

UNCLASSIFIED

2016 DCIPS Summit



Performance Management Summary

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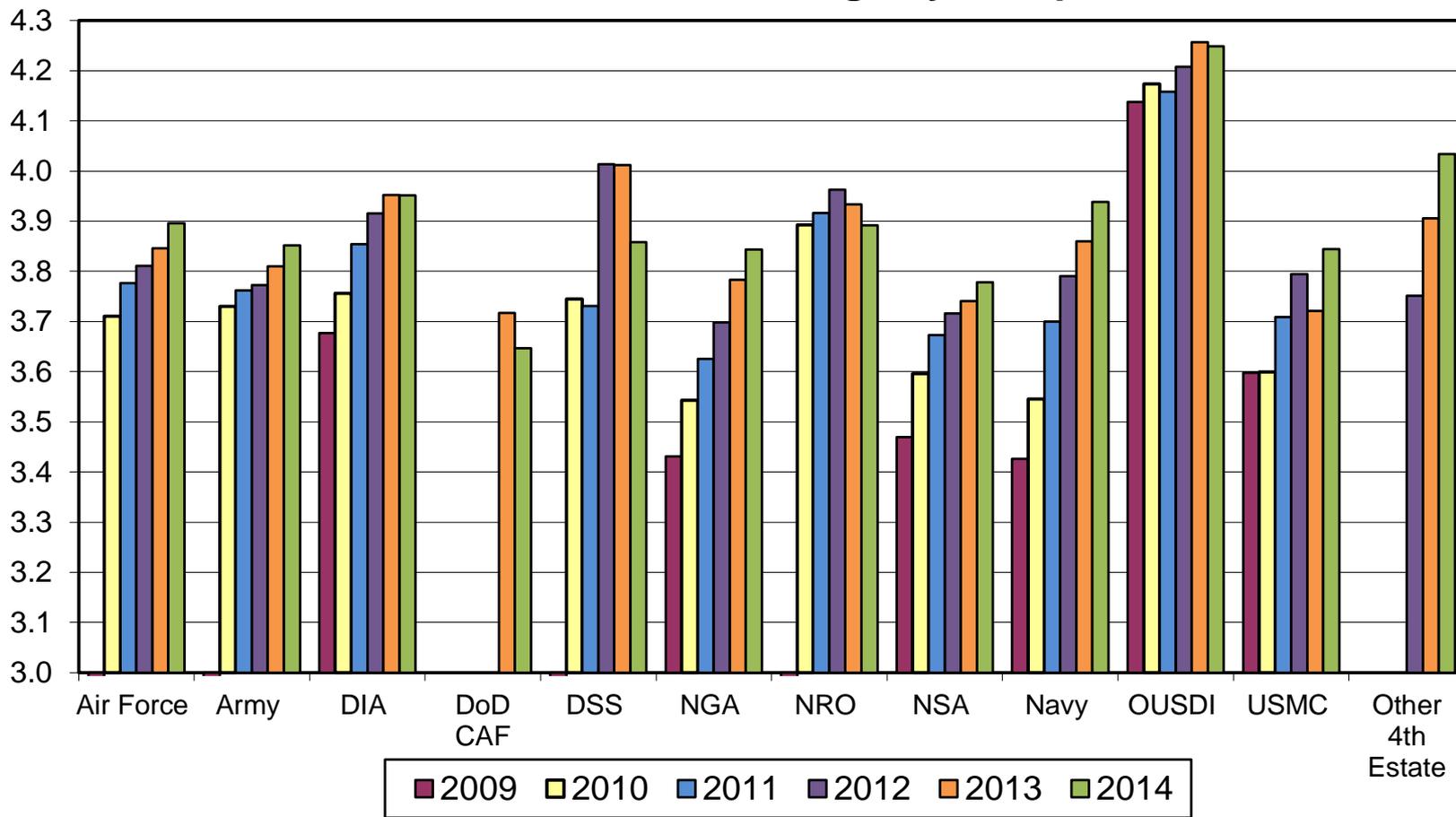


