

2016

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

Agency  
Trend  
Report

Commodity Futures Trading Commission



# Commodity Futures Trading Commission

## Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

### Response Summary

	Surveys Completed
2016 Governmentwide	407,789
<b>2016 Commodity Futures Trading Commission</b>	<b>505</b>
2015 Commodity Futures Trading Commission	488
2014 Commodity Futures Trading Commission	397
2013 Commodity Futures Trading Commission	355
2012 Commodity Futures Trading Commission	353
2011 Commodity Futures Trading Commission	387
2010 Commodity Futures Trading Commission	301

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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 statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. 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 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

*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.

# Commodity Futures Trading Commission Trend Report

## 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
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
<b>2016 Commodity Futures Trading Commission</b>	<b>502</b>	<b>63.6%</b>	<b>16.7%</b>	<b>19.7%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	486	58.0%	16.0%	26.0%	↗
2014 Commodity Futures Trading Commission	397	50.4%	21.0%	28.6%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
<b>2016 Commodity Futures Trading Commission</b>	<b>503</b>	<b>68.5%</b>	<b>14.9%</b>	<b>16.5%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	483	58.1%	17.3%	24.7%	↗
2014 Commodity Futures Trading Commission	395	54.2%	18.1%	27.7%	↘
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
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
<b>2016 Commodity Futures Trading Commission</b>	<b>501</b>	<b>60.0%</b>	<b>17.7%</b>	<b>22.3%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	478	54.9%	13.4%	31.7%	↗
2014 Commodity Futures Trading Commission	393	47.2%	20.0%	32.9%	↘
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%	

## Commodity Futures Trading Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
<b>2016 Commodity Futures Trading Commission</b>	<b>501</b>	<b>69.2%</b>	<b>15.0%</b>	<b>15.8%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	485	64.9%	15.4%	19.7%	→
2014 Commodity Futures Trading Commission	395	62.0%	13.5%	24.5%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
<b>2016 Commodity Futures Trading Commission</b>	<b>494</b>	<b>81.6%</b>	<b>11.1%</b>	<b>7.2%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	483	76.3%	12.7%	11.0%	↗
2014 Commodity Futures Trading Commission	390	71.9%	16.1%	12.0%	→
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
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
<b>2016 Commodity Futures Trading Commission</b>	<b>498</b>	<b>72.0%</b>	<b>13.2%</b>	<b>14.7%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	479	66.7%	13.4%	19.9%	↗
2014 Commodity Futures Trading Commission	394	62.7%	17.1%	20.2%	↘
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%	

## Commodity Futures Trading Commission Trend Report

### My Work Experience (continued)

#### 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
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
<b>2016 Commodity Futures Trading Commission</b>	<b>504</b>	<b>97.4%</b>	<b>1.9%</b>	<b>0.7%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	487	95.6%	3.4%	1.0%	→
2014 Commodity Futures Trading Commission	391	95.3%	3.2%	1.5%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
<b>2016 Commodity Futures Trading Commission</b>	<b>503</b>	<b>89.6%</b>	<b>9.1%</b>	<b>1.4%</b>	<b>→</b>
2015 Commodity Futures Trading Commission	487	87.8%	9.3%	2.9%	→
2014 Commodity Futures Trading Commission	397	86.5%	13.0%	0.5%	→
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
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
<b>2016 Commodity Futures Trading Commission</b>	<b>501</b>	<b>28.4%</b>	<b>14.0%</b>	<b>57.6%</b>	<b>1</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	483	22.2%	15.9%	61.9%	2	↗
2014 Commodity Futures Trading Commission	395	19.2%	11.9%	68.8%	2	↘
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	

# Commodity Futures Trading Commission Trend Report

## My Work Experience (continued)

### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
<b>2016 Commodity Futures Trading Commission</b>	<b>503</b>	<b>59.0%</b>	<b>15.7%</b>	<b>25.2%</b>	<b>0</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	482	51.4%	14.9%	33.7%	0	↗
2014 Commodity Futures Trading Commission	395	43.8%	19.2%	37.0%	0	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
<b>2016 Commodity Futures Trading Commission</b>	<b>495</b>	<b>56.9%</b>	<b>13.8%</b>	<b>29.3%</b>	<b>0</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	475	49.1%	16.3%	34.7%	1	↗
2014 Commodity Futures Trading Commission	391	43.0%	18.7%	38.2%	1	↘
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
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
<b>2016 Commodity Futures Trading Commission</b>	<b>498</b>	<b>75.8%</b>	<b>12.8%</b>	<b>11.4%</b>	<b>3</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	481	66.5%	13.3%	20.3%	1	↘
2014 Commodity Futures Trading Commission	395	70.0%	15.2%	14.8%	2	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>83.4%</b>	<b>9.8%</b>	<b>6.8%</b>	<b>2</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	79.7%	13.0%	7.2%	1	→
2014 Commodity Futures Trading Commission	389	78.5%	13.7%	7.8%	3	→
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	

