

2010 Employee Survey

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Acknowledgements

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Section One

Introduction

and Overview

Introduction

This report provides a summary of the purposes, the methodology and the results of the Berkeley Lab Employee Survey sponsored by Berkeley Lab. This effort is the part of a broader Laboratory-wide initiative, begun in 2009, to conduct employee surveys on a regular basis. Last year, surveys were conducted for Postdocs and Operations employees; this year's survey was a Lab-wide survey of the Lab's career, faculty and term communities.

The 2009 surveys were referred to as "workplace climate" surveys that sought to inventory the likes, dislikes, and issues that formed people's impressions of working at the Lab. This latest iteration of the survey does the same but introduces performance measures for employee engagement. Research shows engaged employees are more productive, more innovative, and more committed to their work. It follows that engaged employees enjoy higher levels of purpose and meaning in their work lives. There is not one commonly accepted definition of employee engagement, but it is generally agreed that engagement involves applying a level of discretionary effort to the job.

This survey was undertaken for the following purposes, all of which helped guide the design of the survey:

- To document where employees feel positively about working at Berkeley Lab as well as where they might not.
- To discern the degree to which various aspects of working at Berkeley Lab contribute to how engaged employees can be in their work.
- To prioritize and guide workplace improvements.

The overarching goal of this effort is to make Berkeley Lab an even better place to work so that it can best fulfill its mission.

Christopher Paquette
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Survey Methodology

Survey Population

The survey solicited feedback from every member of the Lab's career, faculty and term communities. Respondents were informed in advance that ratings would be reported in aggregate by division and by department and that text responses would only be reported in aggregate by division.

Laboratory Response Rates

The survey received an overall response rate of 73%. This robust response rate suggests that these results accurately represent the views of the community. The table on the following page details the response rates for all divisions and departments.

Types of Questions

A complete copy of the survey can be found in Appendix A.

Level 1	Count	Resp.	Pct. Resp.	Level 2	Count	Resp.	Pct. Resp.
01 Accelerator & Fusion Research	65	46	71%	01-1 Accelerator & Fusion Research / Administrative Staff	9	9	100%
				01-2 Accelerator & Fusion Research / Advanced Light Source Center	7	5	71%
				01-3 Accelerator & Fusion Research / Center for Beam Physics	18	10	56%
				01-4 Accelerator & Fusion Research / Fusion Energy Research Prog	11	6	55%
				01-5 Accelerator & Fusion Research / Ion Beam Technology Prog	6	4	67%
				01-6 Accelerator & Fusion Research / Laser-Driven Science	8	7	88%
				01-7 Accelerator & Fusion Research / Superconducting Magnet Program	6	5	83%
02 Advanced Light Source	93	79	85%	02-1 Advanced Light Source / Administration	8	7	88%
				02-2 Advanced Light Source / Experimental Systems Group	29	24	83%
				02-3 Advanced Light Source / Operations	15	12	80%
				02-4 Advanced Light Source / Scientific Support	25	23	92%
				02-5 Advanced Light Source / User Services	16	13	81%
03 Office of Chief Finance Officer	214	182	85%	03-1 Office of Chief Finance Officer / Budget Office	15	13	87%
				03-2 Office of Chief Finance Officer / Controller's Office	48	37	77%
				03-3 Office of Chief Finance Officer / OCFO Field Operations Unit	63	56	89%
				03-4 Office of Chief Finance Officer / OCFO Operations	18	17	94%
				03-5 Office of Chief Finance Officer / Procurement	59	49	83%
				03-6 Office of Chief Finance Officer / Sponsored Projects	11	10	91%
04 Chemical Sciences	41	28	68%	04-1 Chemical Sciences / Actinide Chemistry	12	10	83%
				04-2 Chemical Sciences / Chemical Energy	8	3	38%
				04-3 Chemical Sciences / Chemical Physics	11	7	64%
				04-4 Chemical Sciences / Fewer Than 6	10	8	80%
05 Computational Research Div	159	126	79%	05-1 Computational Research Div / Advanced Computing for Science	22	18	82%
				05-2 Computational Research Div / Biological Data Mgmt Center	7	7	100%
				05-3 Computational Research Div / Division Office	23	21	91%
				05-4 Computational Research Div / ESnet	36	28	78%
				05-5 Computational Research Div / HPC Research Department	71	52	73%
06 Environmental Energy Tech	222	170	77%	06-1 Environmental Energy Tech / EET Administration	14	14	100%
				06-2 Environmental Energy Tech / Advanced Energy	24	14	58%
				06-3 Environmental Energy Tech / Atmospheric Processes	10	8	80%
				06-4 Environmental Energy Tech / Building Technologies	51	41	80%
				06-5 Environmental Energy Tech / Energy Analysis	89	70	79%
				06-6 Environmental Energy Tech / Indoor Environment	25	20	80%
				06-7 Environmental Energy Tech / Summer Faculty	9	3	33%
07 Engineering	275	190	69%	07-1 Engineering / Engineering Division Office	14	13	93%
				07-2 Engineering / Electronic Engineering	102	71	70%
				07-3 Engineering / Mechanical Engineering	159	106	67%
08 Environment, Health & Safety	125	104	83%	08-1 Environment, Health & Safety / Division Office	8	6	75%
				08-2 Environment, Health & Safety / Environmental Services	12	10	83%
				08-3 Environment, Health & Safety / Health Services	10	9	90%
				08-4 Environment, Health & Safety / Industrial Hygiene	22	19	86%
				08-5 Environment, Health & Safety / Occupational Safety	18	15	83%
				08-6 Environment, Health & Safety / Radiation Protection	27	20	74%
				08-7 Environment, Health & Safety / Security Emergency Operations	10	9	90%
				08-8 Environment, Health & Safety / Waste Management	18	16	89%

Level 1	Count	Resp.	Pct. Resp.	Level 2	Count	Resp.	Pct. Resp.
09 Earth Sciences	143	108	76%	09-1 Earth Sciences / Climate Science	10	6	60%
				09-2 Earth Sciences / Geochemistry	24	16	67%
				09-3 Earth Sciences / Geophysics	23	18	78%
				09-4 Earth Sciences / Hydrogeology	35	29	83%
				09-5 Earth Sciences / Ecology	31	23	74%
				09-6 Earth Sciences / Technical & Administrative	20	16	80%
10 Facilities	257	187	73%	10-1 Facilities / Facilities Leadership	11	11	100%
				10-2 Facilities / Capital Projects	19	18	95%
				10-3 Facilities / Construction Projects	31	26	84%
				10-4 Facilities / Operations	159	110	69%
				10-5 Facilities / Facilities Resources	37	22	59%
11 Genomics Division	181	115	64%	11-1 Genomics Division / Biology/Scientific Support	55	35	64%
				11-2 Genomics Division / Computational Genomics	9	3	33%
				11-3 Genomics Division / GN-West	27	17	63%
				11-4 Genomics Division / Genomic Technologies	21	13	62%
				11-5 Genomics Division / Informatics	11	9	82%
				11-6 Genomics Division / JGI Operations	19	13	68%
				11-7 Genomics Division / Production Genomics	39	25	64%
12 Human Resources	74	68	92%	12-1 Human Resources / Core Services	29	28	97%
				12-2 Human Resources / Field Services	45	40	89%
13 Information Technology Div	158	129	82%	13-1 Information Technology Div / Business Services	50	38	76%
				13-2 Information Technology Div / Cybersecurity	9	9	100%
				13-3 Information Technology Div / IT Division Office	17	15	88%
				13-4 Information Technology Div / Infrastructure	54	45	83%
				13-5 Information Technology Div / Scientific Services	28	22	79%
14 Laboratory Directorate	71	63	89%	14-1 Laboratory Directorate / Office of Institutional Assura	8	8	100%
				14-2 Laboratory Directorate / Director's Office	13	9	69%
				14-3 Laboratory Directorate / Internal Audit Services	7	7	100%
				14-4 Laboratory Directorate / Senior Management Operations	8	7	88%
				14-5 Laboratory Directorate / Senior Management Science	16	14	88%
				14-6 Laboratory Directorate / Technology Transfer	19	18	95%
15 Life Sciences	214	135	63%	15-1 Life Sciences / Cancer & DNA Damage Responses	77	47	61%
				15-2 Life Sciences / Administrative Office	29	23	79%
				15-3 Life Sciences / Genome Dynamics	39	21	54%
				15-4 Life Sciences / Bioenergy/GTL/Structural Bio	43	26	60%
				15-5 Life Sciences / Radiotracer Dev & Imaging Tech	26	18	69%
16 Materials Sciences	157	88	56%	16-1 Materials Sciences / MSD Administration	17	10	59%
				16-2 Materials Sciences / Nat'l Ctr for Electron Microsc	12	6	50%
				16-3 Materials Sciences / Material Chemistry	18	9	50%
				16-4 Materials Sciences / Molecular Foundry	51	38	75%
				16-5 Materials Sciences / Material Physics	35	13	37%
				16-6 Materials Sciences / Structural Materials	11	4	36%
				16-7 Materials Sciences / Center for X-Ray Optics	13	8	62%
17 NERSC	70	48	69%	17-1 NERSC / Services Department	27	21	78%
				17-2 NERSC / Systems Department	43	27	63%
18 Nuclear Science	63	47	75%	18-1 Nuclear Science / 88-Inch Cyclotron	11	8	73%
				18-2 Nuclear Science / Nuclear Structure	6	5	83%
				18-3 Nuclear Science / RNC	13	12	92%
				18-4 Nuclear Science / Fewer Than 6	33	22	67%
19 Operations Division	9	9	100%	19-1 Operations Division / OPS Adm/PMO	9	9	100%
20 Public Affairs	26	23	88%	20-1 Public Affairs / Public Affairs	26	23	88%
21 Physical Biosciences	150	74	49%	21-1 Physical Biosciences	150	74	49%
22 Physics	72	42	58%	22-1 Physics / Administration	8	6	75%
				22-2 Physics / Atlas	14	9	64%
				22-3 Physics / Particle Data Group	8	6	75%
				22-4 Physics / Theory Group	7	0	0%
				22-5 Physics / Summer Faculty	12	2	17%
				22-6 Physics / Fewer Than 6	23	19	83%
23 Fewer Than 6	11	8	73%	23 Fewer Than 6	11	8	73%
Grand Total	2850	2069	73%				

Survey Design

The survey used two different types of questions: agreement ratings questions using a six-point scale and open-ended text questions. The agreement questions were organized around two outcome measures and twelve dimensions.

The two outcome measures used in the survey were Psychological Engagement and Behavioral Engagement. The term “behavioral engagement” is interchangeable with the term “discretionary effort” as the table below illustrates.

13. Psychological Engagement	13.1. When I am working I lose track of time.
	13.2. I focus a great deal of attention on my work.
	13.3. My work energizes me.
14. Behavioral Engagement (Discretionary Effort)	14.1. I seek opportunities to go beyond the requirements of my job.
	14.2. I seek opportunities to collaborate with other work groups.
	14.3. I volunteer for activities at work that are not part of my job.

The survey asked from two to four agreement questions about the following dimensions. Questions for each dimension appear in the table on the next page.

Supervisor Credibility
 Supervisor Accountability Focus
 Supervisor Staff Development Focus
 Supervisor Fairness and Respect
 Feeling Valued
 Diversity Valued
 Pace of Work
 Safety
 Pay and Benefits
 Pride of Association
 Sense of Shared Mission
 Job Fit

Two stand-alone survey questions were asked. Their individual results are reported, but not subjected to further analysis:

Questions Not Associated with Any Dimension	15. I have the tools and materials needed to do my work.
	16. My office layout enhances my ability to do my work.

The survey concluded with three open-ended text questions asking respondents what they liked best about working at Berkeley Lab, what they liked least, and what they thought would make Berkeley Lab an even better place to work.

The Survey Scale

The following graphic illustrates the six-point scale used in the survey. All ratings questions included an option of “N/A-Don’t Know.”

Agreement Scale

Strongly Disagree 1	Disagree 2	Disagree Slightly 3	Agree Slightly 4	Agree 5	Strongly Agree 6
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Dimensions and Their Associated Questions from the Survey

1. Supervisor Credibility	1.1. My supervisor acts consistently.
	1.2. My supervisor is knowledgeable about the work.
	1.3. I have confidence in my supervisor.
	1.4. My supervisor is a role model.
2. Supervisor Accountability Focus	2.1. My supervisor holds people accountable for meeting deadlines.
	2.2. My supervisor strives to improve the performance of my work group.
	2.3. My supervisor holds people accountable for producing quality work.
	2.4. My supervisor monitors progress toward stated goals.
3. Supervisor Staff Development Focus	3.1. My supervisor gives me constructive feedback on my performance.
	3.2. My supervisor and I discuss my career opportunities.
	3.3. My supervisor clearly communicates expectations.
	3.4. My supervisor and I discuss my development plan.
4. Supervisor Fairness and Respect	4.1. My supervisor treats me fairly.
	4.2. My supervisor treats me with respect.
	4.3. My needs are accommodated by my supervisor.
	4.4. My supervisor appreciates my efforts.
5. Feeling Valued	5.1. I have the appropriate amount of independence to do my work.
	5.2. My ideas on work process and procedure improvements are valued.
	5.3. My colleagues treat me with respect.
	5.4. My opinions are valued by my supervisor.
6. Diversity Valued	6.1. I work with colleagues who genuinely welcome differences.
	6.2. The benefits of a diverse work group are clearly communicated in my Division.
	6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.
	6.4. I can comfortably talk about my differences with my colleagues.
7. Pace of Work	7.1. I work in an environment where there is a reasonable workload.
	7.2. My group has enough staff to get the work done in a quality manner.
8. Safety	8.1. My responsibilities related to safety have been clearly communicated to me.
	8.2. I feel safe in conducting my work because of the Laboratory's safety practices.
	8.3. Safety is an important core value in my group.
	8.4. My rights regarding safety have been clearly communicated to me.
9. Pay and Benefits	9.1. I am satisfied with my benefits.
	9.2. I am satisfied with my compensation.
	9.3. I am compensated fairly.
	9.4. My benefits are competitive.
10. Pride of Association	10.1. I am proud of Berkeley Lab's reputation.
	10.2. Acting with integrity is of utmost importance at Berkeley Lab.
	10.3. I find Berkeley Lab an exciting place to work.
	10.4. Quality work is highly valued at Berkeley Lab.
11. Sense of Shared Mission	11.1. The people in my Division are committed to Berkeley Lab's mission.
	11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.
	11.3. Berkeley Lab's mission has been clearly communicated.
	11.4. My work advances Berkeley Lab's mission.
12. Job Fit	12.1. My job provides opportunities to challenge myself.
	12.2. What I do at work is a good reflection of who I am.
	12.3. My work requires me to use all my capabilities.
	12.4. I can be myself at work.

Overview of the Results

Executive Summary

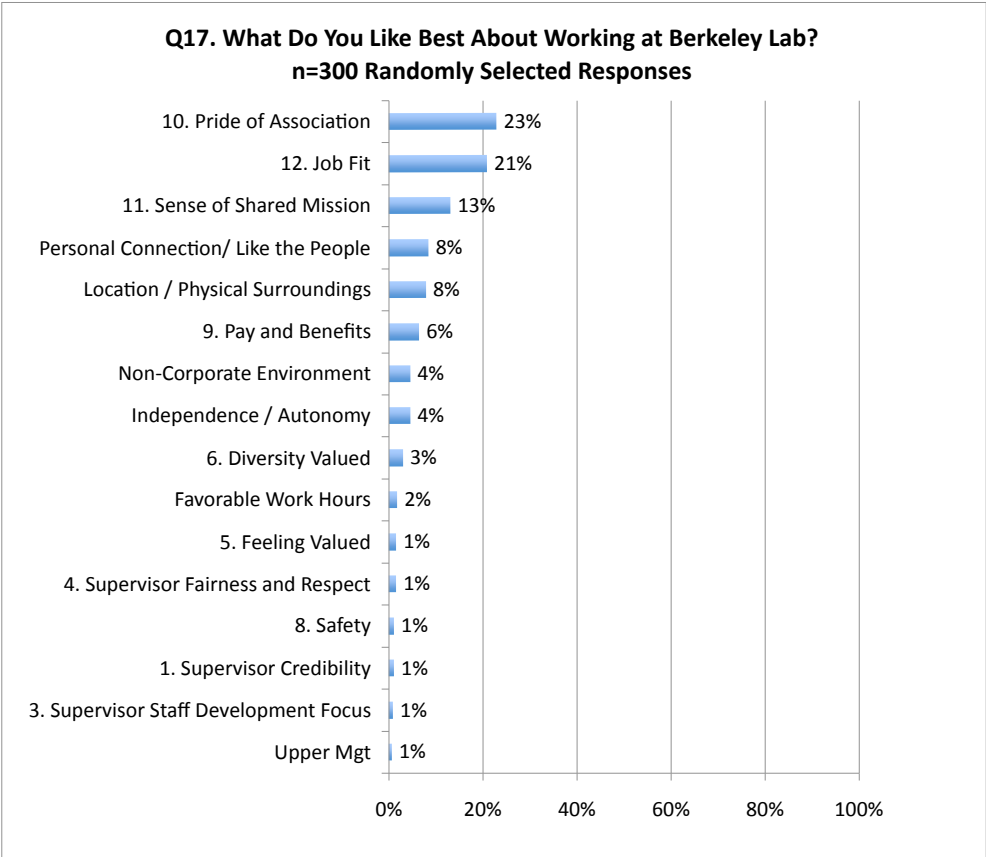
What the Data Can Tell Us

This report contains reams of data. Much of it provides useful hard measurement of various questions and dimensions. If this were a customer satisfaction survey, we might easily identify the one or two items that upset people the most and leadership could then work with staff to realize improvements. Employee surveys aren't so neat: some improvements, such as pay increases, often don't make people happier or more engaged; the most important issues to address may be specific to smaller groups; and rather than providing definitive answers, even the best data sometime raise new questions that require further exploration. Adding to these general caveats, each place has its own culture, and the Lab is a fairly unique environment relative to the rest of the world, so what's generally true elsewhere may not apply here. Our goal with this overview is to responsibly state what answers we think the data provide and to point out what areas may require further investigation.

A Snapshot of Berkeley Lab

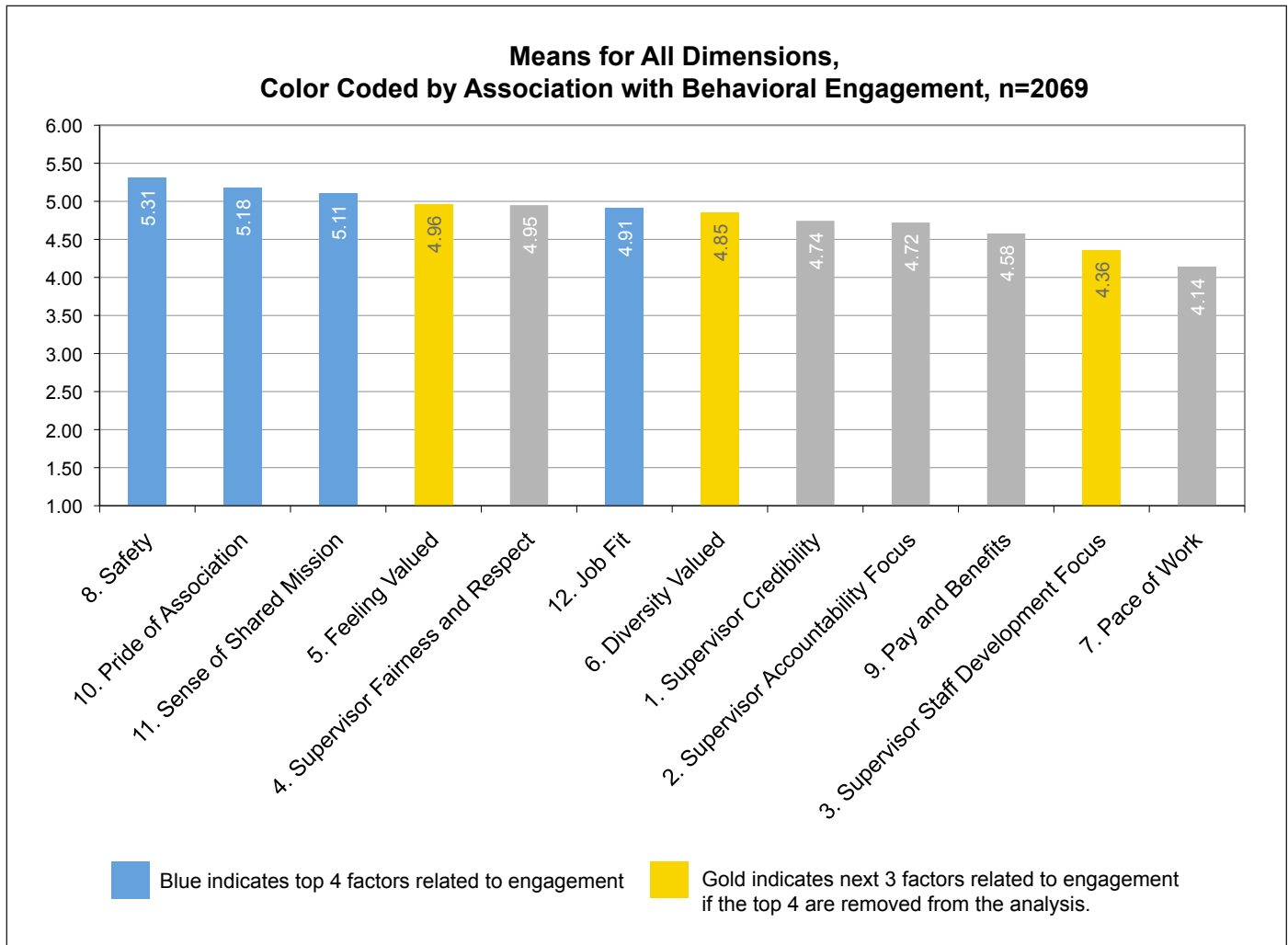
Berkeley Lab is truly a special place. It is special on many levels. Its' mission is special. It is not an understatement to say that the future of this planet may well rest on what discoveries happen here. Our government has honored the Lab by choosing its former director as Secretary of Energy and providing substantial resources to tackle the most important challenges facing humankind. The people are special. Berkeley Lab boasts some of the greatest minds in the world. Those people, and the people who support them, have a fierce pride in being part of Berkeley Lab's mission. This pride of association and sense of shared mission exert powerful, positive forces across the full spectrum of the Lab community that is reflected throughout the survey results.

The chart below categorizes and quantifies the responses from 300 randomly selected responses to the question, "What do you like best about working at Berkeley Lab?" Some respondents mentioned more than one thing.



What Combinations of the Twelve Dimensions Usefully Predict Behavioral Engagement (Discretionary Effort) and How Are We Doing On Them?

We performed stepwise regression analyses that sought to answer the question of which of the 12 dimensions are predictive of behavioral engagement and to what degree. The top level results of this analysis for all of Berkeley Lab have been combined with overall dimension ratings in the chart below. What the chart reveals is that the set of four dimensions most predictive of engagement (indicated in blue) also receive high overall ratings; indeed, three of them received the highest scores in the survey and thus do not stand out as improvement opportunities. In the pursuit of highlighting available improvement opportunities, a second stepwise regression analysis was performed in which the data related to the top four dimensions were removed entirely. The resulting top three dimensions most predictive of engagement are highlighted in yellow below. One of those dimensions, Supervisor Staff Development Focus, scored the second lowest of all the dimensions in the survey and is an improvement opportunity the Lab may want to explore.



Supervisor Staff Development Focus Was Key for Some

Opportunity for personal growth and development is an important attraction for many working at the Lab and this is especially true for faculty. The survey measured the Lab's role in furthering personal development through a set of questions around the dimension Supervisor Staff Development Focus. The resulting data suggest that supervisor involvement is more important at different points in people's years at the Lab. It's important when people first come on board, but wanes for the next few years and then becomes more important again sometime after the 5-year mark.

Safety Was Highly Associated with Behavioral Engagement

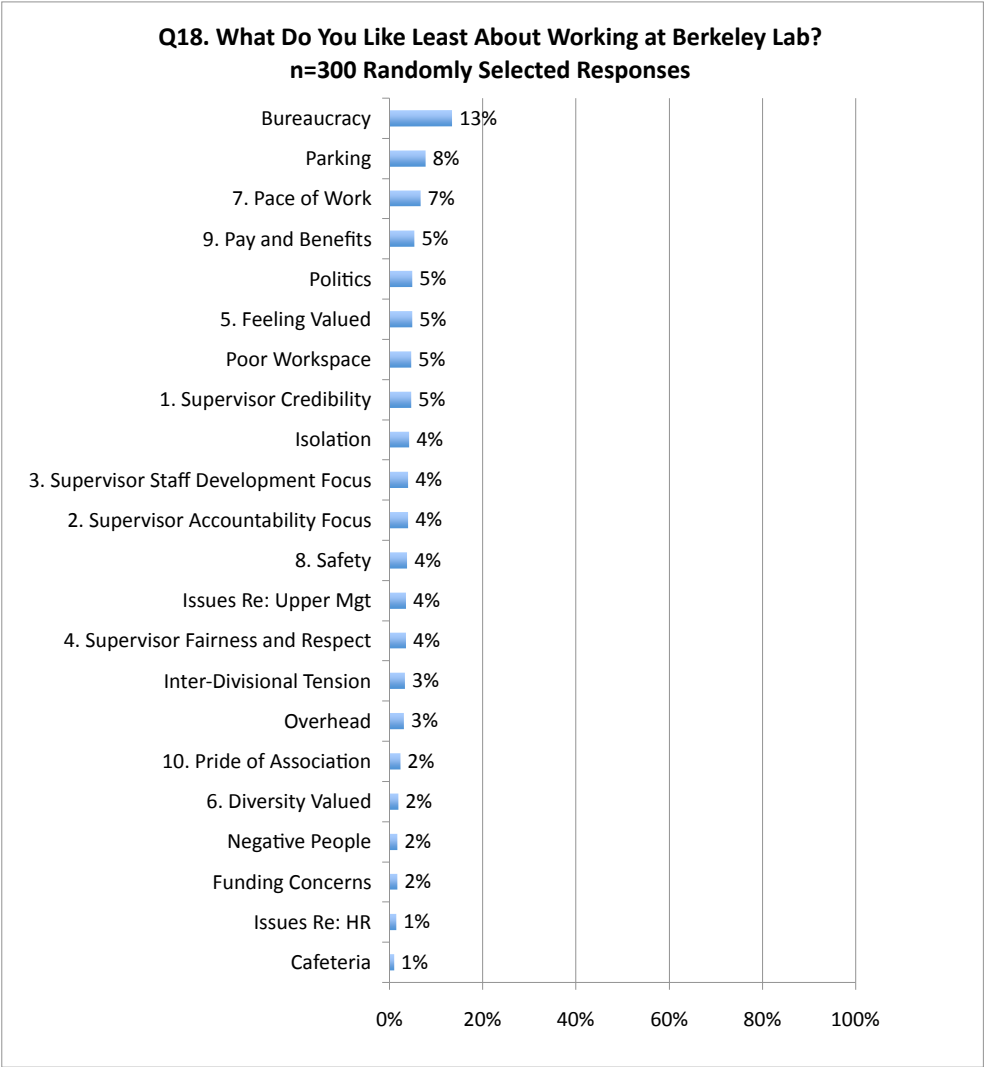
The survey asked a set of questions about the dimension Safety. That dimension was both the highest rated, scoring 5.31 on a six-point scale, and highly associated with behavioral engagement. While no one can dispute the importance of safety, it seems unlikely that it alone would be predictive of engagement. The text comments provided some clues that safety is a visible and appreciated manifestation of leadership’s interest in the well being of their employees. Safety was also highly correlated with the dimensions Pride of Association and Sense of Shared Mission, which suggests that Safety may be a shared experience that binds the community together as well as an expression of leadership’s interest in excellence and integrity.

Questions Related to the Dimension Safety

- 8.1. My responsibilities related to safety have been clearly communicated to me.
- 8.2. I feel safe in conducting my work because of the Laboratory’s safety practices.
- 8.3. Safety is an important core value in my group.
- 8.4. My rights regarding safety have been clearly communicated to me.

While Berkeley Lab Is a Great Place to Work, There Are Improvement Opportunities

The chart below categorizes and quantifies the responses from 300 randomly selected responses to the question, “What do you like least about working at Berkeley Lab?” Some respondents mentioned more than one thing.

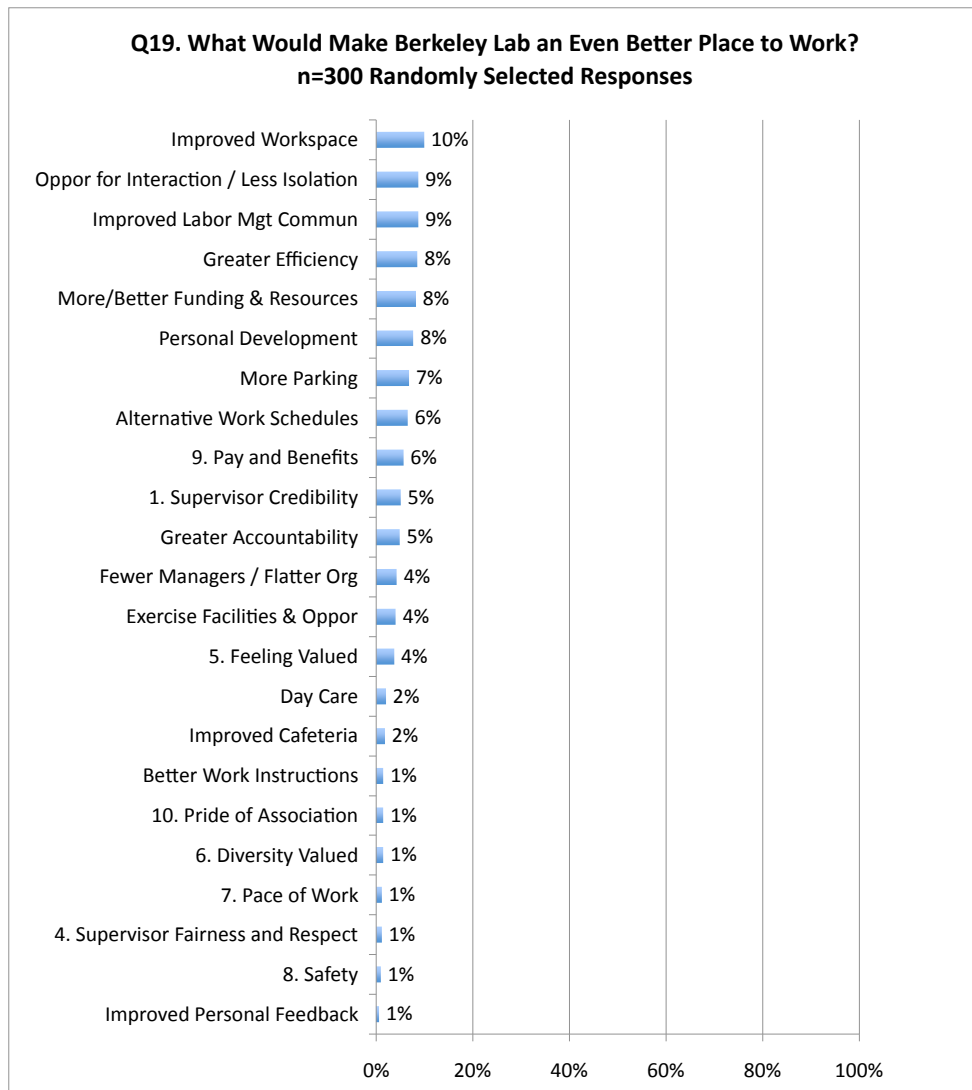


Pace of Work is An Issue for Some

For some individuals and divisions, there is considerable and possibly unsustainable stress around the pace of work. While the specialness of Berkeley Lab's mission is likely carrying them, they hope it is a temporary time of extraordinary challenge. Pace of Work was the lowest scoring dimension in the survey and was the subject of the lowest scoring question in the survey, "My group has enough staff to get the work done in a quality manner." The dimension scored 4.14 on a six-point scale and the question scored 3.98 with 29% of all respondents expressly disagreeing.

What Respondents Said Could Make Berkeley Lab an Even Better Place to Work

The survey included a text question asking, "What do you think would make Berkeley Lab an even better place to work?" The chart below categorizes and quantifies the responses from 300 randomly selected respondents. Unlike the responses to the question asking what people like least, the responses to this question tend to be more measured and more reflective of what respondents felt were practical steps the Lab could take.



A Narrative Summary of the Text Comments

Not surprisingly, bureaucracy is a concern, which many saw as contributing to inefficiency and representing a waste of resources.

The quality and amount of work space was a top issue in the text comments. Another space issue was parking.

There was a notable thread in the comments expressing a wish for more opportunities to interact and/or collaborate with others outside of their immediate work groups. This was animated by a yearning for a sense of teamwork and belonging and/or a sense of isolation. Members of JGI, in particular, identified themselves as feeling apart from the Lab, both physically and socially. While some comments revolved around work collaboration, most were about finding more of a sense of community.

This desire for greater unity was also sometimes expressed in the comments related to improved labor/management communications. Such comments spoke to a desire for leadership to do more to communicate about the direction of the organization. Our experience is that this is a common sentiment in these types of surveys and typically appears with much greater frequency. Another thread in the comments about labor-management communications was a desire to be consulted about decisions that affect respondents work lives and/or a desire to hear more about the rationale for the decisions that are made.

Various aspects of employee work life balance and quality of life appeared in the text comments, often together. They included alternate schedules, on-site exercise facilities, and cafeteria improvements. A smaller subset asked for day care.

Our Analysis Suggested Areas for Further Investigation

This survey provides data, but as is often the case, it also raises questions that may require further exploration.

There are a number of dimensions that are *negatively* associated with behavioral engagement, i.e., the lower the ratings respondents gave, the more likely they were to be behaviorally engaged. The specific dimensions that had negative associations were:

- Pay and Benefits
- Pace of Work
- Diversity
- Feeling Valued
- Supervisor Accountability Focus
- Supervisor Fairness and Respect

We can only hypothesize about why such counterintuitive results occur. One hypothesis that fits all of these instances is that negative associations represent a resentment and/or a latent source of dissatisfaction that is exacerbated by exerting greater discretionary effort. This would not be contrary to the Two Factor Theory, also known as Herzberg's Motivation-Hygiene Theory, that describes the nature of the associations people make with various aspects of job satisfaction as viewed through two lenses: "hygiene factors" and "motivators." The table below provides a snapshot.

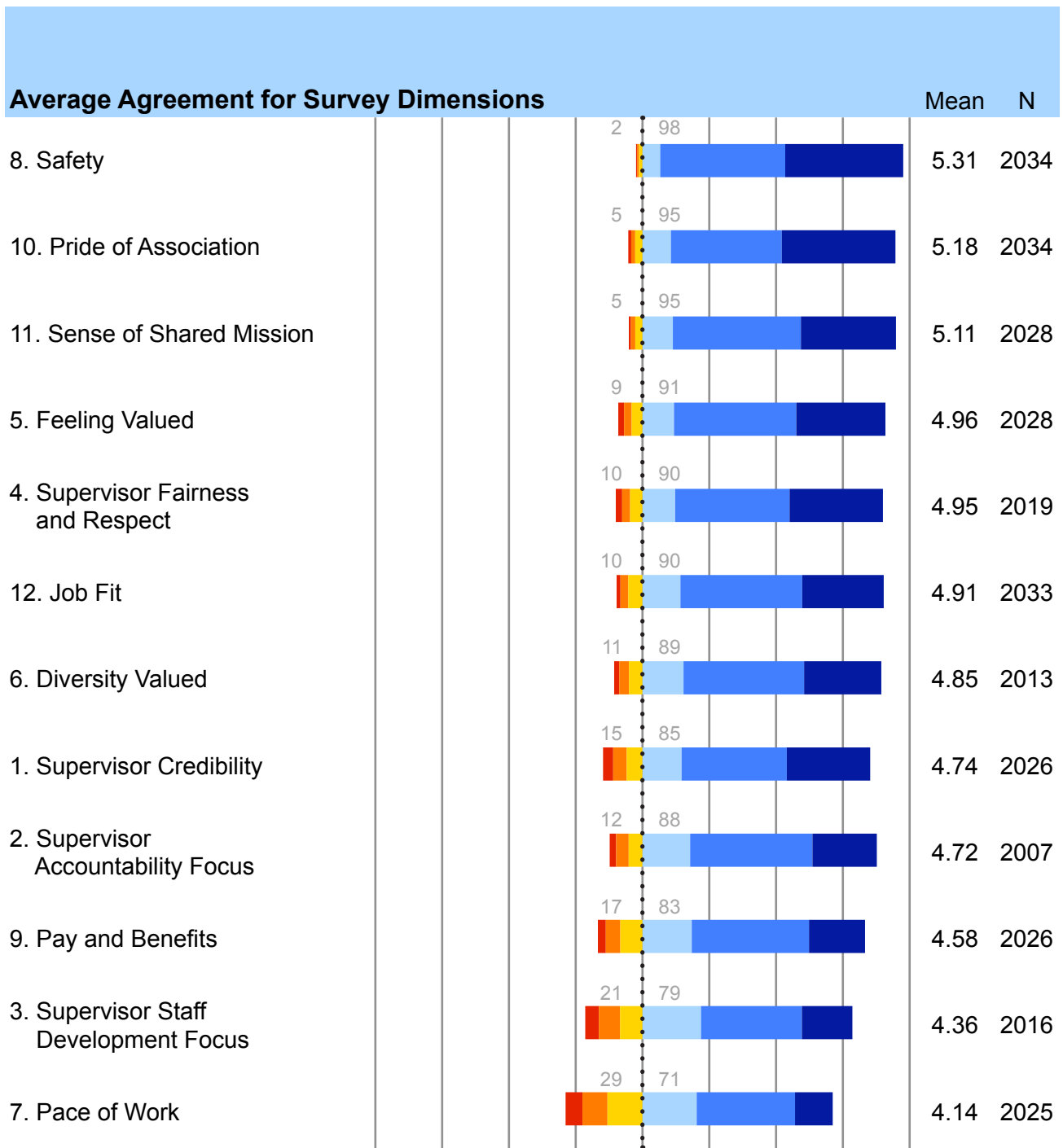
Factors	Hygiene Factors	Motivators
Relationship to work	Extrinsic	Intrinsic
Relationship to overall job satisfaction	Absence leads to express dissatisfaction, but beyond adequacy, better doesn't lead to express satisfaction	Better leads to greater express satisfaction, but absence doesn't lead to express dissatisfaction
Examples	Company policy	Achievement
	Supervision	Recognition
	Relationship with boss	Work itself
	Working conditions	Responsibility
	Salary	Advancement
	Relationships with peers	Growth

As you can see, most, if not all, of the dimensions with negative associations can be classified as hygiene factors. It's also true that, with one exception*, all of the motivators from the table above were only positively associated with behavioral engagement.

This year's survey contained a new set of questions related to diversity. The results were mostly positive, particularly around the question of fairness, but the data suggest that there are notable differences in racial groups and divisions that are deserving of further investigation. For example, Diversity Valued was negatively associated with behavioral engagement for Asians and the dimensions that were typically predictive of behavioral engagement for other races were not predictive for Blacks/African Americans.

Agreement Ratings for All Dimension Questions Sorted by Mean

Question	Mean	Count	Agree
8.1. My responsibilities related to safety have been clearly communicated to me.	5.43	2011	98%
10.1. I am proud of Berkeley Lab's reputation.	5.43	2016	98%
8.3. Safety is an important core value in my group.	5.35	1999	99%
8.4. My rights regarding safety have been clearly communicated to me.	5.33	2003	98%
11.4. My work advances Berkeley Lab's mission.	5.28	1949	98%
5.1. I have the appropriate amount of independence to do my work.	5.25	2023	95%
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.20	1952	95%
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.17	1983	94%
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.14	1992	96%
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.13	1943	95%
10.3. I find Berkeley Lab an exciting place to work.	5.13	2005	94%
12.1. My job provides opportunities to challenge myself.	5.13	2023	93%
4.2. My supervisor treats me with respect.	5.12	1988	92%
5.3. My colleagues treat me with respect.	5.10	2000	95%
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.08	1932	94%
4.1. My supervisor treats me fairly.	5.00	1984	90%
10.4. Quality work is highly valued at Berkeley Lab.	4.98	1993	92%
15. I have the tools and materials needed to do my work.	4.95	2013	92%
11.3. Berkeley Lab's mission has been clearly communicated.	4.95	1979	92%
1.2. My supervisor is knowledgeable about the work.	4.94	1972	89%
12.4. I can be myself at work.	4.92	2000	91%
9.4. My benefits are competitive.	4.92	1945	91%
4.4. My supervisor appreciates my efforts.	4.91	1931	90%
12.2. What I do at work is a good reflection of who I am.	4.88	1974	91%
6.1. I work with colleagues who genuinely welcome differences.	4.86	1944	91%
9.1. I am satisfied with my benefits.	4.83	1983	90%
1.3. I have confidence in my supervisor.	4.83	1975	87%
5.4. My opinions are valued by my supervisor.	4.81	1948	88%
1.1. My supervisor acts consistently.	4.79	1981	86%
4.3. My needs are accommodated by my supervisor.	4.76	1957	88%
2.3. My supervisor holds people accountable for producing quality work.	4.76	1910	88%
2.1. My supervisor holds people accountable for meeting deadlines.	4.76	1889	89%
6.4. I can comfortably talk about my differences with my colleagues.	4.75	1905	88%
12.3. My work requires me to use all my capabilities.	4.71	2006	86%
5.2. My ideas on work process and procedure improvements are valued.	4.69	1949	86%
2.2. My supervisor strives to improve the performance of my work group.	4.68	1931	87%
2.4. My supervisor monitors progress toward stated goals.	4.68	1956	86%
3.3. My supervisor clearly communicates expectations.	4.66	1964	86%
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.58	1900	84%
3.1. My supervisor gives me constructive feedback on my performance.	4.50	1981	81%
1.4. My supervisor is a role model.	4.42	1952	79%
9.3. I am compensated fairly.	4.31	1977	77%
7.1. I work in an environment where there is a reasonable workload.	4.30	2008	75%
3.4. My supervisor and I discuss my development plan.	4.29	1938	78%
9.2. I am satisfied with my compensation.	4.25	1986	75%
16. My office layout enhances my ability to do my work.	4.22	1962	74%
3.2. My supervisor and I discuss my career opportunities.	4.00	1922	70%
7.2. My group has enough staff to get the work done in a quality manner.	3.98	1967	67%



What Dimensions Are Most Predictive of Behavioral Engagement (Discretionary Effort) for Different Groups at the Lab?

As noted earlier, we performed stepwise regression analyses that sought to answer the question: which combinations of the twelve dimensions can usefully predict behavioral engagement and to what degree? The results of this analysis for various groups are presented in depth in the following pages. In many cases, the results will be intuitively correct. In other cases, the results may suggest areas for further investigation. At the most basic level, the appearance of a dimension suggests that the dimension is having a measureable effect.

How to Read the Stepwise Regression Charts

NOTE: These charts illustrate the degree to which various *sets* of dimensions are predictive of behavioral engagement; they DO NOT illustrate levels of behavioral engagement.

① The chart used for this page shows the actual data for all.

② Each dot represents a dimension that is predictive of behavioral engagement.

③ The size of the dot represents the total predictive value of the dimension *plus* any that precede it, shown in the table as

◆ Total Pct of Var.

◆ Additive Pct /
◆ Total Pct of Var
◆ Strength

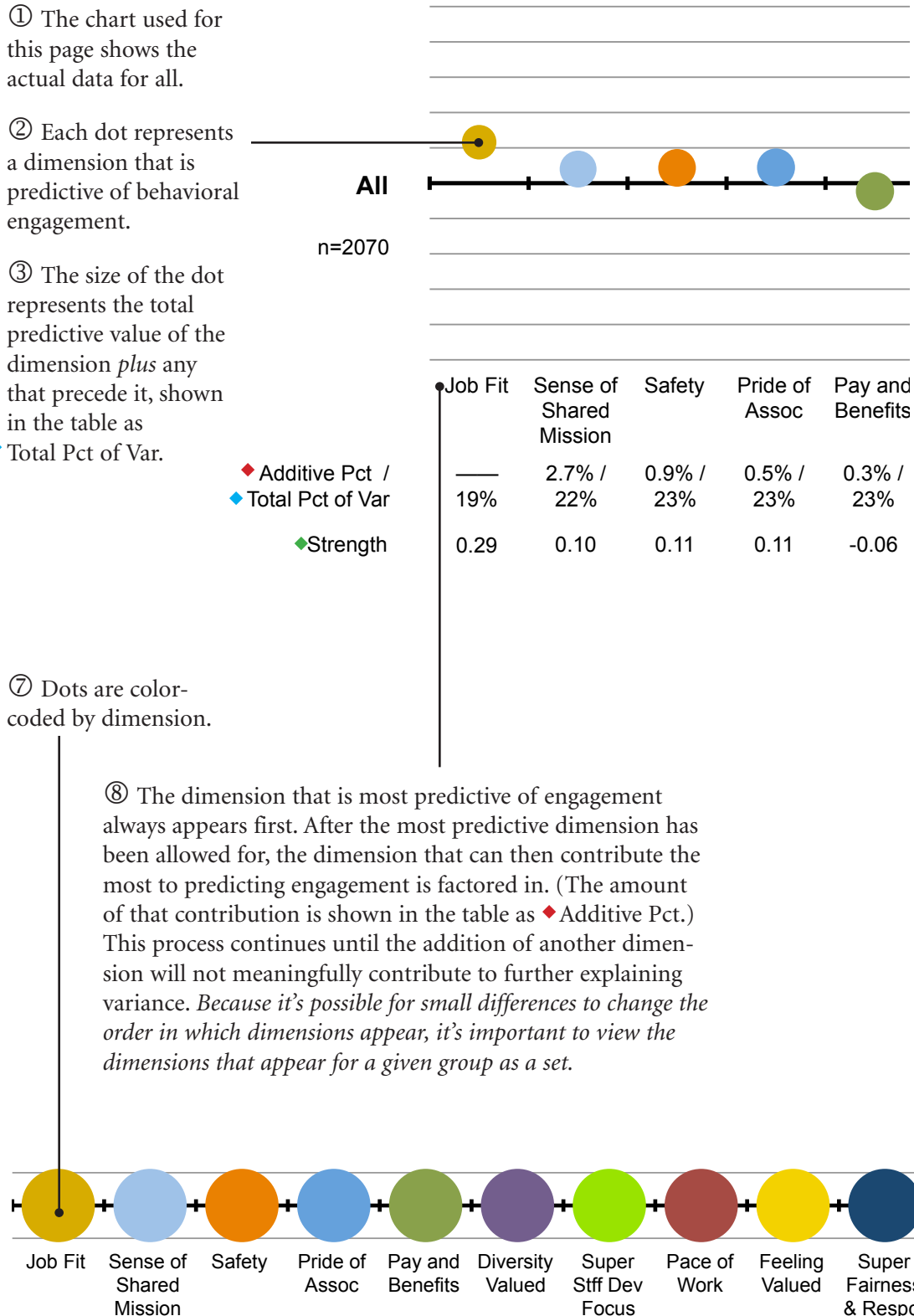
⑦ Dots are color-coded by dimension.

⑧ The dimension that is most predictive of engagement always appears first. After the most predictive dimension has been allowed for, the dimension that can then contribute the most to predicting engagement is factored in. (The amount of that contribution is shown in the table as ◆ Additive Pct.) This process continues until the addition of another dimension will not meaningfully contribute to further explaining variance. *Because it's possible for small differences to change the order in which dimensions appear, it's important to view the dimensions that appear for a given group as a set.*

④ Dots with centers above the center line denote a positive association, i.e., the higher the participant ratings, the higher the level of behavioral engagement.

⑤ Dots with centers below the center line denote a counterintuitive negative association, i.e., the lower the participant ratings, the higher the level of behavioral engagement. Such instances call for further investigation. In this instance, one *hypothesis* is that some people who perceive themselves as putting forth extra effort are less likely to think they are properly compensated.

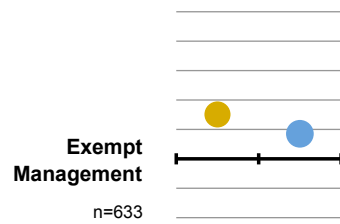
⑥ The further a dot's center is from the center line, the more predictive weight the dimension exerts. These values are represented in the table as ◆ Strength.