Rating Distributions - 2009 to 2014



Intelligence

2009 to 2014 Mean Ratings by Component



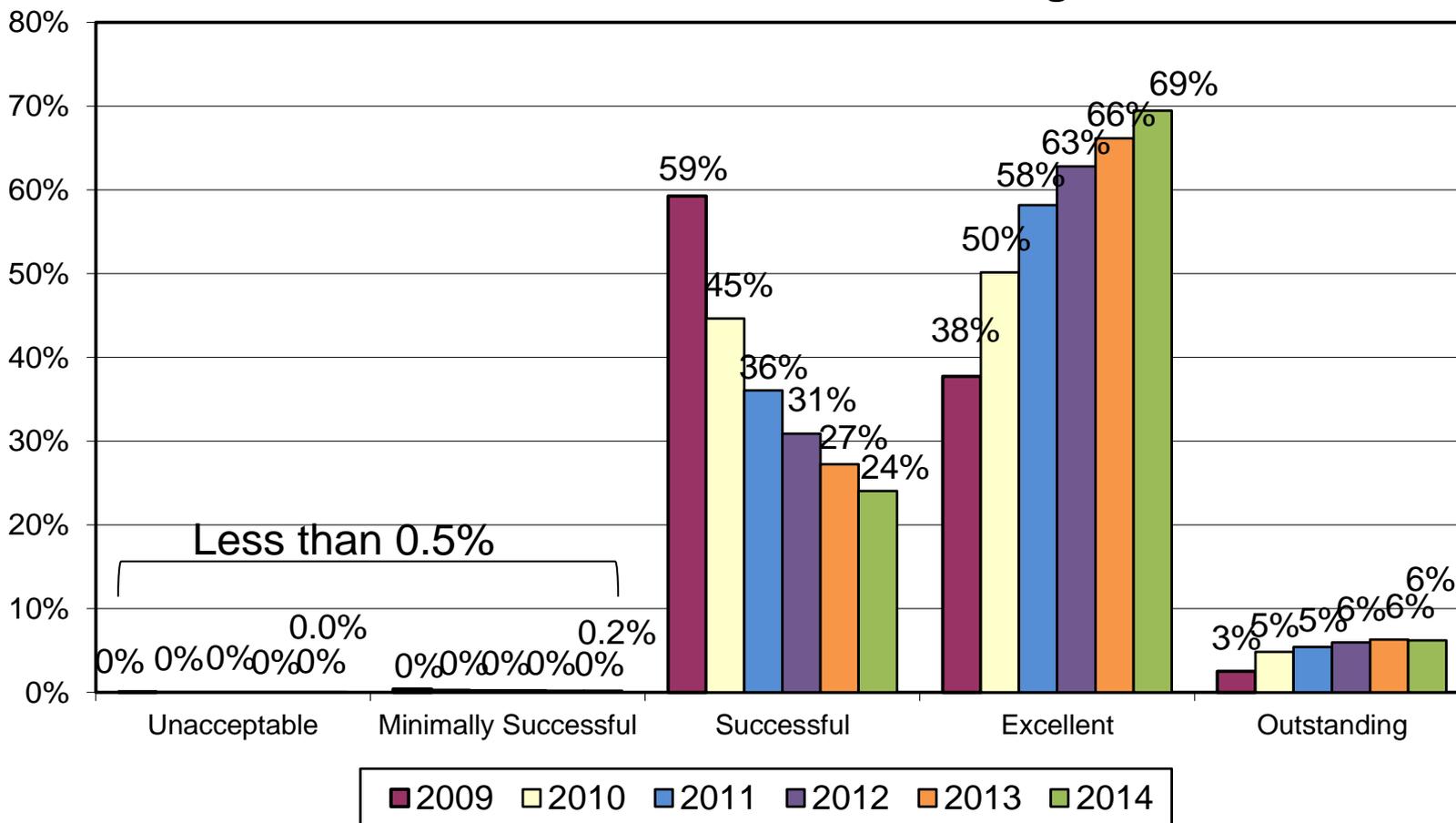


Rating Distributions - 2009 to 2014



Intelligence

2009 to 2014 DCIPS Performance Rating Distribution



