



**Peace
Corps**

Office of Strategic Information,
Research, and Planning

2016 Annual Volunteer Survey Results

Global Tabular Report

December 2016

About the Office of Strategic Information, Research, and Planning (OSIRP)

OSIRP advances evidence-based management at the Peace Corps by guiding agency strategic planning; monitoring and evaluating agency-level performance and programs; conducting research to generate new insights in the fields of international development, cultural exchange, and Volunteer service; enhancing the stewardship and governance of agency data; and helping to shape agency engagement on high-level, governmentwide initiatives.

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Introduction

This report analyzes the results from the Peace Corps' 2016 Annual Volunteer Survey. Since 1975, the Annual Volunteer Survey has been a source of information on the state of the Peace Corps program for the agency, Congress, researchers, the media, and the general public.

The purpose of the survey is to assess progress toward the agency's strategic goals by tracking the perceived impact of Peace Corps Volunteers' work. The survey also captures Volunteers' assessments of the effectiveness of Peace Corps training, their personal health and safety, their overall service experience, and in-country staff support.

The key findings detailed here and in section headings are based on global data. Post, regional, and other levels of tabular reporting are likely to differ, given different response distributions.

Key Findings

- **Volunteers were successfully advancing the Peace Corps mission of world peace and friendship.** A large majority of respondents made friends at their sites (81%) and felt supported by local communities (77%).
- **Volunteers felt most effective in advancing Goal Two (Sharing America with the World), followed by Goal Three (Bringing the World Back Home), and Goal One (Building Local Capacity).** They felt particularly effective at promoting an understanding of Americans to counterparts (86%) and others with whom they worked closely (85%). Seventy-eight percent of respondents felt that they were effective in promoting an understanding of host country nationals to Americans, while 57–78 percent felt that they were effective in transferring knowledge and skills to various people in host communities.
- **Overall, Peace Corps training helped Volunteers feel prepared for service, but some gaps remain.** Eighty-three percent of respondents agreed that their technical trainers were knowledgeable, though barely half (53%) agreed technical topics were covered in sufficient depth. A large majority of respondents (85%) indicated that training in maintaining personal safety and security was effective, while little more than half (57%) felt training around emotional/mental hygiene was effective.
- **Volunteers recommended a greater focus on project work.** Although about three quarters of respondents felt that there was alignment between their skills, work, and community need, only 66 percent felt they had enough work to do at their site. Though most liked their sites, only about half of all respondents maintained a satisfactory relationship with an assigned counterpart around work. More than three times as many respondents recommended their project's growth over its discontinuation.
- **Most Volunteers felt safe.** More than nine in 10 respondents felt safe where they lived (92%) and worked (96%). However, 18 percent felt unsafe using local transportation.

Method

The Annual Volunteer Survey was conducted online using a self-administered questionnaire that was available through an open-access link from June 6 to August 12, 2016. A total of 5,381 Volunteers participated out of an eligible population of 5,978 (a 90% overall response rate). Geographically, the results represent all 58 posts where Volunteers served while the survey was in the field. A detailed description of the survey methodology is available in Section IX of this report.

About this Report

This *Global Tabular Report* consists primarily of tables presenting distributions of responses to quantitative survey questions. Each table in the report contains reference numbers that match the corresponding questions in the survey questionnaire (see appendix). Most of the tables in this report show the percentage of respondents who selected each answer choice as well as the total number of respondents who answered the question. When interpreting the data, it is important to note the total number of respondents listed on each table, as well as any notes that might be presented with a table. The sum of percentages in each table, row, or column may not total to 100 percent either due to rounding, or due to respondents providing more than one response when answering multiple response questions. Definitions of the key survey terms that appear in this report are included in Section IX.

I. Peace Corps Service Assessment and Goal Implementation

This section presents information on the motivation of Volunteers to join the Peace Corps, as well as their overall assessment of their Peace Corps service and their self-rated effectiveness in implementing the three Peace Corps strategic goals:¹

- **Goal One: Building Local Capacity.** Advance local development by strengthening the capacity of local communities and individuals through the service of trained Volunteers.
- **Goal Two: Sharing America with the World.** Promote a better understanding of Americans through Volunteers who live and work within local communities.
- **Goal Three: Bringing the World Back Home.** Increase Americans' awareness and knowledge of other cultures and global issues through Volunteers who share their Peace Corps experiences and continue to serve upon their return.

Key Findings

- **Volunteers' commitment to serve remained strong in 2016.** Nearly all respondents (97%) intended to complete their service, and approximately one in five (19%) thought they might extend their service. Just under nine in 10 respondents (88%) reported that they would recommend Peace Corps service to other qualified candidates.
- **Volunteers continued to feel most successful at achieving Goal Two, followed by Goal Three and Goal One.** They felt particularly effective at promoting an understanding of Americans to counterparts (86%) and others with whom they worked closely (85%), but significantly less effective at transferring knowledge and skills to their host organization (57%).
- **Professional and linguistic challenges remained the greatest impediments to respondents' perceived effectiveness in implementing the Peace Corps goals.** Regardless of how they rated their effectiveness, over half of all Volunteers reported that professional challenges (55%)—including promptness, work style, and lack of resources—and language barriers (53%) prevented them from being more effective. Those who rated themselves as less effective were more likely to cite community receptiveness, the lack of need for a Volunteer, and counterpart difficulties (e.g., the lack of a counterpart, logistical issues, professional/personal differences, etc.) as strong barriers as well.

Table 1. Assessment of Peace Corps Service

q3. How personally rewarding do you find your:	Very Unrewarding	Unrewarding	Neither Unrewarding nor Rewarding	Rewarding	Very Rewarding	Number of respondents
Overall Peace Corps service	1%	2%	7%	51%	38%	5,314
Primary assignment/project	4%	10%	17%	51%	18%	5,201
Secondary project/community service activities	2%	3%	17%	46%	32%	4,825
Experiences with other Volunteers	2%	3%	11%	38%	45%	5,333
Work with counterparts/community partners	2%	7%	17%	48%	26%	5,288
Experiences with other host country individuals	2%	4%	13%	45%	37%	5,321

¹ The Peace Corps Strategic Plan FY 2014–2018 and Annual Performance Plan FY 2016–2017 is available online at http://files.peacecorps.gov/multimedia/pdf/policies/pc_strategic_plan_2014-2018-annual_plan_2016-2017.pdf.

Table 2. Assessment of Peace Corps Service—Average Ratings

q3. How personally rewarding do you find your:	Average rating	Number of respondents
Overall Peace Corps service	4.25	4,666
Primary assignment/project	3.70	4,666
Secondary project/community service activities	4.05	4,666
Experiences with other Volunteers	4.21	4,666
Work with counterparts/community partners	3.87	4,666
Experiences with other host country individuals	4.10	4,666

Average rating: 1 = Very Unrewarding; 5 = Very Rewarding.

Based on respondents who rated all service aspects.

Table 3. Recommendation of the Peace Corps and Commitment to Serve

	Definitely Not	Probably Not	Undecided	Probably Yes	Definitely Yes	Number of respondents
q4. Today, would you still make the same decision to serve with the Peace Corps?	1%	4%	7%	30%	58%	5,363
q5. Would you recommend Peace Corps service to others you think are qualified?	1%	3%	8%	34%	54%	5,358

Table 4. Interest in Completing or Extending Peace Corps Service

	Definitely Not	Probably Not	Undecided	Probably Yes	Definitely Yes	Might Extend	Number of respondents
q6. Do you intend to complete your Peace Corps service?	1%	1%	2%	11%	67%	19%	5,368

Table 5. Effectiveness in Building Local Capacity (Goal One)

q21. How effective are you in transferring knowledge and skills to help the following individuals or organizations to build their capacities?	Very Ineffective	Ineffective	Neither Ineffective nor Effective	Effective	Very Effective	Number of respondents
Goal One—Your counterpart/community partner	3%	9%	19%	54%	16%	5,144
Goal One—Your host institution/organization	3%	12%	27%	48%	9%	4,859
Goal One—Group(s) with which you work closely	1%	4%	17%	61%	17%	4,901
Goal One—Members of your host community	1%	7%	25%	54%	13%	5,115

Table 6. Effectiveness in Sharing America with the World (Goal Two)

q22. How effective are you in promoting a better understanding of Americans among the following host country individuals or groups of individuals?	Very Ineffective	Ineffective	Neither Ineffective nor Effective	Effective	Very Effective	Number of respondents
Goal Two—Your counterpart/community partner	1%	3%	10%	53%	33%	5,233
Goal Two—Your host institution/organization	1%	3%	17%	55%	23%	4,949
Goal Two—Group(s) with which you work closely	<0.5%	2%	13%	57%	28%	5,008
Goal Two—Members of your host community	1%	3%	13%	54%	29%	5,288

Table 7. Effectiveness in Bringing the World Back Home (Goal Three)

	Very Ineffective	Ineffective	Ineffective nor Effective	Effective	Very Effective	Number of respondents
Goal Three—q23. How effective are you in promoting a better understanding of host country nationals among Americans?	1%	3%	18%	60%	18%	5,311

Table 8. Effectiveness in All Three Goals—Average Ratings

	Average rating	Number of respondents
q21–q23. How effective are you in...		
q21.Goal One—Your counterpart/community partner	3.70	4,347
q21.Goal One—Your host institution/organization	3.49	4,347
q21.Goal One—Group(s) with which you work closely	3.89	4,347
q21.Goal One—Members of your host community	3.71	4,347
q22.Goal Two—Your counterpart/community partner	4.14	4,347
q22.Goal Two—Your host institution/organization	3.95	4,347
q22.Goal Two—Group(s) with which you work closely	4.11	4,347
q22.Goal Two—Group(s) with which you work closely	4.11	4,347
q22.Goal Three—Among Americans	3.94	4,347

Average rating: 1 = Very Ineffective; 5 = Very Effective.

Based on respondents who rated all host country individuals and groups on all three goals.

Table 9. Challenges Preventing Effective Peace Corps Goal Implementation (all respondents)

q24. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Professional challenges (promptness, work style, lack of resources, etc.)	55%	2,867
Language barriers	53%	2,794
Logistical difficulties with counterparts (turnover, limited availability, etc.)	39%	2,072
Cultural barriers	39%	2,044
Community/organization is not receptive to change	39%	2,042
“Too soon to tell” (early in my service)	23%	1,182
Isolation, including limited means of communication	20%	1,055
Lack of a counterpart	20%	1,035
Personal differences with counterparts (personality conflict, disagreements, etc.)	18%	954
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	18%	947
Problems with physical or emotional health	17%	874
Insufficient support from Peace Corps staff	15%	796
Community/organization does not need a Volunteer	12%	651
My skills did not match the needs of the community/organization	11%	589
Other (please specify):	3%	152
Number of respondents	100%	5,252

Percentage of respondents may not add to 100 due to multiple responses provided.

All respondents were asked this question (q24) in 2016. However, in previous years, only respondents indicating ineffectiveness in one of the nine goals listed in Table 8 (Questions 21–23) were asked to respond to this question. Thus, results for 2016 may not be comparable to pertinent data from prior years.

