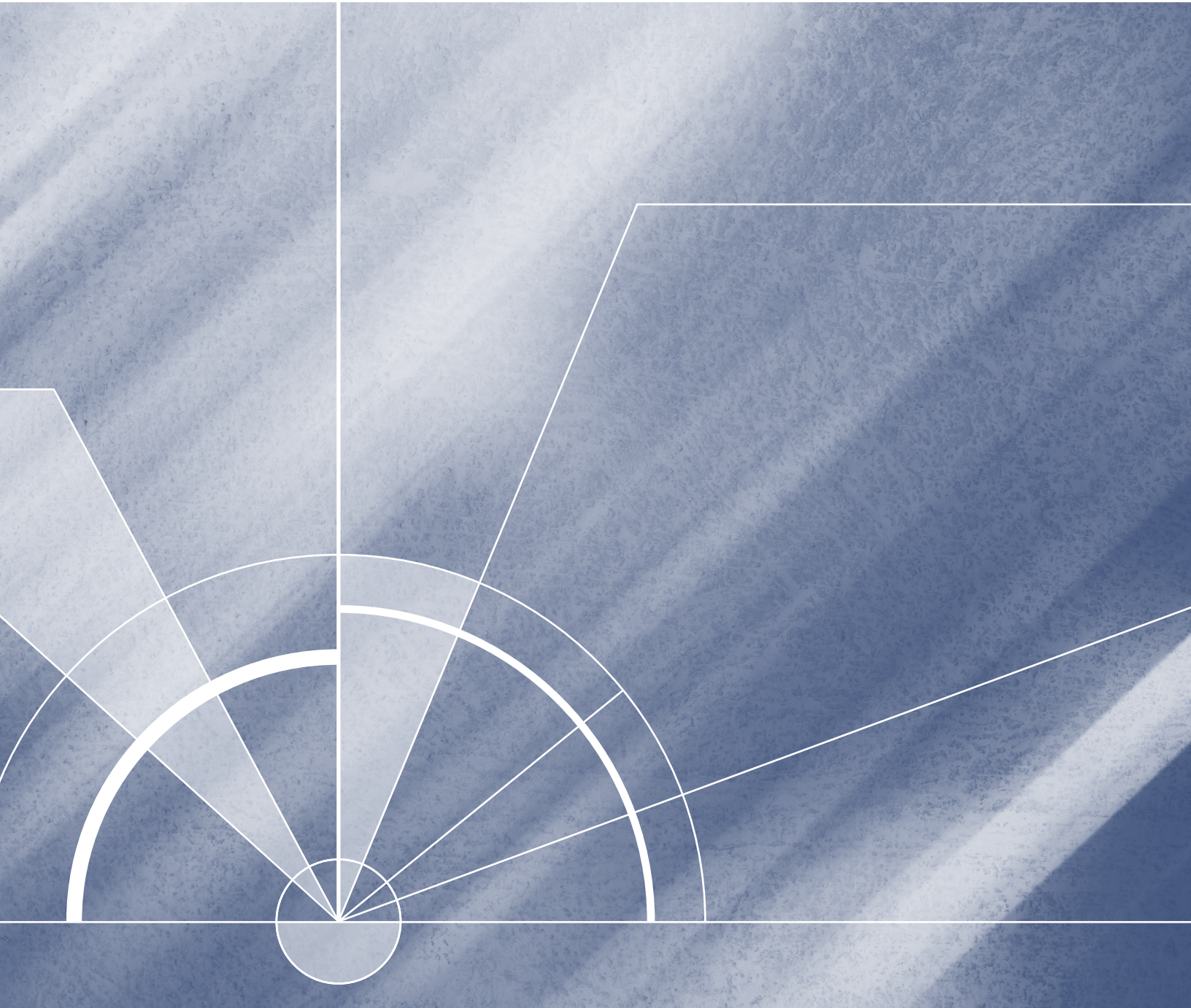


2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Report by Agency



2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

Table of Contents

Part 1

2017 Federal Employee Viewpoint Survey Methods	v
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Survey Question and Text	Page Number
1. I am given a real opportunity to improve my skills in my organization	1
2. I have enough information to do my job well.....	4
3. I feel encouraged to come up with new and better ways of doing things	7
4. My work gives me a feeling of personal accomplishment.....	10
5. I like the kind of work I do	13
6. I know what is expected of me on the job	16
7. When needed I am willing to put in the extra effort to get a job done.....	19
8. I am constantly looking for ways to do my job better	22
9. I have sufficient resources to get my job done.....	25
10. My workload is reasonable.	28
11. My talents are used well in the workplace.....	31
12. I know how my work relates to the agency's goals and priorities.....	34
13. The work I do is important.....	37
14. Physical conditions allow employees to perform their jobs well.....	40
15. My performance appraisal is a fair reflection of my performance.....	43
16. I am held accountable for achieving results.....	46
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.....	49
18. My training needs are assessed	52
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.....	55
20. The people I work with cooperate to get the job done.....	58
21. My work unit is able to recruit people with the right skills	61
22. Promotions in my work unit are based on merit	64
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.....	67
24. In my work unit, differences in performance are recognized in a meaningful way.....	70
25. Awards in my work unit depend on how well employees perform their jobs	73
26. Employees in my work unit share job knowledge with each other.....	76
27. The skill level in my work unit has improved in the past year	79
28. How would you rate the overall quality of work done by your work unit?	82

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

Table of Contents (continued)

Survey Question and Text	Page Number
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.....	85
30. Employees have a feeling of personal empowerment with respect to work processes.....	88
31. Employees are recognized for providing high quality products and services.....	91
32. Creativity and innovation are rewarded.....	94
33. Pay raises depend on how well employees perform their jobs	97
34. Policies and programs promote diversity in the workplace	100
35. Employees are protected from health and safety hazards on the job	103
36. My organization has prepared employees for potential security threats.....	106
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated	109
38. Prohibited Personnel Practices are not tolerated.....	112
39. My agency is successful in accomplishing its mission.....	115

Part 2

Survey Question and Text	Page Number
40. I recommend my organization as a good place to work	118
41. I believe the results of this survey will be used to make my agency a better place to work.....	121
42. My supervisor supports my need to balance work and other life issues.....	124
43. My supervisor provides me with opportunities to demonstrate my leadership skills.....	127
44. Discussions with my supervisor about my performance are worthwhile	130
45. My supervisor is committed to a workforce representative of all segments of society	133
46. My supervisor provides me with constructive suggestions to improve my job performance	136
47. Supervisors in my work unit support employee development	139
48. My supervisor listens to what I have to say	142
49. My supervisor treats me with respect	145
50. In the last six months, my supervisor has talked with me about my performance	148
51. I have trust and confidence in my supervisor	151
52. Overall, how good a job do you feel is being done by your immediate supervisor?	154
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.....	157

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

Table of Contents (continued)

Survey Question and Text	Page Number
54. My organization's senior leaders maintain high standards of honesty and integrity.....	160
55. Supervisors work well with employees of different backgrounds.....	163
56. Managers communicate the goals and priorities of the organization.....	166
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives	169
58. Managers promote communication among different work units	172
59. Managers support collaboration across work units to accomplish work objectives	175
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	178
61. I have a high level of respect for my organization's senior leaders	181
62. Senior leaders demonstrate support for Work/Life programs.....	184
63. How satisfied are you with your involvement in decisions that affect your work?.....	187
64. How satisfied are you with the information you receive from management on what's going on in your organization?	190
65. How satisfied are you with the recognition you receive for doing a good job?.....	193
66. How satisfied are you with the policies and practices of your senior leaders?.....	196
67. How satisfied are you with your opportunity to get a better job in your organization?	199
68. How satisfied are you with the training you receive for your present job?	202
69. Considering everything, how satisfied are you with your job?.....	205
70. Considering everything, how satisfied are you with your pay?	208
71. Considering everything, how satisfied are you with your organization?.....	211
72. Have you been notified whether or not you are eligible to telework?	214
73. Please select the response below that BEST describes your current teleworking situation	217
74. Do you participate in the following Work/Life programs Alternative Work Schedules (AWS)?	220
75. Do you participate in the following Work/Life programs Health and Wellness Programs?	223
76. Do you participate in the following Work/Life programs Employee Assistance Program (EAP)?	226
77. Do you participate in the following Work/Life programs Child Care Programs?.....	229
78. Do you participate in the following Work/Life programs Elder Care Programs?	232

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY AGENCY

Table of Contents (continued)

Survey Question and Text	Page Number
79. How satisfied are you with the following Work/Life programs in your agency Telework?	235
80. How satisfied are you with the following Work/Life programs in your agency Alternative Work Schedules (AWS)?	238
81. How satisfied are you with the following Work/Life programs in your agency Health and Wellness Programs?	241
82. How satisfied are you with the following Work/Life programs in your agency Employee Assistance Program (EAP)?	244
83. How satisfied are you with the following Work/Life programs in your agency Child Care Programs?	247
84. How satisfied are you with the following Work/Life programs in your agency Elder Care Programs?	250

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies, which contribute to their organization's success. The survey allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at agency and subagency levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year's survey. Of the 1,068,151 employees who received the FEVS, 486,105 completed the survey for a governmentwide response rate of 45.5 percent.

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning May 2nd and May 9th.

Data Weighting

Data collected from the 2017 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2017 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various agencies. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: **www.opm.gov/FEVS**.

Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
BBG	19.1%	18.0%	15.7%	36.0%	34.6%	37.7%	18.5%	18.3%	18.6%	15.4%	15.0%	14.4%	11.0%	14.1%	13.6%	1,069	903	1,100
CSOSA	26.6%	22.6%	22.5%	41.2%	41.9%	43.1%	13.9%	15.9%	15.2%	13.1%	13.9%	12.1%	5.2%	5.7%	7.1%	542	615	645
DHS	16.1%	13.7%	11.8%	38.6%	36.6%	34.5%	17.7%	17.7%	18.9%	17.7%	20.1%	21.6%	9.9%	11.8%	13.2%	47,329	46,913	42,999
DOC	24.3%	24.1%	22.5%	46.8%	45.1%	45.1%	15.2%	15.5%	16.2%	9.9%	11.0%	11.6%	3.9%	4.2%	4.6%	10,462	9,765	10,112
DOE	26.3%	24.3%	20.4%	44.8%	45.7%	44.5%	13.9%	13.9%	15.5%	10.5%	11.0%	13.4%	4.6%	5.1%	6.1%	8,576	8,065	8,455
DOI	23.7%	22.5%	20.2%	45.0%	43.9%	43.2%	14.8%	15.3%	15.9%	11.5%	12.8%	14.5%	5.1%	5.6%	6.2%	25,836	23,068	26,324
DOJ	20.6%	21.7%	21.8%	43.1%	43.5%	44.2%	16.6%	15.9%	16.0%	13.6%	13.4%	13.3%	6.1%	5.5%	4.7%	16,093	16,475	20,172
DOL	21.5%	21.5%	18.7%	42.2%	42.3%	41.5%	16.7%	16.9%	17.6%	12.6%	13.0%	14.9%	7.0%	6.4%	7.2%	8,819	11,234	11,324
DOT	22.6%	20.1%	19.2%	45.0%	45.1%	43.8%	14.9%	15.7%	16.7%	12.5%	13.5%	14.5%	5.0%	5.5%	5.8%	16,809	14,849	15,564
Educ	22.6%	25.1%	25.3%	41.7%	41.8%	42.8%	16.5%	14.3%	13.7%	12.7%	12.4%	12.8%	6.5%	6.4%	5.5%	2,823	2,853	2,695
EEOC	26.3%	24.7%	23.2%	41.4%	42.1%	38.1%	14.7%	14.9%	17.2%	11.3%	12.1%	14.2%	6.3%	6.1%	7.2%	1,412	1,504	1,244
EPA	22.8%	20.7%	18.8%	47.1%	45.5%	44.0%	14.6%	15.9%	15.8%	11.5%	12.6%	15.1%	4.1%	5.2%	6.2%	9,390	10,127	4,450
FCC	23.9%	22.5%	22.5%	40.7%	42.0%	41.0%	17.6%	15.8%	15.6%	12.8%	12.9%	13.2%	4.9%	6.8%	7.7%	714	648	571
FERC	37.9%	32.7%	31.1%	41.6%	43.2%	44.9%	9.8%	12.3%	12.1%	7.5%	9.2%	8.9%	3.1%	2.7%	3.0%	1,069	1,147	995
FTC	44.1%	44.9%	40.6%	39.6%	35.3%	38.0%	8.6%	11.5%	8.8%	5.8%	6.4%	8.1%	1.9%	1.9%	4.5%	611	639	624

Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
GSA	32.4%	28.6%	24.9%	43.2%	44.1%	43.1%	12.6%	13.3%	15.2%	8.1%	9.5%	10.9%	3.7%	4.5%	5.8%	7,520	7,070	7,862
HHS	28.2%	26.0%	24.3%	43.9%	43.7%	43.0%	13.6%	14.3%	15.2%	9.9%	11.1%	12.1%	4.4%	4.9%	5.4%	43,009	40,257	36,697
HUD	24.5%	22.0%	18.8%	43.6%	41.4%	39.6%	15.3%	15.9%	17.5%	10.6%	13.6%	15.4%	6.0%	7.2%	8.8%	4,945	5,451	5,384
NARA	24.7%	22.7%	21.4%	42.0%	44.2%	38.3%	14.9%	13.9%	16.2%	11.8%	11.9%	14.2%	6.6%	7.2%	9.9%	1,859	1,870	1,715
NASA	44.1%	41.7%	39.8%	41.1%	41.7%	42.2%	8.1%	9.1%	9.4%	4.8%	5.2%	6.1%	1.8%	2.3%	2.5%	11,803	11,194	9,919
NCUA	25.3%	31.7%	27.4%	43.9%	45.8%	48.6%	13.5%	10.2%	12.4%	12.9%	9.1%	8.0%	4.3%	3.2%	3.6%	665	661	776
NLRB	23.9%	22.6%	22.5%	42.7%	42.6%	43.4%	16.0%	15.8%	15.2%	12.9%	11.6%	13.1%	4.5%	7.4%	5.8%	850	881	898
NRC	28.6%	26.0%	32.2%	42.8%	44.0%	46.1%	13.7%	12.8%	11.0%	10.5%	12.1%	7.9%	4.4%	5.1%	2.9%	2,438	2,148	2,674
NSF	35.9%	34.4%	31.0%	40.5%	43.3%	44.1%	11.4%	10.6%	11.3%	9.0%	6.7%	9.1%	3.1%	5.1%	4.5%	904	851	898
OMB	29.5%	34.8%	28.0%	50.6%	47.6%	51.9%	11.5%	9.2%	12.5%	7.8%	6.5%	6.5%	0.7%	1.9%	1.1%	342	351	305
OPM	23.3%	23.1%	20.3%	42.7%	43.6%	43.4%	17.3%	15.3%	17.3%	11.1%	12.1%	13.1%	5.6%	6.0%	5.9%	2,906	3,189	3,375
PBGC	31.0%	27.7%	27.0%	45.3%	42.6%	44.9%	13.7%	15.6%	12.0%	6.9%	10.0%	10.8%	3.1%	4.0%	5.3%	610	569	627
RRB	24.6%	20.7%	21.6%	40.5%	45.1%	43.1%	16.6%	16.1%	18.6%	11.9%	12.5%	11.3%	6.4%	5.5%	5.3%	447	319	481
SBA	18.2%	17.3%	15.2%	37.8%	36.3%	36.8%	17.9%	18.5%	18.5%	15.8%	16.6%	17.7%	10.4%	11.4%	11.7%	1,505	1,381	1,302
SEC	34.0%	31.1%	27.4%	44.2%	45.0%	44.5%	11.5%	12.2%	12.1%	7.3%	7.9%	10.1%	3.0%	3.8%	5.9%	3,523	3,206	1,917

Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
SSA	19.8%	20.2%	20.1%	41.5%	41.3%	42.2%	16.1%	16.8%	17.2%	15.7%	14.9%	14.4%	6.9%	6.8%	6.0%	8,482	8,887	10,508
State	25.6%	25.5%	25.3%	47.0%	47.4%	46.3%	12.7%	13.4%	14.1%	10.8%	10.1%	10.7%	3.8%	3.6%	3.6%	4,288	5,245	4,051
Treas	19.3%	18.2%	17.4%	43.1%	42.8%	42.0%	16.3%	16.6%	16.7%	14.4%	15.0%	16.1%	6.8%	7.4%	7.7%	46,269	45,384	51,575
USAID	27.2%	23.7%	23.7%	48.1%	48.5%	45.6%	12.2%	13.4%	15.4%	9.6%	10.7%	11.7%	2.9%	3.6%	3.6%	2,082	2,282	2,001
USDA	20.4%	19.2%	17.5%	47.0%	47.3%	46.1%	16.2%	16.8%	16.5%	12.1%	12.0%	14.5%	4.2%	4.6%	5.3%	48,876	22,826	20,573
VA	18.3%	18.3%	17.4%	39.2%	40.1%	40.6%	18.0%	17.7%	17.4%	15.8%	16.2%	16.4%	8.6%	7.6%	8.1%	64,245	30,247	32,154
Small Agencies	29.2%	27.1%	25.2%	40.4%	42.6%	41.8%	13.3%	13.5%	13.5%	11.0%	10.4%	12.1%	6.0%	6.3%	7.4%	5,513	5,398	5,111
DOD	23.9%	21.6%	20.0%	42.7%	42.4%	43.1%	15.4%	15.9%	16.4%	12.6%	14.0%	14.5%	5.4%	6.1%	6.0%	70,558	58,520	72,764
USACE	25.6%	23.8%	20.8%	47.6%	46.9%	45.8%	13.5%	14.2%	14.9%	9.8%	11.2%	13.5%	3.6%	4.0%	4.9%	4,370	3,594	4,301
Air Force	24.4%	23.1%	20.3%	42.7%	41.4%	43.9%	14.9%	16.1%	16.0%	12.5%	13.6%	14.6%	5.3%	5.8%	5.2%	16,856	15,559	18,735
Army‡	22.8%	19.7%	18.7%	40.8%	40.9%	40.9%	15.7%	16.2%	17.3%	14.4%	15.6%	16.0%	6.4%	7.6%	7.1%	17,437	13,460	16,650
Navy‡	23.8%	21.3%	20.3%	45.1%	44.8%	45.1%	15.6%	16.2%	16.2%	11.6%	13.0%	13.1%	4.1%	4.7%	5.4%	14,192	11,129	16,187
Marine Corps	24.3%	19.7%	20.0%	40.8%	40.2%	41.0%	15.8%	16.4%	17.4%	12.9%	15.3%	13.9%	6.2%	8.3%	7.7%	1,809	1,213	1,674
DOD 4th Estate	24.8%	23.2%	21.4%	40.4%	41.2%	42.2%	15.6%	15.2%	15.8%	12.3%	13.9%	14.1%	6.9%	6.6%	6.5%	15,894	13,565	15,217

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
BBG	17.8%	17.5%	18.0%	45.2%	42.0%	43.4%	18.1%	14.6%	17.1%	11.8%	16.2%	14.0%	7.1%	9.8%	7.6%	1,064	891	1,081
CSOSA	24.7%	24.5%	25.1%	51.9%	52.7%	53.6%	10.1%	13.8%	11.1%	9.7%	6.9%	7.8%	3.5%	2.0%	2.4%	537	609	641
DHS	15.4%	13.6%	12.6%	48.5%	47.7%	46.8%	16.7%	16.6%	17.6%	13.9%	15.5%	15.6%	5.5%	6.6%	7.3%	47,218	46,616	42,975
DOC	22.0%	22.3%	21.2%	53.0%	51.6%	52.2%	12.6%	12.9%	12.9%	9.8%	10.4%	10.7%	2.7%	2.8%	3.0%	10,438	9,703	10,059
DOE	20.8%	19.7%	17.4%	51.9%	51.9%	51.9%	13.7%	14.0%	15.1%	10.3%	10.5%	11.7%	3.3%	3.9%	4.0%	8,561	8,021	8,413
DOI	18.2%	17.3%	15.8%	51.9%	51.8%	52.1%	15.2%	15.3%	16.2%	11.2%	11.7%	12.4%	3.4%	3.8%	3.5%	25,725	22,810	26,119
DOJ	21.2%	22.0%	21.6%	53.4%	53.4%	54.3%	13.3%	13.1%	13.8%	9.2%	8.8%	8.2%	2.9%	2.6%	2.1%	16,058	16,370	20,050
DOL	20.5%	20.3%	17.8%	51.9%	50.8%	50.6%	13.6%	14.5%	15.4%	10.1%	10.7%	12.0%	3.9%	3.7%	4.2%	8,783	11,189	11,259
DOT	19.8%	17.6%	17.5%	53.3%	53.8%	53.0%	13.8%	14.9%	15.5%	10.0%	10.8%	11.1%	3.1%	3.0%	2.7%	16,754	14,731	15,464
Educ	20.1%	20.8%	22.1%	47.5%	47.5%	47.9%	14.1%	13.6%	12.9%	13.2%	12.8%	12.9%	5.1%	5.3%	4.1%	2,823	2,842	2,677
EEOC	26.5%	24.5%	26.8%	49.9%	52.8%	48.6%	11.8%	11.2%	13.4%	8.2%	8.5%	8.7%	3.6%	2.9%	2.5%	1,410	1,498	1,235
EPA	18.9%	17.8%	15.4%	53.4%	54.1%	52.9%	13.8%	14.5%	15.6%	10.6%	10.4%	12.4%	3.3%	3.0%	3.6%	9,368	10,069	4,424
FCC	24.2%	21.5%	22.4%	47.6%	48.0%	45.9%	15.4%	15.1%	14.0%	10.1%	11.3%	11.7%	2.7%	4.1%	6.0%	710	643	567
FERC	36.7%	30.9%	32.0%	49.0%	50.8%	51.4%	7.7%	10.3%	8.6%	4.9%	5.8%	6.0%	1.7%	2.2%	1.9%	1,066	1,142	993
FTC	41.4%	45.6%	36.2%	47.0%	38.2%	47.3%	5.5%	8.7%	8.1%	4.3%	5.9%	6.5%	1.8%	1.7%	1.8%	609	634	620

Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
GSA	26.9%	24.7%	21.6%	49.2%	48.8%	49.6%	12.6%	14.0%	14.5%	8.7%	9.3%	10.6%	2.5%	3.2%	3.7%	7,482	6,985	7,792
HHS	24.2%	22.6%	21.2%	51.6%	51.2%	51.4%	12.7%	13.6%	14.1%	8.9%	9.6%	10.2%	2.6%	3.0%	3.1%	42,906	40,075	36,470
HUD	20.2%	18.1%	15.8%	48.4%	46.8%	45.7%	15.2%	15.9%	17.0%	12.0%	13.6%	16.0%	4.2%	5.6%	5.6%	4,940	5,400	5,355
NARA	23.5%	22.8%	20.7%	48.5%	47.8%	45.9%	12.0%	13.4%	13.9%	11.8%	11.7%	12.9%	4.2%	4.4%	6.6%	1,852	1,834	1,704
NASA	36.8%	35.1%	32.5%	48.8%	49.6%	50.8%	8.2%	9.1%	9.6%	4.8%	5.0%	5.5%	1.4%	1.3%	1.6%	11,766	11,129	9,879
NCUA	20.5%	22.4%	19.2%	51.1%	51.9%	51.9%	12.7%	13.9%	13.5%	11.5%	8.2%	12.8%	4.2%	3.5%	2.6%	663	651	771
NLRB	23.9%	21.0%	23.2%	50.5%	52.5%	54.2%	13.8%	12.2%	10.2%	8.1%	11.0%	9.9%	3.8%	3.3%	2.5%	848	874	895
NRC	29.7%	29.0%	30.5%	51.8%	52.6%	53.3%	9.6%	9.1%	8.5%	6.5%	7.2%	5.7%	2.4%	2.2%	2.1%	2,438	2,129	2,653
NSF	31.5%	30.4%	27.1%	45.3%	47.7%	50.1%	11.2%	10.5%	9.2%	9.1%	9.1%	9.7%	2.9%	2.4%	3.9%	908	844	895
OMB	17.5%	21.3%	18.5%	53.9%	53.1%	55.8%	13.2%	12.5%	15.2%	12.8%	10.5%	8.0%	2.5%	2.6%	2.5%	342	351	304
OPM	19.0%	19.6%	19.4%	48.7%	49.8%	51.1%	13.3%	14.7%	14.1%	14.1%	12.0%	11.5%	5.0%	3.9%	4.0%	2,899	3,167	3,354
PBGC	28.3%	23.5%	23.3%	53.4%	53.8%	50.9%	11.0%	12.9%	13.6%	5.2%	8.2%	9.0%	2.2%	1.7%	3.2%	605	565	625
RRB	23.4%	20.8%	20.4%	50.2%	47.3%	52.7%	15.1%	15.7%	12.6%	7.5%	12.2%	11.2%	3.8%	4.0%	3.2%	444	316	478
SBA	18.6%	16.5%	15.7%	47.2%	46.3%	44.4%	14.6%	14.4%	16.2%	13.3%	15.3%	16.4%	6.3%	7.5%	7.3%	1,509	1,366	1,294
SEC	30.2%	25.5%	21.3%	51.2%	53.3%	52.7%	10.1%	11.1%	12.9%	6.2%	7.5%	9.6%	2.3%	2.6%	3.5%	3,512	3,187	1,908

Report by Agency

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
SSA	21.8%	21.5%	22.7%	53.2%	53.0%	54.0%	12.6%	12.1%	12.7%	9.6%	10.7%	8.4%	2.8%	2.8%	2.3%	8,448	8,819	10,447
State	17.6%	20.5%	19.2%	53.9%	54.5%	54.7%	14.3%	13.9%	14.0%	11.4%	9.2%	10.3%	2.8%	2.0%	1.9%	4,276	5,220	4,028
Treas	18.8%	17.8%	16.9%	52.0%	51.7%	51.7%	13.8%	14.2%	13.9%	11.3%	12.2%	12.9%	4.1%	4.2%	4.5%	46,104	45,016	51,113
USAID	19.9%	17.4%	17.2%	55.1%	54.3%	53.7%	13.2%	13.7%	13.3%	9.4%	12.1%	12.6%	2.4%	2.6%	3.2%	2,073	2,263	1,992
USDA	16.6%	15.6%	15.0%	53.2%	53.5%	52.8%	15.6%	15.9%	16.6%	11.7%	12.0%	12.7%	2.8%	3.1%	2.9%	48,746	22,699	20,470
VA	18.9%	18.9%	17.8%	48.8%	49.9%	50.4%	15.7%	15.4%	15.4%	12.0%	11.8%	12.3%	4.6%	4.1%	4.1%	63,998	29,980	31,786
Small Agencies	26.3%	24.7%	22.3%	47.6%	48.3%	49.3%	11.9%	12.4%	12.7%	9.7%	9.9%	10.8%	4.5%	4.6%	4.9%	5,507	5,362	5,087
DOD	21.6%	20.1%	19.6%	50.8%	50.9%	51.8%	14.2%	14.8%	14.8%	10.3%	11.0%	10.7%	3.2%	3.3%	3.1%	70,396	58,152	72,306
USACE	20.6%	19.7%	17.9%	55.2%	56.5%	55.8%	13.2%	13.3%	14.2%	8.8%	8.4%	9.9%	2.3%	2.2%	2.2%	4,363	3,567	4,280
Air Force	22.5%	21.2%	20.3%	49.5%	50.6%	52.5%	14.1%	14.2%	14.0%	10.6%	10.7%	10.5%	3.3%	3.2%	2.7%	16,813	15,469	18,610
Army‡	21.9%	20.6%	20.1%	50.5%	49.9%	51.0%	13.8%	14.4%	14.6%	10.5%	11.4%	10.8%	3.3%	3.7%	3.4%	17,398	13,360	16,531
Navy‡	20.4%	18.0%	18.4%	53.0%	52.4%	52.9%	14.4%	15.8%	15.4%	9.7%	11.1%	10.4%	2.6%	2.8%	3.0%	14,166	11,060	16,119
Marine Corps	24.0%	23.6%	23.0%	49.9%	46.7%	47.2%	14.0%	16.4%	14.6%	8.0%	9.6%	12.0%	4.1%	3.7%	3.3%	1,801	1,204	1,659
DOD 4th Estate	22.2%	20.8%	19.5%	47.5%	49.1%	49.8%	14.8%	14.7%	15.5%	11.4%	11.6%	11.4%	4.1%	3.8%	3.7%	15,855	13,492	15,107

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
BBG	21.0%	19.6%	18.9%	31.6%	30.0%	32.0%	18.8%	19.2%	17.3%	15.1%	15.0%	18.0%	13.5%	16.1%	13.8%	1,061	886	1,079
CSOSA	24.5%	22.2%	23.1%	35.5%	35.0%	36.0%	20.0%	19.1%	19.1%	12.7%	15.6%	13.3%	7.3%	8.1%	8.5%	537	607	634
DHS	16.6%	14.4%	12.6%	30.6%	28.4%	26.8%	19.4%	18.8%	18.6%	19.7%	21.9%	23.6%	13.7%	16.4%	18.4%	46,968	46,131	42,911
DOC	23.6%	22.6%	21.0%	36.8%	37.6%	37.6%	20.1%	19.6%	19.8%	13.4%	14.0%	14.4%	6.1%	6.2%	7.2%	10,378	9,655	9,991
DOE	27.7%	25.9%	21.3%	38.4%	38.1%	36.9%	15.4%	15.8%	18.0%	12.1%	12.7%	15.4%	6.5%	7.4%	8.3%	8,518	7,974	8,336
DOI	25.5%	23.2%	21.5%	39.4%	38.9%	38.6%	16.5%	16.9%	17.6%	12.0%	13.5%	14.5%	6.6%	7.5%	7.8%	25,595	22,670	25,829
DOJ	21.9%	21.6%	21.6%	36.8%	37.5%	37.2%	18.0%	17.6%	19.4%	15.1%	15.7%	15.3%	8.1%	7.5%	6.5%	15,957	16,233	19,852
DOL	23.9%	22.9%	20.3%	35.4%	35.4%	34.6%	17.8%	18.0%	19.6%	13.5%	15.4%	16.3%	9.4%	8.3%	9.2%	8,750	11,085	11,134
DOT	23.6%	21.7%	20.4%	37.0%	37.0%	35.9%	18.4%	18.3%	19.3%	13.8%	15.5%	16.1%	7.2%	7.4%	8.3%	16,689	14,597	15,297
Educ	24.5%	26.2%	26.0%	36.9%	33.9%	36.6%	15.5%	15.6%	15.4%	14.3%	14.1%	14.0%	8.8%	10.1%	8.0%	2,813	2,823	2,653
EEOC	27.1%	25.2%	23.2%	33.5%	35.6%	30.7%	16.8%	15.6%	18.6%	13.6%	14.9%	17.0%	9.1%	8.6%	10.6%	1,397	1,469	1,226
EPA	25.7%	23.1%	21.1%	41.6%	40.3%	38.9%	15.6%	16.7%	16.9%	11.5%	13.4%	15.7%	5.6%	6.5%	7.4%	9,323	10,011	4,394
FCC	23.6%	25.0%	23.5%	36.2%	34.7%	33.1%	19.9%	20.4%	17.1%	13.7%	12.0%	14.8%	6.6%	7.8%	11.5%	709	640	561
FERC	29.5%	28.0%	29.4%	37.0%	35.7%	33.7%	18.0%	17.8%	17.1%	10.3%	12.5%	12.7%	5.2%	6.0%	7.1%	1,064	1,131	990
FTC	42.5%	40.4%	35.0%	33.6%	34.6%	38.8%	12.4%	11.9%	10.5%	8.2%	8.5%	10.1%	3.2%	4.6%	5.5%	611	637	618

Report by Agency

(3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
GSA	34.8%	29.8%	26.0%	36.4%	37.7%	36.7%	14.1%	15.4%	17.4%	9.6%	10.7%	12.8%	5.1%	6.5%	7.1%	7,444	6,968	7,720
HHS	29.2%	26.6%	24.7%	38.7%	38.9%	38.2%	15.7%	16.2%	17.4%	11.0%	11.9%	13.1%	5.4%	6.3%	6.6%	42,759	39,784	36,148
HUD	26.5%	23.2%	20.8%	37.6%	37.4%	34.2%	17.0%	16.7%	18.6%	11.6%	14.1%	16.5%	7.3%	8.5%	10.0%	4,922	5,376	5,330
NARA	28.2%	26.9%	25.3%	36.6%	34.5%	32.8%	15.5%	15.8%	15.1%	11.5%	13.4%	15.2%	8.2%	9.3%	11.6%	1,844	1,837	1,695
NASA	46.2%	43.4%	41.2%	35.9%	36.8%	37.3%	9.8%	10.8%	11.4%	5.4%	5.9%	6.9%	2.6%	3.1%	3.1%	11,757	11,055	9,814
NCUA	23.2%	25.2%	21.8%	33.0%	36.4%	35.4%	19.0%	17.4%	23.7%	16.6%	14.6%	14.3%	8.2%	6.4%	4.8%	656	651	761
NLRB	19.7%	16.7%	15.6%	29.6%	28.1%	27.8%	19.3%	20.3%	21.8%	20.9%	21.1%	23.2%	10.5%	13.7%	11.6%	838	872	889
NRC	27.5%	27.9%	28.6%	39.0%	39.0%	37.9%	15.8%	13.5%	16.6%	12.0%	12.6%	11.2%	5.7%	7.0%	5.7%	2,431	2,133	2,638
NSF	37.6%	36.3%	32.9%	36.0%	37.0%	36.5%	13.1%	12.6%	13.8%	8.8%	9.2%	11.1%	4.5%	4.9%	5.7%	905	845	884
OMB	37.4%	38.6%	33.3%	39.9%	37.4%	43.9%	11.2%	12.6%	12.9%	7.7%	9.3%	7.1%	3.8%	2.1%	2.9%	341	350	300
OPM	23.9%	24.5%	22.3%	37.2%	36.7%	39.1%	17.5%	18.0%	18.8%	13.9%	13.6%	13.1%	7.5%	7.1%	6.7%	2,890	3,147	3,318
PBGC	32.7%	27.8%	27.5%	39.8%	38.6%	39.2%	13.7%	16.5%	13.6%	8.6%	10.6%	12.5%	5.2%	6.5%	7.1%	607	565	623
RRB	22.4%	21.0%	18.2%	34.4%	31.8%	39.3%	19.8%	20.4%	21.3%	14.4%	16.6%	14.9%	9.0%	10.2%	6.3%	445	316	472
SBA	24.1%	21.9%	19.7%	37.3%	36.0%	35.1%	15.5%	15.5%	16.1%	13.6%	13.9%	15.7%	9.5%	12.8%	13.4%	1,494	1,345	1,268
SEC	32.1%	27.5%	23.5%	37.3%	36.7%	34.0%	14.7%	15.8%	16.3%	10.1%	13.1%	16.4%	5.7%	7.0%	9.9%	3,503	3,168	1,896

Report by Agency

(3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
SSA	20.8%	19.7%	19.7%	35.0%	35.6%	36.3%	18.9%	19.5%	20.1%	16.7%	16.4%	15.9%	8.6%	8.8%	8.0%	8,417	8,776	10,360
State	22.5%	23.2%	23.2%	40.8%	40.8%	40.0%	17.4%	15.7%	17.9%	14.5%	14.1%	13.5%	4.9%	6.2%	5.5%	4,254	5,183	3,979
Treas	20.8%	20.0%	19.2%	36.9%	36.1%	36.1%	19.0%	19.0%	19.0%	15.0%	15.9%	16.7%	8.4%	8.9%	9.0%	45,925	44,808	50,814
USAID	26.2%	22.8%	23.7%	41.8%	41.9%	39.6%	15.2%	17.5%	15.7%	12.2%	12.5%	15.6%	4.6%	5.3%	5.4%	2,064	2,251	1,965
USDA	21.2%	19.5%	17.9%	39.5%	39.2%	39.2%	19.5%	20.5%	19.9%	14.0%	14.3%	16.1%	5.8%	6.5%	6.9%	48,516	22,497	20,262
VA	19.6%	19.2%	17.9%	34.3%	35.1%	35.5%	18.3%	18.6%	18.9%	17.0%	16.9%	17.3%	10.8%	10.2%	10.4%	63,554	29,887	31,575
Small Agencies	30.3%	27.6%	25.8%	33.5%	35.6%	35.6%	15.8%	15.0%	15.5%	12.2%	13.5%	13.8%	8.1%	8.3%	9.4%	5,497	5,328	5,050
DOD	25.4%	23.1%	22.2%	37.9%	37.5%	38.0%	17.0%	17.5%	17.7%	13.1%	14.2%	14.7%	6.6%	7.6%	7.3%	70,135	57,717	71,606
USACE	24.8%	23.2%	21.7%	41.3%	40.1%	39.3%	17.1%	18.4%	18.1%	12.1%	12.3%	14.7%	4.8%	6.0%	6.2%	4,356	3,559	4,245
Air Force	26.9%	24.4%	23.8%	36.8%	37.6%	39.0%	16.3%	16.5%	16.3%	12.9%	14.1%	14.5%	7.1%	7.4%	6.5%	16,758	15,301	18,457
Army‡	25.2%	22.5%	21.5%	37.2%	36.0%	37.8%	17.4%	17.6%	17.5%	13.3%	15.3%	15.3%	6.9%	8.6%	8.0%	17,317	13,270	16,316
Navy‡	24.5%	22.6%	22.1%	39.7%	39.7%	38.4%	17.6%	18.1%	18.5%	12.8%	13.1%	14.0%	5.4%	6.4%	7.0%	14,101	10,990	15,972
Marine Corps	27.7%	25.4%	22.5%	33.7%	33.2%	36.1%	18.1%	17.7%	17.4%	14.0%	14.8%	16.2%	6.6%	8.9%	7.9%	1,797	1,197	1,650
DOD 4th Estate	24.9%	22.8%	21.6%	36.9%	36.1%	36.3%	16.2%	17.6%	18.9%	13.5%	14.9%	15.0%	8.5%	8.7%	8.2%	15,806	13,400	14,966

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
BBG	27.7%	29.1%	30.9%	42.4%	37.7%	41.7%	13.9%	16.9%	12.4%	8.7%	7.9%	8.0%	7.3%	8.4%	7.1%	1,057	889	1,087
CSOSA	35.2%	30.6%	28.8%	42.8%	40.5%	42.3%	11.5%	15.6%	15.2%	6.5%	8.5%	8.7%	4.0%	4.8%	5.0%	538	608	644
DHS	24.4%	22.4%	19.8%	38.8%	37.2%	36.2%	17.1%	16.8%	17.4%	11.2%	12.7%	14.0%	8.5%	10.9%	12.7%	47,111	46,541	42,922
DOC	31.1%	31.7%	29.9%	44.2%	44.2%	44.0%	14.3%	14.0%	14.4%	6.8%	6.6%	7.6%	3.6%	3.5%	4.1%	10,430	9,714	10,063
DOE	31.6%	29.2%	25.5%	42.0%	44.2%	43.7%	13.6%	13.5%	14.9%	7.8%	7.9%	10.2%	4.9%	5.2%	5.8%	8,543	8,016	8,410
DOI	31.6%	30.7%	29.0%	43.2%	43.6%	43.4%	13.8%	13.6%	14.5%	7.3%	7.5%	8.2%	4.1%	4.6%	4.8%	25,687	22,787	26,122
DOJ	30.3%	31.1%	31.2%	41.4%	42.7%	42.9%	14.1%	13.2%	13.2%	8.9%	8.3%	8.6%	5.4%	4.7%	4.1%	16,052	16,377	20,059
DOL	33.7%	33.2%	31.1%	42.1%	42.1%	41.5%	13.1%	13.4%	14.3%	6.5%	7.1%	7.7%	4.6%	4.1%	5.4%	8,783	11,174	11,254
DOT	31.3%	30.4%	29.0%	44.0%	44.0%	43.4%	13.3%	13.2%	14.5%	7.1%	7.7%	8.4%	4.3%	4.6%	4.8%	16,745	14,759	15,499
Educ	30.4%	33.3%	33.3%	42.4%	40.3%	40.6%	14.1%	13.1%	13.8%	8.4%	8.0%	7.6%	4.7%	5.3%	4.7%	2,807	2,836	2,677
EEOC	45.4%	45.0%	44.1%	35.4%	36.1%	37.3%	10.0%	11.1%	9.2%	5.6%	5.3%	5.3%	3.7%	2.6%	4.1%	1,410	1,491	1,241
EPA	33.3%	29.9%	28.4%	43.1%	45.1%	42.4%	12.6%	12.9%	15.0%	7.0%	7.8%	9.0%	3.9%	4.2%	5.2%	9,369	10,089	4,436
FCC	26.0%	28.1%	27.3%	42.5%	43.7%	41.1%	17.2%	13.1%	15.1%	9.0%	9.4%	10.3%	5.2%	5.8%	6.3%	713	648	568
FERC	35.5%	34.2%	35.3%	45.9%	42.8%	39.3%	11.4%	13.3%	13.6%	4.8%	6.4%	7.8%	2.4%	3.3%	4.0%	1,066	1,141	991
FTC	47.2%	49.0%	41.9%	39.5%	33.4%	38.9%	7.7%	9.7%	10.5%	3.8%	5.9%	5.7%	1.8%	2.0%	3.1%	611	635	625

Report by Agency

(4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
GSA	34.6%	33.0%	29.5%	41.9%	41.6%	41.7%	13.7%	14.2%	15.9%	6.5%	7.0%	8.2%	3.4%	4.3%	4.8%	7,484	6,986	7,779
HHS	36.2%	34.1%	32.6%	41.7%	43.0%	42.8%	12.5%	12.6%	13.2%	6.3%	6.6%	7.4%	3.4%	3.8%	3.9%	42,883	40,035	36,501
HUD	33.0%	30.4%	27.6%	41.8%	40.9%	40.9%	13.9%	14.8%	15.2%	7.1%	8.5%	9.8%	4.2%	5.5%	6.6%	4,930	5,411	5,349
NARA	36.5%	37.3%	35.4%	41.3%	38.0%	39.1%	11.9%	13.5%	12.8%	6.1%	6.1%	6.6%	4.2%	5.2%	6.1%	1,848	1,841	1,701
NASA	47.3%	45.3%	42.8%	37.5%	38.0%	39.3%	8.8%	9.7%	10.2%	4.4%	4.6%	5.1%	2.0%	2.4%	2.7%	11,764	11,135	9,887
NCUA	31.0%	31.6%	30.9%	45.6%	47.7%	45.7%	12.3%	11.0%	13.6%	6.7%	6.4%	7.4%	4.4%	3.4%	2.5%	660	660	775
NLRB	36.9%	35.3%	35.1%	40.8%	41.3%	44.4%	12.0%	10.8%	11.4%	6.8%	8.6%	5.9%	3.5%	3.9%	3.2%	847	876	893
NRC	34.0%	34.4%	35.7%	41.2%	40.9%	41.5%	13.0%	12.6%	11.7%	7.6%	7.3%	7.3%	4.1%	4.8%	3.8%	2,435	2,129	2,662
NSF	42.7%	40.8%	40.6%	36.3%	39.0%	38.4%	10.5%	12.3%	10.9%	6.7%	4.1%	6.5%	3.9%	3.8%	3.5%	907	851	893
OMB	36.9%	45.1%	44.6%	44.2%	39.9%	39.7%	12.1%	9.6%	12.3%	5.5%	4.3%	2.6%	1.3%	1.2%	0.8%	342	349	304
OPM	32.0%	32.7%	31.9%	42.0%	42.5%	42.6%	13.8%	13.4%	13.8%	8.0%	7.7%	7.5%	4.3%	3.6%	4.3%	2,898	3,170	3,362
PBGC	35.6%	32.3%	31.0%	45.1%	46.9%	45.8%	11.5%	11.2%	10.3%	4.9%	6.9%	8.0%	2.9%	2.8%	4.9%	606	567	623
RRB	33.7%	33.9%	31.7%	38.1%	37.7%	47.6%	12.4%	13.6%	9.3%	8.8%	9.1%	7.4%	7.0%	5.6%	4.1%	445	320	478
SBA	34.3%	31.6%	30.8%	41.4%	40.3%	40.6%	11.4%	14.0%	13.8%	7.7%	7.9%	7.7%	5.3%	6.2%	7.2%	1,504	1,370	1,297
SEC	41.6%	38.1%	33.6%	41.0%	42.0%	42.1%	10.3%	11.5%	12.8%	4.2%	5.5%	6.8%	2.9%	2.9%	4.7%	3,506	3,187	1,911

Report by Agency

(4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
SSA	31.0%	33.2%	33.9%	43.2%	42.1%	42.6%	13.2%	13.3%	12.6%	7.9%	7.8%	6.9%	4.7%	3.7%	4.1%	8,457	8,840	10,475
State	33.2%	32.6%	31.4%	43.7%	43.2%	44.0%	13.4%	13.6%	13.5%	7.0%	7.6%	8.0%	2.8%	3.1%	3.2%	4,265	5,215	4,033
Treas	27.0%	26.6%	25.8%	43.5%	43.7%	43.7%	15.2%	14.7%	14.9%	8.8%	9.2%	9.7%	5.5%	5.8%	5.9%	46,103	45,169	51,300
USAID	35.5%	31.6%	29.3%	43.1%	42.2%	43.3%	11.9%	14.2%	14.4%	6.6%	8.7%	8.9%	2.9%	3.3%	4.1%	2,075	2,252	1,987
USDA	28.9%	28.6%	26.4%	45.5%	45.4%	45.5%	14.4%	14.6%	14.8%	7.6%	7.5%	8.7%	3.6%	4.0%	4.5%	48,688	22,704	20,491
VA	30.4%	30.8%	30.4%	41.3%	42.8%	42.3%	13.9%	12.9%	13.7%	8.5%	8.4%	8.4%	5.9%	5.2%	5.2%	63,919	30,090	31,998
Small Agencies	36.4%	35.0%	34.0%	38.6%	40.0%	40.2%	12.8%	12.5%	12.5%	7.1%	7.2%	7.5%	5.2%	5.3%	5.8%	5,498	5,370	5,083
DOD	29.4%	28.3%	27.4%	41.9%	42.4%	42.7%	14.8%	15.1%	15.3%	8.9%	9.1%	9.5%	4.9%	5.0%	5.1%	70,337	58,170	72,389
USACE	28.9%	28.1%	27.0%	46.2%	45.8%	46.8%	14.9%	14.8%	14.0%	6.9%	7.7%	8.4%	3.1%	3.6%	3.8%	4,368	3,575	4,285
Air Force	28.4%	28.1%	27.2%	41.7%	42.2%	42.6%	14.8%	14.7%	15.5%	9.7%	9.6%	9.9%	5.3%	5.4%	4.8%	16,806	15,483	18,641
Army‡	30.4%	28.9%	28.4%	41.7%	41.8%	41.6%	14.1%	15.0%	15.0%	8.8%	9.3%	9.6%	5.0%	5.2%	5.5%	17,373	13,366	16,565
Navy‡	28.8%	27.5%	26.6%	43.2%	44.1%	43.5%	15.5%	15.6%	15.8%	8.4%	8.5%	9.2%	4.1%	4.3%	4.8%	14,138	11,056	16,107
Marine Corps	32.3%	30.1%	27.5%	37.4%	36.1%	41.5%	15.5%	18.1%	15.8%	9.3%	10.8%	9.6%	5.5%	4.9%	5.6%	1,800	1,199	1,661
DOD 4th Estate	29.9%	29.0%	27.3%	39.8%	40.8%	42.2%	14.8%	14.8%	14.7%	9.5%	9.4%	9.9%	6.0%	6.1%	5.9%	15,852	13,491	15,130

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
BBG	43.4%	44.7%	46.5%	41.9%	39.8%	39.9%	9.0%	9.0%	8.0%	2.6%	3.5%	3.4%	3.2%	3.0%	2.3%	1,054	887	1,083
CSOSA	45.2%	41.7%	42.7%	43.4%	44.0%	41.3%	7.1%	10.7%	10.8%	2.5%	2.4%	2.6%	1.9%	1.1%	2.6%	538	604	641
DHS	37.3%	35.4%	33.2%	42.7%	42.8%	43.2%	12.9%	13.2%	13.7%	4.2%	4.9%	5.3%	2.8%	3.7%	4.7%	47,040	46,204	42,891
DOC	38.4%	38.2%	38.0%	44.9%	45.4%	44.8%	11.7%	11.3%	11.6%	3.2%	3.5%	3.8%	1.8%	1.6%	1.7%	10,407	9,667	9,976
DOE	40.3%	38.2%	35.4%	43.7%	45.3%	46.1%	10.5%	10.6%	12.1%	3.5%	3.8%	4.6%	2.0%	2.1%	1.9%	8,530	7,996	8,326
DOI	42.0%	41.7%	41.6%	44.1%	44.4%	44.2%	9.5%	9.0%	9.3%	3.1%	3.3%	3.4%	1.4%	1.6%	1.5%	25,570	22,682	25,767
DOJ	39.8%	40.9%	41.8%	43.1%	43.3%	42.9%	10.9%	9.8%	9.7%	4.0%	4.2%	3.7%	2.2%	1.8%	1.9%	15,987	16,254	19,779
DOL	41.6%	41.1%	39.6%	42.9%	42.2%	42.7%	10.0%	11.0%	11.5%	3.5%	3.8%	3.9%	2.0%	1.9%	2.3%	8,760	11,107	11,164
DOT	43.4%	42.0%	41.6%	42.6%	43.1%	43.1%	9.3%	9.7%	10.5%	3.1%	3.7%	3.2%	1.6%	1.6%	1.6%	16,687	14,621	15,242
Educ	37.7%	38.9%	38.8%	42.6%	42.3%	42.0%	12.4%	10.9%	11.9%	4.8%	5.1%	4.6%	2.4%	2.8%	2.6%	2,813	2,829	2,650
EEOC	54.1%	52.2%	54.5%	34.0%	36.2%	34.6%	7.4%	8.2%	7.2%	2.7%	2.2%	2.2%	1.8%	1.2%	1.5%	1,399	1,486	1,227
EPA	41.0%	35.9%	35.2%	43.1%	47.2%	45.7%	10.1%	10.7%	12.4%	4.0%	4.1%	4.6%	1.7%	2.0%	2.0%	9,318	9,995	4,376
FCC	36.5%	35.6%	33.8%	42.6%	44.3%	45.3%	15.0%	13.6%	13.1%	3.7%	3.8%	4.9%	2.2%	2.7%	2.9%	707	640	556
FERC	42.8%	39.8%	39.4%	42.3%	43.4%	42.7%	10.9%	12.6%	12.9%	2.6%	3.4%	3.6%	1.4%	0.9%	1.5%	1,063	1,136	982
FTC	51.9%	51.2%	45.8%	39.2%	36.1%	40.8%	6.4%	7.9%	8.8%	2.2%	3.2%	2.9%	0.4%	1.5%	1.7%	606	637	626

Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
GSA	41.1%	38.9%	36.9%	41.7%	42.1%	42.7%	11.8%	12.6%	13.2%	3.5%	4.2%	4.5%	1.9%	2.3%	2.7%	7,448	6,985	7,730
HHS	44.1%	42.5%	41.4%	42.1%	42.9%	43.5%	9.2%	9.7%	10.0%	3.1%	3.4%	3.4%	1.4%	1.6%	1.7%	42,769	39,876	36,157
HUD	39.7%	36.7%	35.7%	42.1%	42.6%	42.3%	11.9%	12.4%	13.1%	4.0%	5.4%	5.8%	2.4%	3.0%	3.1%	4,927	5,389	5,274
NARA	41.1%	42.2%	43.0%	41.3%	39.2%	40.0%	11.5%	11.6%	10.0%	3.8%	4.4%	3.9%	2.4%	2.5%	3.1%	1,845	1,837	1,687
NASA	50.5%	49.1%	46.8%	37.7%	38.7%	39.8%	8.0%	8.3%	8.9%	2.7%	2.8%	3.2%	1.1%	1.2%	1.4%	11,756	11,085	9,801
NCUA	39.9%	40.0%	40.5%	45.0%	45.8%	45.2%	9.6%	9.3%	10.2%	4.0%	3.5%	3.3%	1.4%	1.4%	0.8%	661	649	763
NLRB	43.0%	40.8%	44.4%	42.4%	45.2%	43.2%	9.3%	8.8%	8.5%	3.6%	4.0%	2.8%	1.7%	1.3%	1.1%	843	872	891
NRC	41.0%	39.8%	40.8%	41.1%	42.4%	42.8%	11.3%	10.4%	10.6%	4.5%	5.1%	4.3%	2.0%	2.3%	1.5%	2,424	2,127	2,639
NSF	46.6%	43.9%	41.2%	37.4%	40.3%	40.5%	10.8%	10.9%	11.4%	3.4%	3.2%	4.8%	1.9%	1.7%	2.1%	905	842	890
OMB	45.7%	48.1%	48.4%	41.6%	41.0%	41.5%	8.9%	7.7%	7.9%	3.4%	2.4%	1.3%	0.3%	0.7%	0.8%	343	349	302
OPM	38.5%	41.0%	39.8%	43.0%	43.4%	43.2%	12.3%	10.2%	11.4%	4.0%	3.3%	3.6%	2.2%	2.1%	2.0%	2,894	3,146	3,327
PBGC	40.5%	37.9%	33.0%	41.9%	48.0%	48.6%	11.1%	9.3%	12.1%	4.3%	3.5%	3.9%	2.2%	1.3%	2.4%	606	563	624
RRB	39.2%	37.8%	36.8%	40.3%	39.1%	45.2%	12.1%	16.6%	11.1%	5.7%	5.1%	3.9%	2.6%	1.4%	3.0%	444	316	468
SBA	42.3%	41.2%	39.2%	42.8%	42.1%	42.3%	9.2%	9.7%	12.1%	3.5%	4.1%	3.7%	2.2%	2.9%	2.7%	1,502	1,357	1,276
SEC	46.9%	43.0%	41.4%	41.5%	44.2%	42.4%	8.4%	8.9%	9.7%	1.8%	2.5%	4.5%	1.4%	1.4%	2.0%	3,510	3,174	1,904

Report by Agency

(5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
SSA	36.9%	38.7%	39.9%	44.2%	42.9%	42.8%	11.2%	11.5%	10.8%	5.0%	4.9%	4.4%	2.7%	2.1%	2.1%	8,429	8,797	10,307
State	41.6%	40.3%	40.1%	43.3%	42.9%	43.5%	10.1%	10.3%	10.1%	3.5%	4.7%	4.3%	1.5%	1.7%	2.0%	4,259	5,189	3,988
Treas	34.6%	34.3%	34.2%	45.1%	45.5%	45.3%	12.7%	12.5%	12.4%	4.6%	4.7%	5.0%	2.8%	3.0%	3.0%	45,896	44,653	50,567
USAID	42.1%	36.4%	35.1%	42.4%	44.1%	45.3%	10.3%	12.4%	13.1%	3.6%	5.1%	4.5%	1.6%	2.0%	2.0%	2,075	2,260	1,964
USDA	40.7%	39.8%	37.9%	45.3%	46.0%	46.9%	9.6%	9.7%	10.3%	3.0%	3.1%	3.5%	1.4%	1.4%	1.4%	48,600	22,539	20,265
VA	43.2%	43.4%	42.8%	42.2%	42.1%	42.8%	9.5%	9.3%	9.5%	3.2%	3.4%	3.1%	2.0%	1.9%	1.8%	63,627	29,811	31,380
Small Agencies	43.9%	43.1%	41.9%	41.5%	41.8%	42.2%	8.9%	9.6%	10.0%	3.7%	3.3%	3.9%	2.1%	2.2%	2.1%	5,483	5,329	5,055
DOD	39.3%	39.0%	38.2%	43.4%	43.6%	44.5%	11.1%	11.3%	11.0%	4.1%	4.3%	4.3%	1.9%	1.8%	1.9%	70,153	57,785	71,456
USACE	40.5%	37.5%	38.3%	44.8%	46.3%	46.1%	10.5%	10.9%	10.5%	3.0%	3.7%	3.6%	1.2%	1.6%	1.5%	4,354	3,558	4,207
Air Force	38.1%	37.8%	37.2%	43.9%	44.1%	45.5%	11.3%	11.5%	10.9%	4.6%	4.6%	4.6%	2.1%	2.1%	1.8%	16,762	15,358	18,424
Army‡	41.6%	41.1%	40.6%	42.6%	42.8%	43.5%	10.1%	10.2%	10.0%	3.9%	4.0%	4.1%	1.8%	1.9%	1.9%	17,329	13,277	16,300
Navy‡	38.1%	37.3%	37.1%	44.5%	44.7%	45.1%	11.8%	12.1%	11.8%	4.0%	4.3%	4.2%	1.6%	1.6%	1.8%	14,117	10,995	15,946
Marine Corps	42.4%	44.6%	41.7%	41.0%	39.4%	42.5%	10.0%	11.0%	10.2%	4.3%	3.5%	3.4%	2.3%	1.4%	2.3%	1,796	1,197	1,660
DOD 4th Estate	38.5%	39.5%	36.8%	42.1%	42.3%	44.0%	12.1%	11.5%	11.8%	4.7%	4.6%	5.0%	2.7%	2.1%	2.4%	15,795	13,400	14,919

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
BBG	33.1%	31.5%	34.2%	42.9%	41.7%	41.5%	11.5%	10.7%	12.6%	6.9%	8.8%	6.8%	5.6%	7.3%	4.9%	1,058	887	1,077
CSOSA	39.2%	39.0%	37.8%	43.1%	46.8%	46.7%	10.2%	8.0%	8.8%	4.6%	4.3%	4.0%	3.0%	2.0%	2.7%	537	610	643
DHS	30.2%	27.9%	26.0%	48.0%	47.6%	47.0%	11.0%	11.8%	12.7%	7.0%	8.0%	8.8%	3.8%	4.7%	5.6%	47,008	46,421	42,780
DOC	35.8%	35.6%	34.7%	48.0%	47.4%	46.7%	9.3%	9.4%	9.9%	4.8%	5.5%	6.0%	2.0%	2.1%	2.7%	10,393	9,673	9,992
DOE	30.7%	27.6%	25.1%	48.4%	49.2%	49.7%	11.1%	12.3%	12.8%	6.7%	7.2%	8.3%	3.1%	3.6%	4.1%	8,521	7,995	8,391
DOI	29.0%	27.7%	26.8%	48.9%	49.1%	49.5%	12.4%	12.6%	13.0%	6.9%	7.3%	7.7%	2.8%	3.2%	3.0%	25,619	22,756	26,031
DOJ	34.3%	34.9%	35.1%	49.0%	48.7%	49.3%	9.2%	9.0%	8.9%	4.9%	5.3%	4.9%	2.7%	2.1%	1.8%	15,989	16,302	20,006
DOL	33.0%	31.9%	29.9%	46.6%	47.5%	48.0%	10.5%	10.9%	11.2%	6.6%	6.6%	7.4%	3.4%	3.1%	3.6%	8,748	11,125	11,221
DOT	33.9%	30.9%	31.6%	48.1%	49.2%	48.6%	10.2%	11.3%	10.6%	5.4%	5.9%	6.5%	2.4%	2.7%	2.7%	16,652	14,707	15,431
Educ	29.9%	30.1%	30.9%	47.2%	45.2%	45.4%	10.9%	12.0%	11.6%	8.1%	8.4%	8.6%	4.0%	4.2%	3.5%	2,806	2,829	2,670
EEOC	36.3%	38.6%	39.6%	42.0%	41.9%	40.7%	11.0%	10.4%	9.4%	6.8%	6.1%	7.4%	3.9%	3.0%	2.9%	1,403	1,485	1,229
EPA	30.5%	27.4%	26.2%	49.6%	50.8%	50.2%	11.0%	12.3%	12.7%	6.4%	6.7%	7.7%	2.5%	2.9%	3.3%	9,317	9,994	4,399
FCC	33.9%	31.9%	31.0%	46.2%	46.4%	44.6%	11.9%	10.7%	11.1%	5.4%	8.0%	9.1%	2.6%	3.0%	4.3%	707	636	561
FERC	40.8%	37.1%	35.5%	45.0%	46.3%	47.3%	7.9%	8.9%	8.9%	4.3%	5.7%	6.0%	2.1%	1.9%	2.3%	1,056	1,135	989
FTC	48.6%	46.1%	41.3%	40.1%	38.3%	43.7%	5.7%	9.3%	8.8%	4.6%	4.1%	4.2%	1.1%	2.1%	2.1%	609	637	616

Report by Agency

(6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
GSA	36.5%	33.7%	31.3%	46.4%	45.9%	46.3%	9.8%	11.3%	11.9%	5.1%	6.0%	7.1%	2.2%	3.1%	3.3%	7,431	6,963	7,768
HHS	35.6%	33.7%	32.4%	47.4%	47.5%	47.7%	9.7%	10.7%	11.0%	5.1%	5.5%	6.3%	2.2%	2.6%	2.6%	42,677	39,833	36,351
HUD	33.6%	30.6%	27.4%	45.5%	45.9%	45.8%	11.5%	11.8%	13.5%	6.4%	7.8%	8.4%	3.0%	3.9%	4.8%	4,920	5,373	5,336
NARA	36.7%	36.6%	31.5%	45.7%	44.0%	46.6%	9.1%	8.9%	10.0%	6.0%	7.1%	7.2%	2.6%	3.4%	4.6%	1,843	1,837	1,695
NASA	43.8%	40.9%	39.2%	43.1%	44.4%	45.3%	7.6%	8.9%	9.2%	4.1%	4.0%	4.7%	1.5%	1.7%	1.7%	11,729	11,098	9,860
NCUA	31.0%	30.2%	31.5%	47.9%	49.6%	49.2%	11.0%	9.9%	10.6%	5.6%	6.9%	7.1%	4.6%	3.4%	1.7%	661	652	770
NLRB	33.3%	30.2%	31.2%	49.1%	47.2%	48.8%	8.6%	10.7%	9.2%	6.3%	8.6%	8.9%	2.7%	3.4%	1.9%	843	865	893
NRC	36.9%	35.9%	36.3%	46.9%	47.0%	46.7%	8.0%	9.3%	8.6%	5.8%	5.2%	5.9%	2.4%	2.7%	2.5%	2,424	2,132	2,656
NSF	41.9%	38.6%	37.3%	40.6%	42.6%	44.0%	9.0%	10.7%	9.1%	6.2%	5.0%	6.7%	2.3%	3.2%	2.9%	899	848	891
OMB	29.6%	27.2%	27.9%	49.6%	47.3%	49.6%	12.4%	13.9%	14.2%	6.6%	8.8%	5.2%	1.9%	2.8%	3.1%	341	347	301
OPM	35.1%	35.3%	34.5%	47.5%	48.2%	48.7%	9.4%	8.5%	9.3%	5.3%	5.1%	5.2%	2.8%	2.9%	2.2%	2,892	3,156	3,347
PBGC	38.6%	33.8%	31.8%	47.7%	47.7%	48.8%	8.9%	10.1%	11.4%	3.3%	6.6%	5.0%	1.6%	1.8%	3.1%	598	565	618
RRB	36.8%	34.9%	35.3%	43.7%	44.0%	47.6%	9.2%	12.2%	10.1%	6.6%	6.5%	4.9%	3.7%	2.5%	2.1%	445	314	479
SBA	34.7%	33.3%	28.8%	45.8%	44.2%	45.5%	9.8%	11.0%	12.7%	5.5%	6.6%	8.0%	4.2%	5.0%	5.1%	1,496	1,365	1,292
SEC	36.2%	30.7%	26.9%	47.9%	49.8%	47.9%	8.5%	10.6%	11.3%	4.8%	6.2%	9.4%	2.7%	2.7%	4.5%	3,501	3,173	1,900

Report by Agency

(6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
SSA	35.2%	35.6%	36.2%	49.1%	46.8%	48.0%	8.2%	9.4%	8.8%	5.5%	6.1%	4.9%	2.1%	2.1%	2.1%	8,409	8,793	10,405
State	31.4%	31.3%	28.6%	48.8%	49.0%	52.2%	11.5%	11.5%	10.8%	6.5%	6.1%	6.0%	1.9%	2.1%	2.5%	4,239	5,174	4,019
Treas	32.2%	30.9%	30.5%	50.1%	50.4%	50.2%	9.3%	9.7%	9.9%	5.4%	5.9%	6.2%	3.0%	3.1%	3.2%	45,867	44,883	51,058
USAID	30.3%	24.4%	25.0%	48.3%	51.0%	49.9%	12.2%	13.1%	12.6%	7.2%	8.2%	8.8%	2.0%	3.3%	3.7%	2,056	2,248	1,977
USDA	30.0%	28.1%	26.1%	51.2%	52.1%	52.1%	10.8%	11.3%	12.1%	5.8%	6.3%	7.2%	2.2%	2.2%	2.5%	48,543	22,608	20,422
VA	33.4%	33.4%	32.4%	46.6%	47.4%	47.4%	10.7%	10.4%	11.0%	6.2%	6.1%	6.4%	3.0%	2.7%	2.9%	63,627	29,975	31,795
Small Agencies	36.3%	33.9%	32.9%	44.3%	44.7%	45.6%	9.5%	10.7%	10.8%	5.9%	6.9%	6.7%	4.0%	3.7%	4.0%	5,465	5,344	5,067
DOD	32.4%	30.6%	30.7%	46.8%	47.3%	48.0%	11.2%	11.8%	11.6%	6.7%	7.2%	6.8%	2.8%	3.0%	2.8%	70,070	57,980	72,099
USACE	30.5%	29.5%	28.6%	52.3%	51.6%	52.1%	9.7%	10.5%	11.4%	5.7%	6.4%	5.8%	1.8%	2.0%	2.2%	4,347	3,573	4,257
Air Force	32.6%	31.1%	30.8%	45.8%	46.3%	48.3%	11.3%	12.1%	11.2%	7.1%	7.2%	6.9%	3.3%	3.3%	2.9%	16,764	15,405	18,579
Army‡	33.1%	31.3%	31.8%	46.3%	46.1%	46.6%	11.1%	11.7%	11.4%	6.7%	7.6%	7.3%	2.8%	3.3%	2.9%	17,299	13,326	16,471
Navy‡	31.2%	28.8%	29.5%	48.3%	49.6%	49.5%	11.1%	12.2%	12.3%	6.9%	6.9%	6.2%	2.4%	2.6%	2.5%	14,094	11,036	16,055
Marine Corps	35.0%	34.6%	32.8%	44.9%	44.0%	44.6%	12.3%	11.5%	11.7%	4.8%	6.9%	7.9%	3.0%	2.9%	3.1%	1,795	1,199	1,654
DOD 4th Estate	33.7%	32.0%	31.2%	45.0%	45.8%	47.2%	11.6%	11.7%	11.4%	6.7%	7.2%	7.0%	3.1%	3.4%	3.2%	15,771	13,441	15,083

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
BBG	66.9%	68.2%	70.2%	28.1%	26.1%	26.2%	3.3%	2.4%	1.8%	0.5%	1.2%	0.5%	1.2%	2.0%	1.3%	1,063	896	1,087
CSOSA	61.7%	57.9%	57.2%	33.1%	35.5%	37.7%	2.5%	4.0%	3.1%	1.6%	1.6%	1.0%	1.1%	1.0%	0.9%	539	611	636
DHS	61.6%	60.6%	59.2%	32.8%	32.7%	33.4%	3.3%	3.7%	3.9%	1.1%	1.5%	1.5%	1.3%	1.5%	1.9%	47,158	46,642	42,945
DOC	63.0%	62.6%	63.2%	33.3%	33.0%	32.9%	2.5%	3.2%	2.6%	0.6%	0.7%	0.7%	0.7%	0.6%	0.6%	10,409	9,691	10,068
DOE	65.2%	63.9%	62.0%	31.0%	31.8%	33.7%	2.3%	2.7%	2.6%	0.8%	0.8%	0.9%	0.7%	0.9%	0.8%	8,547	8,020	8,423
DOI	62.0%	62.6%	61.5%	33.9%	33.4%	34.5%	2.7%	2.7%	2.6%	0.7%	0.6%	0.8%	0.7%	0.7%	0.6%	25,731	22,906	26,139
DOJ	64.9%	67.2%	66.3%	31.3%	29.3%	30.1%	2.3%	2.2%	2.3%	0.8%	0.6%	0.6%	0.7%	0.7%	0.6%	16,024	16,382	20,088
DOL	64.6%	64.9%	64.8%	31.7%	31.3%	31.2%	2.4%	2.5%	2.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.6%	8,784	11,190	11,284
DOT	65.7%	64.9%	64.8%	30.6%	31.2%	31.6%	2.2%	2.4%	2.2%	0.8%	0.9%	0.9%	0.7%	0.6%	0.5%	16,737	14,754	15,463
Educ	64.9%	66.5%	66.9%	31.3%	29.2%	29.8%	2.4%	2.8%	2.0%	0.7%	0.7%	0.7%	0.8%	0.8%	0.6%	2,820	2,833	2,680
EEOC	70.3%	69.6%	69.9%	25.1%	26.7%	26.2%	2.6%	2.6%	2.5%	1.2%	0.5%	0.8%	0.8%	0.7%	0.6%	1,409	1,501	1,241
EPA	65.6%	63.7%	64.0%	30.7%	32.7%	32.3%	2.3%	2.3%	2.2%	0.7%	0.7%	1.0%	0.6%	0.7%	0.5%	9,372	10,078	4,428
FCC	65.4%	66.8%	61.1%	29.3%	28.7%	34.3%	3.5%	2.5%	3.7%	1.0%	0.7%	0.3%	0.8%	1.2%	0.6%	710	643	567
FERC	70.8%	69.9%	69.5%	26.8%	27.0%	27.4%	1.6%	2.0%	2.3%	0.3%	0.6%	0.1%	0.5%	0.5%	0.7%	1,064	1,144	990
FTC	79.1%	79.4%	75.4%	19.5%	18.8%	22.4%	1.0%	0.9%	1.2%	0.4%	0.4%	0.3%	0.1%	0.4%	0.7%	610	635	623

Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
GSA	66.1%	65.3%	64.1%	30.2%	30.2%	31.2%	2.3%	2.8%	2.8%	0.7%	0.7%	0.9%	0.7%	1.0%	0.9%	7,483	7,014	7,802
HHS	67.9%	66.6%	65.5%	29.1%	30.3%	31.3%	2.0%	2.0%	2.2%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	42,844	40,069	36,466
HUD	66.1%	64.0%	63.6%	30.0%	31.6%	32.1%	2.7%	2.8%	2.8%	0.6%	0.7%	0.6%	0.6%	1.0%	0.9%	4,926	5,419	5,345
NARA	65.2%	64.8%	61.7%	29.8%	30.4%	32.2%	3.6%	2.9%	3.5%	0.7%	0.7%	0.7%	0.8%	1.2%	1.8%	1,849	1,846	1,712
NASA	75.5%	74.3%	73.4%	22.7%	23.7%	24.5%	1.2%	1.3%	1.5%	0.3%	0.4%	0.3%	0.3%	0.3%	0.3%	11,764	11,138	9,875
NCUA	64.6%	64.1%	64.6%	31.8%	32.0%	32.1%	2.0%	1.8%	2.3%	0.9%	1.1%	0.4%	0.7%	1.1%	0.6%	661	655	772
NLRB	67.8%	64.4%	71.0%	28.6%	31.5%	26.5%	2.6%	3.2%	1.8%	0.3%	0.7%	0.2%	0.7%	0.2%	0.4%	848	880	896
NRC	68.5%	65.8%	68.8%	27.3%	30.0%	27.4%	2.5%	2.3%	2.5%	0.9%	1.0%	0.9%	0.8%	0.9%	0.4%	2,425	2,135	2,650
NSF	74.0%	74.4%	71.4%	23.5%	22.8%	25.2%	1.8%	2.0%	1.7%	0.2%	0.3%	0.8%	0.5%	0.4%	0.9%	905	844	892
OMB	76.4%	77.8%	73.7%	23.0%	21.4%	23.4%	0.3%	0.8%	2.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.4%	342	350	305
OPM	62.2%	62.8%	64.1%	33.0%	33.5%	32.5%	3.0%	2.5%	2.4%	1.1%	0.5%	0.5%	0.7%	0.8%	0.5%	2,902	3,169	3,355
PBGC	65.6%	62.1%	65.6%	30.7%	34.5%	30.3%	3.2%	2.0%	2.5%	0.0%	0.9%	0.6%	0.6%	0.5%	1.0%	605	566	623
RRB	61.8%	59.8%	59.9%	33.1%	33.6%	35.8%	4.2%	4.9%	2.9%	0.2%	0.8%	0.8%	0.7%	0.9%	0.6%	443	314	478
SBA	65.7%	64.7%	64.7%	29.1%	30.6%	30.1%	2.6%	2.4%	2.6%	1.5%	0.9%	1.1%	1.1%	1.4%	1.3%	1,505	1,368	1,290
SEC	73.7%	71.6%	68.5%	24.0%	26.0%	28.5%	1.5%	1.6%	1.9%	0.4%	0.4%	0.6%	0.4%	0.4%	0.6%	3,511	3,186	1,912

Report by Agency

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
SSA	64.3%	66.2%	66.9%	32.0%	30.7%	30.0%	2.5%	2.2%	2.1%	0.7%	0.4%	0.4%	0.5%	0.5%	0.4%	8,445	8,839	10,463
State	72.1%	71.5%	70.9%	25.9%	26.6%	26.7%	1.6%	1.3%	1.5%	0.2%	0.4%	0.4%	0.2%	0.2%	0.5%	4,264	5,225	4,035
Treas	58.1%	57.7%	57.9%	36.2%	36.2%	36.2%	3.6%	3.7%	3.8%	1.0%	1.1%	1.1%	1.1%	1.2%	1.0%	46,065	45,145	51,268
USAID	71.8%	66.6%	65.8%	26.3%	30.2%	30.8%	1.2%	1.9%	2.4%	0.3%	1.0%	0.5%	0.3%	0.3%	0.5%	2,066	2,259	1,984
USDA	62.7%	62.2%	59.8%	34.0%	34.3%	36.6%	2.1%	2.4%	2.4%	0.6%	0.6%	0.7%	0.5%	0.5%	0.5%	48,705	22,702	20,474
VA	62.3%	62.9%	62.4%	33.0%	33.0%	33.4%	3.0%	2.6%	2.8%	0.8%	0.7%	0.7%	0.9%	0.7%	0.8%	63,911	30,109	31,911
Small Agencies	68.3%	67.8%	67.2%	28.0%	28.3%	28.4%	2.2%	2.4%	2.7%	0.6%	0.6%	0.8%	0.9%	1.0%	0.9%	5,500	5,383	5,090
DOD	63.4%	62.6%	61.7%	32.5%	33.2%	33.9%	2.7%	2.7%	2.7%	0.8%	0.8%	0.9%	0.6%	0.7%	0.8%	70,311	58,198	72,334
USACE	65.0%	63.4%	64.1%	32.4%	33.2%	32.2%	1.8%	1.9%	2.4%	0.4%	0.9%	0.7%	0.3%	0.6%	0.6%	4,351	3,575	4,278
Air Force	61.9%	61.4%	60.0%	33.6%	33.9%	35.8%	2.9%	3.0%	2.5%	0.9%	0.9%	0.9%	0.7%	0.8%	0.8%	16,813	15,460	18,612
Army‡	63.7%	62.3%	62.1%	32.2%	33.5%	33.2%	2.6%	2.6%	3.1%	0.9%	1.0%	0.9%	0.7%	0.7%	0.8%	17,380	13,378	16,537
Navy‡	63.1%	62.4%	61.0%	33.1%	33.8%	34.9%	2.7%	2.7%	2.6%	0.6%	0.6%	0.8%	0.5%	0.5%	0.6%	14,136	11,074	16,091
Marine Corps	66.4%	64.4%	64.3%	29.3%	30.1%	30.7%	2.6%	3.3%	3.4%	0.9%	1.2%	1.0%	0.8%	1.0%	0.6%	1,796	1,207	1,668
DOD 4th Estate	64.7%	64.8%	63.7%	30.8%	31.1%	31.8%	2.8%	2.6%	2.7%	0.8%	0.6%	0.9%	0.8%	0.8%	0.8%	15,835	13,504	15,148

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
BBG	54.8%	56.4%	57.6%	34.9%	34.7%	33.5%	8.4%	6.2%	7.3%	0.7%	1.5%	0.7%	1.2%	1.3%	1.0%	1,061	899	1,096
CSOSA	48.7%	46.9%	47.3%	40.5%	37.9%	41.5%	9.0%	11.4%	8.9%	1.1%	2.8%	1.4%	0.7%	1.1%	0.9%	535	614	645
DHS	47.4%	45.4%	43.8%	40.1%	40.6%	41.2%	9.5%	10.1%	10.7%	1.8%	2.1%	2.4%	1.2%	1.8%	2.0%	47,210	46,736	42,891
DOC	46.7%	47.8%	46.7%	43.5%	42.6%	44.1%	8.1%	7.9%	7.7%	1.2%	1.1%	1.1%	0.5%	0.6%	0.5%	10,413	9,730	10,066
DOE	49.2%	46.1%	43.8%	41.6%	43.6%	45.5%	7.3%	7.8%	8.3%	1.2%	1.6%	1.6%	0.6%	0.8%	0.7%	8,549	8,029	8,439
DOI	47.8%	47.6%	46.5%	43.6%	43.5%	44.5%	7.2%	7.4%	7.5%	0.9%	0.9%	1.0%	0.4%	0.6%	0.4%	25,742	22,951	26,237
DOJ	49.5%	51.2%	49.7%	41.9%	41.1%	41.8%	7.0%	6.3%	7.0%	1.0%	0.9%	0.9%	0.7%	0.6%	0.6%	16,053	16,410	20,105
DOL	49.4%	48.0%	47.0%	40.2%	41.7%	41.8%	8.3%	8.4%	9.2%	1.3%	1.2%	1.3%	0.7%	0.6%	0.6%	8,783	11,195	11,302
DOT	50.4%	49.2%	48.3%	40.9%	42.3%	42.0%	6.9%	6.9%	7.7%	1.3%	1.1%	1.4%	0.6%	0.5%	0.6%	16,738	14,791	15,528
Educ	48.5%	49.4%	47.2%	41.4%	40.9%	42.9%	8.2%	7.9%	8.1%	1.5%	1.1%	1.1%	0.5%	0.7%	0.6%	2,811	2,839	2,688
EEOC	56.1%	55.7%	55.5%	35.5%	36.1%	35.7%	6.6%	7.0%	6.8%	1.2%	0.8%	1.3%	0.6%	0.5%	0.7%	1,409	1,497	1,236
EPA	47.6%	44.2%	43.9%	43.2%	44.7%	44.2%	7.5%	9.4%	10.0%	1.1%	1.2%	1.5%	0.6%	0.5%	0.4%	9,345	10,101	4,437
FCC	45.6%	47.9%	44.0%	42.2%	39.2%	43.2%	9.8%	9.8%	10.0%	1.7%	1.8%	2.1%	0.7%	1.3%	0.7%	712	640	568
FERC	51.8%	50.6%	49.5%	39.2%	39.9%	41.1%	7.6%	7.1%	7.8%	1.0%	1.6%	1.2%	0.4%	0.7%	0.4%	1,064	1,144	995
FTC	57.3%	57.9%	52.1%	34.3%	33.2%	39.3%	7.1%	7.5%	6.9%	1.1%	1.1%	1.0%	0.1%	0.3%	0.7%	612	636	621

Report by Agency

(8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
GSA	52.1%	50.6%	48.7%	40.0%	40.6%	41.8%	6.6%	7.1%	7.5%	0.8%	0.9%	1.1%	0.5%	0.8%	0.9%	7,482	7,007	7,794
HHS	53.0%	51.8%	50.0%	39.7%	40.6%	41.9%	6.1%	6.4%	6.8%	0.8%	0.8%	0.8%	0.4%	0.4%	0.4%	42,844	40,059	36,578
HUD	51.4%	49.4%	49.1%	39.2%	40.4%	39.3%	7.9%	8.1%	9.5%	0.8%	1.3%	1.3%	0.7%	0.8%	0.9%	4,930	5,431	5,369
NARA	50.2%	51.3%	49.6%	40.6%	38.9%	38.6%	7.2%	7.9%	8.9%	1.4%	1.3%	1.3%	0.6%	0.6%	1.6%	1,857	1,857	1,712
NASA	58.4%	57.3%	55.6%	36.7%	37.2%	38.0%	4.3%	4.9%	5.4%	0.4%	0.5%	0.6%	0.2%	0.2%	0.3%	11,758	11,150	9,894
NCUA	48.7%	46.3%	47.8%	43.1%	46.3%	43.7%	5.8%	6.4%	6.6%	1.2%	0.4%	1.4%	1.1%	0.5%	0.6%	661	658	770
NLRB	46.9%	44.9%	45.3%	40.7%	42.3%	42.7%	10.1%	10.3%	9.9%	1.6%	2.1%	1.5%	0.6%	0.4%	0.6%	844	874	899
NRC	48.2%	46.1%	49.2%	41.3%	43.0%	41.9%	7.9%	8.2%	7.2%	1.8%	1.9%	1.1%	0.8%	0.8%	0.6%	2,433	2,140	2,666
NSF	58.9%	58.5%	59.1%	33.8%	34.2%	34.4%	6.0%	6.5%	4.9%	0.8%	0.5%	1.0%	0.5%	0.3%	0.5%	903	844	896
OMB	53.7%	54.6%	57.1%	40.5%	38.5%	35.4%	4.7%	6.0%	6.2%	1.1%	0.8%	0.9%	0.0%	0.0%	0.4%	342	350	305
OPM	47.8%	48.3%	48.2%	41.8%	42.4%	42.4%	8.6%	7.8%	8.1%	1.0%	0.8%	1.0%	0.7%	0.7%	0.3%	2,908	3,180	3,369
PBGC	51.7%	46.9%	48.8%	38.5%	42.1%	40.8%	8.4%	10.5%	7.9%	0.8%	0.4%	1.6%	0.6%	0.1%	0.9%	606	566	626
RRB	45.5%	47.5%	41.8%	40.3%	39.1%	46.2%	12.4%	10.8%	10.3%	1.3%	1.7%	1.4%	0.5%	0.9%	0.4%	444	320	480
SBA	53.8%	52.0%	51.8%	37.6%	38.3%	37.3%	6.9%	7.5%	8.1%	1.2%	1.2%	1.6%	0.6%	1.0%	1.2%	1,507	1,370	1,296
SEC	53.3%	49.1%	46.7%	38.3%	41.7%	41.9%	7.1%	7.8%	8.4%	0.9%	1.0%	2.5%	0.4%	0.4%	0.6%	3,512	3,189	1,912

Report by Agency

(8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
SSA	50.8%	53.9%	52.5%	40.3%	37.8%	39.0%	7.5%	6.9%	7.2%	1.0%	1.0%	0.9%	0.3%	0.4%	0.4%	8,462	8,855	10,489
State	53.7%	52.8%	52.2%	40.8%	40.1%	39.9%	4.7%	6.2%	6.6%	0.6%	0.8%	0.8%	0.3%	0.1%	0.5%	4,270	5,222	4,048
Treas	44.9%	44.2%	44.0%	43.4%	43.4%	43.6%	9.3%	9.7%	9.9%	1.5%	1.7%	1.6%	1.0%	1.0%	0.9%	46,078	45,200	51,425
USAID	55.7%	50.7%	50.4%	38.3%	41.5%	41.8%	5.0%	6.6%	6.5%	0.6%	1.0%	0.9%	0.3%	0.2%	0.4%	2,075	2,270	1,991
USDA	46.9%	46.0%	43.5%	44.7%	45.5%	47.3%	7.1%	7.3%	7.9%	0.8%	0.8%	1.0%	0.4%	0.4%	0.3%	48,713	22,753	20,525
VA	50.3%	50.8%	50.2%	40.8%	41.2%	41.7%	7.2%	6.5%	6.5%	1.0%	0.9%	0.9%	0.8%	0.7%	0.7%	63,948	30,231	32,022
Small Agencies	51.2%	50.2%	49.8%	39.5%	40.6%	40.0%	7.3%	7.0%	7.8%	1.2%	1.3%	1.4%	0.8%	0.9%	1.0%	5,498	5,385	5,098
DOD	49.7%	49.2%	47.6%	42.2%	42.3%	43.6%	6.7%	6.7%	7.1%	0.9%	1.1%	1.1%	0.5%	0.6%	0.6%	70,333	58,293	72,570
USACE	49.2%	47.6%	47.9%	43.4%	44.4%	43.5%	6.6%	6.4%	7.2%	0.6%	1.2%	1.0%	0.3%	0.4%	0.3%	4,358	3,578	4,292
Air Force	48.4%	48.2%	46.0%	42.9%	42.5%	45.1%	7.1%	7.1%	7.0%	1.1%	1.4%	1.2%	0.6%	0.8%	0.7%	16,811	15,495	18,685
Army‡	51.1%	50.1%	49.0%	41.1%	41.9%	42.5%	6.3%	6.4%	7.0%	0.9%	1.0%	1.0%	0.6%	0.6%	0.6%	17,376	13,414	16,608
Navy‡	48.1%	48.1%	46.4%	43.9%	43.6%	44.9%	6.8%	6.7%	7.1%	0.9%	1.1%	1.1%	0.3%	0.4%	0.5%	14,154	11,073	16,132
Marine Corps	53.9%	51.3%	49.5%	37.6%	39.0%	42.0%	6.9%	7.8%	7.1%	0.9%	1.3%	0.9%	0.6%	0.6%	0.5%	1,796	1,207	1,673
DOD 4th Estate	51.3%	51.3%	48.8%	40.2%	40.4%	41.8%	6.7%	6.6%	7.4%	1.1%	1.1%	1.3%	0.6%	0.7%	0.7%	15,838	13,526	15,180

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
BBG	8.2%	8.7%	8.4%	29.3%	27.8%	26.9%	19.0%	16.9%	19.0%	23.3%	23.2%	25.6%	20.3%	23.3%	20.0%	1,054	888	1,089	7	7	10
CSOSA	18.8%	18.5%	18.3%	39.9%	41.7%	44.1%	13.9%	16.5%	15.7%	19.4%	14.6%	13.6%	8.0%	8.7%	8.3%	540	615	642	1	0	2
DHS	9.2%	8.3%	7.6%	30.5%	29.2%	29.4%	16.0%	14.7%	15.5%	24.3%	24.3%	25.1%	20.0%	23.5%	22.4%	47,169	46,712	42,826	115	121	168
DOC	13.8%	14.7%	14.3%	38.1%	38.3%	37.0%	16.8%	15.5%	15.8%	20.1%	19.6%	21.1%	11.2%	11.9%	11.9%	10,435	9,734	10,067	18	19	24
DOE	12.4%	12.0%	9.9%	38.7%	39.9%	38.0%	16.6%	15.3%	16.2%	20.5%	21.2%	22.9%	11.8%	11.6%	13.0%	8,554	8,039	8,420	19	15	24
DOI	9.2%	9.4%	8.0%	32.8%	32.1%	31.1%	15.8%	15.7%	16.0%	24.8%	24.9%	26.2%	17.5%	17.9%	18.7%	25,758	22,959	26,228	35	48	55
DOJ	11.1%	12.8%	12.0%	36.2%	39.2%	40.7%	16.1%	16.0%	16.0%	22.2%	20.9%	21.0%	14.4%	11.1%	10.3%	16,057	16,420	20,118	26	40	32
DOL	11.3%	11.9%	10.4%	35.6%	38.2%	36.7%	15.9%	16.6%	16.6%	22.2%	21.0%	22.5%	14.9%	12.3%	13.7%	8,794	11,203	11,288	18	33	25
DOT	11.6%	10.8%	10.3%	37.7%	38.0%	37.4%	17.1%	16.2%	16.8%	21.6%	21.7%	22.3%	12.0%	13.3%	13.2%	16,754	14,798	15,514	36	34	46
Educ	11.2%	10.9%	12.3%	30.2%	33.5%	35.4%	15.2%	14.7%	14.0%	23.9%	22.6%	22.9%	19.5%	18.3%	15.3%	2,812	2,851	2,689	7	4	6
EEOC	10.9%	8.5%	11.4%	27.8%	30.5%	27.0%	13.1%	13.8%	16.4%	25.3%	26.8%	25.4%	23.0%	20.4%	19.8%	1,408	1,499	1,240	3	3	3
EPA	8.2%	7.6%	7.0%	31.7%	33.5%	28.6%	17.0%	17.4%	16.2%	27.4%	26.4%	29.2%	15.8%	15.1%	19.0%	9,366	10,108	4,435	16	28	12
FCC	10.5%	12.2%	10.8%	34.6%	33.1%	32.4%	19.8%	17.2%	17.7%	24.5%	23.7%	23.3%	10.6%	13.8%	15.7%	711	641	573	1	5	0
FERC	28.6%	24.2%	23.2%	44.7%	47.5%	47.5%	11.7%	12.6%	13.5%	11.3%	11.0%	11.2%	3.7%	4.8%	4.6%	1,065	1,147	988	3	2	3
FTC	15.7%	14.8%	13.6%	41.3%	41.4%	37.1%	18.6%	15.7%	17.1%	17.8%	20.8%	21.9%	6.6%	7.3%	10.2%	611	641	623	0	0	0

Report by Agency

(9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
GSA	18.9%	17.4%	14.9%	40.1%	38.8%	37.7%	15.3%	16.0%	15.9%	17.2%	17.7%	20.0%	8.5%	10.1%	11.5%	7,498	7,037	7,830	15	13	25
HHS	15.2%	14.1%	13.0%	40.8%	40.4%	39.7%	15.9%	16.0%	16.4%	18.8%	19.6%	20.2%	9.3%	9.9%	10.8%	42,854	40,164	36,585	96	59	76
HUD	11.3%	10.1%	9.1%	35.1%	34.4%	31.9%	16.2%	16.6%	16.0%	22.8%	22.6%	25.1%	14.5%	16.3%	17.9%	4,932	5,417	5,360	9	24	17
NARA	12.1%	13.2%	11.7%	34.2%	36.7%	29.7%	15.9%	13.5%	15.2%	22.0%	22.2%	26.1%	15.9%	14.4%	17.2%	1,852	1,860	1,713	4	5	5
NASA	18.0%	16.7%	15.4%	42.1%	40.9%	41.5%	15.6%	16.2%	16.0%	17.4%	18.5%	18.9%	6.8%	7.7%	8.2%	11,767	11,156	9,898	21	14	19
NCUA	15.2%	16.0%	14.7%	39.3%	41.8%	42.1%	15.3%	14.9%	15.4%	18.4%	17.6%	18.9%	11.9%	9.8%	8.9%	663	656	775	0	1	2
NLRB	11.3%	8.3%	11.6%	31.0%	32.3%	37.5%	14.8%	14.6%	12.1%	25.0%	25.2%	24.4%	18.0%	19.6%	14.4%	847	879	898	1	0	3
NRC	19.7%	17.1%	20.8%	43.5%	44.1%	48.8%	12.9%	14.1%	11.6%	15.8%	16.0%	13.3%	8.0%	8.8%	5.5%	2,432	2,145	2,669	2	0	3
NSF	17.1%	17.6%	14.6%	39.9%	38.5%	39.7%	13.5%	13.6%	13.0%	20.8%	21.4%	22.2%	8.7%	8.9%	10.6%	908	849	895	0	3	1
OMB	11.7%	11.9%	10.4%	41.9%	42.5%	34.7%	16.3%	15.2%	17.8%	21.9%	22.7%	25.1%	8.1%	7.7%	12.0%	340	349	305	0	0	0
OPM	15.1%	15.1%	14.0%	40.3%	39.7%	40.7%	14.6%	14.7%	15.5%	18.3%	19.3%	18.3%	11.6%	11.2%	11.5%	2,897	3,179	3,362	12	7	10
PBGC	18.9%	17.1%	16.3%	45.5%	46.7%	43.4%	13.7%	14.2%	13.7%	16.9%	15.6%	17.6%	5.0%	6.5%	9.0%	605	566	628	2	2	1
RRB	15.6%	13.9%	14.9%	35.9%	40.0%	45.8%	13.9%	16.4%	13.8%	22.1%	15.8%	17.9%	12.6%	13.9%	7.6%	445	317	478	0	1	0
SBA	10.6%	8.8%	9.0%	33.8%	29.6%	29.4%	13.5%	15.2%	16.1%	22.5%	25.7%	24.1%	19.6%	20.7%	21.4%	1,504	1,366	1,290	3	3	5
SEC	16.5%	15.3%	12.4%	44.9%	45.1%	40.9%	14.9%	16.4%	16.9%	16.0%	16.2%	19.6%	7.7%	7.0%	10.1%	3,512	3,195	1,910	3	5	5

Report by Agency

(9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
SSA	14.5%	14.9%	17.1%	38.7%	38.6%	41.3%	13.5%	13.6%	14.4%	19.5%	20.4%	18.1%	13.9%	12.4%	9.1%	8,455	8,864	10,470	22	15	22
State	8.8%	10.9%	9.9%	34.3%	39.5%	38.6%	17.2%	15.2%	15.9%	25.7%	23.7%	25.5%	14.0%	10.7%	10.1%	4,274	5,237	4,040	3	7	11
Treas	10.4%	9.7%	8.8%	34.5%	34.0%	31.1%	16.0%	15.2%	14.9%	23.3%	24.1%	25.7%	15.8%	17.0%	19.5%	46,097	45,219	51,431	132	128	134
USAID	10.1%	8.3%	8.6%	38.1%	35.9%	34.5%	14.6%	15.5%	14.4%	25.3%	25.6%	27.5%	11.8%	14.6%	15.0%	2,078	2,271	1,989	2	1	3
USDA	9.6%	9.0%	7.6%	34.4%	35.5%	34.6%	16.5%	16.7%	16.3%	24.0%	23.8%	25.3%	15.5%	15.1%	16.1%	48,776	22,773	20,532	67	37	29
VA	11.3%	11.1%	10.8%	34.0%	34.0%	34.4%	16.6%	16.3%	16.3%	21.9%	22.7%	22.5%	16.2%	15.9%	16.1%	64,011	30,138	32,000	150	83	94
Small Agencies	16.8%	15.3%	14.1%	38.6%	39.1%	39.0%	14.8%	14.3%	14.8%	18.4%	19.1%	19.8%	11.3%	12.2%	12.2%	5,486	5,374	5,094	15	14	13
DOD	12.4%	11.1%	11.1%	36.7%	35.5%	35.8%	16.0%	16.5%	16.8%	22.0%	22.9%	23.0%	12.9%	13.9%	13.4%	70,434	58,302	72,535	109	141	151
USACE	10.9%	10.8%	9.9%	40.8%	39.1%	40.9%	17.4%	17.7%	18.0%	21.9%	22.0%	21.3%	9.0%	10.4%	9.8%	4,366	3,584	4,282	3	4	9
Air Force	12.1%	11.5%	10.8%	35.9%	35.1%	35.1%	15.7%	16.3%	16.0%	22.1%	22.7%	24.2%	14.2%	14.4%	13.9%	16,826	15,488	18,685	30	36	33
Army†	12.4%	11.6%	11.2%	36.1%	35.3%	35.4%	15.3%	15.7%	17.5%	22.3%	22.3%	22.0%	13.9%	15.2%	13.9%	17,409	13,414	16,589	28	33	46
Navy†	11.4%	9.2%	10.0%	36.8%	34.4%	34.4%	16.6%	17.2%	17.1%	23.2%	25.4%	24.8%	12.0%	13.7%	13.8%	14,165	11,099	16,130	18	24	29
Marine Corps	12.8%	10.2%	12.1%	32.6%	31.6%	34.4%	16.4%	18.1%	15.2%	22.6%	23.7%	24.1%	15.5%	16.4%	14.2%	1,805	1,206	1,672	2	4	1
DOD 4th Estate	15.1%	13.7%	13.6%	38.0%	38.4%	38.6%	15.9%	16.3%	16.1%	19.1%	19.9%	20.0%	11.8%	11.7%	11.7%	15,863	13,511	15,177	28	40	33

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
BBG	12.7%	11.0%	11.3%	47.9%	46.3%	47.2%	18.3%	17.7%	17.9%	11.5%	13.8%	14.1%	9.6%	11.2%	9.5%	1,057	888	1,087	3	4	11
CSOSA	19.8%	19.2%	21.8%	44.7%	50.5%	47.6%	14.9%	12.5%	14.2%	12.6%	10.4%	11.2%	8.0%	7.4%	5.2%	538	612	641	0	1	1
DHS	11.4%	9.9%	9.3%	46.0%	42.9%	45.3%	16.3%	16.7%	17.2%	15.3%	16.9%	16.0%	11.0%	13.7%	12.2%	47,109	46,457	42,783	64	110	118
DOC	11.1%	11.4%	11.5%	42.7%	43.1%	42.3%	18.4%	18.7%	18.4%	17.9%	17.2%	18.4%	10.0%	9.7%	9.4%	10,418	9,709	10,028	11	10	17
DOE	12.9%	11.6%	9.5%	49.2%	47.8%	46.8%	16.0%	16.2%	17.1%	14.9%	15.9%	18.0%	7.0%	8.5%	8.7%	8,530	8,001	8,404	16	15	13
DOI	9.1%	8.6%	7.4%	41.4%	39.5%	39.8%	17.6%	17.8%	17.8%	20.0%	20.4%	21.6%	11.8%	13.7%	13.5%	25,686	22,729	26,039	21	35	42
DOJ	13.5%	14.3%	13.3%	50.8%	51.3%	51.3%	15.5%	14.7%	15.5%	13.1%	12.5%	13.4%	7.0%	7.1%	6.5%	16,022	16,340	20,025	18	21	27
DOL	13.2%	13.2%	11.0%	48.1%	46.3%	45.0%	15.2%	15.9%	17.2%	13.8%	14.7%	16.0%	9.7%	10.0%	10.8%	8,780	11,145	11,245	8	19	19
DOT	13.2%	12.4%	12.1%	50.5%	50.2%	50.1%	16.0%	15.6%	16.4%	13.2%	13.7%	14.1%	7.1%	8.1%	7.4%	16,717	14,714	15,463	26	25	26
Educ	12.9%	11.7%	12.7%	41.7%	41.0%	41.1%	14.5%	13.8%	14.1%	16.6%	17.3%	17.6%	14.3%	16.3%	14.5%	2,807	2,841	2,672	5	6	7
EEOC	12.1%	11.3%	11.5%	34.7%	36.5%	37.2%	15.3%	15.6%	13.7%	19.9%	20.0%	21.4%	18.0%	16.6%	16.3%	1,408	1,492	1,238	3	2	3
EPA	9.4%	8.5%	8.3%	48.2%	45.0%	43.3%	17.4%	17.7%	16.9%	17.0%	19.1%	20.2%	8.0%	9.7%	11.3%	9,346	10,063	4,428	12	16	5
FCC	15.4%	15.6%	14.1%	52.2%	49.0%	49.2%	15.7%	17.9%	16.2%	11.6%	12.0%	13.8%	5.0%	5.5%	6.7%	714	635	566	0	5	1
FERC	30.1%	23.8%	23.9%	47.9%	50.2%	50.5%	11.1%	11.9%	12.5%	7.3%	9.6%	8.8%	3.6%	4.6%	4.3%	1,068	1,143	987	1	3	1
FTC	26.5%	24.0%	19.5%	52.5%	52.3%	53.6%	12.1%	11.1%	14.6%	5.7%	8.4%	8.5%	3.2%	4.2%	3.8%	609	636	624	0	1	1

