

## Appendix A: Governmentwide Results (Ethics Items)

Source: U.S. MSPB, 2016 Merit Principles Survey (Path 2)

### 1. How familiar are you with your agency's ethics program?



### 2. How familiar are you with the rules of ethical conduct for executive branch employees?



### 3a. Focus of agency's ethics program: To answer employee questions about ethics.



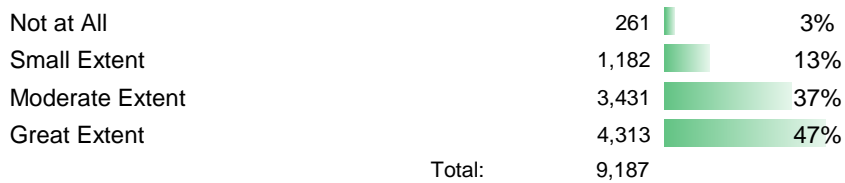
### 3b. Focus of agency's ethics program: To prevent violations of ethics policies.



### 3c. Focus of agency's ethics program: To educate employees regarding the ethics standards expected of them.



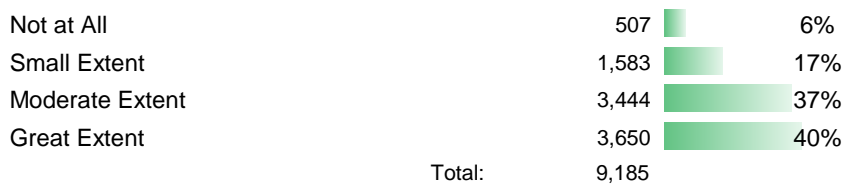
**3d. Focus of agency's ethics program: To educate employees regarding the ethics standards in general.**



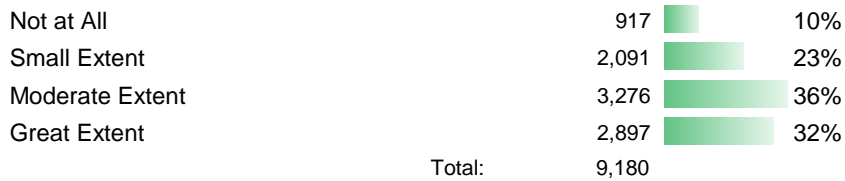
**3e. Focus of agency's ethics program: To ensure fair and impartial treatment of the public and outside organizations in their dealings with your agency.**



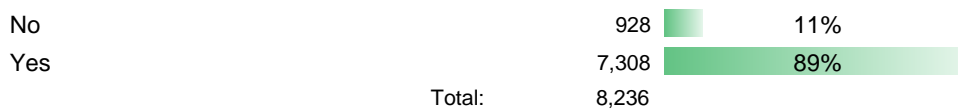
**3f. Focus of agency's ethics program: To detect and resolve potential conflicts of interest.**



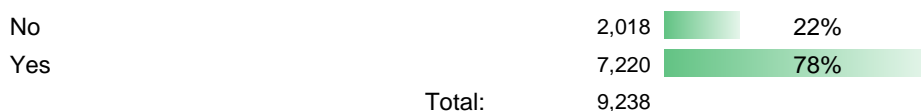
**3g. Focus of agency's ethics program: To discipline/prosecute violations.**



**4. Are there officials in your agency whose job responsibilities include providing advice to employees on ethics issues?**



**5. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.**



**6. If you have sought ethics-related advice in the last five years, how helpful was your agency's ethics official?**

Not at all Helpful	284		14%
Slightly Helpful	159		8%
Somewhat Helpful	180		9%
Helpful	518		25%
Very Helpful	890		44%
Total:	2,031		


**7a. Helpfulness of ethics consultation with: Immediate Supervisor**

Not at all Helpful	412		19%
Slightly Helpful	136		6%
Somewhat Helpful	224		10%
Helpful	570		26%
Very Helpful	821		38%
Total:	2,162		


**7b. Helpfulness of ethics consultation with: Supervisor above Immediate Supervisor**

Not at all Helpful	427		32%
Slightly Helpful	131		10%
Somewhat Helpful	130		10%
Helpful	278		21%
Very Helpful	385		28%
Total:	1,352		

