



Farm Credit System Insurance Corporation
2015 Federal Employee Viewpoint Survey
Summary Report

About this Report

The 2015 Federal Employee Viewpoint Survey (FEVS) measured employee's perception of conditions within their agencies which contributed to their organization's success. This year, FEVS focused on three indices: Engagement, Global Satisfaction, and the New Inclusion Quotient (IQ). These indices encompassed the six key areas FEVS selected in this report. The six areas consisted of: Personal work experience, Work Unit, Agency, Supervisor, Leadership, and Satisfaction. The Corporation compared its employee responses with responses from 4,977 full-time/part-time permanent Federal Government employees within the small Independent agencies. FCSIC received results from 82 percent of its staff compared to an average 65 percent response for the smaller independent agencies within the Federal Government. Figure 1 shows the results at a glance of FCSIC's 2015 FEVS percentage rate of participatory employees who have a favorable view of conditions related to each of the six areas of consideration.

Results at a Glance

FCSIC 2015 Federal Employee Viewpoint Survey (FEVS) Results

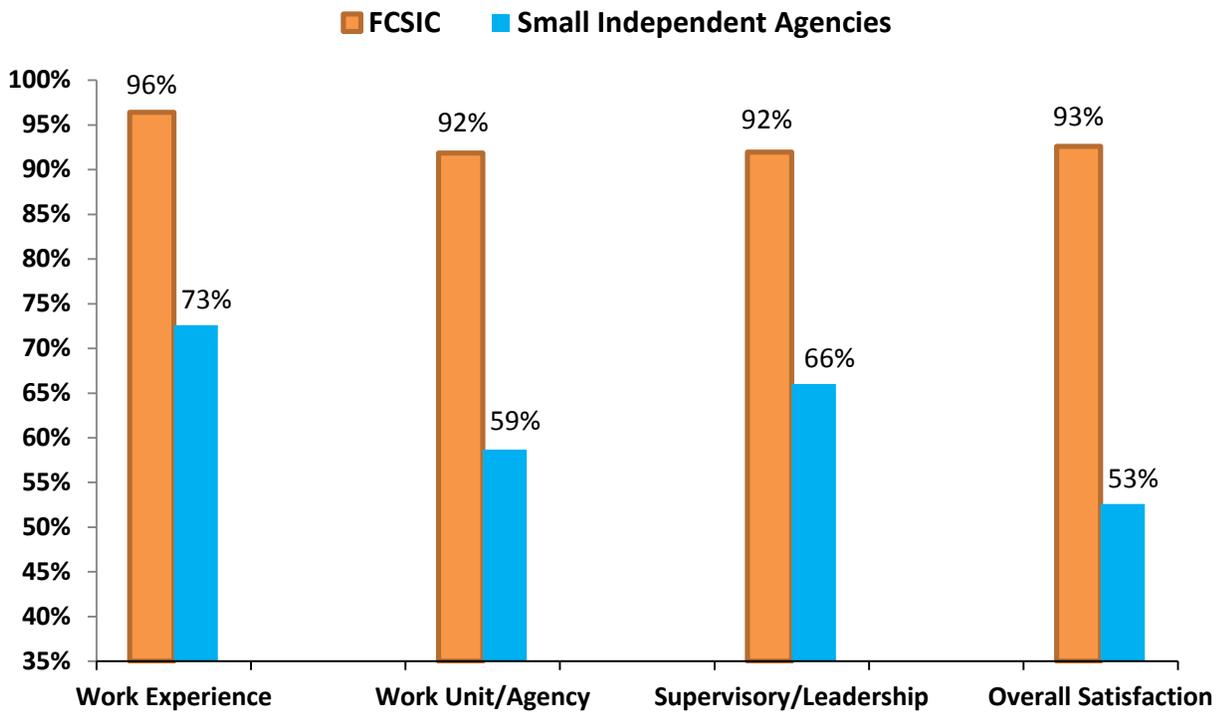


Figure 1 – FCSIC 2015 Overall FEVS Results

The 2015 Federal Employee Viewpoint Survey Indices

In this survey, particular attention has been devoted to the Engagement, Global Satisfaction, and the New Inclusion Quotient (IQ) indices. The 2015 Federal Employee Viewpoint Survey (FEVS) results continue to indicate that FCSIC maintains a highly motivated staff, 100-percent of the participants indicated a strong commitment to producing high-quality work, and they consider their work to be important. This year's survey also shows FCSIC employees have high levels of trust and confidence in their relationships with supervisors and co-workers.