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
GSA	18.7%	16.3%	14.4%	47.2%	44.9%	45.4%	14.3%	15.6%	15.9%	12.9%	14.1%	15.4%	7.0%	9.1%	8.9%	7,477	6,997	7,803	14	9	14
HHS	15.2%	13.5%	12.8%	48.2%	47.4%	46.9%	15.5%	15.7%	16.1%	14.2%	15.3%	15.6%	6.9%	8.1%	8.5%	42,784	39,967	36,410	65	63	70
HUD	13.2%	12.3%	10.3%	44.7%	41.6%	42.1%	16.3%	15.9%	16.6%	15.4%	17.4%	17.1%	10.4%	12.8%	13.9%	4,918	5,388	5,328	10	10	16
NARA	14.2%	15.0%	13.5%	46.5%	44.8%	39.2%	15.8%	15.0%	16.4%	14.6%	15.0%	17.4%	8.9%	10.3%	13.5%	1,844	1,837	1,696	4	3	5
NASA	19.1%	18.2%	17.0%	49.4%	48.5%	49.2%	15.2%	15.1%	15.2%	11.7%	13.3%	13.4%	4.7%	4.9%	5.2%	11,754	11,122	9,877	13	7	12
NCUA	13.3%	15.8%	12.0%	49.0%	47.4%	48.6%	13.0%	13.4%	15.5%	16.5%	14.8%	15.9%	8.1%	8.5%	8.0%	661	651	771	0	1	1
NLRB	13.5%	12.4%	13.6%	43.5%	42.5%	45.7%	14.1%	14.9%	16.7%	16.8%	17.7%	15.3%	12.2%	12.5%	8.6%	845	877	893	0	1	1
NRC	19.9%	18.4%	20.4%	50.5%	52.5%	51.9%	12.9%	12.7%	11.8%	11.4%	11.1%	10.4%	5.3%	5.3%	5.5%	2,435	2,134	2,658	1	2	2
NSF	14.2%	13.1%	11.7%	39.2%	37.1%	39.8%	13.6%	16.5%	13.9%	22.4%	21.5%	20.6%	10.7%	11.9%	14.1%	904	843	895	0	1	1
OMB	10.9%	9.5%	7.1%	47.4%	38.5%	38.1%	13.8%	18.5%	17.8%	21.9%	25.7%	26.7%	5.9%	7.9%	10.3%	341	348	304	0	1	0
OPM	14.3%	14.4%	13.5%	44.5%	45.1%	45.9%	15.1%	14.3%	15.5%	15.3%	16.2%	15.7%	10.8%	9.9%	9.3%	2,895	3,164	3,346	9	5	12
PBGC	17.4%	14.6%	14.2%	51.7%	52.0%	46.1%	13.7%	13.9%	15.1%	13.6%	13.8%	15.4%	3.6%	5.7%	9.2%	605	565	625	0	0	0
RRB	16.3%	11.4%	12.3%	40.1%	45.1%	47.2%	15.9%	15.0%	16.6%	17.8%	16.4%	15.5%	9.8%	12.1%	8.4%	442	316	478	1	0	0
SBA	12.4%	9.7%	10.2%	44.7%	44.8%	42.6%	15.9%	14.6%	16.3%	13.8%	16.4%	17.0%	13.2%	14.4%	14.0%	1,502	1,361	1,286	0	4	2
SEC	19.4%	17.6%	14.6%	55.1%	53.5%	51.1%	12.4%	13.2%	13.7%	8.5%	10.8%	13.2%	4.6%	4.9%	7.4%	3,495	3,180	1,908	4	3	3

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

Report by Agency

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
SSA	12.9%	12.3%	13.3%	39.9%	38.5%	40.1%	14.3%	15.2%	15.3%	18.2%	18.7%	18.6%	14.7%	15.3%	12.6%	8,444	8,825	10,407	14	9	22
State	10.3%	9.9%	9.1%	47.0%	44.0%	47.6%	16.1%	15.9%	14.3%	19.0%	20.7%	19.6%	7.6%	9.5%	9.3%	4,262	5,213	4,021	3	4	4
Treas	12.3%	11.6%	10.8%	47.4%	46.0%	45.4%	15.9%	15.9%	15.8%	14.9%	15.6%	16.4%	9.5%	10.9%	11.6%	45,972	44,959	51,114	111	110	95
USAID	9.8%	7.1%	6.7%	42.1%	38.5%	39.9%	17.1%	16.2%	15.1%	20.9%	23.4%	22.0%	10.2%	14.9%	16.2%	2,070	2,259	1,979	2	0	3
USDA	9.6%	8.7%	7.1%	43.9%	43.6%	42.4%	16.9%	17.6%	18.0%	18.6%	19.3%	20.5%	11.0%	10.9%	12.1%	48,615	22,661	20,444	68	18	30
VA	12.3%	11.8%	11.3%	43.2%	44.1%	42.8%	16.3%	16.1%	16.3%	16.3%	16.5%	17.1%	12.0%	11.4%	12.5%	63,728	29,942	31,779	143	57	80
Small Agencies	17.4%	15.7%	14.6%	47.9%	46.7%	46.6%	14.1%	14.5%	14.2%	13.0%	13.9%	14.7%	7.5%	9.2%	9.8%	5,485	5,361	5,081	13	6	6
DOD	13.6%	12.2%	12.2%	47.2%	47.1%	46.9%	15.9%	16.2%	16.8%	15.0%	15.8%	15.6%	8.2%	8.7%	8.5%	70,246	58,023	72,205	113	106	113
USACE	10.6%	9.8%	10.1%	49.0%	47.5%	48.1%	17.1%	17.2%	16.9%	15.6%	17.9%	17.6%	7.6%	7.5%	7.4%	4,353	3,569	4,257	4	3	7
Air Force	14.2%	13.4%	12.4%	47.4%	46.9%	47.8%	15.6%	16.0%	16.3%	14.3%	15.2%	15.6%	8.5%	8.5%	7.9%	16,788	15,408	18,610	29	24	20
Army‡	13.2%	12.0%	12.4%	45.5%	46.4%	45.8%	16.1%	15.8%	16.6%	16.0%	15.5%	15.9%	9.1%	10.2%	9.3%	17,353	13,310	16,513	29	38	27
Navy‡	12.8%	10.8%	11.1%	48.7%	47.7%	46.7%	16.3%	17.1%	18.1%	15.0%	16.7%	15.7%	7.2%	7.7%	8.4%	14,124	11,036	16,072	20	15	26
Marine Corps	14.3%	12.5%	12.9%	46.6%	46.5%	48.8%	16.8%	19.2%	15.5%	14.4%	14.6%	14.6%	7.8%	7.2%	8.2%	1,800	1,202	1,665	2	3	2
DOD 4th Estate	15.9%	14.3%	14.1%	47.0%	47.3%	47.1%	14.8%	14.9%	15.4%	13.9%	15.1%	14.8%	8.4%	8.4%	8.6%	15,828	13,498	15,088	29	23	31

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
BBG	15.7%	15.8%	16.6%	37.4%	35.0%	36.7%	17.4%	16.8%	15.6%	14.8%	16.0%	15.1%	14.7%	16.3%	16.0%	1,038	868	1,054	12	8	7
CSOSA	19.3%	18.4%	17.8%	38.4%	37.5%	35.3%	16.5%	18.0%	18.0%	16.3%	15.2%	17.0%	9.4%	10.9%	11.8%	536	592	625	2	6	3
DHS	13.8%	12.0%	10.8%	35.9%	34.1%	32.4%	18.2%	18.2%	18.0%	17.0%	18.0%	19.9%	15.1%	17.7%	18.9%	46,437	45,478	42,376	236	268	369
DOC	18.0%	18.1%	17.9%	44.5%	43.7%	42.3%	18.1%	17.6%	17.8%	12.4%	13.3%	14.1%	7.0%	7.4%	7.9%	10,299	9,554	9,844	37	38	29
DOE	18.7%	17.7%	14.2%	44.2%	42.9%	42.2%	15.8%	15.9%	16.5%	13.0%	13.7%	16.3%	8.4%	9.8%	10.9%	8,428	7,864	8,152	38	33	34
DOI	17.1%	15.8%	14.5%	44.4%	43.4%	43.2%	16.3%	16.8%	17.3%	13.7%	14.3%	15.0%	8.5%	9.7%	10.1%	25,194	22,255	25,230	85	72	86
DOJ	17.8%	18.4%	18.1%	41.5%	42.7%	43.5%	17.0%	15.7%	16.2%	14.4%	14.0%	14.2%	9.3%	9.3%	8.0%	15,807	15,997	19,483	54	59	67
DOL	18.3%	18.2%	16.4%	42.4%	41.6%	40.8%	16.3%	17.0%	17.9%	12.8%	13.4%	14.3%	10.2%	9.8%	10.7%	8,672	10,904	10,918	25	48	51
DOT	18.3%	16.9%	16.6%	45.7%	44.9%	43.7%	15.4%	15.8%	16.5%	12.4%	13.5%	13.8%	8.2%	8.9%	9.3%	16,478	14,374	14,952	62	51	68
Educ	16.8%	18.5%	18.2%	40.3%	38.6%	40.5%	17.1%	16.2%	14.2%	14.5%	15.3%	16.9%	11.3%	11.5%	10.2%	2,777	2,793	2,615	11	7	12
EEOC	21.6%	19.6%	20.5%	38.2%	41.6%	37.6%	17.0%	16.0%	15.8%	13.0%	13.2%	14.4%	10.3%	9.6%	11.8%	1,384	1,440	1,191	5	5	3
EPA	16.3%	14.6%	13.3%	44.4%	43.4%	41.4%	16.7%	17.3%	16.3%	14.3%	15.4%	16.9%	8.3%	9.3%	12.1%	9,220	9,788	4,288	31	44	13
FCC	17.7%	18.9%	16.9%	40.3%	36.8%	39.5%	18.3%	19.6%	16.3%	13.4%	12.5%	15.7%	10.2%	12.2%	11.6%	701	624	547	2	7	4
FERC	26.1%	24.4%	25.1%	45.2%	42.3%	41.6%	12.8%	16.3%	15.1%	10.1%	11.0%	11.2%	5.8%	6.0%	7.0%	1,059	1,124	976	1	4	1
FTC	32.6%	32.2%	28.6%	44.1%	42.4%	40.6%	10.2%	9.9%	11.6%	8.3%	10.9%	12.8%	4.8%	4.7%	6.4%	602	630	617	1	1	0

Report by Agency

(11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
GSA	24.6%	22.8%	19.9%	43.4%	42.1%	41.2%	14.6%	15.8%	17.0%	10.5%	11.3%	12.8%	6.9%	8.0%	9.1%	7,372	6,875	7,595	23	23	33
HHS	21.3%	19.6%	18.3%	43.9%	43.7%	43.2%	15.4%	15.5%	16.4%	12.1%	13.0%	13.5%	7.3%	8.2%	8.6%	42,312	39,292	35,542	163	143	144
HUD	19.2%	17.4%	15.3%	40.3%	39.1%	37.3%	17.5%	16.9%	17.1%	13.0%	15.0%	16.9%	9.9%	11.6%	13.4%	4,866	5,288	5,198	19	23	29
NARA	19.6%	19.5%	17.8%	39.6%	38.3%	37.6%	16.0%	15.0%	15.4%	13.9%	15.2%	14.8%	10.9%	12.0%	14.4%	1,813	1,812	1,651	7	8	10
NASA	30.7%	29.1%	26.5%	44.1%	43.7%	44.8%	11.5%	12.7%	13.6%	9.1%	9.6%	9.8%	4.6%	4.9%	5.4%	11,631	10,919	9,646	28	29	23
NCUA	17.6%	21.3%	20.2%	47.3%	46.3%	45.9%	15.4%	14.1%	16.7%	11.3%	11.1%	11.0%	8.5%	7.1%	6.2%	659	637	747	0	1	3
NLRB	21.3%	17.7%	20.6%	43.1%	41.9%	42.1%	15.9%	15.8%	13.5%	11.6%	14.1%	14.4%	8.1%	10.6%	9.4%	837	843	861	2	3	2
NRC	21.9%	21.4%	23.2%	43.1%	44.4%	43.8%	15.2%	13.9%	13.4%	12.0%	11.4%	12.1%	7.8%	8.8%	7.5%	2,412	2,101	2,592	6	8	12
NSF	23.7%	23.8%	22.0%	41.3%	37.5%	39.5%	13.4%	14.5%	14.2%	14.5%	15.4%	14.1%	7.0%	8.8%	10.1%	893	826	865	3	2	3
OMB	24.5%	21.2%	21.7%	47.5%	52.4%	45.1%	14.9%	13.6%	20.3%	9.0%	9.7%	11.7%	4.1%	3.1%	1.3%	336	344	296	0	0	1
OPM	18.8%	19.2%	17.3%	42.8%	42.7%	43.8%	18.0%	17.5%	18.1%	12.3%	11.9%	11.9%	8.1%	8.7%	8.9%	2,857	3,081	3,258	16	18	14
PBGC	24.4%	21.7%	20.1%	41.0%	42.5%	40.3%	15.9%	14.9%	15.9%	13.2%	14.0%	15.2%	5.5%	6.8%	8.4%	604	547	610	0	0	6
RRB	21.7%	17.3%	18.7%	39.5%	43.2%	41.9%	16.0%	18.7%	19.9%	12.0%	11.8%	11.0%	10.8%	9.0%	8.4%	440	302	446	2	2	0
SBA	19.9%	16.3%	15.6%	40.1%	38.5%	37.2%	14.5%	16.6%	16.2%	13.5%	13.2%	16.7%	12.1%	15.4%	14.2%	1,479	1,329	1,248	8	7	13
SEC	22.9%	19.5%	16.1%	44.6%	43.2%	43.5%	14.3%	15.6%	14.9%	11.9%	13.8%	13.9%	6.3%	8.0%	11.7%	3,464	3,130	1,876	10	5	7

Report by Agency

(11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
SSA	16.5%	16.2%	17.4%	39.1%	38.9%	39.6%	17.4%	17.9%	18.0%	15.2%	15.4%	14.8%	11.8%	11.6%	10.1%	8,343	8,624	10,042	33	50	53
State	15.9%	15.1%	16.9%	45.7%	44.7%	43.3%	15.8%	17.3%	16.6%	15.2%	14.8%	15.1%	7.4%	8.1%	8.0%	4,204	5,117	3,911	11	25	14
Treas	16.2%	15.7%	15.2%	42.1%	41.3%	41.4%	17.7%	17.8%	17.4%	13.9%	14.6%	15.0%	10.1%	10.6%	11.0%	45,258	43,802	49,501	245	249	302
USAID	17.0%	13.6%	14.6%	43.8%	43.1%	40.4%	15.5%	17.2%	17.5%	15.5%	16.3%	18.0%	8.3%	9.8%	9.5%	2,047	2,223	1,927	8	2	12
USDA	15.9%	15.2%	13.2%	47.1%	46.6%	46.1%	17.3%	17.2%	17.7%	12.5%	13.0%	14.3%	7.1%	7.9%	8.7%	48,036	22,124	19,838	137	60	50
VA	17.6%	17.6%	16.9%	40.1%	40.7%	40.9%	16.4%	16.1%	16.0%	14.6%	14.8%	15.2%	11.3%	10.8%	10.9%	62,642	29,188	30,577	295	141	161
Small Agencies	22.2%	20.6%	19.1%	40.9%	40.7%	41.6%	14.8%	14.9%	14.3%	12.9%	13.2%	14.3%	9.1%	10.6%	10.8%	5,425	5,268	4,969	23	28	25
DOD	19.1%	17.8%	17.5%	42.4%	41.8%	42.4%	16.0%	16.2%	16.5%	13.8%	14.5%	14.3%	8.7%	9.8%	9.3%	69,354	56,794	70,182	287	281	281
USACE	17.4%	16.6%	15.8%	48.2%	46.6%	47.3%	16.9%	16.0%	16.1%	11.9%	13.6%	13.0%	5.6%	7.1%	7.9%	4,316	3,489	4,127	11	13	19
Air Force	19.8%	18.8%	18.1%	42.3%	41.7%	42.8%	15.3%	15.6%	15.9%	13.6%	13.9%	14.7%	9.0%	9.9%	8.5%	16,589	15,094	18,145	71	80	62
Army‡	19.2%	17.4%	17.5%	41.2%	40.7%	41.5%	15.4%	15.9%	16.2%	15.0%	15.3%	14.5%	9.2%	10.7%	10.4%	17,123	13,030	15,947	80	77	77
Navy‡	18.3%	17.0%	16.9%	44.4%	43.6%	43.4%	16.8%	17.1%	17.2%	13.1%	13.7%	13.7%	7.3%	8.6%	8.7%	13,928	10,811	15,646	54	43	64
Marine Corps	21.9%	19.5%	18.6%	40.8%	38.3%	39.9%	17.1%	16.1%	17.5%	11.4%	14.7%	14.3%	8.8%	11.4%	9.6%	1,775	1,165	1,621	4	7	7
DOD 4th Estate	19.3%	18.5%	17.9%	39.4%	39.3%	40.2%	16.2%	16.0%	16.9%	14.4%	15.7%	14.8%	10.7%	10.6%	10.1%	15,623	13,205	14,696	67	61	52

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
BBG	31.9%	33.0%	32.6%	45.8%	42.0%	43.9%	11.7%	10.7%	11.1%	5.3%	6.5%	6.5%	5.3%	7.7%	5.9%	1,043	880	1,076	13	12	10
CSOSA	42.7%	40.4%	39.8%	46.8%	49.0%	49.6%	6.6%	7.2%	6.3%	1.8%	1.8%	2.2%	2.2%	1.6%	2.0%	539	610	642	0	1	0
DHS	28.4%	26.4%	23.8%	50.9%	48.9%	48.7%	11.1%	11.9%	12.6%	5.2%	6.5%	7.1%	4.3%	6.4%	7.8%	46,905	46,308	42,537	141	230	273
DOC	34.5%	33.9%	33.4%	52.0%	52.0%	51.5%	8.7%	8.6%	9.3%	3.1%	3.5%	3.9%	1.7%	2.0%	1.9%	10,395	9,689	10,020	20	20	31
DOE	35.0%	32.4%	28.9%	49.7%	51.1%	52.3%	8.8%	9.7%	10.8%	4.0%	4.1%	4.9%	2.5%	2.8%	3.1%	8,511	7,992	8,384	36	24	28
DOI	31.3%	30.5%	28.7%	52.0%	51.1%	52.1%	10.3%	10.7%	11.1%	4.1%	4.8%	5.1%	2.4%	2.9%	3.0%	25,591	22,778	26,002	91	66	94
DOJ	31.4%	32.5%	31.6%	52.4%	52.0%	53.3%	9.4%	9.5%	9.5%	4.6%	3.9%	3.8%	2.1%	2.1%	1.9%	15,960	16,294	20,005	44	63	50
DOL	36.2%	35.1%	33.6%	51.1%	51.5%	52.3%	7.3%	8.3%	8.9%	3.2%	3.1%	3.1%	2.2%	2.1%	2.2%	8,753	11,139	11,242	16	35	32
DOT	33.1%	30.5%	30.3%	52.0%	53.1%	52.1%	9.0%	9.9%	10.8%	3.7%	4.4%	4.3%	2.3%	2.1%	2.5%	16,672	14,718	15,463	49	42	48
Educ	32.1%	33.4%	34.2%	51.1%	50.8%	51.1%	9.5%	8.7%	8.6%	4.2%	4.3%	3.7%	3.1%	2.8%	2.4%	2,785	2,838	2,674	15	3	10
EEOC	43.1%	42.1%	41.8%	45.5%	47.6%	47.3%	6.7%	6.5%	5.1%	2.4%	2.2%	3.7%	2.2%	1.6%	2.1%	1,409	1,486	1,234	1	3	6
EPA	33.7%	31.2%	30.9%	48.6%	53.2%	52.2%	9.5%	9.7%	9.6%	4.7%	3.8%	4.6%	3.4%	2.1%	2.7%	9,309	10,048	4,415	47	31	15
FCC	29.3%	28.5%	30.2%	50.8%	51.2%	48.4%	12.2%	11.0%	12.6%	5.3%	5.7%	4.9%	2.4%	3.7%	3.9%	711	633	563	2	8	5
FERC	44.6%	41.3%	41.3%	45.2%	46.7%	45.3%	6.9%	7.2%	8.2%	1.4%	3.1%	3.6%	1.9%	1.7%	1.7%	1,065	1,144	984	1	1	3
FTC	56.1%	54.9%	48.9%	36.7%	37.4%	41.6%	5.1%	4.5%	5.6%	1.5%	2.4%	2.0%	0.6%	0.9%	1.9%	606	638	620	1	2	1

Report by Agency

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
GSA	38.1%	34.5%	32.2%	48.9%	49.8%	50.6%	8.3%	9.5%	10.1%	3.0%	3.8%	4.1%	1.8%	2.3%	2.9%	7,457	6,981	7,764	23	13	25
HHS	38.2%	35.9%	34.2%	49.6%	50.9%	51.8%	7.9%	8.5%	8.6%	2.6%	3.1%	3.5%	1.6%	1.7%	1.9%	42,667	39,907	36,404	115	98	91
HUD	33.2%	31.2%	29.2%	51.1%	51.0%	51.4%	9.8%	10.8%	11.3%	3.7%	4.4%	4.6%	2.2%	2.6%	3.5%	4,910	5,395	5,314	11	14	29
NARA	34.8%	35.0%	32.0%	49.3%	47.1%	48.1%	9.5%	9.8%	11.4%	3.5%	5.0%	4.4%	2.9%	3.1%	4.2%	1,841	1,834	1,699	7	7	6
NASA	48.5%	46.1%	43.9%	42.9%	43.7%	44.7%	5.7%	6.7%	7.7%	1.7%	2.3%	2.4%	1.1%	1.2%	1.3%	11,731	11,129	9,841	22	14	23
NCUA	31.1%	33.7%	32.4%	50.7%	53.0%	54.0%	10.4%	8.2%	8.5%	4.3%	3.1%	3.5%	3.6%	2.1%	1.6%	653	654	773	1	1	3
NLRB	41.9%	37.8%	41.7%	48.2%	50.8%	48.6%	5.4%	6.2%	5.8%	2.7%	3.5%	2.3%	1.8%	1.6%	1.6%	850	876	891	0	1	2
NRC	43.8%	41.4%	43.9%	46.9%	48.4%	46.2%	4.9%	5.6%	5.9%	2.5%	2.5%	2.6%	1.8%	2.1%	1.4%	2,424	2,127	2,656	6	6	4
NSF	47.1%	48.9%	44.0%	43.1%	41.5%	45.6%	6.6%	5.4%	7.0%	2.2%	3.1%	2.4%	1.0%	1.1%	1.1%	908	848	889	0	0	2
OMB	35.3%	36.4%	31.4%	46.5%	48.4%	49.9%	11.2%	9.0%	11.0%	5.3%	4.4%	5.8%	1.7%	1.9%	1.8%	341	349	305	0	0	0
OPM	34.5%	36.1%	33.9%	51.0%	50.5%	53.1%	9.0%	8.7%	8.5%	3.1%	3.1%	2.7%	2.4%	1.7%	1.7%	2,883	3,151	3,346	10	15	14
PBGC	47.0%	43.1%	43.2%	43.0%	46.9%	45.4%	6.9%	5.3%	7.3%	2.0%	3.3%	1.9%	1.1%	1.4%	2.2%	607	564	626	1	0	0
RRB	38.6%	40.7%	38.4%	47.0%	47.5%	48.9%	8.5%	7.8%	10.0%	4.0%	2.0%	1.4%	1.8%	2.0%	1.3%	446	314	476	2	0	1
SBA	34.1%	31.2%	29.2%	50.5%	49.2%	50.0%	8.8%	9.9%	11.6%	3.6%	5.5%	5.6%	3.0%	4.2%	3.6%	1,501	1,348	1,285	4	9	9
SEC	42.6%	37.9%	35.8%	47.6%	49.4%	49.5%	5.7%	8.2%	7.6%	2.6%	2.7%	4.5%	1.5%	1.7%	2.6%	3,499	3,170	1,903	5	6	4

Report by Agency

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
SSA	35.9%	35.3%	35.5%	53.6%	52.8%	53.5%	7.0%	7.7%	7.3%	2.0%	2.7%	2.5%	1.5%	1.6%	1.2%	8,428	8,802	10,446	9	18	15
State	34.4%	34.4%	34.4%	49.6%	51.6%	52.5%	8.5%	8.1%	8.1%	5.1%	4.0%	3.6%	2.3%	1.9%	1.4%	4,256	5,205	4,029	13	11	10
Treas	28.8%	28.0%	27.5%	53.6%	53.2%	53.5%	10.5%	10.8%	10.9%	4.1%	4.8%	4.9%	3.0%	3.2%	3.3%	45,822	44,864	51,045	210	218	227
USAID	40.0%	32.2%	33.5%	47.7%	53.9%	51.6%	6.8%	8.0%	8.4%	4.1%	3.9%	4.5%	1.5%	1.9%	2.0%	2,073	2,263	1,981	4	3	9
USDA	30.5%	28.1%	26.3%	55.3%	56.0%	56.6%	9.2%	10.0%	10.5%	3.3%	3.9%	4.4%	1.7%	1.9%	2.1%	48,556	22,631	20,402	82	48	47
VA	31.7%	31.3%	30.6%	51.6%	52.7%	52.9%	10.4%	9.9%	10.1%	3.7%	3.6%	3.9%	2.6%	2.5%	2.4%	63,523	29,958	31,770	218	109	120
Small Agencies	39.3%	38.6%	37.1%	46.5%	45.6%	46.0%	7.5%	8.4%	9.0%	3.5%	4.2%	4.3%	3.3%	3.2%	3.6%	5,459	5,348	5,080	25	18	5
DOD	33.4%	31.6%	30.3%	51.2%	51.4%	52.4%	9.2%	10.0%	10.5%	4.1%	4.4%	4.3%	2.2%	2.6%	2.4%	70,041	57,922	72,016	214	187	243
USACE	30.8%	29.9%	28.1%	55.7%	53.7%	54.9%	8.9%	10.2%	10.9%	3.3%	4.2%	4.2%	1.2%	2.0%	1.9%	4,342	3,572	4,262	10	5	14
Air Force	33.8%	32.6%	31.3%	50.4%	50.4%	52.8%	9.1%	9.8%	9.5%	4.5%	4.6%	4.3%	2.2%	2.7%	2.2%	16,740	15,390	18,508	55	50	67
Army†	33.1%	30.6%	29.6%	50.6%	51.4%	52.0%	9.6%	10.6%	11.1%	4.2%	4.5%	4.6%	2.5%	3.0%	2.7%	17,287	13,310	16,483	62	43	60
Navy†	32.5%	30.8%	29.7%	52.8%	53.2%	53.0%	9.1%	9.8%	10.8%	3.8%	4.2%	4.3%	1.7%	2.1%	2.2%	14,076	11,007	16,032	43	44	51
Marine Corps	37.5%	35.9%	33.7%	45.7%	45.6%	49.9%	10.6%	10.8%	9.2%	3.0%	4.6%	4.3%	3.2%	3.2%	2.8%	1,795	1,207	1,661	2	2	6
DOD 4th Estate	34.9%	33.4%	31.7%	49.6%	50.1%	51.3%	8.6%	9.6%	10.3%	4.4%	4.3%	4.0%	2.4%	2.6%	2.7%	15,801	13,436	15,070	42	43	45

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
BBG	49.7%	50.7%	52.1%	37.6%	36.7%	36.0%	8.2%	6.5%	7.9%	2.3%	3.2%	2.1%	2.2%	2.8%	1.9%	1,043	878	1,064	7	6	10
CSOSA	60.8%	57.9%	58.2%	33.4%	36.3%	35.3%	4.4%	4.1%	4.7%	0.7%	0.8%	0.9%	0.7%	0.9%	0.9%	531	606	637	0	2	1
DHS	52.2%	50.5%	47.4%	37.3%	36.4%	37.2%	6.6%	7.4%	8.3%	2.0%	2.6%	3.1%	2.0%	3.2%	4.0%	46,739	45,925	42,602	123	191	226
DOC	49.1%	47.7%	47.8%	41.7%	42.6%	41.9%	6.6%	7.2%	7.7%	1.5%	1.5%	1.7%	1.1%	1.1%	0.9%	10,332	9,597	9,922	19	36	28
DOE	48.3%	45.7%	43.7%	40.6%	42.4%	42.9%	7.6%	8.0%	9.1%	2.1%	2.0%	2.8%	1.4%	1.9%	1.6%	8,489	7,939	8,297	32	26	20
DOI	48.4%	47.5%	46.6%	42.3%	42.5%	43.1%	6.8%	7.1%	7.4%	1.5%	1.7%	1.6%	1.0%	1.2%	1.2%	25,488	22,584	25,750	61	59	85
DOJ	48.0%	48.5%	48.9%	40.6%	41.1%	40.6%	7.5%	6.8%	7.2%	2.4%	2.1%	1.9%	1.5%	1.5%	1.3%	15,922	16,171	19,828	34	45	46
DOL	54.3%	53.1%	51.8%	37.4%	37.9%	38.8%	5.7%	6.5%	6.8%	1.6%	1.5%	1.6%	1.0%	0.9%	1.1%	8,725	11,023	11,116	12	30	21
DOT	53.0%	51.3%	50.8%	38.4%	39.3%	39.6%	5.8%	6.4%	6.7%	1.7%	2.0%	1.8%	1.1%	1.0%	1.1%	16,616	14,606	15,297	40	27	34
Educ	50.8%	49.6%	50.0%	38.5%	39.9%	39.0%	7.5%	6.6%	7.5%	1.8%	2.0%	1.8%	1.4%	1.9%	1.6%	2,795	2,805	2,640	9	8	6
EEOC	64.2%	64.0%	62.9%	29.8%	30.1%	31.3%	3.8%	3.8%	4.3%	1.2%	1.2%	0.8%	1.1%	0.9%	0.9%	1,392	1,455	1,222	2	2	3
EPA	51.4%	43.8%	43.5%	39.2%	44.5%	42.8%	6.5%	8.3%	9.4%	1.8%	2.1%	2.9%	1.1%	1.3%	1.4%	9,270	9,956	4,354	27	24	18
FCC	39.3%	39.1%	39.0%	43.5%	45.9%	45.2%	11.2%	10.7%	10.4%	3.9%	2.4%	2.6%	2.0%	1.8%	2.8%	701	633	559	5	8	2
FERC	52.5%	49.7%	50.2%	38.6%	39.1%	38.2%	7.1%	8.0%	7.5%	0.9%	1.4%	2.9%	1.0%	1.8%	1.2%	1,057	1,130	973	2	1	3
FTC	61.7%	57.5%	53.5%	31.7%	32.4%	38.0%	4.7%	6.0%	5.5%	1.6%	3.5%	1.5%	0.3%	0.6%	1.5%	600	628	616	1	2	4

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
GSA	47.7%	44.7%	42.9%	42.3%	43.5%	43.9%	7.1%	8.3%	9.5%	1.6%	2.0%	2.3%	1.3%	1.5%	1.4%	7,426	6,898	7,661	11	21	22
HHS	54.2%	51.6%	50.6%	38.1%	39.8%	40.4%	5.6%	6.2%	6.5%	1.4%	1.4%	1.6%	0.8%	1.0%	0.9%	42,506	39,540	36,024	84	85	84
HUD	49.7%	45.7%	45.3%	40.3%	41.8%	41.1%	7.1%	8.4%	8.9%	1.9%	2.4%	2.8%	1.1%	1.8%	1.9%	4,887	5,329	5,253	9	21	17
NARA	54.9%	53.9%	54.0%	36.4%	36.8%	35.3%	5.7%	6.3%	7.6%	1.7%	1.8%	1.7%	1.4%	1.3%	1.5%	1,838	1,824	1,686	4	5	3
NASA	54.3%	52.0%	49.6%	37.0%	38.4%	39.8%	6.3%	7.1%	7.5%	1.6%	1.8%	2.0%	0.8%	0.8%	1.0%	11,685	11,014	9,737	24	24	34
NCUA	43.7%	44.3%	46.7%	44.0%	48.1%	43.3%	8.5%	4.3%	7.3%	2.4%	2.4%	2.3%	1.4%	0.8%	0.4%	660	646	763	0	3	0
NLRB	57.0%	51.9%	55.9%	34.0%	38.7%	36.4%	5.9%	5.8%	5.5%	2.0%	3.3%	1.3%	1.1%	0.3%	0.9%	842	861	886	0	2	2
NRC	48.9%	46.2%	49.3%	40.2%	42.2%	40.0%	7.4%	8.2%	7.3%	2.2%	2.2%	2.3%	1.4%	1.3%	1.2%	2,415	2,118	2,631	3	7	6
NSF	56.0%	56.6%	55.2%	34.3%	34.0%	36.6%	6.2%	7.2%	5.7%	2.3%	1.2%	1.5%	1.2%	0.9%	1.0%	900	842	885	0	0	2
OMB	46.1%	51.8%	50.6%	42.7%	39.0%	39.8%	8.2%	7.6%	8.9%	2.5%	1.0%	0.4%	0.6%	0.6%	0.4%	338	347	301	0	1	1
OPM	57.2%	57.2%	57.6%	34.7%	35.2%	34.7%	5.6%	5.3%	5.4%	1.2%	1.4%	1.4%	1.3%	0.9%	0.9%	2,881	3,142	3,307	9	8	11
PBGC	55.0%	54.7%	52.6%	36.0%	38.0%	39.4%	6.4%	5.1%	6.1%	1.1%	1.1%	1.2%	1.5%	1.1%	0.7%	605	552	620	0	0	0
RRB	55.3%	55.1%	56.9%	37.8%	36.3%	35.4%	5.6%	7.6%	5.4%	0.9%	0.9%	1.2%	0.3%	0.0%	1.1%	437	309	468	2	0	0
SBA	50.9%	45.0%	44.3%	40.3%	43.3%	42.6%	6.3%	6.6%	8.8%	1.5%	2.2%	2.7%	0.9%	2.8%	1.6%	1,489	1,339	1,266	4	6	3
SEC	54.3%	49.8%	46.8%	36.4%	40.3%	41.0%	6.5%	6.4%	8.4%	1.7%	2.3%	2.8%	1.1%	1.1%	1.0%	3,482	3,167	1,871	7	6	5

Report by Agency

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
SSA	58.1%	59.8%	60.4%	36.0%	34.1%	34.2%	4.2%	4.5%	3.8%	1.0%	0.9%	0.9%	0.8%	0.7%	0.7%	8,377	8,712	10,328	9	12	10
State	54.5%	48.3%	49.3%	36.1%	40.4%	40.5%	6.5%	7.8%	7.1%	1.9%	2.4%	2.1%	1.0%	1.0%	1.0%	4,229	5,154	3,979	6	17	15
Treas	45.5%	45.1%	45.3%	43.2%	43.3%	43.3%	7.6%	7.6%	7.5%	2.0%	2.0%	2.2%	1.6%	1.9%	1.8%	45,593	44,470	50,553	163	173	144
USAID	54.2%	47.4%	46.3%	35.4%	39.8%	41.0%	7.7%	8.6%	8.6%	2.0%	3.0%	2.6%	0.7%	1.2%	1.5%	2,060	2,236	1,960	3	4	2
USDA	49.1%	46.5%	44.7%	41.8%	43.7%	44.9%	6.6%	7.2%	7.5%	1.5%	1.6%	2.1%	0.9%	1.0%	0.8%	48,394	22,420	20,211	74	63	54
VA	57.6%	57.4%	57.5%	36.2%	36.7%	36.8%	4.3%	4.0%	4.0%	0.9%	1.0%	1.0%	0.9%	0.8%	0.7%	63,300	29,800	31,422	110	54	65
Small Agencies	50.7%	49.2%	47.8%	38.1%	38.8%	39.2%	7.3%	7.3%	8.7%	2.0%	2.5%	2.6%	1.9%	2.2%	1.7%	5,440	5,302	5,027	25	9	15
DOD	48.1%	47.1%	46.9%	41.4%	42.2%	42.6%	7.4%	7.4%	7.4%	1.9%	2.0%	1.9%	1.1%	1.3%	1.2%	69,796	57,382	71,374	199	164	174
USACE	44.7%	42.1%	42.1%	45.3%	47.1%	47.1%	7.4%	7.6%	7.7%	1.8%	1.9%	1.8%	0.8%	1.2%	1.3%	4,328	3,539	4,234	8	6	9
Air Force	47.2%	46.4%	45.1%	42.4%	42.0%	44.3%	7.1%	7.9%	7.2%	2.2%	2.3%	2.1%	1.2%	1.4%	1.2%	16,669	15,264	18,381	57	36	43
Army‡	49.7%	48.0%	48.7%	40.5%	41.7%	41.2%	6.9%	7.0%	7.1%	1.9%	1.9%	1.8%	1.1%	1.4%	1.2%	17,262	13,184	16,291	52	45	40
Navy‡	47.2%	46.3%	46.2%	42.2%	43.3%	43.1%	8.0%	7.5%	8.0%	1.7%	1.9%	1.7%	0.9%	1.1%	1.0%	14,021	10,888	15,904	33	28	36
Marine Corps	53.5%	49.8%	50.5%	36.0%	40.9%	40.6%	7.4%	5.9%	6.0%	1.3%	2.0%	1.4%	1.8%	1.4%	1.5%	1,798	1,189	1,629	2	4	3
DOD 4th Estate	48.3%	49.1%	48.0%	40.1%	39.7%	40.4%	7.9%	7.7%	7.6%	2.3%	2.0%	2.3%	1.4%	1.5%	1.6%	15,718	13,318	14,935	47	45	43

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(14) Physical conditions allow employees to perform their jobs well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
BBG	16.2%	15.2%	15.4%	36.9%	33.1%	35.4%	16.1%	16.9%	18.8%	16.7%	17.6%	15.7%	14.1%	17.2%	14.7%	1,051	879	1,084	7	12	9
CSOSA	29.1%	24.0%	26.9%	38.1%	39.5%	41.9%	8.4%	12.2%	12.1%	14.3%	13.7%	10.9%	10.1%	10.5%	8.1%	536	612	641	2	4	1
DHS	21.0%	19.7%	18.4%	38.3%	38.5%	39.1%	15.5%	14.9%	15.6%	13.6%	14.2%	14.3%	11.7%	12.6%	12.6%	47,008	46,526	42,672	187	208	247
DOC	29.2%	29.0%	29.7%	44.4%	42.7%	42.6%	14.1%	14.8%	14.5%	8.3%	8.8%	8.5%	4.0%	4.7%	4.8%	10,294	9,611	9,957	131	112	115
DOE	26.3%	24.9%	22.8%	45.3%	45.1%	46.4%	13.1%	13.4%	13.4%	9.8%	10.6%	11.2%	5.5%	5.9%	6.1%	8,527	8,013	8,403	19	20	17
DOI	23.6%	22.7%	21.6%	46.1%	45.2%	45.9%	14.1%	15.1%	15.0%	10.5%	10.7%	11.2%	5.8%	6.3%	6.3%	25,663	22,872	26,131	82	77	84
DOJ	26.0%	25.7%	26.4%	44.2%	45.2%	45.8%	13.9%	13.2%	12.8%	9.7%	10.1%	9.8%	6.2%	5.8%	5.2%	15,994	16,369	20,061	47	48	44
DOL	28.0%	27.7%	26.5%	43.8%	43.1%	43.9%	13.3%	13.3%	13.9%	9.5%	9.9%	9.5%	5.4%	6.0%	6.3%	8,737	11,115	11,230	54	77	55
DOT	27.7%	25.5%	25.0%	46.3%	46.7%	47.5%	12.1%	12.7%	12.7%	9.6%	10.3%	9.5%	4.3%	4.8%	5.3%	16,689	14,750	15,498	52	43	57
Educ	24.5%	23.1%	28.4%	42.8%	42.1%	45.2%	13.7%	12.6%	10.8%	11.7%	12.8%	10.8%	7.2%	9.4%	4.8%	2,802	2,826	2,683	11	13	7
EEOC	30.6%	28.3%	30.2%	44.9%	42.5%	41.8%	10.4%	12.5%	11.3%	9.1%	11.2%	10.5%	5.0%	5.5%	6.1%	1,402	1,493	1,232	2	4	6
EPA	25.7%	22.8%	23.0%	47.0%	46.7%	46.4%	12.7%	13.6%	13.5%	10.0%	10.9%	11.4%	4.6%	6.0%	5.7%	9,325	10,086	4,432	24	31	9
FCC	27.6%	25.5%	24.5%	48.5%	48.8%	49.1%	12.6%	13.2%	12.7%	7.8%	7.7%	8.1%	3.6%	4.8%	5.5%	708	637	568	4	7	3
FERC	40.9%	39.3%	36.9%	43.5%	42.2%	45.5%	7.7%	10.1%	10.3%	4.6%	5.7%	5.7%	3.2%	2.6%	1.7%	1,060	1,145	988	2	2	1
FTC	33.4%	31.9%	26.2%	43.1%	40.5%	42.8%	11.6%	12.4%	13.6%	8.5%	9.8%	11.1%	3.4%	5.4%	6.3%	605	634	622	3	3	3

Report by Agency

(14) Physical conditions allow employees to perform their jobs well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
GSA	32.9%	30.5%	28.6%	40.5%	40.2%	42.1%	11.9%	13.2%	12.8%	9.0%	9.1%	9.7%	5.7%	7.0%	6.9%	7,454	6,976	7,778	37	48	54
HHS	29.5%	27.3%	26.3%	43.5%	43.8%	45.0%	12.5%	12.7%	13.0%	9.3%	10.4%	10.2%	5.2%	5.9%	5.5%	42,697	39,950	36,471	172	153	119
HUD	23.3%	21.8%	21.5%	41.2%	41.1%	41.2%	13.7%	14.8%	14.4%	12.4%	13.2%	13.2%	9.4%	9.1%	9.7%	4,917	5,407	5,339	25	17	26
NARA	31.4%	30.3%	28.8%	42.0%	42.0%	41.1%	12.4%	12.4%	12.9%	8.9%	9.5%	10.0%	5.2%	5.9%	7.2%	1,844	1,849	1,705	5	7	5
NASA	36.7%	36.5%	33.8%	42.1%	42.3%	44.9%	11.0%	10.8%	10.9%	7.0%	7.1%	7.6%	3.2%	3.2%	2.8%	11,758	11,137	9,872	18	14	13
NCUA	29.2%	25.1%	24.8%	42.1%	42.2%	44.1%	18.8%	22.5%	21.0%	5.9%	6.5%	6.3%	4.1%	3.6%	3.8%	654	640	763	10	17	12
NLRB	26.2%	24.8%	24.9%	46.4%	42.0%	44.6%	12.4%	11.6%	12.7%	9.4%	11.0%	12.0%	5.6%	10.6%	5.8%	848	872	894	1	5	4
NRC	35.2%	31.9%	33.1%	41.3%	42.4%	42.4%	10.3%	11.9%	10.2%	8.5%	8.8%	9.6%	4.8%	5.0%	4.7%	2,423	2,133	2,660	9	8	7
NSF	32.9%	36.1%	34.0%	44.1%	41.7%	47.7%	12.0%	11.4%	10.2%	7.8%	8.5%	5.6%	3.2%	2.3%	2.6%	905	850	896	0	0	1
OMB	26.9%	11.2%	17.5%	39.2%	35.6%	31.1%	10.7%	19.6%	17.5%	16.6%	23.7%	23.7%	6.5%	9.9%	10.2%	341	348	303	0	2	2
OPM	25.9%	26.1%	25.0%	39.8%	38.4%	41.3%	17.3%	17.5%	16.6%	9.4%	11.1%	10.1%	7.6%	7.0%	6.9%	2,852	3,122	3,306	60	58	56
PBGC	42.5%	39.2%	44.3%	46.5%	47.2%	43.6%	7.9%	9.0%	6.8%	1.7%	3.6%	3.2%	1.3%	1.0%	2.1%	602	565	627	1	0	1
RRB	20.2%	25.5%	23.2%	42.8%	36.5%	43.6%	14.1%	19.3%	13.7%	14.0%	12.5%	11.5%	8.9%	6.1%	8.1%	443	319	477	3	0	2
SBA	26.3%	23.6%	22.3%	43.1%	42.1%	44.3%	12.5%	13.0%	15.5%	10.3%	12.3%	9.6%	7.9%	9.0%	8.3%	1,499	1,362	1,289	5	6	5
SEC	44.3%	38.3%	35.9%	43.6%	45.6%	47.3%	6.5%	8.9%	8.6%	4.0%	4.7%	5.9%	1.7%	2.5%	2.3%	3,501	3,180	1,895	8	6	6

Report by Agency

(14) Physical conditions allow employees to perform their jobs well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
SSA	24.4%	24.2%	25.4%	39.5%	39.9%	40.0%	13.7%	13.8%	13.5%	13.4%	14.1%	13.6%	8.9%	8.0%	7.6%	8,440	8,838	10,457	28	23	33
State	25.5%	24.6%	24.4%	45.6%	44.1%	45.7%	13.1%	13.4%	12.2%	10.6%	12.0%	11.5%	5.3%	5.9%	6.2%	4,261	5,215	4,037	11	12	12
Treas	23.1%	22.7%	21.9%	43.4%	43.7%	44.3%	14.2%	14.1%	14.3%	11.3%	11.5%	11.6%	8.0%	8.0%	7.9%	45,812	44,910	51,081	293	309	355
USAID	24.6%	20.4%	18.6%	40.8%	39.6%	41.9%	12.7%	13.5%	12.5%	13.7%	15.1%	14.4%	8.2%	11.4%	12.7%	2,072	2,258	1,983	4	7	3
USDA	23.7%	23.0%	21.7%	47.2%	47.4%	47.9%	14.1%	14.2%	14.2%	9.8%	10.0%	10.6%	5.2%	5.4%	5.6%	48,595	22,692	20,447	163	65	58
VA	22.3%	22.0%	21.2%	39.0%	40.1%	40.1%	14.6%	14.1%	14.5%	14.2%	14.4%	14.4%	10.0%	9.5%	9.9%	63,656	30,019	31,851	343	174	183
Small Agencies	38.1%	35.8%	35.5%	40.2%	41.0%	43.1%	10.7%	10.4%	9.7%	6.9%	7.8%	7.4%	4.1%	5.1%	4.4%	5,482	5,368	5,076	21	16	20
DOD	23.6%	22.1%	21.9%	42.8%	43.2%	43.8%	13.9%	14.2%	14.3%	12.5%	12.9%	12.6%	7.2%	7.6%	7.4%	70,217	58,157	72,361	170	167	206
USACE	23.8%	23.1%	22.3%	47.1%	46.4%	48.0%	14.0%	13.1%	14.5%	10.2%	11.6%	10.5%	4.8%	5.7%	4.8%	4,349	3,570	4,277	12	10	14
Air Force	21.9%	21.0%	20.8%	41.9%	43.3%	44.8%	13.8%	14.5%	14.5%	14.5%	13.2%	12.9%	7.9%	7.9%	7.1%	16,782	15,462	18,653	39	37	45
Army‡	25.2%	24.1%	23.2%	44.1%	43.8%	44.6%	13.2%	13.2%	13.5%	11.2%	11.9%	11.6%	6.3%	7.0%	7.2%	17,361	13,354	16,558	38	39	57
Navy‡	20.7%	18.4%	18.2%	41.2%	41.1%	41.5%	15.5%	16.0%	15.9%	14.1%	15.3%	15.4%	8.3%	9.2%	9.1%	14,114	11,058	16,075	35	40	52
Marine Corps	25.7%	23.3%	25.6%	41.1%	42.9%	42.1%	14.1%	14.3%	13.4%	11.3%	11.9%	10.9%	7.8%	7.6%	8.1%	1,803	1,208	1,665	4	4	4
DOD 4th Estate	28.1%	26.6%	26.9%	43.9%	44.8%	44.4%	11.7%	12.5%	12.7%	9.9%	10.4%	10.4%	6.5%	5.7%	5.6%	15,808	13,505	15,133	42	37	34

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
BBG	17.2%	19.3%	20.4%	41.1%	40.5%	43.5%	22.1%	21.7%	20.7%	9.4%	7.9%	7.1%	10.2%	10.6%	8.2%	1,010	847	1,035	51	43	60
CSOSA	29.9%	27.5%	23.8%	38.2%	37.1%	40.5%	12.7%	14.3%	14.4%	10.8%	12.2%	12.4%	8.4%	8.9%	9.0%	529	607	642	9	11	3
DHS	23.2%	20.8%	19.3%	40.9%	38.8%	38.8%	15.6%	15.4%	16.5%	9.6%	11.1%	11.7%	10.6%	13.9%	13.7%	46,661	46,184	42,372	536	534	574
DOC	27.7%	26.8%	25.7%	45.5%	45.1%	43.8%	14.0%	14.1%	14.9%	7.9%	7.9%	9.3%	4.9%	6.1%	6.3%	10,278	9,605	9,944	150	129	126
DOE	27.2%	24.0%	21.0%	44.9%	44.9%	43.2%	13.8%	14.5%	15.5%	8.1%	9.2%	10.7%	5.9%	7.4%	9.6%	8,457	7,932	8,319	107	98	94
DOI	24.0%	22.3%	21.0%	46.5%	45.6%	46.0%	15.1%	15.5%	16.1%	8.4%	9.4%	9.9%	6.0%	7.2%	7.1%	25,346	22,613	25,852	417	342	328
DOJ	28.8%	30.3%	30.3%	44.1%	42.1%	43.4%	12.9%	12.2%	12.2%	7.4%	7.9%	7.7%	6.8%	7.5%	6.4%	15,862	16,221	19,874	207	197	236
DOL	28.7%	27.4%	25.0%	42.5%	41.0%	40.8%	13.0%	14.1%	15.1%	8.0%	9.5%	9.9%	7.8%	7.9%	9.1%	8,680	11,006	11,133	111	187	156
DOT	26.3%	24.3%	23.7%	45.2%	44.2%	44.7%	15.6%	16.3%	17.4%	6.9%	8.3%	8.0%	6.0%	6.9%	6.2%	16,450	14,499	15,215	322	312	295
Educ	25.3%	25.7%	26.6%	40.8%	39.2%	38.7%	15.5%	14.2%	14.2%	9.6%	10.9%	10.5%	8.9%	10.0%	9.9%	2,783	2,802	2,640	37	44	49
EEOC	32.2%	33.8%	34.0%	36.1%	40.8%	39.6%	16.3%	12.1%	10.4%	7.3%	7.1%	7.9%	8.0%	6.2%	8.1%	1,373	1,472	1,219	41	31	21
EPA	27.7%	24.3%	23.5%	47.6%	47.2%	46.5%	12.9%	14.5%	14.6%	7.2%	8.2%	9.4%	4.5%	5.8%	6.1%	9,288	10,021	4,400	89	90	36
FCC	32.6%	29.6%	30.1%	44.7%	45.6%	44.4%	13.6%	16.2%	16.4%	5.8%	5.1%	3.7%	3.3%	3.5%	5.4%	696	626	558	17	15	11
FERC	37.5%	34.5%	32.6%	40.9%	42.3%	43.2%	11.9%	12.4%	12.5%	5.4%	5.5%	7.1%	4.4%	5.3%	4.6%	1,049	1,106	956	15	33	33
FTC	50.9%	47.9%	40.5%	36.3%	36.3%	40.6%	7.7%	7.9%	11.1%	3.2%	4.6%	4.1%	1.9%	3.3%	3.7%	603	623	613	7	16	10

