

**2006 Federal Human Capital Survey
Department of Commerce - Patent and Trademark Office Trend Report**

Number of Surveys Returned: 1105

This is a summary-by-question of your department's/agency's/subagency's response to the 2006 Federal Human Capital Survey, compared to your 2004 and/or 2002 results. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale, two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative".

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Detailed survey results for your department or agency are available on a private Website maintained by OPM. Your agency has already identified personnel who will have access to this Website.

Thank you for your support of the Federal Human Capital Survey.

Department of Commerce - Patent and Trademark Office Trend Report

Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	82.2%	10.0%	7.8%
2004 Patent And Trademark Office	79.7%	12.8%	7.5%
2002 Patent And Trademark Office	77.2%	13.3%	9.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	60.7%	20.8%	18.4%
2004 Patent And Trademark Office	56.6%	20.7%	22.7%
2002 Patent And Trademark Office	55.8%	25.3%	18.9%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	69.3%	17.5%	13.2%
2004 Patent And Trademark Office	67.2%	17.1%	15.7%
2002 Patent And Trademark Office	74.1%	15.7%	10.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	47.7%	24.8%	27.5%
2004 Patent And Trademark Office	38.9%	28.1%	33.0%
2002 Patent And Trademark Office	40.0%	25.4%	34.6%

Personal Work Experiences

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	66.4%	17.2%	16.4%
2004 Patent And Trademark Office	65.3%	16.6%	18.1%
2002 Patent And Trademark Office	67.6%	19.5%	13.0%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	73.6%	16.4%	10.0%
2004 Patent And Trademark Office	74.9%	16.8%	8.3%
2002 Patent And Trademark Office	77.6%	16.4%	6.0%

07 I have trust and confidence in my supervisor.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	72.8%	16.1%	11.1%
2004 Patent And Trademark Office	N/A	N/A	N/A
2002 Patent And Trademark Office	N/A	N/A	N/A

08 I recommend my organization as a good place to work.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	58.7%	21.6%	19.7%
2004 Patent And Trademark Office	58.3%	19.1%	22.6%
2002 Patent And Trademark Office	63.8%	19.6%	16.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	76.2%	16.5%	7.3%
2004 Patent And Trademark Office	70.3%	20.4%	9.3%
2002 Patent And Trademark Office	66.1%	22.8%	11.1%

10 How would you rate the overall quality of work done by your work group?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	83.1%	13.8%	3.1%
2004 Patent And Trademark Office	81.9%	15.3%	2.8%
2002 Patent And Trademark Office	76.3%	21.2%	2.5%

Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	74.6%	13.5%	10.9%	1.0%
2004 Patent And Trademark Office	71.9%	16.2%	10.6%	1.2%
2002 Patent And Trademark Office	81.5%	10.2%	8.2%	0.2%

12 My supervisor supports my need to balance work and family issues.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	80.9%	13.0%	5.2%	0.9%
2004 Patent And Trademark Office	77.6%	12.5%	8.8%	1.2%
2002 Patent And Trademark Office	78.7%	11.4%	8.6%	1.3%

13 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	55.3%	25.2%	18.3%	1.2%
2004 Patent And Trademark Office	48.1%	27.5%	22.5%	1.9%
2002 Patent And Trademark Office	49.9%	26.7%	22.6%	0.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	50.4%	28.8%	15.3%	5.4%
2004 Patent And Trademark Office	53.8%	24.5%	16.6%	5.1%
2002 Patent And Trademark Office	50.5%	27.2%	19.4%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	50.7%	31.1%	13.5%	4.7%
2004 Patent And Trademark Office	50.1%	31.5%	14.7%	3.8%
2002 Patent And Trademark Office	55.8%	28.2%	12.7%	3.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	57.8%	17.9%	23.8%	0.5%
2004 Patent And Trademark Office	52.2%	18.2%	28.9%	0.7%
2002 Patent And Trademark Office	58.6%	15.2%	26.0%	0.2%

17 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	40.6%	19.4%	39.6%	0.5%
2004 Patent And Trademark Office	39.9%	17.8%	41.1%	1.3%
2002 Patent And Trademark Office	47.2%	11.8%	41.0%	0.0%

Recruitment, Development, & Retention

18 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	57.6%	20.3%	21.8%	0.3%
2004 Patent And Trademark Office	61.4%	16.7%	20.9%	1.0%
2002 Patent And Trademark Office	58.0%	17.2%	24.6%	0.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	85.0%	9.0%	5.2%	0.8%
2004 Patent And Trademark Office	85.8%	7.2%	6.0%	1.0%
2002 Patent And Trademark Office	92.3%	5.2%	2.2%	0.3%

20 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	88.9%	8.4%	2.1%	0.6%
2004 Patent And Trademark Office	88.1%	7.8%	3.9%	0.2%
2002 Patent And Trademark Office	91.6%	6.6%	1.1%	0.8%