The Engagement Index is a measure of the conditions conducive to engagement, that is the engagement potential of the Corporation's work environment. The index is made up of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The following results illustrate the positive views and opinions of FCSIC participants in the survey. (See figure 2)

Engagement Index Highlights

- Eighty-nine percent of FCSIC participants indicated that "In my [their] organization, senior leaders generate high levels of motivation and commitment in the workforce."
- One-Hundred percent of FCSIC participants indicated that "[their] organization's senior leaders maintain high standards of honesty and integrity."
- Seventy-nine percent of FCSIC participants indicated that "Managers communicate the goals and priorities of the organization."
- Eighty-nine percent of FCSIC participants indicated that "Overall, their manager directly above your[their] immediate supervisor [has done a good job]"
- One-Hundred percent of FCSIC participants indicated that "I [they] have a high level of respect for my [their] organization's senior leaders."

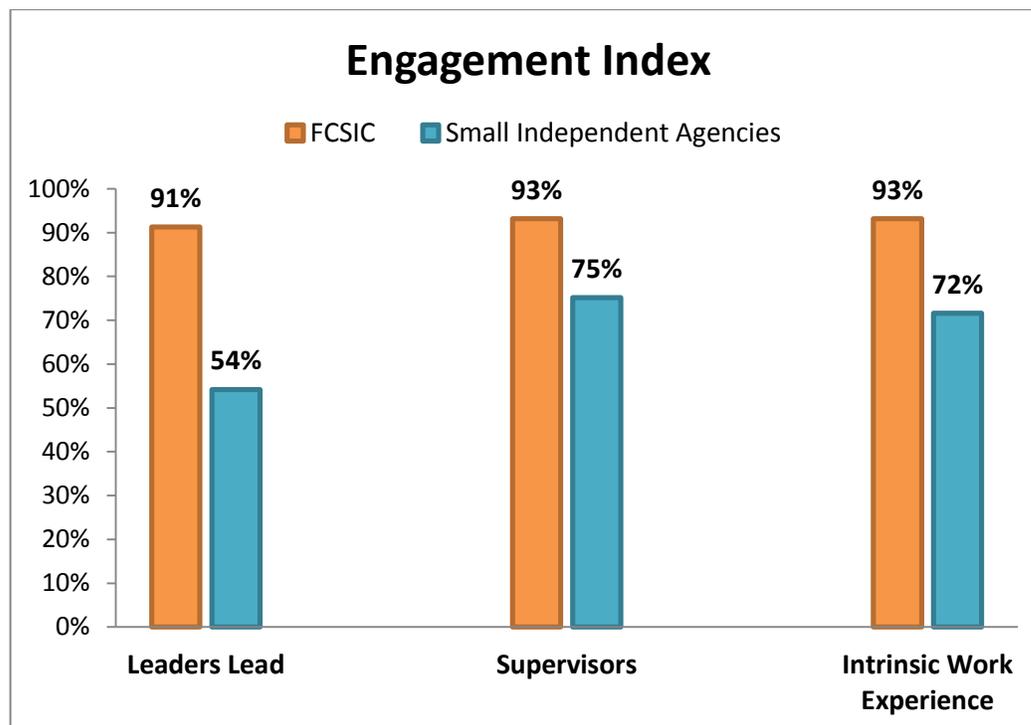


Figure 2 – Engagement Index Percentage Results

Global Satisfaction Index Highlights

The Global Satisfaction Index measures employee satisfaction about four aspects related to their work: their job, their pay, their organization, and whether they would recommend their organization as a good place to work. Based on the 2015 FEVS, Figure 3 shows the overall Global Satisfaction Index and its subfactors increased by two percentage points from 2014.