Stepwise Regressions: Gender

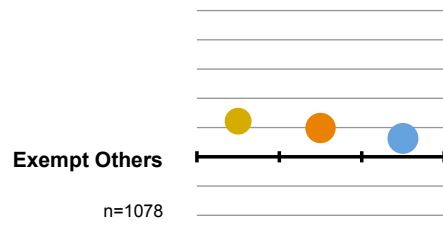


Stepwise Regressions: Exempt Status and Supervisor Status



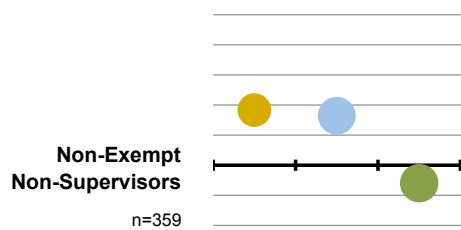
Job Fit Pride of Assoc

Additive Pct /	—	2.0% /
Total Pct of Var	16%	18%
Strength	0.30	0.17



Job Fit Safety Pride of Assoc

Additive Pct /	—	4.7% /	0.8% /
Total Pct of Var	17%	22%	22%
Strength	0.24	0.20	0.13

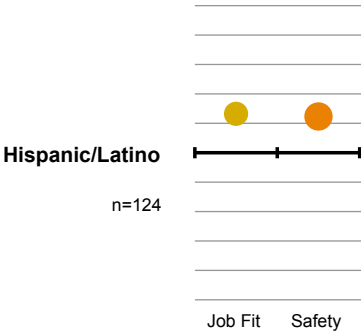


Job Fit Sense of Shared Mission Pay and Benefits

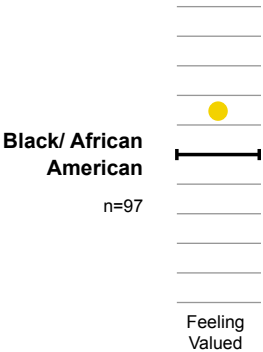
Additive Pct /	—	6.4% /	1.2% /
Total Pct of Var	25%	31%	33%
Strength	0.37	0.33	-0.12

Stepwise Regressions: Race



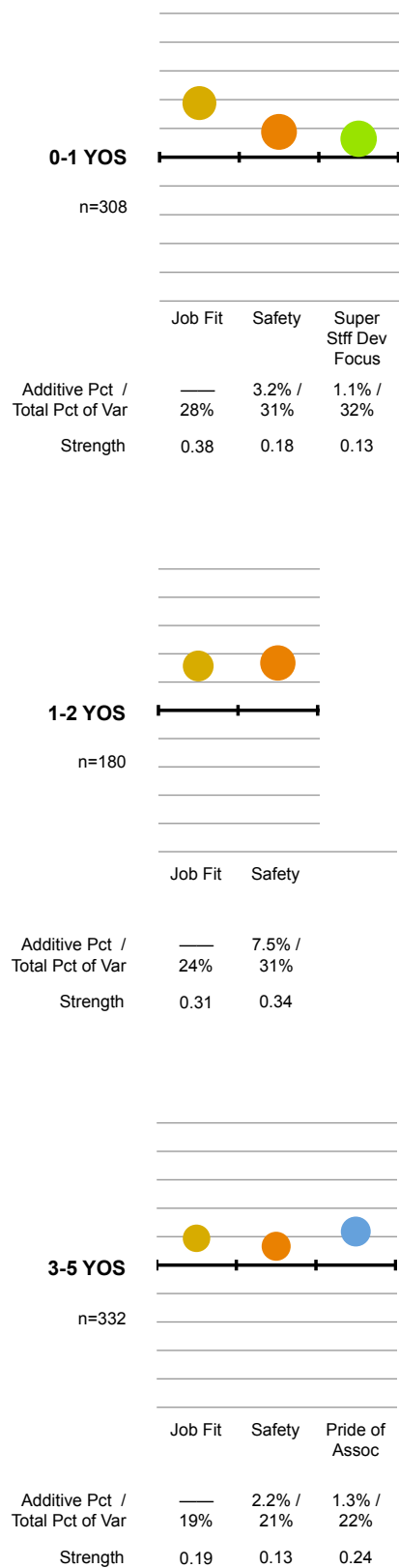


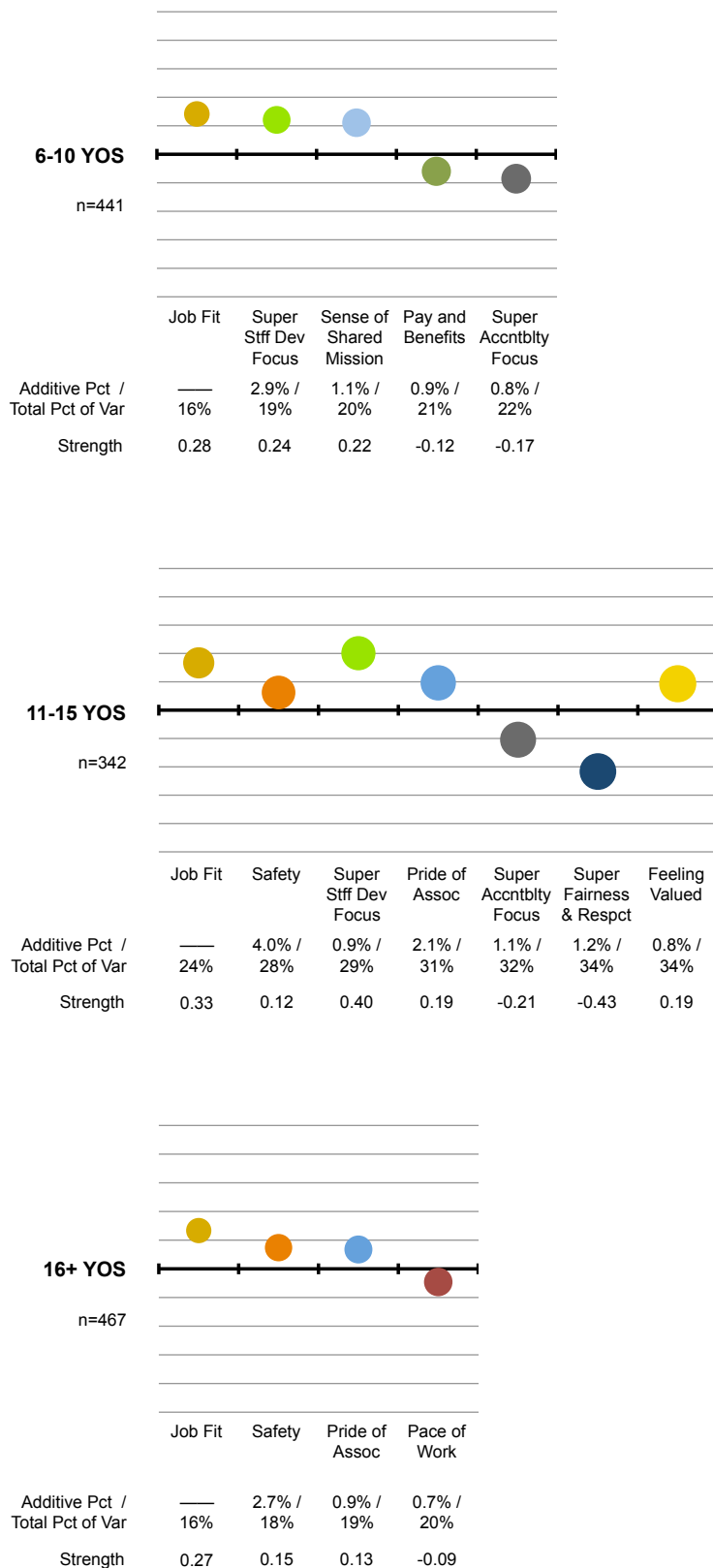
Additive Pct /	—	5.0% /
Total Pct of Var	14%	19%
Strength	0.26	0.25



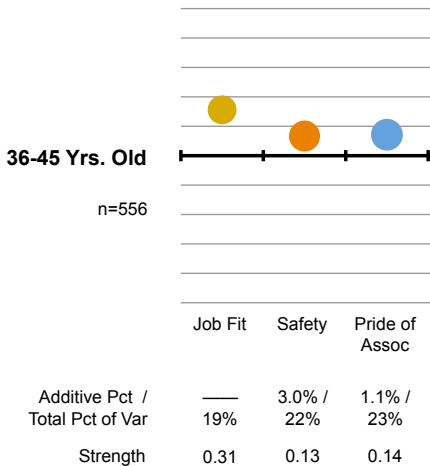
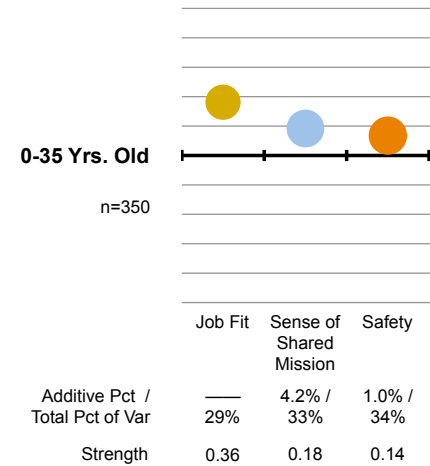
Additive Pct /	—
Total Pct of Var	9%
Strength	0.29

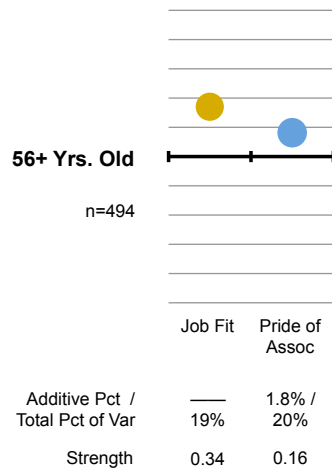
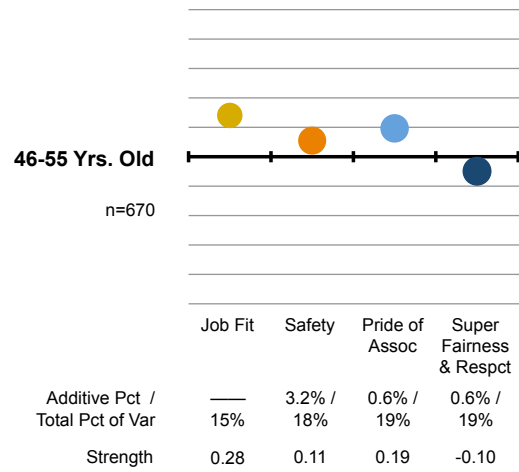
Stepwise Regressions: Years of Service



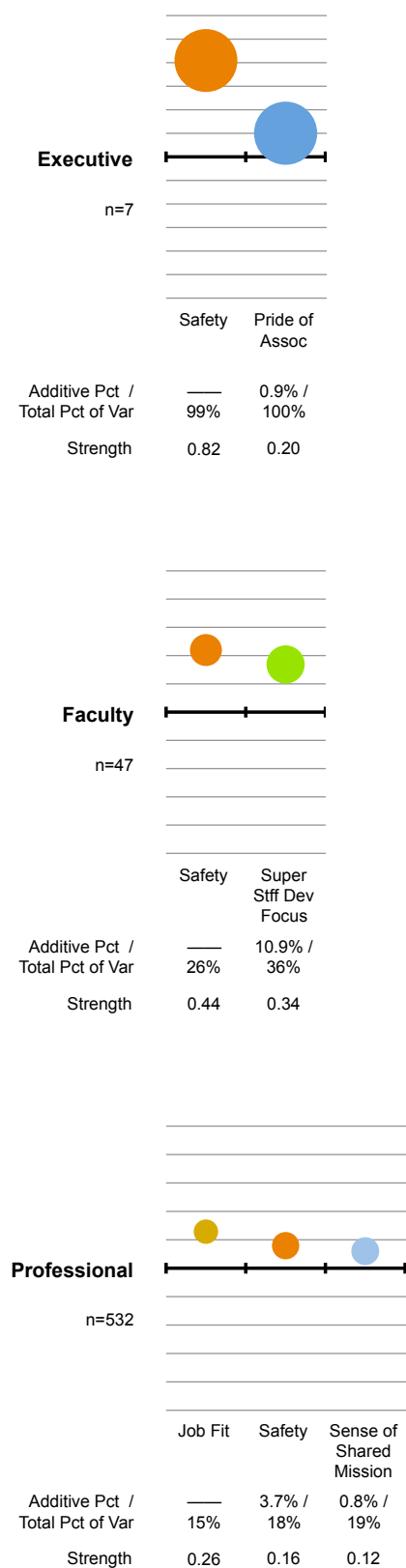


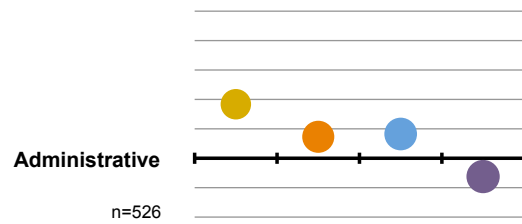
Stepwise Regressions: Age



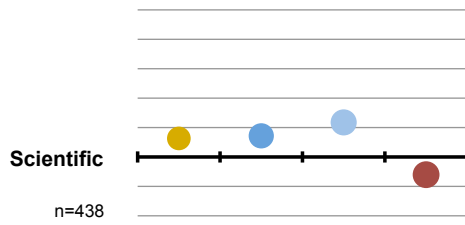


Stepwise Regressions: Job Function

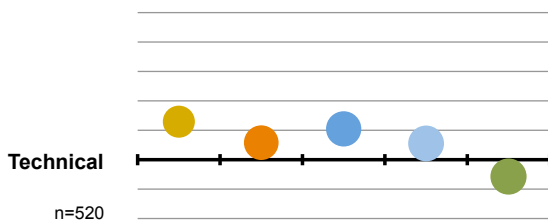




	Job Fit	Safety	Pride of Assoc	Diversity Valued
Additive Pct / Total Pct of Var	21%	2.3% / 24%	0.9% / 25%	0.9% / 26%
Strength	0.37	0.15	0.16	-0.12

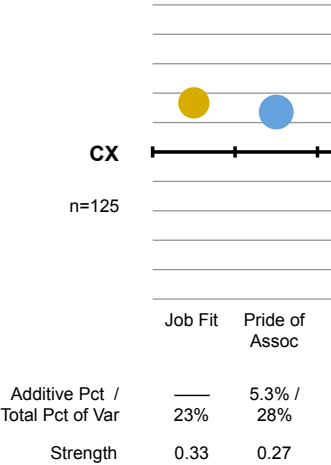
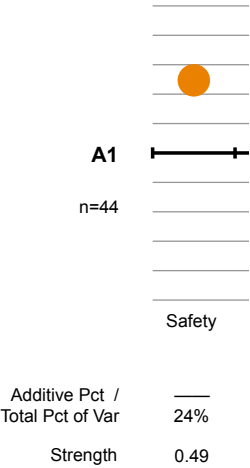
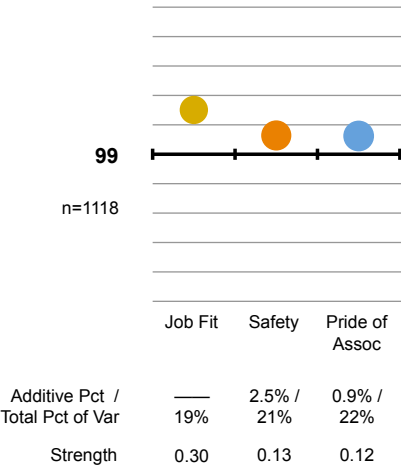


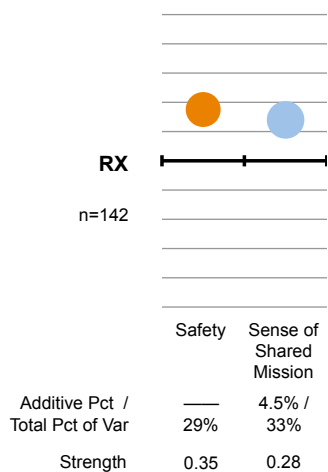
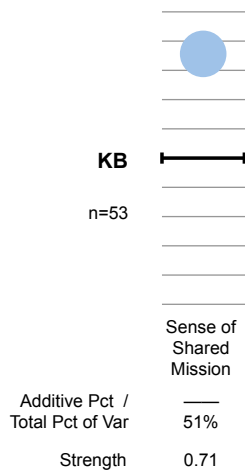
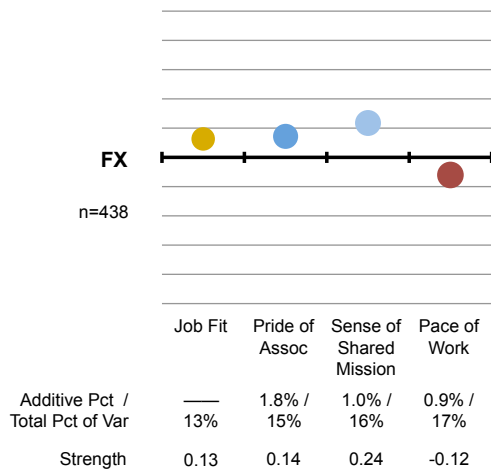
	Job Fit	Pride of Assoc	Sense of Shared Mission	Pace of Work
Additive Pct / Total Pct of Var	13%	1.8% / 15%	1.0% / 16%	0.9% / 17%
Strength	0.13	0.14	0.24	-0.12

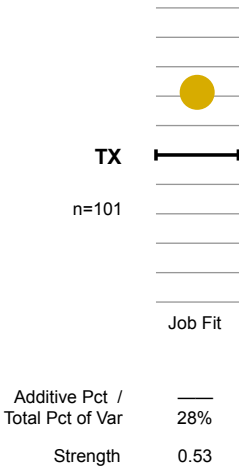
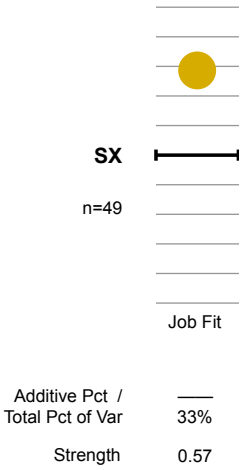


	Job Fit	Safety	Pride of Assoc	Sense of Shared Mission	Pay and Benefits
Additive Pct / Total Pct of Var	24%	4.0% / 28%	1.0% / 29%	0.9% / 30%	0.6% / 30%
Strength	0.26	0.12	0.21	0.11	-0.11

Stepwise Regressions: Union Code

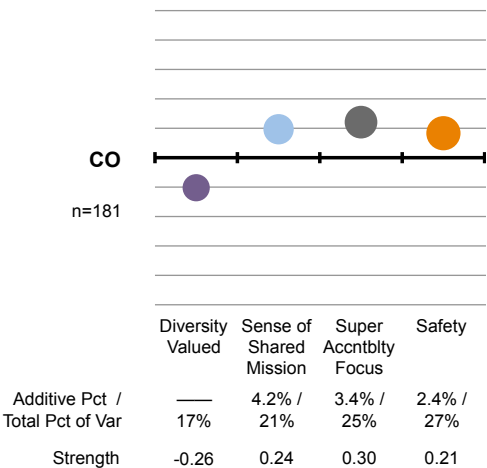
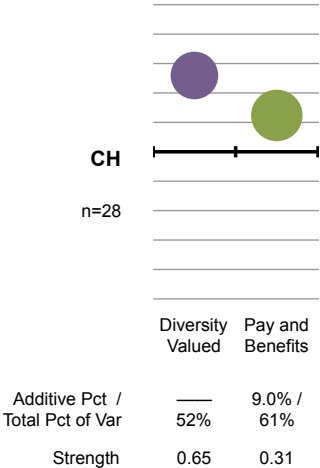
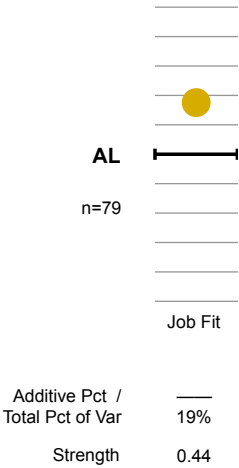


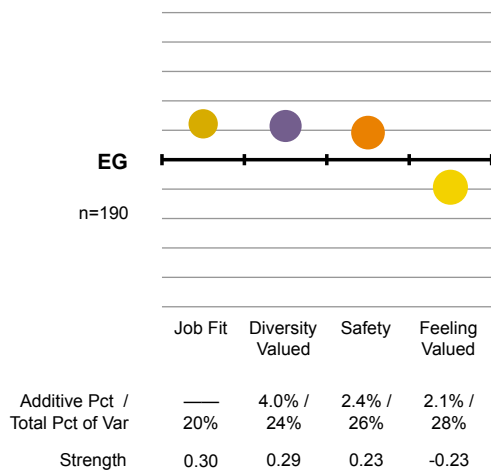
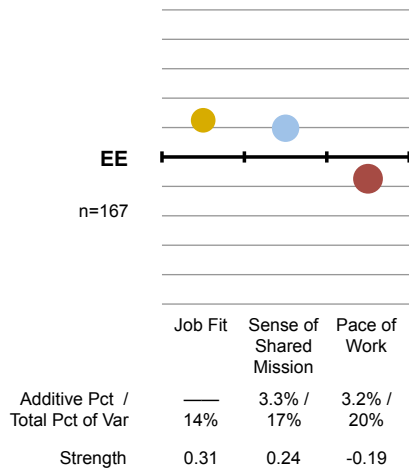
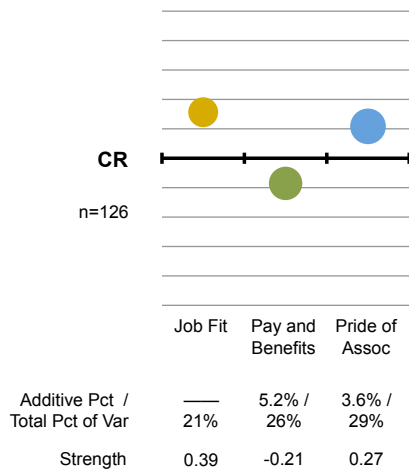


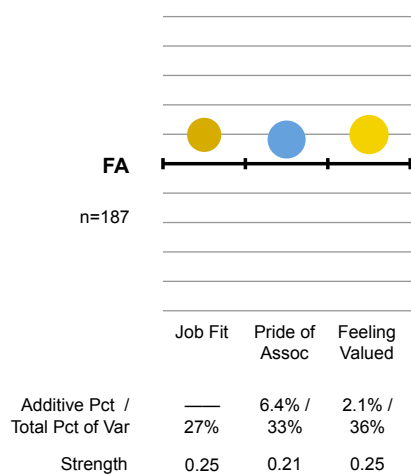
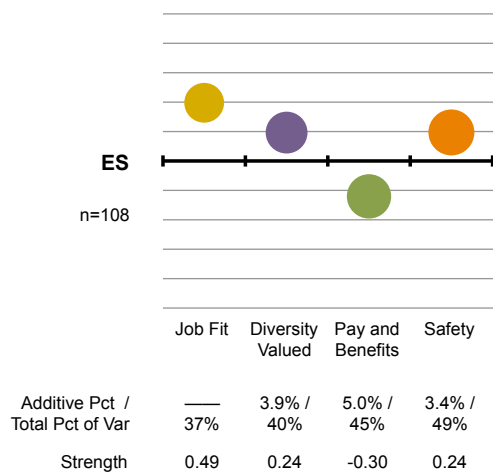
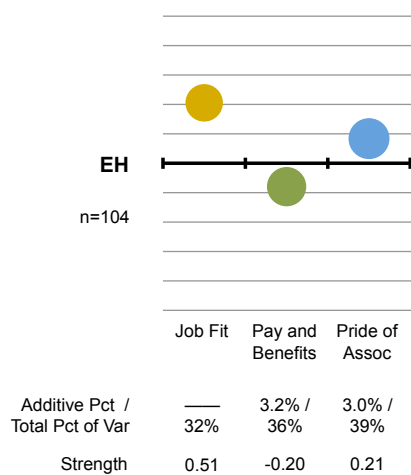


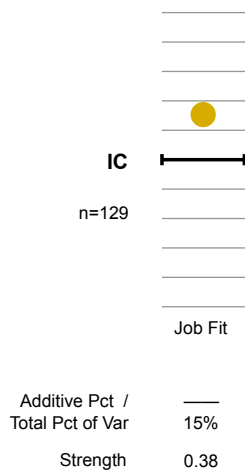
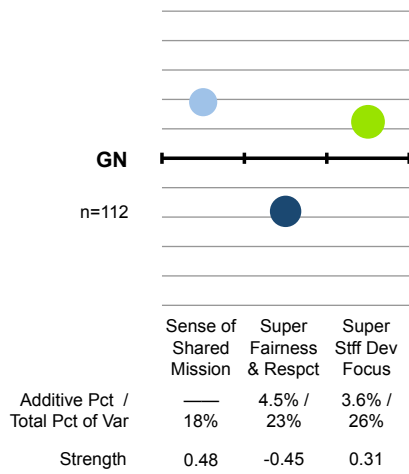
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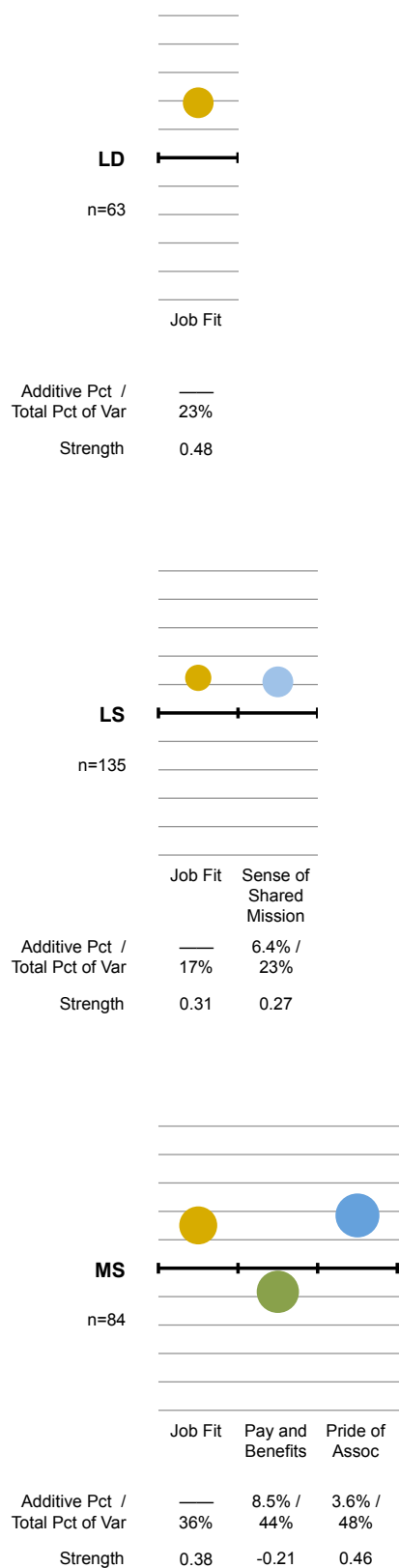
Stepwise Regressions: Division

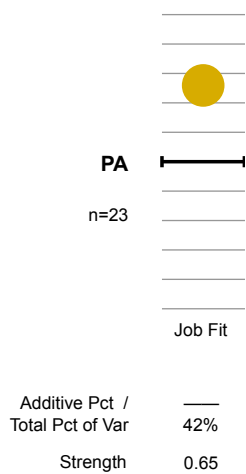
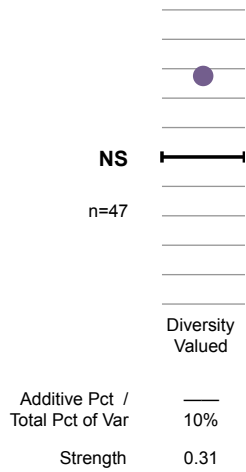
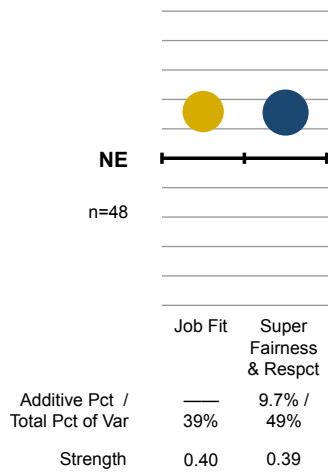


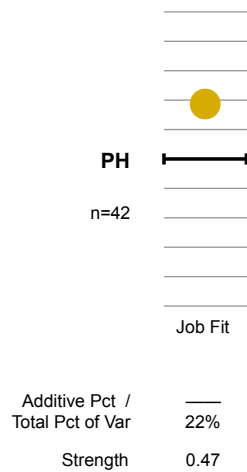
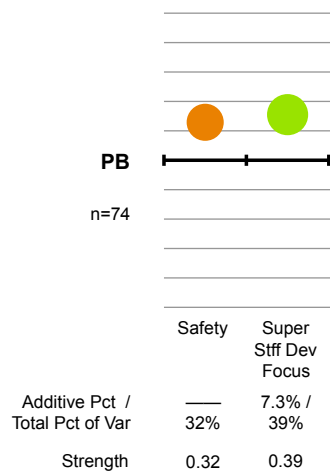








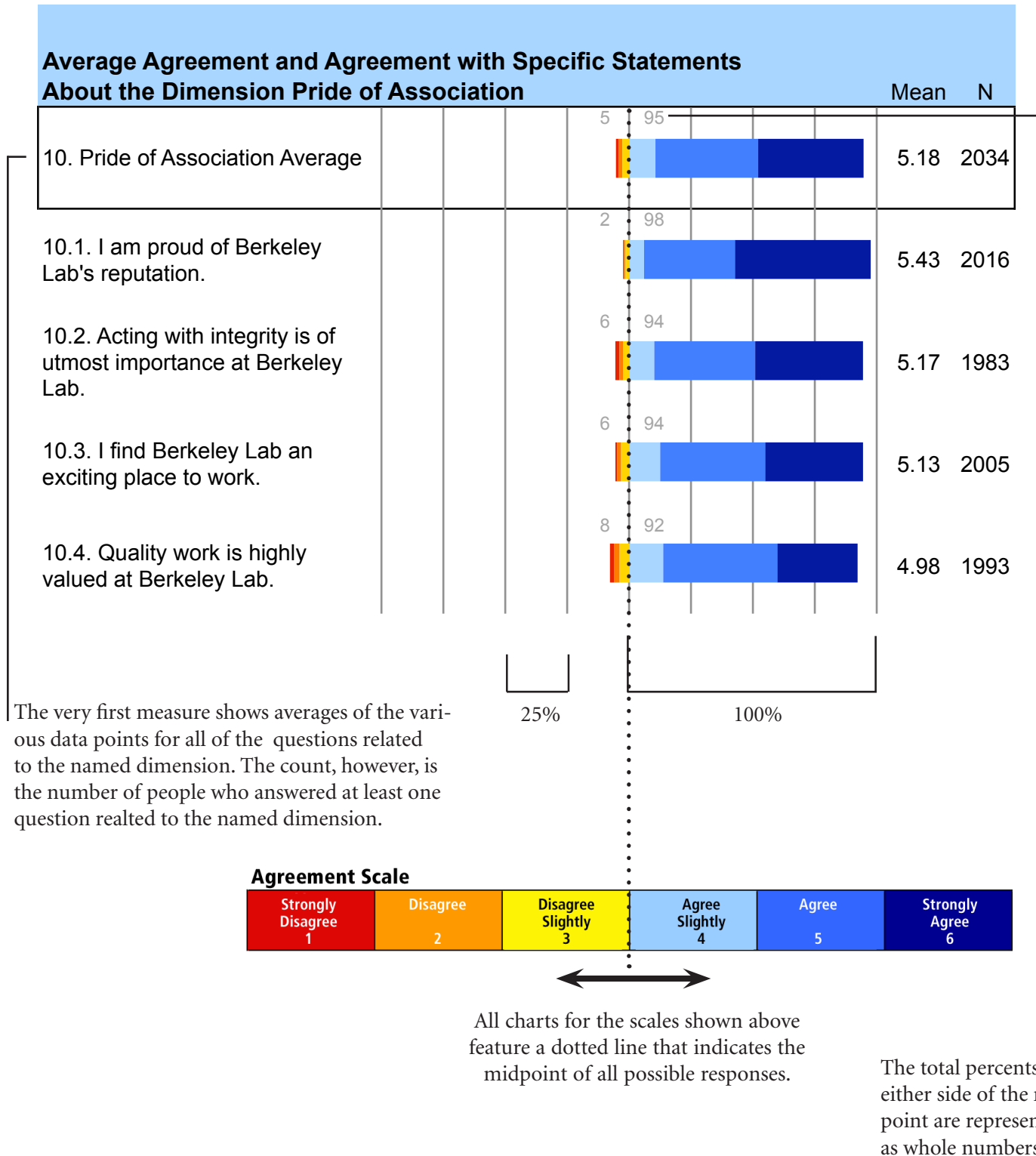




Reading the Ratings Charts and Tables

Reading the Summary Ratings Charts

Throughout this report there are charts that show the percent responding for a given point in the scales depicted below. The diagram below illustrates the structure of these charts.



Reading the Breakout Ratings Tables and Charts

Throughout this report there are tables and charts that have been designed to illustrate differences in level of agreement or importance between divisions, between departments within divisions, and between various demographic groups. The diagram below illustrates the structure of these tables and charts.

The first column displays summary results for the population included in the breakout.




Unique groups within the population appear in subsequent columns.

The following statistical measures are provided:

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH
1. Supervisor Credibility	4.73	4.77	4.29	4.70	4.56	4.64	4.73	4.89	4.57
	2026	45	77	179	27	122	167	186	103
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH
1.1. My supervisor acts consistently.	4.77	4.80	4.39	4.74	4.62	4.70	4.75	4.97	4.60
	1981	44	76	176	26	119	163	180	100
		1.07	1.46	1.35	1.58	1.44	1.22	1.04	1.28
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH
1.2. My supervisor is knowledgeable about the work.	4.94	5.07	4.51	4.89	4.76	4.92	5.06	5.04	4.76
	1972	43	76	178	25	119	161	182	100
		1.01	1.54	1.25	1.20	1.27	0.99	1.14	1.40

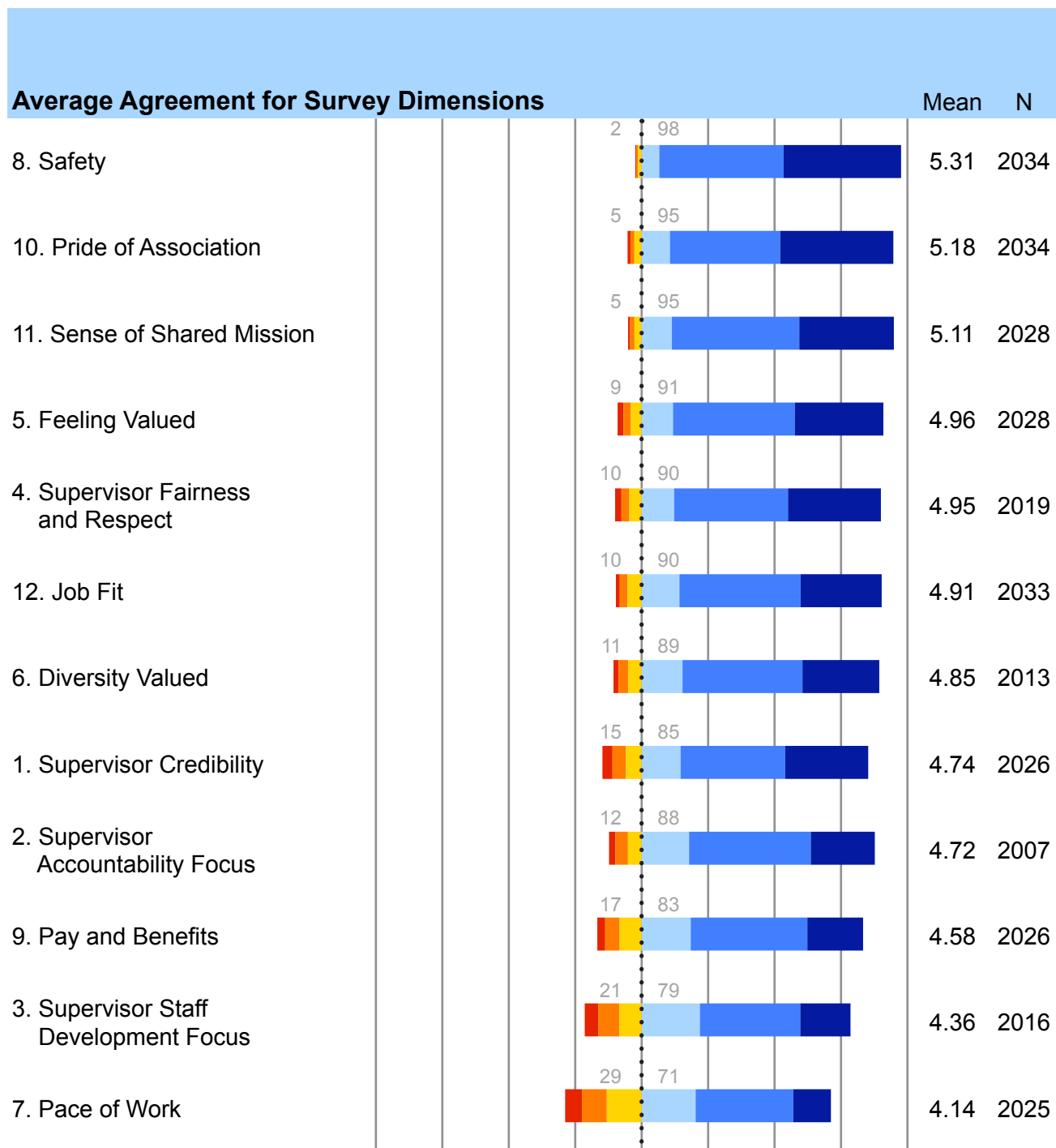
Mean
Count
Standard Deviation
(shown for questions,
not for dimensions)

Color codings of all statistical measures have been provided in order to flag possible areas of strength or weakness according to the following scheme:






	≤ 4.00
	4.01 - 4.50
	≥ 5.50

The differences between the average of all individual group means versus the means for individual groups are graphed.






Summary Charts of Agreement Ratings for All Questions



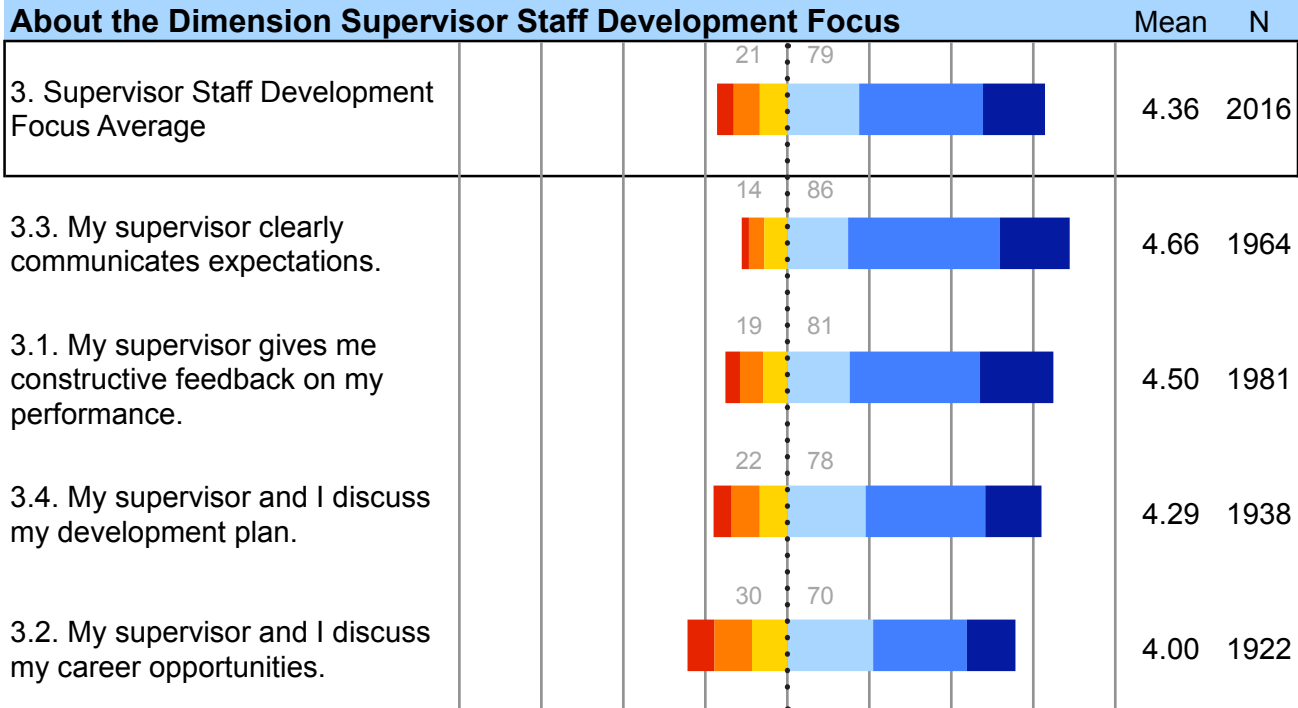
Average Agreement and Agreement with Specific Statements About the Dimension Supervisor Credibility

							Mean	N
1. Supervisor Credibility Average				15	85		4.74	2026
1.2. My supervisor is knowledgeable about the work.				11	89		4.94	1972
1.3. I have confidence in my supervisor.				13	87		4.83	1975
1.1. My supervisor acts consistently.				14	86		4.79	1981
1.4. My supervisor is a role model.				21	79		4.42	1952

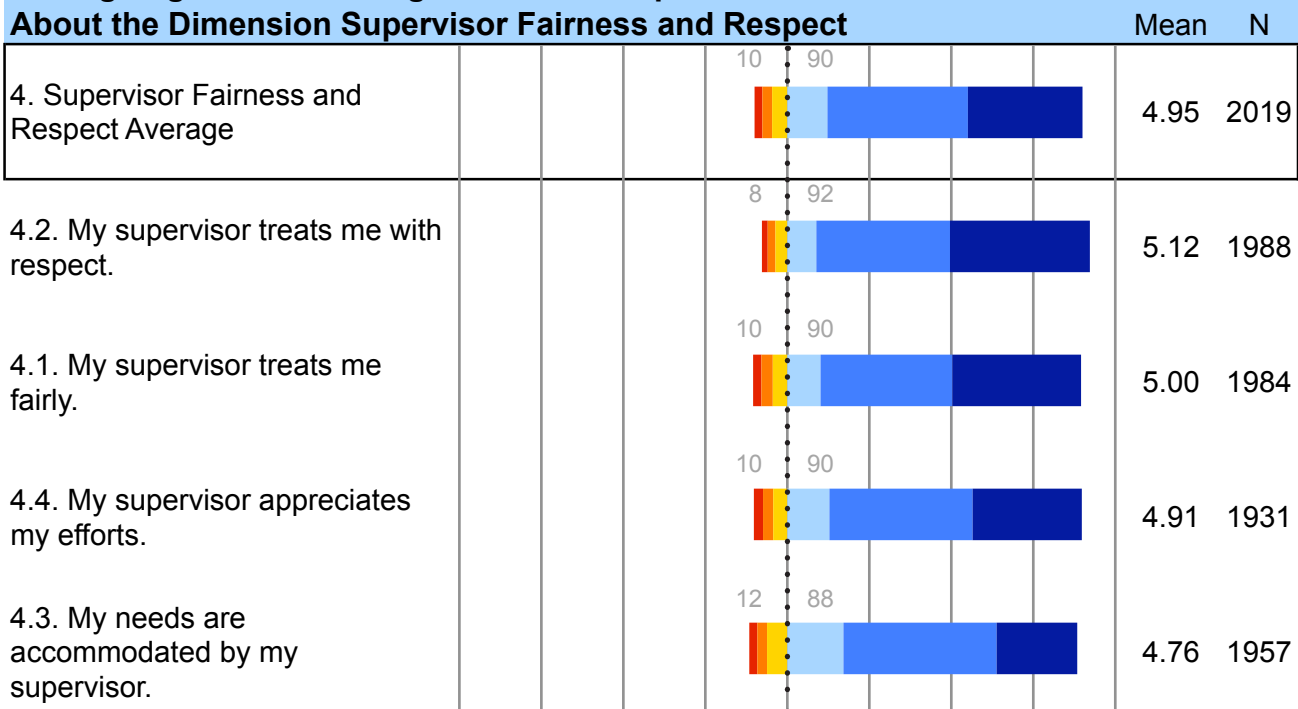
Average Agreement and Agreement with Specific Statements About the Dimension Supervisor Accountability Focus

							Mean	N
2. Accountability Average				12	88		4.72	2007
2.3. My supervisor holds people accountable for producing quality work.				12	88		4.76	1910
2.1. My supervisor holds people accountable for meeting deadlines.				11	89		4.76	1889
2.2. My supervisor strives to improve the performance of my work group.				13	87		4.68	1931
2.4. My supervisor monitors progress toward stated goals.				14	86		4.68	1956

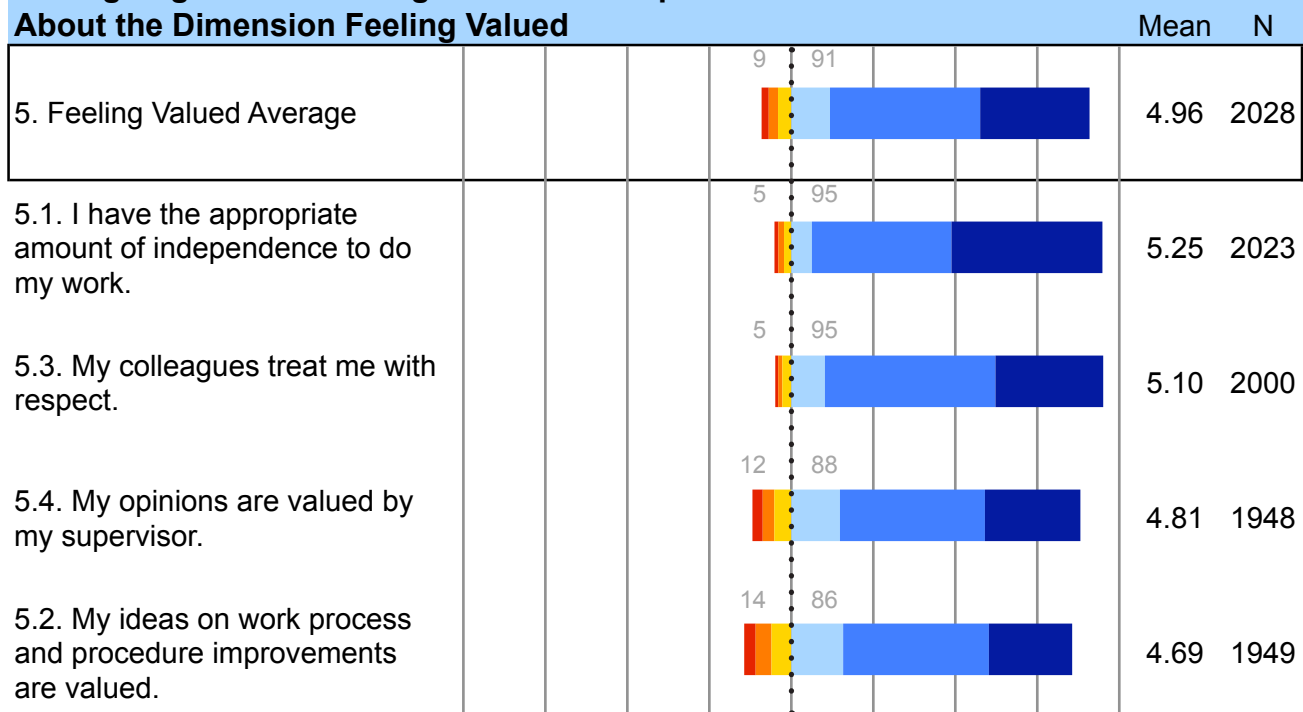
Average Agreement and Agreement with Specific Statements About the Dimension Supervisor Staff Development Focus