#### 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
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
<b>2016 Commodity Futures Trading Commission</b>	<b>502</b>	<b>83.3%</b>	<b>6.9%</b>	<b>9.8%</b>	<b>1</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	481	80.1%	10.8%	9.1%	1	↘
2014 Commodity Futures Trading Commission	397	83.8%	9.0%	7.2%	0	→
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
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
<b>2016 Commodity Futures Trading Commission</b>	<b>478</b>	<b>66.5%</b>	<b>19.2%</b>	<b>14.3%</b>	<b>25</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	468	62.6%	17.2%	20.2%	12	→
2014 Commodity Futures Trading Commission	379	61.7%	20.5%	17.8%	17	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
<b>2016 Commodity Futures Trading Commission</b>	<b>494</b>	<b>75.8%</b>	<b>15.5%</b>	<b>8.7%</b>	<b>5</b>	<b>→</b>
2015 Commodity Futures Trading Commission	479	73.3%	16.7%	10.0%	3	→
2014 Commodity Futures Trading Commission	393	71.7%	17.5%	10.8%	4	↘
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	

#### *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
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
<b>2016 Commodity Futures Trading Commission</b>	<b>462</b>	<b>66.8%</b>	<b>17.6%</b>	<b>15.6%</b>	<b>39</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	439	61.5%	18.9%	19.6%	42	↗
2014 Commodity Futures Trading Commission	339	56.3%	24.9%	18.8%	56	↘
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
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
<b>2016 Commodity Futures Trading Commission</b>	<b>498</b>	<b>49.6%</b>	<b>21.3%</b>	<b>29.1%</b>	<b>5</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	473	39.0%	24.5%	36.5%	6	↗
2014 Commodity Futures Trading Commission	391	32.7%	24.5%	42.8%	6	↘
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	

# Commodity Futures Trading Commission Trend Report

## My Work Experience (continued)

**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
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
<b>2016 Commodity Futures Trading Commission</b>	<b>461</b>	<b>56.8%</b>	<b>18.4%</b>	<b>24.8%</b>	<b>43</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	466	52.0%	19.7%	28.3%	19	→
2014 Commodity Futures Trading Commission	375	53.8%	17.0%	29.3%	21	→
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	

## My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
<b>2016 Commodity Futures Trading Commission</b>	<b>505</b>	<b>76.9%</b>	<b>10.8%</b>	<b>12.4%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	486	74.1%	11.4%	14.5%	→
2014 Commodity Futures Trading Commission	397	71.7%	13.2%	15.0%	→
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
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
<b>2016 Commodity Futures Trading Commission</b>	<b>496</b>	<b>51.7%</b>	<b>21.1%</b>	<b>27.2%</b>	<b>8</b>	<b>→</b>
2015 Commodity Futures Trading Commission	467	50.5%	18.9%	30.6%	19	↗
2014 Commodity Futures Trading Commission	375	33.0%	23.2%	43.8%	21	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
<b>2016 Commodity Futures Trading Commission</b>	<b>455</b>	<b>41.5%</b>	<b>22.1%</b>	<b>36.4%</b>	<b>45</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	453	33.9%	23.7%	42.4%	34	↗
2014 Commodity Futures Trading Commission	351	30.0%	22.6%	47.4%	45	→
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	