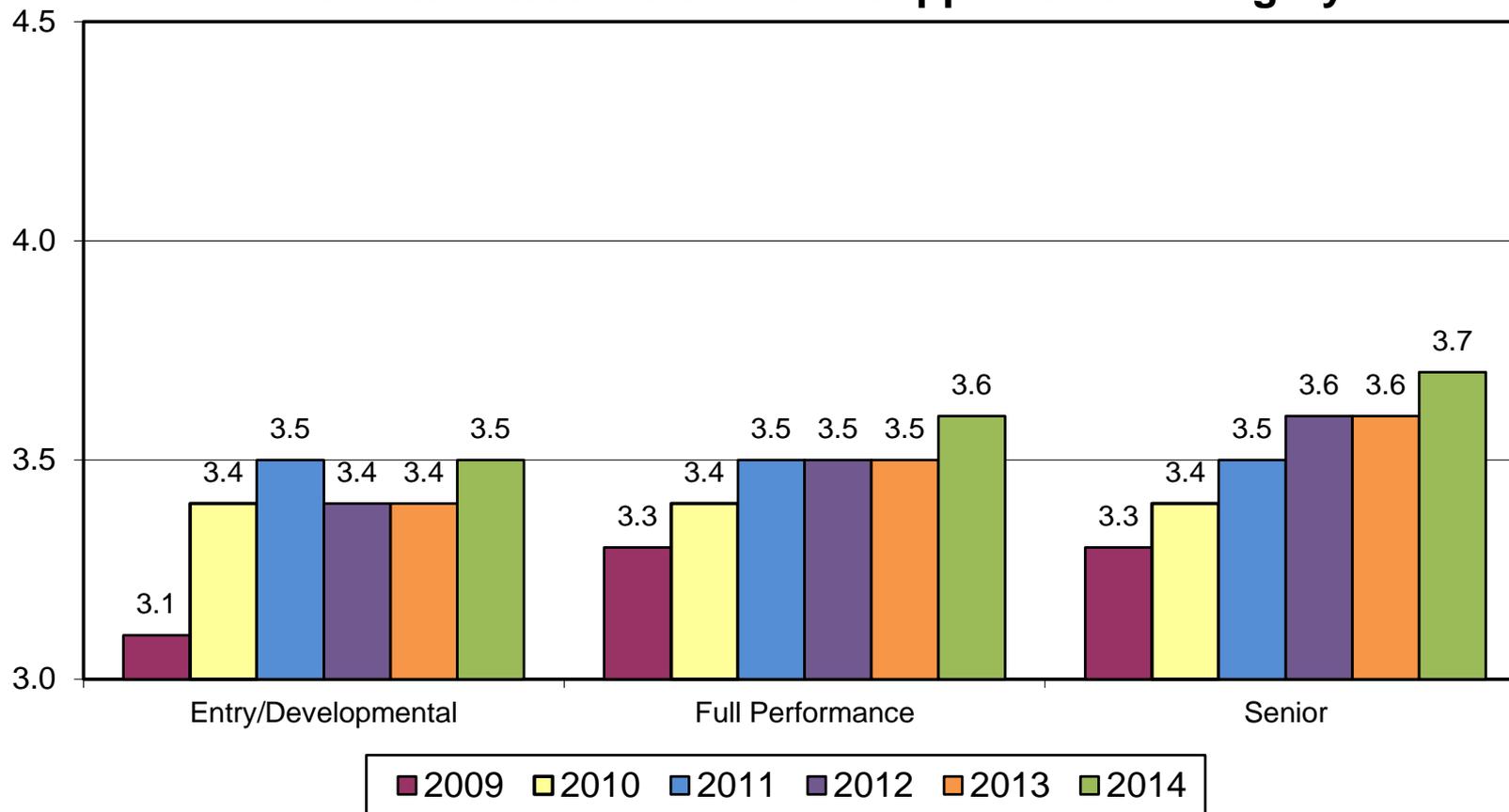


Rating Distributions - 2009 to 2014



Intelligence

2009 to 2014 Mean Ratings for Technician/Administrative Support Work Category



Unclassified

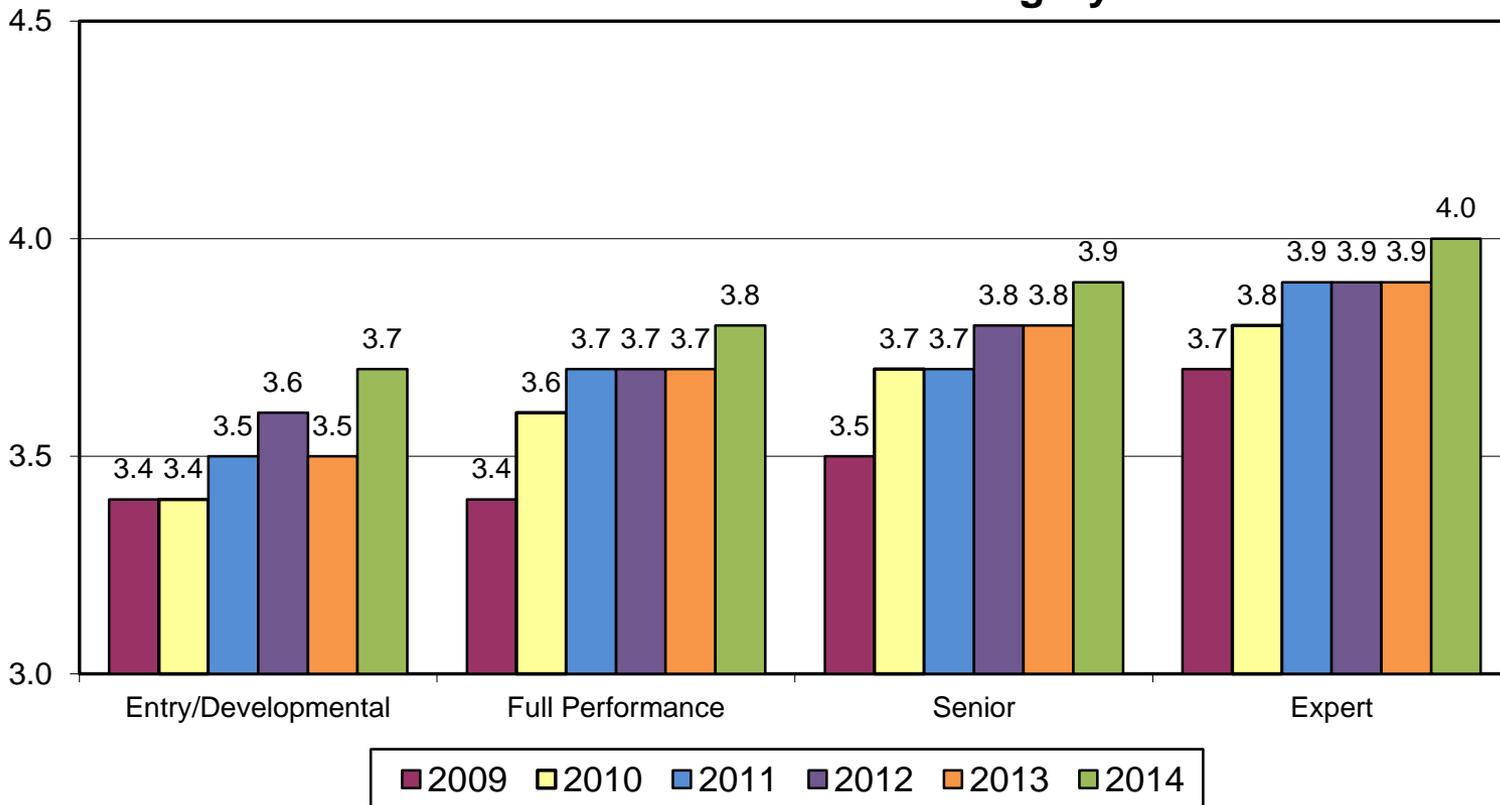


