

Court Services and Offender Supervision Agency

2011 Federal Employee Viewpoint Survey: Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	266,376
Court Services and Offender Supervision Agency	556
CSOSA - Office of the Director	342
Pretrial Services Agency	214

This 2011 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.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	265,945	65.1%	16.5%	18.4%
Court Services and Offender Supervision Agency	554	77.2%	11.5%	11.3%
CSOSA - Office of the Director	340	76.2%	12.6%	11.2%
Pretrial Services Agency	214	79.5%	9.0%	11.5%

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

	N	Positive	Neutral	Negative
Governmentwide	265,839	73.2%	14.3%	12.5%
Court Services and Offender Supervision Agency	553	82.4%	11.4%	6.3%
CSOSA - Office of the Director	340	80.1%	12.9%	7.0%
Pretrial Services Agency	213	87.5%	7.9%	4.6%

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	265,764	59.4%	18.7%	21.9%
Court Services and Offender Supervision Agency	554	61.2%	19.5%	19.3%
CSOSA - Office of the Director	341	57.2%	22.2%	20.6%
Pretrial Services Agency	213	70.2%	13.4%	16.4%

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

	N	Positive	Neutral	Negative
Governmentwide	265,768	73.9%	14.1%	12.0%
Court Services and Offender Supervision Agency	553	73.5%	15.8%	10.6%
CSOSA - Office of the Director	339	75.1%	15.6%	9.3%
Pretrial Services Agency	214	70.0%	16.4%	13.6%

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

	N	Positive	Neutral	Negative
Governmentwide	265,594	85.0%	10.1%	4.9%
Court Services and Offender Supervision Agency	554	84.6%	9.8%	5.6%
CSOSA - Office of the Director	340	87.1%	9.5%	3.4%
Pretrial Services Agency	214	78.9%	10.5%	10.6%

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

	N	Positive	Neutral	Negative
Governmentwide	265,012	80.2%	11.3%	8.5%
Court Services and Offender Supervision Agency	548	84.7%	9.7%	5.7%
CSOSA - Office of the Director	336	81.8%	12.0%	6.3%
Pretrial Services Agency	212	91.2%	4.5%	4.3%

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

	N	Positive	Neutral	Negative
Governmentwide	265,711	96.9%	2.2%	0.9%
Court Services and Offender Supervision Agency	554	95.3%	3.8%	0.9%
CSOSA - Office of the Director	340	94.7%	4.3%	1.0%
Pretrial Services Agency	214	96.8%	2.6%	0.6%

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	265,389	91.8%	6.9%	1.3%
Court Services and Offender Supervision Agency	554	90.5%	7.1%	2.4%
CSOSA - Office of the Director	340	91.2%	6.9%	1.9%
Pretrial Services Agency	214	89.0%	7.7%	3.3%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,984	47.8%	18.1%	34.1%	883
Court Services and Offender Supervision Agency	553	67.6%	13.4%	18.9%	1
CSOSA - Office of the Director	339	63.5%	14.0%	22.5%	1
Pretrial Services Agency	214	76.8%	12.3%	10.9%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	265,001	59.0%	17.0%	24.0%	717
Court Services and Offender Supervision Agency	553	63.5%	14.6%	21.9%	2
CSOSA - Office of the Director	340	60.9%	13.3%	25.8%	1
Pretrial Services Agency	213	69.6%	17.4%	13.0%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
Court Services and Offender Supervision Agency	549	58.2%	18.6%	23.2%	3
CSOSA - Office of the Director	338	58.1%	18.5%	23.4%	2
Pretrial Services Agency	211	58.5%	18.8%	22.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
Court Services and Offender Supervision Agency	554	92.7%	4.4%	2.9%	0
CSOSA - Office of the Director	340	91.0%	5.4%	3.5%	0
Pretrial Services Agency	214	96.6%	2.1%	1.3%	0

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,040	91.8%	6.0%	2.3%	753
Court Services and Offender Supervision Agency	555	94.6%	3.8%	1.6%	0
CSOSA - Office of the Director	341	95.0%	3.1%	1.9%	0
Pretrial Services Agency	214	93.9%	5.3%	0.8%	0