**7c. Helpfulness of ethics consultation with: Other Supervisor**

Not at all Helpful	276		24%
Slightly Helpful	74		7%
Somewhat Helpful	145		13%
Helpful	334		30%
Very Helpful	298		26%
Total:	1,126		

**7d. Helpfulness of ethics consultation with: Human Resources Office**

Not at all Helpful	323		24%
Slightly Helpful	125		9%
Somewhat Helpful	155		12%
Helpful	263		20%
Very Helpful	462		35%
Total:	1,328		

**7e. Helpfulness of ethics consultation with: Work Colleague**

Not at all Helpful	183		11%
Slightly Helpful	143		9%

Somewhat Helpful	302		19%
Helpful	532		33%
Very Helpful	470		29%
Total:	1,630		

**9. Reason for not consulting agency ethics officer**

There is no ethics staff.	127		10%
Didn't know there was an ethics staff.	258		19%
They don't have time for me.	36		3%
No confidence I'd get good advice.	192		14%
Believed nothing would be done.	517		39%
Afraid I'd get in trouble.	195		15%
Total:	1,325		

**11. Reason for not seeking ethics advice:**

Never had a question.	3,090		65%
Didn't know whom to ask.	170		4%
Confident in my own ability to address the issue.	563		12%
No confidence I'd get good advice.	165		3%
Believed nothing would be done.	533		11%
Afraid I'd get in trouble	210		4%
Total:	4,731		

**13. Filed a public or confidential financial disclosure report?**

No	6,654		72%
Yes, using OGE Form 450 450A.	2,172		24%
Yes, using OGE Form 278.	192		2%
Both OGE Form 450/450A and OGE Form 278	184		2%
Total:	9,202		

**14. Have you ever received ethics training as an executive branch employee?**

No	4,652		51%
Yes	4,552		49%
Total:	9,205		

**15a. Usefulness of ethics training: Understanding applicable ethics rules**



**15b. Usefulness of ethics training: Increasing awareness of potential ethics issues**



**15c. Usefulness of ethics training: Guiding decisions and conduct**



**16a. Effectiveness of ethics training: In-person**



**16b. Effectiveness of ethics training: Broadcast**



**16c. Effectiveness of ethics training: Web**



**16d. Effectiveness of ethics training: Reference materials**



**17a. Frequency: Improperly accepting gifts**



**17b. Frequency: Improperly benefiting financially**



**17c. Frequency: Improperly using position**



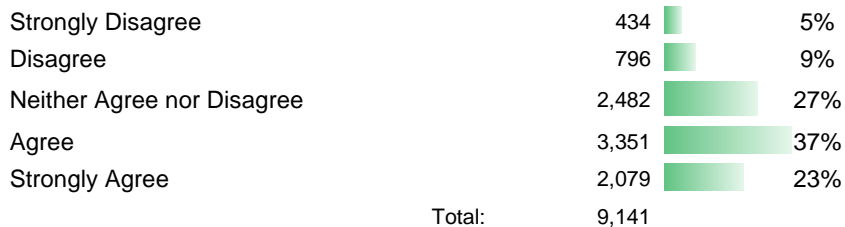
**18a. My agency has an ethical culture.**



**18b. Senior leaders at my agency communicate the importance of ethical behavior.**



**18c. Senior leaders at my agency demonstrate ethical behavior.**



**18d. Supervisors at my agency demonstrate ethical behavior.**



**18e. Employees at my agency demonstrate ethical behavior.**



**18f. I understand the importance of ethical behavior in the federal workplace.**

Strongly Disagree	27	0%
Disagree	30	0%
Neither Agree nor Disagree	508	6%
Agree	3,844	42%
Strongly Agree	4,733	52%
Total:	9,143	

**18g. I feel comfortable reporting ethics violations.**

Strongly Disagree	449	5%
Disagree	725	8%
Neither Agree nor Disagree	1,764	19%
Agree	3,317	36%
Strongly Agree	2,890	32%
Total:	9,145	