21 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	72.9%	13.1%	14.0%	0.1%
2004 Patent And Trademark Office	66.4%	16.5%	16.7%	0.5%
2002 Patent And Trademark Office	65.3%	14.9%	19.6%	0.2%

Performance Culture

22 Promotions in my work unit are based on merit.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	59.9%	19.7%	17.5%	3.0%
2004 Patent And Trademark Office	59.3%	19.1%	19.0%	2.6%
2002 Patent And Trademark Office	55.3%	19.9%	21.0%	3.8%

23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	53.3%	23.4%	15.4%	7.9%
2004 Patent And Trademark Office	53.9%	21.0%	18.1%	7.0%
2002 Patent And Trademark Office	48.8%	20.7%	21.1%	9.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	43.2%	27.5%	27.1%	2.2%
2004 Patent And Trademark Office	36.3%	25.9%	34.9%	2.9%
2002 Patent And Trademark Office	41.2%	23.9%	33.9%	1.1%

25 Employees are rewarded for providing high quality products and services to customers.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	41.0%	23.5%	34.1%	1.4%
2004 Patent And Trademark Office	45.1%	20.6%	32.7%	1.6%
2002 Patent And Trademark Office	46.6%	17.2%	35.7%	0.5%

26 Creativity and innovation are rewarded.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	24.6%	32.6%	39.5%	3.3%
2004 Patent And Trademark Office	25.8%	28.7%	42.4%	3.0%
2002 Patent And Trademark Office	26.9%	27.8%	41.6%	3.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	48.4%	22.4%	26.5%	2.8%
2004 Patent And Trademark Office	N/A	N/A	N/A	N/A
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	59.6%	16.6%	20.9%	2.8%
2004 Patent And Trademark Office	63.1%	15.5%	20.5%	1.0%
2002 Patent And Trademark Office	69.7%	12.1%	17.5%	0.7%

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	38.1%	28.6%	27.7%	5.7%
2004 Patent And Trademark Office	41.5%	28.7%	26.3%	3.5%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	66.2%	17.1%	15.9%	0.8%
2004 Patent And Trademark Office	72.9%	14.1%	12.6%	0.4%
2002 Patent And Trademark Office	70.5%	13.0%	15.6%	0.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	68.1%	18.0%	13.2%	0.7%
2004 Patent And Trademark Office	66.5%	18.0%	14.4%	1.1%
2002 Patent And Trademark Office	68.1%	16.7%	14.3%	0.9%

32 I am held accountable for achieving results.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	88.6%	8.9%	1.7%	0.8%
2004 Patent And Trademark Office	89.9%	7.7%	2.0%	0.4%
2002 Patent And Trademark Office	90.7%	6.4%	2.3%	0.6%

33 Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	58.6%	23.1%	8.5%	9.8%
2004 Patent And Trademark Office	57.7%	24.4%	9.9%	8.1%
2002 Patent And Trademark Office	65.4%	20.8%	8.2%	5.6%

34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	58.3%	22.3%	9.1%	10.2%
2004 Patent And Trademark Office	65.4%	17.5%	10.0%	7.1%
2002 Patent And Trademark Office	72.6%	13.6%	9.9%	3.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	63.2%	19.6%	10.5%	6.7%
2004 Patent And Trademark Office	64.2%	18.6%	12.5%	4.8%
2002 Patent And Trademark Office	63.5%	21.0%	11.3%	4.2%

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	50.7%	25.8%	22.6%	1.0%
2004 Patent And Trademark Office	42.5%	24.3%	31.8%	1.4%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	37.3%	26.8%	34.6%	1.2%
2004 Patent And Trademark Office	30.2%	25.0%	42.9%	1.9%
2002 Patent And Trademark Office	35.1%	27.7%	36.7%	0.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	42.5%	29.5%	22.1%	5.9%
2004 Patent And Trademark Office	38.5%	29.3%	25.8%	6.4%
2002 Patent And Trademark Office	44.5%	28.9%	22.9%	3.8%

39 Managers communicate the goals and priorities of the organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	64.1%	18.4%	16.7%	0.9%
2004 Patent And Trademark Office	62.2%	18.3%	18.7%	0.8%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	66.3%	18.9%	9.8%	5.1%
2004 Patent And Trademark Office	67.9%	15.1%	11.4%	5.7%
2002 Patent And Trademark Office	75.6%	11.7%	8.2%	4.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	74.0%	14.9%	8.6%	2.5%
2004 Patent And Trademark Office	68.9%	18.4%	9.8%	3.0%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

42 My organization has prepared employees for potential security threats.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	55.3%	23.9%	16.2%	4.6%
2004 Patent And Trademark Office	54.6%	21.1%	19.6%	4.8%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