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
Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
Court Services and Offender Supervision Agency	551	69.8%	11.9%	18.4%	2
CSOSA - Office of the Director	340	67.0%	12.5%	20.5%	0
Pretrial Services Agency	211	76.1%	10.4%	13.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
Court Services and Offender Supervision Agency	549	68.5%	15.3%	16.2%	6
CSOSA - Office of the Director	339	65.0%	17.3%	17.6%	2
Pretrial Services Agency	210	76.5%	10.5%	13.0%	4

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
Court Services and Offender Supervision Agency	550	89.4%	6.5%	4.1%	2
CSOSA - Office of the Director	336	91.3%	5.4%	3.4%	2
Pretrial Services Agency	214	85.3%	9.0%	5.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
Court Services and Offender Supervision Agency	525	55.0%	23.3%	21.7%	25
CSOSA - Office of the Director	323	50.3%	23.7%	26.0%	14
Pretrial Services Agency	202	65.9%	22.3%	11.9%	11

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
Court Services and Offender Supervision Agency	543	67.2%	19.6%	13.2%	4
CSOSA - Office of the Director	331	64.9%	20.7%	14.4%	3
Pretrial Services Agency	212	72.3%	17.1%	10.6%	1

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
Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
Court Services and Offender Supervision Agency	547	78.3%	10.4%	11.4%	6
CSOSA - Office of the Director	336	75.5%	12.0%	12.5%	3
Pretrial Services Agency	211	84.5%	6.7%	8.8%	3

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	255,715	74.6%	13.9%	11.5%
Court Services and Offender Supervision Agency	542	65.5%	20.9%	13.6%
CSOSA - Office of the Director	334	63.9%	21.4%	14.7%
Pretrial Services Agency	208	69.2%	19.8%	11.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
Court Services and Offender Supervision Agency	539	50.6%	29.0%	20.4%	16
CSOSA - Office of the Director	328	46.4%	31.8%	21.8%	13
Pretrial Services Agency	211	60.0%	22.6%	17.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
Court Services and Offender Supervision Agency	514	37.3%	32.1%	30.5%	39
CSOSA - Office of the Director	316	35.0%	33.3%	31.7%	23
Pretrial Services Agency	198	42.6%	29.4%	28.0%	16

Court Services and Offender Supervision Agency

Subagency Comparison 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
Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
Court Services and Offender Supervision Agency	523	40.7%	25.9%	33.5%	31
CSOSA - Office of the Director	320	43.4%	26.6%	30.0%	20
Pretrial Services Agency	203	34.7%	24.1%	41.2%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
Court Services and Offender Supervision Agency	532	41.4%	25.1%	33.5%	21
CSOSA - Office of the Director	325	41.4%	24.4%	34.2%	14
Pretrial Services Agency	207	41.3%	26.8%	31.9%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
Court Services and Offender Supervision Agency	537	51.7%	19.3%	29.0%	15
CSOSA - Office of the Director	329	52.0%	19.2%	28.8%	10
Pretrial Services Agency	208	51.2%	19.6%	29.3%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
Court Services and Offender Supervision Agency	548	73.0%	14.2%	12.7%	6
CSOSA - Office of the Director	334	72.1%	14.9%	13.0%	6
Pretrial Services Agency	214	75.1%	12.8%	12.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
Court Services and Offender Supervision Agency	535	59.4%	26.5%	14.1%	16
CSOSA - Office of the Director	327	59.4%	25.4%	15.2%	11
Pretrial Services Agency	208	59.5%	28.8%	11.7%	5

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	265,011	82.2%	14.7%	3.0%
Court Services and Offender Supervision Agency	552	80.5%	17.4%	2.2%
CSOSA - Office of the Director	340	79.7%	17.6%	2.6%
Pretrial Services Agency	212	82.1%	16.8%	1.1%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
Court Services and Offender Supervision Agency	537	83.2%	11.7%	5.1%	7
CSOSA - Office of the Director	330	83.1%	11.5%	5.4%	6
Pretrial Services Agency	207	83.5%	12.3%	4.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
Court Services and Offender Supervision Agency	531	51.1%	26.8%	22.2%	12
CSOSA - Office of the Director	327	47.4%	27.2%	25.4%	9
Pretrial Services Agency	204	59.4%	25.8%	14.8%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
Court Services and Offender Supervision Agency	545	60.2%	18.4%	21.4%	2
CSOSA - Office of the Director	337	58.1%	18.1%	23.8%	1
Pretrial Services Agency	208	65.3%	19.1%	15.7%	1

