 Commodity Futures Trading Commission	382	72.1%	16.8%	11.2%	↘
2010 Commodity Futures Trading Commission	294	79.0%	15.2%	5.8%	

# Commodity Futures Trading Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
<b>2014 Commodity Futures Trading Commission</b>	<b>384</b>	<b>36.8%</b>	<b>28.6%</b>	<b>34.6%</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	343	54.5%	25.2%	20.2%	↘
2012 Commodity Futures Trading Commission	344	68.8%	18.6%	12.6%	→
2011 Commodity Futures Trading Commission	381	72.8%	17.9%	9.3%	→
2010 Commodity Futures Trading Commission	292	73.9%	19.2%	6.9%	

### Work/Life

72. *Have you been notified whether or not you are eligible to telework?*

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>88.4%</b>	<b>3.3%</b>	<b>3.2%</b>	<b>5.1%</b>
2013 Commodity Futures Trading Commission	--	--	--	--	--
2012 Commodity Futures Trading Commission	--	--	--	--	--
2011 Commodity Futures Trading Commission	--	--	--	--	--
2010 Commodity Futures Trading Commission	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>0.0%</b>	<b>17.0%</b>	<b>28.5%</b>	<b>30.0%</b>
2013 Commodity Futures Trading Commission	345	0.0%	17.8%	28.0%	29.2%
2012 Commodity Futures Trading Commission	346	0.0%	15.2%	29.9%	31.1%
2011 Commodity Futures Trading Commission	383	0.0%	11.4%	28.6%	30.5%
2010 Commodity Futures Trading Commission	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

(continued)

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>2014 Commodity Futures Trading Commission</b>	<b>383</b>	<b>0.7%</b>	<b>1.3%</b>	<b>3.6%</b>	<b>18.8%</b>
2013 Commodity Futures Trading Commission	345	3.4%	1.1%	1.9%	18.6%
2012 Commodity Futures Trading Commission	346	1.4%	1.7%	3.1%	17.6%
2011 Commodity Futures Trading Commission	383	4.1%	1.0%	6.0%	18.4%
2010 Commodity Futures Trading Commission	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	Alternative Work Schedules (AWS)			
	N	Yes	No	Not Available To Me
2014 Governmentwide	372,726	33.0%	45.2%	21.8%
<b>2014 Commodity Futures Trading Commission</b>	<b>382</b>	<b>57.5%</b>	<b>39.5%</b>	<b>3.0%</b>
2013 Commodity Futures Trading Commission	344	57.8%	38.9%	3.4%
2012 Commodity Futures Trading Commission	345	59.2%	36.7%	4.2%
2011 Commodity Futures Trading Commission	382	58.8%	39.4%	1.8%
2010 Commodity Futures Trading Commission	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	Health and Wellness Programs			
	N	Yes	No	Not Available To Me
2014 Governmentwide	371,495	28.0%	59.9%	12.2%
<b>2014 Commodity Futures Trading Commission</b>	<b>380</b>	<b>16.8%</b>	<b>66.8%</b>	<b>16.4%</b>
2013 Commodity Futures Trading Commission	340	18.0%	69.4%	12.6%
2012 Commodity Futures Trading Commission	344	22.0%	70.1%	7.9%
2011 Commodity Futures Trading Commission	379	22.0%	73.9%	4.1%
2010 Commodity Futures Trading Commission	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
<b>2014 Commodity Futures Trading Commission</b>	<b>373</b>	<b>12.1%</b>	<b>85.0%</b>	<b>3.0%</b>
2013 Commodity Futures Trading Commission	344	13.7%	84.7%	1.7%
2012 Commodity Futures Trading Commission	343	16.2%	81.5%	2.4%
2011 Commodity Futures Trading Commission	381	11.2%	87.9%	0.9%
2010 Commodity Futures Trading Commission	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**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 Governmentwide	372,753	3.9%	78.7%	17.4%
<b>2014 Commodity Futures Trading Commission</b>	<b>380</b>	<b>1.0%</b>	<b>68.4%</b>	<b>30.5%</b>
2013 Commodity Futures Trading Commission	343	1.2%	73.8%	25.0%
2012 Commodity Futures Trading Commission	343	1.4%	73.7%	25.0%
2011 Commodity Futures Trading Commission	379	1.3%	82.0%	16.7%
2010 Commodity Futures Trading Commission	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**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
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
<b>2014 Commodity Futures Trading Commission</b>	<b>380</b>	<b>2.7%</b>	<b>71.4%</b>	<b>25.9%</b>
2013 Commodity Futures Trading Commission	343	4.0%	76.5%	19.5%
2012 Commodity Futures Trading Commission	345	5.1%	77.5%	17.4%
2011 Commodity Futures Trading Commission	380	2.9%	86.7%	10.4%
2010 Commodity Futures Trading Commission	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
<b>2014 Commodity Futures Trading Commission</b>	<b>285</b>	<b>66.7%</b>	<b>14.6%</b>	<b>18.7%</b>	<b>3</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	257	76.0%	10.1%	13.9%	6	→
2012 Commodity Futures Trading Commission	257	71.7%	16.6%	11.8%	3	↘
2011 Commodity Futures Trading Commission	259	78.0%	11.4%	10.5%	3	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
<b>2014 Commodity Futures Trading Commission</b>	<b>216</b>	<b>83.8%</b>	<b>9.6%</b>	<b>6.6%</b>	<b>2</b>	<b>↘</b>
2013 Commodity Futures Trading Commission	197	88.4%	5.6%	6.0%	2	→
2012 Commodity Futures Trading Commission	201	89.6%	6.1%	4.3%	5	→
2011 Commodity Futures Trading Commission	221	91.0%	4.6%	4.4%	2	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

#### 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	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
<b>2014 Commodity Futures Trading Commission</b>	<b>61</b>	<b>64.8%</b>	<b>30.9%</b>	<b>4.4%</b>	<b>5</b>	<b>→</b>
2013 Commodity Futures Trading Commission	56	73.9%	22.5%	3.6%	8	→
2012 Commodity Futures Trading Commission	72	74.7%	20.4%	4.8%	3	→
2011 Commodity Futures Trading Commission	88	75.1%	22.1%	2.9%	2	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
<b>2014 Commodity Futures Trading Commission</b>	<b>43</b>	<b>76.6%</b>	<b>20.9%</b>	<b>2.5%</b>	<b>9</b>	<b>→</b>
2013 Commodity Futures Trading Commission	43	70.7%	24.6%	4.6%	5	→
2012 Commodity Futures Trading Commission	49	72.7%	25.4%	1.9%	7	→
2011 Commodity Futures Trading Commission	41	80.6%	19.4%	0.0%	2	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

**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	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
<b>2014 Commodity Futures Trading Commission</b>	<b>4</b>	<b>41.1%</b>	<b>58.9%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Commodity Futures Trading Commission	4	48.4%	25.8%	25.8%	2	--
2012 Commodity Futures Trading Commission	6	82.4%	0.0%	17.6%	1	--
2011 Commodity Futures Trading Commission	9	54.0%	46.0%	0.0%	0	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

**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	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
<b>2014 Commodity Futures Trading Commission</b>	<b>9</b>	<b>39.9%</b>	<b>49.5%</b>	<b>10.6%</b>	<b>2</b>	<b>--</b>
2013 Commodity Futures Trading Commission	10	39.8%	41.1%	19.2%	5	--
2012 Commodity Futures Trading Commission	16	61.5%	38.5%	0.0%	2	--
2011 Commodity Futures Trading Commission	13	61.5%	38.5%	0.0%	1	--
2010 Commodity Futures Trading Commission	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.