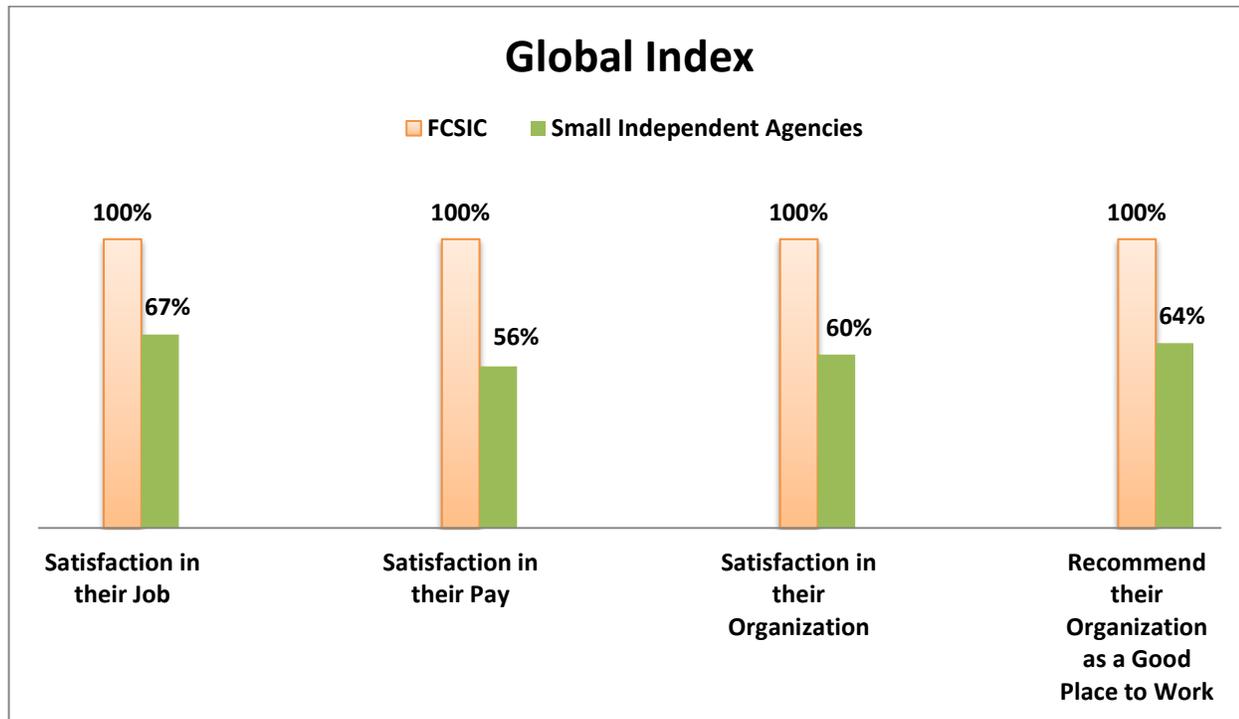


Figure 3 – Global Satisfaction Index Percentage Results

The 2015 FEVS Global Satisfaction Index results are as follows:

- One-Hundred percent of FCSIC participants indicated that “Considering everything, [they are] satisfied with your [their] job.”
- One-Hundred percent of FCSIC participants indicated that “Considering everything, [they are] satisfied with your [their] pay.”
- One-Hundred percent of FCSIC participants indicated that “Considering everything, [they are] satisfied with your [the] organization [Corporation].”
- One-Hundred percent of FCSIC participants indicated that they would “recommend my [their] organization [Corporation] as a good place to work.”

New Inclusion Quotient (IQ) Index Highlights

The New IQ identifies behaviors that help create an inclusive environment and is built on the concept that repetition of inclusive behaviors will create positive habits among FCSIC employees and managers. The New IQ was made up of 20 questions that relate to inclusive workplace environments. The 20 questions were grouped into “Five Habits of Inclusion – Fair, Open, Cooperative, Supportive, and Empowering.” Figure 4 shows the New IQ index comparison of FCSIC to the small independent agencies.

- One-Hundred percent of FCSIC participants indicated that they “have enough information to do my [their] job well.”
- One-Hundred percent of FCSIC participants indicated that they “feel encouraged to come up with new and better ways of doing things.”
- Eighty-nine percent of FCSIC participants indicated that their “talents are used well in the workplace.”
- Eighty-five percent of FCSIC participants indicated that in [their] work unit, steps are taken to deal with a poor performer who cannot or will not improve.”
- Eighty-seven percent of FCSIC participants indicated that “in [their] work unit, differences in performance are recognized in a meaningful way.”
- Eighty-nine percent of FCSIC participants indicated that “awards in [their] work unit depend on how well employees perform their jobs.”
- One-Hundred percent of FCSIC participants indicated that they “have a feeling of personal empowerment with respect to work processes.”
- Eighty-nine percent of FCSIC participants indicated that “Creativity and innovation are rewarded.”
- One-Hundred percent of FCSIC participants indicated that “Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).”
- Eighty-nine percent of FCSIC participants indicated that “Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.”
- One-Hundred percent of FCSIC participants indicated that “Prohibited Personnel Practices are not tolerated.”
- One-Hundred percent of FCSIC participants indicated that “supervisor supports my [their] need to balance work and other life issues.”
- One-Hundred percent of FCSIC participants indicated that their “supervisor is committed to a workforce representative of all segments of society.”
- Eighty-nine percent of FCSIC participants indicated that their “supervisor provides me [them] with constructive suggestions to improve my job performance.”
- One-Hundred percent of FCSIC participants indicated that their “supervisor listens to what I [they] have to say.”
- One-Hundred percent of FCSIC participants indicated that their “supervisor treats me [them] with respect.”
- Eighty-nine percent of FCSIC participants indicated that “In the last six months, [their] supervisor has talked [to] with me [them] about my [their] performance.”
- One-Hundred percent of FCSIC participants indicated that “supervisors work well with employees of different backgrounds.”