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
Court Services and Offender Supervision Agency	535	50.2%	24.7%	25.2%	5
CSOSA - Office of the Director	329	48.9%	23.3%	27.9%	3
Pretrial Services Agency	206	53.1%	27.9%	19.0%	2

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
Court Services and Offender Supervision Agency	514	40.6%	31.8%	27.6%	30
CSOSA - Office of the Director	317	41.3%	32.7%	26.1%	19
Pretrial Services Agency	197	39.1%	29.7%	31.2%	11

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
Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
Court Services and Offender Supervision Agency	529	67.8%	22.3%	9.9%	17
CSOSA - Office of the Director	324	65.4%	24.0%	10.6%	14
Pretrial Services Agency	205	73.4%	18.3%	8.2%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
Court Services and Offender Supervision Agency	540	67.3%	16.3%	16.4%	5
CSOSA - Office of the Director	333	65.4%	15.3%	19.3%	4
Pretrial Services Agency	207	71.6%	18.5%	10.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
Court Services and Offender Supervision Agency	539	73.0%	14.2%	12.8%	4
CSOSA - Office of the Director	335	72.7%	13.9%	13.4%	1
Pretrial Services Agency	204	73.7%	14.9%	11.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
Court Services and Offender Supervision Agency	522	53.8%	23.3%	22.9%	21
CSOSA - Office of the Director	317	50.4%	23.6%	26.1%	18
Pretrial Services Agency	205	61.3%	22.8%	15.9%	3

Court Services and Offender Supervision Agency

Subagency Comparison 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
Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
Court Services and Offender Supervision Agency	510	70.2%	19.7%	10.1%	34
CSOSA - Office of the Director	310	65.7%	22.0%	12.4%	27
Pretrial Services Agency	200	80.2%	14.5%	5.2%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
Court Services and Offender Supervision Agency	538	81.9%	14.7%	3.4%	3
CSOSA - Office of the Director	332	78.3%	17.0%	4.7%	3
Pretrial Services Agency	206	90.0%	9.5%	0.5%	0

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

	N	Positive	Neutral	Negative
Governmentwide	260,072	68.9%	19.5%	11.6%
Court Services and Offender Supervision Agency	541	68.3%	20.6%	11.1%
CSOSA - Office of the Director	335	62.2%	24.4%	13.4%
Pretrial Services Agency	206	82.6%	11.7%	5.8%

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
Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
Court Services and Offender Supervision Agency	514	55.7%	28.6%	15.7%	29
CSOSA - Office of the Director	320	52.2%	29.4%	18.4%	18
Pretrial Services Agency	194	64.1%	26.6%	9.3%	11

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
Court Services and Offender Supervision Agency	536	78.3%	12.1%	9.7%	3
CSOSA - Office of the Director	332	76.6%	11.8%	11.7%	1
Pretrial Services Agency	204	82.2%	12.8%	5.0%	2

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
Court Services and Offender Supervision Agency	539	72.1%	15.2%	12.7%	0
CSOSA - Office of the Director	333	72.2%	13.5%	14.4%	0
Pretrial Services Agency	206	72.0%	19.2%	8.8%	0

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
Court Services and Offender Supervision Agency	536	67.0%	16.2%	16.8%	4
CSOSA - Office of the Director	331	64.2%	16.1%	19.7%	4
Pretrial Services Agency	205	73.5%	16.4%	10.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
Court Services and Offender Supervision Agency	509	70.5%	20.5%	9.0%	29
CSOSA - Office of the Director	313	68.0%	21.9%	10.1%	21
Pretrial Services Agency	196	76.0%	17.3%	6.7%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
Court Services and Offender Supervision Agency	534	69.3%	14.1%	16.6%	5
CSOSA - Office of the Director	330	66.3%	14.7%	19.0%	4
Pretrial Services Agency	204	76.1%	12.8%	11.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
Court Services and Offender Supervision Agency	532	75.3%	14.1%	10.5%	6
CSOSA - Office of the Director	328	73.2%	15.1%	11.7%	5
Pretrial Services Agency	204	80.2%	11.8%	7.9%	1

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	258,503	75.2%	13.4%	11.4%
Court Services and Offender Supervision Agency	539	78.5%	11.7%	9.8%
CSOSA - Office of the Director	333	75.5%	12.8%	11.7%
Pretrial Services Agency	206	85.3%	9.3%	5.4%