Leadership

43 Complaints, disputes or grievances are resolved fairly in my work unit.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	37.9%	29.3%	18.6%	14.3%
2004 Patent And Trademark Office	33.6%	31.2%	20.8%	14.4%
2002 Patent And Trademark Office	39.1%	30.7%	19.9%	10.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	43.4%	26.1%	16.7%	13.7%
2004 Patent And Trademark Office	45.3%	24.7%	17.2%	12.9%
2002 Patent And Trademark Office	43.6%	25.6%	20.7%	10.1%

45 Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	56.1%	19.7%	9.5%	14.7%
2004 Patent And Trademark Office	56.3%	18.8%	9.7%	15.3%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	39.8%	28.8%	17.2%	14.1%
2004 Patent And Trademark Office	39.7%	26.4%	18.0%	15.9%
2002 Patent And Trademark Office	44.8%	24.7%	17.4%	13.1%

Learning (Knowledge Management)

47 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	67.3%	17.8%	13.9%	1.0%
2004 Patent And Trademark Office	63.6%	18.8%	16.4%	1.2%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	67.4%	18.5%	12.1%	2.0%
2004 Patent And Trademark Office	62.7%	18.2%	18.1%	1.1%
2002 Patent And Trademark Office	59.6%	20.6%	19.2%	0.6%

49 Employees have electronic access to learning and training programs readily available at their desk.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	72.4%	15.4%	10.3%	1.8%
2004 Patent And Trademark Office	65.0%	16.4%	15.0%	3.6%
2002 Patent And Trademark Office	67.0%	15.0%	14.2%	3.9%

50 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	48.8%	24.6%	23.5%	3.2%
2004 Patent And Trademark Office	44.8%	25.5%	27.5%	2.2%
2002 Patent And Trademark Office	52.0%	21.7%	24.2%	2.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	47.7%	25.4%	21.2%	5.7%
2004 Patent And Trademark Office	40.8%	26.9%	26.2%	6.1%
2002 Patent And Trademark Office	43.6%	25.2%	26.6%	4.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	78.6%	10.8%	10.3%	0.3%
2004 Patent And Trademark Office	76.4%	10.9%	12.3%	0.3%
2002 Patent And Trademark Office	77.9%	12.7%	9.1%	0.3%

53 Employees use information technology (for example, intranet, shared networks) to perform work.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Patent And Trademark Office	91.7%	5.0%	1.8%	1.6%
2004 Patent And Trademark Office	90.9%	4.8%	3.0%	1.3%
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

Job Satisfaction

54 How satisfied are you with your involvement in decisions that affect your work?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	47.1%	22.4%	30.5%
2004 Patent And Trademark Office	41.4%	22.7%	35.9%
2002 Patent And Trademark Office	40.1%	33.0%	26.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	42.7%	24.4%	33.0%
2004 Patent And Trademark Office	39.7%	22.5%	37.8%
2002 Patent And Trademark Office	40.1%	26.0%	34.0%

56 How satisfied are you with the recognition you receive for doing a good job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	48.4%	24.6%	27.0%
2004 Patent And Trademark Office	57.7%	20.5%	21.9%
2002 Patent And Trademark Office	49.4%	26.2%	24.4%

57 How satisfied are you with the policies and practices of your senior leaders?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	37.0%	29.0%	33.9%
2004 Patent And Trademark Office	32.4%	27.7%	39.9%
2002 Patent And Trademark Office	N/A	N/A	N/A

58 How satisfied are you with your opportunity to get a better job in your organization?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	42.6%	29.2%	28.2%
2004 Patent And Trademark Office	38.6%	32.3%	29.0%
2002 Patent And Trademark Office	32.0%	35.5%	32.5%

59 How satisfied are you with the training you receive for your present job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	53.3%	25.1%	21.6%
2004 Patent And Trademark Office	51.1%	26.1%	22.9%
2002 Patent And Trademark Office	60.0%	22.4%	17.7%

60 Considering everything, how satisfied are you with your job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	63.2%	19.0%	17.8%
2004 Patent And Trademark Office	62.4%	19.7%	17.9%
2002 Patent And Trademark Office	67.3%	20.7%	12.0%

Job Satisfaction

61 Considering everything, how satisfied are you with your pay?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	51.3%	23.3%	25.4%
2004 Patent And Trademark Office	64.2%	15.6%	20.3%
2002 Patent And Trademark Office	58.0%	20.1%	21.9%

62 Considering everything, how satisfied are you with your organization?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	51.3%	26.1%	22.7%
2004 Patent And Trademark Office	51.3%	23.0%	25.7%
2002 Patent And Trademark Office	59.2%	22.3%	18.5%