Table 10. Challenges Preventing Effective Peace Corps Goal Implementation (respondents who cited ineffectiveness in at least one goal)

q24. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Professional challenges (promptness, work style, lack of resources, etc.)	62%	844
Language barriers	53%	721
Logistical difficulties with counterparts (turnover, limited availability, etc.)	47%	644
Cultural barriers	45%	618
Community/organization is not receptive to change	58%	792
"Too soon to tell" (early in my service)	16%	214
Isolation, including limited means of communication	22%	299
Lack of a counterpart	28%	384
Personal differences with counterparts (personality conflict, disagreements, etc.)	27%	375
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	25%	337
Problems with physical or emotional health	21%	282
Insufficient support from Peace Corps staff	21%	292
Community/organization does not need a Volunteer	22%	296
My skills did not match the needs of the community/organization	19%	265
Other (please specify):	3%	36
Number of respondents	100%	1,366

Percentage of respondents may not total 100 due to multiple responses provided.

Data is inclusive of respondents who indicated ineffectiveness in one of the nine goals listed in Table 8 (Questions 21–23).

II. Peace Corps Training

This section presents Volunteers' assessments of various Peace Corps training components. Peace Corps training consists of two parts: pre-service training (before Volunteers are sworn in) and in-service training (after Volunteers are sworn in). The survey focused on Peace Corps training overall, without differentiating between pre-service and in-service training. The only exception is three questions gauging whether selected safety and security skills were taught during pre-service training, were learned, and were applied.

Key Findings

- **Overall, Peace Corps training and field experience helped Volunteers feel better prepared to meet the challenges of service.** Half of respondents (50%) felt prepared or very prepared to meet the challenges of Peace Corps service when they first arrived in their host countries. After Peace Corps training and field experience, the great majority (87%) felt prepared or very prepared.
- **Safety and security training remains highly ranked.** Eighty-five percent of respondents indicated that training in maintaining personal safety and security was effective, and a significant majority (77%–89%) reported learning or using a specific safety and security skill in the last 12 months. RADAR was the set of skills respondents were least able to retain—almost one in five reported receiving training but forgetting what it involved.
- **Volunteers felt that the Peace Corps trained them least effectively on maintaining their mental/emotional health.** Seventeen percent of respondents reported this training as ineffective or very ineffective, and another quarter (26%) as neither effective nor ineffective.
- **Volunteers rated the competence of their technical trainers higher than the applicability of technical training content to their project work or the depth of that training.** Eighty-three percent of respondents agreed that their technical trainers were knowledgeable, and 78 percent agreed they effectively communicated material. While 69 percent agreed that technical training content was relevant to their work at site, barely half (53 percent) agreed it was covered in sufficient depth.
- **Many Volunteers reported being unable to communicate well in their local language, despite rating their language training as effective.** Only 40 percent of respondents reported they could communicate well or very well in the local languages spoken in their communities, while over three quarters of them (76%) rated language training as effective or very effective.

Table 11. Preparedness for Peace Corps Service

	Very Unprepared	Unprepared	Neither Unprepared nor Prepared	Prepared	Very Prepared	Number of respondents
q7. How prepared for Peace Corps service did you feel when you arrived in country?	3%	14%	33%	39%	11%	5,377
q11. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	<0.5%	3%	10%	60%	27%	5,370

Table 12. Preparedness for Peace Corps Service—Average Ratings

	Average rating	Number of respondents
q7. How prepared for Peace Corps service did you feel when you arrived in country?	3.41	5,368
q11. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	4.10	5,368

Average rating: 1 = Very Unprepared; 5 = Very Prepared.

Based on respondents who rated both time frames.

Table 13. Effectiveness of Peace Corps Training in Host Country Adjustment Skills

q8. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Very Ineffective	Ineffective	Neither Ineffective nor Effective	Effective	Very Effective	Number of respondents
Manage cultural differences	2%	7%	15%	56%	21%	5,357
Adjust to your physical living conditions	1%	6%	17%	54%	21%	5,318
Use language needed in your work/community	3%	9%	13%	51%	25%	5,348
Maintain your physical health	2%	9%	23%	48%	18%	5,334
Maintain your mental/emotional health	4%	13%	26%	44%	13%	5,354
Maintain your personal safety and security	1%	4%	11%	51%	34%	5,352

Table 14. Effectiveness of Peace Corps Training in Host Country**Adjustment Skills---Average Ratings**

q8. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Manage cultural differences	3.87	5,250
Adjust to your physical living conditions	3.88	5,250
Use language needed in your work/community	3.87	5,250
Maintain your physical health	3.71	5,250
Maintain your mental/emotional health	3.48	5,250
Maintain your personal safety and security	4.11	5,250

Average rating: 1 = Very Ineffective; 5 = Very Effective.

Based on respondents who rated all training aspects.

Table 15. Effectiveness of Peace Corps Training in Primary Work Assignment Skills

q9. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Very Ineffective	Ineffective	Neither Ineffective nor Effective	Effective	Very Effective	Number of respondents
Perform technical aspects of your work	3%	13%	20%	48%	15%	5,332
Work with counterparts/community partners	2%	12%	23%	50%	13%	5,338
Conduct a community needs assessment	3%	13%	23%	47%	14%	5,298
Work on your project goals and objectives	2%	9%	19%	55%	15%	5,329
Monitor/evaluate project goals and outcomes	3%	15%	25%	46%	11%	5,306

Table 16. Effectiveness of Peace Corps Training in Primary Work**Assignment Skills—Average Ratings**

q9. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Perform technical aspects of your work	3.60	5,217
Work with counterparts/community partners	3.59	5,217
Conduct a community needs assessment	3.56	5,217
Work on your project goals and objectives	3.72	5,217
Monitor/evaluate project goals and outcomes	3.47	5,217

Average rating: 1 = Very Ineffective; 5 = Very Effective.

Based on respondents who rated all training aspects.

Table 17. Ability to Communicate

	Not at All	Poorly	Adequately	Well	Very well	Number of respondents
q43. How well can you communicate in the language used by most local people in your community?	1%	17%	41%	27%	13%	5,346
q48. How well can you communicate your personal boundaries in the situations that make you feel uncomfortable?	<0.5%	11%	42%	32%	15%	5,313

Table 18. Volunteer Assessment of Technical Training

q10. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Number of respondents
My technical training covered the breadth of subject matter that I needed to perform my primary sector work effectively.	3%	16%	17%	47%	16%	5,291
My technical training covered subject matter topics at the necessary depth that I needed to perform my primary sector work effectively.	5%	22%	20%	38%	15%	5,295
My primary sector technical training facilitator(s) was knowledgeable in the subject matter covered.	2%	5%	10%	47%	36%	5,305
My primary sector technical training facilitator(s) was able to effectively communicate subject matter to me.	2%	7%	13%	49%	29%	5,311
My technical training is relevant to the work that I do at my site.	4%	11%	16%	47%	22%	5,301

Table 19. Using Safety and Security Skills Learned at Pre-Service Training

	Used this skill	Learned but did not need to use this skill	Learned this skill, but was unable to apply it when needed	Learned this skill, but do not remember what it involves	I was not trained on this skill	Number of respondents
q12. Have you used your “RADAR” or personal security skills in the past 12 months?	49%	28%	2%	19%	3%	5,371
q13. Have you used Sexual Assault Awareness skills to mitigate unwanted sexual advances in the past 12 months?	36%	51%	6%	6%	2%	5,361
q14. Have you used Bystander Intervention skills in the past 12 months?	30%	59%	3%	7%	2%	5,364

III. Work of Volunteers

This section presents information on Volunteers' work activities, their reflections on working with counterparts, as well as their opinions on the future of their primary projects and the Peace Corps program in their host countries.

Key Findings

- **Peace Corps Volunteers reported project work higher in quality than quantity.** Respondents continued to spend on average 32 hours per week on work-related activities, of which 10 hours were spent on secondary projects or community service. Although about three quarters of respondents felt that there was alignment between their skills, work, and community need, only 66 percent felt they had enough work to do at their site.
- **Volunteers remained committed to their primary project assignment.** Generally, the work activities of respondents were closely aligned with their primary project sector: A low of 87 percent of Youth in Development and a high of 99 percent of Education respondents were involved in activities aligned with their respective sectors. Nearly six in 10 respondents (58%) reported undertaking cross-sectoral work.
- **Of the Volunteers who still worked with an assigned counterpart, more were satisfied with their help with integration.** Seven in 10 respondents (71%) worked with their Peace Corps-assigned counterparts. Of those, 61 percent were satisfied with their partnership with their counterparts in terms of their project work, and 70 percent in terms of integration into the community. This means that approximately half of all respondents maintained a satisfactory relationship with an assigned counterpart around work.
- **More than three times as many Volunteers supported their project's growth over its discontinuation in their host country.** Ten percent of respondents felt that their primary project work should be discontinued, but 35 percent thought it should expand. Slightly more (38%) felt the Peace Corps program overall should expand in their host country.

Table 20. Primary Project Sector

q55. Please select the project to which you are assigned in [POST]: [Categorized]	Percentage of respondents	Number of respondents
Agriculture	8%	435
Education	40%	2,142
Environment	8%	417
Health	23%	1,211
Community Economic Development	9%	485
Youth in Development	10%	523
Other	1%	37
Prefer not to answer	2%	102
Total	100%	5,352

Table 21. Work Activities

q15. What do you do as part of your Peace Corps work?	Percentage of respondents	Number of respondents
English teaching	62%	3,325
Youth as resources/working with youth	48%	2,575
Gender equity/women's empowerment	46%	2,492
Girls' education	38%	2,054
HIV/AIDS	30%	1,593
Teacher training	28%	1,522
Nutrition education	27%	1,457
Sports/fitness	24%	1,264
Environment work	22%	1,201
Malaria prevention	20%	1,080
Food security--community/household	20%	1,078
Library development	20%	1,069
Childhood or early literacy	20%	1,051
Income generation	18%	979
Agriculture/fish/livestock	18%	954
Health extension	18%	948
Arts	16%	873
Water and sanitation	16%	862
Maternal, child, and neonatal health	16%	851
Business advising	13%	723
Entrepreneurship	13%	717
NGO development	12%	657
Volunteerism/V2	11%	613
Math/Science teaching	11%	601
Agroforestry	10%	514
Working with people with disabilities	9%	467
Technology for development/ICT	8%	442
Microenterprise development	5%	295
Other	6%	312
Number of respondents	100%	5,364

Percentage of respondents may not add to 100 due to multiple responses provided.

Table 22. Sector Based on Work Activities

q15. What do you do as part of your Peace Corps work? [Categorized]	Percentage of respondents	Number of respondents
Education	81%	4,351
Health	60%	3,205
Cross-Sector	58%	3,101
Youth in Development	48%	2,575
Community Economic Development	37%	1,965
Agriculture	27%	1,446
Environment	25%	1,332
Other activities	6%	312
Number of respondents	100%	5,364

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 23. Primary Assigned Sector by Sector Based on Work Activities

q15. Volunteer Work Activities (Rows) by Primary Sector Assignment (Columns)	Primary Assignment: Agriculture	Primary Assignment: Education	Primary Assignment: Environment	Primary Assignment: Health	Primary Assignment: Community Economic Development	Primary Assignment: Youth in Development
Education	60%	99%	64%	67%	70%	85%
Health	67%	41%	53%	98%	31%	74%
Cross-Sector	52%	52%	47%	65%	59%	80%
Youth in Development	34%	41%	36%	52%	54%	87%
Community Economic Development	59%	20%	40%	34%	92%	37%
Agriculture	96%	8%	72%	32%	19%	8%
Environment	64%	10%	94%	18%	22%	17%
Other activities	4%	4%	5%	7%	9%	9%
Number of respondents	432	2,141	415	1,210	484	520

Primary Assigned Sector is based on the responses to q55 "Please select the project to which you are assigned in [POST]", which were then classified by sector. Volunteer Work Activities are based on the responses to q15 "What do you do as part of your Peace Corps work?", which were then classified by sector. Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 24. Time Spent per Week on Primary and on Secondary Activities

q18. How many hours do you spend on your primary work and secondary projects or community service during an average work week?	Average number of hours	Median number of hours	Number of respondents
Primary work	22.0	20.0	5,182
Secondary projects or community service	10.3	10.0	5,182
Total	32.3	30.0	5,182

Table 25. Status of Working Relationship with Peace Corps-Assigned Counterparts

	Yes	No	Number of respondents
q19. Do you currently work with one or more Peace Corps-assigned counterpart(s)/ community partner(s)?	71%	29%	5,362

Table 26. Satisfaction with Peace Corps-Assigned Counterparts

q20. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?	Very Dissatisfied	Dissatisfied	Neither Dissatisfied nor Satisfied	Satisfied	Very Satisfied	Number of respondents
a. Accomplishing your project work	6%	15%	18%	38%	23%	3,626
b. Integrating into your community	4%	11%	15%	37%	33%	3,670

Only respondents answering positively to working with a counterpart (Question 19) were asked to respond to this question.