Rating Distributions - 2009 to 2014



Intelligence

2009 to 2014 Mean Ratings for Professional Work Category



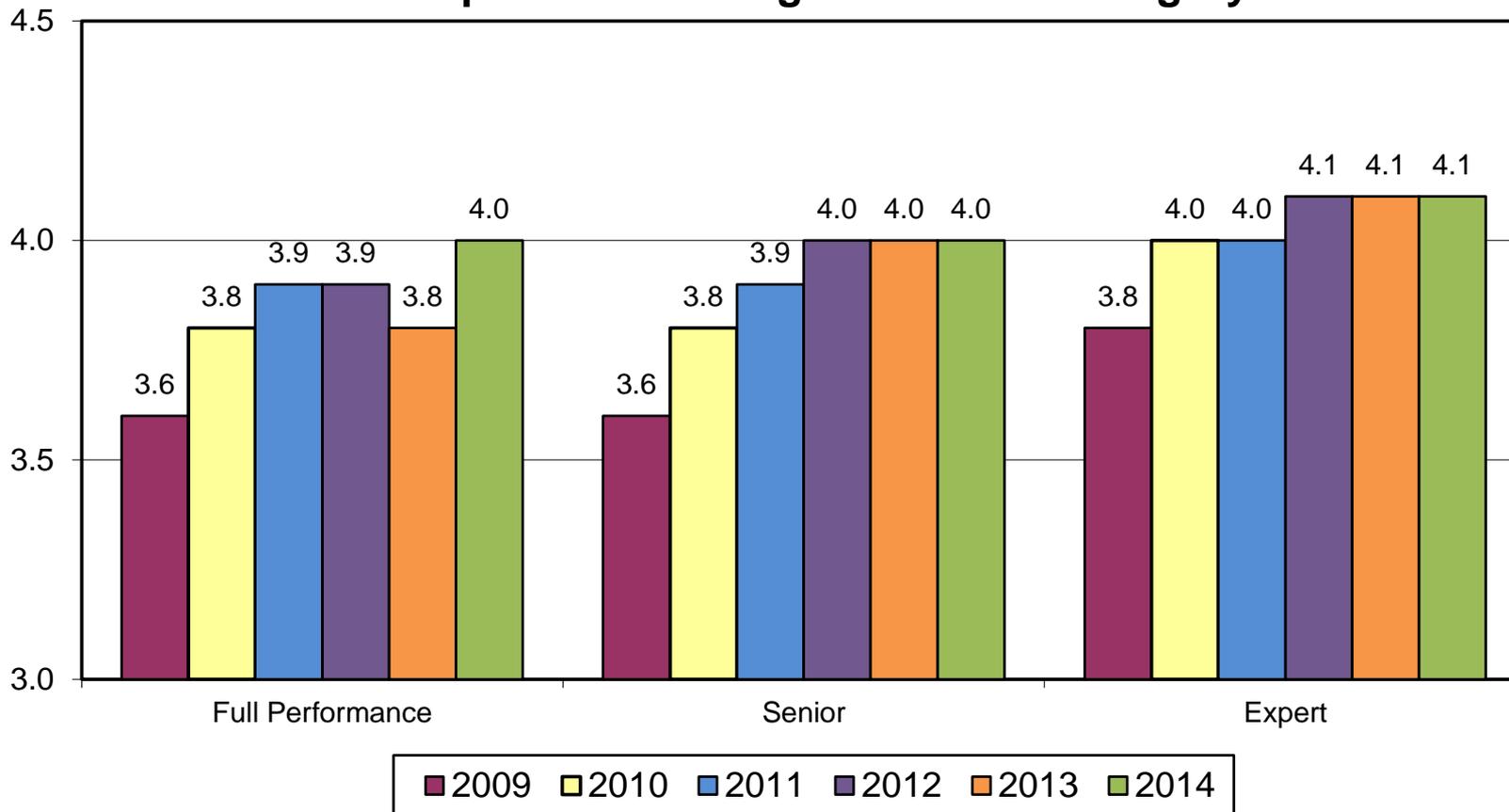


Rating Distributions - 2009 to 2014



Intelligence

2009 to 2014 Mean Ratings for Supervision/Management Work Category





IC Climate 2011-2014: PM Culture



Intelligence

Percent Positive responses: Higher number is more favorable. Highlighted cells indicate a positive response rate greater than 66%.