Report by Agency

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
GSA	33.0%	29.0%	25.9%	42.2%	42.0%	42.9%	13.3%	15.2%	14.9%	6.6%	7.5%	9.0%	4.9%	6.3%	7.3%	7,361	6,912	7,681	137	121	135
HHS	31.5%	28.3%	26.8%	43.2%	42.5%	42.7%	12.3%	13.3%	13.7%	7.3%	8.7%	9.3%	5.7%	7.1%	7.6%	42,364	39,618	36,107	503	507	435
HUD	31.4%	28.2%	25.9%	41.5%	40.0%	38.6%	12.8%	14.2%	15.8%	7.4%	9.2%	10.0%	6.9%	8.3%	9.6%	4,871	5,348	5,241	61	72	122
NARA	35.7%	32.2%	29.0%	39.9%	40.1%	37.3%	9.7%	11.2%	12.9%	6.9%	8.6%	10.7%	7.8%	7.9%	10.2%	1,836	1,841	1,695	15	19	15
NASA	41.4%	38.0%	35.3%	40.7%	41.7%	43.7%	10.2%	12.2%	12.0%	4.8%	4.8%	5.7%	2.8%	3.3%	3.4%	11,606	10,982	9,746	167	174	140
NCUA	29.2%	30.1%	30.2%	41.6%	45.0%	44.0%	13.8%	10.4%	12.3%	9.1%	7.9%	8.8%	6.3%	6.6%	4.8%	655	643	762	6	9	6
NLRB	30.2%	23.8%	23.3%	41.3%	44.0%	43.7%	15.6%	14.7%	14.1%	6.7%	9.2%	11.9%	6.3%	8.3%	7.0%	820	840	859	26	37	36
NRC	32.7%	28.3%	30.3%	44.2%	45.8%	45.1%	10.9%	12.6%	10.2%	7.2%	7.8%	8.2%	4.9%	5.5%	6.2%	2,421	2,127	2,635	16	17	32
NSF	47.6%	45.3%	41.5%	35.7%	34.2%	36.3%	7.2%	8.2%	9.2%	3.9%	5.0%	6.4%	5.7%	7.3%	6.6%	897	846	882	10	4	10
OMB	31.1%	30.4%	28.6%	50.0%	45.9%	46.7%	10.2%	14.5%	12.5%	5.6%	4.2%	9.6%	3.0%	5.1%	2.6%	329	326	287	12	25	16
OPM	32.9%	31.1%	29.9%	41.6%	42.5%	44.1%	11.9%	12.2%	12.2%	7.5%	7.8%	8.2%	6.1%	6.4%	5.6%	2,873	3,150	3,330	35	33	29
PBGC	32.6%	30.2%	25.6%	44.6%	38.8%	41.4%	11.6%	12.7%	13.6%	7.1%	9.7%	11.6%	4.1%	8.5%	7.8%	595	544	618	14	17	6
RRB	27.1%	25.1%	24.3%	46.2%	41.5%	46.5%	11.3%	20.3%	14.8%	7.5%	7.8%	8.7%	7.9%	5.2%	5.8%	441	310	470	5	7	6
SBA	29.3%	27.4%	26.3%	43.1%	41.3%	41.6%	11.7%	13.1%	14.3%	8.1%	8.4%	7.5%	7.7%	9.8%	10.4%	1,474	1,351	1,275	26	16	18
SEC	29.9%	25.2%	21.3%	46.4%	44.2%	44.7%	13.4%	15.3%	14.8%	5.8%	8.3%	10.6%	4.5%	7.0%	8.6%	3,483	3,151	1,882	26	49	32

Report by Agency

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
SSA	22.9%	22.3%	21.9%	41.6%	39.4%	40.1%	15.4%	15.9%	16.2%	11.5%	12.6%	12.1%	8.6%	9.9%	9.7%	8,333	8,689	10,245	137	164	217
State	29.2%	28.9%	28.6%	47.6%	47.6%	45.7%	12.9%	12.4%	13.5%	5.6%	6.3%	7.2%	4.8%	4.9%	5.1%	4,237	5,148	3,965	43	80	77
Treas	31.8%	30.9%	30.3%	43.9%	43.4%	43.3%	11.4%	11.5%	11.5%	7.1%	7.6%	8.0%	5.8%	6.6%	6.9%	45,781	44,876	50,955	390	392	507
USAID	26.9%	23.6%	22.2%	42.5%	41.5%	42.6%	15.2%	15.7%	13.5%	9.4%	9.9%	11.4%	6.0%	9.3%	10.3%	2,059	2,233	1,957	20	35	29
USDA	25.1%	23.0%	21.1%	47.6%	47.8%	47.5%	13.7%	14.4%	15.3%	8.1%	8.7%	9.5%	5.5%	6.2%	6.6%	48,400	22,533	20,364	352	212	148
VA	27.2%	27.5%	26.3%	40.0%	39.8%	39.8%	14.3%	14.0%	14.2%	9.0%	9.7%	10.3%	9.5%	9.0%	9.4%	62,892	29,587	31,355	1,145	580	625
Small Agencies	34.5%	31.5%	31.2%	41.8%	42.4%	40.4%	11.9%	12.9%	13.5%	6.2%	6.7%	7.6%	5.5%	6.6%	7.3%	5,392	5,251	4,988	112	128	112
DOD	29.4%	28.1%	27.8%	44.6%	44.3%	45.3%	14.3%	14.6%	14.2%	6.5%	7.1%	7.2%	5.2%	5.9%	5.6%	69,100	57,074	71,250	1,325	1,223	1,202
USACE	33.2%	30.6%	30.6%	48.0%	47.3%	46.9%	10.4%	11.5%	11.5%	4.9%	5.7%	6.4%	3.6%	4.8%	4.6%	4,326	3,545	4,226	45	39	53
Air Force	30.2%	30.5%	30.1%	43.2%	42.6%	45.1%	14.1%	14.0%	12.8%	6.2%	6.4%	6.5%	6.2%	6.4%	5.5%	16,341	15,069	18,261	475	415	398
Army†	32.3%	30.5%	30.1%	44.3%	43.9%	44.9%	12.9%	13.1%	13.1%	5.9%	6.4%	6.6%	4.7%	6.0%	5.3%	17,043	13,077	16,284	356	334	284
Navy†	24.5%	22.4%	22.5%	47.3%	46.3%	46.5%	16.4%	17.9%	17.2%	7.1%	8.0%	8.2%	4.7%	5.4%	5.6%	13,974	10,864	15,882	183	213	233
Marine Corps	30.8%	28.1%	25.6%	43.1%	42.7%	45.5%	14.1%	15.4%	14.1%	6.9%	7.5%	8.0%	5.1%	6.2%	6.7%	1,790	1,190	1,649	17	16	19
DOD 4th Estate	30.6%	30.2%	29.1%	41.2%	42.8%	43.4%	14.5%	12.9%	13.7%	7.5%	7.9%	7.5%	6.3%	6.3%	6.3%	15,626	13,329	14,948	249	206	215

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
BBG	22.9%	23.3%	23.9%	50.5%	47.0%	48.0%	16.9%	17.5%	16.7%	5.4%	5.9%	6.1%	4.3%	6.4%	5.3%	1,041	875	1,076	15	16	14
CSOSA	35.8%	32.4%	31.5%	51.4%	52.2%	52.6%	8.5%	11.7%	11.6%	2.2%	2.6%	2.0%	2.2%	1.2%	2.3%	537	608	642	1	0	4
DHS	26.2%	24.4%	22.3%	48.2%	46.9%	47.4%	15.0%	16.7%	17.0%	6.1%	6.4%	7.0%	4.6%	5.7%	6.2%	46,829	46,354	42,542	212	251	297
DOC	35.3%	34.6%	33.2%	51.6%	50.7%	52.3%	9.2%	10.2%	9.6%	2.9%	3.0%	3.4%	1.0%	1.5%	1.6%	10,349	9,659	9,989	36	45	50
DOE	31.3%	29.4%	26.1%	52.7%	53.2%	55.0%	11.3%	11.8%	12.1%	3.2%	3.7%	4.4%	1.6%	2.0%	2.4%	8,505	7,975	8,373	38	33	32
DOI	27.6%	26.7%	24.8%	54.9%	54.2%	55.8%	12.1%	12.5%	12.9%	3.6%	4.3%	4.3%	1.8%	2.3%	2.2%	25,538	22,738	25,996	128	125	133
DOJ	29.9%	30.7%	30.3%	50.6%	50.0%	51.9%	12.1%	12.2%	11.6%	4.5%	4.5%	3.9%	2.9%	2.5%	2.2%	15,941	16,298	19,966	55	76	92
DOL	35.8%	34.4%	32.9%	51.8%	52.3%	52.9%	8.5%	9.7%	10.0%	2.3%	2.2%	2.6%	1.5%	1.4%	1.6%	8,736	11,097	11,206	35	57	55
DOT	30.6%	28.6%	28.0%	52.0%	52.0%	52.7%	11.1%	12.3%	12.3%	4.1%	4.4%	4.5%	2.2%	2.7%	2.4%	16,631	14,691	15,418	82	76	85
Educ	32.8%	33.0%	33.3%	51.8%	51.8%	51.7%	10.8%	10.7%	10.4%	2.9%	2.7%	3.3%	1.6%	1.8%	1.3%	2,788	2,818	2,663	13	22	17
EEOC	39.0%	38.5%	40.0%	49.0%	48.7%	45.6%	9.4%	8.6%	9.0%	1.4%	2.9%	3.0%	1.2%	1.2%	2.4%	1,387	1,479	1,225	12	12	7
EPA	30.4%	26.5%	26.2%	55.8%	56.6%	55.7%	9.9%	12.0%	11.9%	2.6%	3.4%	4.8%	1.3%	1.5%	1.3%	9,319	10,052	4,406	25	34	17
FCC	30.0%	28.0%	29.4%	50.8%	49.9%	50.4%	13.3%	16.7%	13.0%	4.2%	3.4%	4.1%	1.6%	2.1%	3.0%	711	634	566	1	7	3
FERC	39.1%	35.3%	32.8%	48.4%	48.7%	50.0%	9.9%	11.0%	12.0%	1.7%	3.4%	3.5%	0.8%	1.6%	1.6%	1,059	1,132	977	5	8	7
FTC	45.0%	41.7%	37.6%	46.1%	46.5%	47.9%	6.8%	8.0%	10.8%	0.9%	3.2%	1.9%	1.2%	0.7%	1.8%	604	637	622	3	2	0

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
GSA	39.4%	36.2%	33.6%	49.7%	51.1%	52.3%	8.2%	9.5%	9.9%	1.8%	1.8%	2.5%	0.9%	1.4%	1.6%	7,446	6,984	7,761	21	28	30
HHS	36.0%	33.3%	31.6%	51.2%	52.6%	53.2%	9.4%	10.2%	10.8%	2.2%	2.4%	2.9%	1.2%	1.5%	1.4%	42,547	39,817	36,290	163	174	153
HUD	35.3%	32.1%	30.1%	50.6%	51.8%	51.7%	10.1%	11.7%	12.7%	2.6%	2.9%	3.5%	1.4%	1.6%	2.1%	4,901	5,391	5,298	15	23	33
NARA	35.9%	36.0%	32.5%	50.0%	48.2%	48.2%	9.0%	11.1%	12.8%	3.4%	2.8%	4.3%	1.7%	1.9%	2.2%	1,827	1,836	1,689	9	12	11
NASA	45.1%	42.2%	39.6%	45.6%	47.3%	48.9%	6.8%	7.6%	8.3%	1.8%	2.0%	2.4%	0.7%	0.9%	0.8%	11,704	11,105	9,840	36	28	34
NCUA	35.9%	34.8%	35.4%	51.4%	53.2%	54.7%	8.6%	8.7%	7.7%	2.1%	2.4%	1.6%	2.1%	0.9%	0.5%	659	654	772	2	2	0
NLRB	32.9%	29.8%	29.1%	52.0%	51.9%	53.0%	11.8%	12.5%	12.9%	1.7%	4.0%	3.5%	1.5%	1.9%	1.5%	837	869	882	5	5	9
NRC	34.5%	32.1%	33.6%	51.2%	52.0%	51.6%	9.9%	10.7%	9.5%	3.1%	3.1%	3.6%	1.4%	2.1%	1.7%	2,425	2,120	2,657	7	10	11
NSF	44.9%	43.1%	39.6%	42.7%	41.4%	45.6%	8.2%	10.7%	9.5%	2.6%	3.1%	3.5%	1.6%	1.8%	1.9%	900	842	888	5	4	4
OMB	31.5%	28.8%	27.9%	50.7%	50.6%	52.6%	11.9%	14.8%	14.9%	5.5%	4.3%	4.1%	0.3%	1.4%	0.4%	339	348	301	2	2	2
OPM	40.2%	38.3%	36.9%	50.1%	52.3%	52.1%	7.7%	6.8%	8.1%	1.2%	1.7%	1.8%	0.7%	0.9%	1.1%	2,889	3,161	3,337	9	11	11
PBGC	38.7%	36.0%	34.6%	50.1%	50.4%	51.9%	8.4%	9.2%	9.4%	1.7%	2.7%	1.9%	1.1%	1.8%	2.3%	601	560	623	5	1	2
RRB	35.7%	31.8%	30.2%	48.8%	51.8%	57.1%	9.9%	11.6%	10.2%	2.0%	3.3%	1.5%	3.6%	1.6%	1.0%	442	312	472	1	4	5
SBA	37.2%	34.2%	33.7%	48.3%	51.3%	50.5%	10.3%	9.9%	10.2%	2.3%	2.9%	2.9%	1.9%	1.8%	2.7%	1,499	1,354	1,282	2	6	5
SEC	33.6%	29.3%	26.3%	51.4%	52.3%	53.4%	11.0%	12.9%	12.9%	2.4%	3.6%	5.0%	1.5%	1.9%	2.4%	3,479	3,157	1,897	22	21	13

Report by Agency

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
SSA	32.4%	32.5%	32.1%	53.4%	52.3%	53.6%	9.5%	10.0%	9.7%	2.7%	3.4%	2.7%	1.9%	1.8%	1.9%	8,410	8,781	10,409	30	38	49
State	30.2%	27.7%	28.7%	52.3%	52.5%	51.6%	11.1%	12.9%	12.7%	4.4%	5.1%	4.7%	2.1%	1.8%	2.3%	4,244	5,195	4,015	9	23	16
Treas	32.3%	31.4%	31.4%	52.2%	52.3%	52.3%	11.1%	11.6%	11.6%	2.6%	2.7%	2.7%	1.8%	2.0%	1.9%	45,736	44,730	50,910	243	286	326
USAID	30.3%	25.0%	24.0%	48.5%	49.9%	50.7%	14.6%	15.0%	14.7%	4.7%	7.0%	7.4%	2.0%	3.0%	3.2%	2,062	2,247	1,978	7	11	12
USDA	29.4%	27.4%	25.3%	56.6%	57.9%	58.1%	9.9%	10.3%	11.3%	2.8%	2.9%	3.9%	1.4%	1.5%	1.5%	48,513	22,615	20,408	126	78	64
VA	31.0%	31.1%	30.5%	50.6%	51.2%	51.8%	12.5%	11.9%	11.9%	3.4%	3.5%	3.5%	2.5%	2.3%	2.4%	63,406	29,912	31,739	331	143	157
Small Agencies	37.4%	34.6%	33.8%	48.0%	49.1%	49.2%	9.6%	10.5%	10.9%	3.2%	3.1%	3.9%	1.8%	2.6%	2.2%	5,463	5,336	5,067	23	28	21
DOD	31.8%	30.7%	29.9%	51.8%	51.2%	51.8%	11.2%	12.0%	12.2%	3.5%	4.0%	3.9%	1.7%	2.1%	2.2%	69,937	57,856	72,036	295	251	296
USACE	31.1%	29.8%	29.3%	55.8%	54.0%	53.7%	9.2%	11.1%	12.0%	2.7%	3.5%	3.6%	1.2%	1.6%	1.3%	4,342	3,556	4,252	11	11	15
Air Force	31.9%	31.8%	30.6%	50.9%	50.8%	51.9%	11.6%	11.2%	11.7%	3.6%	3.8%	3.6%	2.0%	2.5%	2.2%	16,687	15,374	18,529	100	74	90
Army†	33.1%	31.2%	30.7%	50.7%	50.0%	50.8%	11.1%	12.0%	12.1%	3.4%	4.3%	4.2%	1.7%	2.4%	2.2%	17,257	13,279	16,493	81	72	66
Navy†	28.7%	27.4%	27.0%	53.8%	53.4%	53.0%	11.9%	13.1%	13.3%	3.9%	4.4%	4.2%	1.6%	1.8%	2.4%	14,085	11,025	16,044	43	38	66
Marine Corps	34.6%	33.4%	30.5%	50.0%	47.8%	51.5%	11.1%	12.7%	12.4%	2.6%	3.5%	3.4%	1.7%	2.7%	2.2%	1,799	1,196	1,655	5	6	6
DOD 4th Estate	34.7%	34.0%	33.0%	50.2%	49.9%	50.8%	10.2%	11.0%	11.0%	3.3%	3.2%	3.2%	1.7%	1.9%	1.9%	15,767	13,426	15,063	55	50	53

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
BBG	19.4%	18.3%	18.7%	28.9%	27.6%	28.6%	24.1%	22.7%	24.2%	11.0%	11.2%	11.4%	16.6%	20.2%	17.1%	990	842	1,025	67	55	62
CSOSA	24.2%	20.4%	20.7%	30.2%	34.0%	35.5%	22.9%	23.2%	20.7%	10.5%	9.5%	10.2%	12.2%	12.9%	13.0%	516	586	616	20	24	24
DHS	22.2%	19.2%	18.0%	34.5%	32.2%	32.2%	19.1%	19.9%	20.0%	10.9%	12.6%	12.8%	13.3%	16.1%	17.0%	45,372	44,936	41,186	1,693	1,715	1,687
DOC	28.3%	25.7%	26.0%	39.1%	37.5%	37.1%	18.5%	20.5%	20.5%	7.2%	8.2%	8.1%	6.9%	8.1%	8.4%	9,744	9,031	9,434	672	691	623
DOE	32.2%	29.6%	25.7%	36.8%	36.1%	35.8%	15.5%	15.7%	17.0%	7.3%	8.6%	10.2%	8.2%	10.0%	11.2%	8,180	7,678	8,050	364	333	367
DOI	25.8%	22.9%	21.0%	37.7%	36.5%	36.4%	17.5%	18.1%	19.4%	9.1%	10.6%	10.9%	9.9%	12.0%	12.3%	24,598	21,799	24,963	1,119	1,117	1,197
DOJ	26.5%	25.6%	25.8%	37.5%	37.5%	38.1%	16.8%	17.5%	18.1%	8.9%	9.4%	9.3%	10.4%	10.0%	8.8%	15,375	15,802	19,323	636	580	718
DOL	29.4%	28.1%	25.3%	36.3%	35.7%	36.0%	17.4%	18.6%	19.7%	7.4%	8.2%	8.9%	9.5%	9.4%	10.1%	8,308	10,613	10,662	460	574	602
DOT	30.3%	28.7%	27.0%	39.8%	39.4%	38.5%	15.7%	15.8%	17.0%	7.3%	8.4%	8.7%	7.0%	7.8%	8.8%	16,029	14,131	14,819	681	631	698
Educ	28.4%	29.1%	29.9%	34.9%	34.8%	34.1%	18.4%	17.7%	17.6%	8.6%	7.7%	8.0%	9.7%	10.7%	10.4%	2,626	2,663	2,507	188	180	178
EEOC	28.2%	24.1%	25.7%	30.5%	31.6%	25.4%	19.2%	21.3%	20.2%	10.0%	9.9%	11.8%	12.0%	13.0%	16.8%	1,349	1,424	1,180	49	73	55
EPA	25.9%	24.2%	21.4%	38.1%	37.3%	36.4%	19.0%	20.2%	21.9%	9.1%	9.2%	9.7%	8.0%	9.1%	10.6%	8,645	9,382	4,035	686	696	387
FCC	29.2%	29.2%	28.3%	35.7%	35.4%	34.2%	20.8%	18.4%	20.8%	6.8%	8.7%	7.5%	7.6%	8.2%	9.2%	658	584	524	51	58	47
FERC	41.2%	36.2%	35.4%	33.8%	33.9%	34.8%	14.9%	18.2%	20.2%	4.6%	6.7%	3.6%	5.5%	5.0%	6.0%	975	1,048	908	87	95	81
FTC	50.9%	48.7%	41.6%	30.1%	28.3%	32.5%	12.8%	12.8%	16.8%	2.9%	4.6%	4.6%	3.2%	5.5%	4.6%	565	571	551	44	69	71

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
GSA	37.0%	33.2%	29.5%	36.3%	36.6%	37.4%	14.9%	17.0%	18.3%	6.2%	6.3%	6.7%	5.6%	6.8%	8.0%	7,217	6,761	7,441	273	269	367
HHS	28.8%	26.3%	24.4%	37.4%	37.3%	37.0%	18.1%	18.6%	20.0%	7.6%	8.5%	8.8%	8.1%	9.4%	9.8%	40,309	37,717	34,298	2,460	2,321	2,186
HUD	28.1%	25.1%	22.6%	36.1%	36.4%	34.9%	19.1%	20.3%	21.9%	7.8%	8.1%	8.5%	8.8%	10.1%	12.1%	4,682	5,146	5,057	241	260	284
NARA	31.4%	29.1%	26.1%	35.4%	33.0%	32.2%	16.8%	18.2%	18.8%	7.9%	8.4%	10.5%	8.5%	11.3%	12.4%	1,752	1,775	1,629	94	76	80
NASA	47.1%	44.5%	41.9%	34.6%	35.3%	36.3%	10.4%	11.0%	12.4%	4.3%	4.9%	4.9%	3.6%	4.3%	4.5%	11,377	10,778	9,510	370	360	354
NCUA	36.8%	33.7%	31.8%	39.0%	41.0%	41.0%	10.6%	11.4%	16.6%	6.3%	7.3%	5.9%	7.4%	6.6%	4.7%	631	632	738	28	24	29
NLRB	30.3%	27.5%	26.7%	33.0%	33.5%	32.8%	20.9%	21.6%	21.3%	8.1%	8.1%	10.0%	7.7%	9.3%	9.1%	787	808	823	58	66	69
NRC	38.2%	37.3%	38.6%	36.3%	35.6%	36.2%	13.3%	13.6%	12.4%	6.1%	7.1%	6.5%	6.2%	6.4%	6.3%	2,345	2,063	2,557	87	76	108
NSF	39.4%	34.9%	34.9%	28.1%	30.5%	32.1%	17.6%	15.4%	16.5%	7.1%	10.2%	7.8%	7.9%	9.0%	8.7%	855	785	826	54	63	67
OMB	37.3%	43.0%	39.7%	36.6%	37.4%	36.1%	16.9%	9.4%	15.5%	6.2%	5.5%	3.7%	3.1%	4.6%	5.1%	313	319	268	27	30	35
OPM	32.5%	30.8%	29.8%	37.0%	37.2%	37.5%	16.8%	18.3%	18.4%	6.7%	6.1%	7.2%	6.9%	7.6%	7.1%	2,715	2,982	3,143	184	187	211
PBGC	33.9%	29.5%	29.1%	37.5%	33.6%	33.5%	15.0%	21.5%	20.6%	6.7%	7.3%	8.8%	6.9%	8.1%	8.1%	566	518	582	42	40	44
RRB	33.4%	25.2%	25.1%	35.4%	39.1%	38.2%	18.8%	22.5%	20.6%	5.4%	5.7%	10.3%	7.0%	7.5%	5.9%	411	296	438	33	22	41
SBA	27.8%	24.5%	22.6%	31.9%	33.7%	30.8%	19.3%	17.0%	20.2%	8.1%	10.0%	11.2%	13.0%	14.9%	15.2%	1,432	1,290	1,234	68	65	56
SEC	40.7%	35.4%	31.5%	35.6%	35.3%	37.3%	13.8%	15.1%	14.4%	4.6%	6.8%	7.9%	5.4%	7.3%	8.8%	3,295	2,971	1,767	202	221	135

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
SSA	26.3%	25.7%	25.6%	37.5%	37.0%	38.2%	18.4%	19.8%	20.2%	8.3%	8.3%	8.2%	9.4%	9.2%	7.8%	8,108	8,449	10,036	341	390	418
State	28.0%	26.4%	26.3%	39.7%	40.5%	39.1%	16.5%	16.7%	17.0%	8.8%	8.7%	10.3%	7.1%	7.7%	7.3%	4,091	4,991	3,847	174	218	191
Treas	29.0%	27.7%	26.6%	38.7%	38.6%	38.2%	17.4%	17.4%	18.6%	6.9%	7.7%	7.9%	7.9%	8.6%	8.7%	43,850	43,006	48,887	2,097	2,056	2,365
USAID	31.6%	27.1%	26.2%	38.9%	40.9%	38.9%	14.6%	15.5%	17.6%	9.0%	8.9%	8.9%	5.9%	7.5%	8.4%	1,967	2,156	1,867	105	114	124
USDA	23.8%	21.8%	19.6%	41.1%	40.7%	39.6%	18.5%	19.3%	21.1%	8.5%	9.4%	10.2%	8.1%	8.8%	9.5%	47,044	21,897	19,736	1,596	839	753
VA	22.9%	22.6%	21.3%	35.0%	35.0%	35.6%	19.1%	19.7%	19.5%	10.0%	10.2%	10.5%	12.9%	12.4%	13.1%	61,841	29,142	30,946	1,988	989	996
Small Agencies	33.3%	30.1%	28.7%	32.6%	34.6%	32.6%	16.5%	17.3%	19.1%	8.2%	8.2%	8.6%	9.5%	9.8%	11.0%	5,140	5,040	4,717	347	332	375
DOD	30.1%	27.4%	26.5%	38.0%	37.5%	38.1%	15.8%	16.9%	17.6%	8.0%	8.7%	8.5%	8.1%	9.5%	9.3%	68,221	56,312	70,026	2,031	1,875	2,324
USACE	30.1%	27.7%	25.5%	42.1%	40.9%	40.3%	15.3%	17.0%	17.5%	6.8%	7.4%	8.4%	5.7%	7.0%	8.3%	4,216	3,442	4,103	146	140	174
Air Force	31.4%	29.5%	28.5%	37.4%	37.6%	39.0%	14.7%	16.2%	15.8%	8.3%	7.9%	8.2%	8.2%	8.8%	8.6%	16,352	15,070	18,141	426	400	482
Army‡	29.7%	26.8%	26.3%	37.2%	36.2%	36.6%	16.0%	16.3%	17.9%	8.6%	9.8%	8.8%	8.5%	10.9%	10.4%	16,905	12,972	16,040	452	387	510
Navy‡	29.5%	26.7%	25.6%	39.9%	39.3%	39.5%	16.1%	17.4%	18.1%	7.5%	8.5%	8.3%	6.8%	8.1%	8.5%	13,723	10,657	15,543	399	404	548
Marine Corps	33.1%	27.7%	27.4%	34.3%	33.5%	34.0%	16.6%	18.8%	18.8%	7.7%	8.4%	10.0%	8.4%	11.5%	9.8%	1,748	1,172	1,624	51	33	37
DOD 4th Estate	29.4%	26.8%	25.4%	36.3%	36.3%	37.2%	16.4%	17.6%	19.0%	7.8%	8.7%	8.6%	10.1%	10.5%	9.8%	15,277	12,999	14,575	557	511	573

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
BBG	10.9%	11.5%	10.5%	31.8%	29.7%	30.0%	27.4%	25.9%	26.6%	17.1%	16.4%	18.6%	12.8%	16.5%	14.4%	1,041	867	1,067	22	28	24
CSOSA	20.6%	16.9%	17.9%	36.5%	40.4%	39.3%	22.3%	21.2%	21.8%	13.9%	13.2%	13.0%	6.7%	8.3%	8.1%	536	610	638	3	6	6
DHS	12.8%	10.8%	9.7%	35.9%	33.9%	32.5%	23.0%	23.9%	24.1%	16.4%	17.7%	18.5%	11.9%	13.7%	15.3%	46,703	46,176	42,262	473	529	596
DOC	16.4%	15.1%	14.7%	39.7%	39.0%	38.5%	23.6%	23.9%	23.2%	13.8%	14.4%	15.2%	6.5%	7.6%	8.4%	10,316	9,603	9,962	111	124	110
DOE	18.5%	16.6%	12.4%	38.9%	38.5%	38.5%	21.2%	21.9%	23.2%	13.9%	14.9%	16.8%	7.5%	8.0%	9.1%	8,503	7,965	8,370	63	61	62
DOI	15.3%	13.7%	11.7%	39.8%	38.7%	37.4%	22.1%	22.6%	23.5%	14.4%	15.2%	17.1%	8.4%	9.8%	10.3%	25,543	22,732	25,965	173	168	185
DOJ	15.4%	15.0%	14.6%	38.5%	38.3%	39.3%	22.3%	22.5%	23.5%	14.8%	15.5%	15.1%	9.1%	8.7%	7.6%	15,881	16,258	19,861	151	151	217
DOL	15.8%	15.7%	12.8%	36.7%	37.0%	35.6%	22.5%	22.8%	24.2%	15.3%	14.8%	16.9%	9.7%	9.7%	10.5%	8,703	11,073	11,135	85	116	132
DOT	16.5%	14.8%	14.8%	41.3%	40.8%	40.4%	21.7%	21.0%	21.8%	13.1%	15.0%	14.4%	7.4%	8.5%	8.7%	16,620	14,659	15,320	143	129	184
Educ	15.7%	16.7%	16.8%	35.7%	34.3%	36.0%	21.7%	22.4%	21.9%	16.7%	16.3%	15.9%	10.1%	10.3%	9.3%	2,783	2,808	2,655	28	32	25
EEOC	18.8%	15.1%	15.5%	32.8%	36.5%	30.8%	23.8%	23.2%	22.5%	15.7%	14.9%	19.0%	8.8%	10.3%	12.2%	1,392	1,479	1,226	17	18	17
EPA	13.4%	11.1%	10.0%	37.7%	34.8%	33.0%	24.4%	25.8%	25.0%	16.7%	18.5%	20.4%	7.8%	9.7%	11.6%	9,269	10,005	4,401	95	97	34
FCC	14.8%	15.0%	12.5%	33.4%	31.2%	32.7%	28.3%	27.9%	27.6%	15.2%	16.9%	17.6%	8.3%	9.0%	9.7%	699	624	556	11	17	11
FERC	27.1%	20.7%	20.5%	39.6%	40.6%	38.7%	17.7%	20.9%	21.0%	10.8%	12.1%	13.6%	4.7%	5.7%	6.3%	1,055	1,126	980	10	16	10
FTC	28.1%	25.5%	20.2%	33.4%	30.4%	34.0%	23.8%	23.9%	25.9%	10.6%	15.1%	13.6%	4.0%	5.2%	6.2%	605	625	612	5	11	10

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
GSA	25.9%	22.9%	20.3%	42.6%	42.1%	42.3%	17.1%	18.7%	19.3%	9.7%	9.9%	11.4%	4.6%	6.4%	6.7%	7,441	6,929	7,742	36	38	49
HHS	18.4%	16.1%	14.9%	39.3%	38.1%	37.1%	22.3%	23.1%	23.4%	13.2%	14.8%	16.0%	6.8%	8.0%	8.6%	42,428	39,678	36,155	388	391	370
HUD	16.6%	14.3%	12.1%	37.5%	35.6%	33.1%	22.5%	23.1%	23.7%	14.5%	15.8%	18.3%	8.9%	11.2%	12.6%	4,881	5,359	5,297	45	52	55
NARA	18.8%	18.6%	15.1%	37.0%	34.6%	33.4%	23.6%	24.6%	22.8%	14.0%	14.0%	17.9%	6.7%	8.2%	10.9%	1,828	1,825	1,691	19	23	21
NASA	34.3%	30.0%	27.8%	43.8%	44.5%	44.5%	13.9%	15.4%	16.5%	5.4%	7.0%	7.8%	2.5%	3.1%	3.4%	11,709	11,098	9,837	47	54	55
NCUA	16.4%	21.3%	20.7%	40.6%	42.2%	41.1%	17.0%	19.5%	17.7%	16.5%	11.2%	14.8%	9.5%	5.8%	5.8%	659	650	770	4	7	2
NLRB	12.4%	9.1%	12.1%	27.1%	26.2%	26.6%	25.3%	26.6%	24.3%	22.9%	22.9%	24.9%	12.3%	15.1%	12.1%	827	860	875	17	16	20
NRC	19.4%	18.4%	22.8%	40.0%	36.5%	42.2%	19.4%	20.6%	18.9%	14.0%	15.8%	10.6%	7.1%	8.6%	5.4%	2,410	2,113	2,639	15	25	19
NSF	23.6%	23.4%	18.2%	36.0%	32.3%	35.0%	21.7%	23.6%	23.2%	12.1%	12.9%	14.9%	6.7%	7.9%	8.8%	893	840	885	10	10	10
OMB	12.5%	18.1%	11.7%	33.8%	36.4%	38.1%	26.4%	22.6%	25.0%	22.8%	18.2%	20.3%	4.6%	4.5%	4.8%	340	349	304	2	2	1
OPM	19.4%	17.6%	16.8%	40.3%	40.4%	39.3%	20.3%	22.1%	22.9%	12.2%	11.9%	12.6%	7.9%	7.9%	8.4%	2,875	3,131	3,330	32	36	33
PBGC	19.5%	18.0%	17.7%	45.0%	38.9%	40.4%	20.4%	23.1%	20.0%	11.1%	13.8%	15.6%	4.1%	6.3%	6.3%	604	559	624	2	6	3
RRB	21.6%	16.6%	16.2%	41.6%	38.9%	34.6%	21.8%	25.6%	28.4%	7.6%	11.8%	15.6%	7.4%	7.1%	5.2%	436	313	469	10	3	10
SBA	12.8%	11.5%	9.3%	29.9%	27.7%	27.0%	24.7%	24.6%	25.0%	17.0%	19.5%	21.5%	15.7%	16.8%	17.2%	1,489	1,352	1,282	17	17	15
SEC	21.9%	19.4%	17.1%	38.4%	38.7%	37.7%	20.9%	21.9%	22.1%	13.1%	13.1%	16.0%	5.7%	6.9%	7.0%	3,471	3,148	1,889	38	45	20

Report by Agency

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
SSA	15.3%	14.3%	15.2%	38.4%	39.1%	39.5%	23.9%	24.1%	24.4%	14.8%	14.9%	14.1%	7.6%	7.6%	6.8%	8,367	8,770	10,363	92	87	110
State	11.4%	11.6%	11.0%	34.6%	32.9%	34.5%	23.5%	23.8%	23.9%	21.0%	22.6%	20.9%	9.4%	9.1%	9.6%	4,234	5,163	3,987	30	61	44
Treas	14.7%	13.7%	12.4%	38.1%	36.9%	35.2%	23.1%	23.1%	23.8%	14.5%	15.7%	16.9%	9.5%	10.6%	11.7%	45,515	44,617	50,608	516	542	724
USAID	14.5%	10.7%	9.6%	34.8%	33.1%	35.3%	21.5%	23.8%	21.0%	21.1%	21.2%	23.8%	8.2%	11.3%	10.3%	2,063	2,254	1,983	12	8	9
USDA	13.6%	12.4%	10.9%	42.9%	42.8%	41.1%	23.2%	24.1%	24.3%	13.6%	13.8%	15.6%	6.6%	7.0%	8.2%	48,388	22,596	20,372	319	146	134
VA	16.4%	15.6%	14.9%	39.4%	39.8%	39.7%	22.1%	22.3%	22.2%	13.4%	13.8%	14.3%	8.7%	8.5%	8.9%	63,148	29,837	31,592	771	313	370
Small Agencies	19.3%	18.7%	16.2%	34.1%	34.8%	34.4%	22.1%	21.6%	22.4%	15.1%	14.6%	16.0%	9.4%	10.3%	10.9%	5,443	5,304	5,030	55	73	56
DOD	17.2%	15.2%	14.6%	39.0%	37.9%	37.8%	22.3%	23.0%	23.1%	13.8%	14.9%	15.3%	7.7%	9.1%	9.1%	69,830	57,718	71,772	528	544	669
USACE	16.5%	14.2%	12.8%	43.1%	41.7%	39.7%	21.7%	21.5%	22.7%	12.4%	16.1%	15.7%	6.4%	6.4%	9.1%	4,345	3,553	4,250	16	28	33
Air Force	18.2%	17.3%	16.0%	38.7%	37.1%	38.3%	21.9%	22.9%	22.5%	13.6%	14.2%	14.8%	7.6%	8.5%	8.4%	16,663	15,331	18,466	148	155	189
Army‡	16.9%	14.8%	14.7%	38.3%	36.4%	36.9%	21.5%	22.7%	22.3%	14.8%	15.7%	16.0%	8.5%	10.5%	10.1%	17,248	13,244	16,433	120	140	140
Navy‡	16.0%	13.1%	12.9%	40.5%	38.9%	37.6%	23.3%	24.1%	24.8%	13.5%	15.2%	15.6%	6.7%	8.7%	9.1%	14,042	10,986	15,944	111	101	160
Marine Corps	19.3%	16.1%	14.5%	35.8%	33.5%	35.6%	25.0%	26.2%	24.8%	11.7%	12.8%	16.3%	8.2%	11.4%	8.9%	1,786	1,202	1,649	16	5	18
DOD 4th Estate	18.4%	16.8%	16.3%	37.2%	39.4%	39.5%	22.1%	21.6%	22.1%	13.7%	13.6%	13.8%	8.6%	8.6%	8.2%	15,746	13,402	15,030	117	115	129

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
BBG	18.6%	20.6%	22.7%	40.0%	38.4%	36.7%	21.9%	21.1%	22.0%	9.8%	9.1%	10.1%	9.8%	10.8%	8.5%	969	803	934	99	99	166
CSOSA	31.1%	30.2%	30.1%	45.2%	44.9%	44.8%	11.2%	12.2%	12.5%	6.9%	6.7%	8.1%	5.6%	6.0%	4.5%	532	608	638	9	8	9
DHS	26.5%	23.3%	22.1%	40.9%	39.8%	38.9%	14.8%	15.1%	16.0%	10.0%	11.2%	11.7%	7.8%	10.5%	11.3%	46,198	45,681	41,909	1,152	1,231	1,097
DOC	32.8%	31.9%	30.2%	40.2%	39.4%	39.7%	13.4%	13.0%	13.3%	8.4%	9.4%	10.5%	5.2%	6.3%	6.3%	10,212	9,541	9,867	253	233	244
DOE	25.3%	22.6%	19.8%	39.5%	39.0%	37.3%	14.4%	15.4%	15.6%	11.9%	13.1%	15.7%	8.9%	9.9%	11.5%	8,420	7,930	8,313	164	134	139
DOI	25.0%	23.2%	22.2%	46.0%	44.8%	45.5%	13.8%	14.8%	14.6%	9.4%	10.3%	10.9%	5.7%	6.9%	6.8%	25,331	22,650	25,894	516	429	450
DOJ	32.0%	32.7%	31.4%	42.3%	40.5%	41.9%	10.7%	11.5%	11.8%	8.5%	9.0%	8.9%	6.5%	6.3%	5.9%	15,700	16,092	19,715	394	375	455
DOL	31.6%	28.6%	26.3%	39.6%	40.1%	40.0%	12.3%	13.4%	13.9%	8.5%	10.2%	11.1%	8.0%	7.7%	8.7%	8,643	10,989	11,076	173	257	249
DOT	24.0%	21.0%	20.7%	40.5%	40.1%	40.4%	17.0%	17.9%	18.3%	12.1%	12.7%	13.0%	6.4%	8.2%	7.6%	16,147	14,231	14,918	655	613	643
Educ	25.6%	24.7%	24.1%	37.7%	37.0%	37.3%	14.0%	13.9%	13.7%	12.4%	12.2%	13.1%	10.4%	12.2%	11.7%	2,770	2,785	2,621	57	72	75
EEOC	31.3%	34.7%	34.4%	38.6%	38.8%	36.4%	14.6%	11.4%	11.3%	8.2%	8.5%	8.9%	7.3%	6.6%	8.9%	1,370	1,453	1,196	44	54	48
EPA	24.6%	22.0%	20.4%	40.8%	39.2%	37.4%	15.2%	16.7%	17.2%	12.7%	13.8%	15.8%	6.7%	8.3%	9.2%	9,233	9,926	4,386	169	214	67
FCC	30.8%	28.7%	30.8%	39.1%	39.3%	37.5%	18.2%	17.4%	16.1%	7.5%	7.9%	9.0%	4.6%	6.7%	6.7%	641	596	524	72	50	47
FERC	33.4%	29.4%	28.8%	39.5%	40.0%	39.4%	14.8%	15.6%	14.9%	7.5%	9.7%	10.8%	4.8%	5.3%	6.1%	1,040	1,098	956	29	48	39
FTC	51.5%	46.3%	46.4%	33.1%	37.1%	35.9%	7.7%	7.3%	9.6%	5.2%	5.9%	5.2%	2.5%	3.4%	2.9%	596	611	595	15	30	31

Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
GSA	34.1%	30.6%	27.1%	40.2%	40.3%	41.1%	12.8%	13.6%	14.2%	7.8%	9.0%	10.0%	5.2%	6.5%	7.6%	7,328	6,896	7,708	193	167	148
HHS	31.4%	28.3%	27.1%	40.9%	40.7%	40.5%	13.0%	13.8%	13.8%	8.8%	10.2%	10.7%	5.8%	7.0%	7.9%	42,126	39,417	35,914	887	859	776
HUD	34.8%	32.1%	29.6%	40.2%	40.2%	39.5%	11.6%	12.1%	13.1%	7.5%	7.7%	8.8%	5.8%	7.8%	9.0%	4,860	5,336	5,218	89	114	165
NARA	38.5%	35.9%	31.3%	39.1%	40.0%	38.2%	8.9%	9.2%	11.2%	7.2%	8.2%	10.0%	6.2%	6.7%	9.4%	1,835	1,834	1,688	25	34	27
NASA	40.9%	37.5%	35.3%	39.6%	40.9%	41.2%	10.5%	11.2%	12.0%	5.9%	6.8%	7.6%	3.2%	3.6%	3.9%	11,578	10,958	9,774	221	229	144
NCUA	31.2%	31.8%	29.5%	37.7%	38.5%	41.6%	12.6%	10.8%	10.1%	8.5%	11.4%	11.9%	10.0%	7.5%	6.8%	654	655	766	11	6	10
NLRB	27.5%	23.4%	21.3%	38.2%	39.2%	31.8%	15.1%	12.5%	16.3%	10.8%	13.7%	16.7%	8.5%	11.3%	13.9%	806	825	839	42	56	63
NRC	28.1%	26.2%	26.3%	40.3%	39.9%	40.2%	14.2%	14.1%	14.7%	11.4%	12.4%	11.1%	6.0%	7.5%	7.7%	2,396	2,114	2,622	41	36	49
NSF	45.3%	41.6%	37.9%	33.2%	33.6%	33.9%	7.9%	11.2%	11.2%	7.8%	7.8%	9.1%	5.7%	5.9%	7.9%	882	835	873	27	18	24
OMB	27.6%	22.8%	23.8%	40.1%	47.9%	38.8%	14.9%	12.7%	19.1%	12.6%	12.1%	12.7%	4.8%	4.5%	5.7%	326	319	287	17	32	18
OPM	36.8%	35.3%	35.3%	41.8%	42.7%	42.4%	9.8%	9.5%	9.6%	7.1%	7.5%	7.3%	4.6%	5.1%	5.4%	2,876	3,147	3,331	34	42	37
PBGC	33.6%	29.7%	26.0%	40.3%	36.6%	39.4%	14.0%	13.3%	13.1%	7.7%	10.9%	13.4%	4.4%	9.5%	8.1%	590	555	618	18	14	12
RRB	34.6%	31.9%	29.5%	41.3%	40.0%	42.7%	10.4%	15.4%	13.0%	8.4%	8.0%	9.2%	5.3%	4.8%	5.6%	435	311	466	11	9	14
SBA	36.1%	32.8%	30.9%	39.5%	40.2%	40.5%	10.1%	11.0%	10.2%	7.1%	7.9%	7.9%	7.3%	8.1%	10.4%	1,480	1,352	1,283	29	29	17
SEC	23.8%	19.7%	17.0%	41.0%	35.8%	34.4%	16.6%	19.4%	17.4%	11.3%	14.8%	18.0%	7.5%	10.3%	13.1%	3,457	3,115	1,870	64	91	44

Report by Agency

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
SSA	28.2%	26.1%	26.0%	44.1%	43.3%	43.2%	12.6%	12.9%	13.9%	9.3%	10.9%	10.2%	5.8%	6.8%	6.7%	8,261	8,584	10,122	224	295	375
State	31.1%	27.8%	27.5%	42.0%	42.3%	40.7%	13.3%	14.9%	15.6%	8.5%	9.7%	10.8%	5.1%	5.3%	5.4%	4,105	5,041	3,874	182	210	181
Treas	36.2%	34.7%	33.1%	40.2%	39.8%	40.5%	11.1%	11.7%	11.8%	7.2%	7.5%	8.0%	5.4%	6.2%	6.6%	45,358	44,473	50,462	916	916	1,108
USAID	27.7%	23.8%	23.1%	34.6%	34.6%	33.4%	16.4%	16.1%	15.6%	12.7%	14.8%	16.4%	8.5%	10.7%	11.5%	2,007	2,192	1,932	75	90	71
USDA	26.0%	23.7%	21.9%	45.4%	46.2%	44.6%	13.0%	13.2%	14.4%	9.8%	10.5%	12.1%	5.8%	6.5%	7.0%	48,338	22,526	20,301	530	319	283
VA	31.6%	31.5%	29.6%	39.5%	39.5%	40.2%	12.3%	11.8%	12.0%	9.0%	9.7%	10.1%	7.7%	7.5%	8.2%	62,603	29,491	31,319	1,614	773	813
Small Agencies	33.4%	29.6%	29.4%	38.3%	39.6%	37.5%	12.8%	13.5%	14.0%	8.5%	9.6%	10.7%	6.9%	7.7%	8.4%	5,318	5,177	4,906	192	224	205
DOD	29.9%	28.5%	28.5%	40.7%	40.1%	40.2%	14.4%	14.5%	14.9%	9.1%	10.0%	9.9%	5.9%	6.9%	6.5%	68,164	56,565	70,505	2,410	1,970	2,247
USACE	33.7%	30.2%	29.2%	44.2%	45.2%	43.6%	11.5%	11.2%	12.6%	6.4%	8.0%	9.2%	4.3%	5.5%	5.4%	4,289	3,524	4,200	84	71	101
Air Force	29.8%	30.2%	29.9%	39.6%	38.7%	39.6%	14.5%	14.9%	14.2%	9.4%	9.6%	9.6%	6.7%	6.7%	6.6%	16,049	14,905	18,042	817	653	697
Army‡	34.4%	32.7%	32.6%	40.5%	39.8%	40.5%	12.3%	12.2%	12.8%	7.6%	8.6%	8.5%	5.3%	6.8%	5.6%	16,891	13,012	16,229	540	452	436
Navy‡	23.5%	20.9%	21.4%	41.3%	41.3%	39.9%	18.2%	18.2%	19.0%	10.9%	12.3%	12.1%	6.1%	7.3%	7.6%	13,634	10,657	15,524	558	476	634
Marine Corps	29.2%	27.3%	26.9%	37.0%	36.3%	38.0%	16.5%	17.4%	17.2%	10.4%	10.1%	10.1%	7.0%	8.9%	7.8%	1,754	1,185	1,637	55	27	43
DOD 4th Estate	32.8%	31.9%	31.4%	40.9%	39.7%	40.6%	11.7%	12.1%	12.6%	8.7%	9.7%	9.1%	5.9%	6.6%	6.3%	15,547	13,282	14,873	356	291	336

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'No Basis to Judge.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
BBG	25.5%	24.5%	25.3%	47.7%	46.1%	46.8%	15.1%	17.4%	15.2%	7.2%	6.9%	8.0%	4.5%	5.1%	4.7%	1,068	899	1,097
CSOSA	24.5%	24.8%	23.8%	46.6%	46.4%	47.1%	15.7%	10.8%	16.1%	9.0%	12.4%	8.8%	4.2%	5.7%	4.3%	540	613	646
DHS	24.4%	23.3%	20.2%	46.6%	45.2%	45.5%	14.2%	14.9%	15.5%	10.1%	11.4%	12.5%	4.6%	5.2%	6.2%	47,295	46,881	42,977
DOC	33.0%	31.2%	30.3%	46.9%	46.7%	47.3%	11.4%	13.0%	13.1%	6.6%	6.7%	7.0%	2.2%	2.5%	2.3%	10,466	9,773	10,106
DOE	35.4%	32.8%	28.9%	46.6%	47.7%	48.3%	9.7%	10.2%	12.0%	6.1%	6.5%	7.6%	2.1%	2.8%	3.1%	8,572	8,062	8,453
DOI	29.1%	26.1%	24.6%	46.9%	47.6%	47.5%	12.8%	13.5%	14.3%	8.1%	9.1%	9.7%	3.2%	3.7%	3.8%	25,788	23,041	26,308
DOJ	27.8%	26.9%	26.6%	45.8%	45.9%	47.5%	12.9%	14.3%	14.3%	9.6%	9.3%	8.6%	4.0%	3.6%	3.0%	16,079	16,457	20,154
DOL	33.2%	32.0%	29.1%	45.3%	45.2%	47.0%	11.5%	12.4%	12.8%	6.9%	7.5%	7.7%	3.1%	2.9%	3.5%	8,811	11,241	11,323
DOT	31.6%	28.7%	28.5%	47.8%	48.2%	48.4%	11.6%	12.3%	12.5%	6.9%	7.8%	8.1%	2.1%	3.0%	2.5%	16,797	14,845	15,567
Educ	35.6%	33.1%	32.9%	44.7%	46.1%	47.2%	11.1%	10.4%	10.1%	6.6%	7.4%	7.6%	2.0%	3.0%	2.1%	2,825	2,852	2,690
EEOC	29.6%	27.7%	29.8%	47.8%	45.1%	42.1%	12.3%	14.3%	13.0%	8.2%	9.2%	10.1%	2.2%	3.8%	5.0%	1,413	1,503	1,240
EPA	36.0%	29.6%	28.0%	47.2%	49.1%	48.9%	9.5%	11.7%	11.9%	5.6%	6.9%	8.6%	1.8%	2.7%	2.5%	9,400	10,129	4,449
FCC	36.0%	34.8%	35.4%	44.5%	46.1%	43.4%	11.0%	9.6%	10.5%	6.7%	5.7%	6.4%	1.8%	3.8%	4.3%	712	645	569
FERC	46.8%	42.7%	42.3%	42.8%	45.8%	43.3%	5.3%	7.7%	9.2%	3.1%	2.4%	4.1%	2.0%	1.4%	1.1%	1,070	1,149	993
FTC	52.6%	48.5%	45.0%	36.4%	39.5%	41.9%	7.3%	6.4%	6.2%	2.9%	4.9%	4.5%	0.9%	0.7%	2.3%	609	641	624

Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
GSA	40.3%	36.3%	33.4%	43.1%	44.9%	46.0%	9.6%	11.2%	12.2%	5.0%	5.7%	6.1%	1.9%	1.9%	2.3%	7,517	7,070	7,857
HHS	34.8%	31.4%	29.5%	44.3%	45.8%	46.4%	11.4%	12.1%	12.9%	6.7%	7.7%	8.1%	2.8%	3.1%	3.1%	42,978	40,251	36,656
HUD	32.8%	30.0%	27.8%	44.0%	43.9%	45.2%	12.9%	13.6%	13.6%	7.3%	8.2%	9.3%	2.9%	4.3%	4.1%	4,940	5,444	5,360
NARA	32.8%	31.5%	29.9%	45.6%	43.8%	43.8%	11.4%	11.5%	13.4%	7.6%	8.3%	7.8%	2.6%	5.0%	5.1%	1,858	1,869	1,719
NASA	44.7%	41.8%	39.9%	43.9%	45.7%	46.4%	7.1%	7.7%	8.5%	3.3%	3.5%	4.1%	1.1%	1.3%	1.1%	11,797	11,183	9,917
NCUA	39.5%	37.6%	34.5%	44.1%	47.2%	50.6%	8.5%	7.6%	7.4%	5.8%	5.5%	6.0%	2.1%	2.0%	1.6%	662	661	775
NLRB	37.5%	31.1%	31.1%	43.5%	44.4%	46.4%	10.1%	12.3%	11.5%	5.1%	8.3%	8.7%	3.7%	4.0%	2.3%	847	881	900
NRC	39.8%	37.6%	37.6%	42.8%	43.5%	44.9%	8.2%	9.8%	9.0%	6.6%	6.5%	6.3%	2.6%	2.7%	2.2%	2,437	2,148	2,670
NSF	41.3%	37.1%	36.0%	43.1%	44.5%	44.3%	7.7%	10.8%	10.3%	5.4%	6.0%	6.9%	2.4%	1.6%	2.4%	908	852	896
OMB	57.5%	54.2%	49.3%	35.0%	37.8%	42.7%	4.6%	4.8%	5.7%	1.6%	1.9%	0.8%	1.3%	1.3%	1.4%	343	350	305
OPM	33.3%	33.7%	32.8%	46.5%	46.0%	46.8%	11.6%	11.5%	11.6%	6.4%	6.6%	6.3%	2.2%	2.2%	2.6%	2,909	3,189	3,367
PBGC	34.8%	32.8%	26.4%	48.5%	46.9%	51.1%	10.3%	11.5%	11.0%	5.1%	6.8%	8.1%	1.2%	1.9%	3.4%	609	568	629
RRB	28.3%	30.2%	26.1%	49.2%	46.1%	49.0%	11.3%	13.2%	14.1%	7.8%	7.8%	7.1%	3.4%	2.7%	3.6%	447	318	481
SBA	29.6%	27.9%	28.3%	42.7%	43.8%	41.9%	13.4%	10.9%	12.8%	8.5%	11.5%	10.7%	5.7%	5.9%	6.4%	1,509	1,379	1,297
SEC	38.3%	32.1%	27.7%	46.5%	48.1%	49.1%	8.5%	11.1%	12.5%	4.7%	6.3%	8.0%	2.1%	2.4%	2.8%	3,521	3,203	1,914

Report by Agency

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
SSA	23.3%	23.1%	22.9%	45.2%	46.7%	47.3%	15.3%	14.3%	15.6%	11.1%	11.6%	10.9%	5.0%	4.3%	3.3%	8,479	8,889	10,496
State	35.4%	31.0%	29.7%	47.4%	47.5%	49.6%	9.7%	11.9%	10.5%	6.0%	7.2%	7.9%	1.4%	2.4%	2.4%	4,282	5,242	4,051
Treas	33.7%	32.5%	31.2%	44.6%	44.7%	45.6%	11.2%	11.6%	11.9%	7.2%	7.7%	7.8%	3.4%	3.5%	3.5%	46,222	45,391	51,552
USAID	36.6%	29.9%	28.4%	45.7%	47.2%	48.9%	10.3%	12.5%	10.7%	5.6%	7.7%	9.5%	1.8%	2.7%	2.6%	2,084	2,282	1,997
USDA	30.9%	29.0%	27.0%	46.8%	47.2%	47.8%	12.2%	12.9%	13.2%	7.5%	8.1%	9.1%	2.6%	2.8%	3.0%	48,805	22,824	20,553
VA	25.6%	24.5%	23.1%	42.8%	44.1%	44.4%	14.8%	15.0%	15.8%	11.2%	11.2%	11.8%	5.7%	5.2%	5.0%	64,107	30,247	32,099
Small Agencies	36.0%	33.9%	32.8%	44.4%	45.4%	45.5%	10.1%	9.9%	11.1%	6.2%	7.3%	7.3%	3.4%	3.6%	3.3%	5,504	5,399	5,106
DOD	29.0%	27.1%	26.2%	46.7%	47.2%	48.0%	12.8%	13.3%	13.7%	8.4%	8.9%	8.7%	3.2%	3.5%	3.5%	70,518	58,515	72,706
USACE	28.6%	26.3%	24.5%	49.7%	50.4%	51.1%	12.5%	12.9%	13.9%	6.9%	8.0%	7.8%	2.4%	2.4%	2.7%	4,368	3,590	4,301
Air Force	28.5%	28.0%	27.3%	46.7%	46.7%	48.6%	12.8%	13.4%	12.5%	8.7%	8.6%	8.5%	3.4%	3.4%	3.1%	16,853	15,558	18,723
Army‡	28.0%	25.7%	25.0%	46.4%	46.3%	46.6%	12.8%	14.0%	14.6%	9.3%	9.8%	9.8%	3.5%	4.2%	4.0%	17,415	13,456	16,640
Navy‡	29.8%	27.3%	26.6%	48.0%	49.8%	49.5%	12.8%	12.4%	13.2%	6.8%	8.0%	7.8%	2.4%	2.5%	3.0%	14,180	11,129	16,157
Marine Corps	30.7%	27.0%	25.4%	46.2%	41.8%	47.3%	12.7%	15.0%	14.9%	7.9%	11.6%	8.5%	2.6%	4.6%	4.0%	1,808	1,212	1,678
DOD 4th Estate	29.8%	28.2%	27.0%	43.7%	44.7%	46.1%	12.6%	13.5%	14.0%	9.9%	9.2%	8.9%	3.9%	4.5%	4.0%	15,894	13,570	15,207

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
BBG	7.5%	9.4%	7.6%	25.1%	26.3%	27.7%	27.5%	24.8%	25.8%	19.2%	18.7%	21.7%	20.8%	20.8%	17.2%	1,020	866	1,062	45	29	32
CSOSA	11.4%	11.6%	11.9%	35.7%	33.3%	36.6%	26.1%	25.8%	28.0%	17.4%	18.0%	15.8%	9.4%	11.2%	7.6%	524	602	627	16	16	19
DHS	7.6%	6.2%	5.3%	27.8%	25.6%	24.7%	26.5%	27.0%	27.2%	22.0%	22.9%	24.2%	16.0%	18.3%	18.6%	45,999	45,480	41,687	1,327	1,408	1,321
DOC	11.8%	13.3%	12.4%	38.4%	37.5%	38.7%	24.9%	25.1%	25.0%	16.1%	15.5%	15.3%	8.8%	8.6%	8.6%	9,930	9,303	9,617	527	456	482
DOE	10.2%	10.3%	8.0%	33.4%	36.9%	34.0%	23.1%	22.4%	23.5%	21.1%	18.9%	22.5%	12.1%	11.5%	12.0%	8,303	7,791	8,163	274	261	293
DOI	8.3%	8.2%	6.8%	32.0%	32.9%	31.7%	24.2%	24.6%	25.4%	22.1%	21.8%	23.0%	13.4%	12.5%	13.1%	25,182	22,428	25,636	640	620	679
DOJ	9.8%	10.6%	10.4%	34.4%	36.1%	37.4%	25.9%	26.0%	26.6%	19.2%	18.0%	17.5%	10.7%	9.2%	8.0%	15,541	15,918	19,474	539	544	674
DOL	11.9%	12.4%	9.8%	34.0%	36.3%	34.9%	24.9%	26.1%	27.2%	17.6%	16.0%	17.6%	11.6%	9.3%	10.5%	8,384	10,696	10,766	433	535	555
DOT	9.4%	9.1%	8.5%	33.0%	33.5%	32.8%	25.1%	24.7%	24.6%	20.4%	20.2%	21.3%	12.0%	12.4%	12.7%	16,247	14,334	15,050	546	496	520
Educ	11.8%	13.9%	13.9%	32.1%	38.5%	37.9%	23.6%	22.4%	23.5%	19.3%	15.8%	15.7%	13.3%	9.4%	9.0%	2,704	2,740	2,580	118	115	114
EEOC	12.0%	10.4%	11.9%	27.2%	30.7%	32.8%	26.5%	26.8%	26.1%	20.1%	19.0%	18.2%	14.2%	13.1%	10.9%	1,316	1,406	1,157	98	96	82
EPA	9.7%	8.5%	6.7%	33.0%	35.5%	29.9%	21.7%	24.7%	22.5%	21.5%	20.6%	25.8%	14.1%	10.7%	15.1%	9,054	9,741	4,274	331	395	169
FCC	11.9%	10.0%	9.2%	29.8%	32.5%	35.3%	26.7%	23.6%	19.6%	19.9%	18.8%	20.4%	11.7%	15.1%	15.5%	676	611	536	38	35	36
FERC	25.5%	24.6%	23.7%	46.5%	47.9%	45.3%	14.3%	15.8%	18.5%	9.9%	7.9%	9.6%	3.8%	3.7%	2.8%	1,031	1,110	969	34	38	26
FTC	30.1%	32.7%	29.0%	43.4%	41.5%	44.4%	13.6%	12.9%	13.9%	10.4%	9.5%	9.4%	2.5%	3.4%	3.4%	592	620	608	18	20	17

Report by Agency

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
GSA	16.4%	16.3%	13.2%	34.2%	36.7%	33.0%	24.1%	23.0%	25.2%	16.3%	14.6%	17.4%	9.1%	9.4%	11.2%	7,251	6,802	7,534	266	262	315
HHS	12.9%	12.5%	11.3%	37.8%	39.6%	38.7%	22.8%	22.6%	23.6%	17.1%	16.1%	17.3%	9.4%	9.2%	9.1%	41,573	38,969	35,504	1,381	1,273	1,185
HUD	9.9%	9.2%	7.8%	28.3%	28.9%	26.6%	26.7%	27.5%	26.3%	21.1%	20.3%	22.4%	14.0%	14.1%	16.9%	4,718	5,175	5,076	230	276	315
NARA	11.4%	11.4%	10.1%	31.5%	37.1%	27.0%	24.8%	23.6%	25.3%	20.0%	15.9%	21.4%	12.4%	12.1%	16.2%	1,788	1,811	1,648	69	52	66
NASA	16.1%	14.6%	13.1%	40.4%	40.2%	37.4%	21.1%	21.4%	22.4%	16.0%	16.5%	19.0%	6.3%	7.2%	8.2%	11,456	10,873	9,672	330	306	246
NCUA	15.8%	18.3%	13.1%	39.4%	40.4%	43.5%	23.3%	21.2%	20.0%	14.9%	13.0%	15.5%	6.6%	7.2%	7.9%	643	644	760	22	13	15
NLRB	12.9%	10.6%	12.9%	33.3%	33.7%	34.8%	23.2%	23.2%	23.8%	18.9%	20.5%	19.4%	11.8%	12.0%	9.1%	807	838	853	43	43	47
NRC	13.4%	14.7%	17.4%	35.4%	38.2%	44.1%	20.9%	20.5%	18.8%	19.6%	17.0%	13.9%	10.7%	9.7%	5.8%	2,347	2,066	2,583	90	79	91
NSF	19.3%	18.2%	16.7%	42.1%	42.4%	38.4%	18.7%	19.7%	21.4%	13.6%	13.9%	16.3%	6.3%	5.8%	7.1%	894	838	881	15	15	18
OMB	23.2%	29.1%	18.7%	51.0%	50.1%	49.5%	11.9%	9.7%	19.9%	11.4%	8.2%	9.0%	2.5%	2.8%	3.0%	338	344	300	5	6	5
OPM	13.1%	12.4%	12.3%	37.4%	39.7%	40.5%	24.9%	24.6%	25.7%	15.5%	14.5%	14.8%	9.2%	8.9%	6.8%	2,746	3,001	3,130	164	188	234
PBGC	15.1%	15.0%	11.4%	40.2%	48.1%	41.4%	24.8%	18.1%	25.2%	13.5%	12.4%	13.6%	6.4%	6.4%	8.4%	591	541	616	17	28	13
RRB	11.9%	12.5%	8.7%	33.0%	30.7%	40.1%	26.1%	30.0%	26.5%	18.8%	16.1%	16.6%	10.2%	10.8%	8.2%	420	294	446	27	26	35
SBA	11.3%	9.3%	7.6%	28.9%	30.7%	29.9%	25.2%	25.1%	26.5%	19.1%	18.3%	20.1%	15.5%	16.6%	15.9%	1,440	1,314	1,244	69	68	58
SEC	22.3%	20.9%	16.7%	44.0%	48.0%	46.8%	18.5%	17.5%	18.3%	9.7%	8.8%	11.3%	5.5%	4.8%	6.9%	3,352	3,064	1,825	168	139	91

Report by Agency

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
SSA	7.6%	8.3%	9.4%	27.2%	32.3%	32.5%	28.5%	27.7%	29.5%	22.1%	19.1%	18.5%	14.7%	12.6%	10.1%	8,108	8,480	9,970	365	397	533
State	10.6%	10.8%	10.8%	39.5%	42.4%	42.8%	20.8%	22.5%	22.0%	19.0%	17.0%	17.1%	10.1%	7.4%	7.2%	4,186	5,114	3,965	98	127	86
Treas	8.3%	8.0%	7.4%	28.1%	27.1%	27.0%	26.3%	25.8%	25.7%	21.2%	21.8%	22.2%	16.1%	17.3%	17.6%	43,661	42,857	48,759	2,551	2,490	2,803
USAID	12.3%	10.8%	10.5%	39.6%	45.8%	44.4%	18.4%	18.6%	18.5%	19.6%	17.8%	19.0%	10.1%	7.0%	7.6%	2,053	2,244	1,962	28	36	34
USDA	6.6%	6.6%	5.3%	29.1%	31.5%	29.8%	27.1%	27.8%	28.6%	23.4%	22.0%	23.2%	13.7%	12.1%	13.0%	47,482	22,168	19,917	1,387	662	652
VA	9.9%	10.0%	9.3%	33.8%	35.0%	35.1%	24.4%	23.9%	24.1%	18.9%	18.7%	19.7%	12.9%	12.4%	11.8%	62,517	29,426	31,254	1,706	830	879
Small Agencies	18.7%	18.0%	17.0%	39.2%	42.4%	42.0%	20.2%	19.2%	20.0%	13.7%	12.8%	12.9%	8.2%	7.6%	8.1%	5,333	5,224	4,952	180	160	157
DOD	9.0%	8.4%	8.0%	33.4%	33.3%	33.0%	26.0%	25.6%	26.3%	20.4%	20.9%	20.9%	11.2%	11.8%	11.9%	68,335	56,679	70,573	2,217	1,830	2,188
USACE	9.0%	8.9%	7.4%	38.3%	37.2%	37.3%	26.3%	25.8%	26.8%	18.1%	18.6%	19.6%	8.3%	9.4%	8.9%	4,276	3,519	4,195	98	75	101
Air Force	8.9%	9.2%	8.9%	34.2%	34.5%	34.7%	24.4%	24.2%	24.9%	21.0%	20.2%	20.8%	11.4%	11.9%	10.8%	16,283	15,055	18,148	574	493	588
Army‡	8.9%	8.1%	7.4%	31.4%	31.3%	31.2%	26.2%	25.6%	26.8%	21.3%	21.9%	21.2%	12.2%	13.1%	13.4%	16,913	13,036	16,139	520	421	522
Navy‡	8.5%	7.4%	7.3%	33.8%	33.6%	32.6%	26.9%	26.3%	26.5%	20.1%	21.6%	21.8%	10.7%	11.1%	11.8%	13,785	10,813	15,743	407	318	431
Marine Corps	9.4%	6.8%	8.1%	29.9%	30.2%	29.0%	27.3%	26.9%	28.6%	21.4%	22.7%	20.3%	12.0%	13.4%	14.0%	1,745	1,168	1,631	61	44	46
DOD 4th Estate	10.4%	9.6%	9.1%	34.1%	34.2%	34.2%	25.8%	26.2%	26.4%	18.9%	19.2%	19.0%	10.8%	10.7%	11.3%	15,333	13,088	14,717	557	479	500

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
BBG	8.9%	10.5%	8.5%	20.3%	19.8%	20.9%	27.7%	25.4%	25.3%	16.4%	16.0%	17.4%	26.7%	28.2%	27.9%	997	850	1,036	63	40	54
CSOSA	10.8%	10.8%	10.3%	25.1%	24.4%	19.7%	28.0%	26.9%	32.9%	17.9%	18.3%	18.5%	18.2%	19.6%	18.6%	499	574	608	38	36	33
DHS	6.6%	5.8%	4.7%	19.1%	17.3%	15.4%	25.3%	23.1%	23.1%	20.3%	21.2%	22.1%	28.6%	32.7%	34.7%	44,815	44,319	41,003	2,366	2,311	1,919
DOC	18.2%	19.1%	18.9%	35.4%	33.7%	32.9%	24.4%	23.4%	23.6%	12.2%	12.8%	13.1%	9.8%	11.0%	11.5%	9,593	8,981	9,346	815	732	706
DOE	11.7%	10.9%	8.6%	30.8%	30.2%	28.1%	27.8%	27.2%	27.1%	15.7%	15.3%	18.3%	14.0%	16.4%	17.9%	7,903	7,423	7,864	658	599	546
DOI	9.8%	9.5%	7.6%	29.6%	28.4%	27.7%	28.9%	27.2%	28.1%	16.4%	17.3%	18.6%	15.3%	17.6%	18.1%	24,019	21,360	24,665	1,708	1,534	1,527
DOJ	8.7%	8.6%	8.9%	25.8%	26.6%	26.3%	27.9%	26.8%	27.7%	18.9%	18.9%	19.9%	18.7%	19.1%	17.2%	15,066	15,410	18,941	977	955	1,107
DOL	13.7%	13.8%	11.8%	29.7%	28.7%	27.8%	26.2%	26.1%	27.0%	14.4%	15.1%	15.9%	16.0%	16.4%	17.5%	8,146	10,378	10,539	645	771	718
DOT	9.4%	8.6%	7.7%	25.3%	25.3%	24.2%	28.5%	27.3%	27.8%	18.1%	18.4%	20.1%	18.7%	20.5%	20.1%	15,513	13,683	14,362	1,245	1,091	1,122
Educ	13.5%	14.0%	13.7%	29.2%	28.7%	29.6%	25.6%	24.0%	24.7%	14.8%	16.1%	15.0%	16.9%	17.2%	17.0%	2,545	2,579	2,449	273	258	235
EEOC	14.1%	12.2%	13.7%	27.5%	24.4%	24.1%	28.0%	30.4%	28.1%	14.5%	16.1%	16.0%	15.9%	16.9%	18.1%	1,276	1,333	1,123	133	166	110
EPA	10.5%	8.8%	7.4%	31.7%	30.1%	27.1%	27.7%	26.8%	26.4%	16.2%	18.5%	20.0%	13.9%	15.8%	19.1%	8,519	9,228	4,083	840	849	338
FCC	12.5%	14.0%	14.0%	29.0%	26.4%	28.3%	30.1%	27.1%	24.7%	15.0%	16.0%	15.6%	13.4%	16.5%	17.4%	640	575	517	73	66	51
FERC	23.6%	22.5%	19.8%	35.6%	31.5%	36.2%	20.6%	22.4%	21.1%	11.7%	13.4%	11.6%	8.5%	10.3%	11.2%	1,000	1,056	925	70	85	60
FTC	31.4%	32.4%	25.1%	32.8%	33.2%	31.9%	22.0%	17.8%	22.6%	8.0%	9.4%	12.6%	5.8%	7.3%	7.9%	546	555	557	63	82	64

Report by Agency

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
GSA	17.5%	16.4%	13.7%	29.6%	28.8%	25.8%	27.7%	27.1%	29.2%	13.0%	13.1%	15.5%	12.1%	14.6%	15.8%	6,975	6,590	7,316	518	427	514
HHS	13.6%	12.1%	11.0%	32.6%	31.1%	30.4%	27.3%	27.2%	27.5%	14.5%	15.4%	16.2%	12.0%	14.2%	14.8%	39,185	36,758	33,638	3,672	3,268	2,867
HUD	11.2%	10.1%	8.5%	26.6%	25.1%	22.6%	29.0%	28.2%	28.8%	16.1%	17.9%	18.5%	17.1%	18.7%	21.7%	4,505	4,983	4,925	423	435	436
NARA	13.2%	13.7%	12.4%	28.5%	26.5%	22.7%	25.3%	25.5%	23.9%	16.6%	15.9%	17.0%	16.3%	18.4%	24.0%	1,706	1,738	1,596	143	119	112
NASA	19.9%	18.6%	16.7%	37.3%	36.9%	35.9%	24.3%	24.2%	25.0%	10.7%	11.1%	12.6%	7.8%	9.2%	9.8%	11,000	10,415	9,237	772	733	640
NCUA	16.5%	16.9%	14.3%	32.6%	34.4%	37.5%	23.3%	24.0%	22.9%	14.4%	13.1%	14.0%	13.1%	11.6%	11.3%	625	629	736	39	28	36
NLRB	14.5%	13.0%	13.5%	31.2%	27.9%	28.7%	26.2%	25.5%	25.4%	14.2%	17.1%	17.9%	13.9%	16.4%	14.5%	780	804	820	62	69	74
NRC	14.0%	14.1%	17.3%	29.3%	29.0%	30.7%	27.9%	26.7%	25.4%	14.3%	15.9%	14.5%	14.6%	14.2%	12.1%	2,241	1,958	2,437	181	174	216
NSF	17.0%	17.1%	15.7%	32.6%	28.9%	27.2%	25.3%	25.1%	27.0%	13.0%	15.2%	15.8%	12.2%	13.8%	14.3%	822	776	816	84	74	73
OMB	20.8%	19.5%	15.2%	36.8%	37.2%	38.7%	21.5%	22.4%	26.7%	15.3%	14.5%	15.8%	5.6%	6.4%	3.6%	302	303	270	40	46	32
OPM	14.3%	14.2%	13.2%	31.0%	32.6%	30.8%	29.7%	27.4%	29.4%	13.3%	13.4%	14.8%	11.6%	12.4%	11.8%	2,632	2,845	3,029	268	323	320
PBGC	17.5%	15.4%	13.4%	34.5%	30.9%	33.4%	24.2%	24.9%	24.6%	11.5%	14.4%	15.3%	12.3%	14.4%	13.3%	557	521	580	49	47	45
RRB	14.3%	10.5%	10.9%	33.5%	33.5%	35.2%	25.2%	27.6%	28.3%	13.2%	15.1%	13.7%	13.8%	13.3%	12.0%	416	298	440	32	20	36
SBA	12.9%	11.8%	10.3%	26.2%	25.9%	22.3%	25.8%	23.4%	26.5%	14.7%	15.9%	17.4%	20.3%	23.1%	23.6%	1,396	1,274	1,196	111	99	99
SEC	17.3%	14.9%	12.5%	29.4%	27.5%	25.4%	26.1%	24.3%	21.6%	13.5%	15.9%	19.0%	13.7%	17.5%	21.5%	3,141	2,866	1,755	372	326	152

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

Report by Agency

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
SSA	9.3%	9.0%	8.9%	25.1%	26.7%	25.9%	28.2%	26.0%	27.8%	18.3%	18.0%	19.1%	19.1%	20.3%	18.3%	7,913	8,270	9,791	520	568	679
State	9.3%	9.3%	8.2%	33.5%	30.7%	31.7%	27.1%	28.9%	27.4%	16.5%	18.5%	19.7%	13.7%	12.7%	13.0%	4,055	4,948	3,791	211	267	249
Treas	9.7%	9.2%	8.8%	27.4%	26.6%	26.5%	28.8%	28.8%	28.4%	17.1%	17.3%	17.8%	17.0%	18.2%	18.4%	42,365	41,362	47,131	3,669	3,676	4,089
USAID	7.5%	7.9%	8.2%	29.3%	25.6%	25.3%	27.8%	27.3%	26.4%	21.8%	21.8%	21.5%	13.7%	17.4%	18.6%	1,970	2,122	1,871	108	144	122
USDA	8.2%	7.7%	6.2%	29.4%	28.5%	27.1%	29.5%	29.6%	29.4%	18.4%	19.2%	20.5%	14.4%	15.1%	16.8%	46,092	21,461	19,437	2,585	1,227	1,051
VA	8.4%	8.3%	7.3%	22.2%	23.0%	23.1%	29.9%	29.8%	29.4%	18.8%	18.5%	19.6%	20.8%	20.4%	20.6%	59,157	27,816	29,809	4,661	2,182	2,092
Small Agencies	17.2%	16.1%	14.3%	30.5%	30.7%	29.2%	25.2%	25.0%	24.6%	13.0%	13.5%	14.8%	14.0%	14.8%	17.0%	5,046	4,956	4,684	452	405	405
DOD	9.5%	8.6%	8.0%	27.1%	25.7%	25.0%	29.0%	28.2%	28.8%	17.3%	18.4%	18.7%	17.0%	19.1%	19.5%	65,843	54,447	68,256	4,463	3,711	4,134
USACE	10.8%	9.9%	8.8%	34.5%	33.7%	31.3%	27.9%	26.1%	27.6%	15.9%	16.9%	17.9%	11.0%	13.4%	14.4%	4,145	3,405	4,078	207	168	207
Air Force	9.5%	9.3%	8.6%	26.2%	24.9%	25.2%	29.3%	28.2%	28.5%	17.5%	17.9%	19.0%	17.4%	19.7%	18.8%	15,666	14,379	17,467	1,139	1,089	1,158
Army†	8.7%	8.1%	7.1%	25.2%	23.1%	22.3%	29.6%	28.0%	28.6%	17.5%	19.3%	19.9%	19.0%	21.5%	22.1%	16,256	12,482	15,611	1,113	889	959
Navy†	9.8%	8.1%	7.9%	29.0%	28.1%	27.2%	28.8%	29.0%	29.6%	17.0%	18.2%	17.5%	15.3%	16.6%	17.9%	13,303	10,445	15,267	836	595	826
Marine Corps	9.1%	8.2%	7.2%	22.8%	20.9%	21.8%	31.9%	26.9%	28.1%	16.4%	20.5%	18.5%	19.7%	23.5%	24.5%	1,689	1,136	1,581	110	71	89
DOD 4th Estate	10.1%	9.5%	8.8%	26.8%	25.7%	24.2%	27.7%	27.7%	29.0%	17.9%	18.0%	18.4%	17.5%	19.1%	19.6%	14,784	12,600	14,252	1,058	899	895

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
BBG	6.5%	6.7%	6.4%	19.2%	20.4%	19.9%	30.2%	29.0%	26.9%	19.0%	16.8%	19.9%	25.2%	27.1%	26.9%	980	846	1,007	78	50	83
CSOSA	10.2%	8.5%	8.6%	27.0%	26.3%	23.9%	25.1%	27.5%	30.1%	17.8%	17.8%	20.1%	19.8%	19.8%	17.4%	489	574	604	49	43	39
DHS	5.4%	4.7%	3.8%	20.3%	18.1%	16.5%	24.0%	22.3%	22.1%	22.6%	23.6%	23.6%	27.6%	31.2%	33.9%	43,968	43,778	40,527	3,205	2,902	2,416
DOC	10.1%	10.3%	10.8%	32.1%	29.8%	29.8%	28.4%	28.1%	26.8%	16.7%	17.1%	18.2%	12.8%	14.7%	14.3%	8,950	8,330	8,796	1,476	1,384	1,273
DOE	8.7%	7.1%	5.6%	27.6%	27.0%	24.9%	28.9%	29.1%	28.0%	19.1%	19.5%	22.2%	15.7%	17.2%	19.3%	7,556	7,126	7,565	997	906	860
DOI	6.8%	6.1%	4.9%	25.9%	23.8%	23.1%	28.8%	28.1%	27.7%	20.5%	21.5%	23.0%	18.0%	20.5%	21.3%	23,339	20,850	24,104	2,382	2,090	2,077
DOJ	6.1%	6.3%	6.1%	22.6%	22.9%	22.4%	26.7%	25.9%	27.2%	22.3%	23.6%	24.2%	22.4%	21.3%	20.1%	14,685	15,049	18,565	1,340	1,328	1,488
DOL	9.8%	9.1%	7.6%	26.5%	25.8%	25.1%	29.5%	29.4%	30.4%	17.0%	18.8%	18.6%	17.1%	16.8%	18.4%	7,784	9,898	10,060	1,006	1,268	1,211
DOT	6.5%	5.5%	5.4%	23.2%	22.4%	21.5%	28.5%	27.8%	27.3%	22.1%	21.7%	23.5%	19.7%	22.6%	22.2%	15,049	13,312	13,988	1,696	1,461	1,518
Educ	9.3%	9.1%	10.0%	25.0%	23.2%	23.6%	28.6%	28.9%	28.4%	19.5%	20.0%	18.9%	17.6%	18.7%	19.2%	2,441	2,464	2,345	375	373	343
EEOC	11.0%	9.1%	10.9%	26.4%	24.8%	22.7%	30.0%	29.1%	29.0%	17.2%	18.6%	17.4%	15.4%	18.3%	20.0%	1,236	1,303	1,069	175	191	170
EPA	6.1%	4.8%	4.4%	25.5%	21.6%	19.5%	31.3%	30.3%	28.5%	21.5%	24.5%	24.8%	15.6%	18.9%	22.8%	8,029	8,734	3,877	1,338	1,362	547
FCC	6.9%	7.5%	6.1%	23.8%	22.1%	25.1%	33.5%	31.1%	27.5%	20.2%	20.4%	21.9%	15.6%	18.9%	19.4%	612	551	497	101	91	71
FERC	14.3%	11.7%	11.4%	29.4%	27.3%	30.9%	30.4%	31.6%	28.4%	15.4%	17.1%	17.4%	10.6%	12.2%	11.9%	920	964	856	146	180	137
FTC	14.1%	14.7%	6.1%	29.9%	26.1%	26.2%	30.4%	26.5%	30.5%	16.1%	20.6%	22.5%	9.5%	12.0%	14.6%	524	523	507	87	115	117

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
GSA	13.9%	12.6%	10.4%	29.8%	27.7%	26.1%	29.8%	30.8%	31.5%	14.9%	14.9%	16.8%	11.7%	14.1%	15.2%	6,604	6,303	7,029	886	736	799
HHS	9.5%	8.0%	7.3%	28.0%	26.6%	26.3%	29.5%	29.1%	28.9%	18.4%	19.5%	20.0%	14.6%	16.8%	17.6%	37,330	34,931	32,270	5,513	5,149	4,235
HUD	8.6%	6.8%	5.8%	23.7%	20.6%	20.2%	30.8%	31.2%	29.1%	19.0%	20.4%	21.8%	17.8%	20.9%	23.1%	4,353	4,778	4,778	575	644	584
NARA	11.2%	10.5%	8.8%	28.3%	27.3%	25.2%	27.0%	27.2%	25.7%	18.9%	17.3%	20.1%	14.6%	17.7%	20.1%	1,654	1,688	1,542	194	167	159
NASA	13.7%	12.0%	11.0%	32.6%	32.3%	30.5%	29.2%	29.2%	30.2%	15.4%	16.4%	17.3%	9.2%	10.0%	11.0%	10,234	9,772	8,743	1,530	1,376	1,129
NCUA	11.7%	13.5%	9.7%	30.2%	25.9%	30.9%	25.5%	26.9%	27.6%	18.8%	19.7%	17.7%	13.9%	13.9%	14.2%	587	562	700	77	96	76
NLRB	7.9%	6.6%	5.8%	24.7%	20.3%	17.8%	30.7%	27.8%	26.6%	20.8%	24.0%	27.0%	15.8%	21.3%	22.7%	730	758	777	115	119	120
NRC	9.3%	8.9%	9.1%	26.0%	25.2%	25.1%	29.0%	29.4%	28.8%	18.5%	18.3%	20.9%	17.2%	18.3%	16.2%	2,096	1,809	2,275	338	327	387
NSF	11.1%	11.2%	10.2%	27.0%	23.2%	22.5%	27.4%	26.5%	26.7%	17.9%	21.4%	23.2%	16.6%	17.7%	17.4%	793	748	809	109	100	85
OMB	11.9%	10.0%	9.6%	29.5%	31.1%	27.2%	28.4%	28.0%	32.4%	22.4%	19.1%	22.0%	7.8%	11.7%	8.8%	288	274	252	55	75	52
OPM	11.4%	11.9%	11.6%	32.5%	31.9%	32.2%	29.3%	29.3%	28.8%	14.9%	14.8%	15.3%	11.9%	12.1%	12.1%	2,424	2,628	2,773	480	544	582
PBGC	9.4%	8.1%	9.2%	28.3%	25.7%	25.4%	32.7%	33.5%	29.5%	17.4%	19.9%	20.2%	12.2%	12.8%	15.6%	520	472	539	84	89	89
RRB	12.5%	7.4%	7.5%	24.5%	27.0%	29.4%	29.3%	30.6%	27.9%	16.3%	15.9%	20.2%	17.4%	19.1%	15.0%	389	273	421	55	42	58
SBA	9.1%	7.8%	7.0%	25.7%	24.1%	22.8%	27.2%	24.7%	26.2%	17.0%	17.5%	19.0%	21.0%	25.9%	25.1%	1,344	1,230	1,158	161	140	132
SEC	10.6%	8.7%	6.5%	23.0%	21.2%	22.1%	31.7%	30.8%	27.3%	19.3%	21.3%	22.0%	15.4%	17.9%	22.1%	2,884	2,601	1,632	629	589	272

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
SSA	6.7%	6.2%	6.4%	23.5%	22.3%	22.4%	26.8%	25.7%	27.3%	20.7%	22.3%	22.0%	22.3%	23.5%	21.8%	7,657	7,954	9,452	798	897	998
State	5.8%	5.3%	5.8%	30.5%	28.4%	26.4%	25.4%	25.8%	25.7%	23.1%	23.6%	24.7%	15.3%	16.9%	17.4%	4,025	4,940	3,760	244	282	279
Treas	8.2%	7.8%	7.4%	28.2%	27.1%	27.2%	29.4%	29.8%	29.6%	17.3%	17.5%	17.8%	16.9%	17.8%	18.0%	39,404	38,476	43,880	6,667	6,629	7,442
USAID	6.9%	6.0%	5.3%	27.4%	24.4%	23.0%	25.3%	24.2%	22.9%	23.9%	24.4%	25.9%	16.5%	21.0%	22.9%	1,947	2,115	1,837	122	162	148
USDA	5.3%	5.1%	3.9%	24.6%	22.9%	21.3%	29.6%	29.5%	28.2%	22.0%	22.1%	24.2%	18.4%	20.3%	22.4%	45,148	20,943	18,999	3,567	1,779	1,493
VA	6.8%	6.1%	5.5%	22.2%	22.7%	21.9%	25.8%	25.9%	26.4%	21.2%	21.3%	22.7%	24.1%	23.9%	23.5%	59,492	27,941	29,747	4,421	2,170	2,187
Small Agencies	12.7%	11.4%	10.0%	27.6%	28.0%	27.3%	28.4%	28.2%	28.4%	16.4%	17.0%	17.8%	15.0%	15.4%	16.4%	4,786	4,723	4,416	713	649	669
DOD	6.6%	5.9%	5.6%	23.9%	22.7%	22.4%	28.5%	28.1%	27.6%	21.5%	22.2%	22.5%	19.5%	21.1%	21.9%	64,580	53,537	67,148	5,767	4,711	5,278
USACE	6.2%	5.2%	4.9%	25.2%	23.7%	22.9%	30.7%	29.8%	28.2%	22.2%	23.3%	25.0%	15.7%	18.0%	19.0%	4,008	3,303	3,938	346	283	340
Air Force	7.0%	6.6%	6.0%	24.5%	23.1%	23.5%	27.9%	28.0%	27.4%	22.0%	21.7%	22.6%	18.5%	20.7%	20.5%	15,464	14,266	17,356	1,364	1,208	1,295
Army†	6.3%	6.0%	5.3%	22.7%	21.0%	21.0%	27.4%	26.7%	26.6%	21.9%	22.6%	22.5%	21.7%	23.6%	24.6%	16,107	12,392	15,445	1,269	1,006	1,117
Navy†	6.1%	4.7%	5.0%	24.4%	23.3%	22.4%	30.0%	29.4%	28.5%	21.5%	22.9%	22.4%	18.0%	19.6%	21.6%	13,024	10,240	14,958	1,113	834	1,163
Marine Corps	7.3%	7.6%	6.6%	24.8%	24.3%	25.1%	27.4%	27.5%	27.7%	21.7%	18.1%	20.2%	18.8%	22.4%	20.3%	1,646	1,117	1,574	156	85	95
DOD 4th Estate	7.4%	6.8%	6.5%	23.7%	23.6%	22.7%	27.9%	28.1%	27.9%	20.2%	21.1%	22.4%	20.9%	20.5%	20.6%	14,331	12,219	13,877	1,519	1,295	1,268

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
BBG	7.8%	9.6%	7.2%	24.9%	23.9%	22.4%	26.0%	25.8%	25.5%	16.9%	16.8%	20.3%	24.4%	23.9%	24.6%	996	864	1,044	62	31	50
CSOSA	10.9%	9.8%	10.4%	28.3%	26.9%	21.4%	26.6%	27.7%	34.1%	18.1%	21.1%	21.0%	16.1%	14.4%	13.1%	515	583	617	24	34	28
DHS	6.6%	5.5%	4.6%	22.8%	20.2%	18.8%	25.8%	24.0%	23.9%	22.5%	24.4%	24.7%	22.4%	26.0%	28.0%	45,318	44,955	41,459	1,872	1,777	1,484
DOC	11.0%	10.9%	11.1%	33.9%	31.3%	30.4%	27.9%	27.7%	28.3%	17.6%	18.6%	18.9%	9.6%	11.5%	11.3%	9,548	8,913	9,292	877	805	793
DOE	10.1%	8.1%	6.2%	30.7%	28.8%	25.9%	28.4%	28.4%	28.0%	18.8%	20.2%	23.8%	12.1%	14.5%	16.1%	7,960	7,545	7,894	582	491	539
DOI	7.8%	7.0%	5.5%	29.7%	27.1%	26.5%	29.6%	28.9%	29.6%	19.5%	21.2%	22.3%	13.4%	15.8%	16.0%	24,141	21,568	24,814	1,622	1,385	1,400
DOJ	8.1%	7.8%	7.6%	28.0%	27.3%	28.2%	27.8%	28.2%	28.2%	20.4%	21.2%	21.9%	15.7%	15.5%	14.1%	15,123	15,476	19,095	899	909	997
DOL	11.2%	10.3%	8.4%	28.9%	28.5%	27.3%	28.0%	28.1%	29.2%	17.0%	18.5%	19.5%	14.9%	14.6%	15.5%	8,233	10,449	10,595	561	744	699
DOT	7.9%	7.1%	6.3%	27.0%	26.4%	25.3%	29.3%	28.4%	28.5%	21.2%	20.2%	23.2%	14.7%	17.9%	16.8%	15,713	13,930	14,614	1,042	864	926
Educ	10.6%	10.6%	11.4%	27.6%	25.9%	27.0%	27.7%	26.5%	25.6%	19.1%	20.9%	19.8%	14.9%	16.0%	16.2%	2,609	2,651	2,491	208	196	203
EEOC	12.9%	12.4%	12.1%	30.0%	27.5%	25.2%	25.9%	25.9%	26.7%	18.7%	19.4%	18.6%	12.5%	14.7%	17.4%	1,288	1,390	1,139	122	111	99
EPA	7.9%	6.3%	5.6%	31.6%	28.3%	25.5%	28.8%	28.8%	27.4%	19.9%	22.8%	24.8%	11.7%	13.8%	16.7%	8,497	9,244	4,079	872	860	358
FCC	8.2%	8.9%	8.2%	29.6%	27.7%	26.2%	29.0%	27.2%	24.5%	19.5%	20.8%	23.0%	13.7%	15.4%	18.2%	634	581	513	76	65	54
FERC	16.6%	14.2%	13.1%	35.5%	32.1%	33.6%	26.7%	26.4%	25.8%	12.5%	18.4%	17.0%	8.6%	8.9%	10.5%	995	1,041	904	72	103	91
FTC	22.0%	18.1%	12.5%	35.6%	33.0%	31.5%	24.2%	24.2%	29.0%	11.9%	14.8%	17.4%	6.3%	10.0%	9.6%	547	559	557	63	78	66

Report by Agency

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
GSA	15.1%	13.1%	10.7%	33.4%	30.5%	28.3%	27.5%	28.5%	29.6%	14.6%	15.7%	18.6%	9.4%	12.1%	12.8%	7,064	6,651	7,407	443	379	424
HHS	11.4%	9.6%	8.4%	32.4%	30.4%	29.6%	27.8%	27.9%	28.3%	17.2%	19.0%	20.0%	11.1%	13.1%	13.7%	39,743	37,118	34,037	3,101	3,004	2,541
HUD	11.0%	9.4%	7.6%	30.3%	27.4%	25.4%	28.0%	28.0%	28.0%	17.0%	18.6%	20.7%	13.7%	16.5%	18.3%	4,584	5,040	4,998	353	384	373
NARA	11.9%	11.8%	10.0%	32.2%	31.6%	26.2%	26.3%	26.9%	27.6%	17.5%	15.4%	18.4%	12.1%	14.4%	17.8%	1,729	1,760	1,614	124	97	93
NASA	16.6%	15.0%	13.3%	37.3%	36.9%	36.1%	26.9%	28.0%	28.1%	13.0%	13.0%	14.7%	6.1%	7.1%	7.8%	10,941	10,400	9,255	838	754	631
NCUA	11.6%	14.8%	11.8%	31.4%	32.2%	36.7%	24.0%	23.2%	24.8%	20.4%	19.4%	16.7%	12.6%	10.5%	9.9%	620	607	738	43	46	38
NLRB	8.7%	6.5%	7.7%	29.3%	25.8%	22.0%	25.1%	24.1%	24.1%	22.5%	23.8%	27.7%	14.4%	19.8%	18.6%	787	800	823	58	78	74
NRC	12.0%	11.5%	12.2%	34.2%	31.6%	31.2%	26.3%	26.9%	27.1%	15.5%	18.0%	18.5%	12.0%	11.9%	11.0%	2,272	1,986	2,460	164	150	205
NSF	12.2%	11.9%	11.4%	27.8%	27.6%	25.0%	29.3%	24.7%	25.4%	17.7%	20.6%	23.7%	13.1%	15.2%	14.4%	829	778	824	74	72	74
OMB	15.1%	10.9%	9.8%	37.1%	39.4%	36.0%	22.6%	25.3%	31.7%	21.0%	17.4%	16.8%	4.2%	6.9%	5.8%	320	317	285	23	33	18
OPM	12.1%	11.6%	11.7%	31.1%	33.3%	30.4%	28.7%	27.3%	29.4%	16.8%	16.2%	17.1%	11.2%	11.6%	11.4%	2,641	2,875	3,033	267	309	324
PBGC	13.0%	12.1%	9.2%	33.6%	26.4%	27.0%	27.8%	28.6%	29.1%	15.2%	20.7%	21.7%	10.5%	12.2%	13.0%	548	509	590	55	55	37
RRB	12.0%	7.9%	8.5%	28.9%	28.4%	30.3%	29.2%	34.8%	29.9%	16.7%	14.6%	17.6%	13.2%	14.3%	13.6%	400	284	441	45	34	37
SBA	9.9%	8.5%	9.3%	28.3%	23.5%	21.8%	25.6%	26.3%	25.4%	17.6%	21.0%	22.2%	18.6%	20.6%	21.3%	1,393	1,283	1,217	108	92	79
SEC	11.7%	9.5%	7.4%	26.4%	24.3%	22.3%	27.6%	26.0%	24.5%	20.0%	22.1%	23.4%	14.3%	18.2%	22.4%	3,161	2,836	1,738	351	354	172

Report by Agency

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
SSA	7.1%	7.2%	8.0%	25.2%	26.6%	26.5%	28.4%	26.6%	28.2%	21.8%	21.7%	21.3%	17.6%	18.0%	16.0%	7,971	8,306	9,875	483	542	594
State	6.5%	6.0%	6.4%	33.3%	30.2%	30.5%	27.9%	29.0%	27.1%	21.0%	23.4%	24.5%	11.4%	11.3%	11.5%	4,144	5,059	3,880	126	164	165
Treas	9.0%	8.6%	7.9%	29.6%	28.3%	28.1%	29.8%	29.5%	29.9%	17.7%	18.5%	18.9%	13.9%	15.0%	15.2%	41,889	41,142	46,820	4,164	4,034	4,549
USAID	7.9%	6.6%	6.2%	30.6%	27.5%	27.4%	26.2%	27.7%	25.7%	23.9%	23.0%	25.5%	11.3%	15.1%	15.2%	2,024	2,181	1,913	53	91	75
USDA	6.7%	6.2%	4.9%	29.5%	28.0%	26.9%	30.6%	30.6%	30.0%	20.7%	21.5%	23.3%	12.5%	13.6%	14.9%	46,394	21,638	19,583	2,351	1,115	942
VA	7.7%	7.5%	6.3%	24.3%	24.8%	24.9%	27.3%	27.7%	27.4%	21.7%	21.6%	23.0%	19.0%	18.4%	18.4%	60,889	28,678	30,551	3,088	1,503	1,496
Small Agencies	13.4%	11.6%	10.4%	28.2%	28.4%	28.7%	27.0%	26.3%	25.6%	17.4%	19.1%	20.0%	14.1%	14.5%	15.3%	5,072	4,971	4,696	418	402	405
DOD	8.6%	7.3%	6.8%	28.6%	26.9%	26.5%	28.9%	28.6%	28.6%	19.8%	21.1%	21.8%	14.1%	16.1%	16.3%	66,883	55,384	69,257	3,459	2,896	3,278
USACE	7.7%	6.2%	5.6%	31.6%	28.4%	27.5%	30.1%	30.3%	29.4%	19.2%	20.9%	23.8%	11.4%	14.1%	13.7%	4,123	3,412	4,057	236	169	230
Air Force	9.1%	8.3%	7.9%	29.4%	27.1%	28.4%	28.7%	29.0%	28.6%	19.3%	20.3%	20.6%	13.5%	15.3%	14.6%	15,992	14,724	17,888	808	753	764
Army‡	8.2%	7.3%	6.5%	26.8%	25.2%	24.5%	28.1%	26.7%	27.8%	20.7%	21.7%	22.7%	16.1%	19.1%	18.5%	16,590	12,767	15,890	790	641	726
Navy‡	8.0%	6.1%	5.9%	29.1%	27.9%	26.6%	30.4%	30.5%	29.8%	20.3%	21.5%	22.1%	12.2%	14.1%	15.7%	13,498	10,561	15,402	649	521	719
Marine Corps	9.0%	8.6%	7.8%	29.6%	22.2%	24.9%	29.0%	29.0%	27.5%	17.2%	23.9%	20.4%	15.1%	16.2%	19.5%	1,726	1,152	1,621	78	52	47
DOD 4th Estate	10.2%	8.4%	7.9%	28.9%	28.4%	27.2%	27.1%	27.7%	28.2%	18.6%	19.6%	20.8%	15.3%	15.9%	16.0%	14,954	12,768	14,399	898	760	792

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
BBG	10.3%	12.7%	9.0%	25.9%	26.4%	24.3%	26.0%	23.1%	25.3%	14.3%	13.3%	17.8%	23.5%	24.4%	23.6%	999	858	1,030	59	38	63
CSOSA	13.4%	11.4%	11.8%	30.2%	34.9%	31.3%	26.4%	22.6%	25.9%	13.9%	16.4%	16.3%	16.1%	14.7%	14.6%	515	571	617	22	42	25
DHS	8.9%	7.2%	6.1%	27.3%	23.8%	22.5%	23.2%	22.3%	22.0%	18.3%	19.4%	20.8%	22.3%	27.3%	28.7%	44,742	44,342	40,985	2,323	2,288	1,908
DOC	18.4%	18.2%	18.2%	39.3%	36.8%	36.1%	22.6%	21.5%	22.0%	11.6%	12.6%	13.5%	8.2%	10.9%	10.1%	9,631	8,916	9,281	777	796	781
DOE	12.8%	10.2%	8.7%	37.1%	34.3%	30.4%	25.0%	25.2%	25.9%	13.6%	15.9%	18.6%	11.5%	14.4%	16.4%	7,909	7,450	7,854	630	568	571
DOI	11.8%	10.2%	8.7%	37.1%	35.0%	33.9%	24.1%	24.0%	24.6%	14.1%	15.6%	16.8%	13.0%	15.2%	16.1%	23,801	21,242	24,523	1,880	1,698	1,646
DOJ	10.6%	10.6%	10.5%	31.0%	30.5%	31.9%	24.1%	24.1%	23.9%	16.7%	17.4%	17.6%	17.5%	17.4%	16.1%	14,900	15,249	18,819	1,109	1,134	1,265
DOL	14.2%	13.1%	11.2%	33.7%	33.4%	32.2%	24.5%	25.3%	26.8%	13.9%	14.4%	15.0%	13.6%	13.8%	14.7%	8,060	10,315	10,464	711	859	791
DOT	11.0%	9.7%	8.8%	32.2%	31.8%	30.0%	25.6%	25.3%	26.1%	16.8%	16.3%	17.9%	14.4%	17.0%	17.2%	15,474	13,685	14,365	1,227	1,070	1,114
Educ	13.5%	14.0%	14.4%	32.5%	31.7%	32.5%	25.4%	23.9%	23.7%	14.1%	14.9%	14.0%	14.4%	15.5%	15.6%	2,502	2,530	2,410	305	308	277
EEOC	15.7%	13.3%	15.2%	34.5%	32.5%	29.0%	23.3%	24.9%	22.8%	13.3%	14.4%	15.6%	13.2%	14.9%	17.5%	1,283	1,332	1,124	120	157	114
EPA	11.9%	10.1%	8.7%	38.2%	35.3%	32.2%	24.2%	25.1%	24.9%	14.8%	16.7%	18.8%	10.9%	12.9%	15.4%	8,309	9,041	3,993	1,029	1,050	418
FCC	12.9%	12.0%	12.2%	33.6%	31.7%	32.8%	25.4%	21.6%	21.8%	16.1%	19.1%	16.3%	12.0%	15.6%	16.9%	615	577	511	95	67	57
FERC	22.8%	20.3%	18.1%	38.9%	33.9%	35.7%	19.5%	24.3%	22.3%	10.7%	12.2%	14.4%	8.2%	9.3%	9.4%	966	1,013	876	98	129	111
FTC	27.0%	25.4%	18.7%	38.6%	37.1%	35.5%	19.1%	20.6%	23.7%	9.2%	10.7%	12.3%	6.2%	6.2%	9.8%	534	554	534	73	78	87