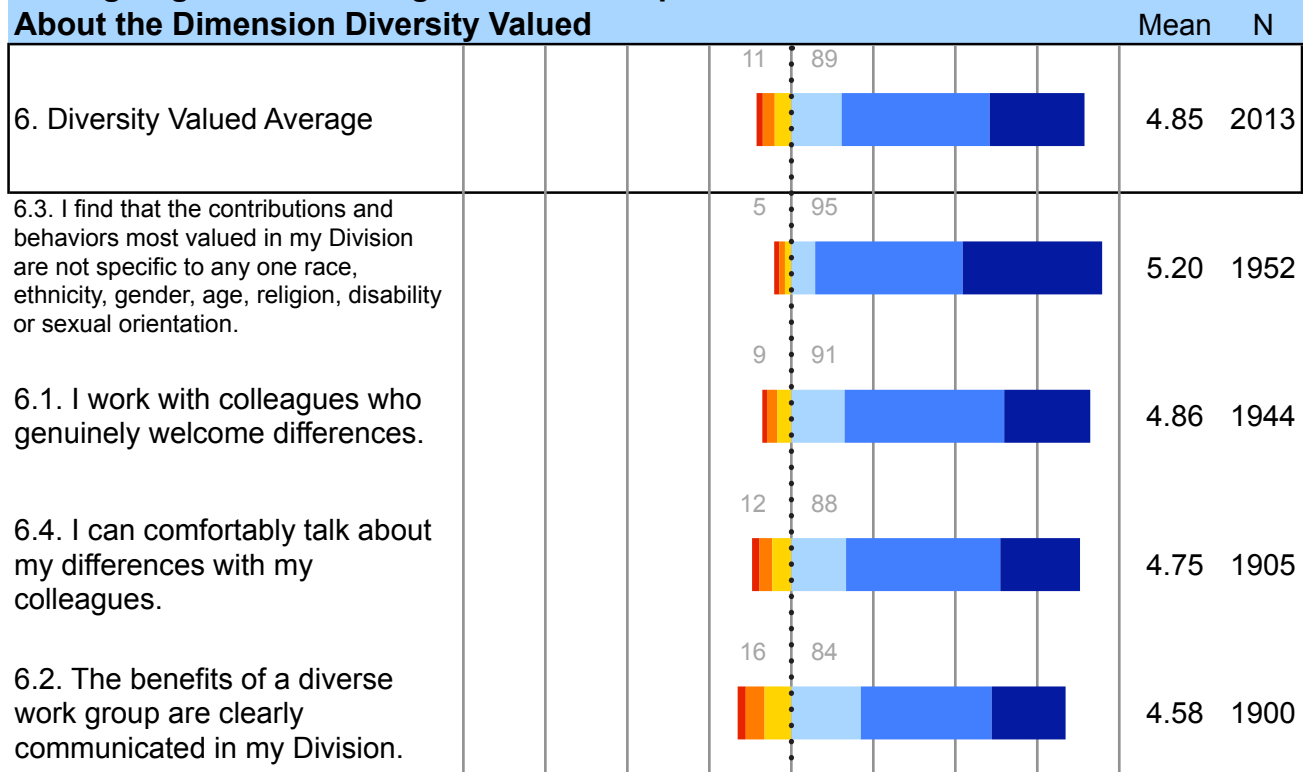
Average Agreement and Agreement with Specific Statements About the Dimension Supervisor Fairness and Respect



Average Agreement and Agreement with Specific Statements About the Dimension Feeling Valued



Average Agreement and Agreement with Specific Statements About the Dimension Diversity Valued



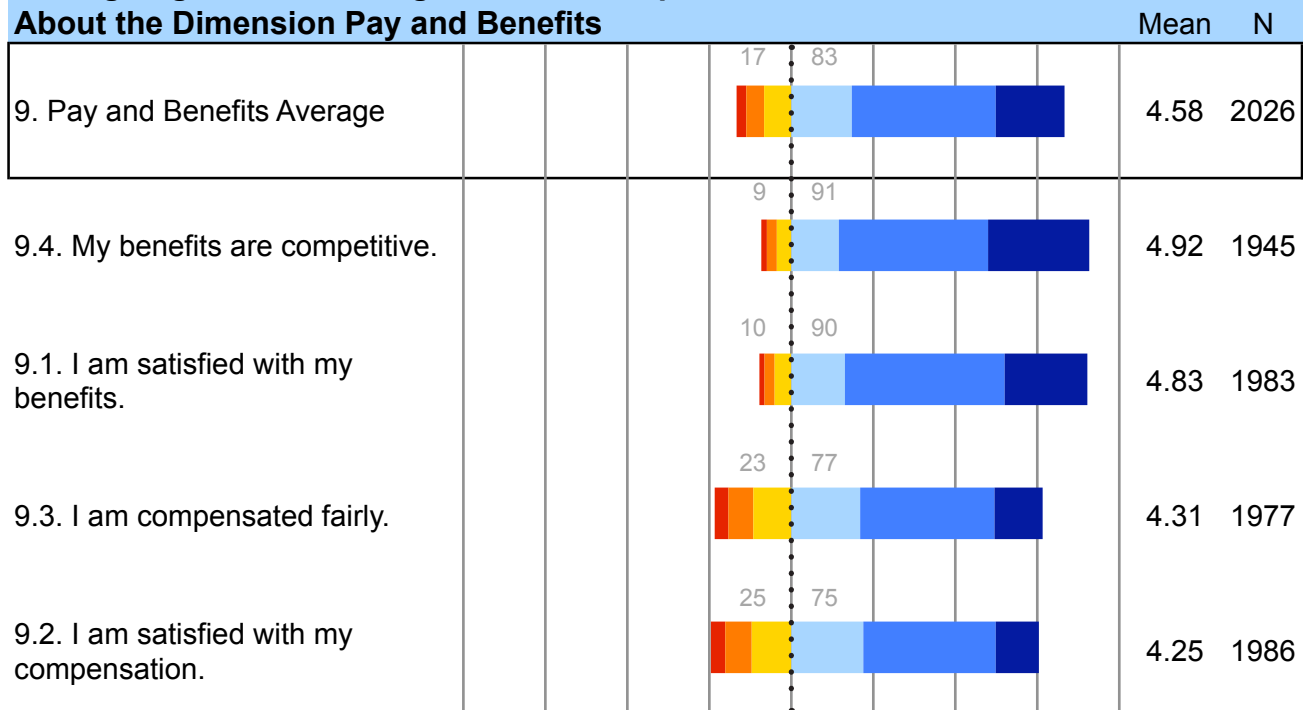
Average Agreement and Agreement with Specific Statements About the Dimension Pace of Work

								Mean	N
7. Pace of Work Average				29	71			4.14	2025
7.1. I work in an environment where there is a reasonable workload.				25	75			4.30	2008
7.2. My group has enough staff to get the work done in a quality manner.				33	67			3.98	1967

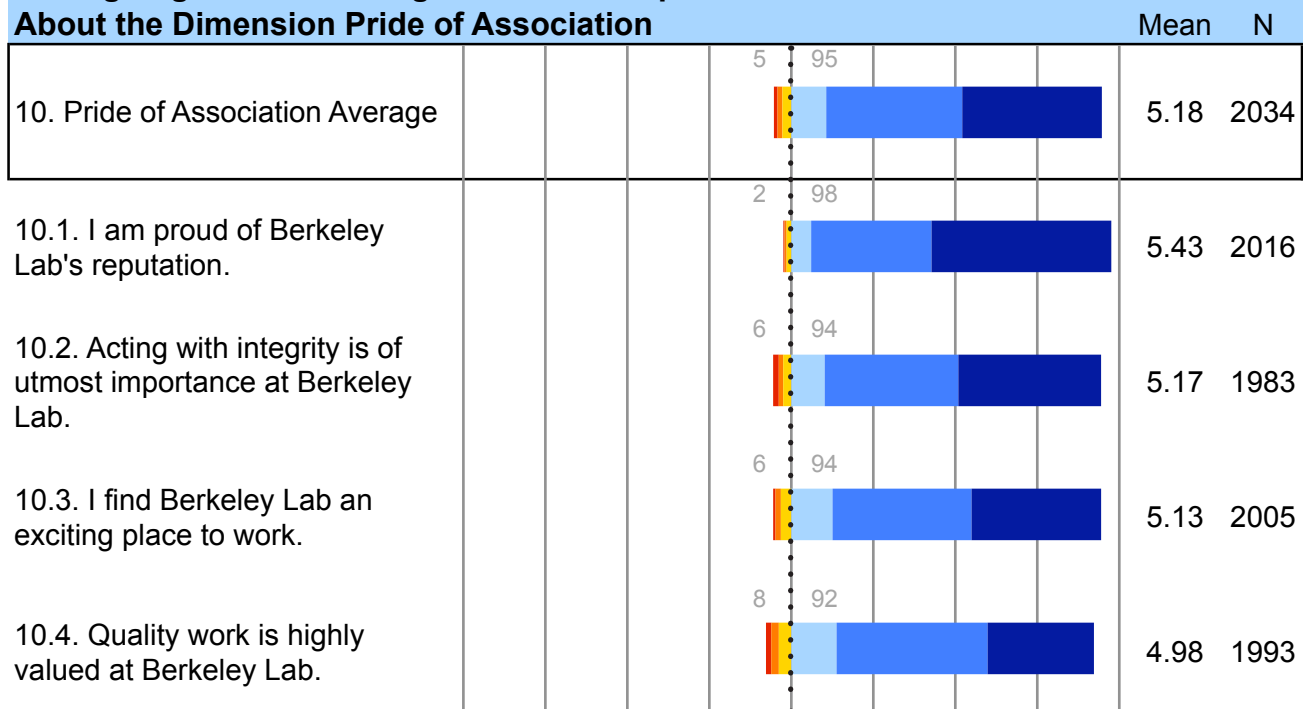
Average Agreement and Agreement with Specific Statements About the Dimension Safety

								Mean	N
8. Safety Average				2	98			5.31	2034
8.1. My responsibilities related to safety have been clearly communicated to me.				2	98			5.43	2011
8.3. Safety is an important core value in my group.				1	99			5.35	1999
8.4. My rights regarding safety have been clearly communicated to me.				2	98			5.33	2003
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.				4	96			5.14	1992

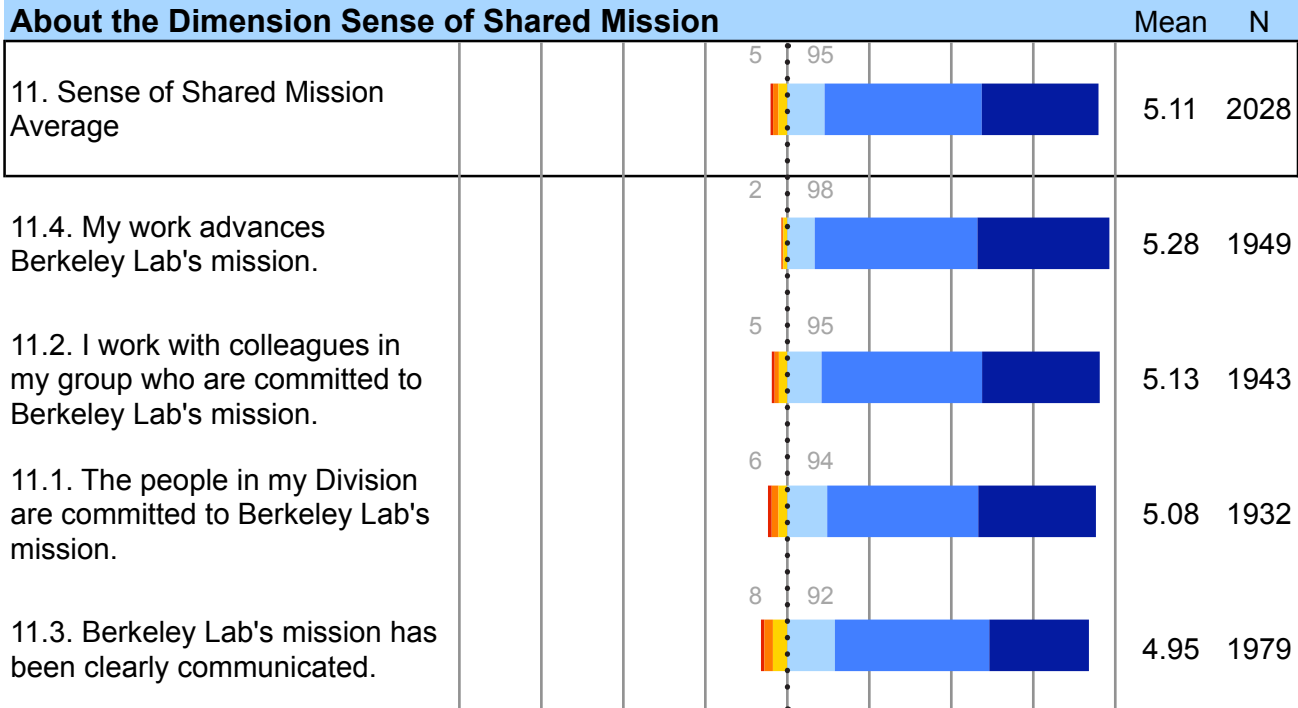
Average Agreement and Agreement with Specific Statements About the Dimension Pay and Benefits



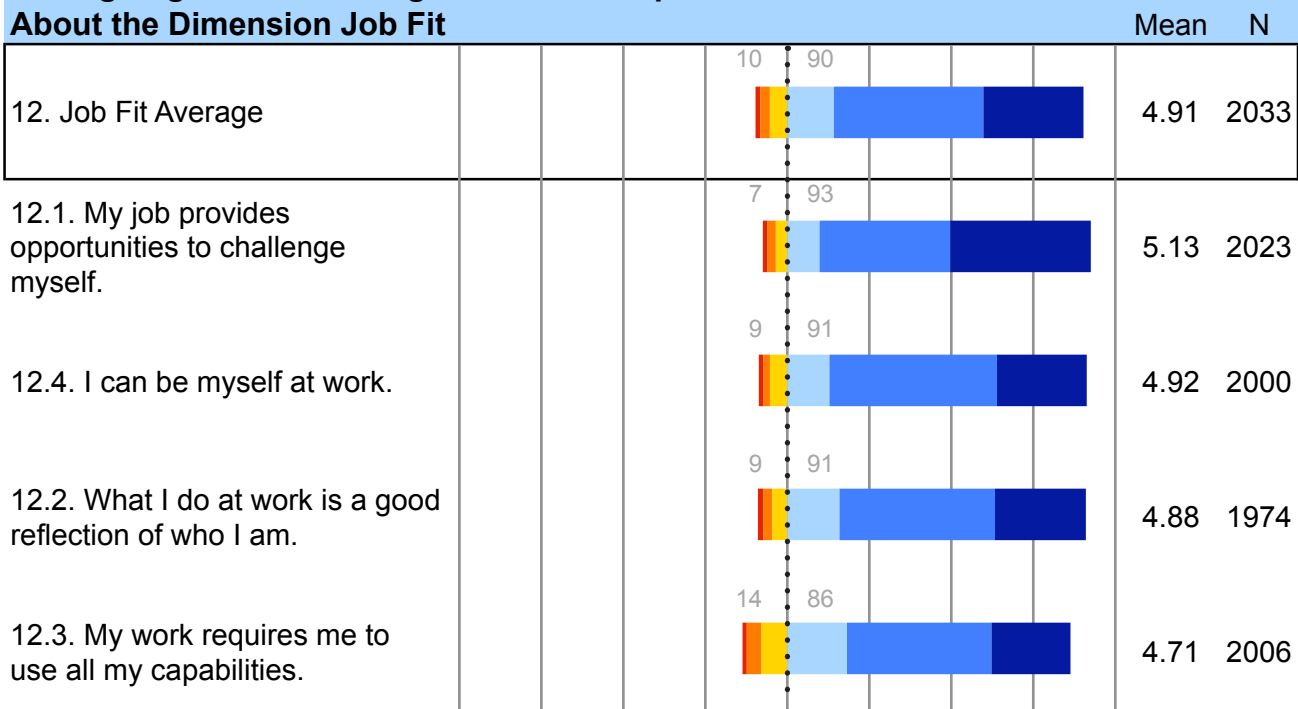
Average Agreement and Agreement with Specific Statements About the Dimension Pride of Association



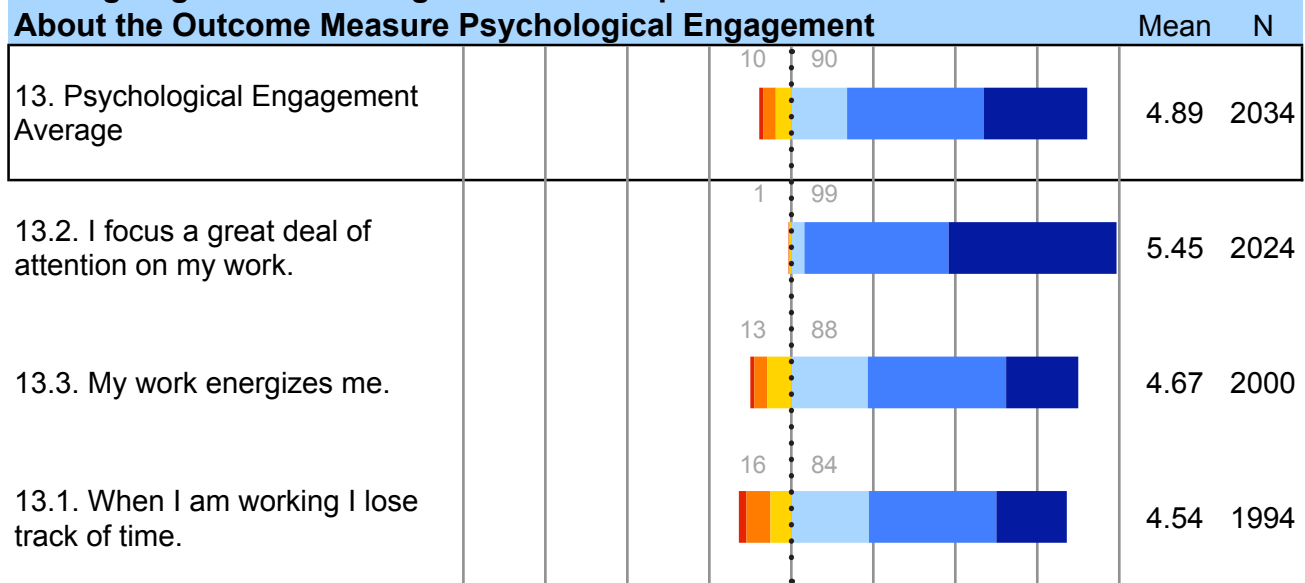
Average Agreement and Agreement with Specific Statements About the Dimension Sense of Shared Mission



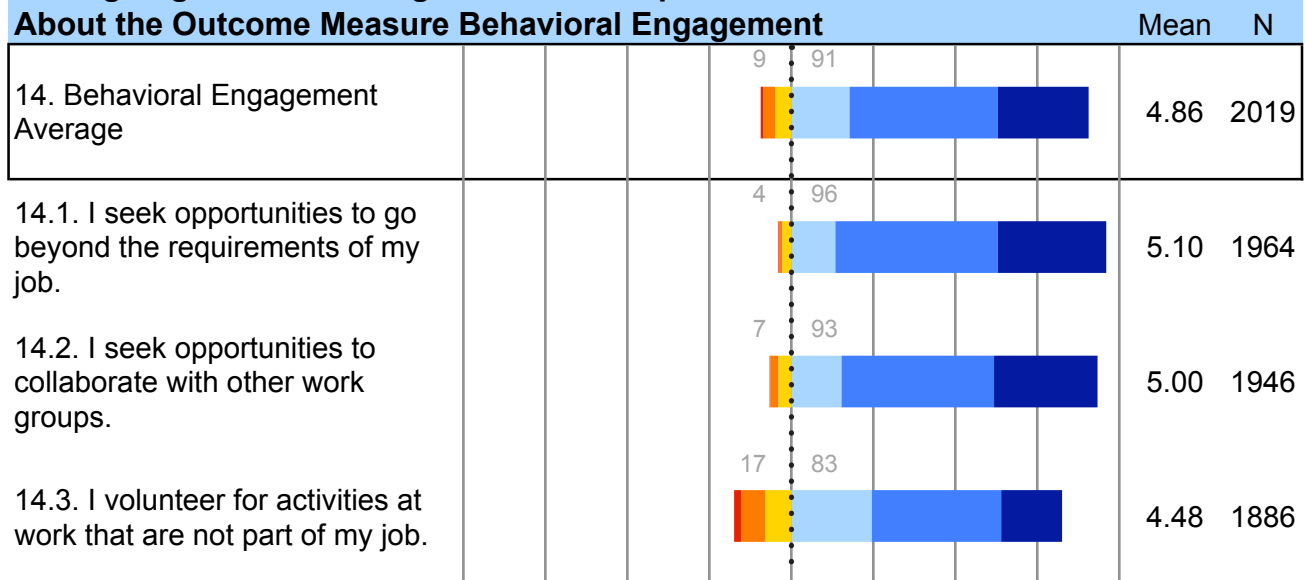
Average Agreement and Agreement with Specific Statements About the Dimension Job Fit



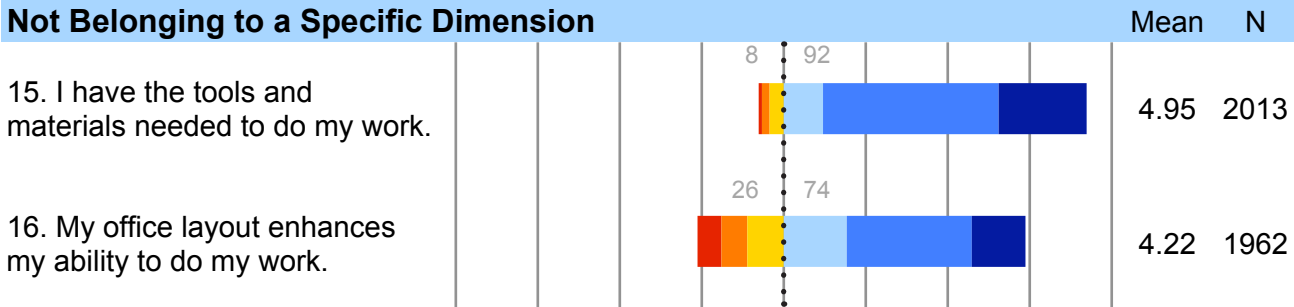
Average Agreement and Agreement with Specific Statements About the Outcome Measure Psychological Engagement



Average Agreement and Agreement with Specific Statements About the Outcome Measure Behavioral Engagement



Agreement with Specific Statements
Not Belonging to a Specific Dimension



Breakout Charts and Tables: All Divisions

Division Key

This page is intended to serve as a guide for reading the abbreviations of the division charts on the following pages.

AF	Accelerator & Fusion Research
AL	Advanced Light Source
CO	Office of Chief Financial Officer
CH	Chemical Sciences
CR	Computational Research Div
EE	Environmental Energy Tech
EG	Engineering
EH	Environment, Health & Safety
ES	Earth Sciences
FA	Facilities
GN	Genomics Division
HR	Human Resources
IC	Information Technology Div
LD	Laboratory Directorate
LS	Life Sciences
MS	Materials Sciences
NE	NERSC
NS	Nuclear Science
OD	Operations Division
PA	Public Affairs
PB	Physical Biosciences
PH	Physics
<6	Fewer Than 6

Reading the Breakout Ratings Tables and Charts

Throughout this report there are tables and charts that have been designed to illustrate differences in level of agreement or importance between divisions, between departments within divisions, and between various demographic groups. The diagram below illustrates the structure of these tables and charts.

The first column displays summary results for the population included in the breakout.




Unique groups within the population appear in subsequent columns.

The following statistical measures are provided:

[illegible]

- Mean
- Count
- Standard Deviation
(shown for questions,
not for dimensions)

Color codings of all statistical measures have been provided in order to flag possible areas of strength or weakness according to the following scheme:

	≤ 4.00
	4.01 - 4.50
	≥ 5.50

The differences between the average of all individual group means versus the means for individual groups are graphed.

MOR Associates, Inc.

Supervisor Accountability Focus: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
2. Supervisor Accountability Focus	4.70	4.78	4.36	4.84	4.71	4.63	4.58	4.80	4.60	4.84	4.75	4.72	4.94	4.82	4.87	4.92	4.75	4.25	4.44	4.90	4.53	4.70	4.67	4.70
	2007	44	77	179	25	121	166	184	103	103	181	111	67	126	63	133	76	47	47	8	23	69	40	14
2.1. My supervisor holds people accountable for meeting deadlines.	Avg Mn	4.70	4.39	5.08	4.78	4.68	4.59	4.80	4.66	4.78	4.79	4.78	5.06	4.85	4.85	4.89	4.74	4.24	4.40	4.75	4.50	4.77	4.61	4.71
	1889	43	75	171	23	110	153	167	100	97	175	99	65	123	60	121	72	46	45	8	20	64	38	14
		1.10	1.36	0.93	1.17	1.41	1.20	0.84	1.07	1.07	0.92	1.08	0.86	1.17	1.13	0.96	1.15	1.20	1.19	0.89	1.28	1.24	0.95	1.20
2.2. My supervisor strives to improve the performance of my work group.	Avg Mn	4.67	4.35	4.72	4.56	4.65	4.56	4.85	4.60	4.84	4.69	4.64	4.78	4.71	4.77	4.91	4.76	4.29	4.50	4.86	4.64	4.49	4.66	4.69
	1931	43	75	171	25	116	158	170	101	97	177	107	65	122	62	127	75	45	46	7	22	69	38	13
		1.00	1.47	1.18	1.08	1.42	1.24	1.03	1.30	1.06	1.13	1.24	0.93	1.25	1.08	1.06	1.08	1.41	1.31	0.69	1.33	1.65	1.02	0.95
2.3. My supervisor holds people accountable for producing quality work.	Avg Mn	4.73	4.43	4.91	4.83	4.69	4.68	4.85	4.44	4.91	4.74	4.71	5.03	4.81	5.07	4.98	4.96	4.13	4.41	5.00	4.65	4.71	4.74	4.46
	1910	42	76	169	24	115	152	176	102	98	175	105	61	122	61	128	74	45	44	7	20	62	39	13
		1.06	1.32	0.97	0.92	1.29	1.20	0.92	1.30	0.94	1.03	1.22	0.87	1.17	0.96	0.97	0.97	1.41	1.23	0.58	1.23	1.42	1.02	1.45
2.4. My supervisor monitors progress toward stated goals.	Avg Mn	4.68	4.29	4.64	4.68	4.52	4.50	4.70	4.69	4.83	4.76	4.77	4.88	4.90	4.77	4.90	4.53	4.32	4.46	5.00	4.33	4.83	4.68	4.93
	1956	44	77	175	25	120	158	182	98	102	174	107	65	121	62	127	74	47	46	8	21	69	40	14
		0.86	1.48	1.24	1.11	1.45	1.30	1.23	1.14	1.11	1.13	1.17	0.93	1.19	1.25	1.15	1.31	1.42	1.38	0.53	1.53	1.36	0.94	0.83

Supervisor Staff Development Focus: All Divisions

[illegible]

Supervisor Fairness and Respect: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
4. Supervisor Fairness and Respect	4.95	5.14	4.66	4.84	4.82	4.99	5.00	4.98	4.88	5.08	4.93	4.98	4.85	4.88	5.16	5.02	5.12	5.01	4.88	5.33	4.83	4.85	5.06	4.63
	2019	44	77	179	27	121	167	186	103	103	181	111	66	126	63	133	80	47	47	8	23	71	40	16
4.1. My supervisor treats me fairly.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	5.00	5.14	4.81	4.86	4.74	5.09	5.07	5.00	4.84	5.23	4.96	4.94	4.92	4.91	5.25	5.11	5.13	5.00	4.98	5.50	4.96	4.94	5.18	4.53
	1984	44	77	175	27	117	162	182	101	101	179	110	64	125	61	132	80	47	45	8	23	70	39	15
		1.17	1.38	1.23	1.43	1.19	1.14	1.12	1.24	0.98	1.17	1.26	1.17	1.18	1.11	1.12	0.97	1.06	1.22	0.76	1.11	1.42	0.94	1.68
4.2. My supervisor treats me with respect.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	5.15	5.44	4.89	4.93	4.96	5.13	5.20	5.13	5.07	5.35	5.15	5.15	4.98	4.98	5.32	5.19	5.29	5.28	4.98	5.71	5.05	5.04	5.10	5.06
	1988	43	76	177	25	120	163	182	101	103	179	110	66	125	62	131	79	46	45	7	21	71	40	16
		0.59	1.16	1.14	1.34	1.14	0.96	1.05	1.09	0.99	0.88	1.00	1.10	1.22	0.94	1.05	0.99	0.78	1.12	0.49	1.12	1.45	1.13	1.39
4.3. My needs are accommodated by my supervisor.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.76	4.86	4.29	4.73	4.68	4.81	4.84	4.82	4.80	4.68	4.67	4.81	4.71	4.81	4.97	4.78	4.91	4.85	4.80	5.00	4.48	4.65	5.05	4.38
	1957	43	75	176	25	118	159	180	98	101	174	108	66	125	61	131	77	46	46	8	23	65	39	13
		0.86	1.36	1.15	1.11	1.23	1.08	0.99	1.07	1.16	1.01	1.15	1.02	1.21	1.11	1.18	0.96	1.13	1.07	0.93	1.08	1.58	0.72	1.33
4.4. My supervisor appreciates my efforts.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.90	5.12	4.64	4.82	4.92	4.91	4.91	4.99	4.80	5.08	4.93	5.02	4.77	4.82	5.12	5.00	5.14	4.91	4.77	5.13	4.82	4.76	4.90	4.54
	1931	43	76	173	24	116	160	173	99	101	176	104	65	120	60	126	77	44	44	8	22	68	39	13
		0.98	1.34	1.26	1.21	1.24	1.07	1.09	1.24	1.01	1.00	1.03	1.11	1.22	1.03	1.26	1.17	1.14	1.29	0.83	1.26	1.47	1.07	1.39

Feeling Valued: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
5. Feeling Valued	4.97	5.18	4.85	4.81	4.72	5.00	5.01	5.03	4.89	5.05	4.82	4.98	4.89	4.97	5.15	5.12	5.06	4.86	5.00	5.35	4.82	4.87	5.08	4.86
	2028	44	78	179	28	121	167	187	103	105	183	111	66	126	63	133	81	47	47	8	23	71	41	16
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
5.1. I have the appropriate amount of independence to do my work.	5.29	5.27	5.06	5.17	5.14	5.26	5.33	5.31	5.17	5.36	5.09	5.14	5.08	5.27	5.37	5.29	5.48	5.21	5.38	5.75	5.48	5.32	5.51	5.13
	2023	44	77	178	28	121	167	187	103	105	182	111	65	126	63	132	81	47	47	8	23	71	41	16
		0.79	1.12	1.02	1.18	1.09	0.76	0.86	0.92	0.86	0.93	1.08	1.09	0.90	1.04	0.89	0.87	0.83	0.87	0.46	0.51	1.11	0.64	1.45
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
5.2. My ideas on work process and procedure improvements are valued.	4.69	5.05	4.73	4.58	4.35	4.71	4.75	4.75	4.70	4.72	4.47	4.72	4.68	4.65	4.81	5.00	4.72	4.48	4.67	5.00	4.52	4.57	4.73	4.57
	1949	43	77	176	26	116	158	178	100	98	179	105	63	124	63	124	78	44	45	8	23	67	40	14
		0.87	1.26	1.39	1.38	1.38	1.16	1.18	1.20	1.18	1.25	1.26	0.98	1.33	1.19	1.08	1.28	1.23	1.26	0.53	1.38	1.65	1.04	1.02
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
5.3. My colleagues treat me with respect.	5.11	5.32	5.10	4.85	5.00	5.32	5.08	5.13	4.96	5.15	5.08	5.10	5.03	5.23	5.37	5.15	5.04	5.04	5.13	5.29	4.87	4.93	5.17	5.13
	2000	44	78	175	28	120	167	184	102	102	180	110	66	125	62	130	81	45	46	7	23	69	41	15
		0.60	0.85	1.04	1.09	0.63	0.98	0.88	0.95	0.89	0.83	0.72	0.86	0.69	0.66	0.88	1.03	0.82	0.75	0.76	1.10	1.29	0.80	0.64
Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
5.4. My opinions are valued by my supervisor.	4.81	5.09	4.49	4.66	4.40	4.71	4.87	4.94	4.74	4.98	4.63	4.97	4.77	4.72	5.05	5.04	5.00	4.70	4.84	5.38	4.39	4.66	4.93	4.62
	1948	44	76	173	25	118	159	177	100	101	176	104	65	124	61	129	78	44	43	8	23	67	40	13
		0.88	1.35	1.31	1.44	1.37	1.10	1.03	1.17	1.05	1.26	0.99	1.18	1.28	1.10	1.08	0.97	1.21	1.23	0.52	1.62	1.56	1.05	0.96

Diversity Valued: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
6. Diversity Valued	4.87 2013	5.18 43	4.77 78	4.53 178	4.93 28	5.30 122	4.99 164	4.79 185	4.67 102	4.85 104	4.73 181	4.81 110	4.64 67	4.82 126	5.10 62	4.92 131	4.92 81	4.86 46	4.94 47	4.96 8	4.94 23	4.80 69	5.18 41	4.40 17
6.1. I work with colleagues who genuinely welcome differences.	Avg Mn 4.90 1944	5.10 40 0.71	4.92 78 0.98	4.37 167 1.16	5.11 28 1.13	5.29 119 0.78	5.09 159 0.96	4.82 176 0.95	4.58 101 1.18	4.94 98 0.92	4.58 172 1.13	5.00 106 0.85	4.57 67 1.16	4.89 123 1.04	5.16 62 0.79	5.09 124 0.94	4.85 80 1.14	4.87 45 0.79	4.91 46 1.11	5.14 7 0.69	4.83 23 0.89	4.75 67 1.42	5.29 41 0.68	4.53 15 1.19
6.2. The benefits of a diverse work group are clearly communicated in my Division.	Avg Mn 4.58 1900	5.15 40 0.95	4.41 75 1.42	4.40 169 1.26	4.41 27 1.60	5.10 114 0.97	4.68 148 1.18	4.49 178 1.27	4.31 100 1.28	4.43 97 1.05	4.63 170 1.12	4.48 102 1.20	4.49 63 1.23	4.56 120 1.30	4.90 61 1.19	4.57 121 1.33	4.56 73 1.07	4.45 44 1.02	4.54 46 1.17	4.57 7 0.79	4.59 22 1.30	4.54 68 1.52	4.95 40 0.93	4.13 15 1.25
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	Avg Mn 5.22 1952	5.40 42 0.77	5.09 77 1.14	5.02 172 0.93	5.30 27 0.95	5.62 120 0.58	5.30 158 0.88	5.15 173 0.82	5.11 100 0.91	5.26 101 0.91	5.03 173 1.02	5.00 110 1.20	5.05 66 1.06	5.06 125 1.23	5.43 60 0.87	5.22 124 1.02	5.47 78 0.70	5.33 46 0.92	5.28 47 0.97	5.25 8 0.71	5.35 23 0.57	5.17 65 1.23	5.44 41 0.67	4.75 16 1.13
6.4. I can comfortably talk about my differences with my colleagues.	Avg Mn 4.78 1905	5.07 41 0.96	4.66 74 1.35	4.34 166 1.26	4.92 26 1.26	5.19 116 0.89	4.89 158 1.03	4.70 174 1.03	4.66 99 1.14	4.76 91 1.12	4.67 174 1.09	4.75 102 1.05	4.45 65 1.31	4.75 124 1.10	4.92 59 1.06	4.79 125 1.23	4.78 76 1.09	4.78 45 0.90	5.02 44 1.02	4.86 7 0.90	5.00 22 0.69	4.75 64 1.48	5.05 38 0.90	4.20 15 1.57

Pace of Work: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
7. Pace of Work	4.12	4.05	3.66	3.81	3.88	4.43	3.95	4.36	3.77	4.27	4.19	4.48	3.13	4.28	4.13	4.46	4.26	3.97	4.57	4.48	3.34	4.60	4.29	4.38
	2025	45	78	179	28	120	166	186	103	104	181	111	67	126	63	133	81	47	47	9	23	71	41	16
7.1. I work in an environment where there is a reasonable workload.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.29	4.36	3.78	3.93	4.00	4.55	4.02	4.53	3.96	4.51	4.43	4.71	3.11	4.52	4.13	4.55	4.49	4.11	4.81	4.63	3.78	4.71	4.49	4.50
	2008	45	76	177	28	119	166	185	103	103	180	111	64	125	63	132	80	47	47	8	23	69	41	16
		1.33	1.69	1.52	1.54	1.28	1.59	1.26	1.55	1.17	1.39	1.12	1.50	1.16	1.56	1.33	1.31	1.48	1.04	1.19	1.41	1.16	1.25	1.41
7.2. My group has enough staff to get the work done in a quality manner.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	3.95	3.75	3.55	3.70	3.76	4.31	3.88	4.19	3.59	4.02	3.96	4.25	3.15	4.04	4.14	4.37	4.04	3.83	4.34	4.33	2.90	4.49	4.10	4.27
	1967	44	76	172	25	118	161	180	99	102	176	106	66	123	63	128	80	46	47	9	21	69	41	15
		1.48	1.40	1.36	1.42	1.28	1.39	1.34	1.59	1.30	1.32	1.32	1.42	1.32	1.50	1.34	1.37	1.42	1.24	0.71	1.37	1.24	1.30	1.22

Safety: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
8. Safety	5.31 2034	5.34	5.13	5.31	5.25	5.49	5.18	5.24	5.34	5.39	5.35	5.34	5.26	5.36	5.45	5.26	5.37	5.23	5.29	5.47	5.31	5.39	5.31	5.04
		44	78	179	28	123	167	187	103	104	184	111	67	126	63	133	81	47	47	8	23	73	41	17
8.1. My responsibilities related to safety have been clearly communicated to me.	5.42 2011	5.43	5.19	5.45	5.43	5.61	5.40	5.29	5.35	5.56	5.39	5.49	5.43	5.57	5.51	5.41	5.52	5.37	5.30	5.38	5.57	5.50	5.49	5.12
		44	77	178	28	123	164	185	102	104	184	109	65	123	63	129	79	46	47	8	23	72	41	17
		0.55	0.80	0.74	0.69	0.55	0.86	0.72	0.70	0.65	0.78	0.72	0.56	0.63	0.56	0.62	0.64	0.61	0.78	0.74	0.59	0.63	0.51	1.22
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.15 1992	5.11	4.96	5.18	4.96	5.35	5.10	5.04	5.15	5.16	5.11	5.21	5.18	5.17	5.39	5.04	5.13	5.25	5.17	5.50	5.13	5.21	5.10	4.76
		44	77	177	26	118	162	186	103	103	179	109	66	123	62	131	80	44	46	6	23	70	40	17
		0.75	0.92	0.81	0.72	0.82	0.97	0.96	0.87	0.80	0.94	0.81	0.61	0.85	0.66	1.03	0.85	0.53	0.88	0.55	0.81	0.88	0.78	1.35
8.3. Safety is an important core value in my group.	5.36 1999	5.47	5.21	5.32	5.37	5.43	5.07	5.39	5.51	5.47	5.54	5.32	5.14	5.30	5.48	5.33	5.47	5.07	5.33	5.71	5.22	5.47	5.18	5.41
		43	78	177	27	120	162	185	102	103	181	109	66	125	61	132	81	45	46	7	23	70	39	17
		0.59	0.92	0.70	0.69	0.64	0.79	0.71	0.66	0.59	0.53	0.64	0.68	0.85	0.57	0.73	0.61	0.75	0.70	0.49	0.74	0.74	0.60	0.71
8.4. My rights regarding safety have been clearly communicated to me.	5.31 2003	5.36	5.17	5.29	5.22	5.57	5.16	5.24	5.37	5.39	5.37	5.36	5.30	5.40	5.42	5.27	5.38	5.22	5.37	5.29	5.32	5.39	5.46	4.88
		44	78	176	27	121	164	186	103	104	180	108	67	124	62	131	80	45	46	7	22	70	41	17
		0.53	0.78	0.75	0.64	0.55	0.93	0.77	0.66	0.76	0.69	0.65	0.60	0.79	0.78	0.86	0.66	0.70	0.68	0.49	0.72	0.79	0.55	1.17

Pay and Benefits: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
9. Pay and Benefits	4.59	4.74	4.54	4.67	4.62	4.73	4.47	4.59	4.62	4.62	4.51	4.16	4.44	4.80	4.83	4.56	4.59	4.67	4.52	5.24	4.53	4.45	4.72	3.92
	2026	44	77	179	27	120	167	187	103	105	184	111	67	126	63	131	81	47	47	9	23	71	41	16
9.1. I am satisfied with my benefits.	4.82	4.93	4.80	5.06	4.85	4.97	4.76	4.84	4.82	4.88	4.77	4.36	5.00	5.02	5.11	4.74	4.82	4.78	4.74	5.25	4.65	4.63	4.90	4.19
	1983	43	74	176	27	119	165	183	98	102	181	108	65	124	63	129	78	46	47	8	23	67	41	16
		0.86	1.05	0.88	1.03	0.95	1.19	1.08	1.16	0.86	1.03	1.20	1.05	0.92	0.95	1.00	1.11	0.92	1.26	0.71	1.15	1.13	1.11	1.76
9.2. I am satisfied with my compensation.	4.28	4.50	4.21	4.32	4.42	4.42	4.22	4.31	4.32	4.25	4.22	3.80	3.82	4.49	4.48	4.26	4.23	4.46	4.28	5.00	4.30	4.19	4.46	3.63
	1986	44	75	178	25	118	166	183	101	100	177	109	67	123	61	129	81	46	46	8	23	69	41	16
		1.05	1.36	1.34	1.22	1.24	1.39	1.29	1.34	1.16	1.29	1.39	1.29	1.18	1.22	1.33	1.33	1.15	1.34	0.93	1.22	1.46	1.25	1.54
9.3. I am compensated fairly.	4.34	4.52	4.22	4.24	4.40	4.47	4.19	4.31	4.38	4.41	4.19	4.07	3.95	4.54	4.61	4.38	4.25	4.57	4.36	5.13	4.22	4.25	4.51	3.63
	1977	44	76	177	25	118	161	182	101	101	176	108	65	123	62	128	80	46	47	8	23	69	41	16
		1.15	1.34	1.34	1.22	1.28	1.35	1.37	1.30	1.18	1.27	1.28	1.33	1.25	1.27	1.29	1.33	1.05	1.33	0.99	1.31	1.50	1.14	1.54
9.4. My benefits are competitive.	4.92	5.03	4.93	5.18	4.92	5.04	4.71	4.92	4.98	4.94	4.85	4.39	4.98	5.16	5.11	4.87	5.05	4.87	4.68	5.57	4.96	4.73	5.00	4.25
	1945	38	74	175	26	113	156	178	99	101	179	106	66	123	62	123	80	46	47	7	23	66	41	16
		0.85	1.09	0.90	0.98	1.03	1.33	1.05	1.06	0.98	1.07	1.17	1.10	0.87	1.03	1.06	0.94	1.09	1.32	0.53	0.77	1.18	1.10	1.65

Pride of Association: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
10. Pride of Association	5.18 2034	5.35 44	5.09 78	5.11 179	5.25 28	5.41 122	5.25 167	5.16 187	4.99 103	5.20 105	5.16 184	4.94 111	5.11 67	5.25 126	5.46 63	5.13 133	5.34 81	5.11 47	5.26 47	5.33 8	5.10 23	4.98 73	5.22 41	5.03 17
10.1. I am proud of Berkeley Lab's reputation.	5.46 2016	5.52 44 0.55	5.36 78 1.07	5.41 178 0.77	5.50 28 0.58	5.57 122 0.74	5.48 166 0.65	5.33 187 0.74	5.35 103 0.78	5.38 103 0.90	5.35 181 0.85	5.21 109 0.87	5.45 66 0.75	5.59 125 0.65	5.78 63 0.42	5.31 133 0.81	5.58 80 0.55	5.60 45 0.58	5.38 47 0.82	5.63 8 0.52	5.43 23 0.59	5.30 70 1.04	5.46 41 0.78	5.56 16 0.51
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.16 1983	5.26 43 0.90	5.04 76 1.20	5.15 178 0.96	5.15 27 1.20	5.41 119 0.88	5.29 163 0.81	5.12 180 0.93	4.88 102 1.30	5.26 101 1.07	5.27 178 0.88	5.06 105 1.10	4.92 65 1.14	5.21 126 0.98	5.39 61 0.84	5.15 130 0.98	5.30 80 0.88	5.07 46 0.90	5.28 47 1.16	5.25 8 0.46	5.13 23 0.81	4.93 68 1.31	5.29 41 0.72	4.88 16 1.20
10.3. I find Berkeley Lab an exciting place to work.	5.17 2005	5.36 44 0.78	5.21 78 1.13	4.95 176 0.95	5.25 28 0.80	5.44 119 0.72	5.07 167 0.91	5.17 185 0.80	5.05 103 0.92	5.15 104 1.00	5.19 182 0.85	4.75 110 1.17	5.06 66 0.99	5.22 125 0.84	5.48 62 0.62	4.98 130 1.07	5.33 80 0.85	5.02 43 0.96	5.28 46 0.86	5.71 7 0.76	5.35 23 0.65	4.86 70 1.32	5.05 41 1.02	4.94 16 0.77
10.4. Quality work is highly valued at Berkeley Lab.	4.95 1993	5.25 44 0.61	4.76 76 1.27	4.94 178 0.94	5.11 28 1.17	5.23 120 0.75	5.17 163 0.89	5.03 181 0.91	4.68 102 1.08	5.02 102 0.91	4.85 183 1.18	4.72 105 1.21	4.98 66 0.83	4.95 123 1.04	5.17 63 1.07	5.08 128 1.03	5.18 80 1.09	4.76 45 1.19	5.09 47 0.93	4.75 8 0.89	4.50 22 1.19	4.85 71 1.37	5.07 41 1.13	4.76 17 0.90

Sense of Shared Mission: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
11. Sense of Shared Mission	5.13 2028	5.16 44	5.02 78	5.09 179	5.09 28	5.30 121	5.18 167	5.09 186	5.01 104	5.14 104	4.99 183	5.01 111	5.06 67	5.17 126	5.45 63	4.93 132	5.28 81	5.00 47	5.08 47	5.19 8	5.04 23	5.04 71	5.27 41	5.29 17
Question																								
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.12 1932	5.25 40	4.92 76	4.95 174	5.00 26	5.43 117	5.35 156	4.93 179	4.96 102	5.19 94	4.79 179	5.05 105	5.05 62	5.11 122	5.45 60	4.96 120	5.24 76	5.02 46	4.98 47	5.38 8	5.13 23	4.88 65	5.38 40	5.40 15
Question																								
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.16 1943	5.30 43	5.09 76	5.00 175	5.19 27	5.36 118	5.25 162	5.17 176	5.01 100	5.18 95	4.93 180	5.01 104	5.05 64	5.17 121	5.53 59	5.02 123	5.26 77	4.96 45	5.26 47	5.25 8	4.91 22	4.95 66	5.33 40	5.47 15
Question																								
11.3. Berkeley Lab's mission has been clearly communicated.	4.94 1979	4.90 42	4.78 76	5.18 175	4.81 26	5.09 118	4.81 164	4.94 181	4.96 103	4.84 100	5.00 178	4.86 108	5.16 67	5.14 125	5.34 61	4.53 130	5.10 80	4.73 45	4.83 46	5.00 7	4.74 23	4.93 70	4.95 39	4.93 15
Question																								
11.4. My work advances Berkeley Lab's mission.	5.29 1949	5.19 43	5.30 76	5.24 174	5.36 28	5.32 118	5.31 160	5.32 179	5.11 100	5.37 101	5.24 177	5.12 107	5.00 63	5.24 122	5.50 60	5.20 119	5.51 79	5.30 44	5.27 45	5.13 8	5.39 23	5.39 66	5.41 41	5.38 16
Question																								

