

Report by Agency

(40) I recommend my organization as a good place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
BBG	16.0%	13.2%	13.1%	33.9%	35.4%	30.9%	24.6%	24.5%	24.9%	12.6%	14.7%	16.6%	12.9%	12.2%	14.5%	820	1,061	891
CSOSA	23.7%	21.2%	18.8%	41.1%	43.1%	40.1%	24.3%	22.9%	26.6%	6.9%	7.4%	9.3%	4.1%	5.5%	5.3%	453	521	606
DHS	18.5%	17.8%	14.9%	37.7%	37.9%	33.7%	22.1%	21.8%	22.9%	12.5%	13.4%	15.8%	9.1%	9.0%	12.7%	72,382	46,313	46,077
DOC	32.4%	31.5%	31.7%	42.8%	42.5%	40.8%	15.3%	16.0%	17.0%	6.6%	7.2%	7.0%	2.8%	2.8%	3.5%	20,446	10,298	9,635
DOE	27.2%	26.5%	23.5%	43.0%	42.1%	42.4%	16.9%	17.5%	18.1%	8.3%	9.3%	10.4%	4.6%	4.6%	5.6%	8,547	8,509	7,965
DOI	24.8%	25.5%	23.3%	41.8%	42.6%	41.9%	19.2%	18.8%	19.5%	9.5%	8.5%	9.9%	4.7%	4.6%	5.4%	27,935	25,410	22,676
DOJ	28.1%	29.0%	29.8%	40.5%	42.1%	42.9%	18.3%	17.4%	16.6%	8.4%	7.6%	6.8%	4.7%	3.8%	3.8%	30,087	15,563	15,991
DOL	26.3%	27.9%	25.9%	39.4%	40.6%	41.5%	18.6%	17.6%	18.0%	9.6%	8.4%	9.2%	6.1%	5.5%	5.3%	7,957	8,689	11,164
DOT	29.4%	28.8%	26.0%	43.3%	43.4%	42.7%	16.2%	16.6%	17.9%	7.5%	7.5%	9.1%	3.6%	3.7%	4.3%	21,278	16,556	14,655
ED	12.8%	19.5%	20.6%	33.1%	40.1%	39.2%	25.7%	22.7%	21.2%	18.0%	10.5%	12.0%	10.4%	7.2%	7.1%	2,566	2,788	2,831
EEOC	25.5%	26.3%	25.0%	39.1%	39.4%	39.8%	20.8%	19.6%	19.8%	9.0%	8.4%	9.7%	5.5%	6.4%	5.7%	1,368	1,410	1,480
EPA	20.1%	26.2%	25.1%	40.2%	40.5%	44.1%	21.3%	18.4%	18.0%	12.0%	9.9%	8.9%	6.4%	5.0%	4.0%	7,894	9,270	10,038
FCC	28.1%	24.6%	25.8%	41.1%	43.0%	38.8%	19.6%	18.6%	20.7%	6.7%	10.2%	7.2%	4.5%	3.6%	7.5%	578	696	633
FERC	59.6%	55.5%	45.8%	29.2%	31.0%	39.0%	7.6%	8.7%	9.8%	2.2%	3.1%	3.8%	1.4%	1.7%	1.6%	1,109	1,066	1,144
FTC	61.9%	55.1%	56.5%	24.1%	29.9%	26.3%	8.8%	10.0%	10.3%	3.3%	4.0%	5.2%	2.0%	1.0%	1.7%	633	604	633