**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
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
<b>2016 Commodity Futures Trading Commission</b>	<b>429</b>	<b>28.5%</b>	<b>29.9%</b>	<b>41.6%</b>	<b>71</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	409	23.2%	29.1%	47.7%	77	→
2014 Commodity Futures Trading Commission	323	20.3%	29.3%	50.4%	69	→
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
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
<b>2016 Commodity Futures Trading Commission</b>	<b>457</b>	<b>24.4%</b>	<b>23.4%</b>	<b>52.2%</b>	<b>41</b>	<b>→</b>
2015 Commodity Futures Trading Commission	446	21.8%	19.8%	58.4%	38	↗
2014 Commodity Futures Trading Commission	353	19.1%	20.3%	60.5%	41	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
<b>2016 Commodity Futures Trading Commission</b>	<b>429</b>	<b>32.1%</b>	<b>26.7%</b>	<b>41.3%</b>	<b>69</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	432	28.3%	25.0%	46.7%	53	→
2014 Commodity Futures Trading Commission	338	25.9%	25.9%	48.2%	54	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
<b>2016 Commodity Futures Trading Commission</b>	<b>498</b>	<b>73.6%</b>	<b>11.5%</b>	<b>14.9%</b>	<b>3</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	483	69.1%	14.5%	16.5%	3	→
2014 Commodity Futures Trading Commission	392	67.4%	14.7%	17.9%	2	→
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
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
<b>2016 Commodity Futures Trading Commission</b>	<b>479</b>	<b>58.6%</b>	<b>27.8%</b>	<b>13.6%</b>	<b>21</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	465	53.6%	28.2%	18.2%	22	↗
2014 Commodity Futures Trading Commission	377	48.2%	29.1%	22.6%	17	→
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	

## Commodity Futures Trading Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
<b>2016 Commodity Futures Trading Commission</b>	<b>501</b>	<b>85.5%</b>	<b>12.7%</b>	<b>1.8%</b>	<b>→</b>
2015 Commodity Futures Trading Commission	487	83.3%	12.2%	4.5%	→
2014 Commodity Futures Trading Commission	396	84.2%	12.1%	3.8%	→
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
<b>2016 Commodity Futures Trading Commission</b>	<b>482</b>	<b>66.5%</b>	<b>16.3%</b>	<b>17.2%</b>	<b>10</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	470	58.2%	17.9%	24.0%	11	↗
2014 Commodity Futures Trading Commission	376	46.3%	22.1%	31.6%	13	↘
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
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
<b>2016 Commodity Futures Trading Commission</b>	<b>480</b>	<b>40.7%</b>	<b>20.7%</b>	<b>38.6%</b>	<b>16</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	472	29.6%	23.0%	47.4%	9	↗
2014 Commodity Futures Trading Commission	377	24.2%	22.0%	53.8%	13	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
<b>2016 Commodity Futures Trading Commission</b>	<b>479</b>	<b>42.8%</b>	<b>20.5%</b>	<b>36.7%</b>	<b>15</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	465	37.1%	22.0%	41.0%	17	↗
2014 Commodity Futures Trading Commission	381	31.3%	26.6%	42.1%	9	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
<b>2016 Commodity Futures Trading Commission</b>	<b>467</b>	<b>36.9%</b>	<b>22.8%</b>	<b>40.3%</b>	<b>24</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	462	30.4%	26.4%	43.2%	18	↗
2014 Commodity Futures Trading Commission	372	24.0%	28.7%	47.3%	16	↘
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
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
<b>2016 Commodity Futures Trading Commission</b>	<b>443</b>	<b>19.7%</b>	<b>20.3%</b>	<b>60.0%</b>	<b>52</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	453	14.0%	16.6%	69.4%	29	→
2014 Commodity Futures Trading Commission	357	12.3%	18.6%	69.1%	31	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Agency (continued)

**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
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
<b>2016 Commodity Futures Trading Commission</b>	<b>435</b>	<b>54.4%</b>	<b>25.6%</b>	<b>20.0%</b>	<b>57</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	427	49.1%	24.4%	26.5%	53	→
2014 Commodity Futures Trading Commission	343	49.4%	28.7%	21.8%	44	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
<b>2016 Commodity Futures Trading Commission</b>	<b>482</b>	<b>85.1%</b>	<b>11.3%</b>	<b>3.6%</b>	<b>12</b>	<b>→</b>
2015 Commodity Futures Trading Commission	460	87.3%	8.2%	4.4%	19	→
2014 Commodity Futures Trading Commission	378	87.8%	9.7%	2.5%	13	→
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
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
<b>2016 Commodity Futures Trading Commission</b>	<b>479</b>	<b>69.9%</b>	<b>17.6%</b>	<b>12.5%</b>	<b>13</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	453	63.5%	22.0%	14.4%	25	→
2014 Commodity Futures Trading Commission	371	65.6%	25.6%	8.8%	19	↘
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	