Job Fit: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
12. Job Fit	4.93	4.97	4.83	4.80	5.19	5.06	4.92	4.96	4.77	4.97	4.91	4.64	4.66	4.88	5.12	5.00	5.13	4.88	5.02	5.09	4.78	4.87	5.08	4.80
	2033	44	78	179	28	121	167	187	103	105	184	111	67	126	63	133	81	47	47	8	23	73	41	17
Question 12.1. My job provides opportunities to challenge myself.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	5.14	5.34	5.13	4.88	5.39	5.33	5.34	5.21	4.93	5.26	5.01	4.68	4.72	5.06	5.33	5.27	5.40	5.13	5.30	5.38	4.82	5.18	5.41	4.82
	2023	44	77	178	28	121	167	186	103	105	182	111	67	126	63	132	80	47	47	8	22	71	41	17
		0.89	1.15	1.15	1.10	0.97	0.93	0.87	1.05	1.06	0.99	1.34	1.00	1.05	0.98	0.93	0.88	0.97	1.10	0.52	1.05	1.34	0.92	1.19
Question 12.2. What I do at work is a good reflection of who I am.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.88	4.76	4.64	4.92	5.00	4.89	4.77	4.99	4.88	4.76	5.03	4.64	4.69	4.93	5.06	4.88	5.06	4.87	5.06	5.13	4.86	4.74	4.85	4.93
	1974	42	75	176	28	117	164	179	101	103	181	107	65	121	62	130	78	45	47	8	22	68	40	15
		0.98	1.22	1.05	1.02	0.95	1.11	0.92	1.03	1.18	0.92	1.23	1.18	0.92	1.11	1.15	1.00	0.87	0.84	0.64	0.94	1.28	1.05	1.22
Question 12.3. My work requires me to use all my capabilities.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.73	4.86	4.70	4.72	5.21	4.90	4.59	4.76	4.50	4.87	4.73	4.38	4.64	4.61	4.89	4.80	4.95	4.60	4.64	4.88	4.52	4.72	4.85	4.44
	2006	44	76	177	28	119	164	186	103	104	180	110	67	126	62	132	80	45	47	8	23	68	41	16
		1.15	1.15	1.13	0.74	1.02	1.09	1.07	1.32	0.95	1.05	1.28	1.05	1.17	1.12	1.18	1.11	0.99	1.29	1.13	1.08	1.33	0.79	1.31
Question 12.4. I can be myself at work.	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
	4.95	4.91	4.87	4.70	5.14	5.11	4.99	4.89	4.75	4.99	4.86	4.85	4.61	4.92	5.18	5.06	5.09	4.93	5.06	5.00	4.91	4.84	5.20	5.00
	2000	43	77	176	28	121	165	181	102	103	179	109	66	125	62	133	81	46	47	7	23	68	41	17
		0.84	1.08	1.23	0.71	0.87	0.98	1.02	1.06	0.98	0.99	1.04	0.99	1.03	0.93	0.84	1.05	0.80	0.76	1.00	0.67	1.33	0.81	0.87

Psychological Engagement: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
13. Psychological Engagement	4.91 2034	4.82 45	4.78 78	4.84 179	5.06 28	5.08 121	4.82 167	4.83 187	4.72 103	4.98 105	4.93 184	4.70 111	4.79 67	4.91 126	5.16 63	4.85 133	5.06 82	4.85 47	5.04 47	5.04 8	4.84 23	5.01 72	4.90 41	4.80 17
Question																								
13.1. When I am working I lose track of time.	4.56 1994	4.24 45	4.61 76	4.52 178	4.86 28	4.88 120	4.29 165	4.43 184	4.36 102	4.55 98	4.61 181	4.31 108	4.61 67	4.69 125	4.75 61	4.34 129	4.65 80	4.53 47	4.72 46	4.88 8	4.23 22	4.82 67	4.85 41	4.25 16
		1.37	1.20	1.37	1.15	1.06	1.32	1.19	1.21	1.30	1.10	1.28	0.97	1.10	1.22	1.41	1.23	1.08	1.19	0.99	1.38	1.21	1.13	1.61
Question																								
13.2. I focus a great deal of attention on my work.	5.46 2024	5.55 44	5.24 76	5.51 179	5.39 28	5.49 121	5.43 167	5.34 187	5.38 103	5.56 103	5.40 184	5.38 109	5.42 67	5.45 124	5.70 63	5.45 133	5.58 81	5.49 47	5.51 47	5.38 8	5.57 23	5.54 72	5.41 41	5.41 17
		0.59	0.73	0.58	1.03	0.66	0.66	0.63	0.73	0.57	0.64	0.66	0.53	0.58	0.46	0.61	0.57	0.55	0.59	0.52	0.51	0.58	0.92	0.62
Question																								
13.3. My work energizes me.	4.69 2000	4.68 44	4.49 77	4.49 176	4.93 28	4.88 120	4.73 165	4.70 183	4.41 102	4.82 104	4.77 176	4.42 110	4.33 66	4.59 125	5.03 62	4.76 132	4.94 80	4.54 46	4.89 47	4.88 8	4.74 23	4.67 69	4.44 41	4.75 16
		0.98	1.18	1.06	0.77	1.10	1.06	1.00	1.14	1.15	0.97	1.26	1.14	1.12	0.92	1.06	0.93	1.11	1.03	0.83	0.86	1.34	1.27	1.18
Question																								

Stand-Alone Questions Not Related to Any Dimension: All Divisions

Question	Avg Mn	AF	AL	CO	CH	CR	EE	EG	EH	ES	FA	GN	HR	IC	LD	LS	MS	NE	NS	OD	PA	PB	PH	<6
15. I have the tools and materials needed to do my work.	4.97	4.98	4.90	4.81	4.82	5.21	4.81	4.81	4.99	5.01	4.81	5.06	4.78	5.02	5.08	5.09	5.14	5.17	5.00	5.13	4.91	5.01	4.93	4.94
	2013	43	77	177	28	121	165	186	103	105	180	110	67	124	62	133	81	46	46	8	23	70	41	17
		0.94	1.01	0.98	1.09	0.78	1.16	1.02	0.82	0.95	1.00	0.84	0.98	0.82	1.01	0.85	0.83	1.06	0.94	0.64	0.79	1.23	0.88	0.83
16. My office layout enhances my ability to do my work.	4.29	4.36	4.12	4.04	4.54	4.50	3.89	4.43	3.91	3.86	3.99	4.08	3.89	4.50	4.66	4.41	4.69	4.50	4.36	4.75	4.05	4.34	4.02	4.80
	1962	45	76	179	26	113	160	183	102	103	162	108	65	123	62	128	78	46	47	8	22	70	41	15
		1.33	1.51	1.57	1.07	1.35	1.55	1.31	1.55	1.63	1.59	1.42	1.56	1.30	1.09	1.29	1.08	1.15	1.31	1.16	1.43	1.44	1.31	1.21

Detailed Tables: All Divisions

1 Supervisor Credibility								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.74	4%	5%	6%	15%	39%	31%	2026
Accelerator & Fusion Research	4.77	2%	4%	6%	17%	44%	27%	45
Advanced Light Source	4.29	10%	8%	6%	17%	37%	22%	77
Office of Chief Finance Officer	4.70	4%	6%	7%	14%	37%	33%	179
Chemical Sciences	4.56	4%	7%	9%	16%	39%	25%	27
Computational Research Div	4.64	6%	8%	6%	13%	32%	36%	122
Environmental Energy Tech	4.73	3%	4%	7%	17%	40%	29%	167
Engineering	4.89	3%	4%	3%	11%	48%	30%	186
Environment, Health & Safety	4.57	5%	8%	5%	18%	36%	28%	103
Earth Sciences	4.96	2%	3%	4%	16%	36%	38%	105
Facilities	4.64	4%	5%	8%	17%	41%	26%	182
Genomics Division	4.82	3%	4%	7%	13%	40%	33%	111
Human Resources	4.76	2%	3%	7%	16%	47%	25%	67
Information Technology Div	4.72	5%	4%	6%	16%	40%	30%	126
Laboratory Directorate	5.05	1%	4%	5%	8%	43%	39%	63
Life Sciences	4.93	2%	4%	5%	12%	38%	38%	133
Materials Sciences	4.93	3%	4%	4%	15%	38%	37%	81
NERSC	4.48	7%	4%	8%	22%	32%	26%	47
Nuclear Science	4.64	4%	6%	6%	18%	37%	29%	47
Operations Division	5.18	0%	0%	6%	13%	38%	43%	8
Public Affairs	4.44	3%	10%	9%	16%	37%	23%	23
Physical Biosciences	4.89	6%	3%	5%	9%	36%	41%	72
Physics	4.75	1%	6%	5%	17%	48%	24%	40
Fewer Than 6	4.38	2%	18%	8%	15%	25%	32%	15

1.1 My supervisor acts consistently.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.79	3%	5%	6%	13%	43%	30%	1981	1.24
Accelerator & Fusion Research	4.80	2%	0%	11%	11%	52%	23%	44	1.07
Advanced Light Source	4.39	7%	8%	8%	17%	38%	22%	76	1.46
Office of Chief Finance Officer	4.74	4%	7%	3%	17%	36%	34%	176	1.35
Chemical Sciences	4.62	8%	8%	4%	12%	35%	35%	26	1.58
Computational Research Div	4.70	4%	8%	8%	13%	31%	37%	119	1.44
Environmental Energy Tech	4.75	3%	4%	7%	12%	47%	26%	163	1.22
Engineering	4.97	1%	4%	4%	8%	53%	29%	180	1.04
Environment, Health & Safety	4.60	3%	7%	6%	19%	41%	24%	100	1.28
Earth Sciences	5.04	1%	4%	5%	12%	38%	41%	103	1.11
Facilities	4.77	3%	2%	11%	11%	46%	28%	178	1.19
Genomics Division	4.77	2%	5%	9%	12%	44%	28%	109	1.20
Human Resources	4.82	2%	3%	6%	14%	53%	23%	66	1.05
Information Technology Div	4.72	5%	4%	5%	15%	44%	28%	123	1.30
Laboratory Directorate	5.11	0%	3%	8%	3%	46%	40%	63	1.02
Life Sciences	4.91	2%	6%	3%	13%	39%	37%	132	1.24
Materials Sciences	5.00	3%	1%	3%	14%	46%	33%	78	1.06
NERSC	4.55	4%	2%	13%	19%	38%	23%	47	1.28
Nuclear Science	4.70	2%	7%	4%	22%	37%	28%	46	1.24
Operations Division	5.00	0%	0%	25%	13%	0%	63%	8	1.41
Public Affairs	4.71	0%	10%	5%	19%	38%	29%	21	1.23
Physical Biosciences	4.90	6%	1%	6%	9%	40%	38%	68	1.34
Physics	4.73	0%	5%	8%	13%	60%	15%	40	0.99
Fewer Than 6	4.40	0%	27%	7%	7%	20%	40%	15	1.72

1.2 My supervisor is knowledgeable about the work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.94	2%	4%	4%	12%	41%	36%	1972	1.17
Accelerator & Fusion Research	5.07	0%	5%	2%	12%	44%	37%	43	1.01
Advanced Light Source	4.51	9%	7%	5%	7%	47%	25%	76	1.54
Office of Chief Finance Officer	4.89	3%	4%	6%	12%	39%	37%	178	1.25
Chemical Sciences	4.76	4%	0%	12%	8%	52%	24%	25	1.20
Computational Research Div	4.92	3%	5%	7%	8%	38%	39%	119	1.27
Environmental Energy Tech	5.06	0%	4%	3%	14%	42%	37%	161	0.99
Engineering	5.04	2%	4%	3%	5%	48%	37%	182	1.14
Environment, Health & Safety	4.76	4%	8%	4%	12%	36%	36%	100	1.40
Earth Sciences	5.09	1%	0%	5%	15%	43%	37%	103	0.93
Facilities	4.68	4%	4%	7%	15%	45%	25%	176	1.26
Genomics Division	5.07	2%	3%	6%	10%	35%	44%	108	1.15
Human Resources	4.86	2%	2%	6%	19%	44%	28%	64	1.05
Information Technology Div	5.03	3%	2%	4%	10%	42%	39%	123	1.15
Laboratory Directorate	5.05	0%	2%	5%	10%	56%	29%	63	0.85
Life Sciences	5.22	1%	3%	3%	8%	37%	48%	130	1.02
Materials Sciences	4.87	3%	4%	4%	21%	32%	37%	78	1.22
NERSC	4.83	2%	4%	4%	24%	28%	37%	46	1.23
Nuclear Science	4.89	0%	7%	2%	17%	43%	30%	46	1.08
Operations Division	5.29	0%	0%	0%	0%	71%	29%	7	0.49
Public Affairs	4.85	0%	10%	0%	15%	45%	30%	20	1.18
Physical Biosciences	5.07	3%	3%	3%	9%	41%	42%	69	1.17
Physics	4.95	0%	8%	0%	15%	45%	33%	40	1.08
Fewer Than 6	4.80	0%	7%	7%	27%	20%	40%	15	1.26

1.3 I have confidence in my supervisor.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.83	4%	4%	5%	14%	39%	34%	1975	1.28
Accelerator & Fusion Research	4.86	5%	0%	7%	12%	47%	30%	43	1.21
Advanced Light Source	4.39	11%	5%	4%	18%	38%	24%	76	1.55
Office of Chief Finance Officer	4.80	5%	4%	7%	10%	39%	35%	173	1.35
Chemical Sciences	4.88	0%	4%	4%	20%	44%	28%	25	1.01
Computational Research Div	4.73	6%	8%	3%	13%	33%	38%	120	1.48
Environmental Energy Tech	4.78	4%	1%	7%	18%	39%	30%	161	1.23
Engineering	4.96	3%	4%	2%	9%	49%	33%	180	1.17
Environment, Health & Safety	4.67	5%	7%	3%	21%	30%	34%	103	1.40
Earth Sciences	5.10	2%	1%	5%	17%	28%	48%	101	1.12
Facilities	4.78	3%	4%	6%	17%	39%	31%	180	1.23
Genomics Division	4.90	4%	1%	4%	18%	42%	32%	108	1.15
Human Resources	4.88	2%	2%	9%	11%	49%	28%	65	1.07
Information Technology Div	4.70	6%	2%	7%	15%	41%	29%	125	1.33
Laboratory Directorate	5.23	0%	3%	5%	8%	34%	50%	62	1.01
Life Sciences	4.95	2%	4%	8%	12%	36%	39%	132	1.19
Materials Sciences	5.06	1%	4%	4%	9%	42%	40%	78	1.10
NERSC	4.53	4%	9%	2%	22%	38%	24%	45	1.38
Nuclear Science	4.68	7%	2%	11%	9%	36%	34%	44	1.46
Operations Division	5.43	0%	0%	0%	14%	29%	57%	7	0.79
Public Affairs	4.26	4%	17%	9%	9%	39%	22%	23	1.57
Physical Biosciences	4.87	7%	4%	6%	4%	33%	45%	69	1.51
Physics	4.88	0%	8%	5%	10%	48%	30%	40	1.14
Fewer Than 6	4.47	0%	20%	0%	20%	33%	27%	15	1.46

1.4 My supervisor is a role model.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.42	6%	8%	8%	20%	34%	24%	1952	1.44
Accelerator & Fusion Research	4.35	2%	12%	2%	33%	35%	16%	43	1.27
Advanced Light Source	3.86	15%	11%	7%	26%	24%	18%	74	1.67
Office of Chief Finance Officer	4.35	6%	9%	11%	16%	33%	25%	174	1.49
Chemical Sciences	4.00	4%	15%	15%	26%	26%	15%	27	1.41
Computational Research Div	4.22	11%	12%	5%	17%	28%	28%	119	1.69
Environmental Energy Tech	4.33	6%	8%	10%	23%	31%	22%	161	1.43
Engineering	4.58	4%	6%	5%	22%	43%	22%	181	1.26
Environment, Health & Safety	4.26	8%	11%	6%	18%	38%	20%	102	1.52
Earth Sciences	4.63	3%	8%	3%	21%	38%	27%	96	1.32
Facilities	4.34	6%	9%	8%	23%	35%	20%	176	1.41
Genomics Division	4.53	5%	6%	10%	14%	40%	25%	105	1.37
Human Resources	4.49	5%	7%	5%	21%	43%	20%	61	1.32
Information Technology Div	4.42	7%	7%	7%	23%	31%	25%	122	1.45
Laboratory Directorate	4.83	3%	8%	3%	11%	38%	37%	63	1.35
Life Sciences	4.66	4%	5%	8%	16%	40%	27%	129	1.30
Materials Sciences	4.77	4%	5%	6%	17%	30%	38%	77	1.37
NERSC	4.00	16%	2%	13%	24%	24%	20%	45	1.65
Nuclear Science	4.31	7%	9%	7%	24%	31%	22%	45	1.47
Operations Division	5.00	0%	0%	0%	25%	50%	25%	8	0.76
Public Affairs	3.95	9%	5%	23%	23%	27%	14%	22	1.46
Physical Biosciences	4.70	9%	1%	6%	15%	31%	37%	67	1.51
Physics	4.45	5%	3%	8%	30%	38%	18%	40	1.24
Fewer Than 6	3.87	7%	20%	20%	7%	27%	20%	15	1.68

2 Supervisor Accountability Focus								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.72	2%	5%	5%	18%	46%	24%	2007
Accelerator & Fusion Research	4.78	1%	3%	6%	19%	49%	22%	44
Advanced Light Source	4.36	7%	7%	5%	24%	39%	19%	77
Office of Chief Finance Officer	4.84	1%	4%	5%	16%	46%	28%	179
Chemical Sciences	4.71	2%	1%	7%	26%	41%	23%	25
Computational Research Div	4.63	4%	7%	7%	14%	38%	30%	121
Environmental Energy Tech	4.58	3%	7%	5%	20%	45%	21%	166
Engineering	4.80	1%	4%	4%	18%	51%	22%	184
Environment, Health & Safety	4.60	2%	7%	5%	19%	46%	20%	103
Earth Sciences	4.84	1%	3%	6%	16%	49%	25%	103
Facilities	4.75	1%	5%	5%	17%	52%	20%	181
Genomics Division	4.72	4%	3%	5%	17%	50%	22%	111
Human Resources	4.94	0%	2%	5%	16%	52%	26%	67
Information Technology Div	4.82	4%	3%	3%	17%	43%	29%	126
Laboratory Directorate	4.87	2%	4%	6%	12%	48%	29%	63
Life Sciences	4.92	1%	2%	6%	15%	47%	30%	133
Materials Sciences	4.75	2%	4%	5%	20%	44%	25%	76
NERSC	4.25	6%	6%	10%	31%	29%	17%	47
Nuclear Science	4.44	3%	7%	8%	24%	39%	19%	47
Operations Division	4.90	0%	0%	3%	17%	67%	13%	8
Public Affairs	4.53	5%	6%	5%	23%	39%	23%	23
Physical Biosciences	4.70	7%	5%	3%	16%	37%	33%	69
Physics	4.67	0%	6%	3%	21%	56%	14%	40
Fewer Than 6	4.70	0%	4%	13%	18%	39%	26%	14

2.1 My supervisor holds people accountable for meeting deadlines.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.76	2%	4%	5%	18%	48%	23%	1889	1.10
Accelerator & Fusion Research	4.70	0%	7%	7%	16%	49%	21%	43	1.10
Advanced Light Source	4.39	5%	8%	5%	24%	39%	19%	75	1.36
Office of Chief Finance Officer	5.08	1%	2%	2%	10%	52%	33%	171	0.93
Chemical Sciences	4.78	4%	0%	4%	22%	43%	26%	23	1.17
Computational Research Div	4.68	5%	5%	6%	13%	38%	32%	110	1.41
Environmental Energy Tech	4.59	2%	8%	3%	20%	47%	19%	153	1.20
Engineering	4.80	0%	2%	4%	22%	56%	16%	167	0.84
Environment, Health & Safety	4.66	1%	6%	4%	21%	51%	17%	100	1.07
Earth Sciences	4.78	0%	6%	6%	14%	49%	24%	97	1.07
Facilities	4.79	0%	3%	5%	19%	54%	18%	175	0.92
Genomics Division	4.78	2%	3%	5%	18%	48%	23%	99	1.08
Human Resources	5.06	0%	2%	6%	6%	57%	29%	65	0.86
Information Technology Div	4.85	3%	2%	4%	17%	43%	30%	123	1.17
Laboratory Directorate	4.85	2%	5%	3%	15%	47%	28%	60	1.13
Life Sciences	4.89	1%	2%	6%	16%	51%	25%	121	0.96
Materials Sciences	4.74	3%	4%	3%	21%	46%	24%	72	1.15
NERSC	4.24	4%	2%	13%	41%	24%	15%	46	1.20
Nuclear Science	4.40	2%	9%	4%	29%	42%	13%	45	1.19
Operations Division	4.75	0%	0%	13%	13%	63%	13%	8	0.89
Public Affairs	4.50	5%	5%	5%	20%	50%	15%	20	1.28
Physical Biosciences	4.77	5%	3%	3%	16%	47%	27%	64	1.24
Physics	4.61	0%	5%	3%	32%	47%	13%	38	0.95
Fewer Than 6	4.71	0%	7%	7%	21%	36%	29%	14	1.20

2.2 My supervisor strives to improve the performance of my work group.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.68	3%	5%	5%	19%	44%	24%	1931	1.21
Accelerator & Fusion Research	4.84	0%	2%	7%	23%	40%	28%	43	1.00
Advanced Light Source	4.35	7%	9%	7%	19%	37%	21%	75	1.47
Office of Chief Finance Officer	4.72	2%	5%	6%	19%	42%	26%	171	1.18
Chemical Sciences	4.56	0%	4%	12%	28%	36%	20%	25	1.08
Computational Research Div	4.65	4%	8%	7%	13%	36%	32%	116	1.42
Environmental Energy Tech	4.56	3%	6%	6%	20%	44%	20%	158	1.24
Engineering	4.85	1%	5%	4%	16%	50%	25%	170	1.03
Environment, Health & Safety	4.60	4%	7%	4%	19%	43%	24%	101	1.30
Earth Sciences	4.84	2%	1%	6%	20%	44%	27%	97	1.06
Facilities	4.69	1%	8%	3%	20%	46%	22%	177	1.13
Genomics Division	4.64	4%	6%	5%	16%	50%	21%	107	1.24
Human Resources	4.78	0%	3%	5%	23%	49%	20%	65	0.93
Information Technology Div	4.71	5%	3%	2%	20%	44%	25%	122	1.25
Laboratory Directorate	4.77	0%	5%	8%	18%	44%	26%	62	1.08
Life Sciences	4.91	1%	3%	6%	15%	44%	31%	127	1.06
Materials Sciences	4.76	1%	4%	4%	23%	44%	24%	75	1.08
NERSC	4.29	7%	7%	7%	31%	29%	20%	45	1.41
Nuclear Science	4.50	4%	7%	7%	20%	43%	20%	46	1.31
Operations Division	4.86	0%	0%	0%	29%	57%	14%	7	0.69
Public Affairs	4.64	5%	5%	5%	23%	36%	27%	22	1.33
Physical Biosciences	4.49	13%	1%	6%	16%	30%	33%	69	1.65
Physics	4.66	0%	8%	3%	18%	58%	13%	38	1.02
Fewer Than 6	4.69	0%	0%	15%	15%	54%	15%	13	0.95

2.3 My supervisor holds people accountable for producing quality work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.76	2%	3%	6%	17%	48%	24%	1910	1.12
Accelerator & Fusion Research	4.74	2%	2%	5%	19%	52%	19%	42	1.06
Advanced Light Source	4.43	7%	4%	5%	25%	42%	17%	76	1.32
Office of Chief Finance Officer	4.91	1%	2%	5%	16%	49%	27%	169	0.97
Chemical Sciences	4.83	0%	0%	8%	25%	42%	25%	24	0.92
Computational Research Div	4.69	3%	4%	10%	13%	42%	28%	115	1.29
Environmental Energy Tech	4.68	3%	7%	4%	16%	49%	22%	152	1.20
Engineering	4.85	1%	2%	4%	19%	53%	21%	176	0.92
Environment, Health & Safety	4.44	4%	9%	6%	18%	48%	16%	102	1.30
Earth Sciences	4.91	1%	1%	5%	17%	50%	26%	98	0.94
Facilities	4.74	2%	2%	9%	13%	57%	18%	175	1.03
Genomics Division	4.71	6%	1%	5%	15%	51%	22%	105	1.22
Human Resources	5.03	0%	2%	3%	16%	48%	31%	61	0.87
Information Technology Div	4.81	3%	2%	4%	20%	41%	30%	122	1.17
Laboratory Directorate	5.07	2%	0%	7%	7%	52%	33%	61	0.96
Life Sciences	4.98	1%	2%	5%	12%	52%	29%	128	0.97
Materials Sciences	4.96	1%	0%	7%	15%	47%	30%	74	0.97
NERSC	4.13	9%	2%	16%	29%	29%	16%	45	1.41
Nuclear Science	4.41	2%	5%	14%	30%	30%	20%	44	1.23
Operations Division	5.00	0%	0%	0%	14%	71%	14%	7	0.58
Public Affairs	4.65	0%	10%	5%	20%	40%	25%	20	1.23
Physical Biosciences	4.71	5%	6%	5%	16%	32%	35%	62	1.42
Physics	4.74	0%	8%	3%	13%	62%	15%	39	1.02
Fewer Than 6	4.46	0%	8%	31%	0%	31%	31%	13	1.45

2.4 My supervisor monitors progress toward stated goals.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.68	3%	6%	5%	18%	44%	25%	1956	1.23
Accelerator & Fusion Research	4.84	0%	2%	5%	18%	57%	18%	44	0.86
Advanced Light Source	4.29	9%	8%	1%	27%	36%	18%	77	1.48
Office of Chief Finance Officer	4.64	1%	9%	7%	18%	40%	26%	175	1.24
Chemical Sciences	4.68	4%	0%	4%	28%	44%	20%	25	1.11
Computational Research Div	4.52	4%	12%	4%	16%	37%	28%	120	1.45
Environmental Energy Tech	4.50	4%	7%	6%	24%	38%	22%	158	1.30
Engineering	4.70	2%	8%	5%	14%	46%	25%	182	1.23
Environment, Health & Safety	4.69	0%	8%	5%	20%	42%	24%	98	1.14
Earth Sciences	4.83	2%	4%	5%	13%	51%	25%	102	1.11
Facilities	4.76	2%	5%	4%	16%	51%	22%	174	1.13
Genomics Division	4.77	4%	3%	4%	17%	49%	24%	107	1.17
Human Resources	4.88	0%	3%	5%	17%	52%	23%	65	0.93
Information Technology Div	4.90	3%	3%	3%	12%	45%	32%	121	1.19
Laboratory Directorate	4.77	3%	5%	6%	10%	48%	27%	62	1.25
Life Sciences	4.90	2%	2%	6%	17%	39%	34%	127	1.15
Materials Sciences	4.53	4%	7%	5%	22%	41%	22%	74	1.31
NERSC	4.32	4%	13%	4%	23%	36%	19%	47	1.42
Nuclear Science	4.46	4%	9%	7%	20%	39%	22%	46	1.38
Operations Division	5.00	0%	0%	0%	13%	75%	13%	8	0.53
Public Affairs	4.33	10%	5%	5%	29%	29%	24%	21	1.53
Physical Biosciences	4.83	4%	7%	0%	14%	38%	36%	69	1.36
Physics	4.68	0%	5%	5%	20%	58%	13%	40	0.94
Fewer Than 6	4.93	0%	0%	0%	36%	36%	29%	14	0.83

3 Supervisor Staff Development Focus								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.36	5%	8%	8%	22%	38%	19%	2016
Accelerator & Fusion Research	4.63	2%	5%	5%	21%	49%	18%	44
Advanced Light Source	4.21	8%	10%	5%	24%	35%	18%	77
Office of Chief Finance Officer	4.41	5%	7%	10%	18%	42%	19%	180
Chemical Sciences	4.21	4%	9%	14%	23%	35%	15%	25
Computational Research Div	4.35	9%	7%	7%	18%	34%	25%	120
Environmental Energy Tech	4.30	6%	8%	8%	24%	37%	17%	167
Engineering	4.43	4%	8%	6%	25%	40%	17%	186
Environment, Health & Safety	4.38	3%	10%	11%	17%	39%	19%	103
Earth Sciences	4.60	2%	5%	8%	21%	43%	21%	104
Facilities	4.23	6%	9%	10%	24%	37%	15%	182
Genomics Division	4.35	4%	6%	11%	25%	36%	18%	110
Human Resources	4.38	2%	6%	13%	26%	35%	18%	66
Information Technology Div	4.51	5%	4%	7%	20%	41%	21%	126
Laboratory Directorate	4.36	4%	13%	7%	18%	39%	20%	63
Life Sciences	4.43	5%	8%	8%	21%	35%	23%	133
Materials Sciences	4.27	5%	8%	8%	29%	33%	17%	78
NERSC	4.06	6%	12%	13%	27%	23%	19%	47
Nuclear Science	4.22	7%	8%	10%	23%	36%	17%	47
Operations Division	4.45	0%	10%	6%	22%	52%	9%	8
Public Affairs	3.93	9%	16%	10%	19%	30%	16%	23
Physical Biosciences	4.40	10%	8%	5%	15%	34%	28%	71
Physics	4.34	3%	8%	8%	25%	44%	12%	40
Fewer Than 6	3.82	0%	24%	18%	18%	33%	7%	16

3.1 My supervisor gives me constructive feedback on my performance.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.50	4%	7%	7%	19%	40%	22%	1981	1.34
Accelerator & Fusion Research	4.64	5%	7%	2%	11%	57%	18%	44	1.28
Advanced Light Source	4.24	8%	9%	3%	27%	37%	16%	75	1.45
Office of Chief Finance Officer	4.60	3%	7%	8%	12%	45%	24%	178	1.32
Chemical Sciences	4.29	4%	8%	8%	29%	33%	17%	24	1.33
Computational Research Div	4.43	11%	4%	7%	16%	32%	30%	118	1.60
Environmental Energy Tech	4.29	5%	10%	9%	24%	32%	20%	163	1.41
Engineering	4.60	3%	6%	5%	20%	43%	22%	184	1.25
Environment, Health & Safety	4.51	3%	5%	13%	19%	39%	22%	102	1.26
Earth Sciences	4.71	3%	4%	5%	18%	48%	22%	103	1.16
Facilities	4.46	5%	6%	8%	19%	42%	19%	177	1.33
Genomics Division	4.59	2%	5%	10%	21%	40%	22%	108	1.18
Human Resources	4.43	2%	5%	12%	26%	42%	14%	65	1.12
Information Technology Div	4.59	6%	3%	5%	22%	41%	23%	125	1.30
Laboratory Directorate	4.56	2%	14%	5%	13%	40%	27%	63	1.40
Life Sciences	4.58	2%	9%	8%	15%	38%	27%	130	1.34
Materials Sciences	4.59	4%	8%	3%	19%	44%	23%	75	1.32
NERSC	4.28	6%	9%	9%	30%	21%	26%	47	1.48
Nuclear Science	4.38	4%	11%	6%	19%	40%	19%	47	1.39
Operations Division	4.50	0%	13%	0%	25%	50%	13%	8	1.20
Public Affairs	4.09	13%	9%	4%	26%	26%	22%	23	1.68
Physical Biosciences	4.59	9%	7%	4%	9%	37%	34%	68	1.60
Physics	4.35	0%	15%	13%	13%	43%	18%	40	1.33
Fewer Than 6	3.79	0%	14%	21%	36%	29%	0%	14	1.05

3.2 My supervisor and I discuss my career opportunities.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.00	8%	11%	11%	26%	29%	15%	1922	1.48
Accelerator & Fusion Research	4.19	5%	5%	14%	35%	28%	14%	43	1.26
Advanced Light Source	4.01	9%	13%	8%	25%	26%	18%	76	1.57
Office of Chief Finance Officer	3.99	8%	9%	17%	22%	33%	12%	170	1.42
Chemical Sciences	3.82	5%	14%	27%	18%	23%	14%	22	1.44
Computational Research Div	4.16	9%	13%	4%	21%	34%	19%	117	1.55
Environmental Energy Tech	4.06	9%	11%	6%	26%	35%	13%	160	1.49
Engineering	4.10	7%	11%	7%	32%	31%	13%	180	1.39
Environment, Health & Safety	4.01	8%	15%	12%	17%	32%	17%	102	1.56
Earth Sciences	4.23	4%	7%	17%	26%	26%	20%	100	1.35
Facilities	3.71	11%	13%	12%	31%	23%	10%	170	1.49
Genomics Division	4.00	6%	13%	11%	30%	25%	15%	105	1.43
Human Resources	3.94	5%	14%	16%	30%	20%	16%	64	1.41
Information Technology Div	4.23	8%	7%	9%	24%	32%	19%	124	1.47
Laboratory Directorate	3.96	7%	18%	9%	19%	33%	14%	57	1.53
Life Sciences	3.99	10%	10%	7%	31%	25%	17%	126	1.53
Materials Sciences	3.76	11%	9%	12%	39%	20%	9%	75	1.41
NERSC	3.77	7%	18%	18%	25%	11%	20%	44	1.57
Nuclear Science	3.86	12%	7%	17%	24%	29%	12%	42	1.52
Operations Division	4.43	0%	14%	0%	14%	71%	0%	7	1.13
Public Affairs	3.41	9%	27%	18%	14%	23%	9%	22	1.56
Physical Biosciences	4.10	16%	8%	3%	22%	25%	25%	63	1.76
Physics	4.05	8%	5%	11%	32%	39%	5%	38	1.29
Fewer Than 6	3.20	0%	53%	13%	0%	27%	7%	15	1.52

3.3 My supervisor clearly communicates expectations.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.66	2%	5%	7%	19%	46%	21%	1964	1.16
Accelerator & Fusion Research	4.95	0%	2%	0%	16%	63%	19%	43	0.75
Advanced Light Source	4.25	8%	9%	4%	24%	39%	16%	76	1.45
Office of Chief Finance Officer	4.76	1%	5%	6%	18%	45%	25%	174	1.11
Chemical Sciences	4.60	0%	4%	8%	28%	44%	16%	25	1.00
Computational Research Div	4.50	6%	7%	9%	14%	38%	26%	120	1.44
Environmental Energy Tech	4.55	3%	6%	7%	19%	47%	18%	156	1.20
Engineering	4.76	1%	4%	5%	19%	51%	20%	181	1.01
Environment, Health & Safety	4.69	1%	5%	10%	16%	46%	23%	102	1.13
Earth Sciences	4.81	1%	2%	4%	22%	50%	21%	101	0.95
Facilities	4.70	1%	3%	8%	21%	46%	20%	177	1.04
Genomics Division	4.66	4%	0%	8%	22%	46%	19%	108	1.11
Human Resources	4.77	0%	2%	9%	20%	50%	20%	66	0.92
Information Technology Div	4.69	3%	5%	5%	17%	48%	23%	124	1.21
Laboratory Directorate	4.77	2%	6%	5%	15%	45%	27%	62	1.19
Life Sciences	4.74	2%	5%	9%	13%	47%	25%	132	1.16
Materials Sciences	4.69	0%	5%	7%	24%	41%	23%	75	1.07
NERSC	4.13	4%	11%	11%	28%	33%	13%	46	1.34
Nuclear Science	4.51	4%	4%	11%	16%	44%	20%	45	1.31
Operations Division	4.75	0%	0%	13%	13%	63%	13%	8	0.89
Public Affairs	4.50	0%	14%	9%	14%	41%	23%	22	1.34
Physical Biosciences	4.64	6%	7%	6%	7%	43%	30%	67	1.46
Physics	4.70	0%	3%	5%	25%	55%	13%	40	0.85
Fewer Than 6	4.43	0%	0%	21%	21%	50%	7%	14	0.94

3.4 My supervisor and I discuss my development plan.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.29	6%	9%	8%	24%	36%	17%	1938	1.38
Accelerator & Fusion Research	4.75	0%	5%	5%	23%	48%	20%	44	0.99
Advanced Light Source	4.34	8%	7%	7%	22%	36%	21%	76	1.47
Office of Chief Finance Officer	4.31	7%	6%	8%	21%	43%	15%	175	1.38
Chemical Sciences	4.13	8%	8%	13%	17%	42%	13%	24	1.48
Computational Research Div	4.29	11%	6%	6%	20%	33%	24%	116	1.59
Environmental Energy Tech	4.31	6%	7%	8%	26%	36%	17%	156	1.36
Engineering	4.25	4%	10%	7%	28%	36%	14%	181	1.32
Environment, Health & Safety	4.32	1%	15%	9%	19%	40%	17%	101	1.33
Earth Sciences	4.65	1%	7%	6%	19%	47%	20%	103	1.14
Facilities	4.07	5%	14%	10%	23%	36%	12%	173	1.40
Genomics Division	4.13	7%	7%	13%	27%	33%	13%	106	1.36
Human Resources	4.39	3%	5%	14%	28%	28%	22%	64	1.28
Information Technology Div	4.53	5%	2%	11%	17%	45%	19%	124	1.27
Laboratory Directorate	4.15	5%	12%	8%	24%	39%	12%	59	1.37
Life Sciences	4.41	4%	9%	7%	25%	32%	23%	126	1.36
Materials Sciences	4.04	6%	10%	11%	35%	26%	13%	72	1.34
NERSC	4.07	7%	11%	13%	26%	26%	17%	46	1.47
Nuclear Science	4.14	7%	11%	5%	32%	30%	16%	44	1.44
Operations Division	4.13	0%	13%	13%	38%	25%	13%	8	1.25
Public Affairs	3.73	14%	14%	9%	23%	32%	9%	22	1.61
Physical Biosciences	4.28	11%	8%	5%	22%	31%	25%	65	1.61
Physics	4.26	5%	10%	3%	31%	38%	13%	39	1.33
Fewer Than 6	3.86	0%	29%	14%	14%	29%	14%	14	1.51

4 Supervisor Fairness and Respect

	Mean	SD	D	SD	SA	A	SA	Count
All	4.95	2%	3%	5%	12%	43%	35%	2019
Accelerator & Fusion Research	5.14	1%	2%	3%	8%	50%	37%	44
Advanced Light Source	4.66	5%	5%	4%	15%	45%	26%	77
Office of Chief Finance Officer	4.84	3%	4%	5%	16%	41%	32%	179
Chemical Sciences	4.82	1%	7%	10%	9%	38%	36%	27
Computational Research Div	4.99	4%	3%	4%	11%	40%	39%	121
Environmental Energy Tech	5.00	2%	3%	3%	11%	47%	34%	167
Engineering	4.98	2%	3%	5%	10%	47%	33%	186
Environment, Health & Safety	4.88	2%	4%	6%	13%	43%	32%	103
Earth Sciences	5.08	2%	1%	3%	12%	40%	40%	103
Facilities	4.93	1%	2%	7%	14%	46%	31%	181
Genomics Division	4.98	3%	2%	5%	10%	46%	34%	111
Human Resources	4.85	2%	3%	5%	18%	44%	29%	66
Information Technology Div	4.88	4%	2%	4%	11%	47%	31%	126
Laboratory Directorate	5.16	0%	4%	5%	7%	38%	46%	63
Life Sciences	5.02	2%	4%	4%	10%	39%	41%	133
Materials Sciences	5.12	2%	1%	3%	14%	38%	42%	80
NERSC	5.01	2%	2%	2%	15%	44%	34%	47
Nuclear Science	4.88	2%	5%	4%	14%	41%	33%	47
Operations Division	5.33	0%	0%	3%	9%	38%	49%	8
Public Affairs	4.83	0%	5%	10%	18%	34%	34%	23
Physical Biosciences	4.85	8%	3%	5%	8%	34%	42%	71
Physics	5.06	0%	3%	4%	14%	42%	37%	40
Fewer Than 6	4.63	5%	6%	11%	11%	35%	32%	16

4.1 My supervisor treats me fairly.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.00	3%	3%	4%	10%	40%	39%	1984	1.18
Accelerator & Fusion Research	5.14	2%	5%	2%	5%	41%	45%	44	1.17
Advanced Light Source	4.81	5%	5%	4%	10%	40%	35%	77	1.38
Office of Chief Finance Officer	4.86	2%	5%	6%	15%	36%	36%	175	1.23
Chemical Sciences	4.74	4%	7%	7%	11%	33%	37%	27	1.43
Computational Research Div	5.09	3%	2%	4%	9%	37%	45%	117	1.19
Environmental Energy Tech	5.07	2%	4%	4%	6%	43%	41%	162	1.14
Engineering	5.00	2%	3%	6%	8%	45%	36%	182	1.12
Environment, Health & Safety	4.84	2%	5%	8%	12%	39%	35%	101	1.24
Earth Sciences	5.23	2%	0%	3%	10%	39%	47%	101	0.98
Facilities	4.96	3%	3%	4%	11%	44%	35%	179	1.17
Genomics Division	4.94	5%	2%	5%	9%	42%	37%	110	1.26
Human Resources	4.92	3%	2%	5%	17%	38%	36%	64	1.17
Information Technology Div	4.91	3%	3%	5%	9%	48%	32%	125	1.18
Laboratory Directorate	5.25	0%	7%	2%	7%	31%	54%	61	1.11
Life Sciences	5.11	2%	4%	4%	8%	39%	44%	132	1.12
Materials Sciences	5.13	1%	1%	3%	14%	41%	40%	80	0.97
NERSC	5.00	0%	4%	4%	17%	36%	38%	47	1.06
Nuclear Science	4.98	2%	7%	2%	4%	49%	36%	45	1.22
Operations Division	5.50	0%	0%	0%	13%	25%	63%	8	0.76
Public Affairs	4.96	0%	4%	4%	22%	30%	39%	23	1.11
Physical Biosciences	4.94	6%	4%	4%	7%	33%	46%	70	1.42
Physics	5.18	0%	3%	3%	13%	38%	44%	39	0.94
Fewer Than 6	4.53	13%	0%	7%	13%	33%	33%	15	1.68

4.2 My supervisor treats me with respect.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.12	2%	2%	4%	9%	41%	43%	1988	1.07
Accelerator & Fusion Research	5.44	0%	0%	0%	5%	47%	49%	43	0.59
Advanced Light Source	4.89	3%	4%	4%	11%	49%	30%	76	1.16
Office of Chief Finance Officer	4.93	1%	5%	5%	13%	41%	35%	177	1.14
Chemical Sciences	4.96	0%	8%	12%	4%	28%	48%	25	1.34
Computational Research Div	5.13	3%	1%	4%	8%	38%	46%	120	1.14
Environmental Energy Tech	5.20	1%	2%	2%	7%	45%	42%	163	0.96
Engineering	5.13	2%	1%	4%	9%	43%	41%	182	1.05
Environment, Health & Safety	5.07	1%	5%	2%	10%	43%	40%	101	1.09
Earth Sciences	5.35	2%	1%	3%	3%	37%	54%	103	0.99
Facilities	5.15	0%	1%	4%	12%	42%	40%	179	0.88
Genomics Division	5.15	2%	1%	4%	8%	45%	41%	110	1.00
Human Resources	4.98	2%	3%	5%	14%	41%	36%	66	1.10
Information Technology Div	4.98	5%	2%	3%	8%	46%	37%	125	1.22
Laboratory Directorate	5.32	0%	2%	6%	3%	35%	53%	62	0.94
Life Sciences	5.19	1%	5%	2%	7%	40%	46%	131	1.05
Materials Sciences	5.29	1%	1%	4%	6%	35%	52%	79	0.99
NERSC	5.28	0%	2%	0%	7%	50%	41%	46	0.78
Nuclear Science	4.98	2%	2%	4%	13%	42%	36%	45	1.12
Operations Division	5.71	0%	0%	0%	0%	29%	71%	7	0.49
Public Affairs	5.05	0%	5%	5%	14%	33%	43%	21	1.12
Physical Biosciences	5.04	7%	1%	4%	10%	23%	55%	71	1.45
Physics	5.10	0%	5%	5%	13%	30%	48%	40	1.13
Fewer Than 6	5.06	6%	0%	6%	6%	31%	50%	16	1.39

4.3 My needs are accommodated by my supervisor.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.76	2%	3%	6%	17%	47%	25%	1957	1.13
Accelerator & Fusion Research	4.86	0%	0%	9%	16%	53%	21%	43	0.86
Advanced Light Source	4.29	8%	5%	7%	20%	49%	11%	75	1.36
Office of Chief Finance Officer	4.73	3%	3%	6%	20%	43%	25%	176	1.15
Chemical Sciences	4.68	0%	4%	12%	20%	40%	24%	25	1.11
Computational Research Div	4.81	3%	4%	5%	12%	46%	30%	118	1.23
Environmental Energy Tech	4.84	3%	3%	3%	14%	55%	23%	159	1.08
Engineering	4.82	0%	4%	7%	16%	51%	23%	180	0.99
Environment, Health & Safety	4.80	1%	3%	8%	16%	46%	26%	98	1.07
Earth Sciences	4.68	3%	3%	6%	22%	44%	23%	101	1.16
Facilities	4.67	1%	3%	9%	20%	50%	17%	174	1.01
Genomics Division	4.81	3%	3%	6%	13%	49%	26%	108	1.15
Human Resources	4.71	2%	3%	3%	27%	45%	20%	66	1.02
Information Technology Div	4.81	5%	2%	4%	14%	48%	27%	125	1.21
Laboratory Directorate	4.97	2%	3%	7%	7%	49%	33%	61	1.11
Life Sciences	4.78	2%	3%	8%	18%	39%	30%	131	1.18
Materials Sciences	4.91	1%	0%	4%	26%	39%	30%	77	0.96
NERSC	4.85	4%	0%	2%	22%	43%	28%	46	1.13
Nuclear Science	4.80	0%	4%	7%	22%	39%	28%	46	1.07
Operations Division	5.00	0%	0%	13%	0%	63%	25%	8	0.93
Public Affairs	4.48	0%	4%	17%	17%	48%	13%	23	1.08
Physical Biosciences	4.65	9%	5%	6%	8%	37%	35%	65	1.58
Physics	5.05	0%	0%	3%	15%	56%	26%	39	0.72
Fewer Than 6	4.38	0%	8%	23%	15%	31%	23%	13	1.33

4.4 My supervisor appreciates my efforts.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.91	3%	3%	4%	13%	44%	33%	1931	1.16
Accelerator & Fusion Research	5.12	2%	2%	0%	5%	58%	33%	43	0.98
Advanced Light Source	4.64	5%	7%	0%	21%	41%	26%	76	1.34
Office of Chief Finance Officer	4.82	4%	4%	3%	15%	42%	32%	173	1.26
Chemical Sciences	4.92	0%	8%	8%	0%	50%	33%	24	1.21
Computational Research Div	4.91	4%	3%	1%	15%	41%	35%	116	1.24
Environmental Energy Tech	4.91	2%	3%	3%	18%	44%	31%	160	1.07
Engineering	4.99	2%	2%	5%	9%	48%	34%	173	1.09
Environment, Health & Safety	4.80	4%	3%	5%	14%	44%	29%	99	1.24
Earth Sciences	5.08	2%	1%	2%	15%	43%	38%	101	1.01
Facilities	4.93	1%	1%	9%	14%	45%	30%	176	1.00
Genomics Division	5.02	2%	1%	6%	10%	48%	34%	104	1.03
Human Resources	4.77	2%	5%	6%	14%	51%	23%	65	1.11
Information Technology Div	4.82	4%	3%	6%	11%	48%	28%	120	1.22
Laboratory Directorate	5.12	0%	3%	5%	12%	37%	43%	60	1.03
Life Sciences	5.00	2%	6%	3%	8%	37%	43%	126	1.26
Materials Sciences	5.14	4%	1%	1%	10%	36%	47%	77	1.17
NERSC	4.91	5%	0%	2%	16%	48%	30%	44	1.14
Nuclear Science	4.77	2%	7%	5%	18%	34%	34%	44	1.29
Operations Division	5.13	0%	0%	0%	25%	38%	38%	8	0.83
Public Affairs	4.82	0%	5%	14%	18%	23%	41%	22	1.26
Physical Biosciences	4.76	9%	1%	6%	6%	44%	34%	68	1.47
Physics	4.90	0%	5%	5%	15%	44%	31%	39	1.07
Fewer Than 6	4.54	0%	15%	8%	8%	46%	23%	13	1.39

5 Feeling Valued								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.96	2%	3%	4%	12%	46%	33%	2028
Accelerator & Fusion Research	5.18	0%	1%	1%	14%	46%	38%	44
Advanced Light Source	4.85	3%	4%	4%	11%	50%	28%	78
Office of Chief Finance Officer	4.81	3%	4%	5%	13%	44%	30%	179
Chemical Sciences	4.72	4%	5%	8%	13%	40%	30%	28
Computational Research Div	5.00	4%	2%	3%	8%	45%	37%	121
Environmental Energy Tech	5.01	2%	2%	3%	12%	47%	33%	167
Engineering	5.03	2%	2%	4%	9%	51%	33%	187
Environment, Health & Safety	4.89	2%	3%	5%	15%	46%	29%	103
Earth Sciences	5.05	1%	2%	4%	14%	41%	38%	105
Facilities	4.82	3%	3%	4%	14%	51%	25%	183
Genomics Division	4.98	1%	3%	3%	11%	50%	31%	111
Human Resources	4.89	2%	3%	5%	15%	49%	27%	66
Information Technology Div	4.97	3%	2%	4%	10%	48%	33%	126
Laboratory Directorate	5.15	0%	3%	5%	8%	38%	45%	63
Life Sciences	5.12	1%	2%	2%	11%	45%	39%	133
Materials Sciences	5.06	2%	2%	5%	12%	39%	40%	81
NERSC	4.86	1%	4%	6%	13%	49%	27%	47
Nuclear Science	5.00	2%	2%	6%	14%	40%	37%	47
Operations Division	5.35	0%	0%	0%	7%	51%	42%	8
Public Affairs	4.82	3%	4%	8%	10%	42%	33%	23
Physical Biosciences	4.87	6%	5%	5%	8%	34%	43%	71
Physics	5.08	0%	2%	4%	15%	40%	38%	41
Fewer Than 6	4.86	0%	5%	7%	13%	47%	28%	16