Report by Agency

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
GSA	18.4%	15.3%	12.7%	34.8%	32.0%	29.3%	25.6%	27.4%	29.6%	11.4%	13.0%	14.5%	9.9%	12.4%	13.9%	6,927	6,515	7,145	558	492	641
HHS	15.1%	12.9%	11.5%	37.8%	35.5%	34.7%	23.8%	24.1%	24.6%	12.7%	14.6%	15.5%	10.6%	12.9%	13.7%	39,600	36,881	33,765	3,152	3,125	2,720
HUD	15.2%	13.1%	10.4%	36.6%	34.3%	31.2%	24.3%	24.3%	25.7%	12.2%	13.7%	16.1%	11.8%	14.6%	16.6%	4,526	5,006	4,910	390	404	445
NARA	16.4%	16.0%	14.2%	40.0%	37.5%	33.7%	19.6%	21.7%	21.9%	12.3%	11.5%	14.2%	11.7%	13.3%	15.9%	1,741	1,747	1,604	105	112	99
NASA	21.8%	20.0%	18.2%	41.5%	41.3%	41.4%	21.4%	22.1%	22.5%	9.4%	9.7%	10.8%	5.9%	6.9%	7.1%	10,979	10,380	9,236	759	737	623
NCUA	15.2%	19.2%	16.4%	33.8%	35.3%	37.1%	21.5%	17.5%	19.9%	15.8%	15.1%	14.5%	13.6%	12.9%	12.1%	627	622	733	35	35	39
NLRB	14.2%	11.7%	12.6%	33.3%	29.7%	28.9%	24.8%	23.9%	22.5%	13.5%	17.4%	18.7%	14.2%	17.2%	17.3%	763	778	814	81	90	83
NRC	16.1%	14.2%	16.0%	38.4%	38.1%	36.7%	22.5%	23.5%	22.4%	12.6%	13.4%	14.7%	10.4%	10.9%	10.2%	2,269	1,978	2,448	153	155	201
NSF	14.8%	15.3%	13.6%	34.0%	30.9%	31.6%	25.5%	24.3%	24.0%	12.8%	17.4%	16.2%	12.9%	12.1%	14.6%	814	766	813	90	77	81
OMB	17.2%	17.9%	17.0%	45.5%	43.5%	43.0%	20.0%	18.5%	21.3%	12.6%	11.4%	14.0%	4.7%	8.6%	4.7%	307	307	265	33	41	37
OPM	16.0%	15.0%	13.8%	37.0%	36.6%	37.5%	25.1%	25.2%	25.5%	11.5%	11.9%	12.1%	10.4%	11.3%	11.1%	2,602	2,845	3,030	298	332	323
PBGC	15.8%	14.8%	10.1%	40.7%	35.0%	33.9%	23.1%	22.4%	26.3%	10.9%	13.8%	15.3%	9.4%	14.1%	14.4%	555	515	581	46	49	45
RRB	17.8%	11.8%	14.6%	34.6%	32.2%	39.5%	24.4%	30.7%	22.1%	11.6%	13.8%	13.3%	11.6%	11.5%	10.6%	406	280	432	39	34	47
SBA	12.7%	11.2%	10.1%	32.7%	30.7%	30.5%	24.0%	24.4%	21.9%	12.4%	14.5%	17.5%	18.2%	19.2%	20.0%	1,374	1,270	1,187	127	99	101
SEC	17.2%	15.2%	11.9%	34.8%	32.3%	30.4%	24.3%	22.8%	21.6%	12.5%	15.3%	16.2%	11.2%	14.4%	19.9%	3,118	2,819	1,712	380	361	189

Report by Agency

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
SSA	10.5%	10.8%	12.2%	29.8%	31.0%	32.8%	26.2%	24.2%	23.4%	16.4%	16.9%	16.0%	17.1%	17.0%	15.7%	7,781	8,093	9,660	642	739	792
State	11.6%	9.4%	10.1%	36.9%	35.2%	34.1%	21.7%	24.0%	25.3%	16.8%	18.6%	18.2%	13.0%	12.7%	12.3%	4,086	4,984	3,829	173	224	210
Treas	12.6%	11.8%	11.6%	36.7%	35.0%	35.4%	24.4%	24.7%	24.5%	13.5%	14.2%	14.2%	12.9%	14.2%	14.3%	42,111	41,207	46,905	3,842	3,884	4,400
USAID	11.5%	9.7%	9.8%	38.9%	34.7%	33.8%	23.0%	24.3%	23.6%	15.5%	18.8%	18.0%	11.2%	12.5%	14.9%	1,966	2,080	1,869	105	179	111
USDA	10.2%	9.4%	7.9%	36.4%	34.2%	33.6%	25.3%	25.9%	25.9%	15.8%	16.7%	17.7%	12.3%	13.9%	15.1%	46,130	21,437	19,420	2,555	1,261	1,047
VA	9.7%	9.3%	8.6%	27.0%	28.6%	27.8%	27.1%	26.6%	26.8%	16.9%	16.9%	18.3%	19.3%	18.6%	18.5%	59,219	28,049	29,876	4,615	2,100	2,099
Small Agencies	17.8%	15.9%	13.9%	33.5%	32.6%	33.4%	23.1%	24.1%	23.1%	12.8%	14.0%	14.1%	12.7%	13.4%	15.5%	4,969	4,890	4,586	510	482	490
DOD	11.5%	10.1%	9.4%	33.6%	31.5%	30.8%	25.1%	25.3%	25.6%	15.4%	16.5%	17.3%	14.4%	16.7%	16.9%	66,460	54,946	68,764	3,777	3,252	3,626
USACE	11.7%	9.7%	8.8%	39.0%	34.0%	32.9%	24.2%	26.4%	25.8%	14.4%	16.0%	18.3%	10.8%	13.9%	14.1%	4,117	3,374	4,048	246	205	241
Air Force	11.6%	11.2%	10.3%	32.8%	31.1%	32.2%	24.6%	25.0%	24.4%	16.2%	16.7%	17.4%	14.8%	16.0%	15.7%	16,054	14,754	17,912	747	721	720
Army†	10.5%	9.4%	8.6%	31.2%	28.8%	27.7%	25.2%	24.1%	25.2%	16.3%	17.9%	18.2%	16.8%	19.9%	20.2%	16,429	12,645	15,736	920	741	830
Navy†	11.0%	8.9%	8.6%	35.6%	34.3%	32.1%	26.5%	26.8%	27.3%	14.9%	15.6%	17.1%	12.0%	14.4%	14.9%	13,339	10,439	15,289	769	614	810
Marine Corps	13.1%	11.5%	10.6%	31.5%	25.1%	30.9%	24.8%	25.4%	23.5%	16.2%	17.5%	15.4%	14.4%	20.4%	19.7%	1,727	1,150	1,612	69	59	62
DOD 4th Estate	13.7%	11.9%	11.1%	34.1%	32.4%	31.6%	23.3%	24.6%	25.2%	13.7%	14.8%	16.0%	15.2%	16.3%	16.0%	14,794	12,584	14,167	1,026	912	963

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
BBG	17.7%	18.5%	19.1%	46.1%	44.2%	48.0%	19.6%	17.7%	15.1%	7.8%	9.7%	10.0%	8.7%	9.7%	7.9%	1,042	889	1,082	14	5	8
CSOSA	25.1%	23.7%	22.5%	52.4%	51.7%	50.9%	12.9%	12.6%	13.9%	5.3%	6.8%	8.2%	4.3%	5.1%	4.5%	539	612	635	2	0	4
DHS	20.9%	19.3%	16.7%	51.5%	51.1%	51.0%	14.4%	14.9%	15.5%	7.2%	7.8%	8.8%	5.9%	6.8%	8.0%	47,040	46,527	42,761	130	170	142
DOC	27.4%	24.7%	25.0%	50.1%	50.9%	49.6%	12.6%	13.3%	14.1%	6.1%	6.8%	7.3%	3.9%	4.2%	3.9%	10,388	9,671	10,027	43	63	50
DOE	30.4%	27.6%	23.7%	49.8%	50.5%	51.4%	10.4%	10.9%	12.9%	5.9%	6.7%	7.5%	3.5%	4.3%	4.5%	8,516	8,010	8,400	28	29	29
DOI	24.0%	22.0%	20.0%	50.7%	50.6%	51.0%	13.1%	13.9%	14.7%	7.5%	8.2%	8.6%	4.7%	5.3%	5.6%	25,653	22,882	26,095	95	93	109
DOJ	23.2%	22.6%	23.1%	50.2%	50.4%	51.7%	14.9%	14.5%	13.7%	7.1%	7.3%	7.0%	4.6%	5.2%	4.4%	15,956	16,333	20,015	70	62	97
DOL	31.6%	30.5%	27.7%	47.9%	47.2%	48.6%	10.7%	11.2%	12.4%	5.7%	6.5%	6.3%	4.1%	4.6%	5.0%	8,728	11,149	11,233	45	55	60
DOT	27.4%	25.3%	24.6%	51.9%	53.0%	53.3%	11.9%	11.6%	11.8%	5.6%	6.5%	6.7%	3.2%	3.6%	3.6%	16,682	14,750	15,486	55	44	50
Educ	30.3%	29.6%	28.6%	50.2%	48.4%	49.3%	10.1%	11.2%	11.3%	6.0%	6.3%	6.2%	3.4%	4.5%	4.6%	2,802	2,834	2,678	13	17	13
EEOC	33.0%	30.7%	30.7%	46.2%	47.7%	44.6%	10.8%	10.6%	11.0%	5.7%	6.9%	7.5%	4.4%	4.1%	6.2%	1,398	1,487	1,228	16	13	9
EPA	30.0%	25.6%	23.3%	49.9%	50.9%	52.0%	10.7%	12.4%	12.1%	6.3%	7.0%	7.9%	3.1%	4.0%	4.7%	9,296	10,045	4,417	46	57	13
FCC	28.2%	24.6%	24.6%	47.8%	46.3%	47.6%	11.8%	14.6%	13.1%	6.6%	8.9%	7.4%	5.7%	5.6%	7.3%	702	642	563	10	4	2
FERC	43.7%	41.4%	38.1%	42.5%	42.3%	47.1%	7.8%	9.8%	7.9%	3.7%	4.5%	5.3%	2.4%	2.0%	1.7%	1,065	1,138	989	2	5	1
FTC	53.8%	49.5%	45.4%	35.7%	38.4%	39.5%	5.6%	7.4%	7.0%	3.0%	2.0%	4.4%	1.9%	2.7%	3.7%	605	636	622	2	3	2

Report by Agency

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
GSA	37.6%	33.5%	30.3%	46.5%	47.9%	49.4%	9.0%	10.7%	11.4%	4.3%	4.6%	5.2%	2.6%	3.3%	3.6%	7,465	7,009	7,790	28	27	34
HHS	29.3%	26.2%	24.1%	47.1%	48.4%	49.0%	12.5%	13.1%	13.8%	6.8%	7.5%	7.8%	4.3%	4.8%	5.3%	42,648	39,900	36,356	209	224	201
HUD	29.0%	26.6%	24.9%	47.3%	46.4%	47.5%	11.9%	12.9%	13.3%	6.9%	7.5%	8.0%	4.9%	6.5%	6.4%	4,917	5,411	5,346	21	20	30
NARA	29.5%	29.2%	26.9%	49.1%	46.1%	45.5%	9.6%	11.2%	12.5%	7.2%	7.3%	7.7%	4.6%	6.2%	7.4%	1,844	1,844	1,692	6	10	12
NASA	37.9%	35.8%	34.3%	46.7%	48.1%	48.5%	9.3%	9.6%	10.5%	4.1%	4.4%	4.4%	2.0%	2.1%	2.3%	11,724	11,117	9,875	36	39	22
NCUA	33.8%	32.7%	32.2%	50.8%	50.3%	50.8%	8.9%	9.5%	9.3%	4.4%	4.5%	4.9%	2.1%	3.1%	2.7%	664	654	770	0	3	0
NLRB	35.9%	32.0%	34.6%	48.6%	48.2%	47.7%	8.4%	10.1%	9.0%	3.9%	6.0%	6.3%	3.2%	3.7%	2.4%	846	872	889	0	5	10
NRC	34.9%	33.8%	35.5%	46.6%	47.1%	46.1%	9.1%	9.3%	9.1%	6.0%	5.8%	6.0%	3.5%	4.1%	3.3%	2,425	2,123	2,659	7	12	7
NSF	33.3%	31.3%	30.1%	45.2%	46.4%	45.3%	11.9%	11.6%	12.4%	6.4%	7.1%	7.5%	3.1%	3.6%	4.7%	899	848	893	3	0	3
OMB	47.3%	43.5%	42.6%	41.2%	45.0%	45.0%	6.1%	6.2%	8.6%	4.2%	4.5%	2.6%	1.1%	0.8%	1.3%	342	351	304	1	0	0
OPM	32.8%	31.9%	31.1%	48.5%	49.6%	48.7%	9.7%	9.9%	10.4%	5.8%	5.4%	6.4%	3.1%	3.2%	3.4%	2,891	3,159	3,350	16	16	15
PBGC	33.0%	29.4%	26.6%	47.0%	47.6%	49.3%	10.7%	11.5%	10.7%	6.0%	8.4%	8.8%	3.2%	3.0%	4.7%	606	560	624	0	4	2
RRB	33.4%	29.3%	26.5%	46.5%	46.5%	49.7%	11.8%	14.3%	13.6%	6.1%	5.8%	4.8%	2.1%	4.1%	5.3%	444	319	473	3	1	5
SBA	25.4%	23.6%	22.8%	46.2%	46.7%	45.6%	12.7%	12.7%	13.4%	7.4%	8.5%	10.5%	8.3%	8.5%	7.7%	1,493	1,365	1,296	11	8	5
SEC	34.2%	28.8%	27.1%	48.2%	49.8%	49.3%	9.3%	11.2%	12.4%	5.0%	6.0%	5.9%	3.4%	4.2%	5.4%	3,492	3,173	1,891	19	16	11

Report by Agency

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
SSA	27.8%	28.5%	27.9%	50.3%	50.5%	51.5%	11.5%	11.0%	11.3%	6.0%	6.1%	6.1%	4.3%	4.0%	3.2%	8,412	8,811	10,430	32	34	47
State	27.5%	25.5%	26.9%	52.9%	52.3%	51.7%	10.1%	12.3%	12.0%	6.4%	6.4%	6.3%	3.0%	3.6%	3.1%	4,254	5,207	4,032	15	15	14
Treas	31.6%	30.7%	30.3%	49.4%	49.6%	49.5%	10.0%	10.2%	10.3%	5.1%	5.4%	5.6%	3.9%	4.1%	4.3%	45,856	44,983	51,192	211	194	215
USAID	27.8%	22.7%	21.2%	52.3%	52.7%	54.6%	10.8%	12.4%	12.5%	5.7%	8.0%	7.1%	3.4%	4.2%	4.6%	2,067	2,256	1,987	6	11	7
USDA	23.9%	22.2%	20.0%	53.1%	54.1%	54.4%	12.7%	13.0%	13.6%	6.6%	6.7%	7.7%	3.7%	4.0%	4.4%	48,565	22,678	20,448	162	79	68
VA	22.1%	21.7%	20.5%	49.0%	49.3%	49.5%	14.6%	14.7%	15.2%	7.6%	7.9%	8.6%	6.6%	6.3%	6.2%	63,596	30,042	31,864	288	132	146
Small Agencies	33.4%	30.9%	29.4%	44.6%	46.2%	47.2%	10.9%	11.5%	11.5%	6.3%	6.5%	6.5%	4.7%	5.0%	5.3%	5,458	5,364	5,071	35	13	32
DOD	23.1%	21.4%	20.4%	50.1%	50.3%	51.3%	13.9%	14.7%	14.8%	7.8%	8.1%	8.1%	5.0%	5.5%	5.5%	70,050	58,013	72,225	261	256	287
USACE	25.5%	24.1%	21.8%	52.9%	51.8%	52.7%	11.8%	13.0%	13.2%	6.4%	6.9%	7.8%	3.4%	4.2%	4.5%	4,353	3,568	4,277	12	12	11
Air Force	23.0%	21.7%	20.8%	51.1%	51.2%	52.5%	13.6%	14.2%	14.3%	7.5%	8.1%	7.6%	4.9%	4.8%	4.8%	16,720	15,403	18,557	83	78	84
Army†	21.1%	19.1%	18.3%	49.3%	48.4%	49.8%	14.6%	16.0%	16.0%	9.0%	9.5%	9.1%	6.0%	7.0%	6.8%	17,289	13,320	16,530	75	69	78
Navy†	23.8%	22.0%	21.1%	51.1%	52.3%	52.6%	14.2%	14.2%	14.4%	7.2%	7.1%	7.4%	3.7%	4.5%	4.5%	14,093	11,041	16,066	47	43	59
Marine Corps	22.2%	20.2%	18.3%	51.8%	49.9%	52.1%	13.5%	16.5%	16.3%	7.9%	8.2%	7.6%	4.6%	5.2%	5.7%	1,795	1,203	1,662	6	7	10
DOD 4th Estate	25.1%	23.8%	22.5%	47.1%	48.1%	49.4%	13.6%	13.9%	13.8%	7.9%	8.1%	8.2%	6.4%	6.1%	6.0%	15,800	13,478	15,133	38	47	45

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
BBG	14.4%	16.9%	15.2%	37.1%	35.6%	36.1%	28.4%	26.1%	26.1%	8.7%	9.1%	11.5%	11.4%	12.3%	11.1%	1,019	873	1,054	39	24	41
CSOSA	18.6%	17.4%	17.1%	38.1%	37.5%	37.3%	26.4%	26.1%	29.0%	10.1%	11.9%	10.8%	6.7%	7.0%	5.9%	517	588	617	22	27	22
DHS	15.5%	13.3%	11.7%	34.8%	33.3%	32.0%	29.1%	29.9%	30.9%	11.4%	12.3%	13.4%	9.3%	11.3%	12.1%	45,813	45,366	41,689	1,420	1,422	1,213
DOC	19.8%	18.7%	18.3%	40.8%	39.2%	38.5%	27.6%	29.1%	29.3%	7.7%	8.4%	9.1%	4.1%	4.5%	4.8%	9,827	9,176	9,515	619	579	586
DOE	20.6%	18.1%	14.7%	40.1%	40.4%	37.4%	25.5%	26.2%	29.8%	9.0%	9.9%	11.7%	4.7%	5.4%	6.4%	8,287	7,732	8,155	273	305	286
DOI	17.9%	16.4%	13.9%	39.9%	39.1%	37.9%	26.9%	27.1%	29.2%	9.4%	10.3%	11.5%	5.8%	7.1%	7.5%	24,971	22,287	25,516	816	750	775
DOJ	16.5%	17.4%	17.3%	37.6%	37.2%	37.8%	28.9%	29.4%	29.3%	10.6%	9.6%	9.8%	6.5%	6.3%	5.7%	15,388	15,803	19,422	645	615	690
DOL	21.8%	21.1%	17.9%	38.6%	37.4%	38.2%	25.9%	27.0%	28.7%	7.9%	8.9%	9.0%	5.8%	5.6%	6.2%	8,412	10,699	10,754	387	512	540
DOT	18.3%	16.9%	16.0%	38.8%	38.9%	36.9%	26.8%	26.8%	29.4%	9.9%	10.4%	10.5%	6.2%	7.0%	7.2%	16,166	14,258	14,950	594	553	585
Educ	20.5%	20.4%	19.3%	37.2%	36.1%	39.5%	27.6%	28.0%	25.6%	8.9%	8.8%	8.9%	5.9%	6.7%	6.7%	2,664	2,712	2,536	147	139	159
EEOC	23.6%	20.7%	21.7%	34.8%	37.1%	34.3%	28.3%	27.4%	29.1%	8.5%	7.9%	8.0%	4.8%	6.9%	6.9%	1,314	1,388	1,148	93	114	96
EPA	18.6%	14.5%	12.1%	38.7%	38.3%	33.7%	28.8%	30.9%	31.6%	9.1%	10.8%	14.9%	4.8%	5.6%	7.7%	8,893	9,619	4,224	474	508	217
FCC	15.8%	16.6%	16.0%	37.4%	34.6%	39.0%	30.5%	30.7%	26.4%	9.9%	11.4%	9.8%	6.4%	6.6%	8.8%	669	604	533	46	44	39
FERC	31.0%	28.8%	25.9%	40.1%	41.1%	40.0%	21.4%	21.9%	24.9%	4.7%	5.6%	6.3%	2.8%	2.6%	3.0%	1,029	1,088	949	34	54	43
FTC	33.4%	34.2%	26.7%	35.3%	32.9%	38.0%	22.6%	23.5%	24.1%	6.5%	6.1%	7.4%	2.2%	3.3%	3.9%	576	600	585	33	39	40

Report by Agency

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
GSA	28.0%	23.9%	20.4%	39.9%	38.3%	39.4%	22.0%	25.5%	26.9%	6.5%	7.5%	8.0%	3.7%	4.9%	5.2%	7,237	6,785	7,590	272	263	266
HHS	22.2%	19.7%	17.9%	40.8%	40.4%	39.6%	24.9%	26.4%	27.6%	7.5%	8.2%	9.1%	4.7%	5.4%	5.7%	41,060	38,334	35,043	1,835	1,834	1,567
HUD	20.3%	18.6%	16.5%	39.6%	37.4%	35.1%	25.7%	27.3%	30.0%	8.6%	9.1%	11.0%	5.8%	7.6%	7.5%	4,742	5,214	5,098	199	225	266
NARA	23.8%	23.7%	17.7%	38.9%	36.8%	33.7%	24.1%	24.8%	28.2%	8.3%	8.2%	11.3%	4.8%	6.5%	9.0%	1,788	1,771	1,640	67	91	75
NASA	27.3%	24.7%	23.2%	40.1%	39.7%	38.6%	24.0%	25.4%	27.3%	6.0%	7.2%	7.7%	2.6%	3.0%	3.2%	11,341	10,734	9,541	451	435	358
NCUA	22.8%	25.9%	25.2%	42.8%	39.5%	38.6%	21.8%	20.7%	22.9%	8.3%	8.5%	9.5%	4.3%	5.6%	3.8%	642	643	745	19	16	27
NLRB	21.7%	16.0%	18.0%	39.1%	37.9%	37.7%	26.7%	31.2%	29.1%	7.7%	8.3%	9.6%	4.8%	6.7%	5.6%	800	801	819	49	80	78
NRC	19.9%	19.7%	22.0%	36.4%	37.1%	37.7%	27.4%	26.6%	26.0%	10.6%	10.9%	9.7%	5.7%	5.7%	4.6%	2,332	2,037	2,549	104	101	117
NSF	24.6%	24.2%	20.5%	33.8%	33.8%	35.5%	28.9%	27.2%	27.9%	8.1%	10.0%	9.9%	4.6%	4.8%	6.2%	867	803	854	40	48	43
OMB	31.2%	32.8%	26.3%	40.5%	38.6%	39.6%	21.0%	18.4%	25.4%	5.8%	8.7%	6.0%	1.4%	1.6%	2.7%	335	337	291	8	14	14
OPM	22.2%	20.1%	20.9%	37.4%	40.3%	38.6%	26.8%	26.6%	28.5%	8.0%	8.5%	7.9%	5.5%	4.5%	4.1%	2,698	2,946	3,103	210	228	253
PBGC	21.3%	19.9%	17.3%	44.8%	39.6%	41.8%	25.3%	28.7%	24.0%	5.0%	6.7%	10.8%	3.6%	5.0%	6.0%	578	529	609	31	38	18
RRB	23.9%	20.1%	18.0%	39.9%	45.0%	41.8%	22.2%	21.6%	26.7%	7.1%	9.7%	9.9%	6.9%	3.7%	3.7%	416	299	449	29	19	30
SBA	20.0%	17.9%	16.1%	37.3%	38.0%	34.2%	24.1%	23.6%	29.2%	9.7%	10.0%	10.0%	8.9%	10.4%	10.5%	1,456	1,321	1,258	50	57	40
SEC	24.6%	21.9%	18.8%	38.1%	40.4%	38.1%	27.7%	26.5%	28.8%	6.1%	7.3%	8.5%	3.5%	4.0%	5.7%	3,296	2,964	1,804	215	226	107

Report by Agency

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
SSA	18.6%	18.3%	18.4%	37.8%	37.5%	38.0%	27.7%	27.4%	28.9%	9.4%	10.1%	9.3%	6.5%	6.7%	5.4%	8,078	8,431	9,954	383	423	538
State	21.4%	20.0%	19.7%	43.4%	43.1%	43.0%	25.3%	24.7%	25.9%	6.8%	8.0%	7.6%	3.1%	4.3%	3.8%	4,132	5,056	3,882	147	175	166
Treas	18.8%	17.6%	16.9%	38.2%	37.3%	37.4%	27.6%	28.0%	28.1%	8.9%	9.8%	10.3%	6.5%	7.3%	7.3%	43,312	42,430	48,247	2,799	2,838	3,214
USAID	21.9%	18.6%	16.9%	44.1%	44.7%	45.0%	23.1%	23.6%	24.6%	7.2%	8.5%	9.1%	3.7%	4.6%	4.5%	1,992	2,157	1,901	84	117	95
USDA	16.4%	14.8%	12.1%	40.2%	40.2%	38.5%	28.3%	29.0%	30.9%	9.6%	10.3%	12.0%	5.6%	5.7%	6.5%	47,476	22,125	19,910	1,322	662	631
VA	17.1%	16.8%	15.9%	36.7%	37.1%	37.1%	27.9%	27.9%	28.1%	9.8%	10.0%	10.8%	8.5%	8.1%	8.0%	61,962	29,141	31,028	2,042	1,056	1,030
Small Agencies	23.6%	23.3%	21.8%	38.0%	37.4%	38.8%	25.4%	25.6%	25.1%	7.5%	8.0%	8.2%	5.4%	5.8%	6.1%	5,264	5,205	4,893	222	177	211
DOD	17.1%	15.7%	14.6%	39.2%	37.8%	37.4%	27.6%	28.4%	29.5%	10.0%	11.0%	11.3%	6.1%	7.1%	7.1%	68,282	56,447	70,509	2,117	1,905	2,073
USACE	17.7%	15.9%	14.4%	43.9%	41.1%	40.6%	25.6%	27.9%	29.4%	8.4%	9.6%	9.7%	4.3%	5.6%	5.9%	4,245	3,459	4,172	119	123	121
Air Force	16.5%	15.9%	14.7%	37.8%	36.5%	36.7%	28.1%	28.6%	28.9%	11.1%	11.7%	12.3%	6.6%	7.3%	7.3%	16,288	14,995	18,105	526	513	578
Army‡	16.2%	15.1%	13.7%	37.6%	35.1%	35.5%	28.5%	29.4%	30.9%	10.7%	12.0%	11.9%	6.9%	8.5%	8.0%	16,880	12,983	16,190	513	435	433
Navy‡	17.3%	15.4%	14.5%	41.7%	40.7%	39.1%	27.4%	28.2%	29.4%	8.8%	9.8%	10.8%	4.9%	5.9%	6.2%	13,780	10,763	15,704	380	334	409
Marine Corps	16.7%	13.4%	14.2%	37.5%	37.2%	36.1%	29.5%	31.4%	29.6%	10.2%	11.8%	11.6%	6.1%	6.2%	8.4%	1,764	1,186	1,644	40	22	35
DOD 4th Estate	19.2%	17.7%	16.5%	38.2%	38.6%	38.4%	26.2%	26.2%	27.9%	9.6%	10.7%	10.1%	6.8%	6.8%	7.1%	15,325	13,061	14,694	539	478	497

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
BBG	39.3%	40.6%	39.3%	36.2%	32.2%	35.2%	16.2%	18.5%	17.6%	5.2%	4.8%	5.6%	3.1%	3.9%	2.3%	1,067	901	1,098
CSOSA	37.8%	38.6%	37.7%	44.9%	41.6%	44.8%	14.2%	17.5%	14.7%	2.0%	1.9%	1.5%	1.1%	0.4%	1.2%	540	617	645
DHS	35.1%	33.2%	31.0%	42.2%	41.4%	41.8%	17.7%	19.1%	20.6%	3.4%	4.1%	4.3%	1.7%	2.2%	2.4%	47,205	46,795	42,900
DOC	48.2%	47.4%	46.6%	40.3%	40.3%	41.1%	9.7%	10.4%	10.2%	1.2%	1.4%	1.6%	0.5%	0.5%	0.6%	10,444	9,742	10,092
DOE	49.5%	47.1%	43.9%	39.3%	39.8%	41.3%	9.0%	10.4%	12.0%	1.5%	1.9%	2.0%	0.7%	0.8%	0.8%	8,565	8,050	8,443
DOI	43.9%	42.2%	40.6%	40.6%	40.3%	41.6%	12.5%	13.8%	14.2%	2.1%	2.6%	2.6%	0.9%	1.1%	1.0%	25,791	23,018	26,272
DOJ	43.8%	43.3%	44.2%	39.2%	39.6%	40.1%	13.4%	13.7%	12.8%	2.5%	2.5%	2.1%	1.0%	0.9%	0.7%	16,040	16,408	20,105
DOL	48.0%	45.6%	43.5%	38.7%	39.9%	41.8%	11.0%	12.1%	11.9%	1.5%	1.8%	2.1%	0.8%	0.7%	0.7%	8,798	11,218	11,318
DOT	46.3%	43.5%	41.4%	39.7%	40.8%	42.7%	11.4%	12.8%	13.1%	1.7%	2.2%	2.0%	0.7%	0.9%	0.8%	16,777	14,815	15,537
Educ	50.1%	48.4%	47.6%	37.2%	38.0%	39.2%	10.5%	11.2%	11.6%	1.4%	1.5%	0.8%	0.8%	0.9%	0.8%	2,817	2,855	2,693
EEOC	48.7%	45.1%	46.4%	37.1%	39.8%	39.3%	12.3%	12.3%	11.5%	1.2%	1.6%	1.8%	0.7%	1.2%	1.0%	1,413	1,504	1,239
EPA	55.0%	46.9%	45.7%	35.7%	40.7%	40.5%	7.9%	10.6%	11.9%	1.0%	1.3%	1.4%	0.5%	0.5%	0.6%	9,385	10,124	4,444
FCC	51.1%	50.4%	51.2%	36.3%	37.3%	34.1%	10.5%	9.0%	11.8%	1.6%	2.0%	1.3%	0.5%	1.4%	1.6%	712	647	569
FERC	60.6%	56.2%	53.2%	32.4%	35.4%	37.2%	5.7%	7.4%	7.9%	1.0%	0.6%	1.4%	0.4%	0.4%	0.4%	1,067	1,147	995
FTC	69.1%	68.2%	64.9%	25.3%	25.0%	27.1%	5.2%	6.0%	5.8%	0.2%	0.4%	1.4%	0.2%	0.5%	0.9%	610	640	624

Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
GSA	53.5%	50.0%	48.4%	36.0%	37.9%	38.4%	8.9%	10.1%	10.9%	1.1%	1.4%	1.6%	0.4%	0.7%	0.8%	7,518	7,051	7,854
HHS	51.0%	48.1%	46.9%	36.4%	37.8%	38.0%	10.3%	11.4%	12.2%	1.5%	1.9%	2.0%	0.7%	0.8%	0.8%	42,927	40,204	36,621
HUD	48.6%	44.9%	43.0%	37.8%	39.1%	39.8%	11.2%	13.0%	14.0%	1.7%	2.0%	2.2%	0.7%	1.0%	1.1%	4,945	5,440	5,375
NARA	52.0%	50.0%	49.7%	36.1%	35.7%	35.0%	9.2%	11.2%	11.4%	1.6%	2.0%	2.5%	1.1%	1.1%	1.4%	1,859	1,867	1,719
NASA	62.1%	60.5%	59.5%	30.9%	31.4%	32.2%	5.7%	6.8%	6.8%	0.9%	0.9%	1.1%	0.4%	0.4%	0.4%	11,790	11,174	9,908
NCUA	48.7%	47.1%	45.1%	39.2%	40.4%	43.9%	9.6%	10.1%	9.8%	1.5%	1.8%	1.1%	1.0%	0.7%	0.1%	664	659	774
NLRB	54.6%	49.1%	51.2%	36.3%	39.8%	39.5%	6.9%	8.8%	8.1%	1.1%	1.5%	0.8%	1.1%	0.8%	0.4%	849	879	895
NRC	53.9%	52.5%	52.9%	35.5%	37.0%	36.1%	8.7%	8.2%	9.3%	1.6%	1.7%	1.3%	0.3%	0.6%	0.4%	2,437	2,147	2,670
NSF	62.0%	58.5%	60.3%	30.6%	32.4%	29.2%	6.0%	8.3%	8.8%	0.6%	0.2%	1.0%	0.8%	0.7%	0.7%	905	850	895
OMB	68.6%	63.0%	59.6%	28.1%	31.7%	35.7%	2.5%	5.1%	3.6%	0.8%	0.3%	0.3%	0.0%	0.0%	0.8%	342	351	305
OPM	51.4%	52.3%	50.9%	37.9%	37.0%	38.6%	9.1%	9.0%	9.0%	1.2%	1.3%	0.9%	0.5%	0.4%	0.7%	2,901	3,181	3,366
PBGC	51.9%	50.7%	46.2%	37.4%	35.4%	38.7%	9.4%	11.7%	11.9%	1.1%	1.8%	2.2%	0.2%	0.4%	1.0%	607	567	627
RRB	44.6%	43.9%	41.7%	41.1%	42.4%	45.3%	12.4%	11.1%	9.9%	1.0%	2.4%	2.1%	1.0%	0.2%	1.0%	448	319	479
SBA	50.5%	44.7%	44.9%	34.0%	37.2%	34.5%	11.9%	13.6%	16.4%	2.4%	2.6%	2.4%	1.3%	1.8%	1.9%	1,510	1,377	1,297
SEC	59.0%	52.9%	49.2%	32.7%	36.7%	37.5%	6.8%	8.5%	11.2%	1.1%	1.5%	1.4%	0.4%	0.4%	0.8%	3,513	3,194	1,906

Report by Agency

(28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
SSA	34.7%	32.9%	34.6%	44.8%	46.1%	46.9%	17.1%	17.1%	15.7%	2.3%	2.9%	2.1%	1.2%	0.9%	0.7%	8,455	8,864	10,462
State	50.6%	47.6%	48.0%	39.5%	40.9%	39.4%	8.8%	10.0%	11.1%	1.0%	1.2%	1.1%	0.2%	0.3%	0.4%	4,273	5,230	4,043
Treas	46.7%	45.3%	44.3%	39.5%	40.0%	40.9%	11.1%	11.8%	11.9%	1.8%	1.9%	1.8%	0.9%	1.0%	1.0%	46,137	45,233	51,407
USAID	48.7%	42.3%	40.5%	40.1%	42.9%	43.0%	9.3%	12.1%	13.6%	1.1%	2.4%	2.2%	0.7%	0.4%	0.7%	2,081	2,279	2,001
USDA	42.8%	41.0%	39.0%	42.6%	43.5%	44.4%	12.2%	12.8%	13.7%	1.8%	2.0%	2.2%	0.6%	0.7%	0.7%	48,804	22,812	20,548
VA	42.1%	41.3%	40.3%	39.0%	40.2%	40.3%	14.8%	14.5%	15.5%	2.7%	2.7%	2.7%	1.4%	1.3%	1.2%	64,015	30,160	32,041
Small Agencies	54.5%	53.2%	51.8%	33.6%	34.0%	35.6%	9.3%	10.2%	9.8%	1.6%	1.8%	1.8%	1.0%	0.9%	1.0%	5,505	5,391	5,108
DOD	41.1%	39.7%	39.3%	42.4%	42.7%	42.9%	13.4%	14.3%	14.5%	2.2%	2.4%	2.4%	0.8%	0.9%	0.9%	70,404	58,367	72,542
USACE	41.4%	40.5%	38.7%	44.9%	44.4%	45.9%	11.7%	12.4%	13.3%	1.4%	2.0%	1.5%	0.6%	0.8%	0.6%	4,365	3,591	4,295
Air Force	39.8%	39.4%	39.6%	43.2%	42.3%	43.3%	13.6%	14.8%	13.9%	2.6%	2.5%	2.4%	0.8%	1.0%	0.8%	16,823	15,495	18,676
Army‡	39.8%	37.8%	38.2%	42.7%	42.9%	42.7%	13.9%	15.5%	15.5%	2.5%	2.7%	2.6%	1.0%	1.0%	1.0%	17,401	13,417	16,610
Navy‡	42.8%	41.3%	40.5%	42.7%	42.7%	42.6%	12.3%	13.2%	14.0%	1.6%	2.0%	2.2%	0.5%	0.8%	0.6%	14,150	11,093	16,105
Marine Corps	41.0%	40.7%	38.4%	42.4%	41.9%	43.0%	13.7%	14.0%	15.0%	1.7%	2.4%	2.8%	1.2%	1.1%	0.9%	1,805	1,211	1,673
DOD 4th Estate	42.3%	40.2%	39.5%	39.1%	42.1%	41.7%	15.0%	14.2%	15.0%	2.6%	2.4%	2.6%	1.0%	1.1%	1.2%	15,860	13,560	15,183

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
BBG	10.1%	10.6%	12.1%	46.2%	42.5%	43.1%	21.0%	22.5%	22.2%	14.0%	14.3%	12.9%	8.7%	10.0%	9.7%	1,036	868	1,068	24	24	19
CSOSA	19.0%	15.2%	18.3%	54.7%	58.2%	55.0%	17.0%	16.2%	17.8%	6.0%	7.5%	7.0%	3.4%	3.0%	1.9%	519	602	628	6	6	9
DHS	13.5%	11.7%	10.4%	51.6%	50.4%	50.8%	18.2%	18.5%	19.1%	11.2%	12.7%	12.8%	5.4%	6.8%	7.0%	45,923	45,602	41,653	521	544	524
DOC	19.3%	19.0%	19.1%	56.6%	55.0%	55.0%	15.4%	15.8%	15.8%	6.7%	7.7%	7.7%	2.0%	2.5%	2.5%	10,141	9,441	9,736	183	203	227
DOE	18.3%	16.6%	14.3%	56.7%	57.3%	56.2%	15.0%	14.9%	16.3%	7.3%	8.0%	9.7%	2.7%	3.2%	3.5%	8,371	7,834	8,207	143	143	170
DOI	15.3%	13.7%	12.2%	54.8%	54.4%	54.4%	17.3%	18.2%	18.9%	9.4%	10.0%	10.8%	3.3%	3.7%	3.7%	25,053	22,321	25,515	397	385	416
DOJ	17.5%	17.7%	17.8%	56.0%	56.8%	57.9%	16.2%	15.8%	15.7%	7.3%	7.4%	6.3%	3.0%	2.4%	2.3%	15,420	15,798	19,436	197	213	248
DOL	19.1%	18.2%	15.8%	55.9%	55.4%	55.5%	15.3%	16.0%	16.9%	6.8%	7.7%	8.5%	2.9%	2.7%	3.3%	8,552	10,943	11,043	141	196	202
DOT	17.8%	16.2%	15.9%	57.0%	55.9%	56.4%	14.2%	15.9%	16.0%	8.4%	9.1%	8.9%	2.6%	2.9%	2.8%	16,339	14,454	15,127	238	223	262
Educ	17.9%	15.6%	18.1%	52.5%	54.7%	52.4%	16.5%	16.8%	16.8%	9.4%	9.3%	9.6%	3.6%	3.6%	3.1%	2,733	2,747	2,598	61	78	77
EEOC	21.1%	17.7%	17.8%	53.6%	54.1%	53.2%	14.7%	14.6%	15.5%	7.8%	10.0%	9.2%	2.7%	3.7%	4.2%	1,377	1,451	1,196	28	32	35
EPA	20.0%	13.3%	12.7%	55.4%	56.6%	54.6%	14.5%	17.4%	17.5%	7.4%	9.6%	11.5%	2.7%	3.0%	3.7%	9,092	9,814	4,289	174	235	112
FCC	17.9%	17.5%	16.9%	55.7%	53.9%	53.8%	16.6%	19.1%	17.2%	7.0%	6.5%	7.8%	2.8%	3.0%	4.3%	684	605	542	14	29	17
FERC	35.8%	30.4%	29.9%	51.2%	53.4%	55.2%	8.6%	10.0%	9.2%	3.2%	4.7%	4.0%	1.2%	1.6%	1.6%	1,058	1,123	976	7	23	11
FTC	41.2%	43.4%	37.6%	48.6%	43.5%	47.9%	7.4%	8.8%	8.7%	2.5%	3.1%	4.6%	0.4%	1.1%	1.2%	596	617	608	7	15	7

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
GSA	22.3%	19.8%	16.9%	54.3%	51.4%	52.4%	14.0%	17.4%	17.9%	7.4%	7.8%	9.2%	2.0%	3.5%	3.6%	7,328	6,847	7,610	98	115	143
HHS	21.8%	19.1%	18.1%	55.8%	55.7%	55.4%	14.2%	15.5%	16.0%	6.0%	6.9%	7.6%	2.2%	2.8%	2.8%	41,610	38,943	35,305	747	759	703
HUD	15.4%	14.1%	12.0%	52.3%	48.7%	47.4%	18.6%	19.8%	21.1%	9.8%	12.1%	13.6%	3.8%	5.2%	5.9%	4,783	5,258	5,162	112	138	162
NARA	18.2%	16.9%	13.9%	52.9%	49.8%	46.9%	16.2%	18.0%	20.3%	9.3%	10.0%	12.1%	3.4%	5.3%	6.8%	1,803	1,805	1,641	35	43	58
NASA	32.1%	29.5%	28.8%	52.9%	53.8%	53.9%	9.5%	10.3%	10.5%	4.2%	5.1%	5.4%	1.2%	1.3%	1.4%	11,536	10,936	9,660	147	150	132
NCUA	19.3%	19.4%	17.5%	55.7%	57.9%	54.9%	12.1%	12.9%	13.8%	10.4%	6.9%	10.5%	2.4%	2.9%	3.2%	650	646	759	7	6	7
NLRB	28.0%	18.9%	24.3%	55.6%	59.3%	56.1%	10.6%	12.7%	11.6%	3.6%	6.6%	6.5%	2.3%	2.6%	1.5%	824	856	873	15	13	14
NRC	24.6%	23.5%	25.7%	53.3%	55.6%	54.4%	11.7%	11.6%	11.5%	7.6%	6.4%	6.0%	2.8%	2.9%	2.4%	2,372	2,091	2,601	51	40	47
NSF	28.2%	24.3%	22.5%	54.0%	54.2%	54.3%	10.5%	12.9%	14.0%	4.8%	7.0%	7.4%	2.5%	1.5%	1.8%	886	825	882	9	17	9
OMB	36.5%	32.0%	27.3%	53.9%	55.0%	54.9%	6.2%	8.2%	12.0%	2.4%	3.9%	5.0%	0.9%	0.8%	0.8%	339	345	302	1	4	1
OPM	17.4%	16.8%	15.8%	53.4%	53.7%	55.6%	15.3%	16.2%	16.5%	9.6%	9.5%	8.8%	4.4%	3.9%	3.3%	2,794	3,052	3,236	81	101	98
PBGC	23.5%	14.8%	16.4%	54.7%	61.0%	55.5%	13.0%	14.3%	16.8%	7.0%	6.9%	7.3%	1.8%	3.0%	3.9%	588	546	608	10	14	11
RRB	16.6%	15.4%	13.4%	51.4%	55.9%	56.1%	17.9%	19.1%	17.8%	9.9%	6.3%	9.3%	4.1%	3.2%	3.4%	423	311	460	19	6	12
SBA	15.8%	13.3%	13.1%	49.0%	46.9%	46.0%	18.6%	19.8%	21.5%	11.6%	12.7%	13.0%	5.0%	7.3%	6.4%	1,457	1,326	1,245	33	36	33
SEC	30.4%	23.6%	20.6%	55.3%	58.8%	59.2%	9.0%	10.4%	12.4%	3.9%	5.2%	5.6%	1.4%	2.0%	2.2%	3,430	3,103	1,848	59	70	47

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
SSA	14.7%	14.0%	15.0%	53.9%	54.1%	56.5%	17.4%	18.1%	17.2%	10.4%	10.6%	8.6%	3.6%	3.3%	2.7%	8,134	8,533	10,064	127	140	184
State	19.9%	16.3%	16.1%	57.6%	58.1%	60.2%	13.4%	15.4%	14.0%	7.0%	8.3%	8.1%	2.0%	1.9%	1.5%	4,128	5,068	3,932	23	36	41
Treas	13.9%	12.8%	12.4%	52.6%	51.7%	51.4%	18.3%	18.7%	18.7%	10.5%	11.6%	12.1%	4.7%	5.2%	5.5%	44,474	43,584	49,642	1,116	1,065	1,281
USAID	18.7%	12.6%	11.7%	56.2%	55.5%	55.9%	14.6%	16.6%	17.3%	8.6%	12.5%	12.3%	1.8%	2.8%	2.9%	2,030	2,227	1,951	17	22	14
USDA	13.5%	11.7%	11.0%	55.4%	55.9%	54.9%	18.5%	18.8%	19.4%	9.7%	10.4%	11.2%	2.9%	3.2%	3.5%	47,707	22,226	20,043	580	364	332
VA	15.7%	15.1%	13.8%	52.3%	53.5%	53.4%	18.5%	18.4%	19.6%	9.2%	8.9%	9.3%	4.3%	4.2%	4.0%	61,389	29,124	30,771	898	463	466
Small Agencies	24.8%	23.1%	21.8%	52.9%	52.4%	53.6%	11.8%	13.1%	13.2%	6.8%	7.3%	7.8%	3.7%	4.2%	3.7%	5,358	5,257	4,978	94	91	87
DOD	17.0%	15.2%	14.9%	54.9%	54.7%	55.2%	16.3%	17.2%	17.6%	8.9%	9.6%	9.2%	2.9%	3.3%	3.2%	68,371	56,621	70,467	813	711	873
USACE	16.4%	15.9%	13.6%	59.7%	58.0%	61.4%	15.5%	15.6%	15.4%	6.4%	8.2%	7.7%	1.9%	2.4%	1.9%	4,299	3,525	4,188	45	43	56
Air Force	17.0%	15.9%	15.3%	55.3%	54.9%	56.1%	15.8%	16.9%	16.8%	8.9%	9.0%	8.9%	3.0%	3.2%	2.8%	16,205	14,940	18,091	223	177	235
Army‡	17.4%	15.4%	15.5%	54.7%	54.5%	54.6%	16.1%	16.5%	17.8%	8.8%	10.1%	8.8%	3.0%	3.6%	3.4%	16,911	13,026	16,105	204	168	192
Navy‡	16.6%	14.1%	14.0%	54.9%	55.4%	54.9%	16.9%	18.1%	18.1%	8.9%	9.4%	10.0%	2.7%	3.0%	3.0%	13,769	10,782	15,699	129	138	175
Marine Corps	17.1%	16.6%	15.1%	55.0%	48.8%	55.7%	16.0%	20.0%	16.7%	8.9%	10.3%	9.6%	3.1%	4.4%	3.0%	1,772	1,174	1,636	10	7	15
DOD 4th Estate	17.4%	15.4%	15.1%	52.8%	53.7%	53.3%	16.7%	17.2%	18.3%	9.5%	10.0%	9.6%	3.6%	3.7%	3.8%	15,415	13,174	14,748	202	178	200

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
BBG	7.8%	8.2%	8.6%	28.9%	25.1%	27.1%	26.3%	27.3%	25.0%	20.3%	19.8%	21.1%	16.6%	19.6%	18.1%	1,021	862	1,053	33	26	32
CSOSA	10.4%	7.7%	10.6%	33.9%	32.4%	33.6%	25.5%	28.3%	26.9%	21.7%	19.7%	20.7%	8.5%	11.9%	8.2%	516	587	614	9	16	19
DHS	8.3%	6.6%	5.2%	28.9%	24.8%	23.3%	25.2%	24.4%	24.7%	22.9%	25.5%	26.9%	14.7%	18.7%	19.8%	45,535	45,306	41,501	881	857	696
DOC	12.9%	13.2%	12.3%	40.5%	37.7%	36.4%	24.0%	24.0%	25.0%	15.5%	17.3%	17.8%	7.1%	7.7%	8.4%	9,991	9,366	9,665	322	276	297
DOE	12.4%	10.8%	7.8%	38.4%	37.1%	33.5%	23.4%	22.9%	24.8%	17.3%	19.0%	22.3%	8.4%	10.2%	11.5%	8,310	7,788	8,178	197	183	189
DOI	10.8%	9.1%	7.7%	38.0%	35.8%	34.4%	25.0%	25.4%	26.3%	17.8%	19.5%	21.0%	8.3%	10.2%	10.6%	24,799	22,138	25,307	636	551	594
DOJ	11.8%	12.2%	11.2%	36.9%	37.4%	38.2%	25.7%	25.0%	26.4%	17.0%	17.8%	17.2%	8.5%	7.7%	7.1%	15,213	15,625	19,196	401	386	488
DOL	13.8%	13.0%	10.4%	37.7%	36.1%	34.9%	22.6%	24.3%	25.6%	16.2%	17.2%	18.6%	9.7%	9.4%	10.5%	8,442	10,837	10,927	260	301	297
DOT	12.6%	10.8%	10.1%	39.8%	38.6%	37.7%	23.9%	25.3%	25.4%	16.2%	16.3%	18.6%	7.5%	8.9%	8.3%	16,222	14,293	15,029	358	354	348
Educ	11.1%	10.8%	11.0%	32.9%	32.1%	32.3%	22.8%	22.3%	23.0%	19.3%	20.2%	21.1%	13.9%	14.6%	12.5%	2,704	2,742	2,577	86	89	100
EEOC	14.8%	12.4%	12.9%	35.4%	36.1%	30.7%	22.0%	23.4%	23.2%	17.2%	18.0%	22.1%	10.6%	10.1%	11.1%	1,368	1,440	1,192	45	47	42
EPA	10.5%	8.0%	7.0%	37.6%	35.7%	31.9%	23.3%	25.6%	23.9%	19.4%	20.8%	24.2%	9.2%	9.8%	12.9%	8,995	9,753	4,273	281	291	128
FCC	9.4%	8.9%	11.8%	34.9%	33.9%	32.9%	26.4%	25.0%	21.1%	17.4%	20.5%	20.3%	12.0%	11.7%	13.8%	679	608	531	19	26	25
FERC	23.0%	19.1%	17.3%	42.1%	38.5%	40.7%	19.6%	21.7%	21.5%	9.9%	14.1%	13.4%	5.4%	6.6%	7.0%	1,042	1,100	964	23	38	27
FTC	31.1%	31.2%	24.2%	40.4%	40.5%	42.3%	16.5%	15.0%	17.2%	9.8%	8.9%	11.2%	2.2%	4.3%	5.1%	578	613	606	23	20	7