Table 27. Satisfaction with Peace Corps-Assigned Counterparts—Average Ratings

q20. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?	Average rating	Number of respondents
a. Accomplishing your project work	3.58	3,600
b. Integrating into your community	3.84	3,600

Average rating: 1 = Very Dissatisfied; 5 = Very Satisfied.

Based on respondents who rated both aspects.

Table 28. Quality of Work at Site

q16. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Number of respondents
I have enough work to do at my site	5%	13%	14%	37%	31%	5,297
My skills are a good match to the work I do at site	3%	8%	15%	46%	28%	5,304
My work is directly related to what my community needs	3%	8%	18%	46%	25%	5,285

Table 29. Quality of Work at Site—Average Ratings

q16. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
I have enough work to do at my site	3.77	5,179
My skills are a good match to the work I do at site	3.88	5,179
My work is directly related to what my community needs	3.83	5,179

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

Based on respondents who rated all aspects.

Table 30. Opinion on the Future of Volunteers' Primary Project and the Peace Corps Program in the Host Country

q17. In your view, which of the following options would benefit your host country the most? a. Your project/primary work assignment should be:	Discontinued/ Phased Out	Reduced	Maintained As Is	Expanded	Number of respondents
Your project/primary work assignment should be:	10%	12%	44%	35%	5,312
The Peace Corps program (the post and all projects) in this country should be:	4%	14%	44%	38%	5,314

IV. Site Characteristics

This section presents Volunteer feedback regarding the characteristics of their assigned sites. Before a Volunteer arrives at site, the Peace Corps ensures through the site identification and development process that there is a safe and secure environment, appropriate housing, and available work.

Key Findings

- **Peace Corps Volunteers continued to live in remote locations.** Nearly eight in ten respondents (79%) lived in villages, rural areas, or rural towns. The average travel time to the closest Volunteer was 70 minutes, while it took an average of six hours to reach the nearest Peace Corps office.
- **One in three Volunteers was a Peace Corps “pioneer.”** One in three respondents (33%) was the first Peace Corps Volunteer at his or her site.
- **Despite mixed reviews of the Peace Corps’ work in setting expectations, the vast majority of Volunteers liked their sites.** Only about half of respondents reported that they either received useful information in advance from Peace Corps staff (50%) or that their expectations were met once they arrived at site (48%). Yet the vast majority (87%) reported that they liked their site.
- **Cellular coverage was more common than running water.** More than nine in 10 respondents (92%) enjoyed daily cell phone coverage at their residence, compared to only 63 percent with daily access to running water.
- **Volunteers felt safest where they lived and worked.** The great majority of respondents felt safe where they lived (92%) and worked (96%). Far fewer felt safe using transportation (53%) and nearly one in five (18%) actually felt unsafe using transportation. Approximately half of all respondents experienced insensitive comments, harassment, or discrimination in the past year, based on gender and race/color/ethnicity.

Table 31. Site Urbanization

q51. Please choose the best description of your assigned site.	Percentage of respondents	Number of respondents
Village/rural area (population under 2,000)	44%	2,334
Rural town (population 2,000+ to 25,000)	35%	1,893
City (population over 25,000) - not the capital	17%	903
Capital of the country	2%	110
Outer island (regardless of size)	1%	75
Prefer not to answer	1%	41
Number of respondents	100%	5,356

Table 32. Generation at Site

	Yes	No	Number of respondents
q52. Are you the first Peace Corps Volunteer at your site?	33%	67%	5,279

Table 33. Distance to the Nearest Peace Corps Office and Volunteer

q54. How long does it take you to reach the nearest Peace Corps office and the nearest Peace Corps Volunteer by your typical mode(s) of transportation?	Average	Median	Number of respondents
Nearest office in minutes	361	240	5,079
Nearest Volunteer in minutes	70	35	5,079

Based on respondents who answered both parts of the question.

Table 34. Time Living with Host Country Individual or Family

q41. How long have you lived with a host country individual or family in total?	Average number of months	Median number of months	Number of respondents
Total number of months lived with a host family	8.6	6.0	5,228

Respondents who did not live with host families and reported 0 months are not included.

Table 35. Access to Modern Conveniences at Residence

q44. How often are the following services available at your residence?	At least once a day	At least once a week, but less than daily	At least once a month, but not every week	Less than once a month	Service Not Available	Number of respondents
Electricity	77%	7%	1%	<0.5%	15%	5,338
Running water	63%	10%	2%	1%	25%	5,330
Cell phone service	92%	5%	1%	<0.5%	2%	5,336
Internet connectivity	61%	14%	3%	1%	21%	5,303

Table 36. Site Perception

q27. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number of respondents
My site matched my expectations when I arrived	6%	15%	27%	36%	16%	5,241
Peace Corps staff understand what my site is like	9%	18%	20%	37%	16%	5,213
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	9%	20%	21%	38%	12%	5,339
I like my site	1%	4%	8%	38%	49%	5,330

Table 37. Site Perception—Average Ratings

q27. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
My site matched my expectations when I arrived	3.41	5,024
Peace Corps staff understand what my site is like	3.32	5,024
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	3.25	5,024
I like my site	4.28	5,024

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

Based on respondents who rated all statements.

Table 38. Safety Perception

q46. How safe do you feel in the following environments?	Very Unsafe	Unsafe	Neither Unsafe nor Safe	Safe	Very Safe	Number of respondents
Where you live	1%	2%	6%	43%	49%	5,358
Where you work	<0.5%	1%	3%	43%	53%	5,356
When you travel in-country: transportation safety	5%	18%	24%	43%	10%	5,356
When you travel in-country: personal security	1%	6%	21%	57%	15%	5,357
In the city where your country's main PC office is located	2%	11%	23%	48%	16%	5,354

Table 39. Safety Perception—Average Ratings

q46. How safe do you feel in the following environments?	Average rating	Number of respondents
Where you live	4.38	5,340
Where you work	4.47	5,340
When you travel in-country: transportation safety	3.36	5,340
When you travel in-country: personal security	3.78	5,340
In the city where your country's main PC office is located	3.64	5,340

Average rating: 1 = Very Unsafe; 5 = Very Safe.

Based on respondents who rated all environments.

Table 40. Exposure to Insensitive Comments, Harassment, or Discrimination

q47. In the last 12 months, have you experienced insensitive comments, harassment, or discrimination towards you in your host country based on any of the following characteristics?	Percentage of respondents	Number of respondents
Race/color/ethnicity	48%	2,526
Gender	47%	2,470
Marital status	34%	1,779
Weight	29%	1,531
Age	21%	1,090
Did not experience	21%	1,084
Religion	13%	703
Sexual orientation	6%	337
Gender or transgender identity expression	5%	271
Recoded from "Other": Other factors	2%	85
Disability	1%	45
Recoded from "Other": Appearance	1%	35
Number of respondents	100%	5,215

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 41. Initial Availability of Work at Site

q16. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Number of respondents
Meaningful work was available for me when I arrived at site	11%	19%	19%	34%	18%	5,333
Host country individuals with whom I would be working were prepared for my arrival in the community	8%	18%	19%	36%	18%	5,341

Table 42. Initial Availability of Work at Site—Average Ratings

q16. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
Meaningful work was available for me when I arrived at site	3.31	5,179
Host country individuals with whom I would be working were prepared for my arrival in the community	3.37	5,179

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

Based on respondents who rated all aspects.

V. Personal Connections

This section presents Volunteer responses to questions related to people-to-people communication, which contributes to a better understanding of how Volunteers advance the agency's mission of promoting world peace and friendship.

Key Findings

- **Volunteers reported successfully contributing to Goal Two.** The majority of respondents (81%) had friends at their sites, and 77 percent felt supported by the local community.
- **Nearly all Volunteers communicated weekly or more with multiple groups in-country.** Nine in 10 respondents communicated anywhere from daily to weekly with the following groups, in order of frequency: host country nationals other than their counterpart, other Peace Corps Volunteers, and their counterpart.
- **Most Volunteers felt well-integrated into their communities.** Sixty-eight percent of respondents felt well-integrated into their communities at the time of the survey. And while they communicated frequently with host-country nationals, respondents were far less likely to spend time with them as a way to manage stress (45%) than with other Peace Corps Volunteers (70%) or by communicating electronically with others around the world (78%).
- **Many Volunteers reported contributing to Goal Three despite still being in the field.** Just over half of respondents (54%) reported that they had facilitated direct interactions between Americans and host country nationals in the last 12 months.

Table 43. Friendship and Personal Support at Site

q27. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number of respondents
I have friends at my site	2%	6%	11%	47%	34%	5,332
I feel supported by the local community at my site	2%	5%	15%	45%	32%	5,318

Table 44. Friendship and Personal Support at Site—Average Ratings

q27. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
I have friends at my site	4.07	5,295
I feel supported by the local community at my site	4.00	5,295

Average rating: 1 = Strongly Disagree; 5 = Strongly Agree.

Based on respondents who rated all statements.

Table 45. Communication with People

q45. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?	At least once a day	At least once a week, but less than daily	At least once a month, but not every week	Less than once a month	Never	Number of respondents
Peace Corps Volunteers (PCVs)	50%	39%	9%	2%	<0.5%	5,351
Other Americans (who are not PCVs)	13%	28%	22%	20%	17%	5,117
Counterpart(s)	43%	46%	7%	2%	2%	5,262
Other host country nationals (who are not your counterparts)	67%	22%	6%	3%	2%	5,309
Friends or family in the United States	24%	51%	21%	4%	<0.5%	5,352
Third country nationals	16%	16%	18%	22%	27%	3,920

Table 46. Estimated Average Number of Days per Year Volunteers**Communicate with Different Groups of People**

q45. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?	Estimated average number of days	Number of respondents
Peace Corps Volunteers (PCVs)	201	3,746
Other Americans (who are not PCVs)	65	3,746
Counterpart(s)	184	3,746
Other host country nationals (who are not your counterparts)	256	3,746
Friends or family in the United States	115	3,746
Third country nationals	71	3,746

Never = 0 days; Less than monthly = 6; Monthly not weekly = 12; Weekly not daily = 52; Daily = 365 days

Based on respondents who reported for all six groups of people.