5.1 I have the appropriate amount of independence to do my work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.25	1%	2%	2%	6%	43%	46%	2023	0.95
Accelerator & Fusion Research	5.27	0%	0%	5%	7%	45%	43%	44	0.79
Advanced Light Source	5.06	3%	1%	4%	13%	38%	42%	77	1.12
Office of Chief Finance Officer	5.17	2%	2%	2%	7%	44%	42%	178	1.02
Chemical Sciences	5.14	4%	0%	4%	14%	29%	50%	28	1.18
Computational Research Div	5.26	3%	2%	1%	3%	41%	50%	121	1.09
Environmental Energy Tech	5.33	1%	1%	1%	6%	48%	44%	167	0.76
Engineering	5.31	1%	2%	2%	5%	44%	47%	187	0.86
Environment, Health & Safety	5.17	1%	1%	4%	8%	48%	39%	103	0.92
Earth Sciences	5.36	0%	3%	1%	5%	40%	51%	105	0.86
Facilities	5.09	1%	2%	3%	6%	56%	32%	182	0.93
Genomics Division	5.14	1%	5%	4%	5%	42%	43%	111	1.08
Human Resources	5.08	3%	2%	2%	11%	45%	38%	65	1.09
Information Technology Div	5.27	0%	2%	5%	6%	40%	48%	126	0.90
Laboratory Directorate	5.37	2%	2%	5%	2%	32%	59%	63	1.04
Life Sciences	5.29	1%	2%	1%	10%	39%	48%	132	0.89
Materials Sciences	5.48	1%	0%	2%	5%	28%	63%	81	0.87
NERSC	5.21	0%	2%	2%	6%	51%	38%	47	0.83
Nuclear Science	5.38	2%	0%	0%	4%	43%	51%	47	0.87
Operations Division	5.75	0%	0%	0%	0%	25%	75%	8	0.46
Public Affairs	5.48	0%	0%	0%	0%	52%	48%	23	0.51
Physical Biosciences	5.32	3%	3%	0%	4%	34%	56%	71	1.11
Physics	5.51	0%	0%	0%	7%	34%	59%	41	0.64
Fewer Than 6	5.13	0%	13%	6%	0%	19%	63%	16	1.45

5.2 My ideas on work process and procedure improvements are valued.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.69	3%	5%	6%	16%	44%	25%	1949	1.25
Accelerator & Fusion Research	5.05	0%	2%	0%	21%	44%	33%	43	0.87
Advanced Light Source	4.73	3%	9%	3%	8%	55%	23%	77	1.26
Office of Chief Finance Officer	4.58	6%	5%	7%	16%	39%	27%	176	1.39
Chemical Sciences	4.35	4%	8%	15%	15%	38%	19%	26	1.38
Computational Research Div	4.71	7%	3%	5%	13%	43%	29%	116	1.38
Environmental Energy Tech	4.75	3%	3%	4%	20%	45%	25%	158	1.16
Engineering	4.75	3%	4%	6%	13%	49%	24%	178	1.18
Environment, Health & Safety	4.70	3%	4%	5%	22%	40%	26%	100	1.20
Earth Sciences	4.72	1%	6%	6%	21%	37%	29%	98	1.18
Facilities	4.47	4%	6%	7%	18%	50%	15%	179	1.25
Genomics Division	4.72	3%	8%	3%	13%	48%	26%	105	1.26
Human Resources	4.68	0%	3%	8%	25%	44%	19%	63	0.98
Information Technology Div	4.65	6%	2%	6%	13%	48%	23%	124	1.33
Laboratory Directorate	4.81	0%	8%	8%	10%	44%	30%	63	1.19
Life Sciences	5.00	2%	3%	4%	10%	46%	35%	124	1.08
Materials Sciences	4.72	4%	4%	8%	14%	42%	28%	78	1.28
NERSC	4.48	2%	7%	11%	16%	48%	16%	44	1.23
Nuclear Science	4.67	2%	4%	11%	18%	36%	29%	45	1.26
Operations Division	5.00	0%	0%	0%	13%	75%	13%	8	0.53
Public Affairs	4.52	4%	4%	13%	17%	35%	26%	23	1.38
Physical Biosciences	4.57	9%	7%	7%	9%	28%	39%	67	1.65
Physics	4.73	0%	5%	5%	25%	43%	23%	40	1.04
Fewer Than 6	4.57	0%	7%	7%	14%	64%	7%	14	1.02

5.3 My colleagues treat me with respect.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.10	1%	1%	3%	10%	52%	33%	2000	0.89
Accelerator & Fusion Research	5.32	0%	0%	0%	7%	55%	39%	44	0.60
Advanced Light Source	5.10	1%	0%	4%	6%	59%	29%	78	0.85
Office of Chief Finance Officer	4.85	2%	3%	4%	13%	55%	23%	175	1.04
Chemical Sciences	5.00	4%	0%	4%	11%	50%	32%	28	1.09
Computational Research Div	5.32	0%	0%	2%	4%	55%	39%	120	0.63
Environmental Energy Tech	5.08	2%	1%	3%	10%	49%	35%	167	0.98
Engineering	5.13	2%	1%	3%	5%	58%	32%	184	0.88
Environment, Health & Safety	4.96	1%	2%	5%	11%	55%	26%	102	0.95
Earth Sciences	5.15	1%	0%	2%	18%	39%	40%	102	0.89
Facilities	5.08	0%	1%	4%	11%	53%	31%	180	0.83
Genomics Division	5.10	0%	1%	1%	13%	58%	27%	110	0.72
Human Resources	5.03	2%	0%	3%	11%	59%	26%	66	0.86
Information Technology Div	5.23	0%	1%	1%	7%	57%	34%	125	0.69
Laboratory Directorate	5.37	0%	0%	0%	10%	44%	47%	62	0.66
Life Sciences	5.15	1%	2%	2%	11%	49%	36%	130	0.88
Materials Sciences	5.04	1%	1%	6%	12%	42%	37%	81	1.03
NERSC	5.04	0%	2%	2%	11%	58%	27%	45	0.82
Nuclear Science	5.13	0%	0%	2%	15%	50%	33%	46	0.75
Operations Division	5.29	0%	0%	0%	14%	43%	43%	7	0.76
Public Affairs	4.87	0%	9%	0%	13%	52%	26%	23	1.10
Physical Biosciences	4.93	3%	6%	4%	9%	39%	39%	69	1.29
Physics	5.17	0%	0%	2%	17%	41%	39%	41	0.80
Fewer Than 6	5.13	0%	0%	0%	13%	60%	27%	15	0.64

5.4 My opinions are valued by my supervisor.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.81	3%	4%	5%	15%	44%	29%	1948	1.20
Accelerator & Fusion Research	5.09	0%	2%	0%	20%	41%	36%	44	0.88
Advanced Light Source	4.49	7%	5%	5%	16%	50%	17%	76	1.35
Office of Chief Finance Officer	4.66	4%	5%	6%	17%	39%	28%	173	1.31
Chemical Sciences	4.40	4%	12%	8%	12%	44%	20%	25	1.44
Computational Research Div	4.71	6%	3%	6%	14%	41%	31%	118	1.37
Environmental Energy Tech	4.87	1%	5%	4%	13%	48%	28%	159	1.10
Engineering	4.94	2%	3%	4%	11%	53%	28%	177	1.03
Environment, Health & Safety	4.74	2%	5%	5%	19%	43%	26%	100	1.17
Earth Sciences	4.98	2%	1%	6%	12%	47%	33%	101	1.05
Facilities	4.63	5%	4%	3%	22%	44%	22%	176	1.26
Genomics Division	4.97	2%	1%	4%	13%	51%	29%	104	0.99
Human Resources	4.77	2%	6%	6%	12%	48%	26%	65	1.18
Information Technology Div	4.72	5%	3%	6%	15%	45%	27%	124	1.28
Laboratory Directorate	5.05	0%	3%	8%	13%	31%	44%	61	1.10
Life Sciences	5.04	2%	2%	2%	12%	45%	36%	129	1.08
Materials Sciences	5.00	1%	1%	3%	18%	45%	32%	78	0.97
NERSC	4.70	2%	5%	7%	20%	39%	27%	44	1.21
Nuclear Science	4.84	2%	2%	9%	19%	30%	37%	43	1.23
Operations Division	5.38	0%	0%	0%	0%	63%	38%	8	0.52
Public Affairs	4.39	9%	4%	17%	9%	30%	30%	23	1.62
Physical Biosciences	4.66	9%	3%	9%	9%	33%	37%	67	1.56
Physics	4.93	0%	3%	10%	13%	43%	33%	40	1.05
Fewer Than 6	4.62	0%	0%	15%	23%	46%	15%	13	0.96

6 Diversity Valued								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.85	2%	4%	5%	15%	45%	29%	2013
Accelerator & Fusion Research	5.18	1%	2%	1%	10%	50%	37%	43
Advanced Light Source	4.77	4%	5%	4%	14%	45%	29%	78
Office of Chief Finance Officer	4.53	3%	6%	6%	21%	47%	17%	178
Chemical Sciences	4.93	4%	3%	6%	15%	31%	43%	28
Computational Research Div	5.30	0%	1%	2%	8%	41%	47%	122
Environmental Energy Tech	4.99	1%	3%	6%	12%	44%	35%	164
Engineering	4.79	2%	3%	5%	18%	48%	23%	185
Environment, Health & Safety	4.67	1%	6%	9%	15%	47%	22%	102
Earth Sciences	4.85	1%	2%	4%	24%	39%	29%	104
Facilities	4.73	2%	4%	6%	17%	50%	21%	181
Genomics Division	4.81	2%	3%	6%	16%	47%	26%	110
Human Resources	4.64	3%	6%	6%	19%	45%	22%	67
Information Technology Div	4.82	4%	3%	4%	14%	48%	27%	126
Laboratory Directorate	5.10	2%	1%	3%	10%	45%	38%	62
Life Sciences	4.92	2%	4%	3%	11%	46%	33%	131
Materials Sciences	4.92	1%	3%	5%	16%	43%	31%	81
NERSC	4.86	1%	2%	6%	18%	50%	24%	46
Nuclear Science	4.94	1%	4%	5%	16%	38%	35%	47
Operations Division	4.96	0%	0%	0%	32%	41%	27%	8
Public Affairs	4.94	0%	2%	6%	16%	49%	28%	23
Physical Biosciences	4.80	6%	4%	8%	7%	36%	39%	69
Physics	5.18	0%	1%	2%	13%	46%	39%	41
Fewer Than 6	4.40	3%	7%	12%	21%	39%	18%	17

6.1 I work with colleagues who genuinely welcome differences.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.86	1%	3%	4%	16%	49%	26%	1944	1.04
Accelerator & Fusion Research	5.10	0%	0%	0%	20%	50%	30%	40	0.71
Advanced Light Source	4.92	1%	4%	1%	12%	59%	23%	78	0.98
Office of Chief Finance Officer	4.37	3%	7%	8%	25%	48%	10%	167	1.16
Chemical Sciences	5.11	4%	0%	4%	11%	39%	43%	28	1.13
Computational Research Div	5.29	0%	1%	3%	5%	48%	43%	119	0.78
Environmental Energy Tech	5.09	1%	3%	4%	9%	49%	35%	159	0.96
Engineering	4.82	1%	2%	3%	20%	53%	20%	176	0.95
Environment, Health & Safety	4.58	2%	5%	11%	16%	48%	19%	101	1.18
Earth Sciences	4.94	0%	2%	2%	27%	39%	31%	98	0.92
Facilities	4.58	2%	5%	8%	22%	45%	18%	172	1.13
Genomics Division	5.00	0%	1%	5%	16%	50%	28%	106	0.85
Human Resources	4.57	3%	6%	3%	22%	51%	15%	67	1.16
Information Technology Div	4.89	2%	2%	1%	18%	50%	26%	123	1.04
Laboratory Directorate	5.16	0%	0%	5%	10%	50%	35%	62	0.79
Life Sciences	5.09	2%	2%	2%	9%	54%	32%	124	0.94
Materials Sciences	4.85	3%	5%	0%	18%	48%	28%	80	1.14
NERSC	4.87	0%	2%	0%	24%	56%	18%	45	0.79
Nuclear Science	4.91	0%	7%	4%	13%	43%	33%	46	1.11
Operations Division	5.14	0%	0%	0%	14%	57%	29%	7	0.69
Public Affairs	4.83	0%	0%	9%	22%	48%	22%	23	0.89
Physical Biosciences	4.75	6%	3%	10%	6%	40%	34%	67	1.42
Physics	5.29	0%	0%	0%	12%	46%	41%	41	0.68
Fewer Than 6	4.53	0%	7%	13%	20%	40%	20%	15	1.19

6.2 The benefits of a diverse work group are clearly communicated in my Division.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.58	2%	6%	8%	21%	40%	23%	1900	1.22
Accelerator & Fusion Research	5.15	0%	5%	0%	8%	50%	38%	40	0.95
Advanced Light Source	4.41	4%	9%	11%	17%	35%	24%	75	1.42
Office of Chief Finance Officer	4.40	4%	8%	6%	27%	40%	16%	169	1.26
Chemical Sciences	4.41	7%	7%	11%	19%	22%	33%	27	1.60
Computational Research Div	5.10	1%	2%	4%	12%	44%	38%	114	0.97
Environmental Energy Tech	4.68	1%	5%	10%	18%	39%	26%	148	1.18
Engineering	4.49	3%	7%	10%	21%	39%	21%	178	1.27
Environment, Health & Safety	4.31	3%	9%	12%	20%	42%	14%	100	1.28
Earth Sciences	4.43	2%	1%	12%	35%	35%	14%	97	1.05
Facilities	4.63	1%	6%	5%	21%	47%	19%	170	1.12
Genomics Division	4.48	3%	5%	9%	25%	40%	18%	102	1.20
Human Resources	4.49	3%	3%	13%	24%	37%	21%	63	1.23
Information Technology Div	4.56	4%	5%	8%	18%	42%	23%	120	1.30
Laboratory Directorate	4.90	3%	3%	3%	13%	44%	33%	61	1.19
Life Sciences	4.57	3%	9%	4%	18%	41%	24%	121	1.33
Materials Sciences	4.56	0%	4%	12%	26%	38%	19%	73	1.07
NERSC	4.45	0%	5%	14%	25%	45%	11%	44	1.02
Nuclear Science	4.54	2%	4%	7%	33%	33%	22%	46	1.17
Operations Division	4.57	0%	0%	0%	57%	29%	14%	7	0.79
Public Affairs	4.59	0%	9%	14%	14%	36%	27%	22	1.30
Physical Biosciences	4.54	6%	7%	10%	13%	29%	34%	68	1.52
Physics	4.95	0%	3%	3%	23%	43%	30%	40	0.93
Fewer Than 6	4.13	0%	13%	13%	33%	27%	13%	15	1.25

6.3 I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.20	2%	2%	2%	7%	45%	43%	1952	0.97
Accelerator & Fusion Research	5.40	0%	2%	0%	2%	45%	50%	42	0.77
Advanced Light Source	5.09	3%	4%	0%	10%	42%	42%	77	1.14
Office of Chief Finance Officer	5.02	1%	3%	1%	11%	57%	27%	172	0.93
Chemical Sciences	5.30	0%	0%	7%	11%	26%	56%	27	0.95
Computational Research Div	5.62	0%	0%	0%	5%	28%	67%	120	0.58
Environmental Energy Tech	5.30	1%	1%	4%	4%	42%	48%	158	0.88
Engineering	5.15	1%	1%	2%	11%	51%	35%	173	0.82
Environment, Health & Safety	5.11	0%	3%	3%	9%	50%	35%	100	0.91
Earth Sciences	5.26	1%	1%	2%	10%	40%	47%	101	0.91
Facilities	5.03	2%	2%	3%	8%	53%	32%	173	1.02
Genomics Division	5.00	3%	4%	5%	5%	45%	38%	110	1.20
Human Resources	5.05	3%	2%	0%	14%	47%	35%	66	1.06
Information Technology Div	5.06	5%	2%	2%	5%	46%	41%	125	1.23
Laboratory Directorate	5.43	2%	0%	2%	3%	37%	57%	60	0.87
Life Sciences	5.22	2%	2%	0%	5%	47%	44%	124	1.02
Materials Sciences	5.47	0%	1%	0%	4%	40%	55%	78	0.70
NERSC	5.33	2%	0%	2%	2%	46%	48%	46	0.92
Nuclear Science	5.28	0%	4%	0%	11%	34%	51%	47	0.97
Operations Division	5.25	0%	0%	0%	13%	50%	38%	8	0.71
Public Affairs	5.35	0%	0%	0%	4%	57%	39%	23	0.57
Physical Biosciences	5.17	5%	2%	3%	3%	38%	49%	65	1.23
Physics	5.44	0%	0%	2%	2%	44%	51%	41	0.67
Fewer Than 6	4.75	0%	6%	6%	19%	44%	25%	16	1.13

6.4 I can comfortably talk about my differences with my colleagues.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.75	2%	4%	6%	17%	47%	24%	1905	1.13
Accelerator & Fusion Research	5.07	2%	0%	2%	10%	54%	32%	41	0.96
Advanced Light Source	4.66	7%	3%	4%	16%	45%	26%	74	1.35
Office of Chief Finance Officer	4.34	4%	8%	8%	23%	43%	13%	166	1.26
Chemical Sciences	4.92	4%	4%	0%	19%	35%	38%	26	1.26
Computational Research Div	5.19	0%	3%	2%	11%	43%	41%	116	0.89
Environmental Energy Tech	4.89	0%	4%	7%	15%	46%	29%	158	1.03
Engineering	4.70	2%	3%	6%	21%	51%	18%	174	1.03
Environment, Health & Safety	4.66	0%	7%	10%	14%	47%	21%	99	1.14
Earth Sciences	4.76	2%	4%	1%	25%	42%	25%	91	1.12
Facilities	4.67	2%	3%	6%	18%	53%	17%	174	1.09
Genomics Division	4.75	1%	4%	7%	16%	52%	21%	102	1.05
Human Resources	4.45	2%	12%	8%	15%	45%	18%	65	1.31
Information Technology Div	4.75	3%	2%	4%	17%	53%	20%	124	1.10
Laboratory Directorate	4.92	3%	0%	3%	15%	51%	27%	59	1.06
Life Sciences	4.79	2%	5%	7%	14%	41%	31%	125	1.23
Materials Sciences	4.78	3%	1%	7%	18%	47%	24%	76	1.09
NERSC	4.78	0%	2%	7%	20%	53%	18%	45	0.90
Nuclear Science	5.02	0%	2%	9%	9%	43%	36%	44	1.02
Operations Division	4.86	0%	0%	0%	43%	29%	29%	7	0.90
Public Affairs	5.00	0%	0%	0%	23%	55%	23%	22	0.69
Physical Biosciences	4.75	6%	5%	9%	5%	38%	38%	64	1.48
Physics	5.05	0%	3%	3%	13%	50%	32%	38	0.90
Fewer Than 6	4.20	13%	0%	13%	13%	47%	13%	15	1.57

7 Pace of Work								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.14	6%	9%	13%	20%	37%	14%	2025
Accelerator & Fusion Research	4.05	7%	10%	14%	25%	30%	15%	45
Advanced Light Source	3.66	12%	14%	16%	20%	26%	11%	78
Office of Chief Finance Officer	3.81	9%	14%	13%	23%	34%	7%	179
Chemical Sciences	3.88	9%	10%	19%	17%	35%	9%	28
Computational Research Div	4.43	5%	5%	10%	19%	44%	16%	120
Environmental Energy Tech	3.95	9%	12%	13%	19%	35%	12%	166
Engineering	4.36	4%	8%	10%	18%	44%	15%	186
Environment, Health & Safety	3.77	10%	17%	13%	15%	33%	11%	103
Earth Sciences	4.27	3%	6%	18%	24%	33%	16%	104
Facilities	4.19	6%	8%	10%	23%	39%	13%	181
Genomics Division	4.48	2%	7%	11%	18%	43%	18%	111
Human Resources	3.13	18%	17%	24%	23%	13%	5%	67
Information Technology Div	4.28	3%	6%	16%	22%	38%	15%	126
Laboratory Directorate	4.13	7%	12%	13%	15%	35%	18%	63
Life Sciences	4.46	5%	5%	10%	21%	36%	22%	133
Materials Sciences	4.26	4%	8%	16%	18%	37%	17%	81
NERSC	3.97	9%	10%	13%	26%	31%	12%	47
Nuclear Science	4.57	2%	5%	9%	18%	49%	17%	47
Operations Division	4.48	0%	6%	6%	28%	53%	6%	9
Public Affairs	3.34	12%	18%	25%	21%	18%	7%	23
Physical Biosciences	4.60	2%	4%	14%	15%	43%	22%	71
Physics	4.29	4%	9%	10%	24%	40%	13%	41
Fewer Than 6	4.38	3%	6%	16%	13%	45%	16%	16

7.1 I work in an environment where there is a reasonable workload.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.30	6%	9%	10%	17%	41%	17%	2008	1.41
Accelerator & Fusion Research	4.36	2%	11%	11%	18%	40%	18%	45	1.33
Advanced Light Source	3.78	14%	14%	9%	17%	30%	14%	76	1.69
Office of Chief Finance Officer	3.93	8%	15%	11%	18%	37%	11%	177	1.52
Chemical Sciences	4.00	11%	7%	18%	11%	43%	11%	28	1.54
Computational Research Div	4.55	4%	6%	6%	19%	45%	20%	119	1.28
Environmental Energy Tech	4.02	10%	13%	11%	13%	36%	16%	166	1.59
Engineering	4.53	4%	6%	9%	14%	51%	17%	185	1.26
Environment, Health & Safety	3.96	7%	18%	12%	12%	38%	14%	103	1.55
Earth Sciences	4.51	1%	4%	17%	21%	36%	21%	103	1.17
Facilities	4.43	6%	8%	6%	18%	43%	19%	180	1.39
Genomics Division	4.71	2%	4%	10%	12%	52%	21%	111	1.12
Human Resources	3.11	17%	19%	28%	16%	13%	8%	64	1.50
Information Technology Div	4.52	2%	5%	10%	21%	46%	16%	125	1.16
Laboratory Directorate	4.13	10%	10%	11%	16%	37%	17%	63	1.56
Life Sciences	4.55	5%	5%	7%	20%	40%	23%	132	1.33
Materials Sciences	4.49	4%	6%	10%	19%	40%	21%	80	1.31
NERSC	4.11	9%	9%	11%	23%	34%	15%	47	1.48
Nuclear Science	4.81	2%	2%	4%	17%	53%	21%	47	1.04
Operations Division	4.63	0%	13%	0%	13%	63%	13%	8	1.19
Public Affairs	3.78	4%	17%	22%	17%	30%	9%	23	1.41
Physical Biosciences	4.71	3%	1%	10%	17%	43%	25%	69	1.16
Physics	4.49	2%	7%	10%	17%	46%	17%	41	1.25
Fewer Than 6	4.50	6%	6%	6%	13%	50%	19%	16	1.41

7.2 My group has enough staff to get the work done in a quality manner.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	3.98	7%	10%	16%	24%	33%	11%	1967	1.39
Accelerator & Fusion Research	3.75	11%	9%	16%	32%	20%	11%	44	1.48
Advanced Light Source	3.55	9%	14%	24%	24%	22%	7%	76	1.40
Office of Chief Finance Officer	3.70	9%	13%	15%	28%	32%	3%	172	1.36
Chemical Sciences	3.76	8%	12%	20%	24%	28%	8%	25	1.42
Computational Research Div	4.31	5%	4%	14%	19%	44%	13%	118	1.28
Environmental Energy Tech	3.88	8%	11%	14%	25%	35%	7%	161	1.39
Engineering	4.19	4%	10%	12%	23%	37%	13%	180	1.34
Environment, Health & Safety	3.59	14%	15%	15%	18%	28%	9%	99	1.59
Earth Sciences	4.02	5%	8%	20%	26%	30%	11%	102	1.30
Facilities	3.96	7%	8%	14%	28%	36%	6%	176	1.32
Genomics Division	4.25	3%	10%	12%	25%	34%	16%	106	1.32
Human Resources	3.15	18%	15%	20%	30%	14%	3%	66	1.42
Information Technology Div	4.04	4%	8%	23%	23%	29%	13%	123	1.32
Laboratory Directorate	4.14	5%	14%	14%	14%	33%	19%	63	1.50
Life Sciences	4.37	4%	6%	14%	22%	33%	21%	128	1.34
Materials Sciences	4.04	5%	9%	23%	18%	34%	13%	80	1.37
NERSC	3.83	9%	11%	15%	28%	28%	9%	46	1.42
Nuclear Science	4.34	2%	9%	13%	19%	45%	13%	47	1.24
Operations Division	4.33	0%	0%	11%	44%	44%	0%	9	0.71
Public Affairs	2.90	19%	19%	29%	24%	5%	5%	21	1.37
Physical Biosciences	4.49	1%	6%	17%	13%	42%	20%	69	1.24
Physics	4.10	5%	10%	10%	32%	34%	10%	41	1.30
Fewer Than 6	4.27	0%	7%	27%	13%	40%	13%	15	1.22

8 Safety								
	Mean	SD	D	SD	SA	A	SA	Count
All	5.31	0%	1%	1%	7%	47%	44%	2034
Accelerator & Fusion Research	5.34	0%	0%	1%	5%	53%	41%	44
Advanced Light Source	5.13	1%	1%	2%	9%	55%	33%	78
Office of Chief Finance Officer	5.31	1%	0%	1%	7%	48%	43%	179
Chemical Sciences	5.25	0%	0%	3%	7%	54%	37%	28
Computational Research Div	5.49	0%	0%	0%	4%	39%	56%	123
Environmental Energy Tech	5.18	1%	1%	2%	9%	48%	39%	167
Engineering	5.24	0%	1%	2%	7%	49%	40%	187
Environment, Health & Safety	5.34	0%	1%	1%	6%	46%	46%	103
Earth Sciences	5.39	0%	0%	1%	6%	43%	49%	104
Facilities	5.35	1%	1%	1%	6%	45%	47%	184
Genomics Division	5.34	0%	0%	1%	7%	46%	46%	111
Human Resources	5.26	0%	0%	0%	8%	56%	35%	67
Information Technology Div	5.36	0%	1%	1%	5%	44%	48%	126
Laboratory Directorate	5.45	0%	0%	1%	4%	44%	51%	63
Life Sciences	5.26	1%	1%	1%	8%	46%	43%	133
Materials Sciences	5.37	0%	0%	1%	8%	42%	48%	81
NERSC	5.23	0%	0%	2%	8%	57%	34%	47
Nuclear Science	5.29	0%	1%	2%	5%	49%	42%	47
Operations Division	5.47	0%	0%	0%	3%	47%	50%	8
Public Affairs	5.31	0%	0%	0%	15%	38%	46%	23
Physical Biosciences	5.39	0%	1%	2%	5%	41%	51%	73
Physics	5.31	0%	1%	0%	6%	55%	38%	41
Fewer Than 6	5.04	3%	3%	1%	10%	44%	38%	17

8.1 My responsibilities related to safety have been clearly communicated to me.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.43	0%	0%	1%	3%	44%	51%	2011	0.70
Accelerator & Fusion Research	5.43	0%	0%	0%	2%	52%	45%	44	0.55
Advanced Light Source	5.19	0%	3%	1%	4%	58%	34%	77	0.80
Office of Chief Finance Officer	5.45	1%	0%	1%	2%	43%	53%	178	0.74
Chemical Sciences	5.43	0%	0%	4%	0%	46%	50%	28	0.69
Computational Research Div	5.61	0%	0%	1%	1%	35%	63%	123	0.55
Environmental Energy Tech	5.40	1%	1%	2%	3%	40%	53%	164	0.86
Engineering	5.29	0%	1%	2%	5%	51%	41%	185	0.72
Environment, Health & Safety	5.35	0%	1%	1%	4%	50%	44%	102	0.70
Earth Sciences	5.56	0%	1%	0%	3%	35%	62%	104	0.65
Facilities	5.39	1%	1%	2%	5%	41%	51%	184	0.78
Genomics Division	5.49	0%	1%	2%	2%	39%	57%	109	0.72
Human Resources	5.43	0%	0%	0%	3%	51%	46%	65	0.56
Information Technology Div	5.57	0%	1%	0%	2%	35%	62%	123	0.63
Laboratory Directorate	5.51	0%	0%	0%	3%	43%	54%	63	0.56
Life Sciences	5.41	0%	0%	1%	5%	47%	47%	129	0.62
Materials Sciences	5.52	0%	0%	1%	4%	37%	58%	79	0.64
NERSC	5.37	0%	0%	0%	7%	50%	43%	46	0.61
Nuclear Science	5.30	0%	2%	0%	6%	49%	43%	47	0.78
Operations Division	5.38	0%	0%	0%	13%	38%	50%	8	0.74
Public Affairs	5.57	0%	0%	0%	4%	35%	61%	23	0.59
Physical Biosciences	5.50	0%	0%	1%	3%	40%	56%	72	0.63
Physics	5.49	0%	0%	0%	0%	51%	49%	41	0.51
Fewer Than 6	5.12	6%	0%	0%	6%	47%	41%	17	1.22

8.2 I feel safe in conducting my work because of the Laboratory's safety practices.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.14	1%	1%	2%	10%	51%	35%	1992	0.87
Accelerator & Fusion Research	5.11	0%	0%	5%	9%	57%	30%	44	0.75
Advanced Light Source	4.96	1%	1%	3%	16%	53%	26%	77	0.92
Office of Chief Finance Officer	5.18	1%	0%	2%	8%	54%	34%	177	0.81
Chemical Sciences	4.96	0%	0%	4%	15%	62%	19%	26	0.72
Computational Research Div	5.35	1%	1%	1%	6%	43%	48%	118	0.82
Environmental Energy Tech	5.10	2%	2%	1%	7%	54%	33%	162	0.97
Engineering	5.04	1%	3%	4%	11%	49%	33%	186	0.96
Environment, Health & Safety	5.15	0%	2%	3%	11%	48%	37%	103	0.87
Earth Sciences	5.16	0%	1%	3%	11%	50%	35%	103	0.80
Facilities	5.11	2%	1%	2%	11%	50%	35%	179	0.94
Genomics Division	5.21	0%	1%	3%	10%	47%	39%	109	0.81
Human Resources	5.18	0%	0%	0%	11%	61%	29%	66	0.61
Information Technology Div	5.17	1%	1%	2%	8%	52%	36%	123	0.85
Laboratory Directorate	5.39	0%	0%	2%	5%	47%	47%	62	0.66
Life Sciences	5.04	2%	3%	2%	13%	46%	35%	131	1.03
Materials Sciences	5.13	0%	1%	3%	15%	45%	36%	80	0.85
NERSC	5.25	0%	0%	0%	5%	66%	30%	44	0.53
Nuclear Science	5.17	0%	2%	4%	4%	52%	37%	46	0.88
Operations Division	5.50	0%	0%	0%	0%	50%	50%	6	0.55
Public Affairs	5.13	0%	0%	0%	26%	35%	39%	23	0.81
Physical Biosciences	5.21	0%	3%	3%	4%	50%	40%	70	0.88
Physics	5.10	0%	3%	0%	10%	60%	28%	40	0.78
Fewer Than 6	4.76	0%	12%	6%	12%	35%	35%	17	1.35

8.3 Safety is an important core value in my group.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.35	0%	0%	1%	8%	45%	46%	1999	0.70
Accelerator & Fusion Research	5.47	0%	0%	0%	5%	44%	51%	43	0.59
Advanced Light Source	5.21	1%	1%	1%	9%	46%	41%	78	0.92
Office of Chief Finance Officer	5.32	0%	0%	1%	10%	44%	45%	177	0.70
Chemical Sciences	5.37	0%	0%	4%	0%	52%	44%	27	0.69
Computational Research Div	5.43	0%	0%	0%	8%	41%	51%	120	0.64
Environmental Energy Tech	5.07	0%	0%	4%	17%	48%	31%	162	0.79
Engineering	5.39	1%	0%	1%	6%	45%	48%	185	0.71
Environment, Health & Safety	5.51	0%	1%	0%	3%	39%	57%	102	0.66
Earth Sciences	5.47	0%	0%	0%	5%	44%	51%	103	0.59
Facilities	5.54	0%	0%	0%	2%	43%	56%	181	0.53
Genomics Division	5.32	0%	0%	0%	9%	50%	41%	109	0.64
Human Resources	5.14	0%	0%	2%	12%	58%	29%	66	0.68
Information Technology Div	5.30	0%	3%	0%	6%	45%	46%	125	0.85
Laboratory Directorate	5.48	0%	0%	0%	3%	46%	51%	61	0.57
Life Sciences	5.33	0%	1%	1%	8%	45%	45%	132	0.73
Materials Sciences	5.47	0%	0%	0%	6%	41%	53%	81	0.61
NERSC	5.07	0%	0%	4%	11%	58%	27%	45	0.75
Nuclear Science	5.33	0%	0%	2%	7%	48%	43%	46	0.70
Operations Division	5.71	0%	0%	0%	0%	29%	71%	7	0.49
Public Affairs	5.22	0%	0%	0%	17%	43%	39%	23	0.74
Physical Biosciences	5.47	0%	0%	3%	6%	33%	59%	70	0.74
Physics	5.18	0%	0%	0%	10%	62%	28%	39	0.60
Fewer Than 6	5.41	0%	0%	0%	12%	35%	53%	17	0.71

8.4 My rights regarding safety have been clearly communicated to me.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.33	0%	0%	1%	6%	48%	44%	2003	0.74
Accelerator & Fusion Research	5.36	0%	0%	0%	2%	59%	39%	44	0.53
Advanced Light Source	5.17	1%	0%	1%	6%	60%	31%	78	0.78
Office of Chief Finance Officer	5.29	1%	0%	2%	5%	51%	41%	176	0.75
Chemical Sciences	5.22	0%	0%	0%	11%	56%	33%	27	0.64
Computational Research Div	5.57	0%	0%	0%	2%	38%	60%	121	0.55
Environmental Energy Tech	5.16	1%	1%	2%	9%	48%	38%	164	0.93
Engineering	5.24	0%	1%	3%	6%	52%	39%	186	0.77
Environment, Health & Safety	5.37	0%	0%	1%	7%	47%	46%	103	0.66
Earth Sciences	5.39	1%	0%	0%	7%	42%	50%	104	0.76
Facilities	5.37	0%	1%	1%	5%	47%	46%	180	0.69
Genomics Division	5.36	0%	0%	1%	6%	48%	44%	108	0.65
Human Resources	5.30	0%	0%	0%	7%	55%	37%	67	0.60
Information Technology Div	5.40	1%	1%	1%	3%	44%	51%	124	0.79
Laboratory Directorate	5.42	0%	2%	2%	3%	40%	53%	62	0.78
Life Sciences	5.27	1%	2%	2%	5%	47%	44%	131	0.86
Materials Sciences	5.38	0%	0%	1%	6%	46%	46%	80	0.66
NERSC	5.22	0%	0%	2%	9%	53%	36%	45	0.70
Nuclear Science	5.37	0%	0%	2%	4%	48%	46%	46	0.68
Operations Division	5.29	0%	0%	0%	0%	71%	29%	7	0.49
Public Affairs	5.32	0%	0%	0%	14%	41%	45%	22	0.72
Physical Biosciences	5.39	0%	1%	1%	6%	40%	51%	70	0.79
Physics	5.46	0%	0%	0%	2%	49%	49%	41	0.55
Fewer Than 6	4.88	6%	0%	0%	12%	59%	24%	17	1.17

9 Pay and Benefits								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.58	3%	5%	8%	18%	44%	21%	2026
Accelerator & Fusion Research	4.74	0%	5%	9%	10%	58%	17%	44
Advanced Light Source	4.54	4%	5%	8%	19%	44%	20%	77
Office of Chief Finance Officer	4.67	3%	4%	7%	19%	42%	25%	179
Chemical Sciences	4.62	0%	8%	8%	19%	46%	20%	27
Computational Research Div	4.73	3%	4%	6%	17%	46%	24%	120
Environmental Energy Tech	4.47	6%	5%	9%	17%	44%	19%	167
Engineering	4.59	2%	8%	5%	18%	46%	21%	187
Environment, Health & Safety	4.62	3%	6%	7%	19%	40%	25%	103
Earth Sciences	4.62	1%	4%	11%	18%	47%	18%	105
Facilities	4.51	3%	4%	10%	20%	45%	17%	184
Genomics Division	4.16	3%	11%	11%	27%	37%	11%	111
Human Resources	4.44	3%	7%	12%	19%	38%	21%	67
Information Technology Div	4.80	1%	3%	7%	19%	41%	28%	126
Laboratory Directorate	4.83	1%	5%	5%	18%	39%	31%	63
Life Sciences	4.56	3%	4%	10%	18%	45%	19%	131
Materials Sciences	4.59	2%	6%	11%	16%	41%	23%	81
NERSC	4.67	0%	5%	11%	14%	51%	18%	47
Nuclear Science	4.52	3%	9%	7%	13%	48%	20%	47
Operations Division	5.24	0%	0%	6%	3%	51%	39%	9
Public Affairs	4.53	2%	4%	10%	23%	43%	17%	23
Physical Biosciences	4.45	6%	5%	6%	22%	43%	19%	71
Physics	4.72	2%	5%	5%	13%	52%	21%	41
Fewer Than 6	3.92	14%	6%	16%	16%	34%	14%	16

9.1 I am satisfied with my benefits.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.83	2%	3%	5%	16%	49%	25%	1983	1.06
Accelerator & Fusion Research	4.93	0%	2%	5%	12%	60%	21%	43	0.86
Advanced Light Source	4.80	3%	1%	4%	19%	51%	22%	74	1.05
Office of Chief Finance Officer	5.06	1%	1%	3%	13%	51%	31%	176	0.88
Chemical Sciences	4.85	0%	4%	7%	15%	48%	26%	27	1.03
Computational Research Div	4.97	1%	2%	4%	15%	49%	29%	119	0.95
Environmental Energy Tech	4.76	4%	2%	7%	12%	51%	24%	165	1.19
Engineering	4.84	2%	4%	4%	15%	50%	25%	183	1.08
Environment, Health & Safety	4.82	2%	4%	4%	20%	39%	31%	98	1.16
Earth Sciences	4.88	0%	2%	5%	17%	56%	21%	102	0.86
Facilities	4.77	2%	2%	7%	18%	51%	21%	181	1.03
Genomics Division	4.36	2%	9%	6%	30%	39%	14%	108	1.20
Human Resources	5.00	0%	3%	9%	8%	45%	35%	65	1.05
Information Technology Div	5.02	1%	1%	4%	16%	46%	32%	124	0.92
Laboratory Directorate	5.11	0%	3%	3%	11%	44%	38%	63	0.95
Life Sciences	4.74	1%	3%	6%	22%	48%	20%	129	1.00
Materials Sciences	4.82	1%	5%	4%	17%	46%	27%	78	1.11
NERSC	4.78	0%	4%	4%	15%	61%	15%	46	0.92
Nuclear Science	4.74	2%	6%	9%	9%	47%	28%	47	1.26
Operations Division	5.25	0%	0%	0%	13%	50%	38%	8	0.71
Public Affairs	4.65	0%	9%	4%	22%	43%	22%	23	1.15
Physical Biosciences	4.63	3%	3%	6%	22%	48%	18%	67	1.13
Physics	4.90	2%	5%	0%	12%	54%	27%	41	1.11
Fewer Than 6	4.19	19%	0%	6%	13%	44%	19%	16	1.76

9.2 I am satisfied with my compensation.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.25	4%	8%	12%	22%	40%	13%	1986	1.31
Accelerator & Fusion Research	4.50	0%	5%	16%	16%	52%	11%	44	1.05
Advanced Light Source	4.21	7%	7%	9%	27%	37%	13%	75	1.36
Office of Chief Finance Officer	4.21	6%	7%	12%	24%	38%	13%	178	1.34
Chemical Sciences	4.32	0%	12%	12%	20%	44%	12%	25	1.22
Computational Research Div	4.42	3%	7%	8%	21%	46%	14%	118	1.24
Environmental Energy Tech	4.22	7%	8%	10%	22%	40%	14%	166	1.39
Engineering	4.31	3%	10%	7%	25%	40%	14%	183	1.29
Environment, Health & Safety	4.32	4%	9%	12%	18%	42%	16%	101	1.34
Earth Sciences	4.25	1%	8%	16%	26%	38%	11%	100	1.16
Facilities	4.22	5%	6%	15%	23%	40%	12%	177	1.29
Genomics Division	3.80	6%	16%	16%	24%	31%	7%	109	1.39
Human Resources	3.82	6%	12%	18%	25%	36%	3%	67	1.29
Information Technology Div	4.49	2%	6%	12%	21%	41%	18%	123	1.18
Laboratory Directorate	4.48	2%	10%	3%	28%	39%	18%	61	1.22
Life Sciences	4.26	6%	4%	16%	19%	42%	13%	129	1.33
Materials Sciences	4.23	4%	9%	15%	22%	35%	16%	81	1.33
NERSC	4.46	0%	7%	17%	15%	46%	15%	46	1.15
Nuclear Science	4.28	4%	11%	9%	15%	50%	11%	46	1.34
Operations Division	5.00	0%	0%	13%	0%	63%	25%	8	0.93
Public Affairs	4.30	4%	4%	13%	22%	48%	9%	23	1.22
Physical Biosciences	4.19	9%	7%	9%	22%	39%	14%	69	1.46
Physics	4.46	2%	10%	7%	12%	56%	12%	41	1.25
Fewer Than 6	3.63	13%	13%	19%	19%	31%	6%	16	1.54

9.3 I am compensated fairly.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.31	4%	8%	12%	21%	41%	15%	1977	1.30
Accelerator & Fusion Research	4.52	0%	9%	11%	11%	55%	14%	44	1.15
Advanced Light Source	4.22	4%	11%	12%	20%	41%	13%	76	1.34
Office of Chief Finance Officer	4.24	6%	6%	10%	28%	36%	14%	177	1.34
Chemical Sciences	4.40	0%	12%	8%	24%	40%	16%	25	1.22
Computational Research Div	4.47	4%	6%	8%	19%	46%	17%	118	1.28
Environmental Energy Tech	4.19	6%	9%	11%	20%	43%	11%	161	1.35
Engineering	4.31	5%	10%	8%	20%	41%	16%	182	1.37
Environment, Health & Safety	4.38	2%	11%	9%	23%	37%	19%	101	1.30
Earth Sciences	4.41	2%	3%	21%	16%	44%	15%	101	1.18
Facilities	4.19	5%	7%	15%	23%	41%	10%	176	1.27
Genomics Division	4.07	4%	11%	14%	25%	38%	8%	108	1.28
Human Resources	3.95	6%	9%	18%	22%	38%	6%	65	1.33
Information Technology Div	4.54	3%	5%	8%	25%	36%	23%	123	1.25
Laboratory Directorate	4.61	3%	5%	6%	26%	32%	27%	62	1.27
Life Sciences	4.38	4%	6%	13%	16%	45%	15%	128	1.29
Materials Sciences	4.25	3%	10%	16%	19%	36%	16%	80	1.33
NERSC	4.57	0%	2%	17%	20%	43%	17%	46	1.05
Nuclear Science	4.36	4%	11%	6%	13%	55%	11%	47	1.33
Operations Division	5.13	0%	0%	13%	0%	50%	38%	8	0.99
Public Affairs	4.22	4%	4%	22%	17%	39%	13%	23	1.31
Physical Biosciences	4.25	10%	6%	6%	23%	38%	17%	69	1.50
Physics	4.51	2%	5%	10%	17%	54%	12%	41	1.14
Fewer Than 6	3.63	13%	13%	19%	19%	31%	6%	16	1.54

9.4 My benefits are competitive.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.92	2%	3%	4%	14%	46%	31%	1945	1.08
Accelerator & Fusion Research	5.03	0%	3%	5%	3%	66%	24%	38	0.85
Advanced Light Source	4.93	1%	3%	7%	12%	45%	32%	74	1.09
Office of Chief Finance Officer	5.18	1%	2%	2%	11%	44%	41%	175	0.90
Chemical Sciences	4.92	0%	4%	4%	15%	50%	27%	26	0.98
Computational Research Div	5.04	2%	2%	3%	14%	43%	36%	113	1.03
Environmental Energy Tech	4.71	6%	1%	7%	13%	44%	28%	156	1.33
Engineering	4.92	0%	7%	3%	11%	51%	29%	178	1.05
Environment, Health & Safety	4.98	2%	2%	3%	15%	44%	33%	99	1.06
Earth Sciences	4.94	1%	3%	3%	14%	52%	27%	101	0.98
Facilities	4.85	2%	2%	4%	17%	48%	26%	179	1.07
Genomics Division	4.39	2%	8%	8%	30%	39%	14%	106	1.17
Human Resources	4.98	2%	3%	2%	23%	32%	39%	66	1.10
Information Technology Div	5.16	0%	2%	2%	14%	42%	40%	123	0.87
Laboratory Directorate	5.11	0%	3%	6%	8%	40%	42%	62	1.03
Life Sciences	4.87	2%	1%	6%	17%	46%	28%	123	1.06
Materials Sciences	5.05	0%	1%	9%	8%	49%	34%	80	0.94
NERSC	4.87	0%	7%	7%	7%	54%	26%	46	1.09
Nuclear Science	4.68	2%	9%	6%	15%	38%	30%	47	1.32
Operations Division	5.57	0%	0%	0%	0%	43%	57%	7	0.53
Public Affairs	4.96	0%	0%	0%	30%	43%	26%	23	0.77
Physical Biosciences	4.73	3%	5%	3%	20%	45%	24%	66	1.18
Physics	5.00	2%	2%	2%	12%	46%	34%	41	1.10
Fewer Than 6	4.25	13%	0%	19%	13%	31%	25%	16	1.65

10 Pride of Association								
	Mean	SD	D	SD	SA	A	SA	Count
All	5.18	1%	1%	3%	11%	41%	43%	2034
Accelerator & Fusion Research	5.35	1%	0%	2%	4%	49%	45%	44
Advanced Light Source	5.09	4%	3%	2%	9%	39%	44%	78
Office of Chief Finance Officer	5.11	1%	2%	3%	13%	46%	37%	179
Chemical Sciences	5.25	2%	1%	2%	8%	41%	47%	28
Computational Research Div	5.41	0%	1%	2%	7%	36%	54%	122
Environmental Energy Tech	5.25	0%	0%	3%	10%	43%	44%	167
Engineering	5.16	0%	1%	3%	10%	49%	37%	187
Environment, Health & Safety	4.99	2%	2%	3%	15%	44%	34%	103
Earth Sciences	5.20	1%	2%	1%	10%	40%	45%	105
Facilities	5.16	1%	2%	3%	11%	42%	42%	184
Genomics Division	4.94	2%	3%	4%	17%	40%	35%	111
Human Resources	5.11	0%	1%	5%	16%	36%	41%	67
Information Technology Div	5.25	1%	2%	2%	8%	42%	45%	126
Laboratory Directorate	5.46	0%	1%	1%	6%	33%	59%	63
Life Sciences	5.13	2%	1%	3%	13%	41%	40%	133
Materials Sciences	5.34	1%	1%	3%	8%	35%	53%	81
NERSC	5.11	1%	3%	3%	12%	43%	39%	47
Nuclear Science	5.26	1%	2%	0%	12%	37%	48%	47
Operations Division	5.33	0%	0%	3%	7%	44%	46%	8
Public Affairs	5.10	1%	0%	4%	11%	48%	35%	23
Physical Biosciences	4.98	3%	4%	4%	11%	34%	43%	73
Physics	5.22	1%	1%	3%	10%	41%	45%	41
Fewer Than 6	5.03	0%	2%	5%	17%	43%	34%	17