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

	N	Positive	Neutral	Negative
Governmentwide	258,213	80.2%	11.4%	8.5%
Court Services and Offender Supervision Agency	533	82.8%	9.9%	7.4%
CSOSA - Office of the Director	329	79.4%	11.7%	8.9%
Pretrial Services Agency	204	90.5%	5.5%	3.9%

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

	N	Positive	Neutral	Negative
Governmentwide	258,363	76.9%	10.6%	12.5%
Court Services and Offender Supervision Agency	540	83.6%	8.6%	7.7%
CSOSA - Office of the Director	334	82.1%	9.0%	8.9%
Pretrial Services Agency	206	87.3%	7.8%	4.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	257,365	67.2%	17.1%	15.7%
Court Services and Offender Supervision Agency	536	63.7%	19.4%	16.8%
CSOSA - Office of the Director	331	59.7%	21.3%	19.0%
Pretrial Services Agency	205	73.1%	15.1%	11.8%

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

	N	Positive	Neutral	Negative
Governmentwide	258,024	69.3%	18.8%	11.9%
Court Services and Offender Supervision Agency	534	67.7%	20.6%	11.6%
CSOSA - Office of the Director	330	63.9%	22.8%	13.4%
Pretrial Services Agency	204	76.7%	15.6%	7.7%

Court Services and Offender Supervision Agency

Subagency Comparison Report

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
Court Services and Offender Supervision Agency	525	52.9%	25.5%	21.7%	8
CSOSA - Office of the Director	321	46.1%	27.8%	26.0%	8
Pretrial Services Agency	204	68.0%	20.1%	11.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
Court Services and Offender Supervision Agency	521	59.5%	24.5%	16.0%	12
CSOSA - Office of the Director	318	52.1%	28.2%	19.8%	11
Pretrial Services Agency	203	76.0%	16.4%	7.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
Court Services and Offender Supervision Agency	519	65.9%	25.0%	9.1%	15
CSOSA - Office of the Director	317	62.0%	28.3%	9.7%	12
Pretrial Services Agency	202	74.5%	17.5%	8.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
Court Services and Offender Supervision Agency	522	72.0%	16.5%	11.5%	5
CSOSA - Office of the Director	319	70.0%	17.6%	12.4%	5
Pretrial Services Agency	203	76.3%	14.0%	9.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
Court Services and Offender Supervision Agency	502	71.7%	19.6%	8.6%	27
CSOSA - Office of the Director	310	70.1%	19.1%	10.8%	16
Pretrial Services Agency	192	75.4%	20.9%	3.7%	11

Court Services and Offender Supervision Agency

Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
Court Services and Offender Supervision Agency	522	63.5%	19.3%	17.1%	10
CSOSA - Office of the Director	318	61.1%	19.7%	19.3%	9
Pretrial Services Agency	204	69.1%	18.5%	12.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
Court Services and Offender Supervision Agency	517	64.6%	21.5%	13.9%	14
CSOSA - Office of the Director	317	61.9%	22.5%	15.7%	10
Pretrial Services Agency	200	70.8%	19.3%	9.9%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
Court Services and Offender Supervision Agency	510	65.3%	23.7%	11.0%	22
CSOSA - Office of the Director	312	61.9%	25.6%	12.4%	16
Pretrial Services Agency	198	72.8%	19.3%	7.9%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
Court Services and Offender Supervision Agency	529	68.4%	19.5%	12.1%	3
CSOSA - Office of the Director	325	62.7%	22.0%	15.3%	3
Pretrial Services Agency	204	81.4%	13.9%	4.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
Court Services and Offender Supervision Agency	507	69.2%	19.5%	11.2%	24
CSOSA - Office of the Director	311	65.0%	21.7%	13.3%	15
Pretrial Services Agency	196	78.8%	14.7%	6.6%	9

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	254,203	53.4%	23.9%	22.8%
Court Services and Offender Supervision Agency	531	53.8%	26.2%	20.0%
CSOSA - Office of the Director	327	50.3%	27.8%	21.9%
Pretrial Services Agency	204	61.6%	22.6%	15.8%

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

	N	Positive	Neutral	Negative
Governmentwide	254,125	50.7%	24.6%	24.7%
Court Services and Offender Supervision Agency	530	55.5%	26.0%	18.4%
CSOSA - Office of the Director	325	50.8%	27.4%	21.9%
Pretrial Services Agency	205	66.4%	22.9%	10.7%