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
GSA	39.0%	37.3%	32.8%	39.6%	40.5%	39.4%	13.5%	14.6%	17.1%	5.2%	5.0%	6.9%	2.7%	2.5%	3.9%	7,073	7,410	6,964
HHS	32.8%	32.7%	29.1%	42.3%	42.2%	41.8%	15.8%	15.9%	17.7%	6.1%	6.1%	7.1%	3.0%	3.1%	4.3%	42,415	42,268	39,667
HUD	20.0%	20.5%	18.9%	39.1%	40.0%	37.3%	22.5%	22.9%	23.8%	10.8%	10.8%	11.8%	7.5%	5.8%	8.2%	4,569	4,896	5,407
NARA	17.6%	21.7%	18.8%	38.4%	39.7%	37.5%	21.8%	19.1%	21.3%	12.9%	12.5%	13.1%	9.2%	6.9%	9.3%	1,722	1,839	1,853
NASA	54.6%	54.4%	50.5%	32.7%	32.5%	34.6%	7.9%	8.2%	9.4%	3.5%	3.4%	3.7%	1.4%	1.6%	1.8%	11,453	11,677	11,077
NCUA	27.2%	31.9%	33.7%	43.8%	42.0%	43.3%	18.4%	16.8%	13.6%	7.2%	6.5%	6.5%	3.4%	2.8%	2.9%	623	654	651
NLRB	21.6%	26.3%	22.5%	39.0%	41.9%	40.0%	17.7%	16.2%	19.7%	13.1%	9.0%	11.6%	8.6%	6.6%	6.3%	847	841	866
NRC	36.2%	33.0%	33.6%	39.3%	40.9%	40.5%	14.6%	15.2%	14.7%	7.3%	7.5%	7.8%	2.7%	3.4%	3.4%	2,293	2,422	2,130
NSF	43.5%	41.3%	35.5%	36.3%	38.3%	39.3%	13.1%	13.8%	14.1%	4.8%	3.3%	7.3%	2.3%	3.3%	3.8%	936	894	842
OMB	37.8%	38.0%	44.3%	45.6%	45.4%	42.6%	11.8%	9.9%	8.7%	3.9%	5.1%	3.7%	0.9%	1.5%	0.7%	337	341	350
OPM	27.6%	26.6%	26.4%	40.7%	42.3%	42.2%	18.7%	17.4%	17.7%	8.0%	8.7%	8.4%	5.1%	5.1%	5.3%	3,037	2,872	3,150
PBGC	40.1%	33.7%	28.3%	42.2%	44.8%	44.0%	12.5%	14.2%	17.9%	3.1%	5.2%	7.3%	2.1%	2.2%	2.5%	520	598	557
RRB	29.6%	33.1%	32.8%	38.8%	39.9%	38.9%	17.4%	16.9%	18.4%	9.7%	6.2%	6.8%	4.5%	3.9%	3.1%	400	443	314
SBA	22.5%	19.6%	15.1%	37.8%	38.2%	33.8%	21.5%	19.8%	22.7%	10.6%	12.8%	14.8%	7.6%	9.6%	13.5%	1,525	1,491	1,360
SEC	47.0%	46.9%	40.2%	38.9%	38.1%	40.5%	8.4%	9.9%	12.6%	3.9%	3.2%	4.5%	1.8%	1.9%	2.2%	3,371	3,489	3,169