10.1 I am proud of Berkeley Lab's reputation.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.43	0%	1%	1%	6%	37%	55%	2016	0.77
Accelerator & Fusion Research	5.52	0%	0%	0%	2%	43%	55%	44	0.55
Advanced Light Source	5.36	3%	1%	3%	4%	31%	59%	78	1.07
Office of Chief Finance Officer	5.41	0%	1%	2%	7%	35%	54%	178	0.77
Chemical Sciences	5.50	0%	0%	0%	4%	43%	54%	28	0.58
Computational Research Div	5.57	0%	1%	2%	2%	28%	66%	122	0.74
Environmental Energy Tech	5.48	0%	0%	1%	7%	37%	56%	166	0.65
Engineering	5.33	0%	1%	3%	4%	48%	44%	187	0.74
Environment, Health & Safety	5.35	0%	1%	2%	7%	42%	49%	103	0.78
Earth Sciences	5.38	1%	2%	0%	7%	36%	54%	103	0.90
Facilities	5.35	1%	1%	1%	9%	37%	51%	181	0.85
Genomics Division	5.21	1%	0%	3%	12%	42%	42%	109	0.87
Human Resources	5.45	0%	0%	3%	6%	33%	58%	66	0.75
Information Technology Div	5.59	0%	1%	1%	2%	32%	65%	125	0.65
Laboratory Directorate	5.78	0%	0%	0%	0%	22%	78%	63	0.42
Life Sciences	5.31	1%	0%	2%	10%	41%	47%	133	0.81
Materials Sciences	5.58	0%	0%	0%	3%	38%	60%	80	0.55
NERSC	5.60	0%	0%	0%	4%	31%	64%	45	0.58
Nuclear Science	5.38	0%	2%	0%	9%	36%	53%	47	0.82
Operations Division	5.63	0%	0%	0%	0%	38%	63%	8	0.52
Public Affairs	5.43	0%	0%	0%	4%	48%	48%	23	0.59
Physical Biosciences	5.30	1%	3%	0%	11%	29%	56%	70	1.04
Physics	5.46	0%	0%	2%	10%	27%	61%	41	0.78
Fewer Than 6	5.56	0%	0%	0%	0%	44%	56%	16	0.51

10.2 Acting with integrity is of utmost importance at Berkeley Lab.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.17	2%	1%	2%	10%	41%	44%	1983	1.00
Accelerator & Fusion Research	5.26	2%	0%	0%	7%	49%	42%	43	0.90
Advanced Light Source	5.04	4%	3%	3%	7%	45%	39%	76	1.20
Office of Chief Finance Officer	5.15	2%	2%	1%	10%	48%	38%	178	0.96
Chemical Sciences	5.15	4%	4%	0%	4%	44%	44%	27	1.20
Computational Research Div	5.41	1%	1%	2%	8%	31%	58%	119	0.88
Environmental Energy Tech	5.29	1%	0%	2%	9%	43%	45%	163	0.81
Engineering	5.12	1%	1%	4%	12%	46%	37%	180	0.93
Environment, Health & Safety	4.88	6%	2%	1%	17%	38%	36%	102	1.30
Earth Sciences	5.26	3%	1%	1%	9%	35%	51%	101	1.07
Facilities	5.27	1%	1%	3%	6%	43%	46%	178	0.88
Genomics Division	5.06	3%	2%	2%	11%	44%	38%	105	1.10
Human Resources	4.92	0%	5%	6%	22%	28%	40%	65	1.14
Information Technology Div	5.21	2%	1%	3%	10%	39%	46%	126	0.98
Laboratory Directorate	5.39	0%	2%	2%	8%	33%	56%	61	0.84
Life Sciences	5.15	2%	0%	2%	12%	43%	41%	130	0.98
Materials Sciences	5.30	0%	0%	6%	9%	34%	51%	80	0.88
NERSC	5.07	0%	4%	0%	11%	54%	30%	46	0.90
Nuclear Science	5.28	2%	4%	0%	9%	28%	57%	47	1.16
Operations Division	5.25	0%	0%	0%	0%	75%	25%	8	0.46
Public Affairs	5.13	0%	0%	4%	13%	48%	35%	23	0.81
Physical Biosciences	4.93	4%	3%	4%	13%	34%	41%	68	1.31
Physics	5.29	0%	0%	0%	15%	41%	44%	41	0.72
Fewer Than 6	4.88	0%	6%	6%	19%	31%	38%	16	1.20

10.3 I find Berkeley Lab an exciting place to work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.13	1%	2%	3%	13%	42%	40%	2005	0.94
Accelerator & Fusion Research	5.36	0%	0%	5%	5%	41%	50%	44	0.78
Advanced Light Source	5.21	4%	1%	0%	9%	37%	49%	78	1.13
Office of Chief Finance Officer	4.95	1%	2%	3%	18%	47%	29%	176	0.95
Chemical Sciences	5.25	0%	0%	4%	11%	43%	43%	28	0.80
Computational Research Div	5.44	0%	0%	2%	8%	34%	55%	119	0.72
Environmental Energy Tech	5.07	1%	1%	5%	12%	48%	34%	167	0.91
Engineering	5.17	0%	1%	2%	14%	46%	37%	185	0.80
Environment, Health & Safety	5.05	0%	2%	5%	14%	46%	34%	103	0.92
Earth Sciences	5.15	1%	4%	1%	8%	46%	40%	104	1.00
Facilities	5.19	1%	1%	2%	10%	48%	38%	182	0.85
Genomics Division	4.75	2%	5%	5%	24%	36%	29%	110	1.17
Human Resources	5.06	2%	0%	5%	17%	39%	38%	66	0.99
Information Technology Div	5.22	0%	2%	2%	12%	42%	42%	125	0.84
Laboratory Directorate	5.48	0%	0%	0%	6%	39%	55%	62	0.62
Life Sciences	4.98	2%	2%	6%	15%	39%	36%	130	1.07
Materials Sciences	5.33	0%	1%	3%	10%	35%	51%	80	0.85
NERSC	5.02	0%	0%	9%	16%	37%	37%	43	0.96
Nuclear Science	5.28	0%	2%	0%	13%	37%	48%	46	0.86
Operations Division	5.71	0%	0%	0%	14%	0%	86%	7	0.76
Public Affairs	5.35	0%	0%	0%	9%	48%	43%	23	0.65
Physical Biosciences	4.86	1%	9%	7%	7%	37%	39%	70	1.32
Physics	5.05	2%	0%	5%	10%	49%	34%	41	1.02
Fewer Than 6	4.94	0%	0%	0%	31%	44%	25%	16	0.77

10.4 Quality work is highly valued at Berkeley Lab.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.98	2%	2%	4%	14%	46%	32%	1993	1.04
Accelerator & Fusion Research	5.25	0%	0%	2%	2%	64%	32%	44	0.61
Advanced Light Source	4.76	4%	5%	3%	16%	43%	29%	76	1.27
Office of Chief Finance Officer	4.94	1%	2%	3%	16%	52%	26%	178	0.94
Chemical Sciences	5.11	4%	0%	4%	14%	32%	46%	28	1.17
Computational Research Div	5.23	0%	1%	2%	9%	51%	38%	120	0.75
Environmental Energy Tech	5.17	1%	1%	4%	12%	44%	40%	163	0.89
Engineering	5.03	1%	3%	3%	9%	56%	29%	181	0.91
Environment, Health & Safety	4.68	2%	4%	5%	22%	49%	19%	102	1.08
Earth Sciences	5.02	0%	2%	4%	17%	45%	32%	102	0.91
Facilities	4.85	2%	4%	5%	18%	38%	33%	183	1.18
Genomics Division	4.72	2%	5%	8%	20%	36%	30%	105	1.21
Human Resources	4.98	0%	0%	5%	21%	45%	29%	66	0.83
Information Technology Div	4.95	2%	3%	4%	8%	55%	28%	123	1.04
Laboratory Directorate	5.17	2%	3%	2%	10%	38%	46%	63	1.07
Life Sciences	5.08	2%	1%	2%	14%	42%	38%	128	1.03
Materials Sciences	5.18	3%	1%	3%	11%	35%	48%	80	1.09
NERSC	4.76	2%	7%	2%	16%	49%	24%	45	1.19
Nuclear Science	5.09	2%	0%	0%	17%	47%	34%	47	0.93
Operations Division	4.75	0%	0%	13%	13%	63%	13%	8	0.89
Public Affairs	4.50	5%	0%	14%	18%	50%	14%	22	1.19
Physical Biosciences	4.85	6%	3%	6%	11%	37%	38%	71	1.37
Physics	5.07	2%	2%	5%	5%	46%	39%	41	1.13
Fewer Than 6	4.76	0%	0%	12%	18%	53%	18%	17	0.90

11 Sense of Shared Mission								
	Mean	SD	D	SD	SA	A	SA	Count
All	5.11	1%	2%	3%	11%	48%	36%	2028
Accelerator & Fusion Research	5.16	1%	1%	1%	11%	53%	34%	44
Advanced Light Source	5.02	2%	2%	2%	7%	56%	30%	78
Office of Chief Finance Officer	5.09	1%	2%	2%	11%	50%	34%	179
Chemical Sciences	5.09	1%	2%	4%	12%	43%	38%	28
Computational Research Div	5.30	0%	1%	2%	8%	42%	47%	121
Environmental Energy Tech	5.18	0%	1%	2%	11%	48%	37%	167
Engineering	5.09	1%	2%	3%	11%	52%	32%	186
Environment, Health & Safety	5.01	0%	2%	2%	14%	55%	27%	104
Earth Sciences	5.14	1%	2%	3%	12%	44%	39%	104
Facilities	4.99	2%	2%	4%	13%	50%	31%	183
Genomics Division	5.01	0%	2%	4%	15%	48%	31%	111
Human Resources	5.06	0%	1%	2%	15%	51%	30%	67
Information Technology Div	5.17	1%	1%	1%	9%	52%	35%	126
Laboratory Directorate	5.45	1%	0%	1%	6%	33%	58%	63
Life Sciences	4.93	2%	3%	4%	15%	46%	31%	132
Materials Sciences	5.28	0%	2%	2%	8%	44%	45%	81
NERSC	5.00	1%	2%	4%	14%	49%	30%	47
Nuclear Science	5.08	1%	2%	3%	14%	42%	38%	47
Operations Division	5.19	0%	0%	0%	20%	42%	38%	8
Public Affairs	5.04	1%	1%	4%	11%	51%	32%	23
Physical Biosciences	5.04	3%	1%	5%	9%	41%	40%	71
Physics	5.27	0%	1%	1%	10%	44%	43%	41
Fewer Than 6	5.29	0%	0%	2%	15%	36%	48%	17

11.1 The people in my Division are committed to Berkeley Lab's mission.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.08	1%	2%	3%	12%	46%	36%	1932	0.98
Accelerator & Fusion Research	5.25	0%	0%	0%	8%	60%	33%	40	0.59
Advanced Light Source	4.92	3%	3%	4%	11%	51%	29%	76	1.10
Office of Chief Finance Officer	4.95	1%	5%	3%	12%	51%	29%	174	1.02
Chemical Sciences	5.00	0%	4%	4%	15%	42%	35%	26	1.02
Computational Research Div	5.43	0%	2%	0%	9%	33%	56%	117	0.79
Environmental Energy Tech	5.35	0%	0%	3%	6%	46%	46%	156	0.71
Engineering	4.93	1%	3%	5%	13%	48%	30%	179	1.03
Environment, Health & Safety	4.96	0%	3%	0%	17%	59%	22%	102	0.81
Earth Sciences	5.19	0%	2%	2%	12%	43%	41%	94	0.88
Facilities	4.79	3%	2%	4%	20%	44%	26%	179	1.12
Genomics Division	5.05	1%	2%	3%	10%	53%	30%	105	0.92
Human Resources	5.05	0%	2%	2%	19%	45%	32%	62	0.86
Information Technology Div	5.11	2%	1%	2%	8%	49%	37%	122	1.01
Laboratory Directorate	5.45	2%	0%	2%	7%	28%	62%	60	0.91
Life Sciences	4.96	2%	3%	4%	16%	42%	34%	120	1.08
Materials Sciences	5.24	0%	4%	1%	7%	43%	45%	76	0.94
NERSC	5.02	0%	2%	7%	11%	48%	33%	46	0.95
Nuclear Science	4.98	2%	2%	0%	21%	40%	34%	47	1.05
Operations Division	5.38	0%	0%	0%	25%	13%	63%	8	0.92
Public Affairs	5.13	0%	0%	0%	17%	52%	30%	23	0.69
Physical Biosciences	4.88	6%	2%	3%	11%	45%	34%	65	1.31
Physics	5.38	0%	0%	0%	5%	53%	43%	40	0.59
Fewer Than 6	5.40	0%	0%	7%	7%	27%	60%	15	0.91

11.2 I work with colleagues in my group who are committed to Berkeley Lab's mission.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.13	1%	1%	3%	10%	49%	36%	1943	0.90
Accelerator & Fusion Research	5.30	0%	0%	0%	12%	47%	42%	43	0.67
Advanced Light Source	5.09	1%	3%	3%	3%	61%	30%	76	0.94
Office of Chief Finance Officer	5.00	2%	2%	4%	10%	53%	30%	175	0.99
Chemical Sciences	5.19	4%	0%	0%	7%	48%	41%	27	1.04
Computational Research Div	5.36	0%	1%	2%	8%	40%	50%	118	0.77
Environmental Energy Tech	5.25	0%	0%	1%	11%	49%	39%	162	0.70
Engineering	5.17	1%	1%	1%	9%	56%	33%	176	0.80
Environment, Health & Safety	5.01	0%	1%	4%	14%	55%	26%	100	0.81
Earth Sciences	5.18	1%	1%	1%	9%	51%	37%	95	0.86
Facilities	4.93	2%	2%	5%	14%	47%	31%	180	1.05
Genomics Division	5.01	0%	1%	4%	16%	51%	28%	104	0.83
Human Resources	5.05	0%	2%	3%	14%	52%	30%	64	0.84
Information Technology Div	5.17	0%	2%	1%	9%	55%	33%	121	0.76
Laboratory Directorate	5.53	0%	0%	2%	7%	29%	63%	59	0.70
Life Sciences	5.02	1%	2%	1%	17%	47%	32%	123	0.94
Materials Sciences	5.26	0%	3%	4%	4%	44%	45%	77	0.91
NERSC	4.96	0%	2%	7%	13%	49%	29%	45	0.95
Nuclear Science	5.26	0%	2%	4%	6%	40%	47%	47	0.92
Operations Division	5.25	0%	0%	0%	13%	50%	38%	8	0.71
Public Affairs	4.91	5%	0%	5%	9%	55%	27%	22	1.15
Physical Biosciences	4.95	6%	2%	6%	6%	38%	42%	66	1.36
Physics	5.33	0%	0%	0%	13%	43%	45%	40	0.69
Fewer Than 6	5.47	0%	0%	0%	7%	40%	53%	15	0.64

11.3 Berkeley Lab's mission has been clearly communicated.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.95	1%	3%	4%	15%	47%	30%	1979	1.01
Accelerator & Fusion Research	4.90	2%	0%	2%	19%	52%	24%	42	0.96
Advanced Light Source	4.78	4%	4%	3%	11%	58%	21%	76	1.17
Office of Chief Finance Officer	5.18	0%	1%	1%	13%	49%	37%	175	0.78
Chemical Sciences	4.81	0%	0%	12%	15%	54%	19%	26	0.90
Computational Research Div	5.09	0%	3%	4%	8%	47%	36%	118	0.96
Environmental Energy Tech	4.81	1%	3%	5%	19%	46%	25%	164	1.05
Engineering	4.94	0%	3%	4%	17%	48%	28%	181	0.94
Environment, Health & Safety	4.96	0%	4%	4%	12%	53%	27%	103	0.95
Earth Sciences	4.84	1%	3%	7%	18%	42%	29%	100	1.08
Facilities	5.00	2%	2%	3%	9%	57%	28%	178	0.96
Genomics Division	4.86	0%	3%	6%	19%	44%	27%	108	0.98
Human Resources	5.16	1%	0%	1%	13%	45%	39%	67	0.90
Information Technology Div	5.14	1%	2%	2%	10%	46%	38%	125	0.94
Laboratory Directorate	5.34	2%	2%	2%	3%	39%	52%	61	0.96
Life Sciences	4.53	4%	7%	8%	18%	40%	23%	130	1.32
Materials Sciences	5.10	0%	1%	1%	20%	41%	36%	80	0.85
NERSC	4.73	2%	2%	4%	20%	53%	18%	45	1.03
Nuclear Science	4.83	2%	2%	7%	17%	43%	28%	46	1.12
Operations Division	5.00	0%	0%	0%	29%	43%	29%	7	0.82
Public Affairs	4.74	0%	4%	13%	13%	43%	26%	23	1.14
Physical Biosciences	4.93	0%	1%	11%	14%	39%	34%	70	1.04
Physics	4.95	0%	5%	5%	15%	38%	36%	39	1.10
Fewer Than 6	4.93	0%	0%	0%	33%	40%	27%	15	0.80

11.4 My work advances Berkeley Lab's mission.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.28	0%	1%	1%	8%	50%	40%	1949	0.72
Accelerator & Fusion Research	5.19	0%	2%	2%	7%	51%	37%	43	0.85
Advanced Light Source	5.30	1%	0%	0%	5%	53%	41%	76	0.77
Office of Chief Finance Officer	5.24	0%	1%	2%	10%	49%	39%	174	0.74
Chemical Sciences	5.36	0%	4%	0%	11%	29%	57%	28	0.95
Computational Research Div	5.32	1%	0%	1%	8%	46%	45%	118	0.77
Environmental Energy Tech	5.31	0%	0%	1%	8%	51%	40%	160	0.64
Engineering	5.32	0%	0%	1%	4%	58%	37%	179	0.58
Environment, Health & Safety	5.11	0%	2%	2%	12%	51%	33%	100	0.84
Earth Sciences	5.37	0%	0%	1%	10%	41%	49%	101	0.70
Facilities	5.24	0%	1%	2%	8%	51%	38%	177	0.74
Genomics Division	5.12	0%	3%	2%	14%	43%	38%	107	0.92
Human Resources	5.00	0%	0%	3%	14%	62%	21%	63	0.70
Information Technology Div	5.24	0%	0%	1%	7%	59%	33%	122	0.62
Laboratory Directorate	5.50	0%	0%	0%	7%	37%	57%	60	0.62
Life Sciences	5.20	0%	0%	3%	9%	54%	34%	119	0.71
Materials Sciences	5.51	0%	0%	0%	1%	47%	52%	79	0.53
NERSC	5.30	0%	0%	0%	11%	48%	41%	44	0.67
Nuclear Science	5.27	0%	0%	2%	11%	44%	42%	45	0.75
Operations Division	5.13	0%	0%	0%	13%	63%	25%	8	0.64
Public Affairs	5.39	0%	0%	0%	4%	52%	43%	23	0.58
Physical Biosciences	5.39	0%	2%	0%	6%	42%	50%	66	0.74
Physics	5.41	0%	0%	0%	7%	44%	49%	41	0.63
Fewer Than 6	5.38	0%	0%	0%	13%	38%	50%	16	0.72

12 Job Fit								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.91	1%	3%	5%	14%	46%	31%	2033
Accelerator & Fusion Research	4.97	0%	3%	8%	10%	48%	31%	44
Advanced Light Source	4.83	3%	2%	7%	11%	50%	27%	78
Office of Chief Finance Officer	4.80	2%	5%	5%	13%	49%	26%	179
Chemical Sciences	5.19	2%	0%	4%	4%	53%	38%	28
Computational Research Div	5.06	0%	3%	4%	14%	43%	36%	121
Environmental Energy Tech	4.92	2%	2%	5%	14%	46%	31%	167
Engineering	4.96	1%	2%	4%	13%	51%	29%	187
Environment, Health & Safety	4.77	1%	4%	9%	16%	43%	27%	103
Earth Sciences	4.97	2%	2%	5%	16%	41%	34%	105
Facilities	4.91	1%	3%	3%	16%	50%	27%	184
Genomics Division	4.64	3%	6%	8%	17%	44%	24%	111
Human Resources	4.66	1%	5%	8%	18%	51%	18%	67
Information Technology Div	4.88	2%	3%	5%	14%	48%	27%	126
Laboratory Directorate	5.12	1%	3%	5%	10%	39%	43%	63
Life Sciences	5.00	2%	2%	4%	15%	42%	35%	133
Materials Sciences	5.13	1%	2%	4%	11%	39%	43%	81
NERSC	4.88	0%	3%	3%	19%	50%	24%	47
Nuclear Science	5.02	1%	2%	6%	12%	43%	36%	47
Operations Division	5.09	0%	0%	3%	20%	41%	36%	8
Public Affairs	4.78	0%	1%	10%	21%	45%	22%	23
Physical Biosciences	4.87	3%	5%	7%	11%	34%	40%	73
Physics	5.08	1%	0%	6%	16%	41%	37%	41
Fewer Than 6	4.80	2%	6%	4%	11%	53%	24%	17

12.1 My job provides opportunities to challenge myself.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.13	1%	3%	4%	10%	40%	43%	2023	1.05
Accelerator & Fusion Research	5.34	0%	2%	5%	0%	43%	50%	44	0.89
Advanced Light Source	5.13	4%	1%	1%	9%	40%	44%	77	1.15
Office of Chief Finance Officer	4.88	1%	6%	4%	11%	46%	31%	178	1.15
Chemical Sciences	5.39	4%	0%	4%	0%	32%	61%	28	1.10
Computational Research Div	5.33	2%	1%	2%	7%	35%	54%	121	0.97
Environmental Energy Tech	5.34	1%	1%	2%	7%	36%	53%	167	0.93
Engineering	5.21	1%	2%	2%	8%	47%	40%	186	0.87
Environment, Health & Safety	4.93	1%	3%	5%	17%	43%	32%	103	1.05
Earth Sciences	5.26	2%	1%	5%	7%	33%	52%	105	1.06
Facilities	5.01	1%	3%	2%	14%	47%	32%	182	0.99
Genomics Division	4.68	5%	4%	6%	15%	41%	28%	111	1.34
Human Resources	4.72	0%	3%	10%	18%	49%	19%	67	1.00
Information Technology Div	5.06	2%	3%	2%	10%	46%	37%	126	1.05
Laboratory Directorate	5.33	0%	3%	5%	3%	33%	56%	63	0.98
Life Sciences	5.27	1%	1%	3%	12%	33%	50%	132	0.93
Materials Sciences	5.40	1%	0%	3%	6%	34%	56%	80	0.88
NERSC	5.13	0%	4%	0%	15%	40%	40%	47	0.97
Nuclear Science	5.30	0%	6%	2%	4%	30%	57%	47	1.10
Operations Division	5.38	0%	0%	0%	0%	63%	38%	8	0.52
Public Affairs	4.82	0%	5%	5%	23%	41%	27%	22	1.05
Physical Biosciences	5.18	4%	4%	3%	6%	24%	59%	71	1.34
Physics	5.41	0%	0%	7%	7%	22%	63%	41	0.92
Fewer Than 6	4.82	0%	6%	12%	6%	47%	29%	17	1.19

12.2 What I do at work is a good reflection of who I am.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.88	2%	3%	5%	16%	47%	28%	1974	1.05
Accelerator & Fusion Research	4.76	0%	2%	10%	19%	48%	21%	42	0.98
Advanced Light Source	4.64	4%	4%	5%	17%	49%	20%	75	1.22
Office of Chief Finance Officer	4.92	1%	4%	4%	12%	51%	28%	176	1.05
Chemical Sciences	5.00	4%	0%	4%	4%	64%	25%	28	1.02
Computational Research Div	4.89	0%	3%	3%	23%	44%	27%	117	0.95
Environmental Energy Tech	4.77	1%	5%	7%	14%	49%	24%	164	1.11
Engineering	4.99	1%	1%	3%	15%	52%	28%	179	0.92
Environment, Health & Safety	4.88	2%	1%	5%	19%	46%	28%	101	1.03
Earth Sciences	4.76	3%	4%	3%	22%	41%	27%	103	1.18
Facilities	5.03	1%	3%	2%	13%	51%	30%	181	0.92
Genomics Division	4.64	3%	7%	5%	19%	45%	22%	107	1.23
Human Resources	4.69	3%	3%	8%	17%	46%	23%	65	1.18
Information Technology Div	4.93	1%	1%	5%	17%	50%	26%	121	0.92
Laboratory Directorate	5.06	2%	3%	5%	8%	42%	40%	62	1.11
Life Sciences	4.88	3%	1%	7%	16%	41%	32%	130	1.15
Materials Sciences	5.06	0%	4%	4%	12%	44%	37%	78	1.00
NERSC	4.87	0%	2%	4%	18%	56%	20%	45	0.87
Nuclear Science	5.06	0%	0%	6%	13%	49%	32%	47	0.84
Operations Division	5.13	0%	0%	0%	13%	63%	25%	8	0.64
Public Affairs	4.86	0%	0%	5%	36%	27%	32%	22	0.94
Physical Biosciences	4.74	4%	3%	6%	18%	40%	29%	68	1.28
Physics	4.85	3%	0%	8%	15%	50%	25%	40	1.05
Fewer Than 6	4.93	7%	0%	0%	7%	60%	27%	15	1.22

12.3 My work requires me to use all my capabilities.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.71	1%	4%	8%	18%	44%	24%	2006	1.13
Accelerator & Fusion Research	4.86	0%	7%	5%	18%	36%	34%	44	1.15
Advanced Light Source	4.70	3%	1%	14%	8%	53%	21%	76	1.15
Office of Chief Finance Officer	4.72	2%	6%	3%	18%	50%	21%	177	1.13
Chemical Sciences	5.21	0%	0%	4%	7%	54%	36%	28	0.74
Computational Research Div	4.90	0%	5%	3%	17%	46%	29%	119	1.02
Environmental Energy Tech	4.59	2%	2%	11%	23%	45%	18%	164	1.09
Engineering	4.76	2%	3%	6%	19%	48%	23%	186	1.07
Environment, Health & Safety	4.50	1%	9%	16%	15%	34%	26%	103	1.32
Earth Sciences	4.87	0%	1%	8%	23%	40%	28%	104	0.95
Facilities	4.73	1%	4%	5%	19%	51%	19%	180	1.05
Genomics Division	4.38	2%	9%	12%	24%	34%	20%	110	1.28
Human Resources	4.64	0%	6%	9%	16%	52%	16%	67	1.05
Information Technology Div	4.61	2%	3%	11%	18%	44%	21%	126	1.17
Laboratory Directorate	4.89	0%	5%	6%	19%	34%	35%	62	1.12
Life Sciences	4.80	2%	5%	6%	14%	45%	28%	132	1.18
Materials Sciences	4.95	1%	3%	6%	18%	35%	38%	80	1.11
NERSC	4.60	0%	4%	7%	29%	44%	16%	45	0.99
Nuclear Science	4.64	4%	2%	11%	19%	36%	28%	47	1.29
Operations Division	4.88	0%	0%	13%	25%	25%	38%	8	1.13
Public Affairs	4.52	0%	0%	26%	13%	43%	17%	23	1.08
Physical Biosciences	4.72	1%	9%	9%	10%	38%	32%	68	1.33
Physics	4.85	0%	0%	2%	32%	44%	22%	41	0.79
Fewer Than 6	4.44	0%	19%	0%	13%	56%	13%	16	1.31

12.4 I can be myself at work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.92	1%	2%	5%	13%	51%	27%	2000	1.01
Accelerator & Fusion Research	4.91	0%	0%	12%	5%	65%	19%	43	0.84
Advanced Light Source	4.87	3%	3%	5%	8%	58%	23%	77	1.08
Office of Chief Finance Officer	4.70	4%	3%	8%	13%	48%	24%	176	1.23
Chemical Sciences	5.14	0%	0%	4%	7%	61%	29%	28	0.71
Computational Research Div	5.11	0%	1%	6%	11%	47%	36%	121	0.87
Environmental Energy Tech	4.99	2%	1%	2%	13%	53%	28%	165	0.98
Engineering	4.89	2%	2%	6%	11%	55%	24%	181	1.02
Environment, Health & Safety	4.75	1%	2%	12%	15%	48%	23%	102	1.06
Earth Sciences	4.99	2%	1%	3%	14%	51%	29%	103	0.98
Facilities	4.86	1%	2%	5%	17%	50%	25%	179	0.99
Genomics Division	4.85	1%	4%	7%	9%	55%	24%	109	1.04
Human Resources	4.61	0%	6%	6%	21%	55%	12%	66	0.99
Information Technology Div	4.92	2%	3%	3%	12%	54%	26%	125	1.03
Laboratory Directorate	5.18	2%	0%	3%	10%	45%	40%	62	0.93
Life Sciences	5.06	1%	1%	1%	18%	49%	31%	133	0.84
Materials Sciences	5.09	1%	2%	5%	9%	43%	40%	81	1.05
NERSC	4.93	0%	2%	2%	15%	61%	20%	46	0.80
Nuclear Science	5.06	0%	0%	4%	13%	55%	28%	47	0.76
Operations Division	5.00	0%	0%	0%	43%	14%	43%	7	1.00
Public Affairs	4.91	0%	0%	4%	13%	70%	13%	23	0.67
Physical Biosciences	4.84	3%	4%	10%	10%	32%	40%	68	1.33
Physics	5.20	0%	0%	5%	10%	46%	39%	41	0.81
Fewer Than 6	5.00	0%	0%	6%	18%	47%	29%	17	0.87

13 Psychological Engagement								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.89	1%	4%	5%	17%	42%	32%	2034
Accelerator & Fusion Research	4.82	1%	5%	6%	20%	35%	33%	45
Advanced Light Source	4.78	1%	5%	6%	17%	46%	25%	78
Office of Chief Finance Officer	4.84	2%	5%	4%	16%	43%	30%	179
Chemical Sciences	5.06	2%	0%	2%	17%	42%	37%	28
Computational Research Div	5.08	1%	3%	4%	13%	41%	39%	121
Environmental Energy Tech	4.82	2%	4%	5%	18%	40%	30%	167
Engineering	4.83	1%	3%	6%	18%	47%	25%	187
Environment, Health & Safety	4.72	1%	5%	8%	20%	39%	27%	103
Earth Sciences	4.98	2%	3%	4%	14%	40%	37%	105
Facilities	4.93	1%	2%	4%	17%	48%	28%	184
Genomics Division	4.70	1%	7%	9%	17%	39%	28%	111
Human Resources	4.79	1%	3%	6%	19%	49%	22%	67
Information Technology Div	4.91	1%	4%	4%	18%	43%	31%	126
Laboratory Directorate	5.16	1%	2%	2%	14%	37%	44%	63
Life Sciences	4.85	2%	4%	4%	18%	39%	33%	133
Materials Sciences	5.06	1%	3%	3%	16%	38%	39%	82
NERSC	4.85	1%	3%	4%	20%	45%	27%	47
Nuclear Science	5.04	1%	3%	3%	16%	39%	38%	47
Operations Division	5.04	0%	0%	4%	17%	50%	29%	8
Public Affairs	4.84	0%	8%	3%	16%	44%	29%	23
Physical Biosciences	5.01	1%	4%	4%	18%	30%	43%	72
Physics	4.90	2%	4%	6%	16%	36%	37%	41
Fewer Than 6	4.80	4%	4%	4%	12%	45%	30%	17

13.1 When I am working I lose track of time.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.54	2%	7%	6%	24%	39%	21%	1994	1.23
Accelerator & Fusion Research	4.24	2%	13%	9%	29%	27%	20%	45	1.37
Advanced Light Source	4.61	1%	7%	11%	14%	46%	21%	76	1.20
Office of Chief Finance Officer	4.52	4%	9%	6%	19%	38%	25%	178	1.37
Chemical Sciences	4.86	4%	0%	4%	25%	36%	32%	28	1.15
Computational Research Div	4.88	0%	5%	4%	20%	40%	31%	120	1.06
Environmental Energy Tech	4.29	4%	10%	7%	30%	32%	18%	165	1.32
Engineering	4.43	4%	3%	10%	27%	41%	15%	184	1.19
Environment, Health & Safety	4.36	0%	13%	7%	27%	37%	16%	102	1.21
Earth Sciences	4.55	4%	6%	5%	23%	38%	23%	98	1.30
Facilities	4.61	2%	4%	5%	24%	48%	17%	181	1.10
Genomics Division	4.31	2%	10%	11%	26%	33%	18%	108	1.28
Human Resources	4.61	1%	3%	4%	27%	52%	12%	67	0.97
Information Technology Div	4.69	0%	8%	2%	25%	42%	22%	125	1.10
Laboratory Directorate	4.75	3%	5%	3%	16%	46%	26%	61	1.22
Life Sciences	4.34	5%	11%	5%	26%	32%	22%	129	1.41
Materials Sciences	4.65	1%	8%	8%	19%	39%	26%	80	1.23
NERSC	4.53	2%	4%	4%	32%	43%	15%	47	1.08
Nuclear Science	4.72	2%	7%	2%	20%	46%	24%	46	1.19
Operations Division	4.88	0%	0%	13%	13%	50%	25%	8	0.99
Public Affairs	4.23	0%	23%	0%	23%	41%	14%	22	1.38
Physical Biosciences	4.82	0%	6%	7%	24%	24%	39%	67	1.21
Physics	4.85	0%	5%	7%	20%	34%	34%	41	1.13
Fewer Than 6	4.25	6%	13%	13%	13%	31%	25%	16	1.61

13.2 I focus a great deal of attention on my work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.45	0%	0%	1%	4%	44%	51%	2024	0.64
Accelerator & Fusion Research	5.55	0%	0%	0%	5%	36%	59%	44	0.59
Advanced Light Source	5.24	0%	1%	0%	9%	53%	37%	76	0.73
Office of Chief Finance Officer	5.51	0%	1%	0%	1%	44%	54%	179	0.58
Chemical Sciences	5.39	4%	0%	0%	4%	36%	57%	28	1.03
Computational Research Div	5.49	0%	1%	1%	2%	42%	55%	121	0.66
Environmental Energy Tech	5.43	0%	0%	1%	6%	41%	51%	167	0.66
Engineering	5.34	0%	0%	1%	5%	52%	42%	187	0.63
Environment, Health & Safety	5.38	0%	1%	1%	6%	44%	49%	103	0.73
Earth Sciences	5.56	0%	0%	0%	4%	36%	60%	103	0.57
Facilities	5.40	0%	0%	1%	5%	47%	47%	184	0.64
Genomics Division	5.38	0%	0%	2%	5%	48%	46%	109	0.66
Human Resources	5.42	0%	0%	0%	1%	55%	43%	67	0.53
Information Technology Div	5.45	0%	0%	0%	4%	47%	49%	124	0.58
Laboratory Directorate	5.70	0%	0%	0%	0%	30%	70%	63	0.46
Life Sciences	5.45	0%	0%	1%	4%	45%	50%	133	0.61
Materials Sciences	5.58	0%	0%	0%	4%	35%	62%	81	0.57
NERSC	5.49	0%	0%	0%	2%	47%	51%	47	0.55
Nuclear Science	5.51	0%	0%	0%	4%	40%	55%	47	0.59
Operations Division	5.38	0%	0%	0%	0%	63%	38%	8	0.52
Public Affairs	5.57	0%	0%	0%	0%	43%	57%	23	0.51
Physical Biosciences	5.54	0%	0%	0%	4%	38%	58%	72	0.58
Physics	5.41	2%	0%	0%	5%	37%	56%	41	0.92
Fewer Than 6	5.41	0%	0%	0%	6%	47%	47%	17	0.62

13.3 My work energizes me.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.67	1%	4%	7%	23%	42%	22%	2000	1.09
Accelerator & Fusion Research	4.68	0%	2%	9%	27%	41%	20%	44	0.98
Advanced Light Source	4.49	1%	8%	6%	27%	39%	18%	77	1.18
Office of Chief Finance Officer	4.49	1%	6%	6%	28%	46%	13%	176	1.06
Chemical Sciences	4.93	0%	0%	4%	21%	54%	21%	28	0.77
Computational Research Div	4.88	2%	3%	6%	18%	42%	31%	120	1.10
Environmental Energy Tech	4.73	1%	3%	8%	19%	47%	22%	165	1.06
Engineering	4.70	0%	5%	6%	21%	49%	19%	183	1.00
Environment, Health & Safety	4.41	2%	2%	18%	26%	35%	17%	102	1.14
Earth Sciences	4.82	2%	4%	7%	13%	46%	28%	104	1.15
Facilities	4.77	1%	2%	6%	23%	48%	20%	176	0.97
Genomics Division	4.42	0%	11%	13%	21%	35%	21%	110	1.26
Human Resources	4.33	2%	6%	14%	27%	39%	12%	66	1.14
Information Technology Div	4.59	2%	4%	9%	25%	41%	20%	125	1.12
Laboratory Directorate	5.03	0%	2%	2%	26%	34%	37%	62	0.92
Life Sciences	4.76	2%	2%	7%	26%	39%	26%	132	1.06
Materials Sciences	4.94	1%	0%	3%	26%	40%	30%	80	0.93
NERSC	4.54	2%	4%	7%	26%	46%	15%	46	1.11
Nuclear Science	4.89	0%	2%	6%	26%	32%	34%	47	1.03
Operations Division	4.88	0%	0%	0%	38%	38%	25%	8	0.83
Public Affairs	4.74	0%	0%	9%	26%	48%	17%	23	0.86
Physical Biosciences	4.67	3%	7%	4%	25%	28%	33%	69	1.34
Physics	4.44	2%	7%	10%	24%	37%	20%	41	1.27
Fewer Than 6	4.75	6%	0%	0%	19%	56%	19%	16	1.18

14 Behavioral Engagement								
	Mean	SD	D	SD	SA	A	SA	Count
All	4.86	1%	4%	5%	18%	45%	28%	2019
Accelerator & Fusion Research	5.00	2%	2%	5%	13%	43%	35%	44
Advanced Light Source	4.86	0%	4%	6%	18%	45%	27%	78
Office of Chief Finance Officer	4.85	1%	3%	4%	20%	48%	24%	178
Chemical Sciences	5.15	1%	3%	1%	9%	45%	40%	28
Computational Research Div	4.89	1%	3%	6%	17%	44%	30%	119
Environmental Energy Tech	4.87	1%	3%	4%	19%	47%	27%	166
Engineering	4.72	1%	5%	5%	21%	46%	22%	187
Environment, Health & Safety	4.85	1%	4%	4%	19%	45%	27%	103
Earth Sciences	4.87	1%	4%	6%	16%	43%	30%	105
Facilities	4.76	1%	4%	6%	20%	47%	23%	182
Genomics Division	4.72	1%	5%	8%	15%	47%	23%	110
Human Resources	4.67	1%	5%	8%	16%	53%	17%	66
Information Technology Div	4.89	1%	3%	5%	17%	43%	30%	123
Laboratory Directorate	5.02	1%	4%	3%	11%	44%	37%	63
Life Sciences	4.87	1%	4%	4%	18%	43%	29%	133
Materials Sciences	5.17	0%	0%	3%	15%	41%	40%	81
NERSC	4.80	1%	5%	5%	22%	41%	28%	46
Nuclear Science	4.91	1%	2%	1%	23%	45%	28%	47
Operations Division	5.31	0%	0%	0%	10%	50%	40%	8
Public Affairs	4.71	0%	9%	3%	23%	39%	26%	23
Physical Biosciences	5.08	0%	3%	3%	14%	41%	39%	72
Physics	4.69	2%	3%	10%	19%	43%	24%	41
Fewer Than 6	4.87	0%	2%	9%	17%	43%	28%	16

14.1 I seek opportunities to go beyond the requirements of my job.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.10	0%	1%	3%	13%	50%	33%	1964	0.83
Accelerator & Fusion Research	5.21	0%	0%	5%	10%	45%	40%	42	0.81
Advanced Light Source	5.05	0%	0%	5%	16%	47%	32%	75	0.84
Office of Chief Finance Officer	5.05	1%	1%	2%	16%	51%	30%	173	0.85
Chemical Sciences	5.36	0%	0%	0%	7%	50%	43%	28	0.62
Computational Research Div	5.15	0%	3%	3%	8%	50%	36%	118	0.87
Environmental Energy Tech	5.09	0%	1%	2%	14%	51%	31%	159	0.80
Engineering	5.06	0%	1%	3%	15%	52%	29%	182	0.79
Environment, Health & Safety	5.00	1%	2%	5%	10%	53%	29%	103	0.96
Earth Sciences	5.11	1%	1%	2%	13%	48%	35%	104	0.89
Facilities	4.97	0%	3%	3%	16%	49%	29%	175	0.92
Genomics Division	5.08	0%	1%	4%	11%	54%	30%	107	0.80
Human Resources	4.86	0%	0%	8%	14%	63%	16%	64	0.77
Information Technology Div	5.10	1%	0%	1%	19%	45%	34%	119	0.84
Laboratory Directorate	5.28	0%	2%	2%	10%	41%	46%	61	0.84
Life Sciences	5.08	1%	1%	3%	12%	51%	32%	129	0.87
Materials Sciences	5.38	0%	0%	0%	10%	43%	48%	80	0.66
NERSC	5.11	0%	0%	2%	17%	48%	33%	46	0.77
Nuclear Science	5.20	0%	0%	0%	18%	43%	39%	44	0.73
Operations Division	5.25	0%	0%	0%	13%	50%	38%	8	0.71
Public Affairs	5.04	0%	4%	0%	9%	61%	26%	23	0.88
Physical Biosciences	5.32	0%	0%	1%	12%	40%	47%	68	0.74
Physics	5.10	0%	0%	2%	15%	54%	29%	41	0.74
Fewer Than 6	5.27	0%	0%	7%	0%	53%	40%	15	0.80

14.2 I seek opportunities to collaborate with other work groups.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	5.00	0%	2%	4%	15%	47%	32%	1946	0.94
Accelerator & Fusion Research	5.11	0%	2%	7%	7%	45%	39%	44	0.97
Advanced Light Source	4.95	0%	1%	7%	17%	46%	29%	76	0.92
Office of Chief Finance Officer	4.96	0%	2%	4%	18%	51%	26%	170	0.86
Chemical Sciences	5.46	0%	0%	0%	8%	38%	54%	26	0.65
Computational Research Div	5.07	0%	2%	5%	12%	47%	34%	118	0.90
Environmental Energy Tech	5.04	0%	4%	1%	16%	48%	33%	160	0.92
Engineering	4.87	1%	2%	4%	19%	50%	24%	181	0.94
Environment, Health & Safety	5.00	1%	2%	3%	17%	44%	33%	100	0.98
Earth Sciences	5.21	0%	1%	4%	11%	41%	43%	100	0.87
Facilities	4.89	1%	2%	3%	19%	52%	23%	170	0.91
Genomics Division	4.87	0%	3%	6%	15%	54%	22%	103	0.93
Human Resources	4.89	0%	2%	6%	14%	58%	20%	65	0.85
Information Technology Div	5.12	0%	2%	4%	13%	43%	38%	121	0.91
Laboratory Directorate	5.26	0%	3%	0%	7%	48%	43%	61	0.85
Life Sciences	4.86	0%	6%	6%	18%	38%	33%	123	1.11
Materials Sciences	5.23	0%	1%	4%	13%	36%	46%	80	0.90
NERSC	5.02	0%	2%	2%	22%	39%	35%	46	0.93
Nuclear Science	5.06	2%	0%	0%	17%	49%	32%	47	0.92
Operations Division	5.50	0%	0%	0%	0%	50%	50%	8	0.53
Public Affairs	4.87	0%	9%	0%	17%	43%	30%	23	1.14
Physical Biosciences	5.01	0%	6%	3%	13%	39%	39%	67	1.09
Physics	4.66	2%	2%	12%	17%	41%	24%	41	1.20
Fewer Than 6	4.75	0%	0%	13%	19%	50%	19%	16	0.93

14.3 I volunteer for activities at work that are not part of my job.

	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.48	2%	7%	8%	25%	39%	19%	1886	1.21
Accelerator & Fusion Research	4.68	5%	5%	2%	23%	39%	27%	44	1.29
Advanced Light Source	4.57	0%	9%	7%	22%	42%	20%	76	1.16
Office of Chief Finance Officer	4.54	2%	5%	6%	27%	43%	17%	166	1.14
Chemical Sciences	4.64	4%	8%	4%	12%	48%	24%	25	1.35
Computational Research Div	4.43	2%	6%	10%	30%	34%	18%	115	1.18
Environmental Energy Tech	4.47	3%	5%	9%	26%	42%	16%	154	1.16
Engineering	4.24	3%	11%	8%	28%	37%	13%	168	1.28
Environment, Health & Safety	4.56	1%	7%	4%	30%	38%	20%	97	1.14
Earth Sciences	4.29	3%	9%	11%	24%	41%	13%	101	1.26
Facilities	4.43	2%	7%	10%	24%	39%	17%	163	1.21
Genomics Division	4.21	3%	11%	16%	20%	34%	17%	101	1.36
Human Resources	4.26	2%	15%	10%	21%	37%	16%	62	1.34
Information Technology Div	4.45	2%	8%	11%	19%	43%	17%	115	1.23
Laboratory Directorate	4.53	3%	8%	7%	17%	42%	22%	59	1.33
Life Sciences	4.67	2%	5%	4%	24%	41%	24%	123	1.17
Materials Sciences	4.92	1%	0%	4%	22%	45%	27%	77	0.93
NERSC	4.28	2%	12%	9%	26%	35%	16%	43	1.32
Nuclear Science	4.47	2%	7%	2%	33%	42%	14%	43	1.14
Operations Division	5.17	0%	0%	0%	17%	50%	33%	6	0.75
Public Affairs	4.22	0%	13%	9%	43%	13%	22%	23	1.28
Physical Biosciences	4.91	0%	4%	4%	17%	43%	30%	69	1.03
Physics	4.32	2%	7%	15%	24%	34%	17%	41	1.27
Fewer Than 6	4.60	0%	7%	7%	33%	27%	27%	15	1.18

15 I have the tools and materials needed to do my work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.95	1%	2%	4%	12%	54%	27%	2013	0.96
Accelerator & Fusion Research	4.98	0%	2%	5%	16%	47%	30%	43	0.94
Advanced Light Source	4.90	3%	1%	1%	18%	52%	25%	77	1.01
Office of Chief Finance Officer	4.81	2%	1%	7%	15%	56%	20%	177	0.98
Chemical Sciences	4.82	4%	0%	7%	11%	57%	21%	28	1.09
Computational Research Div	5.21	0%	2%	0%	12%	48%	38%	121	0.78
Environmental Energy Tech	4.81	2%	5%	5%	10%	53%	25%	165	1.16
Engineering	4.81	1%	4%	4%	15%	55%	21%	186	1.02
Environment, Health & Safety	4.99	0%	2%	5%	8%	63%	22%	103	0.82
Earth Sciences	5.01	1%	3%	2%	11%	54%	29%	105	0.95
Facilities	4.81	1%	3%	6%	16%	53%	21%	180	1.00
Genomics Division	5.06	0%	3%	3%	7%	60%	27%	110	0.84
Human Resources	4.78	1%	1%	7%	15%	57%	18%	67	0.98
Information Technology Div	5.02	0%	1%	4%	15%	52%	28%	124	0.82
Laboratory Directorate	5.08	2%	2%	5%	6%	50%	35%	62	1.01
Life Sciences	5.09	1%	1%	4%	8%	56%	30%	133	0.85
Materials Sciences	5.14	0%	1%	2%	14%	47%	36%	81	0.83
NERSC	5.17	0%	4%	7%	2%	41%	46%	46	1.06
Nuclear Science	5.00	0%	2%	7%	11%	50%	30%	46	0.94
Operations Division	5.13	0%	0%	0%	13%	63%	25%	8	0.64
Public Affairs	4.91	0%	0%	9%	9%	65%	17%	23	0.79
Physical Biosciences	5.01	3%	4%	4%	7%	40%	41%	70	1.23
Physics	4.93	0%	2%	5%	12%	59%	22%	41	0.88
Fewer Than 6	4.94	0%	0%	12%	0%	71%	18%	17	0.83