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

	N	Positive	Neutral	Negative
Governmentwide	254,057	50.7%	23.9%	25.4%
Court Services and Offender Supervision Agency	530	50.5%	24.6%	24.9%
CSOSA - Office of the Director	326	49.2%	24.7%	26.1%
Pretrial Services Agency	204	53.5%	24.4%	22.1%

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

	N	Positive	Neutral	Negative
Governmentwide	253,587	45.6%	29.2%	25.3%
Court Services and Offender Supervision Agency	530	53.4%	27.4%	19.2%
CSOSA - Office of the Director	325	47.8%	28.9%	23.3%
Pretrial Services Agency	205	66.0%	24.0%	9.9%

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

	N	Positive	Neutral	Negative
Governmentwide	253,853	39.7%	28.4%	31.9%
Court Services and Offender Supervision Agency	528	40.9%	28.4%	30.7%
CSOSA - Office of the Director	324	39.8%	29.4%	30.8%
Pretrial Services Agency	204	43.4%	26.1%	30.5%

Court Services and Offender Supervision Agency

Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	253,771	54.9%	23.6%	21.5%
Court Services and Offender Supervision Agency	529	71.6%	17.6%	10.8%
CSOSA - Office of the Director	325	70.9%	19.0%	10.1%
Pretrial Services Agency	204	73.3%	14.4%	12.3%

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

	N	Positive	Neutral	Negative
Governmentwide	253,348	70.7%	16.7%	12.5%
Court Services and Offender Supervision Agency	529	72.6%	16.2%	11.2%
CSOSA - Office of the Director	324	69.8%	19.0%	11.2%
Pretrial Services Agency	205	78.7%	9.9%	11.3%

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

	N	Positive	Neutral	Negative
Governmentwide	253,704	62.5%	17.1%	20.4%
Court Services and Offender Supervision Agency	527	72.3%	14.0%	13.7%
CSOSA - Office of the Director	324	70.4%	15.6%	14.0%
Pretrial Services Agency	203	76.7%	10.2%	13.0%

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

	N	Positive	Neutral	Negative
Governmentwide	253,622	62.3%	20.9%	16.8%
Court Services and Offender Supervision Agency	526	67.7%	20.1%	12.3%
CSOSA - Office of the Director	322	63.0%	22.6%	14.4%
Pretrial Services Agency	204	78.3%	14.3%	7.4%

Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
Governmentwide	253,632	27.2%	67.3%	5.5%
Court Services and Offender Supervision Agency	523	73.2%	23.6%	3.2%
CSOSA - Office of the Director	322	75.9%	20.6%	3.5%
Pretrial Services Agency	201	66.9%	30.6%	2.5%

Court Services and Offender Supervision Agency Subagency Comparison Report

Work/Life (continued)

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
Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
Court Services and Offender Supervision Agency	523	0.9%	15.2%	22.8%	8.6%
CSOSA - Office of the Director	321	0.3%	16.5%	24.9%	8.2%
Pretrial Services Agency	202	2.4%	12.0%	18.1%	9.7%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
Court Services and Offender Supervision Agency	523	17.7%	1.6%	13.8%	19.4%
CSOSA - Office of the Director	321	14.4%	1.2%	13.7%	20.8%
Pretrial Services Agency	202	25.2%	2.4%	14.0%	16.2%

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

	N	Yes	No	Not Available To Me
Court Services and Offender Supervision Agency	524	54.3%	36.1%	9.7%
CSOSA - Office of the Director	322	55.1%	33.5%	11.5%
Pretrial Services Agency	202	52.4%	42.0%	5.6%

Court Services and Offender Supervision Agency

Subagency Comparison Report

Work/Life (continued)

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
Governmentwide	250,755	29.0%	59.3%	11.8%
Court Services and Offender Supervision Agency	526	25.4%	65.3%	9.3%
CSOSA - Office of the Director	323	27.5%	64.5%	7.9%
Pretrial Services Agency	203	20.7%	66.9%	12.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	250,174	12.7%	81.3%	6.0%
Court Services and Offender Supervision Agency	526	21.1%	76.9%	2.0%
CSOSA - Office of the Director	323	19.0%	79.2%	1.8%
Pretrial Services Agency	203	25.9%	71.7%	2.5%

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
Governmentwide	250,015	3.1%	80.5%	16.3%
Court Services and Offender Supervision Agency	524	1.7%	72.2%	26.1%
CSOSA - Office of the Director	321	1.6%	73.5%	24.9%
Pretrial Services Agency	203	2.0%	69.2%	28.8%