- Seventy-nine percent of FCSIC participants indicated that “managers promote communication among different work units (for example, about projects, goals, and needed resources).”
- Eighty-nine percent of FCSIC participants indicated that “Managers support collaboration across work units to accomplish work objectives.”

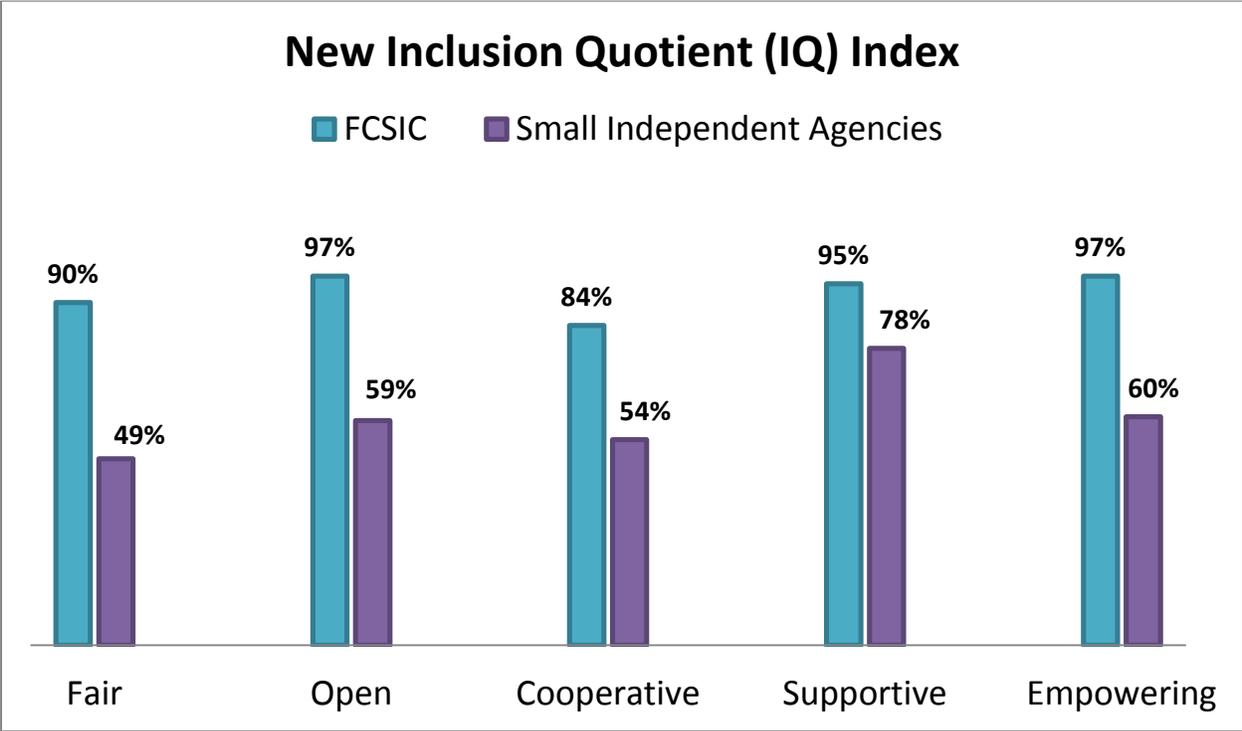


Figure 4 – New Inclusion Quotient (IQ) Index

Conclusion

The 2015 Federal Employee Viewpoint Survey (FEVS) measured employee's perception of conditions within their agencies which contributed to their organization's success. This year, FEVS focused on three indices: Engagement, Global Satisfaction, and the New Inclusion Quotient (IQ). These indices included six key areas the Federal Employee Viewpoint Survey selected in this report. The Farm Credit System Insurance Corporation (FCSIC) 2015 FEVS results continue to indicate that the Corporation consistently maintains a highly motivated staff, 100-percent of the participants indicated a strong commitment to producing high-quality work, and they consider their work to be important. This survey also shows FCSIC employees have high levels of trust and confidence in their relationships with their supervisors and co-workers. However, the Corporation's survey further points out a couple of items to consider for improvement in the upcoming year and to make FCSIC a better place to work. For example, better internal communication from managers to employees, increased communication among different work units about projects, and more recognition for a job well done.