16 My office layout enhances my ability to do my work.									
	Mean	SD	D	SD	SA	A	SA	Count	Std. Dev.
All	4.22	7%	8%	11%	19%	38%	16%	1962	1.44
Accelerator & Fusion Research	4.36	4%	7%	13%	16%	44%	16%	45	1.33
Advanced Light Source	4.12	11%	5%	12%	24%	32%	17%	76	1.51
Office of Chief Finance Officer	4.04	11%	9%	11%	17%	37%	15%	179	1.57
Chemical Sciences	4.54	0%	8%	8%	19%	54%	12%	26	1.07
Computational Research Div	4.50	4%	8%	8%	21%	35%	25%	113	1.35
Environmental Energy Tech	3.89	12%	11%	10%	21%	34%	11%	160	1.55
Engineering	4.43	5%	8%	7%	15%	52%	14%	183	1.31
Environment, Health & Safety	3.91	12%	9%	15%	19%	33%	13%	102	1.55
Earth Sciences	3.86	16%	6%	16%	17%	33%	14%	103	1.63
Facilities	3.99	11%	13%	7%	19%	36%	14%	162	1.59
Genomics Division	4.08	7%	9%	12%	22%	37%	12%	108	1.42
Human Resources	3.89	11%	12%	12%	18%	34%	12%	65	1.56
Information Technology Div	4.50	3%	7%	10%	16%	43%	20%	123	1.30
Laboratory Directorate	4.66	2%	2%	11%	21%	44%	21%	62	1.09
Life Sciences	4.41	3%	7%	13%	17%	41%	18%	128	1.29
Materials Sciences	4.69	0%	4%	12%	21%	40%	24%	78	1.08
NERSC	4.50	2%	4%	7%	35%	33%	20%	46	1.15
Nuclear Science	4.36	6%	4%	6%	28%	40%	15%	47	1.31
Operations Division	4.75	0%	0%	25%	0%	50%	25%	8	1.16
Public Affairs	4.05	5%	9%	23%	23%	23%	18%	22	1.43
Physical Biosciences	4.34	4%	7%	19%	16%	29%	26%	70	1.44
Physics	4.02	7%	2%	22%	27%	32%	10%	41	1.31
Fewer Than 6	4.80	0%	7%	7%	20%	33%	33%	15	1.21

Breakout Charts and Tables: by Function

Supervisor Credibility: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
1. Supervisor Credibility	4.93	4.72	5.64	5.01	4.76	4.65	4.80
	2026	518	7	40	523	433	505
1.1. My supervisor acts consistently.	5.01	4.75	5.71	5.24	4.79	4.71	4.85
	1981	508	7	37	518	421	490
		1.34	0.49	1.04	1.18	1.30	1.14
1.2. My supervisor is knowledgeable about the work.	5.01	4.86	5.43	4.86	5.04	4.89	4.98
	1972	504	7	36	514	421	490
		1.20	0.53	1.31	1.07	1.22	1.19
1.3. I have confidence in my supervisor.	5.00	4.82	5.71	5.03	4.82	4.74	4.88
	1975	502	7	36	517	416	497
		1.34	0.49	1.28	1.22	1.36	1.21
1.4. My supervisor is a role model.	4.70	4.44	5.71	4.92	4.38	4.28	4.49
	1952	497	7	36	508	414	490
		1.52	0.49	1.36	1.40	1.49	1.36

Supervisor Accountability Focus: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
2. Supervisor Accountability Focus	4.80 2007	4.80	5.25	4.70	4.73	4.57	4.75
		518	7	32	520	427	503
2.1. My supervisor holds people accountable for meeting deadlines.	4.77 1889	4.96	5.00	4.64	4.73	4.55	4.75
		492	6	25	501	393	472
		1.04	0.89	1.38	1.12	1.18	1.01
2.2. My supervisor strives to improve the performance of my work group.	4.80 1931	4.71	5.29	4.84	4.73	4.56	4.70
		495	7	32	504	411	482
		1.19	0.76	1.14	1.19	1.27	1.19
2.3. My supervisor holds people accountable for producing quality work.	4.89 1910	4.89	5.57	4.73	4.69	4.67	4.77
		489	7	30	499	400	485
		1.03	0.53	1.26	1.19	1.19	1.07
2.4. My supervisor monitors progress toward stated goals.	4.74 1956	4.65	5.14	4.59	4.78	4.50	4.78
		504	7	29	512	418	486
		1.27	0.69	1.21	1.16	1.33	1.17

Supervisor Staff Development Focus: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
3. Supervisor Staff Development Focus	4.43	4.34	5.03	4.12	4.39	4.33	4.37
	2016	519	7	35	522	429	504
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
3.1. My supervisor gives me constructive feedback on my performance.	4.56	4.50	5.29	4.10	4.56	4.37	4.55
	1981	510	7	29	516	424	495
		1.37	0.76	1.40	1.29	1.43	1.28
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
3.2. My supervisor and I discuss my career opportunities.	4.12	3.91	4.83	3.88	4.07	4.08	3.94
	1922	488	6	25	508	411	484
		1.52	1.17	1.64	1.44	1.48	1.46
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
3.3. My supervisor clearly communicates expectations.	4.77	4.71	5.43	4.61	4.63	4.56	4.71
	1964	503	7	33	512	417	492
		1.19	0.53	1.27	1.13	1.23	1.08
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
3.4. My supervisor and I discuss my development plan.	4.27	4.25	4.57	3.88	4.32	4.30	4.29
	1938	502	7	26	508	411	484
		1.42	1.27	1.51	1.33	1.38	1.38

Supervisor Fairness and Respect: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
4. Supervisor Fairness and Respect	5.10	4.92	5.70	5.11	5.01	4.89	4.95
	2019	518	7	40	523	428	503
4.1. My supervisor treats me fairly.	5.14	4.93	5.67	5.24	5.05	4.95	5.02
	1984	504	6	38	516	423	497
		1.28	0.52	1.10	1.07	1.26	1.11
4.2. My supervisor treats me with respect.	5.27	5.07	5.86	5.32	5.16	5.10	5.14
	1988	508	7	38	518	422	495
		1.15	0.38	1.07	1.01	1.14	0.97
4.3. My needs are accommodated by my supervisor.	4.92	4.78	5.57	4.94	4.86	4.64	4.72
	1957	504	7	33	512	416	485
		1.13	0.53	1.06	1.06	1.25	1.08
4.4. My supervisor appreciates my efforts.	5.05	4.89	5.71	4.97	4.95	4.87	4.91
	1931	497	7	31	505	411	480
		1.24	0.49	1.22	1.07	1.26	1.09

Feeling Valued: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
5. Feeling Valued	5.10	4.91	5.68	5.11	5.02	4.99	4.92
	2028	517	7	43	523	433	505
5.1. I have the appropriate amount of independence to do my work.	5.42	5.23	5.86	5.67	5.27	5.29	5.18
	2023	514	7	43	523	432	504
		1.01	0.38	0.52	0.90	0.95	0.94
5.2. My ideas on work process and procedure improvements are valued.	4.83	4.65	5.57	4.65	4.74	4.69	4.67
	1949	506	7	31	507	409	489
		1.32	0.53	1.25	1.19	1.30	1.18
5.3. My colleagues treat me with respect.	5.22	5.02	5.71	5.22	5.17	5.13	5.05
	2000	509	7	41	521	428	494
		0.98	0.49	0.85	0.77	0.87	0.92
5.4. My opinions are valued by my supervisor.	4.95	4.72	5.57	4.88	4.89	4.84	4.77
	1948	499	7	34	511	412	485
		1.30	0.53	1.09	1.11	1.22	1.16

Diversity Valued: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
6. Diversity Valued	5.00	4.73	5.48	5.13	4.91	4.98	4.76
	2013	517	7	42	520	428	499
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
6.1. I work with colleagues who genuinely welcome differences.	5.01	4.69	5.43	5.22	4.96	5.00	4.78
	1944	496	7	41	508	415	477
		1.11	0.53	0.85	0.96	0.97	1.09
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.74	4.53	5.29	4.87	4.60	4.67	4.50
	1900	487	7	38	496	411	461
		1.28	0.49	1.09	1.20	1.17	1.25
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.32	5.13	5.71	5.43	5.25	5.32	5.10
	1952	503	7	40	509	416	477
		1.01	0.49	0.90	0.97	0.95	0.93
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
6.4. I can comfortably talk about my differences with my colleagues.	4.92	4.57	5.50	5.03	4.85	4.93	4.67
	1905	494	6	40	495	396	474
		1.24	0.55	1.17	1.00	1.04	1.19

Pace of Work: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
7. Pace of Work	4.21	3.98	4.36	4.37	4.09	4.01	4.45
	2025	517	7	40	521	434	506
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
7.1. I work in an environment where there is a reasonable workload.	4.36	4.07	4.43	4.54	4.28	4.16	4.65
	2008	510	7	39	518	432	502
		1.54	1.72	1.37	1.37	1.45	1.22
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
7.2. My group has enough staff to get the work done in a quality manner.	4.06	3.89	4.29	4.20	3.90	3.86	4.25
	1967	501	7	35	506	422	496
		1.45	1.25	1.28	1.38	1.39	1.30

Safety: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
8. Safety	5.36 2034	5.36	5.64	5.27	5.36	5.28	5.24
		519	7	44	524	434	506
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
8.1. My responsibilities related to safety have been clearly communicated to me.	5.49 2011	5.50	5.71	5.52	5.50	5.39	5.32
		515	7	42	518	429	500
		0.65	0.49	0.55	0.63	0.75	0.78
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.21 1992	5.24	5.71	4.98	5.21	5.06	5.05
		508	7	40	515	426	496
		0.78	0.49	0.97	0.80	0.95	0.93
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
8.3. Safety is an important core value in my group.	5.36 1999	5.35	5.43	5.34	5.34	5.34	5.37
		510	7	41	516	429	496
		0.68	0.79	0.57	0.72	0.74	0.69
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
8.4. My rights regarding safety have been clearly communicated to me.	5.38 2003	5.36	5.71	5.24	5.37	5.33	5.23
		511	7	41	517	430	497
		0.70	0.49	0.73	0.68	0.80	0.80

Pay and Benefits: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
9. Pay and Benefits	4.66	4.69	5.21	4.45	4.62	4.61	4.38
	2026	518	7	41	524	430	506
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
9.1. I am satisfied with my benefits.	4.92	5.05	5.57	4.66	4.80	4.80	4.66
	1983	508	7	35	516	422	495
		0.95	0.53	1.39	1.03	1.05	1.13
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
9.2. I am satisfied with my compensation.	4.34	4.25	4.83	4.16	4.36	4.38	4.04
	1986	511	6	38	518	422	491
		1.31	0.98	1.48	1.26	1.25	1.36
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
9.3. I am compensated fairly.	4.41	4.30	5.00	4.23	4.43	4.41	4.10
	1977	507	7	39	517	423	484
		1.32	1.29	1.53	1.26	1.25	1.34
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
9.4. My benefits are competitive.	4.97	5.17	5.43	4.74	4.90	4.85	4.73
	1945	504	7	38	506	408	482
		0.94	1.13	1.39	1.07	1.11	1.13

Pride of Association: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
10. Pride of Association	5.29	5.19	5.71	5.33	5.20	5.21	5.09
	2034	519	7	45	523	434	506
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
10.1. I am proud of Berkeley Lab's reputation.	5.50	5.50	5.86	5.48	5.47	5.39	5.33
	2016	513	7	44	519	432	501
		0.72	0.38	0.88	0.69	0.82	0.84
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.29	5.13	5.71	5.34	5.18	5.24	5.13
	1983	507	7	41	515	420	493
		1.04	0.49	0.88	0.98	1.01	0.98
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
10.3. I find Berkeley Lab an exciting place to work.	5.21	5.10	5.57	5.20	5.19	5.17	5.05
	2005	512	7	41	519	429	497
		0.96	0.79	0.98	0.85	0.94	1.02
Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
10.4. Quality work is highly valued at Berkeley Lab.	5.15	5.01	5.71	5.32	4.95	5.04	4.87
	1993	513	7	44	511	425	493
		1.00	0.49	0.93	0.99	1.02	1.14

Sense of Shared Mission: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
11. Sense of Shared Mission	5.25	5.17	5.68	5.41	5.12	5.10	5.00
	2028	517	7	44	523	433	504
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.21	5.12	5.57	5.40	5.13	5.06	4.94
	1932	496	7	42	504	407	476
		0.95	0.79	0.91	0.91	0.97	1.06
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.27	5.13	5.57	5.54	5.15	5.19	5.02
	1943	494	7	39	503	416	484
		0.91	0.79	0.68	0.83	0.83	1.00
11.3. Berkeley Lab's mission has been clearly communicated.	5.13	5.16	5.86	5.18	4.96	4.78	4.84
	1979	504	7	40	515	422	491
		0.88	0.38	0.78	0.96	1.12	1.06
11.4. My work advances Berkeley Lab's mission.	5.39	5.25	5.71	5.51	5.26	5.37	5.21
	1949	494	7	43	513	416	476
		0.75	0.49	0.70	0.69	0.71	0.72

Job Fit: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
12. Job Fit	5.13 2033	4.81	5.71	5.43	4.90	5.09	4.82
		519	7	45	523	433	506
12.1. My job provides opportunities to challenge myself.	5.35 2023	4.87	5.86	5.72	5.19	5.49	4.96
		515	7	43	523	431	504
		1.18	0.38	0.59	0.97	0.79	1.11
12.2. What I do at work is a good reflection of who I am.	5.06 1974	4.87	5.57	5.29	4.85	4.91	4.84
		506	7	42	507	420	492
		1.15	0.79	0.60	0.94	1.04	1.10
12.3. My work requires me to use all my capabilities.	4.99 2006	4.64	5.71	5.43	4.63	4.97	4.59
		513	7	42	518	430	496
		1.19	0.49	0.63	1.10	1.03	1.15
12.4. I can be myself at work.	5.11 2000	4.85	5.71	5.28	4.93	5.00	4.88
		509	7	43	519	426	496
		1.10	0.49	0.77	0.93	0.96	1.04

Psychological Engagement: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
13. Psychological Engagement	5.09 2034	4.85	5.67	5.34	4.89	5.04	4.74
		518	7	45	523	435	506
13.1. When I am working I lose track of time.	4.74 1994	4.54	5.29	5.02	4.57	4.65	4.36
		514	7	43	519	425	486
		1.25	1.50	1.39	1.19	1.25	1.21
13.2. I focus a great deal of attention on my work.	5.56 2024	5.49	5.86	5.73	5.44	5.56	5.30
		516	7	45	518	432	506
		0.62	0.38	0.45	0.63	0.58	0.69
13.3. My work energizes me.	4.96 2000	4.53	5.86	5.26	4.67	4.91	4.56
		509	7	42	518	429	495
		1.09	0.38	0.86	1.06	1.03	1.13

Behavioral Engagement: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
14. Behavioral Engagement	5.04 2019	4.84	5.71	5.12	4.85	5.06	4.67
		516	7	42	519	433	502
14.1. I seek opportunities to go beyond the requirements of my job.	5.24 1964	5.05	5.71	5.36	5.14	5.26	4.94
		503	7	39	511	421	483
		0.87	0.49	0.54	0.77	0.70	0.95
14.2. I seek opportunities to collaborate with other work groups.	5.20 1946	4.95	5.86	5.38	5.04	5.30	4.69
		486	7	40	512	430	471
		0.95	0.38	0.59	0.90	0.75	1.05
14.3. I volunteer for activities at work that are not part of my job.	4.68 1886	4.52	5.57	4.64	4.36	4.63	4.39
		484	7	36	495	411	453
		1.24	0.53	1.07	1.18	1.10	1.32

Stand-Alone Questions Not Related to Any Dimension: Function

Question	Avg Mn	Admin	Exec	Fac	Prof	Sci	Tech
15. I have the tools and materials needed to do my work.	5.04	5.00	5.29	5.16	5.03	4.83	4.92
	2013	513	7	43	520	430	500
		0.92	1.50	0.78	0.88	1.07	0.99
16. My office layout enhances my ability to do my work.	4.38	4.26	5.00	4.44	4.29	4.26	4.04
	1962	509	7	34	513	424	475
		1.44	1.41	1.26	1.40	1.45	1.47

Breakout Charts and Tables: by HEERA/FLSA Status

Supervisor Credibility: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
1. Supervisor Credibility	4.71	4.72	4.80	4.61
	2026	622	1054	350
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
1.1. My supervisor acts consistently.	4.77	4.79	4.82	4.71
	1981	607	1037	337
		1.25	1.21	1.30
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
1.2. My supervisor is knowledgeable about the work.	4.88	4.85	5.08	4.71
	1972	605	1027	340
		1.17	1.07	1.39
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
1.3. I have confidence in my supervisor.	4.79	4.82	4.87	4.68
	1975	604	1031	340
		1.23	1.28	1.36
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
1.4. My supervisor is a role model.	4.40	4.41	4.44	4.34
	1952	598	1020	334
		1.41	1.43	1.53

Supervisor Accountability Focus: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
2. Supervisor Accountability Focus	4.70	4.64	4.78	4.69
	2007	611	1047	349
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
2.1. My supervisor holds people accountable for meeting deadlines.	4.75	4.68	4.79	4.79
	1889	569	993	327
		1.14	1.09	1.02
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
2.2. My supervisor strives to improve the performance of my work group.	4.65	4.59	4.77	4.61
	1931	593	1006	332
		1.22	1.17	1.26
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
2.3. My supervisor holds people accountable for producing quality work.	4.75	4.74	4.78	4.73
	1910	581	1002	327
		1.10	1.12	1.19
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
2.4. My supervisor monitors progress toward stated goals.	4.66	4.57	4.76	4.65
	1956	599	1024	333
		1.25	1.19	1.32

Supervisor Staff Development Focus: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
3. Supervisor Staff Development Focus	4.34	4.26	4.43	4.33
	2016	618	1048	350
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
3.1. My supervisor gives me constructive feedback on my performance.	4.48	4.34	4.58	4.51
	1981	604	1035	342
		1.33	1.32	1.40
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
3.2. My supervisor and I discuss my career opportunities.	3.95	3.95	4.08	3.83
	1922	576	1016	330
		1.47	1.46	1.53
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
3.3. My supervisor clearly communicates expectations.	4.66	4.60	4.68	4.70
	1964	596	1030	338
		1.14	1.15	1.19
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
3.4. My supervisor and I discuss my development plan.	4.27	4.15	4.37	4.28
	1938	594	1006	338
		1.40	1.36	1.35

Supervisor Fairness and Respect: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
4. Supervisor Fairness and Respect	4.94	4.94	4.97	4.90
	2019	620	1051	348
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
4.1. My supervisor treats me fairly.	4.98	5.01	5.02	4.91
	1984	610	1032	342
		1.17	1.16	1.23
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
4.2. My supervisor treats me with respect.	5.11	5.13	5.14	5.06
	1988	610	1039	339
		1.10	1.03	1.10
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
4.3. My needs are accommodated by my supervisor.	4.74	4.71	4.81	4.71
	1957	591	1033	333
		1.14	1.12	1.13
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
4.4. My supervisor appreciates my efforts.	4.91	4.90	4.92	4.92
	1931	588	1011	332
		1.18	1.16	1.15

Feeling Valued: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
5. Feeling Valued	4.94	4.99	4.98	4.86
	2028	624	1054	350
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
5.1. I have the appropriate amount of independence to do my work.	5.23	5.31	5.26	5.13
	2023	622	1052	349
		0.93	0.92	1.05
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
5.2. My ideas on work process and procedure improvements are valued.	4.67	4.68	4.72	4.62
	1949	597	1012	340
		1.24	1.24	1.28
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
5.3. My colleagues treat me with respect.	5.09	5.10	5.10	5.07
	2000	617	1043	340
		0.86	0.90	0.90
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
5.4. My opinions are valued by my supervisor.	4.77	4.87	4.83	4.60
	1948	598	1024	326
		1.12	1.20	1.30

Diversity Valued: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
6. Diversity Valued	4.83	4.87	4.86	4.77
	2013	621	1046	346
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
6.1. I work with colleagues who genuinely welcome differences.	4.85	4.89	4.87	4.78
	1944	607	1011	326
		0.94	1.09	1.08
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.58	4.56	4.59	4.59
	1900	601	980	319
		1.19	1.25	1.21
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.18	5.22	5.23	5.09
	1952	609	1012	331
		0.95	0.98	0.96
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
6.4. I can comfortably talk about my differences with my colleagues.	4.73	4.80	4.77	4.64
	1905	582	987	336
		1.03	1.15	1.24

Pace of Work: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
7. Pace of Work	4.16	3.80	4.26	4.41
	2025	624	1049	352
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
7.1. I work in an environment where there is a reasonable workload.	4.31	3.85	4.47	4.60
	2008	621	1038	349
		1.47	1.34	1.35
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
7.2. My group has enough staff to get the work done in a quality manner.	4.01	3.75	4.04	4.22
	1967	609	1014	344
		1.37	1.37	1.40

Safety: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
8. Safety	5.30	5.29	5.33	5.29
	2034	626	1056	352
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
8.1. My responsibilities related to safety have been clearly communicated to me.	5.41	5.41	5.47	5.36
	2011	617	1045	349
		0.78	0.63	0.76
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.13	5.07	5.19	5.12
	1992	619	1030	343
		0.97	0.80	0.88
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
8.3. Safety is an important core value in my group.	5.36	5.35	5.34	5.40
	1999	619	1035	345
		0.75	0.69	0.67
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
8.4. My rights regarding safety have been clearly communicated to me.	5.32	5.33	5.34	5.28
	2003	620	1038	345
		0.78	0.71	0.77

Pay and Benefits: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
9. Pay and Benefits	4.57	4.68	4.55	4.49
	2026	622	1052	352
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
9.1. I am satisfied with my benefits.	4.84	4.92	4.79	4.82
	1983	608	1031	344
		1.05	1.07	1.04
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
9.2. I am satisfied with my compensation.	4.23	4.37	4.24	4.09
	1986	614	1034	338
		1.26	1.31	1.36
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
9.3. I am compensated fairly.	4.29	4.41	4.29	4.17
	1977	612	1034	331
		1.27	1.31	1.32
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
9.4. My benefits are competitive.	4.92	5.02	4.86	4.89
	1945	600	1014	331
		1.05	1.11	1.03

Pride of Association: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
10. Pride of Association	5.17	5.20	5.18	5.12
	2034	626	1056	352
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
10.1. I am proud of Berkeley Lab's reputation.	5.41	5.46	5.43	5.35
	2016	622	1047	347
		0.80	0.74	0.81
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.16	5.18	5.19	5.13
	1983	613	1031	339
		1.04	0.97	1.03
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
10.3. I find Berkeley Lab an exciting place to work.	5.12	5.18	5.12	5.06
	2005	622	1041	342
		0.92	0.94	1.01
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
10.4. Quality work is highly valued at Berkeley Lab.	4.97	4.99	4.98	4.95
	1993	615	1031	347
		1.02	1.00	1.18

Sense of Shared Mission: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
11. Sense of Shared Mission	5.10	5.14	5.11	5.05
	2028	625	1053	350
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.06	5.11	5.09	4.97
	1932	599	1003	330
		0.93	0.97	1.05
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.12	5.21	5.11	5.03
	1943	603	1004	336
		0.82	0.92	0.96
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
11.3. Berkeley Lab's mission has been clearly communicated.	4.96	4.91	4.96	5.01
	1979	615	1029	335
		1.05	0.98	1.04
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
11.4. My work advances Berkeley Lab's mission.	5.27	5.33	5.26	5.21
	1949	609	1011	329
		0.73	0.70	0.77

Job Fit: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
12. Job Fit	4.90	5.05	4.87	4.77
	2033	626	1055	352
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
12.1. My job provides opportunities to challenge myself.	5.07	5.37	5.12	4.72
	2023	622	1052	349
		0.85	1.04	1.27
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
12.2. What I do at work is a good reflection of who I am.	4.89	4.97	4.83	4.87
	1974	607	1025	342
		1.00	1.02	1.23
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
12.3. My work requires me to use all my capabilities.	4.71	4.91	4.64	4.58
	2006	616	1045	345
		1.06	1.09	1.28
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
12.4. I can be myself at work.	4.93	4.96	4.90	4.92
	2000	615	1041	344
		0.95	1.02	1.09

Psychological Engagement: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
13. Psychological Engagement	4.88	5.02	4.85	4.75
	2034	626	1056	352
13.1. When I am working I lose track of time.	4.53	4.70	4.48	4.41
	1994	615	1034	345
		1.24	1.22	1.24
13.2. I focus a great deal of attention on my work.	5.44	5.52	5.44	5.36
	2024	624	1050	350
		0.60	0.62	0.73
13.3. My work energizes me.	4.65	4.84	4.63	4.49
	2000	620	1041	339
		1.02	1.10	1.14

Behavioral Engagement: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
14. Behavioral Engagement	4.84	5.02	4.82	4.67
	2019	625	1048	346
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
14.1. I seek opportunities to go beyond the requirements of my job.	5.07	5.24	5.09	4.90
	1964	604	1026	334
		0.69	0.84	0.99
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
14.2. I seek opportunities to collaborate with other work groups.	4.96	5.22	4.96	4.71
	1946	612	1019	315
		0.78	0.96	1.07
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
14.3. I volunteer for activities at work that are not part of my job.	4.47	4.60	4.43	4.39
	1886	589	984	313
		1.09	1.23	1.37

Stand-Alone Questions Not Related to Any Dimension: HEERA/FLSA Status

Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
15. I have the tools and materials needed to do my work.	4.95	4.84	5.00	5.01
	2013	622	1048	343
		1.04	0.90	1.00
Question	Avg Mn	Ex Mgt	Ex Othr	Non Ex
16. My office layout enhances my ability to do my work.	4.22	4.36	4.16	4.14
	1962	604	1031	327
		1.39	1.45	1.49

Breakout Charts and Tables: by Gender

Supervisor Credibility: Gender

Question	Avg Mn	Female	Male
1. Supervisor Credibility	4.74	4.74	4.74
	2026	714	1312
Question	Avg Mn	Female	Male
1.1. My supervisor acts consistently.	4.78	4.73	4.82
	1981	698	1283
		1.34	1.18
Question	Avg Mn	Female	Male
1.2. My supervisor is knowledgeable about the work.	4.95	4.96	4.93
	1972	694	1278
		1.16	1.17
Question	Avg Mn	Female	Male
1.3. I have confidence in my supervisor.	4.82	4.82	4.83
	1975	687	1288
		1.32	1.26
Question	Avg Mn	Female	Male
1.4. My supervisor is a role model.	4.43	4.46	4.39
	1952	688	1264
		1.50	1.41

Supervisor Accountability Focus: Gender

Question	Avg Mn	Female	Male
2. Supervisor Accountability Focus	4.72	4.73	4.72
	2007	707	1300
Question	Avg Mn	Female	Male
2.1. My supervisor holds people accountable for meeting deadlines.	4.78	4.84	4.71
	1889	657	1232
		1.11	1.09
Question	Avg Mn	Female	Male
2.2. My supervisor strives to improve the performance of my work group.	4.69	4.69	4.68
	1931	671	1260
		1.24	1.18
Question	Avg Mn	Female	Male
2.3. My supervisor holds people accountable for producing quality work.	4.77	4.79	4.75
	1910	667	1243
		1.15	1.11
Question	Avg Mn	Female	Male
2.4. My supervisor monitors progress toward stated goals.	4.67	4.60	4.73
	1956	686	1270
		1.32	1.18

Supervisor Staff Development Focus: Gender

Question	Avg Mn	Female	Male
3. Supervisor Staff Development Focus	4.36	4.35	4.36
	2016	708	1308
Question	Avg Mn	Female	Male
3.1. My supervisor gives me constructive feedback on my performance.	4.50	4.50	4.50
	1981	697	1284
		1.35	1.34
Question	Avg Mn	Female	Male
3.2. My supervisor and I discuss my career opportunities.	3.99	3.96	4.02
	1922	666	1256
		1.52	1.46
Question	Avg Mn	Female	Male
3.3. My supervisor clearly communicates expectations.	4.66	4.66	4.66
	1964	689	1275
		1.20	1.13
Question	Avg Mn	Female	Male
3.4. My supervisor and I discuss my development plan.	4.29	4.29	4.28
	1938	682	1256
		1.43	1.35

Supervisor Fairness and Respect: Gender

Question	Avg Mn	Female	Male
4. Supervisor Fairness and Respect	4.94	4.90	4.98
	2019	710	1309
Question	Avg Mn	Female	Male
4.1. My supervisor treats me fairly.	4.98	4.92	5.04
	1984	700	1284
		1.28	1.12
Question	Avg Mn	Female	Male
4.2. My supervisor treats me with respect.	5.11	5.06	5.16
	1988	696	1292
		1.20	0.99
Question	Avg Mn	Female	Male
4.3. My needs are accommodated by my supervisor.	4.76	4.75	4.77
	1957	689	1268
		1.19	1.09
Question	Avg Mn	Female	Male
4.4. My supervisor appreciates my efforts.	4.90	4.87	4.94
	1931	680	1251
		1.30	1.08

Feeling Valued: Gender

Question	Avg Mn	Female	Male
5. Feeling Valued	4.95	4.93	4.98
	2028	711	1317
Question	Avg Mn	Female	Male
5.1. I have the appropriate amount of independence to do my work.	5.25	5.25	5.26
	2023	709	1314
		0.96	0.94
Question	Avg Mn	Female	Male
5.2. My ideas on work process and procedure improvements are valued.	4.69	4.69	4.69
	1949	683	1266
		1.30	1.22
Question	Avg Mn	Female	Male
5.3. My colleagues treat me with respect.	5.09	5.04	5.13
	2000	695	1305
		0.96	0.85
Question	Avg Mn	Female	Male
5.4. My opinions are valued by my supervisor.	4.79	4.74	4.85
	1948	684	1264
		1.26	1.16

Diversity Valued: Gender

Question	Avg Mn	Female	Male
6. Diversity Valued	4.82	4.73	4.92
	2013	708	1305
Question	Avg Mn	Female	Male
6.1. I work with colleagues who genuinely welcome differences.	4.84	4.77	4.91
	1944	682	1262
		1.11	1.00
Question	Avg Mn	Female	Male
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.56	4.51	4.62
	1900	661	1239
		1.30	1.18
Question	Avg Mn	Female	Male
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.16	5.04	5.29
	1952	683	1269
		1.12	0.87
Question	Avg Mn	Female	Male
6.4. I can comfortably talk about my differences with my colleagues.	4.72	4.59	4.84
	1905	669	1236
		1.27	1.04

Pace of Work: Gender

Question	Avg Mn	Female	Male
7. Pace of Work	4.13	4.09	4.17
	2025	711	1314
Question	Avg Mn	Female	Male
7.1. I work in an environment where there is a reasonable workload.	4.28	4.20	4.36
	2008	702	1306
		1.46	1.39
Question	Avg Mn	Female	Male
7.2. My group has enough staff to get the work done in a quality manner.	3.98	3.99	3.98
	1967	686	1281
		1.40	1.38

Safety: Gender

Question	Avg Mn	Female	Male
8. Safety	5.32	5.34	5.30
	2034	713	1321
Question	Avg Mn	Female	Male
8.1. My responsibilities related to safety have been clearly communicated to me.	5.44	5.48	5.40
	2011	705	1306
		0.68	0.71
Question	Avg Mn	Female	Male
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.15	5.17	5.13
	1992	695	1297
		0.86	0.88
Question	Avg Mn	Female	Male
8.3. Safety is an important core value in my group.	5.35	5.35	5.35
	1999	696	1303
		0.71	0.70
Question	Avg Mn	Female	Male
8.4. My rights regarding safety have been clearly communicated to me.	5.33	5.34	5.32
	2003	695	1308
		0.78	0.73

Pay and Benefits: Gender

Question	Avg Mn	Female	Male
9. Pay and Benefits	4.59	4.63	4.55
	2026	711	1315
Question	Avg Mn	Female	Male
9.1. I am satisfied with my benefits.	4.86	4.94	4.77
	1983	694	1289
		1.07	1.05
Question	Avg Mn	Female	Male
9.2. I am satisfied with my compensation.	4.25	4.24	4.26
	1986	691	1295
		1.36	1.28
Question	Avg Mn	Female	Male
9.3. I am compensated fairly.	4.31	4.29	4.32
	1977	688	1289
		1.34	1.28
Question	Avg Mn	Female	Male
9.4. My benefits are competitive.	4.95	5.05	4.85
	1945	676	1269
		1.06	1.09

Pride of Association: Gender

Question	Avg Mn	Female	Male
10. Pride of Association	5.17	5.16	5.19
	2034	713	1321
Question	Avg Mn	Female	Male
10.1. I am proud of Berkeley Lab's reputation.	5.43	5.43	5.42
	2016	703	1313
		0.79	0.76
Question	Avg Mn	Female	Male
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.16	5.09	5.22
	1983	693	1290
		1.07	0.96
Question	Avg Mn	Female	Male
10.3. I find Berkeley Lab an exciting place to work.	5.12	5.11	5.14
	2005	697	1308
		0.99	0.92
Question	Avg Mn	Female	Male
10.4. Quality work is highly valued at Berkeley Lab.	4.98	4.99	4.97
	1993	701	1292
		1.08	1.01

Sense of Shared Mission: Gender

Question	Avg Mn	Female	Male
11. Sense of Shared Mission	5.11 2028	5.13 710	5.09 1318
Question	Avg Mn	Female	Male
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.08 1932	5.09 672 0.94	5.07 1260 0.99
Question	Avg Mn	Female	Male
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.13 1943	5.12 674 0.91	5.14 1269 0.89
Question	Avg Mn	Female	Male
11.3. Berkeley Lab's mission has been clearly communicated.	4.98 1979	5.09 686 0.91	4.88 1293 1.05
Question	Avg Mn	Female	Male
11.4. My work advances Berkeley Lab's mission.	5.27 1949	5.23 674 0.76	5.30 1275 0.70

Psychological Engagement: Gender

Question	Avg Mn	Female	Male
13. Psychological Engagement	4.89 2034	4.89 713	4.88 1321
Question	Avg Mn	Female	Male
13.1. When I am working I lose track of time.	4.56 1994	4.61 698 1.22	4.50 1296 1.24
Question	Avg Mn	Female	Male
13.2. I focus a great deal of attention on my work.	5.46 2024	5.48 710 0.63	5.44 1314 0.64
Question	Avg Mn	Female	Male
13.3. My work energizes me.	4.65 2000	4.59 698 1.13	4.72 1302 1.06

Behavioral Engagement: Gender

Question	Avg Mn	Female	Male
14. Behavioral Engagement	4.87	4.90	4.84
	2019	705	1314
Question	Avg Mn	Female	Male
14.1. I seek opportunities to go beyond the requirements of my job.	5.11	5.12	5.09
	1964	684	1280
		0.85	0.83
Question	Avg Mn	Female	Male
14.2. I seek opportunities to collaborate with other work groups.	5.00	5.00	5.00
	1946	666	1280
		0.92	0.96
Question	Avg Mn	Female	Male
14.3. I volunteer for activities at work that are not part of my job.	4.50	4.57	4.43
	1886	658	1228
		1.23	1.21

Stand-Alone Questions Not Related to Any Dimension: Gender

Question	Avg Mn	Female	Male
15. I have the tools and materials needed to do my work.	4.97	5.01	4.92
	2013	704	1309
		0.93	0.98
Question	Avg Mn	Female	Male
16. My office layout enhances my ability to do my work.	4.21	4.19	4.24
	1962	699	1263
		1.48	1.42

Breakout Charts and Tables: by Race

Supervisor Credibility: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
1. Supervisor Credibility	4.73	4.85	4.53	4.87	4.72	4.69
	2026	376	96	121	1262	171
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
1.1. My supervisor acts consistently.	4.80	4.92	4.66	5.00	4.76	4.66
	1981	365	92	118	1237	169
		1.13	1.41	0.96	1.26	1.32
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
1.2. My supervisor is knowledgeable about the work.	4.91	5.04	4.67	4.90	4.93	4.99
	1972	363	94	118	1229	168
		1.08	1.40	1.10	1.18	1.21
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
1.3. I have confidence in my supervisor.	4.82	4.92	4.65	4.92	4.81	4.81
	1975	362	92	121	1233	167
		1.22	1.50	1.14	1.29	1.30
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
1.4. My supervisor is a role model.	4.41	4.50	4.15	4.68	4.40	4.32
	1952	347	91	117	1231	166
		1.41	1.56	1.19	1.46	1.46

Supervisor Accountability Focus: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
2. Supervisor Accountability Focus	4.75	4.87	4.78	4.81	4.68	4.61
	2007	369	96	121	1251	170
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
2.1. My supervisor holds people accountable for meeting deadlines.	4.79	4.91	4.88	4.82	4.71	4.65
	1889	339	90	118	1185	157
		1.03	1.25	1.06	1.09	1.21
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
2.2. My supervisor strives to improve the performance of my work group.	4.71	4.81	4.71	4.79	4.65	4.59
	1931	350	93	121	1203	164
		1.09	1.30	1.09	1.23	1.29
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
2.3. My supervisor holds people accountable for producing quality work.	4.80	4.84	4.97	4.80	4.73	4.66
	1910	343	87	118	1201	161
		1.07	1.04	1.07	1.13	1.22
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
2.4. My supervisor monitors progress toward stated goals.	4.70	4.92	4.56	4.84	4.63	4.55
	1956	353	93	118	1226	166
		1.09	1.43	1.07	1.24	1.36

Supervisor Staff Development Focus: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
3. Supervisor Staff Development Focus	4.37	4.54	4.30	4.43	4.32	4.25
	2016	374	96	122	1253	171
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
3.1. My supervisor gives me constructive feedback on my performance.	4.52	4.71	4.46	4.62	4.45	4.35
	1981	364	94	119	1236	168
		1.19	1.41	1.24	1.37	1.43
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
3.2. My supervisor and I discuss my career opportunities.	3.95	4.18	3.82	3.90	3.99	3.87
	1922	349	90	117	1205	161
		1.41	1.51	1.33	1.49	1.60
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
3.3. My supervisor clearly communicates expectations.	4.69	4.79	4.71	4.79	4.62	4.55
	1964	357	91	121	1232	163
		1.08	1.19	1.01	1.18	1.21
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
3.4. My supervisor and I discuss my development plan.	4.32	4.47	4.22	4.40	4.23	4.25
	1938	353	94	119	1212	160
		1.31	1.40	1.15	1.40	1.42

Supervisor Fairness and Respect: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
4. Supervisor Fairness and Respect	4.91	4.98	4.75	4.97	4.96	4.90
	2019	374	95	121	1258	171
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
4.1. My supervisor treats me fairly.	4.93	4.98	4.70	4.93	5.03	4.98
	1984	368	91	121	1235	169
		1.15	1.36	1.15	1.16	1.27
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
4.2. My supervisor treats me with respect.	5.08	5.14	4.87	5.18	5.14	5.10
	1988	368	95	120	1237	168
		1.01	1.24	0.98	1.07	1.13
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
4.3. My needs are accommodated by my supervisor.	4.76	4.80	4.68	4.81	4.76	4.75
	1957	362	88	119	1221	167
		1.09	1.15	1.11	1.12	1.25
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
4.4. My supervisor appreciates my efforts.	4.87	4.97	4.73	4.95	4.92	4.79
	1931	356	91	117	1204	163
		1.12	1.30	1.04	1.15	1.31

Feeling Valued: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
5. Feeling Valued	4.92	4.99	4.77	4.96	4.98	4.90
	2028	376	96	121	1263	172
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
5.1. I have the appropriate amount of independence to do my work.	5.19	5.27	5.00	5.23	5.28	5.20
	2023	376	94	120	1261	172
		0.86	1.27	0.91	0.93	1.06
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
5.2. My ideas on work process and procedure improvements are valued.	4.66	4.80	4.47	4.75	4.68	4.58
	1949	353	91	118	1224	163
		1.12	1.44	1.10	1.26	1.36
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
5.3. My colleagues treat me with respect.	5.06	5.02	5.05	5.03	5.14	5.04
	2000	369	93	119	1250	169
		0.96	0.91	0.89	0.86	0.90
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
5.4. My opinions are valued by my supervisor.	4.77	4.89	4.55	4.82	4.81	4.77
	1948	357	84	119	1224	164
		1.13	1.41	1.17	1.19	1.25

Diversity Valued: Race

Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
6. Diversity Valued	4.75	4.85	4.35	4.87	4.89	4.78
	2013	373	95	122	1252	171
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
6.1. I work with colleagues who genuinely welcome differences.	4.80	4.89	4.54	4.91	4.88	4.80
	1944	356	91	117	1214	166
		1.06	1.08	0.93	1.03	1.17
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.48	4.67	4.15	4.57	4.61	4.43
	1900	346	91	115	1191	157
		1.19	1.56	1.24	1.17	1.40
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.03	5.05	4.49	5.18	5.31	5.11
	1952	360	90	117	1220	165
		1.06	1.45	0.84	0.85	1.12
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
6.4. I can comfortably talk about my differences with my colleagues.	4.68	4.78	4.23	4.83	4.78	4.77
	1905	359	93	115	1176	162
		1.12	1.32	1.04	1.11	1.21

Pace of Work: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
7. Pace of Work	4.26	4.44	4.33	4.30	4.02	4.20
	2025	375	96	121	1265	168
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
7.1. I work in an environment where there is a reasonable workload.	4.42	4.60	4.50	4.45	4.17	4.38
	2008	372	94	120	1255	167
		1.26	1.37	1.28	1.45	1.45
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
7.2. My group has enough staff to get the work done in a quality manner.	4.09	4.27	4.15	4.15	3.87	4.01
	1967	360	92	120	1230	165
		1.29	1.42	1.38	1.40	1.40

Safety: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
8. Safety	5.32	5.29	5.41	5.33	5.32	5.25
	2034	375	96	122	1267	174
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
8.1. My responsibilities related to safety have been clearly communicated to me.	5.42	5.38	5.51	5.41	5.46	5.32
	2011	368	95	121	1254	173
		0.66	0.60	0.61	0.71	0.80
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.16	5.17	5.32	5.20	5.14	5.00
	1992	370	92	120	1238	172
		0.85	0.66	0.69	0.88	1.05
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
8.3. Safety is an important core value in my group.	5.37	5.35	5.45	5.37	5.35	5.32
	1999	371	95	121	1244	168
		0.65	0.70	0.80	0.71	0.74
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
8.4. My rights regarding safety have been clearly communicated to me.	5.33	5.25	5.38	5.33	5.34	5.36
	2003	370	95	120	1247	171
		0.73	0.67	0.64	0.76	0.76

Pay and Benefits: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
9. Pay and Benefits	4.55	4.51	4.51	4.63	4.61	4.48
	2026	375	95	122	1263	171
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
9.1. I am satisfied with my benefits.	4.84	4.72	4.88	5.01	4.86	4.73
	1983	366	91	120	1238	168
		1.06	1.01	0.92	1.08	1.02
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
9.2. I am satisfied with my compensation.	4.19	4.23	4.10	4.18	4.29	4.15
	1986	366	94	119	1239	168
		1.31	1.22	1.23	1.31	1.37
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
9.3. I am compensated fairly.	4.25	4.30	4.08	4.27	4.34	4.28
	1977	363	87	120	1240	167
		1.31	1.24	1.16	1.32	1.29
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
9.4. My benefits are competitive.	4.91	4.78	5.00	5.08	4.96	4.76
	1945	357	90	117	1217	164
		1.07	1.02	0.85	1.09	1.15

Pride of Association: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
10. Pride of Association	5.17	5.15	5.17	5.30	5.19	5.05
	2034	376	96	122	1267	173
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
10.1. I am proud of Berkeley Lab's reputation.	5.39	5.42	5.32	5.43	5.44	5.35
	2016	371	94	122	1258	171
		0.79	0.68	0.84	0.76	0.87
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.15	5.18	5.05	5.31	5.19	5.04
	1983	363	88	121	1243	168
		0.92	1.18	0.92	0.99	1.18
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
10.3. I find Berkeley Lab an exciting place to work.	5.13	5.03	5.19	5.30	5.15	4.99
	2005	370	94	120	1251	170
		1.02	0.77	0.86	0.92	1.07
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
10.4. Quality work is highly valued at Berkeley Lab.	5.00	4.98	5.11	5.14	4.97	4.82
	1993	361	95	120	1247	170
		1.04	0.98	0.96	1.03	1.14

Sense of Shared Mission: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
11. Sense of Shared Mission	5.09	5.11	5.10	5.12	5.12	5.01
	2028	375	95	122	1263	173
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.04	5.09	5.03	5.06	5.10	4.89
	1932	356	89	117	1205	165
		0.95	0.95	0.99	0.97	1.09
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.08	5.10	5.11	4.99	5.17	5.01
	1943	354	88	116	1221	164
		0.87	0.95	1.00	0.88	0.97
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
11.3. Berkeley Lab's mission has been clearly communicated.	5.01	5.00	5.11	5.14	4.91	4.90
	1979	364	93	121	1236	165
		0.95	0.84	0.89	1.03	1.15
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
11.4. My work advances Berkeley Lab's mission.	5.25	5.27	5.16	5.31	5.29	5.22
	1949	353	91	117	1224	164
		0.68	0.82	0.61	0.74	0.68

Job Fit: Race

Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
12. Job Fit	4.86	4.90	4.67	5.00	4.94	4.79
	2033	376	96	122	1266	173
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
12.1. My job provides opportunities to challenge myself.	4.98	4.97	4.65	4.99	5.23	5.05
	2023	375	96	120	1261	171
		1.08	1.23	1.05	1.00	1.14
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
12.2. What I do at work is a good reflection of who I am.	4.84	4.89	4.67	5.03	4.90	4.74
	1974	363	94	118	1232	167
		0.98	1.35	0.95	1.03	1.24
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
12.3. My work requires me to use all my capabilities.	4.67	4.76	4.54	4.87	4.73	4.47
	2006	371	90	122	1251	172
		1.09	1.17	1.00	1.11	1.34
Question	Avg Mn	Asian	Blick / AA	His / Lat	White	Unspec
12.4. I can be myself at work.	4.94	4.97	4.80	5.13	4.90	4.89
	2000	370	91	121	1249	169
		1.02	1.06	0.86	0.99	1.18

Psychological Engagement: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
13. Psychological Engagement	4.88 2034	4.90 376	4.79 96	4.93 122	4.89 1267	4.88 173
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
13.1. When I am working I lose track of time.	4.53 1994	4.57 362	4.35 94	4.58 121	4.53 1247	4.61 170
		1.28	1.21	1.06	1.23	1.26
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
13.2. I focus a great deal of attention on my work.	5.44 2024	5.41 375	5.41 95	5.41 121	5.46 1260	5.50 173
		0.62	0.72	0.59	0.64	0.58
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
13.3. My work energizes me.	4.66 2000	4.73 371	4.62 89	4.79 121	4.67 1249	4.51 170
		1.08	0.96	0.90	1.10	1.23

Behavioral Engagement: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
14. Behavioral Engagement	4.84	4.87	4.69	4.92	4.86	4.85
	2019	371	95	121	1259	173
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
14.1. I seek opportunities to go beyond the requirements of my job.	5.08	5.08	4.92	5.15	5.11	5.11
	1964	360	91	117	1229	167
		0.86	0.73	0.81	0.82	0.93
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
14.2. I seek opportunities to collaborate with other work groups.	4.98	5.03	4.83	5.03	5.00	5.04
	1946	354	87	116	1219	170
		0.91	0.87	0.81	0.97	0.92
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
14.3. I volunteer for activities at work that are not part of my job.	4.46	4.51	4.32	4.60	4.47	4.41
	1886	341	85	111	1186	163
		1.20	1.36	1.08	1.21	1.27

Stand-Alone Questions Not Related to Any Dimension: Race

Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
15. I have the tools and materials needed to do my work.	5.00	5.04	4.96	5.07	4.90	5.03
	2013	373	92	121	1255	172
		0.88	1.06	0.78	0.99	0.99
Question	Avg Mn	Asian	Blck / AA	His / Lat	White	Unspec
16. My office layout enhances my ability to do my work.	4.24	4.34	4.33	4.38	4.20	3.96
	1962	365	92	115	1226	164
		1.34	1.38	1.30	1.46	1.57

Breakout Charts and Tables: by Age

Supervisor Credibility: Age

Question	Avg Mn	20-35	36-45	46-55	56+
1. Supervisor Credibility	4.77	5.04	4.76	4.67	4.62
	2026	344	542	579	561
Question	Avg Mn	20-35	36-45	46-55	56+
1.1. My supervisor acts consistently.	4.81	5.01	4.79	4.72	4.72
	1981	337	536	571	537
		1.15	1.23	1.27	1.25
Question	Avg Mn	20-35	36-45	46-55	56+
1.2. My supervisor is knowledgeable about the work.	4.97	5.25	4.99	4.87	4.79
	1972	337	523	567	545
		1.10	1.13	1.22	1.17
Question	Avg Mn	20-35	36-45	46-55	56+
1.3. I have confidence in my supervisor.	4.85	5.09	4.84	4.78	4.70
	1975	338	532	564	541
		1.19	1.25	1.30	1.32
Question	Avg Mn	20-35	36-45	46-55	56+
1.4. My supervisor is a role model.	4.46	4.82	4.44	4.31	4.26
	1952	334	525	556	537
		1.38	1.39	1.45	1.47