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
Governmentwide	249,620	1.9%	81.1%	17.0%
Court Services and Offender Supervision Agency	527	1.6%	74.4%	24.0%
CSOSA - Office of the Director	323	1.9%	75.7%	22.4%
Pretrial Services Agency	204	0.9%	71.5%	27.6%

Court Services and Offender Supervision Agency

Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
Court Services and Offender Supervision Agency	390	57.5%	22.6%	19.9%	134
CSOSA - Office of the Director	245	56.5%	23.1%	20.3%	75
Pretrial Services Agency	145	60.0%	21.2%	18.9%	59

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
Court Services and Offender Supervision Agency	413	76.2%	14.0%	9.8%	111
CSOSA - Office of the Director	252	75.0%	13.8%	11.2%	68
Pretrial Services Agency	161	79.0%	14.3%	6.7%	43

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
Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
Court Services and Offender Supervision Agency	307	49.8%	38.7%	11.5%	215
CSOSA - Office of the Director	198	53.3%	37.1%	9.6%	122
Pretrial Services Agency	109	40.9%	42.8%	16.3%	93

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
Court Services and Offender Supervision Agency	281	47.2%	48.4%	4.4%	240
CSOSA - Office of the Director	170	43.4%	52.5%	4.1%	150
Pretrial Services Agency	111	55.2%	39.6%	5.1%	90

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
Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
Court Services and Offender Supervision Agency	178	11.4%	67.9%	20.6%	345
CSOSA - Office of the Director	116	10.2%	69.7%	20.1%	204
Pretrial Services Agency	62	14.8%	63.2%	22.1%	141

Court Services and Offender Supervision Agency *Subagency Comparison Report*

Work/Life (continued)

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
Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
Court Services and Offender Supervision Agency	165	13.7%	74.7%	11.6%	355
CSOSA - Office of the Director	108	14.0%	77.2%	8.7%	211
Pretrial Services Agency	57	12.8%	67.9%	19.3%	144

Court Services and Offender Supervision Agency

Subagency Comparison Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	260	50.0%
Field	260	50.0%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	385	73.3%
Team Leader	42	8.0%
Supervisor	63	12.0%
Manager	33	6.3%
Executive	2	0.4%

87. Are you:

	<i>N</i>	<i>%</i>
Male	193	37.3%
Female	325	62.7%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	32	6.2%
No	488	93.8%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	3	0.6%
Asian	8	1.6%
Black or African American	383	75.7%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	96	19.0%
Two or more races (Not Hispanic or Latino)	16	3.2%

Court Services and Offender Supervision Agency

Subagency Comparison Report

Demographic Questions (continued)

90. What is your age group?

	<i>N</i>	<i>%</i>
25 and under	13	2.5%
26-29	42	8.1%
30-39	189	36.4%
40-49	144	27.7%
50-59	110	21.2%
60 or older	21	4.0%

91. What is your pay category/grade?

	<i>N</i>	<i>%</i>
Federal Wage System	2	0.4%
GS 1-6	19	3.6%
GS 7-12	340	65.1%
GS 13-15	148	28.4%
Senior Executive Service	2	0.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	11	2.1%

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

	<i>N</i>	<i>%</i>
Less than 1 year	16	3.1%
1 to 3 years	91	17.4%
4 to 5 years	73	14.0%
6 to 10 years	122	23.3%
11 to 14 years	97	18.5%
15 to 20 years	55	10.5%
More than 20 years	69	13.2%

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

	<i>N</i>	<i>%</i>
Less than 1 year	18	3.4%
1 to 3 years	117	22.3%
4 to 5 years	82	15.6%
6 to 10 years	156	29.8%
11 to 20 years	134	25.6%
More than 20 years	17	3.2%

Court Services and Offender Supervision Agency

Subagency Comparison Report

Demographic Questions (continued)

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

	<i>N</i>	<i>%</i>
No	339	64.6%
Yes, to retire	7	1.3%
Yes, to take another job within the Federal Government	152	29.0%
Yes, to take another job outside the Federal Government	3	0.6%
Yes, other	24	4.6%

95. I am planning to retire:

	<i>N</i>	<i>%</i>
Within one year	6	1.2%
Between one and three years	18	3.5%
Between three and five years	31	6.1%
Five or more years	455	89.2%