Report by Agency

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
GSA	19.0%	16.3%	12.8%	39.9%	36.3%	35.3%	21.5%	24.0%	23.7%	13.5%	14.7%	18.2%	6.1%	8.7%	9.9%	7,269	6,842	7,572	161	124	172
HHS	14.7%	12.5%	11.0%	40.8%	38.8%	37.2%	22.9%	23.9%	24.7%	14.7%	16.4%	18.1%	6.9%	8.3%	9.0%	41,108	38,482	34,984	1,201	1,197	1,007
HUD	12.1%	10.6%	7.9%	35.5%	32.6%	28.2%	24.9%	24.6%	25.9%	17.9%	20.5%	24.1%	9.5%	11.7%	13.9%	4,744	5,251	5,185	146	154	149
NARA	12.7%	12.9%	9.9%	36.7%	32.2%	27.0%	23.3%	23.8%	25.6%	17.4%	19.0%	22.0%	9.9%	12.1%	15.5%	1,787	1,804	1,659	51	43	44
NASA	26.3%	23.7%	21.7%	45.3%	45.2%	45.0%	16.6%	17.9%	18.1%	8.5%	9.5%	11.3%	3.3%	3.7%	4.0%	11,452	10,834	9,602	223	239	190
NCUA	14.8%	15.3%	14.5%	41.3%	46.1%	43.3%	19.6%	20.5%	20.7%	16.0%	12.4%	15.8%	8.3%	5.7%	5.8%	645	641	753	8	9	15
NLRB	13.3%	8.5%	9.2%	31.5%	28.9%	28.5%	19.3%	20.6%	23.4%	23.3%	27.3%	25.3%	12.5%	14.6%	13.5%	810	836	859	26	32	33
NRC	15.0%	14.7%	15.6%	39.6%	39.3%	41.9%	22.1%	21.1%	20.2%	16.3%	16.5%	15.8%	7.0%	8.4%	6.4%	2,348	2,061	2,565	70	67	76
NSF	18.3%	17.2%	14.8%	42.1%	37.8%	38.7%	21.4%	22.7%	21.9%	11.1%	15.6%	17.0%	7.2%	6.8%	7.7%	877	823	863	24	19	31
OMB	25.0%	25.4%	17.6%	40.4%	44.9%	45.3%	16.0%	16.0%	19.6%	15.2%	9.3%	15.0%	3.4%	4.3%	2.4%	338	347	301	2	2	3
OPM	13.8%	12.4%	12.2%	38.4%	37.5%	36.4%	21.9%	23.4%	25.2%	16.8%	16.6%	17.0%	9.2%	10.2%	9.2%	2,780	3,019	3,207	97	126	128
PBGC	16.2%	11.4%	10.0%	41.1%	38.9%	32.5%	24.1%	24.7%	27.3%	14.6%	16.9%	20.7%	3.9%	8.1%	9.5%	581	533	602	16	25	14
RRB	10.3%	8.7%	10.5%	36.8%	39.7%	37.3%	25.4%	26.5%	25.2%	17.4%	15.4%	17.9%	10.0%	9.7%	9.0%	411	297	444	31	15	28
SBA	11.4%	9.8%	9.5%	35.9%	33.1%	30.1%	22.4%	21.3%	23.9%	18.7%	20.4%	20.2%	11.6%	15.3%	16.3%	1,438	1,322	1,244	49	40	38
SEC	18.8%	14.3%	11.3%	41.2%	36.8%	32.6%	20.7%	23.8%	21.8%	12.9%	16.6%	22.3%	6.4%	8.5%	12.1%	3,340	3,030	1,839	145	136	66

Report by Agency

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
SSA	9.2%	9.5%	9.2%	33.5%	33.9%	35.1%	26.6%	26.6%	27.4%	20.6%	20.2%	19.9%	10.0%	9.7%	8.4%	8,047	8,421	9,969	218	227	290
State	11.7%	11.0%	10.4%	41.5%	40.1%	39.7%	22.6%	23.5%	24.6%	17.7%	18.5%	18.8%	6.5%	6.8%	6.6%	4,094	5,029	3,902	48	71	62
Treas	9.7%	8.7%	8.1%	33.2%	31.8%	31.1%	24.1%	24.2%	23.5%	21.0%	22.2%	23.4%	11.9%	13.1%	13.9%	44,196	43,425	49,521	1,355	1,200	1,381
USAID	12.5%	9.8%	8.3%	38.4%	36.7%	36.1%	21.1%	24.1%	22.6%	21.0%	21.1%	23.9%	6.9%	8.2%	9.2%	2,017	2,212	1,940	27	34	25
USDA	9.2%	8.3%	6.5%	39.1%	36.7%	34.9%	26.8%	27.3%	27.3%	17.8%	19.5%	22.0%	7.1%	8.2%	9.3%	47,309	22,130	19,907	949	451	442
VA	10.0%	9.2%	8.2%	31.7%	32.2%	31.3%	23.9%	24.3%	25.2%	21.1%	21.6%	22.2%	13.3%	12.7%	13.1%	61,272	29,061	30,695	1,033	517	536
Small Agencies	16.9%	14.4%	12.7%	35.7%	35.9%	34.1%	21.1%	20.6%	21.6%	16.2%	17.7%	19.2%	10.1%	11.4%	12.4%	5,273	5,204	4,926	174	145	140
DOD	12.1%	10.5%	9.8%	38.4%	36.7%	36.0%	24.5%	24.8%	25.4%	17.3%	18.9%	19.5%	7.8%	9.2%	9.4%	67,843	56,143	70,048	1,272	1,115	1,258
USACE	11.8%	9.8%	8.2%	41.2%	39.6%	38.3%	25.8%	25.5%	26.2%	15.9%	18.7%	19.6%	5.4%	6.4%	7.7%	4,249	3,474	4,178	83	82	66
Air Force	12.9%	12.7%	11.4%	39.5%	37.8%	38.4%	23.3%	23.3%	23.5%	16.4%	17.4%	18.3%	7.8%	8.8%	8.4%	16,084	14,820	17,980	328	300	336
Army‡	12.2%	10.4%	9.8%	37.7%	35.5%	34.9%	24.3%	24.8%	25.6%	17.6%	19.3%	19.7%	8.2%	10.0%	10.0%	16,795	12,928	16,017	315	246	282
Navy‡	11.1%	8.9%	8.8%	39.1%	37.8%	35.3%	25.7%	25.9%	27.2%	17.2%	19.2%	19.7%	6.9%	8.3%	9.0%	13,662	10,698	15,590	227	200	261
Marine Corps	12.1%	10.3%	9.7%	34.3%	32.5%	33.4%	27.2%	25.6%	26.2%	18.0%	20.9%	20.7%	8.3%	10.6%	10.1%	1,750	1,165	1,633	26	15	18
DOD 4th Estate	12.4%	10.7%	9.9%	36.6%	34.9%	35.2%	23.1%	24.2%	24.3%	18.4%	19.6%	20.0%	9.5%	10.6%	10.7%	15,303	13,058	14,650	293	272	295

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
BBG	10.1%	10.5%	9.7%	31.7%	29.7%	27.8%	23.5%	23.6%	24.5%	19.2%	18.5%	19.6%	15.4%	17.7%	18.4%	1,038	871	1,061	17	15	26
CSOSA	12.3%	10.8%	13.1%	36.8%	38.7%	38.8%	26.0%	23.3%	22.9%	17.5%	15.1%	17.3%	7.4%	12.2%	7.9%	517	592	627	6	16	5
DHS	9.7%	7.7%	6.3%	29.9%	26.2%	24.4%	23.4%	22.6%	23.3%	21.5%	23.5%	25.1%	15.5%	19.9%	20.9%	45,586	45,287	41,486	761	783	660
DOC	15.6%	15.4%	14.8%	43.3%	40.2%	39.5%	20.6%	21.1%	22.1%	14.0%	15.4%	15.6%	6.5%	7.9%	8.0%	10,092	9,406	9,730	201	215	214
DOE	15.0%	12.5%	9.8%	42.1%	39.3%	35.8%	21.7%	22.8%	24.9%	13.7%	16.3%	19.3%	7.4%	9.2%	10.2%	8,314	7,786	8,178	177	163	169
DOI	13.2%	11.1%	9.9%	40.1%	37.6%	37.3%	22.9%	24.2%	23.7%	15.4%	17.2%	18.5%	8.5%	9.9%	10.7%	24,800	22,154	25,282	553	461	518
DOJ	13.4%	12.6%	12.9%	37.3%	37.6%	37.5%	23.4%	23.5%	24.2%	16.3%	17.3%	17.5%	9.6%	9.1%	7.9%	15,247	15,659	19,234	326	303	389
DOL	16.1%	15.4%	12.7%	39.1%	37.4%	37.4%	20.5%	22.6%	22.6%	14.4%	15.2%	16.9%	9.8%	9.4%	10.4%	8,478	10,852	10,950	208	272	243
DOT	13.7%	12.2%	11.4%	37.5%	36.4%	35.5%	23.4%	22.7%	24.1%	16.4%	17.6%	18.5%	9.0%	11.2%	10.5%	16,200	14,326	14,999	352	315	328
Educ	13.7%	14.7%	14.5%	37.7%	36.3%	38.0%	22.5%	22.1%	21.7%	15.7%	15.9%	15.4%	10.4%	10.9%	10.4%	2,705	2,754	2,591	83	79	82
EEOC	16.9%	13.5%	14.7%	40.9%	39.6%	34.7%	19.3%	20.8%	19.4%	14.3%	16.4%	20.0%	8.7%	9.6%	11.2%	1,375	1,433	1,179	35	50	49
EPA	14.2%	11.2%	10.1%	46.2%	45.0%	40.5%	20.5%	22.0%	23.9%	12.4%	14.5%	16.2%	6.7%	7.3%	9.3%	9,075	9,760	4,279	209	258	117
FCC	13.3%	13.6%	15.1%	41.4%	36.8%	36.4%	26.0%	22.7%	21.4%	10.8%	16.1%	16.2%	8.6%	10.7%	10.8%	674	609	535	22	25	22
FERC	27.2%	23.4%	21.7%	44.5%	42.4%	43.4%	17.1%	19.8%	18.9%	6.9%	9.5%	11.3%	4.3%	4.9%	4.7%	1,044	1,106	959	18	36	31
FTC	33.4%	38.2%	27.2%	43.7%	38.5%	43.8%	13.8%	11.8%	16.1%	6.0%	7.6%	7.6%	3.2%	3.9%	5.3%	594	614	595	10	15	16

Report by Agency

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
GSA	20.8%	17.7%	14.4%	41.5%	39.3%	37.7%	21.1%	22.1%	24.2%	10.9%	12.6%	14.2%	5.7%	8.2%	9.4%	7,287	6,838	7,573	132	126	154
HHS	17.8%	14.9%	13.7%	42.7%	40.9%	39.5%	20.4%	21.7%	22.6%	12.5%	14.0%	15.6%	6.6%	8.6%	8.6%	41,326	38,651	35,066	936	944	815
HUD	16.0%	13.7%	10.7%	39.3%	36.8%	33.8%	22.1%	22.4%	23.8%	14.2%	15.8%	19.2%	8.5%	11.2%	12.6%	4,751	5,247	5,155	136	153	154
NARA	17.1%	16.2%	13.4%	43.4%	39.7%	35.5%	17.7%	19.0%	21.4%	13.6%	14.4%	16.0%	8.3%	10.7%	13.6%	1,807	1,804	1,661	24	33	30
NASA	30.7%	28.6%	25.9%	45.9%	45.5%	46.8%	14.2%	15.8%	16.3%	6.4%	6.9%	7.6%	2.8%	3.3%	3.4%	11,486	10,886	9,612	183	177	148
NCUA	16.9%	19.4%	15.4%	40.9%	45.5%	47.4%	17.8%	15.9%	18.9%	16.2%	13.6%	13.2%	8.2%	5.7%	5.0%	640	638	756	13	12	14
NLRB	16.2%	12.7%	12.7%	40.1%	34.3%	37.3%	17.5%	20.6%	18.5%	16.3%	19.5%	19.4%	9.9%	12.9%	12.1%	812	845	868	28	22	23
NRC	21.1%	18.2%	20.4%	44.7%	45.3%	44.1%	17.9%	18.7%	17.7%	10.5%	10.6%	11.1%	5.8%	7.2%	6.8%	2,370	2,081	2,602	45	42	42
NSF	20.5%	20.5%	17.6%	41.5%	35.5%	38.2%	20.5%	23.8%	19.9%	11.7%	13.8%	16.7%	5.8%	6.3%	7.6%	872	815	866	25	24	25
OMB	27.8%	28.5%	24.3%	50.1%	49.3%	48.3%	13.2%	9.9%	15.8%	5.7%	9.8%	10.0%	3.2%	2.6%	1.6%	336	346	298	4	2	5
OPM	16.2%	15.3%	13.8%	41.0%	37.7%	40.4%	19.7%	21.6%	21.4%	14.2%	15.5%	15.1%	9.0%	9.8%	9.3%	2,762	3,039	3,193	116	115	146
PBGC	19.0%	14.7%	11.9%	44.5%	41.9%	37.9%	22.2%	18.6%	23.2%	10.7%	15.8%	18.0%	3.5%	8.9%	9.0%	581	539	600	17	19	14
RRB	16.1%	13.2%	12.7%	36.2%	40.1%	40.7%	23.1%	23.4%	21.3%	13.7%	16.1%	15.4%	10.9%	7.2%	9.8%	423	294	451	19	22	19
SBA	12.0%	10.7%	10.0%	36.1%	32.2%	30.3%	20.8%	22.2%	22.1%	18.3%	19.1%	21.4%	12.7%	15.8%	16.0%	1,453	1,307	1,238	36	37	34
SEC	21.1%	17.1%	13.9%	42.7%	41.5%	38.7%	19.7%	20.3%	19.3%	10.7%	12.9%	16.3%	5.8%	8.2%	11.8%	3,384	3,055	1,840	95	104	55

Report by Agency

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
SSA	12.6%	12.4%	12.9%	37.3%	37.9%	40.2%	22.3%	21.4%	21.3%	17.4%	17.9%	16.8%	10.4%	10.4%	8.9%	8,108	8,466	9,987	151	189	232
State	13.9%	12.9%	13.3%	44.9%	43.7%	43.5%	21.3%	22.2%	22.2%	13.8%	14.8%	14.8%	6.1%	6.5%	6.2%	4,095	5,032	3,914	36	54	42
Treas	12.5%	11.5%	10.7%	38.9%	37.2%	37.2%	22.1%	22.3%	22.4%	16.3%	17.5%	17.8%	10.2%	11.4%	11.8%	44,144	43,282	49,249	1,402	1,281	1,514
USAID	15.0%	11.7%	10.3%	44.7%	42.5%	44.0%	21.0%	21.6%	22.1%	13.4%	17.1%	15.4%	6.0%	7.1%	8.1%	2,014	2,200	1,942	19	32	16
USDA	11.0%	10.0%	8.1%	39.7%	37.6%	36.8%	25.1%	26.0%	26.6%	16.6%	17.9%	19.2%	7.6%	8.6%	9.4%	47,282	22,131	19,933	893	401	380
VA	11.2%	10.5%	9.4%	31.9%	32.8%	31.9%	23.1%	23.9%	24.1%	19.5%	19.7%	21.0%	14.3%	13.1%	13.7%	61,128	28,957	30,578	1,103	573	560
Small Agencies	19.7%	17.6%	15.7%	37.5%	37.5%	37.4%	20.2%	19.8%	19.9%	13.4%	14.9%	15.4%	9.3%	10.2%	11.5%	5,298	5,215	4,941	142	123	119
DOD	14.4%	12.4%	11.5%	39.6%	37.7%	37.6%	22.5%	23.3%	23.7%	15.4%	16.6%	17.5%	8.2%	9.9%	9.6%	67,899	56,096	69,872	1,124	1,060	1,193
USACE	14.8%	12.4%	11.1%	44.5%	41.7%	40.5%	21.5%	24.0%	23.6%	13.4%	14.9%	17.4%	5.7%	7.0%	7.5%	4,271	3,494	4,166	58	47	67
Air Force	14.8%	14.7%	12.9%	39.5%	37.1%	39.9%	22.3%	23.1%	22.6%	15.0%	15.4%	16.6%	8.3%	9.6%	8.1%	16,109	14,842	17,978	280	254	284
Army‡	13.6%	11.9%	11.1%	37.5%	34.8%	34.5%	22.7%	22.6%	24.0%	16.7%	18.9%	19.2%	9.6%	11.8%	11.1%	16,814	12,914	15,955	262	251	278
Navy‡	14.2%	10.8%	10.5%	41.6%	40.8%	39.0%	22.8%	24.7%	24.8%	14.7%	15.6%	16.7%	6.7%	8.2%	9.0%	13,658	10,650	15,576	220	213	238
Marine Corps	15.3%	11.8%	11.2%	37.0%	33.2%	33.6%	23.6%	23.1%	25.3%	15.7%	19.5%	17.5%	8.4%	12.4%	12.4%	1,755	1,161	1,617	19	20	28
DOD 4th Estate	15.4%	13.2%	12.4%	38.6%	37.6%	37.6%	21.7%	22.3%	22.8%	15.2%	16.2%	16.9%	9.0%	10.7%	10.2%	15,292	13,035	14,580	285	275	298

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
BBG	8.8%	9.0%	9.2%	25.9%	25.6%	22.1%	27.8%	26.4%	26.4%	18.8%	18.7%	21.3%	18.8%	20.3%	21.0%	1,026	854	1,056	31	26	30
CSOSA	10.8%	8.7%	12.4%	30.7%	28.0%	25.5%	30.5%	26.8%	32.3%	18.3%	22.9%	19.8%	9.7%	13.6%	9.9%	513	589	611	10	19	14
DHS	8.4%	6.6%	5.4%	23.5%	20.4%	18.4%	26.5%	25.5%	25.3%	22.8%	24.6%	26.3%	18.7%	22.8%	24.6%	45,057	44,765	41,051	1,178	1,186	999
DOC	12.8%	12.2%	11.3%	33.0%	31.4%	30.7%	28.8%	28.1%	29.5%	16.5%	17.9%	17.7%	8.9%	10.3%	10.9%	9,967	9,250	9,562	331	353	361
DOE	12.7%	10.5%	7.7%	33.7%	31.0%	27.3%	27.5%	28.2%	29.9%	16.4%	18.5%	21.9%	9.6%	11.8%	13.2%	8,222	7,684	8,069	261	249	260
DOI	11.5%	9.5%	8.0%	31.7%	29.7%	29.1%	28.9%	28.8%	29.4%	17.5%	19.6%	20.5%	10.4%	12.4%	13.0%	24,521	21,881	25,034	817	681	733
DOJ	11.0%	10.4%	10.6%	29.4%	30.1%	30.1%	28.8%	28.3%	29.7%	18.9%	19.0%	19.7%	12.0%	12.2%	9.9%	15,047	15,399	18,963	509	536	622
DOL	13.3%	13.3%	10.7%	29.5%	28.4%	26.9%	27.4%	28.7%	29.6%	16.9%	17.3%	19.4%	12.8%	12.3%	13.4%	8,360	10,715	10,803	322	401	390
DOT	10.9%	10.1%	9.0%	28.9%	27.7%	26.7%	29.8%	29.3%	29.4%	19.4%	19.8%	21.6%	11.1%	13.3%	13.2%	15,970	14,116	14,763	570	490	551
Educ	11.4%	11.4%	11.9%	30.1%	29.7%	29.8%	27.2%	26.8%	26.8%	17.7%	18.1%	18.0%	13.8%	14.1%	13.5%	2,657	2,716	2,557	131	105	110
EEOC	14.4%	11.8%	12.9%	29.9%	29.7%	24.1%	26.9%	26.7%	25.8%	17.0%	18.5%	21.7%	11.8%	13.3%	15.4%	1,343	1,413	1,156	60	70	64
EPA	11.8%	10.4%	9.0%	37.5%	35.6%	32.8%	26.5%	27.2%	26.1%	15.4%	17.1%	19.4%	8.8%	9.7%	12.7%	8,918	9,636	4,261	326	349	136
FCC	11.6%	10.8%	12.3%	33.0%	30.4%	31.3%	25.7%	27.5%	23.8%	18.7%	19.2%	17.5%	11.0%	12.0%	15.1%	672	601	528	23	30	25
FERC	19.0%	17.2%	15.6%	35.2%	30.1%	32.1%	24.7%	28.2%	27.2%	13.5%	15.2%	15.6%	7.6%	9.3%	9.5%	1,028	1,085	941	36	57	43
FTC	28.7%	32.6%	23.9%	37.6%	34.6%	33.5%	18.0%	16.8%	21.5%	10.5%	8.7%	13.2%	5.2%	7.4%	7.9%	582	612	595	15	19	16

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
GSA	19.0%	16.0%	13.3%	35.4%	32.9%	29.8%	25.1%	27.4%	29.2%	13.3%	14.3%	16.8%	7.2%	9.5%	10.9%	7,170	6,735	7,488	218	190	224
HHS	16.1%	13.4%	12.3%	35.7%	33.9%	32.4%	25.8%	26.9%	27.7%	14.2%	15.8%	17.0%	8.2%	9.9%	10.6%	40,741	38,118	34,563	1,457	1,436	1,259
HUD	14.0%	12.1%	9.6%	32.4%	29.8%	25.8%	27.6%	27.0%	28.8%	15.5%	18.1%	20.5%	10.5%	12.9%	15.3%	4,695	5,176	5,104	182	206	204
NARA	14.4%	13.1%	10.4%	32.2%	30.1%	25.4%	24.6%	25.2%	26.9%	17.1%	18.0%	19.5%	11.7%	13.6%	17.8%	1,771	1,773	1,636	55	52	51
NASA	29.2%	26.8%	25.2%	41.5%	41.4%	41.1%	18.7%	19.6%	20.7%	7.1%	7.9%	8.5%	3.6%	4.3%	4.4%	11,401	10,788	9,534	251	257	230
NCUA	12.7%	15.0%	14.0%	34.1%	39.0%	34.9%	25.3%	22.8%	27.4%	16.5%	14.4%	15.5%	11.3%	8.8%	8.2%	631	626	743	24	24	23
NLRB	10.7%	8.6%	8.0%	24.5%	20.3%	22.4%	25.0%	26.2%	24.8%	24.1%	25.4%	25.7%	15.7%	19.5%	19.1%	798	824	859	37	38	31
NRC	14.6%	13.1%	14.2%	35.0%	34.1%	34.2%	27.4%	27.3%	27.4%	14.8%	16.1%	14.8%	8.2%	9.5%	9.4%	2,320	2,037	2,544	93	90	87
NSF	20.8%	20.0%	17.4%	34.1%	32.8%	30.6%	25.2%	25.0%	24.3%	13.0%	14.5%	19.0%	7.0%	7.7%	8.8%	862	808	857	35	34	32
OMB	25.1%	28.1%	22.8%	40.6%	43.3%	38.0%	20.7%	16.6%	24.4%	8.8%	7.6%	12.7%	4.7%	4.4%	2.1%	330	345	297	8	5	7
OPM	13.9%	13.0%	11.7%	32.9%	30.4%	29.8%	27.7%	29.1%	31.1%	15.5%	16.8%	17.0%	10.0%	10.8%	10.4%	2,697	2,938	3,111	174	209	216
PBGC	16.8%	12.6%	10.6%	35.7%	34.4%	29.1%	27.4%	26.2%	29.9%	15.1%	16.2%	18.5%	5.0%	10.7%	11.9%	565	530	593	31	30	24
RRB	11.6%	9.2%	9.5%	27.3%	28.8%	27.9%	30.6%	30.8%	32.6%	18.3%	20.5%	17.9%	12.3%	10.7%	12.3%	413	286	445	27	27	26
SBA	10.9%	9.9%	8.3%	27.4%	26.0%	24.1%	27.1%	26.6%	27.7%	18.5%	18.8%	20.6%	16.1%	18.7%	19.3%	1,429	1,309	1,226	59	45	51
SEC	18.2%	15.3%	12.4%	34.9%	33.3%	28.7%	24.9%	24.9%	26.1%	14.0%	15.4%	17.9%	8.0%	11.1%	14.9%	3,344	3,015	1,829	126	141	64

Report by Agency

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
SSA	10.0%	10.1%	10.3%	26.8%	27.4%	29.5%	30.5%	30.0%	29.6%	20.0%	19.7%	19.4%	12.7%	12.9%	11.2%	7,970	8,287	9,822	274	337	403
State	12.2%	11.4%	11.9%	35.1%	33.7%	35.0%	25.7%	27.0%	26.1%	18.0%	18.4%	17.7%	9.0%	9.6%	9.3%	4,071	5,001	3,878	52	78	78
Treas	10.4%	9.4%	8.7%	29.3%	28.4%	27.8%	28.7%	28.4%	28.7%	19.0%	20.0%	20.5%	12.7%	13.9%	14.2%	43,293	42,447	48,367	2,148	2,030	2,307
USAID	14.0%	10.9%	10.7%	35.2%	34.6%	35.5%	26.9%	27.6%	26.6%	16.4%	18.3%	18.3%	7.5%	8.6%	9.0%	2,003	2,182	1,923	31	46	33
USDA	9.2%	8.1%	6.7%	30.2%	28.3%	27.5%	31.6%	32.5%	31.8%	19.5%	20.7%	22.6%	9.4%	10.5%	11.5%	46,860	21,885	19,722	1,250	619	540
VA	9.7%	8.9%	7.9%	25.1%	25.6%	24.6%	27.9%	28.7%	28.8%	20.9%	21.4%	22.5%	16.4%	15.4%	16.2%	60,174	28,548	30,161	1,897	931	944
Small Agencies	16.2%	15.1%	13.1%	29.9%	29.5%	28.9%	25.5%	24.5%	25.8%	16.5%	17.5%	18.3%	12.0%	13.4%	14.0%	5,240	5,156	4,871	195	179	176
DOD	12.2%	10.6%	9.4%	31.6%	29.6%	29.4%	28.7%	28.9%	29.5%	17.6%	18.8%	19.7%	9.9%	12.1%	12.0%	66,974	55,257	68,981	1,988	1,790	1,988
USACE	11.7%	10.1%	8.6%	36.0%	31.7%	31.3%	29.6%	31.2%	30.6%	15.9%	17.9%	19.5%	6.8%	9.1%	10.0%	4,227	3,447	4,103	100	97	125
Air Force	13.0%	12.6%	11.4%	32.1%	30.3%	31.1%	28.2%	28.4%	28.9%	16.7%	17.2%	18.2%	9.9%	11.5%	10.4%	15,875	14,569	17,781	474	473	476
Army‡	11.3%	10.0%	8.9%	29.6%	27.3%	27.2%	28.3%	28.3%	28.9%	19.6%	20.5%	21.5%	11.3%	13.9%	13.5%	16,599	12,751	15,752	475	390	467
Navy‡	11.9%	9.6%	8.5%	33.0%	31.9%	30.4%	29.6%	30.1%	30.9%	17.1%	18.1%	19.2%	8.4%	10.4%	11.1%	13,471	10,483	15,373	392	365	392
Marine Corps	12.6%	9.6%	9.5%	28.2%	22.0%	24.9%	32.2%	28.6%	30.4%	17.1%	24.6%	20.1%	10.0%	15.3%	15.1%	1,730	1,147	1,602	46	30	35
DOD 4th Estate	13.4%	11.0%	9.5%	30.8%	29.7%	29.2%	27.3%	27.3%	28.8%	16.9%	18.5%	19.5%	11.5%	13.5%	13.0%	15,072	12,860	14,370	501	435	493

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
BBG	6.1%	6.5%	5.0%	15.1%	13.5%	12.3%	28.5%	25.8%	24.8%	22.6%	22.2%	27.2%	27.7%	31.9%	30.6%	977	813	1,001	72	69	75
CSOSA	9.6%	7.4%	7.9%	24.2%	23.8%	22.6%	30.5%	29.4%	27.5%	23.0%	23.9%	26.8%	12.6%	15.5%	15.2%	491	569	591	29	38	36
DHS	4.6%	3.6%	3.2%	14.3%	10.8%	10.9%	23.7%	21.4%	20.8%	24.7%	24.9%	25.5%	32.8%	39.2%	39.6%	43,603	43,449	40,085	2,617	2,421	2,013
DOC	12.7%	12.8%	12.7%	29.6%	27.7%	27.2%	25.6%	24.0%	24.3%	18.8%	19.1%	19.2%	13.3%	16.3%	16.5%	9,499	8,849	9,215	770	728	674
DOE	6.6%	5.2%	4.2%	21.6%	18.8%	17.1%	29.7%	28.9%	28.1%	23.4%	25.0%	27.1%	18.7%	22.1%	23.5%	7,779	7,323	7,743	693	609	562
DOI	5.4%	4.7%	3.8%	18.9%	17.3%	15.5%	30.5%	28.8%	29.0%	24.6%	25.4%	27.1%	20.6%	23.7%	24.6%	23,319	20,812	23,994	1,972	1,724	1,699
DOJ	6.0%	5.6%	5.7%	16.6%	17.5%	17.2%	27.8%	27.4%	28.3%	26.0%	26.3%	27.2%	23.7%	23.1%	21.7%	14,454	14,723	18,210	1,104	1,187	1,339
DOL	8.5%	7.8%	6.1%	21.7%	20.9%	20.1%	29.5%	29.9%	29.6%	22.4%	22.8%	23.8%	17.9%	18.6%	20.4%	7,997	10,209	10,350	673	861	799
DOT	5.8%	4.7%	4.8%	16.5%	14.7%	13.4%	24.8%	24.4%	24.0%	25.2%	24.7%	25.3%	27.7%	31.5%	32.6%	15,265	13,581	14,134	1,245	998	1,116
Educ	7.9%	8.6%	8.2%	22.3%	20.2%	20.9%	29.9%	29.4%	29.2%	21.3%	22.2%	22.2%	18.6%	19.6%	19.5%	2,465	2,513	2,366	312	305	286
EEOC	8.5%	7.2%	10.2%	23.8%	20.6%	17.2%	30.2%	30.8%	28.2%	19.9%	22.3%	22.5%	17.7%	19.1%	22.0%	1,245	1,317	1,090	158	157	144
EPA	4.7%	3.6%	3.0%	18.1%	15.5%	14.2%	31.7%	29.5%	26.8%	27.0%	29.3%	29.7%	18.5%	22.1%	26.3%	8,322	9,034	4,011	939	939	363
FCC	5.8%	6.9%	7.2%	18.9%	15.5%	17.2%	29.8%	27.9%	25.0%	24.6%	24.3%	26.6%	20.9%	25.4%	23.9%	617	556	492	78	75	59
FERC	14.2%	11.8%	10.3%	28.1%	25.2%	26.2%	29.4%	31.2%	29.1%	17.7%	17.9%	20.5%	10.6%	13.8%	13.9%	970	1,006	884	94	127	92
FTC	16.7%	18.4%	10.4%	35.6%	31.7%	27.4%	25.7%	23.3%	29.8%	13.9%	14.8%	18.7%	8.1%	11.8%	13.6%	502	518	517	101	111	96

Report by Agency

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
GSA	10.4%	9.1%	6.8%	20.9%	18.7%	17.0%	31.7%	30.8%	29.7%	20.2%	21.7%	23.9%	16.8%	19.6%	22.5%	6,819	6,434	7,179	551	459	490
HHS	9.8%	7.8%	6.9%	26.4%	24.1%	22.7%	29.8%	29.8%	29.6%	20.3%	21.6%	22.8%	13.7%	16.7%	18.0%	38,001	35,529	32,361	4,107	3,913	3,364
HUD	7.6%	6.2%	4.8%	20.6%	18.3%	15.6%	31.1%	29.6%	28.4%	23.1%	24.8%	26.6%	17.7%	21.0%	24.5%	4,477	4,960	4,842	392	420	444
NARA	8.8%	8.5%	6.0%	20.0%	18.5%	15.5%	28.6%	28.3%	24.3%	22.9%	23.2%	26.9%	19.7%	21.5%	27.3%	1,702	1,707	1,585	127	130	102
NASA	10.9%	9.9%	8.9%	26.9%	25.5%	23.5%	30.6%	30.3%	30.7%	19.4%	20.1%	21.4%	12.2%	14.2%	15.5%	10,750	10,181	9,025	897	838	699
NCUA	15.9%	17.4%	14.8%	35.3%	40.2%	38.7%	21.3%	18.5%	20.5%	16.7%	13.3%	17.3%	10.8%	10.7%	8.7%	621	626	741	29	22	20
NLRB	7.2%	5.2%	4.5%	18.1%	15.0%	14.3%	27.1%	26.2%	29.7%	27.2%	27.4%	27.4%	20.5%	26.2%	24.1%	764	786	807	66	71	79
NRC	6.0%	6.0%	6.2%	17.1%	16.9%	17.6%	28.4%	27.1%	30.5%	25.8%	26.2%	24.1%	22.7%	23.7%	21.6%	2,224	1,963	2,426	184	158	204
NSF	9.9%	11.6%	9.9%	26.1%	22.7%	22.2%	31.1%	27.8%	27.3%	17.4%	21.3%	21.8%	15.5%	16.6%	18.8%	785	752	782	111	89	104
OMB	12.3%	9.5%	4.7%	26.3%	23.7%	24.0%	32.0%	30.5%	33.5%	21.1%	25.1%	28.3%	8.3%	11.2%	9.5%	298	296	273	38	52	30
OPM	11.6%	10.7%	9.1%	31.4%	28.4%	29.3%	28.2%	30.0%	29.5%	16.5%	17.5%	18.5%	12.2%	13.4%	13.5%	2,554	2,794	2,990	311	338	326
PBGC	9.0%	8.3%	4.8%	22.4%	21.9%	15.3%	31.3%	29.8%	32.5%	22.5%	23.2%	28.3%	14.9%	16.9%	19.2%	556	512	566	42	43	47
RRB	10.2%	7.5%	7.5%	31.5%	24.5%	27.6%	25.6%	30.7%	29.4%	19.3%	22.8%	19.2%	13.4%	14.6%	16.4%	404	286	437	36	25	32
SBA	7.5%	6.5%	5.4%	19.3%	18.7%	15.0%	29.1%	26.5%	28.3%	22.5%	21.6%	25.5%	21.6%	26.7%	25.8%	1,372	1,237	1,173	110	111	95
SEC	7.3%	6.5%	4.6%	16.3%	15.5%	12.5%	27.9%	23.3%	22.0%	25.8%	26.0%	28.2%	22.7%	28.6%	32.7%	3,161	2,846	1,752	309	303	141

Report by Agency

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
SSA	4.5%	4.9%	5.2%	14.9%	15.1%	16.1%	28.0%	27.9%	28.7%	28.5%	26.5%	27.1%	24.1%	25.6%	22.9%	7,671	7,972	9,444	563	633	761
State	4.2%	3.8%	3.5%	16.6%	14.8%	13.9%	27.3%	27.8%	27.8%	29.4%	30.4%	31.5%	22.5%	23.3%	23.3%	3,908	4,780	3,700	208	289	242
Treas	6.2%	5.5%	5.4%	19.8%	18.6%	18.6%	28.7%	27.6%	26.7%	23.9%	24.5%	24.8%	21.5%	23.9%	24.4%	42,300	41,438	47,331	3,065	2,930	3,135
USAID	4.3%	3.8%	3.5%	15.1%	13.5%	13.4%	27.8%	24.2%	23.4%	28.9%	31.0%	31.6%	23.9%	27.6%	28.1%	1,919	2,081	1,813	114	155	131
USDA	4.8%	4.2%	3.2%	17.8%	16.2%	14.2%	29.6%	28.8%	28.1%	27.3%	28.1%	29.5%	20.4%	22.6%	25.0%	45,530	21,254	19,111	2,557	1,230	1,110
VA	5.8%	5.6%	4.8%	15.7%	15.9%	15.8%	25.8%	25.7%	24.8%	25.1%	25.4%	26.8%	27.7%	27.4%	27.8%	57,726	27,385	28,952	4,266	2,026	2,016
Small Agencies	11.2%	9.5%	7.1%	23.4%	22.3%	21.7%	27.0%	27.5%	25.8%	20.0%	20.6%	22.8%	18.4%	20.1%	22.6%	4,940	4,813	4,577	497	511	465
DOD	6.7%	5.4%	4.9%	19.1%	16.9%	15.8%	29.4%	28.2%	27.7%	23.8%	24.9%	25.4%	21.0%	24.7%	26.2%	64,046	53,062	66,464	4,870	3,933	4,281
USACE	5.9%	4.7%	4.1%	21.0%	18.1%	16.2%	30.5%	29.5%	30.1%	26.1%	26.8%	27.1%	16.6%	20.9%	22.5%	4,071	3,361	3,975	252	186	236
Air Force	7.4%	6.2%	5.4%	18.7%	16.3%	15.6%	29.4%	27.9%	27.4%	23.6%	24.6%	25.0%	20.8%	25.1%	26.6%	15,075	13,899	16,996	1,294	1,148	1,212
Army‡	6.6%	5.9%	5.0%	18.7%	16.3%	15.6%	29.2%	27.4%	26.9%	23.8%	24.8%	25.6%	21.7%	25.7%	27.0%	15,793	12,175	15,127	1,263	933	1,005
Navy‡	6.6%	4.5%	4.5%	20.2%	18.6%	16.9%	29.3%	28.9%	27.7%	23.2%	24.7%	25.0%	20.8%	23.3%	25.9%	13,013	10,214	14,930	834	637	827
Marine Corps	5.5%	4.1%	4.6%	16.7%	12.2%	13.1%	31.8%	26.0%	27.0%	23.3%	25.9%	24.8%	22.7%	31.9%	30.4%	1,668	1,104	1,539	106	68	97
DOD 4th Estate	6.8%	5.4%	5.0%	18.3%	15.9%	14.9%	28.8%	28.7%	29.1%	24.9%	25.1%	26.0%	21.2%	24.9%	25.0%	14,426	12,309	13,897	1,121	961	904

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
BBG	12.3%	14.6%	12.4%	36.7%	33.8%	33.7%	32.0%	32.4%	34.0%	8.6%	8.6%	9.1%	10.5%	10.6%	10.7%	981	817	1,007	77	69	75
CSOSA	18.3%	17.8%	20.2%	45.5%	45.2%	41.7%	24.0%	21.3%	23.6%	4.5%	7.3%	8.8%	7.8%	8.4%	5.8%	504	590	606	17	18	23
DHS	14.3%	13.3%	11.7%	37.1%	35.4%	34.2%	30.4%	31.5%	31.4%	8.3%	8.5%	9.8%	9.9%	11.2%	12.9%	42,646	42,171	38,513	3,717	3,901	3,599
DOC	21.3%	20.4%	20.7%	43.8%	42.0%	43.1%	23.3%	25.6%	24.0%	6.8%	6.1%	6.7%	4.8%	5.8%	5.5%	9,444	8,830	9,083	868	805	864
DOE	18.8%	17.0%	14.9%	42.6%	42.2%	41.4%	25.2%	26.1%	27.0%	7.4%	7.5%	9.0%	6.0%	7.2%	7.7%	7,875	7,381	7,679	605	583	676
DOI	16.3%	15.3%	13.8%	41.9%	40.2%	40.3%	26.3%	27.7%	28.3%	8.6%	8.7%	9.4%	6.9%	8.2%	8.1%	23,948	21,271	24,284	1,436	1,391	1,564
DOJ	18.1%	18.6%	19.0%	43.9%	45.0%	44.5%	25.6%	24.2%	25.5%	6.4%	6.1%	5.8%	6.0%	6.1%	5.1%	14,574	14,935	18,366	1,024	1,055	1,258
DOL	20.1%	19.5%	16.4%	40.7%	40.1%	38.0%	24.6%	25.4%	27.0%	7.2%	7.3%	8.7%	7.4%	7.6%	9.7%	8,011	10,318	10,329	676	819	874
DOT	18.3%	18.4%	17.6%	40.3%	39.1%	38.6%	28.5%	29.1%	29.2%	6.6%	6.8%	7.3%	6.4%	6.6%	7.3%	15,243	13,435	14,060	1,327	1,194	1,285
Educ	18.5%	20.0%	19.4%	41.0%	39.2%	39.0%	24.8%	23.4%	25.0%	8.0%	9.2%	8.6%	7.7%	8.2%	8.0%	2,533	2,603	2,435	248	226	241
EEOC	24.7%	23.7%	24.3%	41.1%	43.3%	35.4%	21.6%	18.9%	22.3%	6.6%	7.4%	8.4%	6.0%	6.8%	9.7%	1,334	1,397	1,156	73	84	74
EPA	18.5%	16.6%	17.1%	45.3%	43.7%	42.1%	22.4%	23.7%	24.1%	7.8%	8.5%	7.7%	6.0%	7.5%	8.9%	8,690	9,364	4,113	575	661	295
FCC	14.3%	17.0%	15.1%	41.1%	38.4%	40.7%	28.8%	26.1%	25.2%	7.9%	8.0%	8.4%	8.0%	10.4%	10.6%	618	543	476	76	91	79
FERC	31.7%	28.4%	25.8%	42.6%	41.1%	43.8%	17.9%	20.7%	22.2%	4.4%	5.5%	5.1%	3.3%	4.3%	3.1%	995	1,046	913	67	97	73
FTC	30.0%	29.7%	22.3%	42.7%	37.3%	41.8%	16.0%	21.2%	21.7%	7.7%	6.8%	7.7%	3.6%	5.0%	6.5%	548	582	562	51	51	51

Report by Agency

(34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
GSA	23.8%	22.1%	18.5%	41.2%	39.8%	38.6%	24.0%	24.9%	28.5%	5.6%	6.5%	7.4%	5.4%	6.6%	7.0%	6,812	6,405	7,024	594	547	708
HHS	20.5%	18.1%	16.6%	43.1%	42.8%	41.9%	23.7%	25.3%	26.7%	7.3%	7.2%	8.2%	5.4%	6.6%	6.6%	39,288	36,730	33,193	2,969	2,878	2,727
HUD	16.1%	15.0%	13.4%	38.0%	36.3%	35.8%	28.7%	29.5%	29.2%	9.3%	9.4%	10.0%	7.9%	9.8%	11.6%	4,500	4,928	4,841	399	458	482
NARA	19.5%	17.9%	15.3%	40.3%	37.2%	35.3%	25.0%	27.4%	27.0%	9.1%	8.9%	11.0%	6.2%	8.6%	11.4%	1,704	1,712	1,583	129	129	117
NASA	36.3%	34.5%	33.5%	43.1%	44.2%	44.5%	14.9%	15.3%	15.6%	3.4%	3.4%	3.8%	2.3%	2.7%	2.6%	11,197	10,575	9,338	464	486	438
NCUA	30.1%	29.5%	27.8%	42.6%	45.5%	46.1%	16.8%	15.0%	17.6%	5.7%	4.7%	4.4%	4.8%	5.3%	4.1%	604	613	724	50	37	44
NLRB	18.3%	16.4%	18.8%	43.6%	43.5%	41.1%	23.0%	20.2%	20.3%	9.8%	10.9%	11.1%	5.4%	9.0%	8.7%	781	812	840	60	58	55
NRC	26.7%	26.7%	29.9%	45.2%	45.6%	44.1%	17.9%	18.4%	17.3%	5.4%	4.5%	4.7%	4.8%	4.8%	4.0%	2,275	1,994	2,521	142	130	118
NSF	24.3%	23.9%	21.9%	41.8%	41.1%	40.7%	18.6%	21.7%	21.2%	7.8%	7.1%	9.1%	7.4%	6.2%	7.1%	862	809	856	34	32	37
OMB	13.7%	17.7%	9.6%	37.8%	38.0%	37.1%	26.2%	23.9%	28.3%	13.0%	13.5%	17.0%	9.3%	6.8%	8.0%	328	337	287	12	14	18
OPM	19.5%	19.2%	18.9%	41.8%	42.0%	41.2%	27.4%	27.8%	27.8%	5.6%	5.7%	6.3%	5.6%	5.4%	5.8%	2,515	2,757	2,912	359	395	423
PBGC	25.3%	22.7%	20.0%	44.7%	40.2%	48.4%	19.3%	22.8%	17.8%	5.7%	7.2%	6.4%	5.0%	7.2%	7.4%	560	521	581	34	38	37
RRB	24.8%	18.2%	22.2%	46.2%	49.3%	41.8%	21.3%	23.1%	26.8%	3.6%	6.3%	6.0%	4.1%	3.1%	3.2%	399	287	421	42	27	49
SBA	16.8%	14.7%	14.7%	35.3%	37.5%	34.2%	28.6%	27.9%	31.8%	8.7%	7.8%	8.8%	10.6%	12.2%	10.6%	1,363	1,246	1,172	123	105	107
SEC	24.5%	21.8%	21.8%	42.5%	42.9%	41.6%	21.3%	21.0%	20.6%	6.2%	7.6%	7.2%	5.6%	6.8%	8.8%	3,201	2,874	1,744	280	287	151

Report by Agency

(34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
SSA	18.2%	19.4%	17.7%	42.3%	43.7%	43.5%	25.1%	23.2%	25.4%	7.8%	7.0%	7.0%	6.6%	6.7%	6.5%	7,798	8,241	9,671	451	432	570
State	16.4%	14.4%	16.0%	44.8%	42.9%	43.3%	24.9%	25.8%	25.9%	8.9%	10.8%	9.6%	5.2%	6.1%	5.2%	3,909	4,808	3,729	231	288	233
Treas	17.2%	16.8%	16.7%	41.0%	40.6%	40.1%	27.7%	28.3%	28.1%	6.9%	6.9%	7.2%	7.2%	7.3%	7.9%	41,183	40,208	45,897	4,310	4,358	4,885
USAID	19.3%	16.1%	15.6%	45.1%	44.4%	46.7%	22.4%	22.9%	22.6%	8.5%	10.0%	9.3%	4.6%	6.7%	5.9%	1,936	2,099	1,819	107	143	139
USDA	19.8%	19.4%	18.3%	47.9%	47.3%	47.3%	22.6%	22.9%	23.0%	5.6%	5.6%	6.3%	4.2%	4.7%	5.2%	46,707	21,824	19,686	1,516	765	658
VA	14.5%	14.2%	13.5%	39.0%	40.3%	40.3%	29.2%	29.0%	29.1%	8.1%	8.0%	8.4%	9.2%	8.5%	8.8%	57,354	27,306	29,018	4,812	2,217	2,172
Small Agencies	22.0%	21.0%	18.7%	38.9%	40.2%	39.9%	22.7%	22.9%	23.7%	8.2%	7.9%	8.6%	8.1%	8.0%	9.1%	5,057	4,944	4,668	394	395	392
DOD	18.4%	16.8%	16.0%	40.9%	41.1%	40.4%	27.7%	27.8%	29.3%	6.7%	7.3%	7.4%	6.3%	6.9%	6.9%	64,084	52,827	65,871	4,918	4,327	5,286
USACE	18.1%	16.2%	15.5%	43.0%	45.8%	43.3%	27.3%	26.2%	28.2%	6.6%	7.2%	7.4%	4.9%	4.6%	5.7%	4,046	3,335	3,946	286	219	295
Air Force	18.2%	16.7%	16.0%	39.1%	38.9%	38.9%	29.3%	30.2%	30.9%	6.8%	7.1%	7.7%	6.5%	7.0%	6.5%	14,966	13,735	16,643	1,409	1,339	1,647
Army‡	17.7%	15.9%	14.7%	39.5%	38.7%	38.0%	28.6%	28.3%	30.7%	7.5%	8.4%	8.3%	6.7%	8.7%	8.1%	15,857	12,180	14,987	1,205	984	1,254
Navy‡	18.5%	17.3%	16.7%	43.5%	44.8%	43.5%	27.0%	26.2%	27.7%	5.6%	6.6%	6.2%	5.4%	5.1%	5.9%	12,995	10,156	14,895	893	719	936
Marine Corps	17.3%	14.5%	14.6%	35.3%	33.1%	35.9%	33.0%	37.4%	33.8%	8.2%	7.3%	7.3%	6.2%	7.7%	8.4%	1,615	1,084	1,511	162	91	128
DOD 4th Estate	20.0%	18.5%	17.4%	41.3%	41.7%	41.4%	24.3%	25.5%	26.6%	7.1%	6.8%	7.2%	7.3%	7.5%	7.4%	14,605	12,337	13,889	963	975	1,026