Supervisor Accountability Focus: Age

Question	Avg Mn	20-35	36-45	46-55	56+
2. Supervisor Accountability Focus	4.74 2007	4.93	4.69	4.68	4.67
		342	538	573	554
Question	Avg Mn	20-35	36-45	46-55	56+
2.1. My supervisor holds people accountable for meeting deadlines.	4.77 1889	4.88	4.70	4.73	4.77
		320	509	544	516
		1.08	1.18	1.08	1.04
Question	Avg Mn	20-35	36-45	46-55	56+
2.2. My supervisor strives to improve the performance of my work group.	4.71 1931	4.93	4.66	4.65	4.59
		335	521	556	519
		1.14	1.23	1.16	1.24
Question	Avg Mn	20-35	36-45	46-55	56+
2.3. My supervisor holds people accountable for producing quality work.	4.78 1910	4.94	4.69	4.73	4.74
		332	510	544	524
		1.07	1.16	1.12	1.12
Question	Avg Mn	20-35	36-45	46-55	56+
2.4. My supervisor monitors progress toward stated goals.	4.71 1956	4.98	4.70	4.60	4.58
		339	528	556	533
		1.09	1.20	1.28	1.27

Supervisor Staff Development Focus: Age

Question	Avg Mn	20-35	36-45	46-55	56+
3. Supervisor Staff Development Focus	4.39	4.62	4.40	4.32	4.20
	2016	342	540	578	556
Question	Avg Mn	20-35	36-45	46-55	56+
3.1. My supervisor gives me constructive feedback on my performance.	4.52	4.75	4.56	4.46	4.30
	1981	339	535	564	543
		1.28	1.28	1.36	1.39
Question	Avg Mn	20-35	36-45	46-55	56+
3.2. My supervisor and I discuss my career opportunities.	4.03	4.30	4.08	3.91	3.82
	1922	329	520	558	515
		1.49	1.44	1.49	1.47
Question	Avg Mn	20-35	36-45	46-55	56+
3.3. My supervisor clearly communicates expectations.	4.67	4.83	4.63	4.67	4.56
	1964	339	532	560	533
		1.13	1.12	1.14	1.21
Question	Avg Mn	20-35	36-45	46-55	56+
3.4. My supervisor and I discuss my development plan.	4.32	4.60	4.32	4.23	4.13
	1938	327	525	558	528
		1.35	1.37	1.38	1.36

Supervisor Fairness and Respect: Age

Question	Avg Mn	20-35	36-45	46-55	56+
4. Supervisor Fairness and Respect	4.97	5.16	4.95	4.91	4.85
	2019	342	541	579	557
4.1. My supervisor treats me fairly.	5.02	5.21	5.00	4.96	4.90
	1984	338	533	571	542
		1.08	1.16	1.18	1.23
4.2. My supervisor treats me with respect.	5.14	5.33	5.15	5.08	5.02
	1988	336	537	572	543
		0.96	1.01	1.08	1.15
4.3. My needs are accommodated by my supervisor.	4.79	5.04	4.75	4.71	4.65
	1957	340	525	562	530
		1.04	1.11	1.14	1.16
4.4. My supervisor appreciates my efforts.	4.93	5.08	4.92	4.90	4.81
	1931	335	522	555	519
		1.08	1.18	1.16	1.19

Feeling Valued: Age

Question	Avg Mn	20-35	36-45	46-55	56+
5. Feeling Valued	4.98	5.13	4.95	4.94	4.89
	2028	342	541	582	563
Question	Avg Mn	20-35	36-45	46-55	56+
5.1. I have the appropriate amount of independence to do my work.	5.26	5.34	5.24	5.22	5.26
	2023	342	539	580	562
		0.92	0.99	0.95	0.92
Question	Avg Mn	20-35	36-45	46-55	56+
5.2. My ideas on work process and procedure improvements are valued.	4.71	4.92	4.68	4.66	4.59
	1949	332	518	561	538
		1.15	1.28	1.24	1.27
Question	Avg Mn	20-35	36-45	46-55	56+
5.3. My colleagues treat me with respect.	5.11	5.20	5.07	5.11	5.05
	2000	337	537	571	555
		0.90	0.90	0.86	0.89
Question	Avg Mn	20-35	36-45	46-55	56+
5.4. My opinions are valued by my supervisor.	4.83	5.07	4.81	4.78	4.67
	1948	336	526	557	529
		1.03	1.17	1.19	1.30

Diversity Valued: Age

Question	Avg Mn	20-35	36-45	46-55	56+
6. Diversity Valued	4.87	5.04	4.87	4.78	4.78
	2013	341	538	575	559
Question	Avg Mn	20-35	36-45	46-55	56+
6.1. I work with colleagues who genuinely welcome differences.	4.89	5.12	4.90	4.79	4.74
	1944	335	521	549	539
		0.98	0.98	1.09	1.06
Question	Avg Mn	20-35	36-45	46-55	56+
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.59	4.72	4.55	4.52	4.59
	1900	318	516	545	521
		1.24	1.20	1.25	1.22
Question	Avg Mn	20-35	36-45	46-55	56+
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.22	5.37	5.24	5.13	5.13
	1952	335	514	560	543
		0.89	0.94	1.00	1.00
Question	Avg Mn	20-35	36-45	46-55	56+
6.4. I can comfortably talk about my differences with my colleagues.	4.77	4.96	4.79	4.69	4.66
	1905	329	512	535	529
		1.12	1.05	1.14	1.21

Pace of Work: Age

Question	Avg Mn	20-35	36-45	46-55	56+
7. Pace of Work	4.19	4.59	4.08	4.05	4.03
	2025	342	542	581	560
Question	Avg Mn	20-35	36-45	46-55	56+
7.1. I work in an environment where there is a reasonable workload.	4.35	4.80	4.27	4.17	4.16
	2008	340	536	577	555
		1.18	1.34	1.48	1.47
Question	Avg Mn	20-35	36-45	46-55	56+
7.2. My group has enough staff to get the work done in a quality manner.	4.02	4.38	3.88	3.93	3.90
	1967	336	530	563	538
		1.32	1.40	1.37	1.40

Safety: Age

Question	Avg Mn	20-35	36-45	46-55	56+
8. Safety	5.32	5.36	5.31	5.30	5.30
	2034	343	543	585	563
Question	Avg Mn	20-35	36-45	46-55	56+
8.1. My responsibilities related to safety have been clearly communicated to me.	5.43	5.45	5.41	5.44	5.43
	2011	337	538	579	557
		0.77	0.65	0.74	0.67
Question	Avg Mn	20-35	36-45	46-55	56+
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.16	5.27	5.15	5.09	5.12
	1992	334	536	572	550
		0.86	0.80	0.92	0.89
Question	Avg Mn	20-35	36-45	46-55	56+
8.3. Safety is an important core value in my group.	5.35	5.38	5.36	5.34	5.34
	1999	337	532	580	550
		0.69	0.68	0.77	0.66
Question	Avg Mn	20-35	36-45	46-55	56+
8.4. My rights regarding safety have been clearly communicated to me.	5.33	5.33	5.31	5.34	5.32
	2003	337	534	578	554
		0.82	0.75	0.74	0.69

Pay and Benefits: Age

Question	Avg Mn	20-35	36-45	46-55	56+
9. Pay and Benefits	4.57	4.52	4.52	4.59	4.66
	2026	342	541	583	560
Question	Avg Mn	20-35	36-45	46-55	56+
9.1. I am satisfied with my benefits.	4.83	4.82	4.74	4.84	4.93
	1983	336	531	569	547
		1.06	1.04	1.06	1.06
Question	Avg Mn	20-35	36-45	46-55	56+
9.2. I am satisfied with my compensation.	4.24	4.15	4.22	4.27	4.33
	1986	334	531	576	545
		1.36	1.26	1.32	1.30
Question	Avg Mn	20-35	36-45	46-55	56+
9.3. I am compensated fairly.	4.31	4.31	4.29	4.30	4.33
	1977	340	526	570	541
		1.33	1.24	1.33	1.32
Question	Avg Mn	20-35	36-45	46-55	56+
9.4. My benefits are competitive.	4.91	4.82	4.82	4.94	5.05
	1945	324	523	560	538
		1.12	1.10	1.10	1.01

Pride of Association: Age

Question	Avg Mn	20-35	36-45	46-55	56+
10. Pride of Association	5.18	5.27	5.11	5.18	5.18
	2034	343	543	584	564
Question	Avg Mn	20-35	36-45	46-55	56+
10.1. I am proud of Berkeley Lab's reputation.	5.43	5.46	5.40	5.43	5.42
	2016	340	539	576	561
		0.74	0.81	0.74	0.79
Question	Avg Mn	20-35	36-45	46-55	56+
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.18	5.29	5.11	5.21	5.13
	1983	338	526	570	549
		0.90	1.01	0.94	1.11
Question	Avg Mn	20-35	36-45	46-55	56+
10.3. I find Berkeley Lab an exciting place to work.	5.13	5.15	5.07	5.15	5.15
	2005	337	536	579	553
		1.00	0.99	0.90	0.91
Question	Avg Mn	20-35	36-45	46-55	56+
10.4. Quality work is highly valued at Berkeley Lab.	4.99	5.17	4.87	4.94	5.00
	1993	336	531	571	555
		0.96	1.08	1.07	1.00

Sense of Shared Mission: Age

Question	Avg Mn	20-35	36-45	46-55	56+
11. Sense of Shared Mission	5.11	5.18	5.05	5.11	5.12
	2028	342	541	581	564
Question	Avg Mn	20-35	36-45	46-55	56+
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.09	5.18	5.03	5.05	5.09
	1932	325	515	551	541
		0.95	1.00	0.96	0.98
Question	Avg Mn	20-35	36-45	46-55	56+
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.14	5.23	5.11	5.09	5.13
	1943	329	515	555	544
		0.89	0.90	0.93	0.87
Question	Avg Mn	20-35	36-45	46-55	56+
11.3. Berkeley Lab's mission has been clearly communicated.	4.96	5.02	4.85	4.97	4.99
	1979	337	527	570	545
		1.01	1.02	1.01	1.00
Question	Avg Mn	20-35	36-45	46-55	56+
11.4. My work advances Berkeley Lab's mission.	5.27	5.27	5.21	5.34	5.27
	1949	325	526	560	538
		0.72	0.76	0.73	0.66

Job Fit: Age

Question	Avg Mn	20-35	36-45	46-55	56+
12. Job Fit	4.92	4.97	4.83	4.95	4.91
	2033	343	542	584	564
Question	Avg Mn	20-35	36-45	46-55	56+
12.1. My job provides opportunities to challenge myself.	5.13	5.20	5.06	5.12	5.16
	2023	342	538	583	560
		0.98	1.16	1.07	0.97
Question	Avg Mn	20-35	36-45	46-55	56+
12.2. What I do at work is a good reflection of who I am.	4.87	4.85	4.80	4.96	4.89
	1974	331	524	568	551
		1.09	1.04	1.02	1.08
Question	Avg Mn	20-35	36-45	46-55	56+
12.3. My work requires me to use all my capabilities.	4.72	4.76	4.60	4.76	4.75
	2006	341	535	575	555
		1.09	1.13	1.15	1.12
Question	Avg Mn	20-35	36-45	46-55	56+
12.4. I can be myself at work.	4.94	5.07	4.88	4.94	4.85
	2000	341	534	572	553
		0.97	1.00	1.01	1.03

Psychological Engagement: Age

Question	Avg Mn	20-35	36-45	46-55	56+
13. Psychological Engagement	4.88	4.85	4.84	4.93	4.92
	2034	344	542	584	564
Question	Avg Mn	20-35	36-45	46-55	56+
13.1. When I am working I lose track of time.	4.53	4.48	4.50	4.55	4.60
	1994	336	524	574	560
		1.22	1.27	1.18	1.26
Question	Avg Mn	20-35	36-45	46-55	56+
13.2. I focus a great deal of attention on my work.	5.45	5.47	5.41	5.48	5.45
	2024	341	537	582	564
		0.61	0.65	0.65	0.62
Question	Avg Mn	20-35	36-45	46-55	56+
13.3. My work energizes me.	4.67	4.60	4.60	4.76	4.70
	2000	341	537	569	553
		1.17	1.12	1.00	1.10

Behavioral Engagement: Age

Question	Avg Mn	20-35	36-45	46-55	56+
14. Behavioral Engagement	4.86	4.91	4.87	4.86	4.81
	2019	342	538	578	561
Question	Avg Mn	20-35	36-45	46-55	56+
14.1. I seek opportunities to go beyond the requirements of my job.	5.11	5.19	5.11	5.10	5.04
	1964	335	530	562	537
		0.90	0.81	0.80	0.84
Question	Avg Mn	20-35	36-45	46-55	56+
14.2. I seek opportunities to collaborate with other work groups.	5.00	5.01	5.03	5.03	4.94
	1946	335	516	559	536
		1.04	0.93	0.87	0.96
Question	Avg Mn	20-35	36-45	46-55	56+
14.3. I volunteer for activities at work that are not part of my job.	4.48	4.52	4.49	4.45	4.46
	1886	319	510	538	519
		1.32	1.21	1.21	1.16

Stand-Alone Questions Not Related to Any Dimension: Age

Question	Avg Mn	20-35	36-45	46-55	56+
15. I have the tools and materials needed to do my work.	4.97	5.15	4.93	4.92	4.88
	2013	342	540	575	556
		0.90	0.92	1.02	0.96
Question	Avg Mn	20-35	36-45	46-55	56+
16. My office layout enhances my ability to do my work.	4.22	4.20	4.12	4.31	4.23
	1962	332	528	558	544
		1.44	1.46	1.41	1.44

Breakout Charts and Tables: by Years of Service

Supervisor Credibility: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
1. Supervisor Credibility	4.77	5.19	4.65	4.81	4.66	4.65	4.64
	2026	303	312	186	428	336	461
1.1. My supervisor acts consistently.	4.80	5.15	4.66	4.81	4.71	4.66	4.80
	1981	297	306	183	421	329	445
		1.03	1.41	1.19	1.25	1.30	1.17
1.2. My supervisor is knowledgeable about the work.	4.97	5.35	4.94	5.05	4.87	4.90	4.74
	1972	296	301	181	418	326	450
		0.93	1.27	1.10	1.19	1.12	1.23
1.3. I have confidence in my supervisor.	4.85	5.27	4.71	4.87	4.76	4.78	4.69
	1975	297	308	183	413	324	450
		0.96	1.43	1.24	1.25	1.30	1.32
1.4. My supervisor is a role model.	4.44	4.99	4.28	4.51	4.30	4.26	4.32
	1952	289	300	184	413	323	443
		1.11	1.56	1.44	1.42	1.49	1.44

Supervisor Accountability Focus: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
2. Supervisor Accountability Focus	4.74 2007	5.06	4.65	4.84	4.65	4.64	4.62
		301	309	185	424	332	456
2.1. My supervisor holds people accountable for meeting deadlines.	4.78 1889	4.98	4.65	4.97	4.72	4.67	4.69
		280	297	177	403	309	423
		0.94	1.22	0.99	1.15	1.07	1.09
2.2. My supervisor strives to improve the performance of my work group.	4.70 1931	5.06	4.62	4.71	4.61	4.59	4.60
		292	300	181	407	321	430
		0.98	1.33	1.19	1.23	1.20	1.20
2.3. My supervisor holds people accountable for producing quality work.	4.78 1910	5.05	4.68	4.90	4.68	4.71	4.69
		283	297	181	400	313	436
		0.98	1.25	1.08	1.14	1.06	1.14
2.4. My supervisor monitors progress toward stated goals.	4.72 1956	5.15	4.64	4.80	4.60	4.60	4.51
		287	302	185	410	329	443
		0.94	1.30	1.07	1.26	1.23	1.31

Supervisor Staff Development Focus: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
3. Supervisor Staff Development Focus	4.38	4.65	4.27	4.46	4.34	4.32	4.24
	2016	301	312	184	427	332	460
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
3.1. My supervisor gives me constructive feedback on my performance.	4.52	4.90	4.44	4.57	4.44	4.36	4.39
	1981	295	304	183	422	325	452
		1.17	1.40	1.36	1.35	1.37	1.33
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
3.2. My supervisor and I discuss my career opportunities.	4.02	4.26	3.87	4.11	4.02	4.06	3.82
	1922	276	303	180	406	320	437
		1.36	1.57	1.50	1.46	1.44	1.50
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
3.3. My supervisor clearly communicates expectations.	4.67	4.92	4.56	4.72	4.60	4.62	4.60
	1964	294	305	182	416	323	444
		1.05	1.31	1.07	1.15	1.09	1.17
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
3.4. My supervisor and I discuss my development plan.	4.31	4.53	4.22	4.43	4.29	4.25	4.15
	1938	276	301	182	417	321	441
		1.30	1.49	1.34	1.35	1.39	1.35

Supervisor Fairness and Respect: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
4. Supervisor Fairness and Respect	4.96	5.28	4.90	4.92	4.86	4.90	4.89
	2019	302	311	185	428	335	458
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
4.1. My supervisor treats me fairly.	5.02	5.40	4.97	5.02	4.87	4.90	4.94
	1984	295	307	183	421	327	451
		0.82	1.21	1.20	1.24	1.25	1.18
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
4.2. My supervisor treats me with respect.	5.13	5.44	5.10	5.08	5.01	5.09	5.08
	1988	297	310	184	419	329	449
		0.81	1.11	1.16	1.09	1.13	1.04
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
4.3. My needs are accommodated by my supervisor.	4.77	5.08	4.69	4.71	4.71	4.75	4.68
	1957	297	306	181	414	322	437
		0.95	1.24	1.16	1.10	1.12	1.13
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
4.4. My supervisor appreciates my efforts.	4.92	5.20	4.86	4.85	4.85	4.88	4.88
	1931	291	301	181	413	312	433
		0.90	1.24	1.30	1.18	1.22	1.12

Feeling Valued: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
5. Feeling Valued	4.97	5.20	4.93	4.92	4.88	4.92	4.96
	2028	302	311	187	429	336	463
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
5.1. I have the appropriate amount of independence to do my work.	5.24	5.38	5.18	5.16	5.19	5.21	5.35
	2023	301	310	187	426	336	463
		0.85	1.01	1.09	0.99	1.01	0.78
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
5.2. My ideas on work process and procedure improvements are valued.	4.71	5.02	4.67	4.76	4.60	4.58	4.62
	1949	292	300	177	415	319	446
		0.98	1.29	1.27	1.28	1.34	1.22
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
5.3. My colleagues treat me with respect.	5.10	5.23	5.11	5.03	5.02	5.15	5.07
	2000	297	310	186	419	331	457
		0.87	0.89	0.90	0.91	0.86	0.88
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
5.4. My opinions are valued by my supervisor.	4.82	5.15	4.78	4.76	4.69	4.74	4.78
	1948	296	296	180	414	321	441
		0.98	1.18	1.21	1.25	1.28	1.18

Diversity Valued: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
6. Diversity Valued	4.85	5.00	4.82	4.82	4.79	4.85	4.83
	2013	301	308	186	428	334	456
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
6.1. I work with colleagues who genuinely welcome differences.	4.87	4.99	4.78	4.87	4.82	4.91	4.84
	1944	293	302	183	408	320	438
		1.07	1.16	1.04	1.07	0.92	0.99
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.58	4.72	4.52	4.52	4.55	4.55	4.60
	1900	278	292	176	403	319	432
		1.16	1.28	1.28	1.22	1.26	1.18
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.20	5.42	5.27	5.13	5.13	5.13	5.15
	1952	294	300	181	409	324	444
		0.71	0.82	1.09	1.06	1.05	0.99
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
6.4. I can comfortably talk about my differences with my colleagues.	4.76	4.89	4.73	4.78	4.66	4.80	4.73
	1905	288	302	176	396	309	434
		1.12	1.18	1.18	1.15	1.06	1.13

Pace of Work: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
7. Pace of Work	4.15	4.62	4.24	4.01	4.02	3.98	4.05
	2025	302	311	187	430	333	462
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
7.1. I work in an environment where there is a reasonable workload.	4.31	4.83	4.42	4.16	4.16	4.10	4.21
	2008	297	309	187	424	331	460
		1.14	1.42	1.47	1.42	1.48	1.41
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
7.2. My group has enough staff to get the work done in a quality manner.	3.99	4.41	4.06	3.86	3.88	3.86	3.89
	1967	292	305	183	417	323	447
		1.23	1.42	1.47	1.38	1.44	1.35

Safety: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
8. Safety	5.32	5.39	5.32	5.33	5.30	5.25	5.30
	2034	303	313	187	432	336	463
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
8.1. My responsibilities related to safety have been clearly communicated to me.	5.43	5.52	5.44	5.44	5.42	5.35	5.44
	2011	300	307	187	429	332	456
		0.64	0.72	0.70	0.69	0.82	0.65
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.15	5.30	5.20	5.15	5.14	5.05	5.07
	1992	295	309	183	419	333	453
		0.78	0.85	0.84	0.84	0.98	0.88
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
8.3. Safety is an important core value in my group.	5.35	5.39	5.33	5.38	5.34	5.34	5.35
	1999	296	307	184	425	331	456
		0.70	0.70	0.65	0.74	0.73	0.67
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
8.4. My rights regarding safety have been clearly communicated to me.	5.33	5.35	5.32	5.36	5.31	5.26	5.35
	2003	296	306	184	426	334	457
		0.76	0.74	0.72	0.73	0.83	0.69

Pay and Benefits: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
9. Pay and Benefits	4.58	4.63	4.59	4.54	4.45	4.65	4.60
	2026	303	311	187	429	335	461
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
9.1. I am satisfied with my benefits.	4.83	4.84	4.84	4.83	4.73	4.89	4.87
	1983	296	305	184	421	325	452
		1.07	1.01	1.06	1.08	1.02	1.08
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
9.2. I am satisfied with my compensation.	4.25	4.31	4.29	4.15	4.13	4.33	4.29
	1986	298	308	185	414	329	452
		1.36	1.24	1.31	1.34	1.26	1.31
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
9.3. I am compensated fairly.	4.31	4.44	4.38	4.22	4.17	4.38	4.29
	1977	298	307	183	411	328	450
		1.31	1.23	1.27	1.33	1.30	1.32
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
9.4. My benefits are competitive.	4.92	4.94	4.87	4.96	4.78	5.02	4.96
	1945	297	298	179	408	322	441
		1.06	1.04	1.11	1.14	0.98	1.12

Pride of Association: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
10. Pride of Association	5.18 2034	5.34	5.14	5.17	5.09	5.17	5.18
		303	313	187	431	337	463
10.1. I am proud of Berkeley Lab's reputation.	5.43 2016	5.55	5.41	5.48	5.33	5.40	5.44
		299	310	187	425	334	461
		0.63	0.71	0.87	0.88	0.80	0.72
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.18 1983	5.39	5.14	5.15	5.07	5.20	5.14
		296	307	183	418	328	451
		0.84	0.95	0.94	1.11	0.98	1.05
10.3. I find Berkeley Lab an exciting place to work.	5.13 2005	5.28	5.01	5.09	5.09	5.11	5.17
		297	309	185	424	331	459
		0.89	1.04	1.05	0.92	0.96	0.87
10.4. Quality work is highly valued at Berkeley Lab.	4.99 1993	5.15	5.02	4.97	4.85	4.98	4.95
		297	310	183	421	331	451
		0.93	1.01	1.00	1.10	1.02	1.08

Sense of Shared Mission: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
11. Sense of Shared Mission	5.12	5.22	5.11	5.13	5.05	5.10	5.09
	2028	303	311	187	430	335	462
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.09	5.27	5.14	5.12	4.99	5.02	5.01
	1932	289	298	176	408	313	448
		0.85	0.87	0.98	0.96	1.04	1.06
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.13	5.25	5.15	5.11	5.04	5.13	5.12
	1943	292	299	179	412	317	444
		0.89	0.86	0.95	0.93	0.87	0.89
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
11.3. Berkeley Lab's mission has been clearly communicated.	4.97	5.05	4.93	5.08	4.89	4.96	4.90
	1979	299	309	183	416	324	448
		0.99	1.01	0.92	0.99	1.02	1.07
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
11.4. My work advances Berkeley Lab's mission.	5.27	5.30	5.24	5.21	5.25	5.29	5.32
	1949	290	302	180	409	321	447
		0.70	0.79	0.79	0.71	0.69	0.69

Job Fit: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
12. Job Fit	4.90	5.01	4.79	4.85	4.87	4.89	5.01
	2033	303	313	187	431	336	463
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
12.1. My job provides opportunities to challenge myself.	5.12	5.29	4.99	5.02	5.03	5.11	5.26
	2023	302	311	186	427	335	462
		0.95	1.15	1.10	1.09	1.04	0.97
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
12.2. What I do at work is a good reflection of who I am.	4.86	4.96	4.77	4.74	4.87	4.85	4.98
	1974	295	300	183	419	324	453
		1.00	1.13	1.24	0.95	1.09	1.01
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
12.3. My work requires me to use all my capabilities.	4.70	4.72	4.60	4.70	4.71	4.66	4.85
	2006	300	310	185	423	332	456
		1.10	1.22	1.13	1.09	1.14	1.10
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
12.4. I can be myself at work.	4.93	5.08	4.79	4.93	4.85	4.93	4.96
	2000	299	311	184	420	330	456
		0.88	1.13	1.07	1.04	0.93	0.98

Psychological Engagement: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
13. Psychological Engagement	4.88	4.97	4.78	4.83	4.90	4.87	4.93
	2034	303	313	187	432	336	463
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
13.1. When I am working I lose track of time.	4.53	4.49	4.43	4.56	4.55	4.56	4.61
	1994	298	305	186	419	329	457
		1.24	1.25	1.23	1.22	1.28	1.19
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
13.2. I focus a great deal of attention on my work.	5.45	5.54	5.44	5.42	5.43	5.43	5.44
	2024	301	308	187	429	336	463
		0.58	0.62	0.68	0.63	0.70	0.61
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
13.3. My work energizes me.	4.66	4.87	4.47	4.51	4.71	4.64	4.74
	2000	299	309	185	421	331	455
		1.03	1.23	1.19	1.02	1.08	1.02

Behavioral Engagement: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
14. Behavioral Engagement	4.86	4.91	4.82	4.84	4.87	4.89	4.83
	2019	300	312	187	428	333	459
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
14.1. I seek opportunities to go beyond the requirements of my job.	5.10	5.25	5.11	5.07	5.09	5.06	5.05
	1964	293	307	183	413	325	443
		0.75	0.85	0.97	0.81	0.86	0.81
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
14.2. I seek opportunities to collaborate with other work groups.	5.00	5.07	4.92	5.00	5.03	5.07	4.94
	1946	292	302	179	406	319	448
		0.96	1.05	0.98	0.91	0.89	0.90
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
14.3. I volunteer for activities at work that are not part of my job.	4.47	4.42	4.44	4.45	4.48	4.54	4.50
	1886	270	301	174	403	313	425
		1.17	1.31	1.33	1.21	1.16	1.17

Stand-Alone Questions Not Related to Any Dimension: Years of Service

Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
15. I have the tools and materials needed to do my work.	4.96	4.97	4.99	4.98	4.96	5.03	4.85
	2013	301	311	186	425	332	458
		1.05	1.00	0.89	0.91	0.87	1.01
Question	Avg Mn	0-1	2-3	4-5	6-10	11-15	16+
16. My office layout enhances my ability to do my work.	4.21	4.07	4.13	4.16	4.13	4.41	4.36
	1962	290	303	186	418	323	442
		1.50	1.48	1.50	1.37	1.37	1.43

Breakout Charts and Tables: by Union Code

Supervisor Credibility: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
1. Supervisor Credibility	4.75	4.77	4.98	4.53	4.65	4.52	5.16	4.83	4.57
	2026	1101	37	125	433	50	136	46	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
1.1. My supervisor acts consistently.	4.85	4.80	5.24	4.61	4.71	4.71	5.12	5.00	4.64
	1981	1087	34	121	421	48	132	43	95
		1.21	1.07	1.47	1.30	1.32	1.03	0.79	1.31
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
1.2. My supervisor is knowledgeable about the work.	4.85	4.99	4.82	4.61	4.89	4.49	5.39	4.84	4.74
	1972	1077	33	121	421	47	132	44	97
		1.09	1.36	1.43	1.22	1.52	0.77	1.10	1.45
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
1.3. I have confidence in my supervisor.	4.82	4.85	5.00	4.58	4.74	4.70	5.22	4.87	4.64
	1975	1085	33	118	416	50	132	45	96
		1.24	1.32	1.51	1.36	1.39	1.01	0.87	1.43
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
1.4. My supervisor is a role model.	4.48	4.43	4.88	4.30	4.28	4.18	4.89	4.60	4.26
	1952	1070	33	119	414	49	130	42	95
		1.41	1.41	1.65	1.49	1.62	1.16	1.11	1.56

Supervisor Accountability Focus: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
2. Supervisor Accountability Focus	4.71 2007	4.76	4.67	4.69	4.57	4.53	4.98	4.90	4.61
		1098	29	125	427	49	135	46	98
2.1. My supervisor holds people accountable for meeting deadlines.	4.76 1889	4.80	4.61	4.92	4.55	4.77	4.94	4.86	4.62
		1051	23	116	393	47	125	43	91
		1.08	1.44	1.02	1.18	1.03	0.93	0.77	1.13
2.2. My supervisor strives to improve the performance of my work group.	4.67 1931	4.73	4.79	4.61	4.56	4.25	4.95	4.91	4.54
		1058	29	115	411	48	131	44	95
		1.16	1.18	1.30	1.27	1.38	1.09	0.96	1.34
2.3. My supervisor holds people accountable for producing quality work.	4.74 1910	4.78	4.71	4.77	4.67	4.54	4.98	4.80	4.69
		1054	28	114	400	48	131	41	94
		1.08	1.30	1.19	1.19	1.35	0.96	1.10	1.23
2.4. My supervisor monitors progress toward stated goals.	4.69 1956	4.74	4.56	4.47	4.50	4.54	5.05	5.02	4.61
		1077	27	119	418	46	129	45	95
		1.17	1.25	1.45	1.33	1.41	0.98	0.78	1.39

Supervisor Staff Development Focus: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
3. Supervisor Staff Development Focus	4.34	4.36	4.11	4.29	4.33	4.01	4.58	4.64	4.37
	2016	1101	32	124	429	50	135	47	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
3.1. My supervisor gives me constructive feedback on my performance.	4.49	4.52	4.12	4.47	4.37	4.27	4.74	4.93	4.47
	1981	1086	26	121	424	49	133	45	97
		1.30	1.40	1.50	1.43	1.56	1.23	0.99	1.35
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
3.2. My supervisor and I discuss my career opportunities.	3.91	4.01	3.86	3.71	4.08	3.40	4.09	4.02	4.07
	1922	1060	22	115	411	47	129	43	95
		1.45	1.67	1.60	1.48	1.69	1.48	1.35	1.42
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
3.3. My supervisor clearly communicates expectations.	4.69	4.66	4.58	4.68	4.56	4.58	4.87	4.98	4.63
	1964	1075	31	121	417	48	134	43	95
		1.12	1.31	1.28	1.23	1.30	0.99	0.86	1.21
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
3.4. My supervisor and I discuss my development plan.	4.25	4.26	3.87	4.30	4.30	3.77	4.61	4.61	4.30
	1938	1070	23	120	411	48	126	44	96
		1.38	1.52	1.36	1.38	1.60	1.30	1.04	1.35

Supervisor Fairness and Respect: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
4. Supervisor Fairness and Respect	4.96	4.97	5.09	4.78	4.89	4.87	5.14	4.96	4.96
	2019	1102	37	124	428	50	135	45	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
4.1. My supervisor treats me fairly.	5.01	5.01	5.23	4.76	4.95	5.00	5.23	4.93	4.98
	1984	1080	35	121	423	49	135	45	96
		1.14	1.14	1.46	1.26	1.24	0.99	1.16	1.05
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
4.2. My supervisor treats me with respect.	5.13	5.14	5.31	4.94	5.10	5.10	5.27	5.05	5.11
	1988	1090	35	120	422	49	133	44	95
		1.03	1.11	1.32	1.14	0.90	0.92	1.03	1.03
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
4.3. My needs are accommodated by my supervisor.	4.76	4.80	4.90	4.64	4.64	4.41	4.97	4.93	4.80
	1957	1074	31	120	416	49	133	40	94
		1.08	1.08	1.30	1.25	1.27	0.95	0.83	0.99
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
4.4. My supervisor appreciates my efforts.	4.93	4.92	4.93	4.78	4.87	4.98	5.09	4.96	4.95
	1931	1061	29	119	411	48	126	45	92
		1.13	1.25	1.40	1.26	1.02	1.08	0.85	1.05

Feeling Valued: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
5. Feeling Valued	4.93	4.97	5.08	4.83	4.99	4.65	5.06	4.91	4.91
	2028	1101	40	124	433	51	135	46	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
5.1. I have the appropriate amount of independence to do my work.	5.24	5.26	5.70	5.23	5.29	4.94	5.30	5.15	5.03
	2023	1098	40	124	432	51	135	46	97
		0.91	0.52	1.08	0.95	1.16	0.92	0.89	1.07
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
5.2. My ideas on work process and procedure improvements are valued.	4.64	4.71	4.57	4.58	4.69	4.22	4.79	4.80	4.74
	1949	1076	28	120	409	49	126	46	95
		1.22	1.29	1.44	1.30	1.33	1.16	1.05	1.19
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
5.3. My colleagues treat me with respect.	5.11	5.08	5.21	5.01	5.13	5.02	5.18	5.16	5.11
	2000	1093	38	121	428	50	132	44	94
		0.88	0.87	1.03	0.87	0.91	0.96	0.81	0.82
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
5.4. My opinions are valued by my supervisor.	4.72	4.84	4.84	4.49	4.84	4.43	4.98	4.54	4.77
	1948	1075	32	117	412	47	131	41	93
		1.16	1.11	1.43	1.22	1.41	1.07	1.25	1.10

Diversity Valued: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
6. Diversity Valued	4.86	4.80	5.14	4.79	4.98	4.60	4.94	4.92	4.75
	2013	1096	40	124	428	48	134	47	96
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
6.1. I work with colleagues who genuinely welcome differences.	4.88	4.79	5.23	4.86	5.00	4.39	5.11	4.93	4.76
	1944	1062	39	117	415	46	130	43	92
		1.07	0.87	1.07	0.97	1.39	0.90	1.08	0.93
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
6.2. The benefits of a diverse work group are clearly communicated in my Division.	4.62	4.53	4.86	4.64	4.67	4.40	4.57	4.82	4.49
	1900	1042	36	111	411	42	122	44	92
		1.24	1.13	1.28	1.17	1.23	1.26	0.92	1.25
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
6.3. I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	5.18	5.17	5.42	5.12	5.32	5.09	5.24	5.00	5.10
	1952	1066	38	119	416	47	131	43	92
		0.99	0.92	1.08	0.95	0.78	0.90	1.02	0.77
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
6.4. I can comfortably talk about my differences with my colleagues.	4.77	4.70	5.05	4.52	4.93	4.53	4.83	4.93	4.66
	1905	1039	38	121	396	47	127	43	94
		1.11	1.18	1.39	1.04	1.25	1.17	1.10	1.17

Pace of Work: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
7. Pace of Work	4.37	4.04	4.38	4.17	4.01	4.20	4.70	4.88	4.54
	2025	1097	37	125	434	51	136	46	99
7.1. I work in an environment where there is a reasonable workload.	4.57	4.19	4.64	4.33	4.16	4.61	4.84	5.11	4.65
	2008	1087	36	124	432	51	135	45	98
		1.42	1.33	1.54	1.45	1.42	1.06	0.86	1.24
7.2. My group has enough staff to get the work done in a quality manner.	4.16	3.89	4.13	4.00	3.86	3.80	4.56	4.64	4.43
	1967	1067	32	120	422	50	133	45	98
		1.38	1.31	1.60	1.39	1.41	1.19	1.03	1.26

Safety: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
8. Safety	5.28	5.34	5.29	5.30	5.28	5.16	5.28	5.40	5.23
	2034	1103	41	125	434	51	135	47	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
8.1. My responsibilities related to safety have been clearly communicated to me.	5.38	5.48	5.54	5.45	5.39	5.08	5.40	5.45	5.26
	2011	1093	39	123	429	51	132	47	97
		0.66	0.55	0.59	0.75	1.11	0.68	0.58	0.83
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
8.2. I feel safe in conducting my work because of the Laboratory's safety practices.	5.09	5.18	4.95	5.17	5.06	4.90	5.21	5.22	5.05
	1992	1085	37	121	426	50	132	45	96
		0.83	1.00	0.83	0.95	1.18	0.76	0.56	0.94
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
8.3. Safety is an important core value in my group.	5.38	5.35	5.37	5.27	5.34	5.51	5.30	5.53	5.41
	1999	1086	38	122	429	51	132	45	96
		0.70	0.59	0.75	0.74	0.58	0.76	0.50	0.67
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
8.4. My rights regarding safety have been clearly communicated to me.	5.28	5.36	5.29	5.30	5.33	5.16	5.19	5.38	5.22
	2003	1087	38	123	430	50	134	45	96
		0.69	0.73	0.76	0.80	0.96	0.91	0.53	0.80

Pay and Benefits: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
9. Pay and Benefits	4.48	4.63	4.40	4.53	4.61	4.38	4.26	4.60	4.46
	2026	1102	38	125	430	51	135	47	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
9.1. I am satisfied with my benefits.	4.77	4.88	4.63	4.93	4.80	4.64	4.58	5.00	4.67
	1983	1085	32	121	422	50	131	47	95
		1.03	1.45	1.03	1.05	1.01	1.20	0.78	1.12
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
9.2. I am satisfied with my compensation.	4.14	4.30	4.11	4.02	4.38	4.08	3.86	4.23	4.14
	1986	1091	35	121	422	49	131	44	93
		1.28	1.53	1.41	1.25	1.35	1.45	1.31	1.29
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
9.3. I am compensated fairly.	4.21	4.34	4.16	4.12	4.41	4.16	4.02	4.26	4.24
	1977	1085	37	118	423	50	132	39	93
		1.30	1.54	1.43	1.25	1.23	1.41	1.16	1.25
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
9.4. My benefits are competitive.	4.82	5.00	4.71	5.06	4.85	4.65	4.56	4.93	4.78
	1945	1072	35	117	408	48	126	46	93
		1.04	1.45	0.96	1.11	1.23	1.27	0.83	1.02

Pride of Association: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
10. Pride of Association	5.17	5.18	5.33	5.15	5.21	5.12	5.19	5.24	4.98
	2034	1102	42	125	434	51	135	47	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
10.1. I am proud of Berkeley Lab's reputation.	5.39	5.47	5.49	5.42	5.39	5.36	5.36	5.41	5.24
	2016	1094	41	122	432	50	133	46	98
		0.72	0.90	0.71	0.82	0.90	0.86	0.78	0.92
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
10.2. Acting with integrity is of utmost importance at Berkeley Lab.	5.18	5.15	5.33	5.08	5.24	5.08	5.33	5.20	5.06
	1983	1084	39	121	420	50	132	41	96
		1.00	0.90	1.16	1.01	1.16	0.81	0.78	1.00
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
10.3. I find Berkeley Lab an exciting place to work.	5.10	5.15	5.18	5.02	5.17	5.12	4.93	5.29	4.97
	2005	1094	38	121	429	51	132	45	95
		0.89	1.01	1.06	0.94	0.86	1.21	0.69	1.07
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
10.4. Quality work is highly valued at Berkeley Lab.	5.02	4.94	5.32	5.08	5.04	4.94	5.14	5.04	4.64
	1993	1083	41	122	425	51	128	46	97
		1.00	0.96	1.07	1.02	1.30	1.00	1.01	1.34

Sense of Shared Mission: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
11. Sense of Shared Mission	5.11 2028	5.12	5.41	5.14	5.10	4.95	5.05	5.08	5.00
		1100	41	124	433	51	135	46	98
11.1. The people in my Division are committed to Berkeley Lab's mission.	5.06 1932	5.09	5.41	5.17	5.06	4.78	5.13	5.00	4.82
		1061	39	115	407	49	123	45	93
		0.95	0.94	0.91	0.97	1.10	1.02	0.98	1.13
11.2. I work with colleagues in my group who are committed to Berkeley Lab's mission.	5.13 1943	5.12	5.56	5.03	5.19	5.02	5.08	4.91	5.11
		1060	36	115	416	51	124	46	95
		0.89	0.69	1.02	0.83	1.12	0.99	0.94	0.83
11.3. Berkeley Lab's mission has been clearly communicated.	4.97 1979	5.01	5.16	5.16	4.78	4.72	4.80	5.23	4.86
		1084	37	116	422	50	132	44	94
		0.94	0.80	0.92	1.12	1.23	1.08	0.64	1.19
11.4. My work advances Berkeley Lab's mission.	5.27 1949	5.26	5.53	5.20	5.37	5.29	5.17	5.16	5.20
		1070	40	114	416	49	123	43	94
		0.69	0.72	0.86	0.71	0.87	0.80	0.69	0.65

Job Fit: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
12. Job Fit	4.93	4.88	5.43	4.57	5.09	4.86	4.77	4.98	4.81
	2033	1102	42	125	433	51	135	47	98
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
12.1. My job provides opportunities to challenge myself.	5.04	5.11	5.73	4.43	5.49	4.92	4.96	4.78	4.87
	2023	1099	40	124	431	51	135	45	98
		1.00	0.60	1.45	0.79	1.18	1.21	1.06	1.16
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
12.2. What I do at work is a good reflection of who I am.	4.94	4.89	5.31	4.57	4.91	5.14	4.64	5.13	4.89
	1974	1072	39	120	420	51	132	45	95
		0.98	0.61	1.53	1.04	0.85	1.22	0.92	1.14
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
12.3. My work requires me to use all my capabilities.	4.75	4.66	5.43	4.41	4.97	4.48	4.50	4.91	4.63
	2006	1088	40	125	430	50	134	43	96
		1.10	0.64	1.44	1.03	1.31	1.16	0.84	1.21
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
12.4. I can be myself at work.	4.98	4.88	5.27	4.87	5.00	4.88	5.00	5.12	4.85
	2000	1086	41	124	426	51	134	43	95
		1.00	0.78	1.17	0.96	1.07	1.03	0.88	1.13

Psychological Engagement: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
13. Psychological Engagement	4.88 2034	4.87	5.35	4.74	5.04	4.87	4.67	4.86	4.67
		1101	42	125	435	51	135	47	98
13.1. When I am working I lose track of time.	4.52 1994	4.55	5.05	4.50	4.65	4.57	4.17	4.48	4.23
		1088	40	125	425	51	126	44	95
		1.20	1.34	1.31	1.25	1.12	1.31	1.17	1.21
13.2. I focus a great deal of attention on my work.	5.44 2024	5.43	5.76	5.46	5.56	5.49	5.36	5.26	5.22
		1096	42	123	432	51	135	47	98
		0.62	0.43	0.73	0.58	0.67	0.64	0.57	0.83
13.3. My work energizes me.	4.69 2000	4.64	5.25	4.27	4.91	4.55	4.48	4.85	4.54
		1088	40	122	429	51	135	41	94
		1.06	0.87	1.27	1.03	1.06	1.26	0.85	1.09

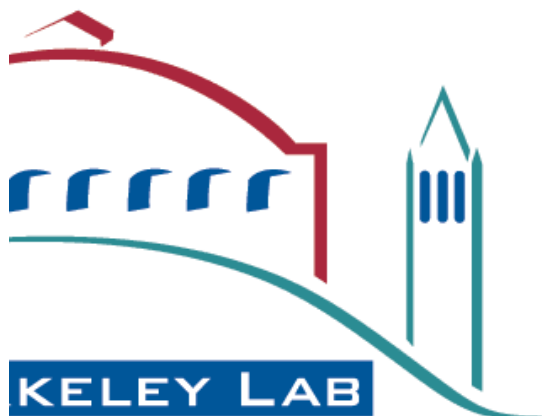
Behavioral Engagement: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
14. Behavioral Engagement	4.80	4.83	5.16	4.73	5.06	4.57	4.73	4.65	4.64
	2019	1097	39	123	433	50	135	46	96
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
14.1. I seek opportunities to go beyond the requirements of my job.	5.03	5.09	5.38	4.92	5.26	4.80	5.05	4.78	4.97
	1964	1073	37	121	421	49	129	40	94
		0.81	0.55	1.06	0.70	1.00	0.88	1.03	0.93
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
14.2. I seek opportunities to collaborate with other work groups.	4.88	4.98	5.37	4.78	5.30	4.66	4.70	4.61	4.65
	1946	1065	38	111	430	47	126	38	91
		0.93	0.59	1.16	0.75	1.13	1.08	0.95	1.03
Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
14.3. I volunteer for activities at work that are not part of my job.	4.48	4.43	4.73	4.48	4.63	4.27	4.44	4.57	4.32
	1886	1034	33	118	411	41	122	42	85
		1.18	1.01	1.47	1.10	1.40	1.44	1.17	1.35

Stand-Alone Questions Not Related to Any Dimension: Union Code

Question	Avg Mn	99	A1	CX	FX	KB	RX	SX	TX
15. I have the tools and materials needed to do my work.	4.98	4.96	5.15	5.20	4.83	4.57	5.17	5.02	4.94
	2013	1094	41	123	430	51	135	43	96
		0.92	0.79	0.90	1.07	1.28	0.84	1.01	0.89
16. My office layout enhances my ability to do my work.	4.14	4.25	4.41	4.10	4.26	3.26	4.09	4.44	4.32
	1962	1079	32	123	424	43	131	34	96
		1.42	1.29	1.49	1.45	1.92	1.42	1.31	1.24

Appendix A: The Survey Instrument



Climate Survey

Please read each statement in the survey and consider the extent to which you agree with each statement. Then choose the response which best describes your impression.

If you encounter a question that you don't have an answer for, please select "N/A - Don't Know."



For the purpose of this survey, supervisor is defined as your primary immediate supervisor who regularly monitors your job performance.

We need to be sure the survey instrument is functioning properly. Can you see the "Next" button below?
(ANSWER REQUIRED)

☐ Yes

Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
My supervisor monitors progress toward stated goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the appropriate amount of independence to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor acts consistently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people in my Division are committed to Berkeley Lab's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in an environment where there is a reasonable workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me constructive feedback on my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job provides opportunities to challenge myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I am working I lose track of time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud of Berkeley Lab's reputation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is a role model.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I focus a great deal of attention on my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My benefits are competitive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
Quality work is highly valued at Berkeley Lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My responsibilities related to safety have been clearly communicated to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor holds people accountable for meeting deadlines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor and I discuss my development plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ideas on work process and procedure improvements are valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is knowledgeable about the work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work with colleagues in my group who are committed to Berkeley Lab's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My group has enough staff to get the work done in a quality manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
What I do at work is a good reflection of who I am.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My office layout enhances my ability to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor appreciates my efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work advances Berkeley Lab's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I have the opportunity to do what I do best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety is an important core value in my group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my compensation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe in conducting my work because of the Laboratory's safety practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor strives to improve the performance of my work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find Berkeley Lab an exciting place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence in my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Berkeley Lab's mission has been clearly communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor and I discuss my career opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I volunteer for activities at work that are not part of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My rights regarding safety have been clearly communicated to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I have the tools and materials needed to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor clearly communicates expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work requires me to use all my capabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to be part of Berkeley Lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I seek opportunities to collaborate with other work groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My needs are accommodated by my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am compensated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I seek opportunities to go beyond the requirements of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor holds people accountable for producing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work energizes me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opinions are valued by my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acting with integrity is of utmost importance at Berkeley Lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can be myself at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following questions are specifically about your perceptions of diversity at Berkeley Lab as they relate to race, ethnicity, gender, age, religion, disability, and sexual orientation.

Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I work with colleagues who genuinely welcome differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits of a diverse work group are clearly communicated in my Division.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that the contributions and behaviors most valued in my Division are not specific to any one race, ethnicity, gender, age, religion, disability or sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can comfortably talk about my differences with my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What do you like best about working at Berkeley Lab?

What do you like least about working at Berkeley Lab?

What do you think would make Berkeley Lab an even better place to work?

IMPORTANT!

**Please press submit below to forward your responses.
Thank you.**