## Commodity Futures Trading Commission Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
<b>2016 Commodity Futures Trading Commission</b>	<b>443</b>	<b>56.0%</b>	<b>20.4%</b>	<b>23.6%</b>	<b>50</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	426	48.0%	24.5%	27.5%	53	↗
2014 Commodity Futures Trading Commission	336	41.6%	30.5%	27.9%	53	↘
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	

**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
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
<b>2016 Commodity Futures Trading Commission</b>	<b>416</b>	<b>70.7%</b>	<b>17.2%</b>	<b>12.1%</b>	<b>73</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	420	64.5%	17.7%	17.8%	60	→
2014 Commodity Futures Trading Commission	321	63.6%	21.3%	15.1%	66	↘
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
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
<b>2016 Commodity Futures Trading Commission</b>	<b>489</b>	<b>67.7%</b>	<b>19.8%</b>	<b>12.5%</b>	<b>6</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	464	60.6%	25.3%	14.1%	16	↗
2014 Commodity Futures Trading Commission	377	51.1%	31.1%	17.9%	12	↘
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	

# Commodity Futures Trading Commission Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
<b>2016 Commodity Futures Trading Commission</b>	<b>495</b>	<b>63.0%</b>	<b>19.8%</b>	<b>17.1%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	51.9%	21.6%	26.6%	↗
2014 Commodity Futures Trading Commission	391	45.2%	32.3%	22.5%	↘
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%	

### *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
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
<b>2016 Commodity Futures Trading Commission</b>	<b>456</b>	<b>41.1%</b>	<b>19.8%</b>	<b>39.1%</b>	<b>39</b>	<b>→</b>
2015 Commodity Futures Trading Commission	438	43.2%	17.3%	39.5%	45	↗
2014 Commodity Futures Trading Commission	342	33.8%	26.0%	40.2%	49	↘
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
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
<b>2016 Commodity Futures Trading Commission</b>	<b>492</b>	<b>91.5%</b>	<b>4.2%</b>	<b>4.3%</b>	<b>3</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	87.9%	6.0%	6.1%	2	→
2014 Commodity Futures Trading Commission	386	87.6%	6.5%	5.9%	3	→
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	

## Commodity Futures Trading Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>72.1%</b>	<b>15.3%</b>	<b>12.6%</b>	<b>2</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	476	67.3%	14.5%	18.2%	3	→
2014 Commodity Futures Trading Commission	388	65.6%	16.3%	18.1%	1	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>68.9%</b>	<b>14.3%</b>	<b>16.8%</b>	<b>3</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	478	62.3%	15.3%	22.4%	4	→
2014 Commodity Futures Trading Commission	384	61.3%	17.3%	21.4%	5	→
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
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
<b>2016 Commodity Futures Trading Commission</b>	<b>440</b>	<b>76.8%</b>	<b>17.3%</b>	<b>6.0%</b>	<b>53</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	417	72.6%	17.8%	9.6%	62	→
2014 Commodity Futures Trading Commission	332	72.2%	20.1%	7.7%	54	→
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	

## Commodity Futures Trading Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>65.1%</b>	<b>19.6%</b>	<b>15.4%</b>	<b>2</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	478	61.4%	18.7%	19.9%	2	→
2014 Commodity Futures Trading Commission	384	57.9%	20.1%	22.0%	3	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
<b>2016 Commodity Futures Trading Commission</b>	<b>489</b>	<b>71.4%</b>	<b>15.2%</b>	<b>13.4%</b>	<b>4</b>	<b>→</b>
2015 Commodity Futures Trading Commission	473	69.8%	13.1%	17.1%	7	↗
2014 Commodity Futures Trading Commission	383	63.2%	19.0%	17.8%	6	↘
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	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
<b>2016 Commodity Futures Trading Commission</b>	<b>494</b>	<b>85.7%</b>	<b>7.6%</b>	<b>6.6%</b>		<b>↗</b>
2015 Commodity Futures Trading Commission	482	80.6%	8.8%	10.7%		→
2014 Commodity Futures Trading Commission	389	79.0%	9.9%	11.1%		→
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%		