Table 47. Using Personal Connections for Managing Stress

q40. Which of the following activities do you do to help manage stress?	Yes	Number of respondents
Spend time with PCVs	70%	5,363
Spend time with host country nationals	45%	5,363
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	78%	5,363

Table 48. Integrated into the Local Community

	Very Poorly Integrated	Poorly Integrated	Neither Poorly nor Well Integrated	Well Integrated	Very Well Integrated	Number of respondents
q42. How integrated into your community do you feel?	1%	6%	25%	51%	17%	5,331

Table 49. Facilitating Direct Interactions Between Americans and Host Country Nationals

	Yes	No	Number of respondents
q25. Did you facilitate direct interactions between Americans and host country nationals in the last 12 months? Please include in-person and virtual interactions (e.g., match programs participation, social media, web conferences, etc.).	54%	46%	5,359

VI. Ongoing Peace Corps Support and Site Monitoring

This section presents Volunteer feedback on in-country Peace Corps staff support, processes, and organizational culture.

Key Findings

- **Most Volunteers have positive opinions of their country director.** A majority agreed that their country director performed well on four elements of Volunteer support, rating the fostering of open communication the highest. Ninety-three percent of respondents had been visited by a Peace Corps staff member in the 12 months preceding the survey. Twenty-one percent had been visited by their country director.
- **Volunteers were highly satisfied with safety and security and medical support.** Of the six major support functions surveyed, respondents were once again most satisfied with safety and security support (81%), followed by the medical support provided by Peace Corps in-country staff (73%). Respondents were least satisfied with emotional support (54%).
- **Volunteers felt that the Peace Corps' culture is inclusive.** Seventy-one percent agreed or strongly agreed that the Peace Corps' organizational culture is inclusive of diverse people. The highest percentage of all respondents saw race/ethnicity as the biggest gap in inclusion, while those who felt the Peace Corps was not inclusive were significantly more likely to also perceive gaps relating to gender, sexual orientation, and national origin.
- **A majority of Volunteers reported being satisfied with feedback on their work.** Just over six in 10 were satisfied with the timeliness (64%) and the quality (66%) of feedback from Peace Corps staff on their work.

Table 50. Satisfaction with In-Country Peace Corps Staff Support

q26. How satisfied are you with the following types of support provided by in-country Peace Corps staff?	Very Dissatisfied	Dissatisfied	Neither Dissatisfied nor Satisfied	Satisfied	Very Satisfied	Number of respondents
Administrative/logistical	4%	10%	17%	47%	22%	5,333
Emotional	6%	14%	27%	38%	16%	5,090
Medical	4%	9%	13%	41%	32%	5,331
Project specific technical skills	4%	12%	19%	45%	20%	5,283
Safety and security	2%	6%	11%	42%	39%	5,303
Site selection/preparation	7%	15%	16%	39%	23%	5,334

Table 51. Satisfaction with In-Country Peace Corps Staff Support—Average Ratings

q26. How satisfied are you with the following types of support provided by in-country Peace Corps staff?	Average rating	Number of respondents
Administrative/logistical	3.73	4,946
Emotional	3.44	4,946
Medical	3.88	4,946
Project specific technical skills	3.65	4,946
Safety and security	4.07	4,946
Site selection/preparation	3.53	4,946

Average rating: 1 = Very Dissatisfied; 5 = Very Satisfied.

Based on respondents who rated all functions.

Table 52. Volunteer Perceptions of their Country Director

q29. To what extent do you disagree or agree with each of the following statements?	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number of respondents
My Country Director enforces post policies in a consistent manner.	6%	9%	16%	40%	29%	4,713
My Country Director is aware of the issues that Volunteers face in service.	8%	12%	17%	38%	25%	4,888
My Country Director fosters open communication between herself/himself and Volunteers.	6%	8%	13%	37%	36%	5,075
My Country Director facilitates the resolution of issues that Volunteers face in service.	7%	10%	20%	37%	26%	4,576

Table 53. Satisfaction with Feedback from Peace Corps Staff

q28. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?	Very Dissatisfied	Dissatisfied	Neither Dissatisfied nor Satisfied	Satisfied	Very Satisfied	Number of respondents
Timeliness	4%	12%	20%	44%	20%	5,028
Quality	4%	10%	21%	46%	20%	5,026

Table 54. Satisfaction with Feedback from Peace Corps**Staff—Average Ratings**

q28. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?	Average rating	Number of respondents
Timeliness	3.62	4,990
Quality	3.68	4,990

Average rating: 1 = Very Dissatisfied; 5 = Very Satisfied.

Based on respondents who rated both aspects.

Table 55. Satisfaction with Peace Corps Medical Officers

	Very Dissatisfied	Dissatisfied	Neither Dissatisfied nor Satisfied	Satisfied	Very Satisfied	Did Not Receive Healthcare from my PCMO(s)	Number of respondents
q34. How satisfied are you with the health care that you have received from your PCMO(s)?	3%	7%	12%	40%	34%	5%	5,313

Table 56. Site Visits in the Last 12 Months (any representatives)

[Categorized]	Peace Corps representatives visited site in the past 12 months	Peace Corps representatives did not visit site in the past 12 months	Number of respondents
q30. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?	93%	7%	5,272

Table 57. Site Visits in the Last 12 Months (specific representatives)

q30. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?	Percentage of respondents	Number of respondents
Program Manager/APCD/Program Assistant	74%	3,891
Post staff other than Country Director or Program Manager (DMO, DPT, PCMO, S&S Coordinator)	53%	2,770
Peace Corps Volunteer Leader (regional, technical, etc.)	27%	1,444
Country Director	21%	1,115
Recoded from "Other": Representative from Peace Corps Washington	7%	388
Other Peace Corps representatives	7%	351
Number of respondents	100%	5,272

Percentage of respondents may not add to 100 due to multiple responses provided.

Table 58. Inclusion in the Peace Corps' Organizational Culture

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Number of respondents
q49. To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse people?	2%	8%	19%	49%	22%	5,325

Table 59. Gaps in the Culture of Inclusion at the Peace Corps (all respondents)

q50. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of respondents	Number of respondents
Race/color/ethnicity	47%	1,675
Socioeconomic status	36%	1,279
Age	31%	1,091
Disability	30%	1,080
Sexual orientation	27%	974
Gender identity	26%	912
Religion	18%	639
National origin	16%	555
Gender	15%	547
Veteran status	12%	444
Language	12%	422
Family structures	11%	374
Recoded from "Other": Other gaps	2%	78
Recoded from "Other": Viewpoints and beliefs	1%	35
Number of respondents	100%	3,560

Percentage of respondents in a column may not add to 100 due to multiple responses provided. In 2016, all respondents were asked this question (q50). However, in previous years, only respondents who disagreed in q49 that the organizational culture of the Peace Corps is inclusive of diverse people were asked q50. Thus, results for 2016 may not be comparable to pertinent data from prior years.

Table 60. Gaps in the Culture of Inclusion at the Peace Corps
(respondents who disagreed that the organizational culture of the
Peace Corps is inclusive of diverse people)

q50. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of respondents	Number of respondents
Race/color/ethnicity	80%	403
Socioeconomic status	46%	231
Age	38%	193
Disability	29%	147
Sexual orientation	42%	212
Gender identity	38%	191
Religion	25%	127
National origin	30%	153
Gender	30%	150
Veteran status	12%	58
Language	18%	89
Family structures	17%	88
Recoded from "Other": Other gaps	3%	13
Recoded from "Other": Viewpoints and beliefs	1%	6
Number of respondents	100%	504

Percentage of respondents in a column may not add to 100 due to multiple responses provided. Data is inclusive of respondents who disagreed in q49 that the organizational culture of the Peace Corps is inclusive of diverse people.

Table 61. Using Peace Corps Digital Materials

	At least once a day	At least once a week, but not every day	At least once a month, but not every week	Less than once a month	Did not use in the past 12 months	Number of respondents
q31. How often did you use Peace Corps digital materials in your work in the last 12 months?	3%	19%	26%	28%	23%	5,346

VII. Health of Volunteers

This section presents the distribution of responses to questions about the physical and emotional health of Volunteers as well as their stress levels and health-related habits.

Key Findings

- **Volunteers felt less healthy when they took the survey than when they first arrived at their site.** Nearly half of respondents (47%) reported deteriorated health during service. They blamed the local diet nearly twice as often as the next most frequently reported health challenges—inability to exercise outside and stress.
- **Yet, Volunteers felt less stressed when they took the survey than when they first arrived at their site.** Fully half of respondents (51%) reported reduced stress during service. While respondents engaged in many different types of stress-reducing activities, the most popular were reading, listening to music, communication with others electronically, and exercise. The greatest source of stress at sites were work (51%), transportation (46%), communicating in the local language (44%), and isolation/loneliness (44%).
- **Of the approximately 82 percent of Volunteers who drink, most drink two to three beverages per session.** The most common reason cited for drinking is personal enjoyment (77%), followed by community events (58%) and drinking habits of other Volunteers (46%).

Table 62. Health Self-Assessment

q32. How would you rate your physical health when you first arrived at your site, and during the last 30 days? [Categorized]	Percentage of respondents	Number of respondents
Health deteriorated	47%	2,538
Health remained the same	26%	1,412
Health improved	26%	1,395
Number of respondents	100%	5,345

Table 63. Health Self-Assessment—Average and Median Ratings

q32. How would you rate your physical health when you first arrived at your site, and during the last 30 days?	Average	Median	Number of respondents
When first arrived	7.5	8.0	5,345
Last 30 days	6.9	7.0	5,345

Average rating: 1 = Not at all healthy; 10 = Exceptionally healthy.

Based on respondents who rated both time periods.

Table 64. Stress Level Self-Assessment

q33. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days? [Categorized]	Percentage of respondents	Number of respondents
Stress elevated	32%	1,685
Stress level remained the same	18%	939
Stress reduced	51%	2,724
Number of respondents	100%	5,348

Table 65. Stress Level Self-Assessment—Average and Median Ratings

q33. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?	Average	Median	Number of respondents
Month when first arrived	6.1	6.0	5,348
Last 30 days	5.4	5.0	5,348

Average rating: 1 = Little to no stress; 10 = A great deal of stress.

Based on respondents who rated both time periods.

Table 66. Involvement in Health-Related Activities: Once per Month or More Often

q35. During a typical month in your service, how many days do you engage in the following activities? (1+time monthly)	Percentage of respondents	Number of respondents
Get enough sleep	99%	5,255
Eat healthily	97%	5,160
Exercise	95%	5,050
Drink alcoholic beverages	83%	4,425
Smoke	17%	911
Number of respondents	100%	5,324

Respondents who were not involved in any of the activities and reported 0 days are not included. Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 67. Involvement in Health-Related Activities: Four Times per Month or More Often

q35. During a typical month in your service, how many days do you engage in the following activities? (4+times monthly)	Percentage of respondents	Number of respondents
Get enough sleep	98%	5,200
Eat healthily	94%	4,992
Exercise	90%	4,795
Drink alcoholic beverages	47%	2,472
Smoke	11%	561
Number of respondents	100%	5,311

Respondents who were not involved in any of the activities and reported 0 days are not included.

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 68. Involvement in Health-Related Activities—Average and Median Time Spent per Month

q35. During a typical month in your service, how many days do you engage in the following activities?	Average	Median	Number of respondents
Eat healthily	19.7	20.0	5,160
Drink alcoholic beverages	5.4	4.0	4,425
Exercise	16.2	15.0	5,050
Get enough sleep	22.3	25.0	5,255
Smoke	10.2	5.0	911

Respondents who were not involved in any of the activities and reported 0 days are not included.