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(35) Employees are protected from health and safety hazards on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
BBG	11.3%	12.6%	12.8%	44.4%	41.8%	44.3%	24.8%	22.6%	23.0%	10.8%	11.7%	10.7%	8.7%	11.3%	9.2%	1,020	849	1,056	37	33	32
CSOSA	15.8%	15.6%	16.1%	43.4%	41.6%	45.4%	17.5%	18.4%	16.5%	13.1%	13.3%	14.1%	10.2%	11.2%	7.9%	519	601	623	8	6	10
DHS	16.2%	14.6%	13.4%	45.7%	44.7%	45.3%	17.8%	17.9%	17.9%	11.0%	12.0%	12.2%	9.3%	10.8%	11.1%	45,722	45,397	41,572	639	635	585
DOC	29.5%	28.7%	28.2%	52.2%	51.3%	52.5%	11.7%	12.4%	12.6%	4.4%	4.9%	4.5%	2.1%	2.8%	2.3%	10,034	9,404	9,731	277	237	222
DOE	34.8%	32.6%	29.2%	51.0%	52.0%	53.3%	8.6%	9.6%	10.5%	3.5%	3.3%	4.3%	2.1%	2.4%	2.7%	8,400	7,848	8,251	98	94	107
DOI	24.5%	22.5%	21.3%	55.7%	55.7%	56.8%	12.0%	13.0%	13.3%	4.7%	5.6%	5.1%	3.1%	3.3%	3.5%	25,081	22,382	25,512	289	251	292
DOJ	21.1%	21.3%	20.6%	52.7%	52.5%	54.5%	15.0%	15.8%	14.8%	6.6%	6.4%	6.5%	4.6%	4.1%	3.5%	15,379	15,714	19,314	241	244	288
DOL	28.8%	28.0%	26.9%	52.0%	52.3%	51.9%	11.6%	11.9%	13.2%	4.6%	4.7%	4.8%	3.0%	3.1%	3.2%	8,565	10,983	11,055	131	150	151
DOT	28.1%	27.3%	26.4%	55.3%	55.6%	55.5%	10.1%	10.7%	11.3%	4.1%	4.1%	4.7%	2.3%	2.2%	2.2%	16,367	14,414	15,095	216	222	228
Educ	25.1%	25.6%	28.7%	55.5%	53.3%	54.2%	13.5%	14.2%	11.5%	3.4%	4.3%	3.3%	2.4%	2.6%	2.4%	2,699	2,726	2,581	90	99	89
EEOC	27.9%	26.2%	26.9%	52.3%	52.7%	48.8%	11.5%	12.1%	13.8%	5.3%	5.1%	6.2%	3.0%	3.8%	4.3%	1,376	1,443	1,199	27	37	32
EPA	30.0%	26.2%	26.9%	54.7%	55.8%	55.6%	10.4%	11.3%	11.3%	3.3%	4.3%	3.9%	1.6%	2.3%	2.2%	9,120	9,839	4,304	160	191	95
FCC	26.5%	26.6%	29.7%	55.4%	53.2%	51.2%	12.0%	13.1%	13.6%	3.5%	4.1%	2.3%	2.6%	3.1%	3.1%	675	603	530	23	32	27
FERC	40.9%	42.3%	42.6%	47.9%	43.7%	45.4%	8.3%	10.0%	9.6%	1.9%	3.0%	1.3%	1.0%	1.0%	1.1%	1,049	1,120	966	16	21	21
FTC	46.3%	44.6%	36.9%	44.3%	43.1%	51.2%	7.7%	9.6%	8.9%	0.7%	1.2%	2.4%	1.0%	1.4%	0.6%	583	603	576	20	26	36

Report by Agency

(35) Employees are protected from health and safety hazards on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
GSA	33.3%	31.4%	28.2%	51.0%	49.9%	52.6%	10.9%	12.7%	13.6%	2.9%	3.5%	3.1%	1.9%	2.5%	2.6%	7,248	6,757	7,536	157	184	191
HHS	29.9%	26.5%	25.3%	53.0%	54.2%	54.7%	11.5%	12.8%	13.2%	3.5%	4.1%	4.3%	2.1%	2.4%	2.5%	41,398	38,796	35,150	879	832	769
HUD	21.4%	20.1%	19.1%	49.4%	48.9%	50.6%	16.7%	17.5%	17.3%	7.5%	8.1%	7.9%	4.9%	5.4%	5.1%	4,771	5,260	5,166	122	137	156
NARA	26.5%	24.0%	23.6%	52.3%	52.8%	49.6%	12.1%	14.0%	15.9%	5.7%	5.6%	6.3%	3.4%	3.6%	4.6%	1,809	1,815	1,666	29	32	28
NASA	51.7%	49.9%	48.9%	41.9%	43.8%	44.7%	4.5%	4.6%	4.5%	1.3%	1.2%	1.3%	0.6%	0.6%	0.6%	11,604	11,005	9,692	65	59	76
NCUA	23.6%	22.8%	21.0%	50.7%	49.4%	47.8%	15.0%	18.5%	18.7%	6.8%	5.2%	8.4%	3.9%	4.1%	4.1%	638	632	753	18	18	14
NLRB	25.1%	21.8%	24.1%	48.1%	49.4%	50.8%	16.4%	16.9%	16.4%	7.2%	8.3%	6.9%	3.2%	3.6%	1.7%	811	839	863	30	25	29
NRC	42.4%	42.5%	41.7%	48.8%	47.4%	48.6%	5.6%	6.4%	6.0%	1.9%	2.5%	2.6%	1.3%	1.3%	1.2%	2,393	2,101	2,602	25	26	36
NSF	35.4%	36.5%	31.9%	51.4%	48.4%	55.5%	8.7%	11.5%	10.2%	2.6%	2.0%	1.5%	1.8%	1.6%	1.0%	877	816	855	21	24	32
OMB	22.8%	18.4%	12.6%	46.3%	45.3%	41.2%	16.4%	20.9%	31.0%	9.8%	12.2%	12.7%	4.6%	3.2%	2.5%	331	336	292	9	15	12
OPM	19.8%	19.3%	18.7%	43.6%	44.2%	46.8%	21.2%	19.8%	20.3%	9.3%	9.4%	8.4%	6.2%	7.3%	5.9%	2,759	3,012	3,210	115	136	123
PBGC	38.4%	34.9%	31.0%	51.3%	54.1%	55.6%	8.8%	9.0%	9.3%	0.7%	1.0%	2.0%	0.8%	1.0%	2.1%	586	550	607	13	10	11
RRB	25.1%	23.2%	17.9%	55.6%	52.8%	56.5%	14.2%	15.8%	15.9%	3.9%	5.9%	7.5%	1.3%	2.2%	2.3%	429	310	454	13	5	15
SBA	23.3%	20.2%	21.5%	52.4%	51.8%	53.1%	16.3%	16.0%	16.8%	3.9%	6.9%	4.6%	4.2%	5.1%	4.1%	1,457	1,323	1,244	31	29	30
SEC	40.7%	35.4%	33.1%	49.9%	54.0%	54.7%	7.5%	8.3%	9.5%	1.2%	1.5%	1.8%	0.8%	0.9%	0.8%	3,386	3,060	1,816	97	109	75

Report by Agency

(35) Employees are protected from health and safety hazards on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
SSA	24.7%	24.0%	24.9%	50.7%	50.9%	51.1%	12.7%	13.3%	13.1%	6.8%	7.3%	6.8%	5.1%	4.5%	4.2%	8,182	8,548	10,103	80	117	124
State	24.3%	23.3%	23.7%	56.1%	55.3%	55.1%	12.0%	12.9%	12.6%	5.0%	5.9%	5.8%	2.5%	2.6%	2.8%	4,080	5,004	3,885	63	83	74
Treas	22.1%	21.7%	21.3%	53.4%	52.9%	53.9%	14.2%	14.4%	14.3%	5.8%	6.1%	6.0%	4.6%	4.9%	4.5%	44,752	43,758	49,795	838	836	997
USAID	28.8%	22.3%	21.3%	52.9%	52.4%	53.4%	12.3%	14.3%	13.7%	4.3%	7.5%	7.5%	1.8%	3.6%	4.1%	2,011	2,207	1,919	35	37	41
USDA	23.0%	21.8%	20.6%	57.1%	57.6%	58.3%	12.3%	12.3%	13.4%	4.9%	5.3%	5.0%	2.7%	3.0%	2.7%	47,863	22,333	20,115	399	236	207
VA	19.8%	20.0%	19.0%	51.6%	51.8%	52.1%	15.3%	14.9%	15.2%	7.5%	7.7%	8.0%	5.8%	5.7%	5.7%	61,490	29,129	30,781	721	372	343
Small Agencies	33.4%	31.3%	30.2%	48.7%	48.5%	50.1%	11.2%	12.3%	12.0%	3.6%	4.9%	4.1%	3.1%	3.0%	3.5%	5,336	5,236	4,928	114	104	122
DOD	27.6%	26.0%	25.0%	53.6%	54.6%	55.5%	11.2%	11.5%	12.0%	4.8%	4.9%	4.8%	2.7%	3.0%	2.7%	68,434	56,587	70,435	606	574	636
USACE	29.6%	28.2%	27.4%	56.7%	56.4%	57.7%	8.7%	9.6%	9.8%	3.1%	4.0%	3.4%	1.8%	1.8%	1.7%	4,300	3,526	4,203	40	31	33
Air Force	28.0%	26.9%	26.7%	53.2%	55.2%	56.1%	11.0%	10.5%	10.8%	5.0%	4.4%	4.4%	2.7%	3.1%	2.0%	16,268	14,970	18,144	109	110	119
Army‡	27.2%	24.9%	23.3%	53.4%	54.0%	55.1%	11.7%	12.2%	13.2%	4.8%	5.5%	5.2%	2.9%	3.4%	3.3%	16,927	13,026	16,068	158	126	158
Navy‡	26.2%	24.6%	23.7%	54.2%	54.7%	55.9%	11.8%	12.5%	12.4%	5.3%	5.5%	5.2%	2.5%	2.8%	2.8%	13,786	10,760	15,706	89	118	123
Marine Corps	26.0%	27.2%	25.4%	52.0%	51.2%	52.4%	12.7%	11.9%	13.3%	5.7%	5.9%	5.1%	3.6%	3.9%	3.7%	1,758	1,167	1,631	18	13	9
DOD 4th Estate	30.3%	28.4%	27.5%	52.8%	54.4%	54.5%	9.8%	10.6%	11.1%	4.1%	3.8%	4.2%	3.0%	2.8%	2.8%	15,395	13,138	14,683	192	176	194

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
BBG	12.6%	11.6%	12.1%	44.5%	41.9%	48.5%	24.5%	23.3%	22.3%	10.9%	13.3%	9.2%	7.5%	9.9%	7.9%	1,015	845	1,056	46	38	27
CSOSA	18.9%	20.9%	17.3%	54.3%	54.6%	51.8%	13.2%	13.7%	17.0%	7.2%	6.3%	8.4%	6.4%	4.6%	5.5%	513	600	623	7	4	8
DHS	17.2%	15.4%	14.2%	50.8%	48.9%	48.6%	16.3%	17.1%	17.4%	8.8%	10.1%	10.6%	6.9%	8.6%	9.1%	45,841	45,513	41,604	364	394	405
DOC	25.3%	24.5%	23.2%	54.0%	52.7%	53.0%	13.8%	14.1%	14.5%	4.9%	5.7%	6.1%	2.1%	3.0%	3.0%	10,142	9,457	9,763	148	154	164
DOE	27.6%	26.7%	24.6%	55.3%	55.2%	56.9%	10.7%	10.8%	11.3%	4.3%	4.8%	4.5%	2.1%	2.6%	2.6%	8,385	7,869	8,277	70	65	67
DOI	18.2%	16.2%	14.1%	53.1%	51.9%	51.2%	16.7%	18.0%	20.0%	8.0%	9.2%	9.7%	4.0%	4.7%	5.0%	24,993	22,264	25,258	335	320	519
DOJ	23.0%	24.0%	22.7%	53.5%	54.7%	55.9%	13.7%	12.5%	13.0%	6.2%	5.3%	5.4%	3.6%	3.5%	3.0%	15,384	15,796	19,428	162	140	171
DOL	24.3%	23.5%	21.3%	53.2%	53.5%	53.8%	13.4%	13.7%	15.3%	5.8%	6.1%	5.9%	3.3%	3.3%	3.7%	8,563	10,960	11,012	106	148	167
DOT	24.4%	21.8%	20.6%	56.4%	57.5%	55.4%	12.4%	12.7%	14.8%	4.4%	5.4%	6.0%	2.4%	2.7%	3.2%	16,356	14,449	15,124	156	148	189
Educ	19.6%	21.1%	22.4%	51.6%	50.5%	51.9%	17.4%	15.7%	15.0%	7.9%	8.8%	7.1%	3.4%	4.0%	3.6%	2,703	2,766	2,594	72	58	68
EEOC	28.7%	26.3%	25.2%	52.7%	53.8%	49.7%	10.2%	10.8%	13.2%	5.0%	5.5%	6.8%	3.4%	3.5%	5.1%	1,395	1,465	1,202	9	15	23
EPA	25.9%	22.3%	19.2%	58.8%	59.0%	57.1%	11.1%	12.7%	16.5%	3.1%	4.3%	5.1%	1.1%	1.8%	2.0%	9,158	9,867	4,317	89	128	72
FCC	24.8%	22.9%	25.7%	55.5%	50.7%	51.2%	12.6%	15.5%	15.2%	4.7%	6.8%	4.7%	2.4%	4.3%	3.2%	677	623	541	16	8	11
FERC	32.3%	31.9%	33.0%	49.5%	50.6%	50.6%	12.2%	11.9%	12.4%	4.5%	3.1%	3.0%	1.5%	2.6%	1.0%	1,044	1,126	962	17	16	21
FTC	31.0%	26.4%	24.0%	48.4%	44.1%	47.7%	14.5%	16.5%	17.0%	4.2%	9.8%	8.0%	1.9%	3.2%	3.2%	590	612	582	12	20	26

Report by Agency

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
GSA	30.4%	27.1%	25.1%	52.0%	51.0%	52.8%	11.5%	14.4%	14.3%	4.3%	4.8%	5.1%	1.8%	2.8%	2.7%	7,301	6,827	7,572	92	102	136
HHS	24.8%	22.1%	20.3%	53.0%	53.1%	51.9%	14.3%	15.4%	17.4%	5.6%	6.5%	7.2%	2.3%	3.0%	3.1%	41,335	38,772	34,994	772	718	828
HUD	19.8%	18.8%	17.8%	52.7%	51.3%	52.3%	16.0%	17.0%	18.0%	7.5%	8.2%	8.0%	4.0%	4.7%	3.9%	4,791	5,286	5,189	85	111	116
NARA	27.6%	27.5%	25.2%	56.1%	57.5%	55.3%	10.1%	9.0%	12.2%	3.9%	3.9%	4.1%	2.3%	2.1%	3.2%	1,807	1,822	1,672	21	10	18
NASA	39.4%	37.2%	35.3%	48.3%	48.6%	50.3%	8.8%	10.1%	10.4%	2.6%	3.2%	3.1%	0.9%	0.9%	0.8%	11,535	10,927	9,633	110	114	118
NCUA	22.6%	26.5%	20.8%	53.4%	56.3%	55.3%	13.8%	9.4%	13.8%	6.7%	5.2%	6.3%	3.6%	2.6%	3.8%	646	640	759	5	4	7
NLRB	23.5%	18.6%	18.7%	51.5%	51.3%	51.6%	14.7%	17.1%	16.8%	6.7%	8.3%	8.4%	3.5%	4.8%	4.6%	824	842	867	11	24	26
NRC	32.6%	32.1%	32.0%	52.3%	53.3%	53.6%	9.7%	10.0%	10.3%	3.8%	3.3%	3.0%	1.6%	1.2%	1.3%	2,387	2,097	2,616	24	28	19
NSF	28.2%	27.2%	25.4%	52.3%	47.8%	51.5%	13.4%	16.6%	15.1%	4.3%	6.9%	5.9%	1.8%	1.5%	2.2%	874	824	865	15	13	21
OMB	17.7%	18.5%	15.9%	45.2%	52.0%	53.8%	16.5%	18.2%	18.0%	14.8%	7.5%	9.4%	5.9%	3.8%	2.9%	338	349	301	2	1	0
OPM	21.9%	21.5%	21.1%	53.2%	52.1%	52.2%	14.4%	14.6%	16.1%	6.7%	7.3%	6.8%	3.7%	4.5%	3.8%	2,825	3,100	3,277	45	34	51
PBGC	29.8%	26.6%	22.2%	55.9%	55.7%	55.5%	10.1%	11.8%	13.1%	3.1%	3.9%	5.8%	1.1%	2.0%	3.5%	588	547	606	8	8	12
RRB	31.3%	30.5%	20.7%	53.8%	51.7%	58.6%	9.7%	12.2%	12.4%	2.4%	4.3%	5.6%	2.7%	1.4%	2.7%	436	310	462	5	6	8
SBA	19.9%	19.8%	19.2%	54.7%	54.1%	55.3%	14.1%	15.6%	15.6%	7.5%	6.0%	5.8%	3.9%	4.5%	4.1%	1,462	1,339	1,262	27	12	12
SEC	26.8%	25.3%	21.0%	52.2%	56.6%	54.2%	14.6%	12.7%	16.9%	4.6%	3.8%	5.6%	1.7%	1.5%	2.3%	3,398	3,084	1,827	72	77	60

Report by Agency

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
SSA	26.6%	25.4%	27.5%	56.4%	56.1%	57.5%	10.4%	11.0%	9.1%	3.9%	4.7%	3.8%	2.7%	2.7%	2.1%	8,171	8,550	10,149	46	71	67
State	28.4%	26.3%	28.6%	54.4%	55.1%	54.4%	11.5%	11.8%	9.9%	4.2%	4.9%	4.8%	1.5%	1.9%	2.3%	4,097	5,048	3,926	19	37	28
Treas	23.3%	22.5%	20.6%	56.9%	56.6%	56.3%	12.3%	12.6%	13.8%	4.5%	4.9%	5.6%	3.0%	3.4%	3.7%	44,925	43,952	50,029	494	507	669
USAID	30.4%	23.4%	22.8%	53.5%	53.3%	51.8%	10.8%	13.6%	14.0%	4.1%	7.1%	7.9%	1.2%	2.6%	3.5%	2,025	2,213	1,933	11	20	27
USDA	19.3%	18.3%	16.3%	57.9%	57.0%	58.1%	14.3%	15.2%	16.5%	5.8%	6.6%	6.5%	2.7%	3.0%	2.7%	47,688	22,304	20,102	380	211	201
VA	18.1%	18.0%	16.6%	51.7%	52.1%	51.1%	17.0%	16.4%	17.6%	7.9%	7.7%	8.7%	5.4%	5.8%	6.0%	61,070	29,061	30,580	884	408	491
Small Agencies	23.9%	23.0%	20.0%	49.4%	46.8%	46.1%	14.9%	16.6%	18.4%	7.7%	9.3%	10.2%	4.1%	4.3%	5.3%	5,326	5,223	4,890	109	103	152
DOD	29.1%	27.4%	25.9%	56.0%	56.7%	57.3%	9.8%	10.4%	11.1%	3.2%	3.4%	3.8%	1.8%	2.1%	2.0%	68,352	56,619	70,542	430	402	439
USACE	27.4%	25.5%	24.4%	58.4%	57.8%	58.9%	9.3%	11.0%	11.1%	3.2%	4.1%	3.7%	1.6%	1.6%	1.8%	4,304	3,529	4,198	24	16	35
Air Force	29.5%	28.4%	28.7%	56.1%	56.9%	57.3%	9.5%	9.5%	9.6%	3.2%	3.2%	3.1%	1.8%	2.0%	1.3%	16,212	14,956	18,131	115	94	107
Army‡	28.3%	26.1%	25.0%	55.4%	56.1%	56.8%	10.8%	11.7%	11.7%	3.5%	3.5%	4.2%	2.0%	2.5%	2.4%	16,868	13,021	16,090	125	107	102
Navy‡	29.2%	27.1%	23.6%	57.4%	58.0%	57.9%	9.3%	9.9%	12.2%	2.8%	3.3%	4.2%	1.3%	1.7%	2.1%	13,779	10,783	15,714	53	59	78
Marine Corps	28.5%	27.6%	23.3%	52.4%	53.8%	56.4%	12.3%	13.2%	11.7%	4.3%	3.3%	5.8%	2.5%	2.1%	2.9%	1,768	1,159	1,629	9	12	15
DOD 4th Estate	30.5%	29.7%	28.6%	54.3%	55.4%	56.6%	9.5%	9.3%	9.9%	3.5%	3.2%	3.1%	2.2%	2.3%	1.9%	15,421	13,171	14,780	104	114	102

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
BBG	12.3%	13.0%	11.2%	28.2%	27.7%	26.9%	25.0%	21.8%	23.7%	12.9%	15.1%	16.0%	21.6%	22.5%	22.3%	996	838	1,025	56	50	57
CSOSA	15.8%	14.4%	14.5%	32.2%	29.9%	30.7%	23.6%	28.4%	25.2%	12.8%	12.6%	15.5%	15.6%	14.8%	14.1%	495	573	595	30	31	34
DHS	12.7%	11.1%	9.5%	28.8%	25.8%	24.3%	23.2%	23.9%	23.5%	15.8%	16.1%	17.1%	19.6%	23.1%	25.6%	44,050	43,610	40,030	2,237	2,362	2,063
DOC	23.1%	22.8%	22.2%	41.4%	39.3%	38.9%	20.7%	20.9%	21.0%	7.7%	8.3%	9.3%	7.1%	8.6%	8.5%	9,474	8,783	9,127	825	835	803
DOE	22.0%	20.8%	16.9%	39.1%	36.8%	35.2%	19.5%	19.9%	22.3%	9.7%	10.7%	12.7%	9.7%	11.7%	12.9%	7,986	7,478	7,810	499	470	518
DOI	18.6%	17.4%	15.0%	38.2%	37.2%	36.0%	21.3%	20.9%	23.0%	11.1%	11.8%	12.5%	10.8%	12.7%	13.4%	24,059	21,394	24,451	1,295	1,240	1,390
DOJ	16.5%	17.1%	16.6%	33.9%	35.2%	33.3%	22.0%	20.8%	24.0%	13.4%	13.5%	13.3%	14.2%	13.4%	12.9%	14,779	15,224	18,664	759	706	901
DOL	23.2%	22.1%	19.5%	35.5%	34.8%	33.4%	19.5%	21.1%	22.7%	9.6%	9.9%	10.7%	12.1%	12.1%	13.8%	8,095	10,419	10,466	579	695	710
DOT	21.3%	20.0%	17.9%	39.5%	38.8%	37.9%	20.6%	20.6%	21.7%	9.7%	9.9%	11.1%	8.9%	10.8%	11.5%	15,657	13,745	14,329	870	851	979
Educ	18.7%	20.0%	19.9%	35.6%	33.9%	32.0%	23.2%	21.3%	22.9%	10.9%	11.1%	13.0%	11.6%	13.7%	12.2%	2,548	2,566	2,415	236	254	256
EEOC	21.7%	18.3%	18.0%	35.4%	30.4%	28.3%	20.1%	25.3%	22.1%	9.8%	12.1%	13.7%	13.1%	13.9%	17.9%	1,317	1,380	1,127	84	99	95
EPA	19.1%	17.1%	15.8%	38.0%	37.8%	33.9%	21.6%	22.1%	23.3%	11.1%	11.5%	13.1%	10.1%	11.5%	13.8%	8,570	9,201	4,023	693	795	356
FCC	16.8%	20.1%	21.0%	37.3%	34.5%	33.6%	25.2%	20.3%	20.1%	11.2%	11.8%	10.9%	9.6%	13.3%	14.4%	639	578	504	55	58	49
FERC	33.5%	30.2%	28.3%	36.5%	38.4%	39.3%	17.0%	18.7%	17.4%	6.1%	6.8%	9.3%	6.9%	5.9%	5.7%	996	1,044	890	67	95	94
FTC	43.5%	40.6%	32.4%	34.3%	35.1%	37.4%	12.7%	13.2%	16.0%	4.7%	3.9%	7.4%	4.9%	7.4%	6.8%	559	583	564	42	50	45

Report by Agency

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
GSA	26.7%	25.3%	20.9%	39.3%	36.8%	35.9%	20.1%	21.2%	23.8%	7.0%	8.6%	9.1%	6.9%	8.1%	10.2%	6,931	6,494	7,212	469	438	506
HHS	22.1%	19.7%	17.7%	37.9%	37.6%	36.8%	20.4%	21.1%	22.0%	9.7%	10.3%	11.5%	9.8%	11.3%	12.1%	39,306	36,723	33,293	2,864	2,795	2,535
HUD	17.9%	17.0%	13.5%	35.3%	33.9%	32.1%	24.1%	24.7%	26.3%	10.5%	10.7%	13.0%	12.2%	13.7%	15.1%	4,504	4,957	4,883	390	439	424
NARA	21.9%	19.6%	17.8%	34.1%	34.1%	30.5%	20.3%	21.0%	20.8%	11.3%	10.8%	13.3%	12.3%	14.5%	17.7%	1,738	1,748	1,590	97	96	103
NASA	36.4%	34.9%	32.3%	39.1%	39.1%	38.6%	14.4%	14.6%	16.8%	5.6%	6.3%	6.7%	4.5%	5.1%	5.7%	11,093	10,537	9,271	556	501	482
NCUA	22.1%	20.1%	20.4%	36.6%	39.7%	38.1%	18.1%	19.1%	23.6%	12.4%	11.4%	10.8%	10.8%	9.7%	7.1%	613	593	713	37	50	52
NLRB	22.2%	20.4%	20.1%	36.7%	34.2%	31.8%	19.6%	18.5%	20.1%	10.7%	12.8%	13.2%	10.9%	14.1%	14.9%	784	807	830	52	63	62
NRC	25.3%	25.4%	25.1%	38.3%	36.6%	36.4%	18.4%	18.1%	19.0%	9.9%	10.3%	10.3%	8.2%	9.6%	9.3%	2,244	1,971	2,439	173	155	194
NSF	28.0%	26.5%	23.6%	34.4%	32.3%	33.1%	17.8%	19.0%	18.9%	10.2%	10.6%	12.5%	9.6%	11.6%	11.9%	838	783	828	57	55	61
OMB	27.5%	31.9%	28.8%	44.9%	43.3%	42.8%	15.0%	13.4%	17.9%	6.9%	7.9%	7.0%	5.6%	3.5%	3.5%	324	332	284	17	16	20
OPM	21.8%	21.2%	19.9%	37.3%	37.5%	38.9%	21.7%	22.7%	22.5%	9.3%	8.3%	9.5%	9.7%	10.3%	9.3%	2,573	2,828	3,013	295	326	309
PBGC	22.4%	21.6%	17.3%	42.4%	34.2%	33.4%	19.9%	24.4%	23.0%	10.8%	9.6%	14.4%	4.6%	10.1%	11.9%	556	507	561	42	49	56
RRB	22.3%	17.8%	19.3%	39.0%	39.5%	40.3%	19.7%	24.1%	20.7%	11.3%	11.1%	10.1%	7.7%	7.5%	9.6%	402	286	433	35	27	39
SBA	19.6%	17.7%	16.7%	32.6%	35.1%	32.1%	22.5%	18.5%	21.1%	9.0%	11.6%	12.2%	16.3%	17.0%	17.9%	1,393	1,272	1,203	92	82	68
SEC	26.2%	23.4%	18.7%	34.0%	33.6%	31.4%	20.3%	19.8%	20.7%	9.6%	11.3%	13.6%	9.9%	12.0%	15.7%	3,162	2,847	1,724	312	307	162

Report by Agency

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
SSA	20.1%	21.7%	20.2%	36.1%	34.9%	34.6%	20.6%	20.3%	21.5%	10.5%	10.8%	11.4%	12.6%	12.2%	12.3%	7,837	8,228	9,701	393	411	510
State	19.2%	19.1%	18.8%	37.2%	38.2%	36.3%	20.4%	20.6%	22.0%	13.7%	12.2%	12.7%	9.6%	9.8%	10.2%	3,979	4,897	3,760	149	196	201
Treas	20.2%	20.1%	18.7%	38.4%	38.6%	37.8%	21.1%	20.6%	21.4%	9.5%	9.8%	10.4%	10.7%	10.9%	11.7%	42,319	41,341	47,145	3,097	3,127	3,555
USAID	20.7%	18.2%	17.5%	39.8%	39.1%	39.1%	18.9%	19.7%	19.3%	12.7%	12.1%	13.0%	7.9%	10.8%	11.1%	1,948	2,105	1,829	97	138	125
USDA	18.7%	18.0%	14.7%	41.9%	40.3%	38.5%	21.2%	22.1%	23.7%	9.8%	10.0%	12.2%	8.5%	9.6%	11.0%	46,086	21,435	19,264	1,999	1,096	1,037
VA	16.0%	16.2%	14.2%	34.2%	34.7%	33.8%	22.2%	22.3%	23.4%	12.1%	12.4%	13.3%	15.5%	14.4%	15.3%	59,157	27,980	29,642	2,874	1,508	1,421
Small Agencies	23.0%	22.2%	19.5%	34.5%	35.7%	33.7%	20.2%	19.2%	21.1%	10.2%	10.4%	12.3%	12.1%	12.5%	13.4%	5,089	4,953	4,665	348	381	380
DOD	20.5%	18.7%	17.6%	36.8%	35.6%	35.4%	21.7%	22.0%	22.8%	10.4%	11.5%	11.9%	10.6%	12.1%	12.3%	65,840	54,214	67,537	3,037	2,873	3,438
USACE	22.0%	20.1%	18.2%	41.7%	40.2%	38.4%	19.1%	20.8%	22.4%	10.1%	10.0%	11.0%	7.2%	8.8%	10.0%	4,137	3,372	4,019	192	185	212
Air Force	21.7%	21.1%	20.0%	36.9%	35.8%	36.5%	19.9%	20.0%	20.5%	10.4%	11.0%	11.7%	11.1%	12.1%	11.3%	15,656	14,381	17,425	695	694	808
Army‡	19.9%	17.6%	16.4%	35.5%	33.5%	33.4%	22.0%	22.3%	23.8%	11.1%	12.4%	12.5%	11.5%	14.2%	13.9%	16,323	12,469	15,414	708	667	801
Navy‡	19.9%	17.8%	16.8%	38.6%	38.0%	37.1%	23.0%	23.0%	23.8%	9.5%	11.2%	11.4%	9.1%	9.9%	10.9%	13,259	10,337	15,042	578	530	733
Marine Corps	22.4%	20.3%	18.9%	34.1%	30.2%	33.5%	24.0%	24.6%	21.5%	9.9%	12.5%	11.8%	9.6%	12.5%	14.4%	1,680	1,108	1,554	96	62	81
DOD 4th Estate	20.6%	18.5%	17.2%	34.6%	34.4%	34.0%	21.4%	22.2%	22.6%	11.0%	11.3%	12.3%	12.4%	13.6%	13.8%	14,785	12,547	14,083	768	735	803

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
BBG	15.9%	16.9%	16.2%	36.5%	34.9%	36.0%	25.1%	24.7%	25.6%	7.5%	7.8%	8.7%	14.9%	15.7%	13.4%	946	788	961	111	88	115
CSOSA	21.3%	19.0%	20.3%	41.2%	40.9%	42.7%	21.8%	24.6%	22.2%	7.3%	6.4%	7.2%	8.3%	9.1%	7.7%	479	553	579	42	53	54
DHS	21.1%	18.7%	16.6%	39.6%	38.7%	38.5%	22.3%	23.1%	23.3%	6.9%	7.6%	8.5%	10.1%	11.9%	13.1%	42,228	41,461	38,153	3,884	4,231	3,874
DOC	30.9%	30.2%	29.3%	45.8%	43.6%	44.0%	15.1%	17.0%	17.0%	4.0%	4.3%	4.7%	4.3%	4.9%	5.0%	9,264	8,532	8,847	1,005	1,046	1,061
DOE	29.3%	27.7%	24.2%	43.1%	41.3%	41.9%	16.4%	17.0%	17.8%	5.4%	6.2%	7.5%	5.9%	7.8%	8.7%	7,732	7,236	7,585	726	673	724
DOI	25.8%	23.9%	22.0%	44.6%	43.8%	44.6%	17.3%	18.1%	18.7%	5.7%	6.5%	6.7%	6.6%	7.7%	8.0%	23,358	20,603	23,634	1,976	1,910	2,096
DOJ	25.6%	25.2%	25.4%	42.4%	42.7%	43.4%	18.3%	18.6%	19.0%	6.5%	6.2%	5.4%	7.2%	7.3%	6.7%	14,315	14,700	18,075	1,211	1,145	1,433
DOL	29.6%	28.8%	26.6%	40.6%	39.0%	39.8%	16.9%	18.3%	18.7%	4.8%	5.8%	5.8%	8.0%	8.1%	9.0%	7,838	10,056	10,083	809	1,001	1,045
DOT	30.2%	28.4%	27.3%	44.2%	43.5%	43.5%	15.9%	16.5%	17.0%	4.5%	5.4%	5.6%	5.2%	6.2%	6.5%	15,207	13,266	13,872	1,264	1,255	1,413
Educ	25.5%	26.7%	27.3%	41.9%	40.3%	38.4%	19.6%	18.0%	19.6%	5.3%	5.4%	6.5%	7.6%	9.5%	8.2%	2,452	2,476	2,317	321	331	340
EEOC	29.2%	26.3%	26.9%	39.4%	37.5%	32.0%	17.5%	18.4%	20.9%	5.6%	7.3%	7.1%	8.3%	10.5%	13.2%	1,285	1,335	1,105	114	130	114
EPA	28.2%	24.0%	23.6%	44.1%	44.4%	41.0%	16.9%	18.1%	19.3%	5.2%	6.2%	7.3%	5.7%	7.3%	8.8%	8,226	8,778	3,839	1,011	1,168	533
FCC	25.3%	26.9%	26.4%	43.0%	37.1%	38.9%	19.9%	18.3%	18.6%	4.8%	7.6%	6.0%	7.0%	10.1%	10.1%	617	546	483	74	85	70
FERC	42.6%	39.5%	37.1%	37.8%	39.7%	41.1%	12.6%	14.4%	14.1%	2.8%	3.1%	3.9%	4.2%	3.3%	3.9%	977	1,008	871	84	126	111
FTC	51.4%	51.3%	43.8%	36.1%	34.2%	39.7%	9.0%	8.0%	10.7%	1.2%	3.1%	2.1%	2.3%	3.4%	3.7%	548	562	546	52	69	62

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
GSA	33.9%	31.9%	28.0%	41.9%	40.9%	42.1%	16.3%	17.3%	18.8%	3.7%	4.3%	4.8%	4.2%	5.7%	6.3%	6,789	6,319	6,992	591	588	700
HHS	29.0%	26.0%	24.1%	43.0%	43.0%	43.1%	17.1%	18.0%	19.2%	5.0%	5.7%	6.2%	6.0%	7.2%	7.4%	38,051	35,527	32,089	4,081	3,862	3,664
HUD	23.0%	21.6%	18.4%	39.4%	39.0%	38.9%	22.6%	22.8%	23.0%	6.3%	6.5%	7.9%	8.6%	10.1%	11.8%	4,341	4,750	4,714	514	598	567
NARA	29.3%	25.2%	22.3%	40.6%	39.9%	38.0%	17.3%	18.7%	20.9%	6.6%	6.2%	6.8%	6.3%	10.0%	12.1%	1,663	1,675	1,525	161	158	163
NASA	46.0%	45.0%	42.9%	39.5%	38.7%	40.0%	9.3%	10.0%	11.0%	2.6%	3.1%	3.1%	2.5%	3.2%	3.1%	10,889	10,334	9,061	734	685	690
NCUA	30.9%	28.8%	27.7%	43.6%	45.1%	46.0%	15.7%	15.3%	18.0%	3.7%	4.6%	3.5%	6.1%	6.1%	4.7%	590	590	704	63	56	63
NLRB	30.2%	27.5%	29.2%	42.6%	42.6%	40.0%	16.5%	17.1%	17.7%	4.5%	5.7%	5.3%	6.3%	7.1%	7.8%	758	755	769	80	103	113
NRC	34.8%	35.1%	35.9%	41.7%	40.7%	40.2%	14.9%	14.2%	14.0%	4.2%	4.9%	5.2%	4.4%	5.1%	4.7%	2,177	1,898	2,384	231	218	241
NSF	35.3%	33.6%	30.1%	35.4%	35.2%	38.1%	16.4%	16.1%	16.1%	6.5%	7.8%	7.2%	6.4%	7.3%	8.4%	816	760	805	79	79	83
OMB	36.3%	39.7%	37.1%	47.6%	44.3%	44.2%	9.9%	9.8%	12.7%	3.4%	4.6%	3.4%	2.8%	1.7%	2.5%	298	311	277	40	39	26
OPM	29.3%	27.7%	27.3%	43.0%	42.6%	44.1%	18.0%	19.1%	18.5%	3.5%	4.3%	4.6%	6.2%	6.2%	5.4%	2,497	2,712	2,885	363	418	426
PBGC	30.1%	27.5%	25.5%	44.4%	39.0%	44.2%	15.8%	20.0%	17.4%	5.2%	6.2%	5.2%	4.5%	7.4%	7.7%	548	496	559	51	58	58
RRB	30.3%	27.3%	23.7%	44.1%	42.7%	46.4%	17.0%	21.3%	20.5%	4.2%	5.1%	5.0%	4.5%	3.6%	4.4%	390	268	417	51	47	53
SBA	26.1%	22.8%	21.6%	37.1%	40.0%	36.0%	20.1%	16.9%	21.2%	5.7%	6.3%	7.7%	11.0%	14.0%	13.5%	1,339	1,235	1,180	138	119	95
SEC	35.4%	32.9%	30.8%	40.0%	37.8%	37.4%	14.6%	16.6%	16.9%	4.3%	5.6%	6.2%	5.7%	7.2%	8.6%	3,069	2,738	1,645	400	405	235

Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
SSA	26.9%	27.4%	27.3%	42.0%	40.8%	41.7%	18.3%	19.0%	18.8%	5.5%	5.2%	5.2%	7.3%	7.6%	7.1%	7,582	8,004	9,434	630	591	763
State	29.7%	29.3%	29.8%	47.8%	46.6%	47.1%	13.5%	14.2%	14.0%	5.4%	5.1%	4.6%	3.7%	4.7%	4.4%	3,884	4,745	3,661	242	333	293
Treas	25.7%	25.3%	24.2%	43.5%	43.1%	43.1%	19.3%	19.3%	20.1%	4.9%	5.2%	5.4%	6.7%	7.0%	7.3%	40,634	39,506	45,236	4,606	4,713	5,304
USAID	30.4%	26.7%	27.0%	47.7%	48.3%	48.4%	12.8%	13.8%	14.0%	5.3%	5.7%	6.0%	3.7%	5.5%	4.6%	1,898	2,045	1,779	140	186	179
USDA	26.5%	25.7%	22.5%	47.9%	46.4%	46.8%	15.5%	16.7%	17.7%	4.9%	5.4%	6.5%	5.1%	5.7%	6.5%	45,442	21,008	18,836	2,563	1,359	1,369
VA	21.5%	21.3%	19.2%	40.3%	40.8%	41.1%	20.3%	20.7%	21.1%	7.1%	7.3%	7.9%	10.7%	10.0%	10.7%	57,161	27,044	28,795	4,508	2,216	2,136
Small Agencies	30.9%	29.7%	28.4%	39.9%	40.8%	40.3%	16.5%	16.4%	17.2%	4.8%	5.3%	5.8%	7.8%	7.8%	8.3%	4,908	4,747	4,509	524	563	532
DOD	29.0%	26.4%	25.5%	42.2%	41.7%	41.8%	17.2%	18.2%	18.9%	5.4%	6.2%	6.4%	6.3%	7.5%	7.3%	63,948	52,379	65,453	4,759	4,368	5,336
USACE	32.2%	28.2%	25.5%	44.1%	44.6%	45.6%	14.3%	16.4%	17.4%	4.6%	5.1%	5.5%	4.8%	5.7%	6.0%	4,039	3,290	3,928	284	250	305
Air Force	30.9%	28.8%	28.3%	41.2%	41.1%	42.5%	16.3%	17.2%	17.0%	5.2%	5.8%	5.7%	6.4%	7.1%	6.4%	15,077	13,764	16,805	1,203	1,204	1,398
Army‡	27.7%	24.5%	24.1%	41.4%	40.1%	39.8%	18.1%	18.9%	20.1%	5.6%	7.2%	7.6%	7.2%	9.3%	8.4%	15,945	12,092	14,943	1,049	957	1,236
Navy‡	28.7%	26.0%	25.2%	44.4%	44.0%	44.0%	16.8%	18.2%	18.8%	5.0%	5.9%	5.8%	5.1%	5.9%	6.2%	12,937	10,055	14,666	890	740	1,063
Marine Corps	29.0%	28.1%	25.1%	40.7%	34.0%	37.0%	18.4%	21.8%	21.2%	4.8%	7.6%	6.9%	7.1%	8.5%	9.6%	1,633	1,075	1,514	135	95	119
DOD 4th Estate	28.1%	26.0%	24.7%	40.6%	41.7%	40.5%	18.3%	18.2%	19.6%	6.2%	5.8%	6.6%	6.9%	8.4%	8.6%	14,317	12,103	13,597	1,198	1,122	1,215

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
BBG	15.4%	16.2%	16.7%	46.0%	40.2%	41.7%	20.8%	23.1%	22.2%	7.7%	9.5%	9.9%	10.0%	11.0%	9.5%	1,012	850	1,051	47	35	35
CSOSA	21.6%	21.8%	24.4%	56.6%	55.9%	54.7%	15.3%	16.3%	15.1%	3.7%	2.8%	3.7%	2.7%	3.2%	2.2%	512	598	624	12	7	9
DHS	18.5%	15.3%	14.7%	50.3%	45.5%	45.1%	19.5%	20.6%	20.8%	6.6%	9.4%	9.3%	5.1%	9.2%	10.1%	45,793	45,379	41,397	587	706	668
DOC	27.5%	25.8%	25.7%	55.2%	55.2%	54.4%	13.1%	14.2%	14.5%	2.9%	3.1%	3.7%	1.3%	1.7%	1.6%	10,114	9,424	9,721	179	212	229
DOE	26.5%	23.6%	20.3%	54.0%	54.3%	54.5%	14.1%	15.6%	17.6%	3.7%	4.1%	5.1%	1.7%	2.4%	2.6%	8,353	7,796	8,175	145	159	184
DOI	19.9%	17.9%	16.5%	52.8%	51.9%	51.8%	18.0%	19.7%	20.5%	6.1%	6.8%	7.5%	3.2%	3.7%	3.7%	25,008	22,264	25,397	402	420	498
DOJ	27.5%	28.3%	27.7%	52.6%	53.3%	54.6%	14.0%	13.3%	12.7%	3.8%	3.2%	3.4%	2.2%	1.9%	1.8%	15,380	15,792	19,363	204	190	228
DOL	29.9%	27.7%	25.1%	51.6%	52.1%	53.2%	12.9%	14.2%	15.2%	3.3%	3.7%	4.1%	2.3%	2.3%	2.4%	8,533	10,924	10,973	149	196	222
DOT	28.2%	25.1%	23.1%	54.2%	55.2%	55.2%	12.5%	13.7%	15.5%	3.5%	3.8%	4.5%	1.6%	2.2%	1.7%	16,320	14,430	15,085	225	222	241
Educ	20.1%	20.0%	21.8%	51.5%	53.2%	52.2%	18.1%	17.6%	18.5%	6.6%	6.2%	5.3%	3.7%	3.0%	2.3%	2,720	2,770	2,602	60	60	69
EEOC	25.8%	22.2%	23.8%	50.2%	51.6%	50.0%	15.7%	16.5%	16.4%	5.9%	6.0%	6.1%	2.4%	3.7%	3.7%	1,370	1,461	1,206	32	21	25
EPA	22.2%	17.1%	15.8%	50.2%	56.3%	54.2%	15.8%	18.7%	19.9%	6.9%	5.5%	7.0%	4.8%	2.3%	3.1%	9,143	9,862	4,328	128	160	72
FCC	19.9%	22.7%	21.6%	50.9%	46.8%	51.3%	21.3%	22.3%	17.6%	4.9%	5.6%	5.1%	3.0%	2.6%	4.3%	677	613	542	20	21	14
FERC	42.7%	36.7%	33.0%	46.0%	50.8%	53.9%	8.2%	10.5%	10.4%	1.8%	1.5%	1.7%	1.4%	0.5%	1.0%	1,056	1,120	974	10	23	15
FTC	54.5%	52.9%	48.0%	39.2%	39.1%	44.6%	5.1%	5.8%	5.5%	0.7%	1.3%	0.8%	0.4%	0.9%	1.2%	603	628	610	2	4	6

Report by Agency

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
GSA	30.8%	26.0%	23.4%	52.6%	52.7%	52.3%	12.2%	15.2%	17.8%	2.8%	3.9%	3.9%	1.7%	2.2%	2.6%	7,319	6,842	7,605	104	112	133
HHS	30.3%	26.2%	24.5%	51.3%	52.5%	53.0%	13.6%	15.2%	16.0%	3.1%	3.8%	4.1%	1.7%	2.3%	2.4%	41,578	38,882	35,190	665	730	701
HUD	20.3%	17.5%	15.0%	53.2%	51.1%	50.0%	19.0%	22.3%	24.1%	4.5%	5.5%	6.3%	3.0%	3.6%	4.5%	4,778	5,267	5,149	108	126	151
NARA	23.5%	19.2%	16.4%	49.5%	46.8%	41.4%	16.5%	19.6%	22.0%	6.5%	8.9%	11.6%	4.1%	5.4%	8.6%	1,785	1,798	1,652	48	47	48
NASA	43.9%	40.9%	37.7%	44.2%	45.6%	47.9%	8.7%	9.6%	10.1%	2.2%	2.8%	3.0%	1.0%	1.2%	1.3%	11,606	10,989	9,676	68	81	106
NCUA	27.6%	29.3%	24.2%	51.6%	55.1%	56.2%	15.2%	11.0%	15.0%	3.7%	3.1%	3.1%	1.9%	1.5%	1.4%	643	640	753	10	7	12
NLRB	28.5%	25.2%	26.7%	54.5%	52.8%	53.5%	11.3%	15.6%	13.9%	3.8%	4.6%	4.6%	1.9%	1.8%	1.3%	828	844	873	11	18	20
NRC	36.9%	35.7%	39.5%	50.8%	52.0%	49.4%	8.6%	9.0%	8.1%	2.3%	2.3%	2.2%	1.3%	1.2%	0.8%	2,405	2,110	2,619	15	16	22
NSF	45.9%	40.6%	38.7%	44.2%	47.6%	48.6%	7.2%	9.3%	9.7%	1.1%	1.7%	2.1%	1.6%	0.8%	0.9%	886	832	878	6	9	12
OMB	30.4%	29.8%	25.4%	54.0%	57.2%	53.0%	11.5%	9.2%	17.9%	2.7%	2.6%	3.3%	1.3%	1.2%	0.4%	338	346	302	3	5	3
OPM	20.9%	19.9%	21.1%	49.8%	50.7%	55.0%	18.6%	18.3%	16.5%	6.3%	7.5%	4.9%	4.3%	3.6%	2.5%	2,798	3,049	3,240	67	91	89
PBGC	32.3%	25.5%	22.9%	55.3%	57.2%	55.7%	10.0%	12.0%	14.0%	2.0%	2.6%	5.0%	0.4%	2.7%	2.4%	591	551	606	8	4	9
RRB	25.8%	27.6%	26.5%	54.2%	53.9%	54.4%	12.6%	12.9%	14.6%	4.4%	4.1%	2.4%	3.0%	1.5%	2.1%	425	303	460	16	13	13
SBA	24.8%	19.2%	17.4%	52.6%	51.2%	48.1%	15.5%	20.0%	23.4%	4.0%	4.5%	6.1%	3.1%	5.1%	4.8%	1,447	1,319	1,231	43	34	45
SEC	35.5%	27.7%	23.1%	53.6%	56.1%	56.9%	8.0%	11.2%	13.5%	1.9%	3.0%	4.6%	1.0%	2.0%	1.9%	3,460	3,098	1,853	24	61	35

Report by Agency

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
SSA	20.9%	20.4%	21.3%	52.6%	51.8%	53.8%	18.3%	19.0%	18.4%	5.1%	5.7%	4.3%	3.1%	3.0%	2.2%	8,104	8,512	10,028	138	148	190
State	25.5%	22.6%	21.6%	53.0%	57.2%	58.9%	14.5%	14.4%	14.3%	5.1%	4.2%	3.8%	1.8%	1.6%	1.4%	4,092	5,039	3,920	53	53	41
Treas	20.3%	18.7%	18.0%	51.7%	49.9%	49.5%	18.7%	20.2%	20.1%	5.4%	6.7%	7.3%	3.8%	4.6%	5.1%	44,140	43,213	49,178	1,322	1,373	1,523
USAID	26.9%	17.2%	17.4%	56.6%	56.2%	55.0%	12.0%	18.3%	18.7%	3.3%	6.1%	6.0%	1.2%	2.2%	3.0%	2,018	2,219	1,941	18	28	24
USDA	21.8%	19.0%	16.5%	54.9%	53.9%	53.7%	16.4%	18.6%	20.3%	4.8%	5.8%	6.6%	2.1%	2.7%	2.9%	47,476	22,167	19,965	690	383	379
VA	17.9%	16.6%	15.9%	49.4%	49.6%	48.6%	21.6%	22.0%	23.4%	6.5%	7.1%	7.4%	4.6%	4.7%	4.8%	61,041	28,914	30,571	1,045	545	541
Small Agencies	33.8%	30.8%	29.4%	45.9%	46.2%	47.8%	11.9%	13.5%	13.8%	4.3%	5.0%	4.8%	4.1%	4.5%	4.2%	5,365	5,266	4,951	85	80	99
DOD	26.7%	24.6%	23.7%	54.4%	54.7%	55.2%	13.7%	14.8%	15.3%	3.6%	4.0%	4.0%	1.5%	2.0%	1.8%	68,127	56,377	70,119	861	788	944
USACE	26.5%	24.6%	23.1%	58.6%	57.0%	57.7%	11.5%	13.3%	14.5%	2.6%	4.0%	3.6%	0.9%	1.2%	1.1%	4,280	3,532	4,187	49	33	50
Air Force	28.3%	27.0%	26.5%	54.8%	55.1%	56.1%	12.7%	13.1%	13.1%	2.9%	3.1%	3.1%	1.3%	1.7%	1.2%	16,204	14,931	18,089	172	162	196
Army‡	26.7%	24.0%	23.1%	53.6%	53.7%	54.7%	13.9%	15.3%	16.2%	4.1%	4.5%	4.0%	1.7%	2.4%	2.0%	16,865	12,978	16,012	197	176	202
Navy‡	25.8%	23.2%	22.6%	55.4%	56.3%	56.0%	14.3%	14.9%	15.3%	3.4%	3.9%	4.5%	1.1%	1.6%	1.7%	13,689	10,700	15,597	178	180	215
Marine Corps	27.4%	26.2%	26.2%	53.3%	52.8%	51.0%	14.7%	15.0%	15.6%	3.1%	3.6%	4.3%	1.5%	2.4%	2.8%	1,751	1,168	1,618	22	4	28
DOD 4th Estate	26.1%	24.1%	22.6%	52.2%	52.5%	53.2%	14.5%	16.3%	17.4%	4.7%	4.6%	4.3%	2.5%	2.4%	2.5%	15,338	13,068	14,616	243	233	253

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.