## Commodity Futures Trading Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>88.6%</b>	<b>5.4%</b>	<b>6.0%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	84.5%	8.2%	7.4%	→
2014 Commodity Futures Trading Commission	388	82.5%	10.7%	6.8%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
<b>2016 Commodity Futures Trading Commission</b>	<b>494</b>	<b>89.2%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>→</b>
2015 Commodity Futures Trading Commission	480	89.3%	5.3%	5.5%	↗
2014 Commodity Futures Trading Commission	388	85.8%	6.9%	7.3%	→
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
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
<b>2016 Commodity Futures Trading Commission</b>	<b>493</b>	<b>75.0%</b>	<b>12.4%</b>	<b>12.6%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	67.1%	17.7%	15.2%	→
2014 Commodity Futures Trading Commission	388	66.8%	16.4%	16.8%	→
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%	

# Commodity Futures Trading Commission Trend Report

## My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
<b>2016 Commodity Futures Trading Commission</b>	<b>493</b>	<b>77.1%</b>	<b>14.0%</b>	<b>8.9%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	72.3%	19.1%	8.5%	→
2014 Commodity Futures Trading Commission	388	70.7%	16.9%	12.4%	→
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%	

## 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
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
<b>2016 Commodity Futures Trading Commission</b>	<b>483</b>	<b>34.9%</b>	<b>23.1%</b>	<b>42.0%</b>	<b>8</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	470	31.6%	20.6%	47.8%	7	↗
2014 Commodity Futures Trading Commission	378	23.6%	22.7%	53.7%	9	↘
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
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
<b>2016 Commodity Futures Trading Commission</b>	<b>447</b>	<b>54.0%</b>	<b>22.0%</b>	<b>24.1%</b>	<b>41</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	438	50.3%	23.1%	26.6%	38	↗
2014 Commodity Futures Trading Commission	352	42.6%	30.8%	26.6%	33	↘
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	

## Commodity Futures Trading Commission Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
<b>2016 Commodity Futures Trading Commission</b>	<b>449</b>	<b>61.1%</b>	<b>23.2%</b>	<b>15.7%</b>	<b>38</b>	<b>→</b>
2015 Commodity Futures Trading Commission	429	59.3%	21.2%	19.5%	49	→
2014 Commodity Futures Trading Commission	350	57.4%	26.0%	16.6%	33	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
<b>2016 Commodity Futures Trading Commission</b>	<b>485</b>	<b>51.2%</b>	<b>17.1%</b>	<b>31.7%</b>	<b>3</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	470	41.2%	19.8%	39.0%	6	↗
2014 Commodity Futures Trading Commission	379	36.4%	26.6%	36.9%	8	↘
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
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
<b>2016 Commodity Futures Trading Commission</b>	<b>441</b>	<b>51.1%</b>	<b>25.4%</b>	<b>23.5%</b>	<b>47</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	422	42.5%	25.0%	32.5%	56	↗
2014 Commodity Futures Trading Commission	338	34.9%	31.2%	33.9%	46	↘
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	

## Commodity Futures Trading Commission Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
<b>2016 Commodity Futures Trading Commission</b>	<b>479</b>	<b>43.1%</b>	<b>19.8%</b>	<b>37.1%</b>	<b>10</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	465	35.5%	19.4%	45.2%	15	→
2014 Commodity Futures Trading Commission	377	33.7%	22.6%	43.7%	10	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
<b>2016 Commodity Futures Trading Commission</b>	<b>477</b>	<b>46.3%</b>	<b>19.8%</b>	<b>33.9%</b>	<b>10</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	459	42.2%	20.2%	37.6%	17	↗
2014 Commodity Futures Trading Commission	373	38.0%	25.5%	36.5%	10	↘
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
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
<b>2016 Commodity Futures Trading Commission</b>	<b>475</b>	<b>55.3%</b>	<b>22.4%</b>	<b>22.2%</b>	<b>14</b>	<b>→</b>
2015 Commodity Futures Trading Commission	464	52.6%	20.7%	26.7%	15	→
2014 Commodity Futures Trading Commission	367	52.1%	21.6%	26.3%	20	→
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	