Table 69. Factors Limiting Personal Health

q37. Do any of the following factors currently limit your ability to maintain your physical health?	Percentage of respondents	Number of respondents
Local diet	69%	3,102
Inability to exercise outside	36%	1,611
High stress level	36%	1,605
Lack of exercise	36%	1,601
Environmental factors (e.g., pollution)	31%	1,376
Safety and security issues	13%	573
Lack of trust in local medical resources	13%	570
Lack of trust in Peace Corps medical care	12%	544
Distance from health care	12%	525
Lack of access to clean drinking water	10%	446
Recoded from "Other": Prior or current medical condition or injury	1%	57
Recoded from "Other": Not enough time	1%	30
Recoded from "Other": Not enough money to maintain healthy diet or to exercise	1%	25
Recoded from "Other": Other factors	3%	114
Number of respondents	100%	4,495

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

All respondents in 2016 were asked this question (q37). However, in previous years, only respondents who indicated that their physical health had deteriorated (q32) were asked to respond to this question. Thus, results for 2016 may not be comparable to pertinent data from prior years.

Table 70. Factors Contributing to Greater Stress

q39. Which of the following factors contribute to elevating your stress level?	Percentage of respondents	Number of respondents
Work	51%	2,695
Transportation	46%	2,414
Communicating in the local language	44%	2,325
Isolation/loneliness	44%	2,300
Cultural adjustments	43%	2,269
Interactions with host country nationals	42%	2,226
Counterparts/community partners	41%	2,146
Family, friends, loved ones back home	36%	1,887
Lack of work	35%	1,856
Close of service, or your future after the Peace Corps	35%	1,835
Boredom	33%	1,750
Sexual or nonsexual harassment	30%	1,610
Personal health maintenance	30%	1,567
Interactions with other Volunteers	23%	1,227
Your host family	22%	1,171
Interactions with Peace Corps staff	22%	1,142
In-country dating/relationships	20%	1,054
Personal safety	15%	779
Other sources of stress (please specify):	2%	94
Number of respondents	100%	5,280

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

All respondents in 2016 were asked this question (q39). However, in previous years, only respondents who rated their stress level 4 or above on a 10-point scale (q33) with 1 = "Little to no stress" and 10 = "A great deal of stress" were asked to respond to this question. Thus, results for 2016 may not be comparable to pertinent data from prior years.

Table 71. Stress Management Activities

q40. Which of the following activities do you do to help manage stress?	Percentage of respondents	Number of respondents
Read	81%	4,322
Listen to music	79%	4,251
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	78%	4,172
Exercise, walk, or otherwise make an effort to stay fit	76%	4,085
Watch movies or TV	73%	3,896
Spend time with PCVs	70%	3,776
Pursue creative hobbies (write or journal, arts and crafts, play music, sing or dance, cook or bake, etc.)	70%	3,761
Sleep, nap, or rest	69%	3,706
Leave your community/travel	62%	3,326
Surf Internet, use the computer, or play video games	51%	2,732
Get involved in additional projects, work, or studying	49%	2,618
Spend time with host country nationals	45%	2,435
Eat more or less than usual	35%	1,880
Meditate	31%	1,688
Drink alcohol	21%	1,127
Pray or attend religious services	16%	873
Shop	12%	646
Smoke	8%	444
Attend counseling session(s)	5%	257
Other (please specify):	2%	87
None of the above	<0.5%	6
Number of respondents	100%	5,363

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 72. Number of Drinks per Alcohol Consumption Session Among Volunteers**Who Drink**

	Average number of drinks	Median number of drinks	Number of respondents
q36. When you drink alcohol, how many drinks do you usually have?	2.6	2.0	4,412

Only respondents who indicated they drank one or more drinks when they drank (q36) were asked to respond to this question.

Table 73. Reasons for Alcohol Consumption Reported by Volunteers**Who Drink**

q38. What are some of the reasons why you might drink alcohol during your Peace Corps service?	Percentage of respondents	Number of respondents
Personal enjoyment	77%	3,383
Social events with community members	58%	2,519
Drinking habits of fellow Volunteers	46%	2,018
In-country cultural norms	34%	1,489
Stress reduction	31%	1,359
Continued my U.S. drinking habits here	24%	1,043
Boredom	16%	708
Easy availability of alcohol	14%	631
Isolation/ Loneliness	10%	454
Other reasons (please specify):	2%	82
Number of respondents	100%	4,371

Percentage of respondents in a column may not add to 100 due to multiple responses provided. All respondents who reported drinking alcohol were asked this question (q38) in 2016. However, in previous years, only respondents who indicated they drank four or more drinks when they drank (q36) were asked to respond to this question. Thus, results for 2016 may not be comparable to pertinent data from prior years.

VIII. Participant Profile

A total of 5,381 Volunteers across 58 posts participated in the 2016 Annual Volunteer Survey. Of those, 44 percent were serving in the Africa region, 28 percent in the Europe, Mediterranean, and Asia region, and 28 percent were serving in the Inter-America and Pacific region. Survey participants were representative of the Volunteer population in terms of gender, age, geographic location, and length of service.

This section compares basic demographic information about survey participants with that of the entire population of Volunteers who served while the survey was in the field.

Key Findings

- Survey respondents reflected a predominantly female Volunteer population.
- In 2016, the average respondent was 28 years old and had served 67 weeks at the time of the survey. Overall, the respondents were—like the population of all eligible Volunteers—divided fairly evenly in terms of their length of service at the time they took the survey.
- More than six in 10 respondents were assigned to either the Education (40%) or Health (23%) sectors, which reflects the proportion of the Volunteer population assigned to the Peace Corps' two largest project sectors.

Table 74. Status as a Peace Corps Volunteer

q1. Are you a Peace Corps Volunteer or trainee?	Respondents	All eligible Volunteers
Volunteer at site one month or longer	95%	92%
Third year/extended Volunteer, including PCVL	5%	8%
Number of respondents	5,385	5,978

Table 75. Time Spent in Host Country

q2. When did you first arrive in the country where you are currently serving? [Categorized]	Respondents	All eligible Volunteers
6 months or shorter	20%	20%
7–12 months	19%	17%
13–20 months	31%	32%
21–27 months	26%	26%
28 months or longer	5%	5%
Average number of months	15.5	15.2
Median number of months	14.0	13.9
Number of respondents	5,241	5,978

Table 76. Gender

q57. What is your gender?	Respondents	All eligible Volunteers
Female	60%	62%
Male	36%	38%
Prefer not to answer	4%	<0.5%
Number of respondents	5,309	5,978

Table 77. Age

q58. What is your age? [Categorized]	Respondents	All eligible Volunteers
23 or younger	17%	18%
24–28	64%	61%
29–55	15%	16%
56 or older	4%	4%
Average	27.8	28.0
Median	25.0	25.0
Number of respondents	4,706	5,978

Table 78. Primary Project Sector

q54. Please select the project to which you are assigned. [Categorized]	Respondents	All eligible Volunteers
Agriculture	8%	8%
Education	40%	40%
Environment	8%	9%
Health	23%	24%
Community Economic Development	9%	10%
Youth in Development	10%	9%
Other	1%	<0.5%
Prefer not to answer	2%	—
Number of respondents	5,352	5,978

Table 79. Peace Corps Administrative Region

	Respondents	All eligible Volunteers
Africa	44%	44%
Europe, Mediterranean, and Asia	28%	28%
Inter-America and Pacific	28%	28%
Number of respondents	5,381	5,978

IX. Methodology

From June 6 to August 12, 2016, the Peace Corps conducted a survey of currently serving Peace Corps Volunteers—the Annual Volunteer Survey. The 2016 survey is the 21st in a series of studies designed to collect feedback from all Volunteers globally. The first global survey of Volunteers was administered 41 years ago, in 1975. Since 2009, the survey has been administered on an annual basis to meet agency performance requirements.

The objective of this study is to obtain Volunteers' perspectives on the current state of the Peace Corps program in order to help the agency improve its performance by better understanding how practices in the field contribute to program outcomes and affect the Volunteer experience. The scope of the study includes Volunteers who joined the Peace Corps to serve abroad for two years, were sworn in, and had served for one month or longer as of August 12, 2016.

The survey population includes 5,978 Peace Corps Volunteers serving in a two-year program at 58 Peace Corps posts worldwide. By the response cut-off date, 5,381 Volunteers had completed the survey, for an overall response rate of 90 percent.

Table 1. Response Rate

	All eligible	Participated	Response rate
Volunteers	5,978	5,381	90.0%
Posts	58	58	100.0%

Survey Instrument and Administration

The 2016 Annual Volunteer Survey self-administered questionnaire contains 58 detailed questions—although some questions may not have been applicable to all respondents. It covers the following broad topics:

- Overall assessment of Peace Corps service
- Training for Peace Corps assignment
- Work activities
- Peace Corps goals and impact
- Peace Corps support
- Health of Volunteers
- Site characteristics
- Basic demographic information

The 2016 survey questionnaire is almost identical to the 2014 and 2015 versions of the questionnaire, with a few notable exceptions: There are new questions about Volunteer perceptions of technical training and country director performance; and several filters, or skip patterns, were removed to increase the base upon which results around certain topics, such as Volunteer health, could be analyzed. Filters can be applied retroactively in order to generate data that is directly comparable to 2014 or 2015 data. A copy of the survey instrument is available in the appendix.

Respondents were not asked to provide their names, addresses, or contact information in the survey. All questions were optional (including respondents' demographics), but one screening question was used to identify ineligible respondents and was not optional. The survey was conducted online and could be completed in multiple sessions. A typical respondent spent 27.5 minutes to complete the survey.²

The survey was distributed to Volunteers through country directors at 58 Peace Corps posts.³ Country directors were asked to distribute the survey invitation and URL to all of their eligible Volunteers on or about June 6. The majority of posts (81%) launched the survey within the first week. By June 30, the survey had been distributed to Volunteers at all posts.

² Median time.

³ Reliance on secondary distribution channels prevents the researchers from ensuring that survey administration is uniform across all respondents. Also see the Limitations section.

Table 2. Survey Distribution Schedule

	Number of posts	Percentage of posts
June 6	19	33%
June 7–June 12	28	48%
June 13–June 30	11	19%
Total	58	100%

Data Analysis

Findings reported in this publication are based on survey responses from participating Volunteers who represent a very high percentage (90%) of, but not all, Volunteers. Therefore, the data are subject to error, including coverage error and nonresponse error. Since the nature of these errors is unknown, the overall survey estimates may range within +/- 10 percent (the percentage of population who did not respond to the survey). Since the survey is administered by third parties, the data are also subject to administrative errors, including sample selection error, as well as bias that is introduced by variations in incentives offered to respondents designed to boost participation, and variations in solicitation methods and frequency.

Data were analyzed and tabulated using specialized statistical software packages. Percentages in tables may not add to 100 either due to multiple responses provided by respondents or due to rounding. Averages and percentages are not reported if the number of observations in a cell is less than five. Unless otherwise specified, responses “don’t know,” “prefer not to say,” or “not applicable” are not included.

Limitations

Three major limitations of the study are: 1) an unknown nonresponse bias; 2) inconsistent survey administration processes employed by posts; and 3) the tracking at posts of the individual survey completion status, which may introduce unintended response biases impacting the accuracy or truthfulness of individual survey responses.

The survey was distributed to all eligible two-year Peace Corps Volunteers, not to a probability-based sample of Volunteers. Although a very high percentage of Volunteers responded, there is nothing known about the opinions of the 10 percent who did not respond. Therefore, conservative population estimates should always be employed. These estimates should include a range resulting from assigning all nonrespondents to the most positive ratings on a given scale, to assigning all nonrespondents to the most negative ratings on a given scale—a process that essentially redistributes survey results based on the population totals.