Item	Enterprise Averages			
	2011	2012	2013	2014
	Percent Positive			
1. The people I work with cooperate to get the job done.	85.9%	86.2%	86.7%	84.8%
17. I know how my work relates to the agency's goals and priorities.	83.3%	81.9%	81.6%	79.0%
19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	68%	70.3%	69.0%	69.4%
25. Promotions in my work unit are based on merit.	42.3%	43.1%	41.6%	38.3%
26. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.6%	41.8%	40.7%	38.6%
28. Creativity and innovation are rewarded.	52%	51.4%	50.9%	49.1%
33. In my work unit, differences in performance are recognized in a meaningful way.	45.6%	43.6%	44.3%	43.3%
34. Pay raises depend on how well employees perform their jobs.	28.8%	27.3%	26.9%	25.6%
35. Awards in my work unit depend on how well employees perform their jobs.	48%	48.6%	47.8%	46.9%
36. My performance appraisal is a fair reflection of my performance.	62.4%	65.2%	64.6%	64.7%
37. Discussions with my supervisor/team leader about my performance are worthwhile.	61.3%	64.5%	63.5%	61.7%
41. My supervisor supports my need to balance work and other life issues.	81.4%	83.3%	83.5%	84.1%
47. Employees have a feeling of personal empowerment with respect to work processes.	51.5%	53.6%	54.7%	52.0%
60. How satisfied are you with the recognition you receive for doing a good job?	51.9%	52.9%	52.9%	52.0%



IC Climate 2011-2014: PM Culture



Intelligence

Percent Positive responses: Higher number is more favorable. Highlighted cells indicate a positive response rate greater than 66%.

Item	Intelligence Community				USDI				DIA				NSA			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
	Percent Positive				Percent Positive				Percent Positive				Percent Positive			
1. The people I work with cooperate to get the job done.	87.8%	87.1%	86.0%	85.7%	88.3%	91.9%	92.0%	85.0%	82.8%	87.8%	85.9%	86.9%	86.9%	87.7%	87.4%	86.4%
17. I know how my work relates to the agency's goals and priorities.	86.3%	85.2%	84.1%	83.8%	83.9%	77.2%	83.8%	74.2%	81.7%	83.9%	78.0%	74.2%	84.1%	85.7%	84.1%	82.3%
19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.5%	68.9%	65.7%	69.5%	72.8%	79.1%	76.4%	72.7%	63.2%	65.2%	63.7%	65.9%	56.5%	57.9%	57.8%	59.8%
25. Promotions in my work unit are based on merit.	44.4%	43.6%	43.1%	43.1%	47.6%	48.7%	36.6%	28.4%	35.1%	41.9%	36.7%	28.4%	43.6%	43.8%	43.2%	41.3%
26. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2%	39.0%	35.2%	37.2%	36.7%	42.8%	42.5%	35.0%	33.6%	32.5%	28.4%	25.2%	35.5%	32.3%	31.8%	31.6%
28. Creativity and innovation are rewarded.	53.3%	52.6%	52.0%	51.7%	58.6%	50.3%	47.1%	44.4%	41.1%	47.7%	41.7%	36.8%	50.4%	51.5%	53.1%	52.5%
33. In my work unit, differences in performance are recognized in a meaningful way.	43.4%	42.8%	41.5%	42.4%	48.8%	41.1%	37.7%	40.9%	39.6%	39.8%	35.6%	31.3%	38.9%	39.8%	39.1%	39.7%
34. Pay raises depend on how well employees perform their jobs.	31.4%	31.1%	28.8%	28.5%	31.6%	31.0%	28.9%	24.8%	25.6%	24.7%	19.8%	14.8%	31.6%	32.1%	30.0%	30.2%
35. Awards in my work unit depend on how well employees perform their jobs.	49.4%	51.1%	49.3%	50.1%	49.4%	48.0%	42.0%	40.6%	45.6%	49.4%	46.8%	42.4%	44.3%	48.0%	47.4%	47.9%
36. My performance appraisal is a fair reflection of my performance.	67.2%	70.4%	66.2%	70.1%	65.9%	63.9%	60.3%	62.8%	62.2%	70.6%	68.2%	65.7%	59.3%	64.2%	59.0%	61.4%
37. Discussions with my supervisor/team leader about my performance are worthwhile.	64.1%	66.7%	62.0%	63.4%	59.1%	60.4%	64.5%	59.1%	61.5%	68.1%	64.7%	60.2%	60.4%	58.5%	57.5%	57.7%
41. My supervisor supports my need to balance work and other life issues.	84.4%	85.9%	85.9%	87.0%	87.2%	84.3%	88.0%	88.5%	81.8%	85.0%	84.3%	84.1%	85.5%	88.7%	86.2%	87.6%
47. Employees have a feeling of personal empowerment with respect to work processes.	51.2%	54.2%	53.1%	53.3%	58.7%	54.5%	62.3%	54.3%	43.6%	47.3%	41.0%	36.5%	47.4%	54.8%	54.9%	53.0%
60. How satisfied are you with the recognition you receive for doing a good job?	53.4%	54.2%	52.9%	53.5%	58.5%	57.0%	54.2%	52.3%	49.2%	54.2%	51.3%	49.8%	49.3%	50.1%	50.8%	49.2%