# Commodity Futures Trading Commission Trend Report

## Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
<b>2016 Commodity Futures Trading Commission</b>	<b>486</b>	<b>50.0%</b>	<b>22.5%</b>	<b>27.5%</b>	<b>4</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	472	42.8%	23.5%	33.7%	7	↗
2014 Commodity Futures Trading Commission	381	36.6%	26.8%	36.6%	6	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
<b>2016 Commodity Futures Trading Commission</b>	<b>457</b>	<b>64.8%</b>	<b>18.3%</b>	<b>16.9%</b>	<b>34</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	433	57.3%	22.1%	20.7%	47	↗
2014 Commodity Futures Trading Commission	357	52.7%	30.7%	16.6%	31	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%		
<b>2016 Commodity Futures Trading Commission</b>	<b>488</b>	<b>49.7%</b>	<b>21.7%</b>	<b>28.6%</b>		<b>↗</b>
2015 Commodity Futures Trading Commission	479	42.0%	23.0%	35.0%		→
2014 Commodity Futures Trading Commission	384	41.1%	23.9%	35.0%		↘
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%		

## Commodity Futures Trading Commission Trend Report

### My Satisfaction (continued)

#### 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
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
<b>2016 Commodity Futures Trading Commission</b>	<b>490</b>	<b>42.0%</b>	<b>23.1%</b>	<b>34.9%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	479	35.9%	20.1%	44.0%	↗
2014 Commodity Futures Trading Commission	382	31.4%	24.6%	44.0%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
<b>2016 Commodity Futures Trading Commission</b>	<b>484</b>	<b>46.3%</b>	<b>22.4%</b>	<b>31.4%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	477	38.8%	24.0%	37.1%	↗
2014 Commodity Futures Trading Commission	382	31.0%	31.8%	37.2%	↘
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
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
<b>2016 Commodity Futures Trading Commission</b>	<b>488</b>	<b>37.2%</b>	<b>29.3%</b>	<b>33.5%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	474	28.6%	31.6%	39.8%	→
2014 Commodity Futures Trading Commission	382	27.4%	30.0%	42.6%	↘
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%	

## Commodity Futures Trading Commission Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
<b>2016 Commodity Futures Trading Commission</b>	<b>487</b>	<b>26.4%</b>	<b>27.6%</b>	<b>46.0%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	480	21.5%	27.8%	50.8%	→
2014 Commodity Futures Trading Commission	383	19.4%	23.4%	57.3%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
<b>2016 Commodity Futures Trading Commission</b>	<b>486</b>	<b>45.3%</b>	<b>26.3%</b>	<b>28.4%</b>	<b>→</b>
2015 Commodity Futures Trading Commission	478	45.6%	24.4%	30.0%	↗
2014 Commodity Futures Trading Commission	382	32.9%	26.6%	40.5%	→
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
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
<b>2016 Commodity Futures Trading Commission</b>	<b>490</b>	<b>60.1%</b>	<b>22.3%</b>	<b>17.6%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	476	52.3%	21.1%	26.6%	→
2014 Commodity Futures Trading Commission	383	49.7%	25.1%	25.3%	↘
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%	

# Commodity Futures Trading Commission Trend Report

## My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
<b>2016 Commodity Futures Trading Commission</b>	<b>488</b>	<b>42.9%</b>	<b>15.3%</b>	<b>41.8%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	478	33.6%	15.0%	51.4%	↗
2014 Commodity Futures Trading Commission	383	29.8%	18.1%	52.0%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
<b>2016 Commodity Futures Trading Commission</b>	<b>483</b>	<b>52.6%</b>	<b>22.2%</b>	<b>25.2%</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	477	46.2%	21.8%	32.0%	↗
2014 Commodity Futures Trading Commission	384	36.8%	28.6%	34.6%	↘
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
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
<b>2016 Commodity Futures Trading Commission</b>	<b>490</b>	<b>85.4%</b>	<b>3.2%</b>	<b>5.1%</b>	<b>6.4%</b>
2015 Commodity Futures Trading Commission	474	85.8%	3.0%	4.5%	6.7%
2014 Commodity Futures Trading Commission	383	88.4%	3.3%	3.2%	5.1%
2013 Commodity Futures Trading Commission	--	--	--	--	--
2012 Commodity Futures Trading Commission	--	--	--	--	--
2011 Commodity Futures Trading Commission	--	--	--	--	--
2010 Commodity Futures Trading Commission	--	--	--	--	--

\*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

## Commodity Futures Trading Commission Trend Report

### Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>0.1%</b>	<b>22.8%</b>	<b>28.7%</b>	<b>24.9%</b>
2015 Commodity Futures Trading Commission	477	0.2%	18.1%	28.0%	27.8%
2014 Commodity Futures Trading Commission	383	0.0%	17.0%	28.5%	30.0%
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