The decentralized survey distribution through Peace Corps posts resulted in the inconsistent timing of the survey launch, and inconsistent timing and number of survey follow-ups. In addition, survey messages and incentives were not standardized globally. Therefore, differences in responses among geographic locations may be attributable to differences in survey administration.

Work Activities as Recoded into Sectors at Tables 21 and 22

Tables 21 and 22 categorized Volunteers into sectors based on their reported work activities in q15. What do you do as part of your Peace Corps work? Categorization was completed per the following:

Sector Categorization	Work Activities
Agriculture	<ul style="list-style-type: none"> • Agriculture/fish/livestock • Food security—community/household
Education	<ul style="list-style-type: none"> • Childhood or early literacy • English teaching • Girls education • Library development • Math/Science teaching • Teacher training
Environment	<ul style="list-style-type: none"> • Agroforestry • Environment work
Health	<ul style="list-style-type: none"> • Health extension • HIV/AIDS • Malaria prevention • Maternal, child, and neonatal health • Nutrition education • Sports/fitness • Water and sanitation
Community Economic Development	<ul style="list-style-type: none"> • Business advising • Entrepreneurship • Income generation • Microenterprise development • NGO development • Technology for development/ICT
Youth in Development	<ul style="list-style-type: none"> • Youth as resources/working with youth
Cross-Sector	<ul style="list-style-type: none"> • Arts • Gender equity/women's empowerment • Volunteerism/V² • Working with people with disabilities

Key Survey Definitions

The following definitions explain terms that appeared in the survey questionnaire and in this report.

Administrative/Logistical staff: Peace Corps staff who perform routine administrative duties, records management, and a range of support functions, including accounting. Positions grouped into this category may include administrative officer, administrative assistant, cashier, executive assistant, general services officer, general services assistant, or receptionist.

Associate Peace Corps director (APCD)/Program manager: Peace Corps staff member responsible for programming, administration, or support of Volunteer projects in their country of assignment.

Bystander Intervention Training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to intervene, if necessary, to keep other Volunteers safe.

Counterpart: A host country national who is assigned to a Volunteer to serve as their primary work partner.

Country director (CD): Senior Peace Corps official in the country of assignment; responsible for all aspects of the Peace Corps' program in that country.

Digital materials: Any Peace Corps materials that a Volunteer may have received by email or downloaded through knowledge-sharing platforms such as PCLive.

Director of management and operations (DMO): Peace Corps staff member who manages the budget and administrative functions in the country of assignment.

Director of programming and training (DPT): Peace Corps staff member who provides technical assistance and guidance to overseas staff in the development, management, and evaluation of projects and oversight of a post's training program.

Diversity: A collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures.

Participatory Analysis for Community Action (PACA): The Peace Corps' participatory approach where every member of the community can and should express his or her feelings and ideas freely (young and old people, men and women).

Peace Corps administrative region: The Peace Corps divides its operations into three regions. In the summer of 2016, the Africa region included Benin, Botswana, Burkina Faso, Cameroon, Comoros, Ethiopia, Ghana, Guinea, Lesotho, Madagascar, Malawi, Mozambique, Namibia, Rwanda, Senegal, South Africa, Swaziland, Tanzania, The Gambia, Togo, Uganda, and Zambia. The Europe, Mediterranean, and Asia region (EMA) included Albania, Armenia, Cambodia, China, Georgia, Indonesia, Kosovo, Kyrgyz Republic, Macedonia, Moldova, Mongolia, Morocco, Nepal, Philippines, Thailand, Timor-Leste, and Ukraine. The Inter-America and Pacific region (IAP) included Belize, Colombia, Costa Rica, Dominican Republic, Eastern Caribbean, Ecuador, Fiji, Guatemala, Guyana, Jamaica, Mexico, Micronesia, Nicaragua, Panama, Paraguay, Peru, Samoa, Tonga, and Vanuatu.

Peace Corps medical officer (PCMO): Peace Corps staff member responsible for assisting Volunteers in maintaining their health while in their country of assignment.

Peace Corps Volunteer (PCV): A U.S. citizen 18 years of age or older who applied and was selected for voluntary service abroad by satisfying the standards of enrollment and who swore or affirmed to the Peace Corps Volunteer Oath and Pledge administered by the Peace Corps Director, regional director, or country director.

Personal security training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize and mitigate risk in their host countries by "turning on their RADAR."

Pre-service training (PST): Any Peace Corps training received before Volunteers are sworn-in.

Primary assignment/project: The specific project work to which Volunteers are assigned.

Program manager/associate Peace Corps director (APCD): Peace Corps staff member responsible for programming, administration, or support of Volunteer projects in-country.

RADAR: RADAR stands for **R**ecognize the danger, **A**ssess the situation, **D**ecide what is best for you, **A**ct when the timing is right, and **R**eassess as the situation changes. Trainees learn RADAR in the Personal Security and Risk- Reduction module.

Secondary project/community service activities: Activities other than a Volunteer's primary project assignment.

Sexual Assault Awareness Training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize cultural and gender-based "sex signals" as well as the tactics of sexual predators or potential assailants in Volunteers' host country.

Site: Volunteer site is defined as the home in which the Volunteer resides and the surrounding neighborhood/area.

Site selection and preparation: A number of collaborative responsibilities of Peace Corps staff, with the active participation of host country representatives, that are undertaken before Volunteers arrive at their sites. This includes, but is not limited to, site visits, housing checks, safety and security assessment, and community orientation.

Appendix: Survey Questionnaire

This appendix contains a copy of the 2016 Annual Volunteer Survey questionnaire that was administered online. The questionnaire consists of eight sections:

- Overall assessment of Peace Corps service
- Training for Peace Corps assignment
- Work activities
- Peace Corps goals and impact
- Peace Corps support
- Health of Volunteers
- Site characteristics
- Basic demographic information

Skip patterns for questions that may not have been applicable to all respondents are indicated in the square brackets preceding the question.

2016 Annual Volunteer Survey (AVS)

06/06/2016–08/12/2016

[Text Node]

Welcome to the 2016 Annual Volunteer Survey The Voice of the Volunteer Since 1975!

Your thoughtful participation in this confidential survey is a key element in advancing the mission of the Peace Corps.

Learning about your experience as a Volunteer is extremely important to the Peace Corps' Director, as well as to other members of the Peace Corps staff worldwide. What we learn from you will help both to improve the Peace Corps' ability to meet the needs of the communities in which you serve and to enrich your service as a Volunteer.

0. Is this your first time accessing the Annual Volunteer Survey this year?

- a. Yes, and I need a **Unique ID** to log in.
- b. No, I already have a **Unique ID** and need to continue where I left off.

Please use the "Next >>" button at the bottom of each page to continue.

[Text Node—IF FIRST TIME ACCESSING THE SURVEY]

Your Unique ID: Write it down!

You have been randomly assigned a Unique ID to access the survey. **You will need this Unique ID in a moment to log in to the survey**, and you will not be able to access the AVS without it. You may also find it useful to take a moment to email yourself a copy of your Unique ID.

You will use your Unique ID to:

- 1) **Log in to the survey**; and,
- 2) **Return to the survey without losing your prior responses**. If you are unable to finish the survey during a given session, use your Unique ID to re-enter the survey where you left off.

Please write down your Unique ID, you will need it in a moment to log in.

<code>#{e://Field/UniqueID}</code>

Please email VolunteerSurvey@peacecorps.gov if you have any questions about accessing the survey.

[Text Node—IF FIRST TIME TAKING SURVEY]

Enter a Secret Word

Please enter a secret word or phrase that you can easily remember in the space below. This word or phrase should not contain any personally identifiable information (e.g., do not use your name or phone number).

If you lose your Unique ID or have problems re-entering the survey, please send your secret word or phrase to VolunteerSurvey@peacecorps.gov for assistance.

Secret word or phrase: **[OPEN-ENDED RESPONSE]**

[Text Node]

Please log in.

Unique ID: **[OPEN-ENDED RESPONSE]**

[Text Node—IF UNABLE TO LOG IN—FIRST THREE ATTEMPTS]

Unable to log in with the Unique ID provided. Please try again.

[Text Node—IF UNABLE TO LOG IN AFTER THREE ATTEMPTS]

Thank you for taking the time to access the 2016 AVS! Unfortunately, it appears that the Unique ID you are trying to enter is not valid.

If you lost your Unique ID but have your secret word, you can contact the Office of Strategic Information, Research, and Planning (VolunteerSurvey@peacecorps.gov) to try and retrieve your Unique ID, or you can click on the link you received and start again by selecting "Yes, and I need a **Unique ID** to log in" on the opening screen.

[Text Node—IF FIRST TIME ACCESSING SURVEY]

About the 2016 Annual Volunteer Survey

- **The survey should take you approximately 30 minutes to complete.** You will be able to save your responses and continue from where you left off at any time between June 6 and August 12, 2016.
- **Survey results will be publicly available.** Each year the Peace Corps publishes survey reports on its Open Government Internet site and shares the global results with Congress. A variety of other reports based on the results may also be made public.
- **Your individual feedback is confidential, so you should feel comfortable expressing your honest opinions.** Your responses will not be associated with your name, email address, or other contact information, and no one—including your country director—will see any survey results unless they are combined in a way that prevents Volunteers from being personally identified. We encourage you to respond to all questions so that your valuable viewpoint can help to make a difference in how the Peace Corps operates. While your participation is confidential, if you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.
- **Confidentiality starts with you.** As you take the survey, please avoid mentioning any individuals, organizations, or site locations by name. Please use generic references instead, such as "another Volunteer," "the organization I work with," or "the town where I live."
- **Your feedback really does make a difference!** In the past, AVS results have helped to guide many Peace Corps improvements, including better training and enhanced site preparation. Please provide your honest, thoughtful opinions in order to help us to further improve Peace Corps operations in your community and around the world.

[Text Node—IF FIRST TIME ACCESSING THE SURVEY]

Navigation Instructions

- Your responses will be saved when you use the "<< Back" or "Next >>" button at the bottom of each page to navigate through the survey.
 - *Note:* Please be sure to use the buttons in the survey window and not your web browser's "back" button to navigate through the survey. Using your browser's back button may lead to errors.
- If you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.
- If you are unable to complete the survey in one session, please press the "Close Window and Log Out" button at the top of the page you are working on in order to save your responses before logging out.
 - When you wish to re-enter the survey and continue from where you left off, simply use the original link for the survey and re-enter your Unique ID.
- You can track your progress via the survey status bar at the bottom of each screen.
- Some survey questions have an answer choice "NA," which means not applicable.

[PAGE BREAK]**1. Are you a Peace Corps Volunteer or trainee in [COUNTRY FROM LINK USED]?**

- a. Volunteer at site one month or longer
- b. Volunteer at site less than one month **TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2016 AVS FLYER**
- c. Trainee/not yet sworn-in at site **TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2016 AVS FLYER**
- d. Third year/extended Volunteer, including PCVL
- e. Peace Corps Response Volunteer **TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2016 AVS FLYER**
- f. I am not a Volunteer currently serving in [COUNTRY FROM LINK USED] **TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2016 AVS FLYER**
- g. Other (please specify): **OPEN-ENDED RESPONSE**

2. When did you first arrive in the country where you are currently serving?

Year	[YEAR SCALE]
Month	[MONTH SCALE]

[Text Node—CLOSING SCREEN IF PEACE CORPS RESPONSE, FOLLOWED BY 2016 AVS FLYER]

The Peace Corps is very interested in your views regarding your service, but unfortunately Peace Corps Response Volunteers are not eligible to take this specific survey. The Annual Volunteer Survey is designed for currently serving two-year Volunteers. If you have any questions, please contact VolunteerSurvey@peacecorps.gov.