Satisfaction with Benefits

63 How satisfied are you with retirement benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	61.6%	21.3%	10.1%	7.0%
2004 Patent And Trademark Office	70.7%	20.1%	9.2%	
2002 Patent And Trademark Office	69.8%	21.5%	8.7%	

64 How satisfied are you with health insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	62.0%	18.1%	18.0%	2.0%
2004 Patent And Trademark Office	66.0%	18.6%	15.5%	
2002 Patent And Trademark Office	56.2%	22.3%	21.5%	

65 How satisfied are you with life insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	53.0%	27.2%	8.8%	11.0%
2004 Patent And Trademark Office	60.6%	31.9%	7.5%	
2002 Patent And Trademark Office	49.3%	39.7%	11.0%	

66 How satisfied are you with long term care insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	37.1%	28.6%	7.6%	26.7%
2004 Patent And Trademark Office	38.2%	53.5%	8.4%	
2002 Patent And Trademark Office	24.2%	64.1%	11.7%	

67 How satisfied are you with the flexible spending account (FSA) program?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	42.9%	24.9%	4.5%	27.7%
2004 Patent And Trademark Office	39.6%	55.8%	4.5%	
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

68 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	79.4%	13.7%	6.9%
2004 Patent And Trademark Office	84.4%	11.4%	4.2%
2002 Patent And Trademark Office	79.0%	12.6%	8.4%

69 How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Patent And Trademark Office	80.2%	13.9%	5.9%
2004 Patent And Trademark Office	83.2%	11.4%	5.4%
2002 Patent And Trademark Office	N/A	N/A	N/A

Satisfaction with Benefits

70 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	11.2%	27.8%	5.6%	55.5%
2004 Patent And Trademark Office	16.9%	73.3%	9.8%	
2002 Patent And Trademark Office	8.2%	73.7%	18.1%	

71 How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	28.2%	29.6%	5.5%	36.7%
2004 Patent And Trademark Office	34.5%	59.2%	6.4%	
2002 Patent And Trademark Office	N/A	N/A	N/A	N/A

72 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	38.3%	18.1%	10.5%	33.0%
2004 Patent And Trademark Office	34.3%	42.7%	23.0%	
2002 Patent And Trademark Office	26.7%	44.1%	29.3%	

73 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Patent And Trademark Office	87.3%	6.1%	2.5%	4.1%
2004 Patent And Trademark Office	89.4%	7.5%	3.1%	
2002 Patent And Trademark Office	91.1%	6.3%	2.7%	

Demographics

74. Where do you work?

<i>Headquarters</i>	89%
<i>Field</i>	11%

75. What is your supervisory status?

<i>Non-Supervisor</i>	50%
<i>Team Leader</i>	6%
<i>Supervisor</i>	32%
<i>Manager</i>	7%
<i>Executive</i>	5%

76. Are you:

<i>Male</i>	62%
<i>Female</i>	38%

77. Are you Hispanic or Latino?

<i>Yes</i>	3%
<i>No</i>	97%

78. Are you:

<i>White</i>	50%
<i>Black or African American</i>	24%
<i>Native Hawaiian or Other Pacific Islander</i>	0%
<i>Asian</i>	22%
<i>American Indian or Alaska Native</i>	0%
<i>Two or more races (Not Hispanic or Latino)</i>	3%

79. What is your age group?

<i>25 and under</i>	5%
<i>26 - 29</i>	5%
<i>30 - 39</i>	28%
<i>40 - 49</i>	33%
<i>50 - 59</i>	23%
<i>60 or older</i>	6%

80. What is your pay category/grade?

<i>Federal Wage System</i>	0%
<i>GS 1-6</i>	1%
<i>GS 7-12</i>	30%
<i>GS 13-15</i>	62%
<i>Senior Executive Service</i>	3%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	1%
<i>Other</i>	3%

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

<i>Less than 1 year</i>	4%
<i>1 to 3 years</i>	9%
<i>4 to 5 years</i>	6%
<i>6 to 10 years</i>	19%
<i>11 to 20 years</i>	37%
<i>More than 20 years</i>	25%

82. How long have you been with your current agency?

<i>Less than 1 year</i>	4%
<i>1 to 3 years</i>	10%
<i>4 to 5 years</i>	7%
<i>6 to 10 years</i>	21%
<i>11 to 20 years</i>	36%
<i>More than 20 years</i>	21%

83. Are you considering leaving your organization within the next year?

<i>No</i>	76%
<i>Yes, to retire</i>	5%
<i>Yes, to take another job in the Federal Government</i>	10%
<i>Yes, to take another job outside the Federal Government</i>	5%
<i>Yes, other</i>	5%

84. I am planning to retire:

<i>Within one year</i>	3%
<i>Between one and three years</i>	6%
<i>Between three and five years</i>	6%
<i>Five or more years</i>	85%