*(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
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
<b>2016 Commodity Futures Trading Commission</b>	<b>491</b>	<b>1.6%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>17.4%</b>
2015 Commodity Futures Trading Commission	477	1.0%	2.8%	3.6%	18.6%
2014 Commodity Futures Trading Commission	383	0.7%	1.3%	3.6%	18.8%
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

# Commodity Futures Trading Commission Trend Report

## Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
<b>2016 Commodity Futures Trading Commission</b>	<b>487</b>	<b>51.6%</b>	<b>45.5%</b>	<b>3.0%</b>
2015 Commodity Futures Trading Commission	476	57.1%	38.5%	4.4%
2014 Commodity Futures Trading Commission	382	57.5%	39.5%	3.0%
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 was added to the survey in 2011. It 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)

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
<b>2016 Commodity Futures Trading Commission</b>	<b>489</b>	<b>14.5%</b>	<b>69.8%</b>	<b>15.8%</b>
2015 Commodity Futures Trading Commission	478	12.7%	70.5%	16.7%
2014 Commodity Futures Trading Commission	380	16.8%	66.8%	16.4%
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
<b>2016 Commodity Futures Trading Commission</b>	<b>483</b>	<b>10.0%</b>	<b>87.4%</b>	<b>2.6%</b>
2015 Commodity Futures Trading Commission	473	9.2%	86.8%	4.1%
2014 Commodity Futures Trading Commission	373	12.1%	85.0%	3.0%
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

## Commodity Futures Trading Commission Trend Report

### Work/Life (continued)

**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
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
<b>2016 Commodity Futures Trading Commission</b>	<b>489</b>	<b>1.0%</b>	<b>72.2%</b>	<b>26.9%</b>
2015 Commodity Futures Trading Commission	476	0.4%	66.6%	33.0%
2014 Commodity Futures Trading Commission	380	1.0%	68.4%	30.5%
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 was added to the survey in 2011. It 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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
<b>2016 Commodity Futures Trading Commission</b>	<b>488</b>	<b>3.5%</b>	<b>78.5%</b>	<b>18.1%</b>
2015 Commodity Futures Trading Commission	474	2.3%	73.5%	24.2%
2014 Commodity Futures Trading Commission	380	2.7%	71.4%	25.9%
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
<b>2016 Commodity Futures Trading Commission</b>	<b>367</b>	<b>61.6%</b>	<b>9.1%</b>	<b>29.3%</b>	<b>3</b>	<b>→</b>
2015 Commodity Futures Trading Commission	356	65.0%	10.7%	24.3%	2	→
2014 Commodity Futures Trading Commission	285	66.7%	14.6%	18.7%	3	↘
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	--	--	--	--	--	

*\*This item was added to the survey in 2011. 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)

#### 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
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
<b>2016 Commodity Futures Trading Commission</b>	<b>248</b>	<b>81.6%</b>	<b>8.9%</b>	<b>9.4%</b>	<b>4</b>	<b>→</b>
2015 Commodity Futures Trading Commission	268	83.2%	7.2%	9.6%	6	→
2014 Commodity Futures Trading Commission	216	83.8%	9.6%	6.6%	2	↘
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	--	--	--	--	--	

\*This item was added to the survey in 2011. 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
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
<b>2016 Commodity Futures Trading Commission</b>	<b>64</b>	<b>81.8%</b>	<b>12.8%</b>	<b>5.4%</b>	<b>5</b>	<b>↗</b>
2015 Commodity Futures Trading Commission	58	63.7%	26.2%	10.1%	3	→
2014 Commodity Futures Trading Commission	61	64.8%	30.9%	4.4%	5	→
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	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

#### 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
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
<b>2016 Commodity Futures Trading Commission</b>	<b>48</b>	<b>66.2%</b>	<b>26.6%</b>	<b>7.2%</b>	<b>5</b>	<b>→</b>
2015 Commodity Futures Trading Commission	44	70.1%	27.5%	2.4%	6	→
2014 Commodity Futures Trading Commission	43	76.6%	20.9%	2.5%	9	→
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	--	--	--	--	--	

\*This item was added to the survey in 2011. 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)