[Text Node—IF WRONG LINK]

Unfortunately, something went wrong!

If you entered the survey using a different link than the one you had been sent originally, please re-enter the survey by using that original link.

When you restart the survey, please select “Yes, and I need a **Unique ID** to log in” in response to the question “Is this your first time accessing the Annual Volunteer Survey?” Do not use your current Unique ID.

Please contact either your post management or the Office of Strategic Information, Research, and Planning (VolunteerSurvey@peacecorps.gov) if you need further assistance, or if you think that you have reached this page in error.

[Text Node—CLOSING SCREEN IF INELIGIBLE FOR SURVEY, FOLLOWED BY 2016 AVS FLYER]

Unfortunately, you are not eligible to take the Annual Volunteer Survey at this time.

Only Peace Corps Volunteers who have been at their site for one month or longer are eligible to participate. Please close the survey and contact either your post management or the Office of Strategic Information, Research, and Planning (VolunteerSurvey@peacecorps.gov) if you think that you have reached this page in error.

[Text Node]

To begin, we would like to ask you a few questions about your Peace Corps service.

3. How personally rewarding do you find your:

[SCALE: Very Unrewarding, Unrewarding, Neither Unrewarding nor Rewarding, Rewarding, Very Rewarding, NA/Don't Know]

a. Overall Peace Corps service	[SCALE]
b. Primary assignment/project	[SCALE]
c. Secondary project/community service activities	[SCALE]
d. Experiences with other Volunteers	[SCALE]
e. Work with counterparts/community partners	[SCALE]
f. Experiences with other host country individuals	[SCALE]

4. Today, would you still make the same decision to serve with the Peace Corps?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes

5. Would you recommend Peace Corps service to others you think are qualified?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes

6. Do you intend to complete your Peace Corps service?

- a. Definitely not
- b. Probably not
- c. Undecided
- d. Probably yes
- e. Definitely yes
- f. Might extend

7. How prepared for Peace Corps service did you feel when you arrived in-country?

- a. Very unprepared
- b. Unprepared
- c. Neither unprepared nor prepared
- d. Prepared
- e. Very prepared

[Text Node]

Now, we would like to ask you a few questions about your Peace Corps training overall.

8. Please evaluate the effectiveness of your Peace Corps training in preparing you to:

[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective, NA/No Training]

a. Manage cultural differences	[SCALE]
b. Adjust to your physical living conditions	[SCALE]
c. Use language needed in your work/community	[SCALE]
d. Maintain your physical health	[SCALE]
e. Maintain your mental/emotional health	[SCALE]
f. Maintain your personal safety and security	[SCALE]

9. Please evaluate the effectiveness of your Peace Corps training in preparing you to:

[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective, NA/No Training]

a. Perform technical aspects of your work	[SCALE]
b. Work with counterparts/community partners	[SCALE]
c. Conduct a community needs assessment (e.g., PACA)	[SCALE]
d. Work on your project goals and objectives	[SCALE]
e. Monitor/evaluate project goals and outcomes	[SCALE]

10. Technical Training is aimed at imparting the knowledge, skills and attitudes required to perform work activities and achieve results relating to your primary sector. This training may be offered during pre-service training (PST), in-service training (IST), and/or mid-service training (MST).

To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, NA/Don't Know]

a. My technical training covered the <i>breadth</i> of subject matter that I needed to perform my primary sector work effectively.	[SCALE]
b. My technical training covered subject matter topics at the necessary <i>depth</i> that I needed to perform my primary sector work effectively.	[SCALE]
c. My primary sector technical training facilitator(s) was knowledgeable in the subject matter covered.	[SCALE]
d. My primary sector technical training facilitator(s) was able to effectively communicate subject matter to me.	[SCALE]
e. My technical training is relevant to the work that I do at my site.	[SCALE]

11. In general, how prepared do you feel today to meet the challenges of Peace Corps service?

- a. Very unprepared
- b. Unprepared
- c. Neither unprepared nor prepared
- d. Prepared
- e. Very prepared

[Text Node]

The next few questions in this section are about pre-service training (PST), which refers to the training that you received before being sworn in as a Volunteer.

12. Personal Security Training, which is aimed at teaching you how to recognize and mitigate risk in your host country by “turning on your RADAR,” is offered during pre-service training (PST).

Have you used your “RADAR” or personal security skills in the past 12 months?

- a. I have used this skill to keep myself safe by recognizing and mitigating risk.
- b. I learned but did not need to use this skill.
- c. I learned this skill, but I was unable to apply it when I needed it.
- d. I learned this skill, but I don't remember what it involves.
- e. I was not trained on this skill.

13. Sexual Assault Awareness Training, which is aimed at teaching you how to recognize cultural and gender-based “sex signals” as well as the tactics of sexual predators or potential assailants in your host country, is offered during pre-service training (PST).

Have you used Sexual Assault Awareness skills to mitigate unwanted sexual advances in the past 12 months?

- a. I have used this skill to keep myself safe by recognizing and mitigating risk.
- b. I learned but did not need to use this skill.
- c. I learned this skill, but I was unable to apply it when I needed it.
- d. I learned this skill, but I don't remember what it involves.
- e. I was not trained on this skill.

14. Bystander Intervention Training, which is aimed at teaching you how to intervene, if necessary, to keep other Volunteers safe, is offered during pre-service training (PST).

Have you used Bystander Intervention skills in the past 12 months?

- a. I have used this skill to keep Volunteers safe by recognizing and mitigating risk.
- b. I learned but did not need to use this skill.
- c. I learned this skill, but I was unable to apply it when I needed it.
- d. I learned this skill, but I don't remember what it involves.
- e. I was not trained on this skill.

[Text Node]

Please answer the following questions about the work you are currently doing in your community.

15. What do you do as part of your Peace Corps work? Please check all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Agriculture/fish/livestock | <input type="checkbox"/> Malaria prevention |
| <input type="checkbox"/> Agroforestry | <input type="checkbox"/> Maternal, child, and neonatal health |
| <input type="checkbox"/> Arts | <input type="checkbox"/> Math/science teaching |
| <input type="checkbox"/> Business advising | <input type="checkbox"/> Microenterprise development |
| <input type="checkbox"/> Childhood or early literacy | <input type="checkbox"/> NGO development |
| <input type="checkbox"/> English teaching | <input type="checkbox"/> Nutrition education |
| <input type="checkbox"/> Entrepreneurship | <input type="checkbox"/> Sports/fitness |
| <input type="checkbox"/> Environment work | <input type="checkbox"/> Teacher training |
| <input type="checkbox"/> Food security—community/household | <input type="checkbox"/> Technology for development/ICT |
| <input type="checkbox"/> Gender equity/women's empowerment | <input type="checkbox"/> Volunteerism/V ² |
| <input type="checkbox"/> Girls education | <input type="checkbox"/> Water and sanitation |
| <input type="checkbox"/> Health extension | <input type="checkbox"/> Working with people with disabilities |
| <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Youth as resources/working with youth |
| <input type="checkbox"/> Income generation | <input type="checkbox"/> Other (please specify): [OPEN-ENDED RESPONSE] |
| <input type="checkbox"/> Library development | |

16. To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, NA/Don't Know]

a. Meaningful work was available for me when I arrived at site.	[SCALE]
b. Host country individuals with whom I would be working were prepared for my arrival in the community.	[SCALE]
c. I have enough work to do at my site.	[SCALE]
d. My skills are a good match to the work I do at site.	[SCALE]
e. My work is directly related to what my community needs.	[SCALE]

[SKIP IF THE PROGRAM OR PROJECT WILL BE DISCONTINUED]

17. In your view, which of the following options would benefit your host country the most?

[SCALE: Discontinued/Phased Out, Reduced, Maintained As Is, Expanded]

a. Your project/primary work assignment should be:	[SCALE]
b. The Peace Corps program (the post and all projects) in this country should be:	[SCALE]

18. How many hours do you spend on your primary work and secondary projects or community service during an average work week? Please write "0" if none.

- a. Primary work **[OPEN-ENDED NUMERIC]**
- b. Secondary projects or community service **[OPEN-ENDED NUMERIC]**

19. Do you currently work with one or more Peace Corps-assigned counterpart(s)/community partner(s)?

- a. Yes
- b. No

[ASK IF HAS A COUNTERPART ("YES" IN PREVIOUS QUESTION)]

20. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?

[SCALE: Very Dissatisfied, Dissatisfied, Neither Dissatisfied nor Satisfied, Satisfied, Very Satisfied, NA/Don't Know]

a. Accomplishing your project work	[SCALE]
b. Integrating into your community	[SCALE]

[Text Node]

For the next few questions, please let us know your thoughts on how effective you are in different aspects of your service.

21. How effective are you in transferring knowledge and skills to help the following individuals or organizations to build their capacities?

[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective, NA]

a. Your counterpart/community partner	[SCALE]
b. Your host institution/organization	[SCALE]
c. Group(s) with which you work closely	[SCALE]
d. Members of your host community	[SCALE]

22. How effective are you in promoting a better understanding of Americans among the following host country individuals or groups of individuals?

[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective, NA]

a. Your counterpart/community partner	[SCALE]
b. Your host institution/organization	[SCALE]
c. Group(s) with which you work closely	[SCALE]
d. Members of your host community	[SCALE]

23. How effective are you in promoting a better understanding of host country nationals among Americans?

[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective]

24. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals? *Please check all that apply.*

- a. Language barriers
- b. Cultural barriers
- c. Personal differences with counterparts (personality conflict, disagreements, etc.)
- d. Logistical difficulties with counterparts (turnover, limited availability, etc.)
- e. Lack of a counterpart
- f. Insufficient support from Peace Corps staff
- g. Community/organization does not need a Volunteer
- h. Harassment or discrimination at workplace or in the community (sexual or non-sexual)
- i. Community/organization is not receptive to change
- j. My skills did not match the needs of the community/organization
- k. Professional challenges (promptness, work style, lack of resources, etc.)
- l. Problems with physical or emotional health
- m. Isolation, including limited means of communication
- n. "Too soon to tell" (early in my service)
- o. Other (please specify): **[OPEN-ENDED RESPONSE]**

25. Did you facilitate direct interactions between Americans and host country nationals in the last 12 months? *Please include in-person and virtual interactions (e.g., match programs participation, social media, web conferences, etc.).*

- a. Yes
- b. No

[Text Node]

Now we would like to ask you a few questions about different types of support that the Peace Corps provides.

26. How satisfied are you with the following types of support provided by in-country Peace Corps staff?

[SCALE: Very Dissatisfied, Dissatisfied, Neither Dissatisfied nor Satisfied, Satisfied, Very Satisfied, NA/Don't Know]

a. Administrative/logistical	[SCALE]
b. Emotional	[SCALE]
c. Medical	[SCALE]
d. Project-specific technical skills	[SCALE]
e. Safety and security	[SCALE]
f. Site selection/preparation	[SCALE]

[RANDOMIZE STATEMENT ORDER]

27. To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, NA/Don't Know]

a. My site matched my expectations when I arrived.	[SCALE]
b. Peace Corps staff understand what my site is like.	[SCALE]
c. Peace Corps staff provided me with useful information about my site prior to my arrival at the site.	[SCALE]
d. I like my site.	[SCALE]
e. I have friends at my site.	[SCALE]
f. I feel supported by the local community at my site.	[SCALE]

28. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?