IC Climate 2011-2014: PM Culture



Intelligence

Percent Positive responses: Higher number is more favorable. Highlighted cells indicate a positive response rate greater than 66%.

Item	Intelligence Community				NRO				NGA				Air Force			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
	Percent Positive				Percent Positive				Percent Positive				Percent Positive			
1. The people I work with cooperate to get the job done.	87.8%	87.1%	86.0%	85.7%	87.9%	82.7%	89.7%	86.7%	88.7%	83.0%	86.0%	87.2%	87.2%	83.5%	87.2%	87.3%
17. I know how my work relates to the agency's goals and priorities.	86.3%	85.2%	84.1%	83.8%	86.4%	90.9%	90.5%	90.7%	84.6%	79.9%	87.5%	80.1%	83.1%	76.8%	76.3%	77.6%
19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.5%	68.9%	65.7%	69.5%	86.7%	86.9%	89.2%	89.8%	68.1%	69.4%	75.1%	75.4%	67.4%	64.8%	64.3%	67.7%
25. Promotions in my work unit are based on merit.	44.4%	43.6%	43.1%	43.1%	53.2%	50.7%	55.8%	55.4%	41.4%	36.0%	45.4%	44.1%	42.6%	40.0%	40.9%	41.5%
26. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2%	39.0%	35.2%	37.2%	45.0%	44.9%	50.8%	52.2%	36.7%	40.2%	39.2%	37.5%	41.7%	42.0%	44.3%	47.8%
28. Creativity and innovation are rewarded.	53.3%	52.6%	52.0%	51.7%	63.8%	65.9%	67.3%	69.5%	58.3%	49.0%	56.9%	53.9%	52.4%	47.7%	50.7%	54.8%
33. In my work unit, differences in performance are recognized in a meaningful way.	43.4%	42.8%	41.5%	42.4%	53.6%	49.7%	58.9%	58.9%	48.0%	38.1%	46.0%	43.9%	46.8%	41.1%	43.3%	49.1%
34. Pay raises depend on how well employees perform their jobs.	31.4%	31.1%	28.8%	28.5%	32.5%	29.2%	34.3%	34.4%	47.2%	36.8%	45.0%	47.0%	22.6%	19.9%	16.9%	18.4%
35. Awards in my work unit depend on how well employees perform their jobs.	49.4%	51.1%	49.3%	50.1%	59.6%	57.3%	62.1%	64.3%	53.3%	44.3%	53.6%	52.8%	46.7%	45.2%	45.2%	49.2%
36. My performance appraisal is a fair reflection of my performance.	67.2%	70.4%	66.2%	70.1%	72.9%	72.9%	77.3%	76.8%	58.8%	61.2%	64.7%	66.0%	64.3%	64.7%	67.3%	68.9%
37. Discussions with my supervisor/team leader about my performance are worthwhile.	64.1%	66.7%	62.0%	63.4%	70.1%	67.2%	74.9%	74.9%	61.6%	64.8%	69.5%	67.9%	62.2%	64.6%	62.0%	65.5%
41. My supervisor supports my need to balance work and other life issues.	84.4%	85.9%	85.9%	87.0%	86.7%	88.5%	92.4%	92.2%	83.4%	88.1%	90.8%	90.3%	79.9%	79.9%	78.4%	82.1%
47. Employees have a feeling of personal empowerment with respect to work processes.	51.2%	54.2%	53.1%	53.3%	64.6%	61.4%	70.2%	73.4%	52.0%	48.8%	53.8%	50.7%	52.9%	51.5%	52.9%	57.8%
60. How satisfied are you with the recognition you receive for doing a good job?	53.4%	54.2%	52.9%	53.5%	60.5%	59.8%	65.8%	66.0%	54.7%	50.7%	55.7%	54.4%	50.6%	47.7%	46.4%	53.3%



IC Climate 2011-2014: PM Culture



Intelligence

Percent Positive responses: Higher number is more favorable. Highlighted cells indicate a positive response rate greater than 66%.