**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
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
<b>2016 Commodity Futures Trading Commission</b>	<b>3</b>	<b>67.7%</b>	<b>32.3%</b>	<b>0.0%</b>	<b>3</b>	<b>--</b>
2015 Commodity Futures Trading Commission	2	49.0%	51.0%	0.0%	3	--
2014 Commodity Futures Trading Commission	4	41.1%	58.9%	0.0%	2	--
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	--	--	--	--	--	

*\*This item was added to the survey in 2011. 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
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
<b>2016 Commodity Futures Trading Commission</b>	<b>14</b>	<b>55.9%</b>	<b>36.7%</b>	<b>7.4%</b>	<b>4</b>	<b>--</b>
2015 Commodity Futures Trading Commission	9	32.7%	67.3%	0.0%	6	--
2014 Commodity Futures Trading Commission	9	39.9%	49.5%	10.6%	2	--
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	--	--	--	--	--	

*\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

# Commodity Futures Trading Commission

## Trend Report

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	315	65.6%
Field	165	34.4%

#### *What is your supervisory status?*

	N	%
Non-Supervisor	321	67.4%
Team Leader	28	5.9%
Supervisor	87	18.3%
Manager	26	5.5%
Senior Leader	14	2.9%

#### *Are you:*

	N	%
Male	259	56.9%
Female	196	43.1%

#### *Are you Hispanic or Latino?*

	N	%
Yes	25	5.6%
No	421	94.4%

#### *Race*

	N	%
American Indian or Alaska Native	2	0.5%
Asian	28	6.6%
Black or African American	56	13.3%
Native Hawaiian or Other Pacific Islander	1	0.2%
White	328	77.7%
Two or more races	7	1.7%

# Commodity Futures Trading Commission

## Trend Report

### Demographic Questions (continued)

***What is the highest degree or level of education you have completed?***

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	7	1.5%
Trade or Technical Certificate	2	0.4%
Some College (no degree)	20	4.3%
Associate's Degree (e.g., AA, AS)	3	0.6%
Bachelor's Degree (e.g., BA, BS)	121	26.0%
Master's Degree (e.g., MA, MS, MBA)	105	22.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	207	44.5%

***What is your pay category/grade?***

	N	%
Federal Wage System	4	0.9%
GS 1-6	1	0.2%
GS 7-12	23	4.9%
GS 13-15	244	52.0%
Senior Executive Service	16	3.4%
Senior Level (SL) or Scientific or Professional (ST)	1	0.2%
Other	180	38.4%

***How long have you been with the Federal Government (excluding military service)?***

	N	%
Less than 1 year	18	3.9%
1 to 3 years	54	11.6%
4 to 5 years	51	11.0%
6 to 10 years	138	29.7%
11 to 14 years	39	8.4%
15 to 20 years	67	14.4%
More than 20 years	97	20.9%

## Commodity Futures Trading Commission Trend Report

### Demographic Questions (continued)

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	37	8.0%
1 to 3 years	89	19.3%
4 to 5 years	74	16.1%
6 to 10 years	122	26.5%
11 to 20 years	83	18.0%
More than 20 years	55	12.0%

***Are you considering leaving your organization within the next year, and if so, why?***

	N	%
No	311	66.9%
Yes, to retire	9	1.9%
Yes, to take another job within the Federal Government	81	17.4%
Yes, to take another job outside the Federal Government	41	8.8%
Yes, other	23	4.9%

***I am planning to retire:***

	N	%
Within one year	7	1.5%
Between one and three years	19	4.2%
Between three and five years	25	5.5%
Five or more years	402	88.7%

***Self-Identify as:***

	N	%
Heterosexual or Straight	331	76.8%
Gay, Lesbian, Bisexual, or Transgender	12	2.8%
I prefer not to say	88	20.4%

***What is your US military service status?***

	N	%
No Prior Military Service	413	91.6%
Currently in National Guard or Reserves	3	0.7%
Retired	7	1.6%
Separated or Discharged	28	6.2%

# Commodity Futures Trading Commission *Trend Report*

## Demographic Questions (continued)

### *Are you an individual with a disability?*

	N	%
Yes	17	3.8%
No	433	96.2%

### *What is your age group?*

	N	%
25 and under	0	0.0%
26-29	9	1.8%
30-39	158	31.3%
40-49	150	29.7%
50-59	133	26.3%
60 or older	55	10.9%