[SCALE: Very Dissatisfied, Dissatisfied, Neither Dissatisfied nor Satisfied, Satisfied, Very Satisfied, NA/Don't Know]

a. Timeliness	[SCALE]
b. Quality	[SCALE]

To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, Don't Know]

c. My Country Director enforces post policies in a consistent manner.	[SCALE]
d. My Country Director is aware of the issues that Volunteers face in service.	[SCALE]
e. My Country Director fosters open communication between herself/himself and Volunteers.	[SCALE]
f. My Country Director facilitates the resolution of issues that Volunteers face in service.	[SCALE]

29. In the last 12 months, have any of the following Peace Corps representatives visited you at your site? Please check all that apply.

- a. Country director
- b. Program manager/APCD/program assistant
- c. Post staff other than country director or program manager (DMO, DPT, PCMO, S&S coordinator)
- d. Peace Corps Volunteer leader (regional, technical, etc.)
- e. Other Peace Corps representatives (please specify): **[OPEN-ENDED RESPONSE]**
- f. Peace Corps representatives did not visit my site during the past 12 months **[EXCLUSIVE]**

30. How often did you use Peace Corps digital materials in your work in the last 12 months? Digital materials include any Peace Corps materials that you may have received by email, or that you may have downloaded through knowledge-sharing platforms such as PCLive.

- a. At least once a day
- b. At least once a week, but not every day
- c. At least once a month, but not every week
- d. Less than once a month
- e. Did not use in the past 12 months

[Text Node]

Now, please answer a few questions about your physical health and emotional well-being.

31. How would you rate your physical health when you first arrived at your site, and during the last 30 days?

[SCALE (End-points only): 1 = Not At All Healthy, 10 = Exceptionally Healthy]

a. When first arrived	[SCALE]
b. Last 30 days	[SCALE]

32. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?

[SCALE (End-points only): 1 = Little to No Stress, 10 = A Great Deal of Stress]

a. Month when first arrived	[SCALE]
b. Last 30 days	[SCALE]

33. How satisfied are you with the health care that you have received from your PCMO(s)? If you received health care from more than one PCMO, please rate your satisfaction level with all of them as a whole.

- a. Very dissatisfied
- b. Dissatisfied
- c. Neither dissatisfied nor satisfied
- d. Satisfied
- e. Very satisfied
- f. Did not receive healthcare from my PCMO(s) in the past 12 months

34. During a typical month in your service, how many days do you engage in the following activities? Please indicate the average number of days per month. Enter "0" if none.

a. Eat healthily	[OPEN-ENDED NUMERIC]
b. Drink alcoholic beverages	[OPEN-ENDED NUMERIC]
c. Exercise	[OPEN-ENDED NUMERIC]
d. Get enough sleep	[OPEN-ENDED NUMERIC]
e. Smoke	[OPEN-ENDED NUMERIC]

[ASK IF DRINKS ALCOHOL ON 1+ DAYS/MONTH DURING SERVICE]

35. When you drink alcohol, how many drinks do you usually have?

[OPEN-ENDED NUMERIC]

36. Do any of the following factors currently limit your ability to maintain your physical health? Please check all that apply.

- a. Distance from health care
- b. Lack of trust in local medical resources
- c. Lack of exercise
- d. Lack of trust in Peace Corps medical care
- e. Local diet
- f. Lack of access to clean drinking water
- g. Environmental factors (e.g., pollution)
- h. High stress level
- i. Inability to exercise outside
- j. Safety and security issues
- k. Other factors (please specify): [OPEN-ENDED RESPONSE]

37. What are some of the reasons why you might drink alcohol during your Peace Corps service? Please check all that apply.

- a. Easy availability of alcohol
- b. Continued my U.S. drinking habits here
- c. Drinking habits of fellow Volunteers
- d. In-country cultural norms
- e. Isolation/loneliness
- f. Personal enjoyment
- g. Stress reduction
- h. Boredom
- i. Social events with community members
- j. Other reasons (please specify): [OPEN-ENDED RESPONSE]

38. Which of the following factors contribute to elevating your stress level? Please check all that apply.

- a. Boredom
- b. Communicating in the local language
- c. Counterparts/community partners
- d. Cultural adjustments
- e. Family, friends, loved ones back home
- f. Isolation/loneliness
- g. In-country dating/relationships
- h. Interactions with other Volunteers
- i. Interactions with Peace Corps staff
- j. Personal health maintenance
- k. Personal safety
- l. Work
- m. Your host family
- n. Close of service, or your future after the Peace Corps
- o. Sexual or nonsexual harassment
- p. Transportation
- q. Interactions with host country nationals
- r. Lack of work
- s. Other sources of stress (please specify): **[OPEN-ENDED RESPONSE]**

39. Which of the following activities do you do to help manage stress? Please check all that apply.

- a. Exercise, walk, or otherwise make an effort to stay fit
- b. Get involved in additional projects, work, or studying
- c. Listen to music
- d. Read
- e. Contact others by phone, text, email, etc. (in your country of service, or in the United States)
- f. Spend time with PCVs
- g. Spend time with host country nationals
- h. Eat more or less than usual
- i. Pray or attend religious services
- j. Meditate
- k. Drink alcohol
- l. Leave your community/travel
- m. Shop
- n. Smoke
- o. Attend counseling session(s)
- p. Watch movies or TV
- q. Pursue creative hobbies (write or journal, arts and crafts, play music, sing or dance, cook or bake, etc.)
- r. Sleep, nap, or rest
- s. Surf Internet, use the computer, or play video games
- t. Other (please specify): **[OPEN-ENDED RESPONSE]**
- u. None of the above **[EXCLUSIVE OPTION]**

[Text Node]

The next few questions will focus on your everyday life in your community.

40. How long have you lived with a host country individual or family in total? Please include time spent during training. Please write "0" if never.

[OPEN-ENDED NUMERIC] year(s)
[OPEN-ENDED NUMERIC] month(s)

41. How integrated into your community do you feel?

- a. Very poorly integrated
- b. Poorly integrated
- c. Neither poorly nor well-integrated
- d. Well-integrated
- e. Very well-integrated

42. How well can you communicate in the language used by most local people in your community?

- a. Not at all
- b. Poorly
- c. Adequately
- d. Well
- e. Very well

43. How often are the following services available at your residence?

[SCALE: At least once a day; At least once a week, but less than daily; At least once a month, but not every week; Less than once a month; Service not available; Don't know]

a. Electricity	[SCALE]
b. Running water	[SCALE]
c. Cell phone service	[SCALE]
d. Internet connectivity	[SCALE]

44. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?

[SCALE: At least once a day; At least once a week, but less than daily; At least once a month, but not every week; Less than once a month; Never; Don't know]

a. Peace Corps Volunteers (PCVs)	[SCALE]
b. Other Americans (who are not PCVs)	[SCALE]
c. Counterpart(s)	[SCALE]
d. Other host country nationals (who are not your counterparts)	[SCALE]
e. Friends or family in the United States	[SCALE]
f. Third country nationals	[SCALE]

[Text Node]

Now we would like to ask you a few questions regarding your feelings of safety and comfort in your country, and also about the Peace Corps' culture as it relates to diverse groups.

45. How safe do you feel in the following environments?

[SCALE: Very Unsafe, Unsafe, Neither Unsafe nor Safe, Safe, Very Safe]

a. Where you live	[SCALE]
b. Where you work	[SCALE]
c. When you travel in-country: transportation safety	[SCALE]
d. When you travel in-country: personal security	[SCALE]
e. In the city where your country's main PC office is located	[SCALE]

46. In the last 12 months, have you experienced insensitive comments, harassment, or discrimination toward you in your host country based on any of the following characteristics? Please check all that apply.

- a. Age
- b. Disability
- c. Gender
- d. Race/color/ethnicity
- e. Religion
- f. Sexual orientation
- g. Gender or transgender identity expression
- h. Weight
- i. Marital status
- j. Other (please specify): **[OPEN-ENDED RESPONSE]**
- k. Did not experience **[EXCLUSIVE OPTION]**

47. How well can you communicate your personal boundaries in the situations that make you feel uncomfortable?

- a. Not at all
- b. Poorly
- c. Adequately
- d. Well
- e. Very well

48. To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse people? Diversity is a collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures.

- a. Strongly disagree
- b. Disagree
- c. Neither disagree nor agree
- d. Agree
- e. Strongly agree

49. Where do you see gaps in the culture of inclusion in the Peace Corps? Please check all that apply.

- a. National origin
- b. Language
- c. Race/color/ethnicity
- d. Disability
- e. Gender
- f. Age
- g. Religion
- h. Sexual orientation
- i. Gender identity
- j. Socioeconomic status
- k. Veteran status
- l. Family structures
- m. Other (please specify): **[OPEN-ENDED RESPONSE]**

[Text Node]

Now we would like to ask you a few demographic questions. As with all questions on the Annual Volunteer Survey, your responses to these questions are confidential. Your answers will only be reported in combination with those of other Volunteers in a way that ensures that you will not be personally identifiable by the answers that you provide.

If you do not feel comfortable sharing your demographic information, however, you are always free to skip or select "Prefer not to answer" for any of the following questions.

50. Please choose the best description of your assigned site.

- a. Capital of the country
- b. City (population over 25,000)—not the capital
- c. Rural town (population of 2,000 to 25,000)
- d. Village/rural area (population under 2,000)
- e. Outer island (regardless of size)
- f. Prefer not to answer

51. Are you the first Peace Corps Volunteer at your site?

- a. Yes
- b. No
- c. Don't know

[ASK IF NOT THE FIRST GENERATION]

52. How many generations of Volunteers served before you at your site?

- a. **[OPEN-ENDED NUMERIC]** generation(s)
- b. Don't know

53. How long does it take you to reach the nearest Peace Corps office and the nearest Peace Corps Volunteer by your typical mode(s) of transportation (e.g., walking, bicycle, bus, etc.)? You may leave these fields blank if you prefer not to answer this question.

- a. Nearest Peace Corps office **[OPEN-ENDED NUMERIC]** hours **[OPEN-ENDED NUMERIC]** minutes
- b. Nearest Peace Corps Volunteer **[OPEN-ENDED NUMERIC]** hours **[OPEN-ENDED NUMERIC]** minutes

54. Please select the project to which you are assigned:

[LIST OF COUNTRY-SPECIFIC PROJECTS, FILTERED BY COUNTRY. INCLUDE "I don't see my assigned project listed" AND "Prefer not to answer" OPTIONS]

[ASK IF "I don't see my assigned project listed" SELECTED]

55. To which project were you assigned in [COUNTRY FROM LINK USED]? You may leave this field blank if you prefer not to answer this question.

[OPEN-ENDED RESPONSE]

56. What is your gender?

- a. Female
- b. Male
- c. Prefer not to answer

57. What is your age? Please enter your age in years in the space provided below. You may leave this field blank if you prefer not to answer this question.

[OPEN-ENDED NUMERIC]

[Text Node]

Please click the "Submit Your Survey" button below to submit your answers to the 2016 Annual Volunteer Survey.

[SUBMIT BUTTON, FOLLOWED BY:]

[Text Node]

Thank you for participating in the 2016 Annual Volunteer Survey!

[SHOW ADDITIONAL RESOURCES (NEXT PAGE), WITH LINK FOR DOWNLOAD]