Item	Intelligence Community				Navy				Marine Corps				Army			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
	Percent Positive				Percent Positive				Percent Positive				Percent Positive			
1. The people I work with cooperate to get the job done.	87.8%	87.1%	86.0%	85.7%	82.6%	88.6%	82.3%	81.0%	85.0%	87.5%	85.1%	83.2%	83.8%	82.8%	84.3%	79.5%
17. I know how my work relates to the agency's goals and priorities.	86.3%	85.2%	84.1%	83.8%	81.3%	83.6%	80.7%	79.8%	80.1%	80.8%	76.1%	74.0%	84.3%	78.4%	77.9%	78.0%
19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.5%	68.9%	65.7%	69.5%	64.6%	70.1%	55.6%	63.0%	71.8%	73.7%	72.4%	68.7%	60.4%	65.8%	66.4%	61.4%
25. Promotions in my work unit are based on merit.	44.4%	43.6%	43.1%	43.1%	36.7%	44.4%	39.1%	38.8%	45.8%	46.7%	41.8%	43.0%	34.7%	35.4%	34.7%	24.1%
26. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2%	39.0%	35.2%	37.2%	33.8%	43.5%	35.0%	36.1%	53.4%	59.1%	57.0%	54.2%	30.7%	38.7%	37.2%	27.9%
28. Creativity and innovation are rewarded.	53.3%	52.6%	52.0%	51.7%	44.6%	51.1%	47.4%	45.1%	53.2%	56.7%	52.4%	52.3%	45.4%	42.9%	41.7%	32.8%
33. In my work unit, differences in performance are recognized in a meaningful way.	43.4%	42.8%	41.5%	42.4%	41.5%	48.0%	41.9%	41.6%	50.8%	56.7%	55.0%	52.8%	42.3%	38.1%	41.1%	31.5%
34. Pay raises depend on how well employees perform their jobs.	31.4%	31.1%	28.8%	28.5%	24.1%	26.2%	22.2%	20.6%	16.9%	24.2%	22.9%	21.5%	27.5%	21.7%	22.0%	18.8%
35. Awards in my work unit depend on how well employees perform their jobs.	49.4%	51.1%	49.3%	50.1%	43.6%	50.8%	45.0%	43.6%	48.3%	54.9%	50.2%	50.6%	41.0%	39.6%	38.0%	30.4%
36. My performance appraisal is a fair reflection of my performance.	67.2%	70.4%	66.2%	70.1%	60.0%	65.6%	63.5%	63.3%	62.2%	67.5%	62.4%	64.0%	56.5%	56.5%	58.9%	53.6%
37. Discussions with my supervisor/team leader about my performance are worthwhile.	64.1%	66.7%	62.0%	63.4%	55.9%	65.4%	59.6%	56.3%	65.3%	72.0%	65.5%	65.9%	55.2%	59.4%	53.5%	48.1%
41. My supervisor supports my need to balance work and other life issues.	84.4%	85.9%	85.9%	87.0%	77.1%	80.0%	80.4%	81.9%	75.1%	78.4%	74.4%	74.9%	76.1%	76.7%	76.3%	75.8%
47. Employees have a feeling of personal empowerment with respect to work processes.	51.2%	54.2%	53.1%	53.3%	45.9%	55.5%	47.8%	48.1%	51.0%	60.2%	58.2%	53.4%	47.7%	48.4%	51.4%	41.1%
60. How satisfied are you with the recognition you receive for doing a good job?	53.4%	54.2%	52.9%	53.5%	45.5%	51.5%	49.6%	49.2%	50.9%	57.6%	55.5%	54.5%	47.4%	47.6%	47.2%	39.1%