Report by Agency

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	25.3%	24.8%	23.3%	41.0%	41.5%	40.7%	19.2%	19.4%	20.1%	9.3%	9.2%	10.0%	5.2%	5.1%	5.9%	587,300	475,463	400,013
SSA	25.0%	26.3%	27.1%	41.7%	43.0%	42.3%	18.7%	17.5%	18.0%	9.4%	8.7%	8.5%	5.2%	4.5%	4.1%	25,596	8,233	8,655
State	24.4%	28.2%	30.4%	43.9%	45.4%	45.1%	19.0%	17.6%	15.3%	9.0%	6.2%	6.6%	3.7%	2.5%	2.5%	6,990	4,122	5,090
USAID	26.2%	29.3%	22.3%	45.5%	45.6%	45.3%	18.1%	16.0%	19.4%	6.9%	6.0%	9.4%	3.2%	3.1%	3.5%	1,810	2,039	2,245
USDA	20.3%	25.3%	22.5%	41.9%	44.8%	44.5%	21.4%	18.4%	20.1%	11.1%	8.0%	9.0%	5.3%	3.5%	4.0%	42,747	48,221	22,582
USDT	23.7%	23.1%	21.4%	40.8%	41.7%	40.8%	19.6%	19.7%	20.2%	10.0%	9.8%	11.1%	6.0%	5.7%	6.5%	41,424	45,567	44,608
Small Agencies	29.8%	31.2%	28.9%	37.2%	37.2%	38.1%	17.5%	16.7%	17.2%	8.8%	8.8%	8.8%	6.7%	6.2%	6.9%	5,191	5,456	5,351
DOD	24.6%	24.2%	22.2%	41.7%	42.5%	41.3%	19.7%	19.7%	21.1%	9.2%	8.9%	9.9%	4.7%	4.7%	5.5%	178,368	68,937	57,190
USACE	31.9%	29.9%	26.5%	45.1%	47.1%	45.0%	15.1%	14.7%	18.5%	5.6%	5.7%	6.7%	2.4%	2.5%	3.3%	18,570	4,327	3,564
Air Force	23.9%	23.5%	22.5%	40.4%	41.5%	41.0%	20.0%	19.8%	21.2%	10.1%	9.8%	9.6%	5.6%	5.4%	5.6%	32,446	16,342	15,080
Army‡	23.2%	22.4%	20.3%	40.7%	41.7%	39.1%	20.9%	20.9%	22.2%	10.1%	9.7%	11.7%	5.2%	5.3%	6.7%	50,252	17,055	13,141
Navy‡	24.3%	24.9%	22.2%	44.2%	44.6%	44.1%	19.4%	19.4%	20.9%	8.3%	7.8%	8.6%	3.8%	3.4%	4.2%	41,642	13,864	10,895
Marine Corps	25.1%	24.4%	23.2%	37.8%	39.4%	36.2%	21.3%	21.4%	22.7%	10.3%	8.9%	10.9%	5.5%	5.9%	7.0%	5,156	1,781	1,181
DOD 4th Estate	26.7%	25.0%	23.8%	40.5%	40.2%	40.2%	19.0%	19.3%	20.1%	8.9%	9.6%	10.1%	5.0%	5.9%	5.8%	30,302	15,568	13,329

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

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
BBG	19.8%	16.9%	16.4%	26.6%	29.1%	30.9%	22.3%	22.3%	20.9%	12.9%	13.8%	13.4%	18.4%	17.9%	18.3%	778	971	829	43	93	63
CSOSA	21.4%	19.4%	20.0%	29.9%	31.7%	34.3%	25.6%	22.7%	23.2%	12.6%	14.3%	9.4%	10.6%	11.9%	13.1%	427	495	577	26	31	31
DHS	14.3%	14.6%	12.6%	24.4%	24.4%	22.7%	24.2%	23.3%	22.4%	16.8%	17.0%	18.0%	20.3%	20.7%	24.3%	67,510	43,017	42,768	4,867	3,330	3,364
DOC	19.7%	18.7%	19.7%	32.6%	32.5%	30.8%	25.5%	25.1%	24.6%	13.2%	14.3%	14.3%	9.1%	9.4%	10.6%	18,994	9,551	8,956	1,470	775	693
DOE	16.1%	15.4%	13.6%	30.3%	29.4%	29.1%	25.2%	25.3%	25.5%	15.4%	16.5%	17.0%	13.1%	13.3%	14.8%	8,137	8,039	7,467	412	474	506
DOI	12.7%	12.1%	11.1%	26.9%	26.0%	25.0%	28.3%	28.3%	28.3%	17.5%	18.0%	18.4%	14.6%	15.6%	17.1%	25,837	23,393	20,804	2,099	2,071	1,906
DOJ	13.8%	13.2%	14.5%	23.8%	24.9%	27.8%	28.7%	28.5%	28.3%	17.3%	18.3%	15.7%	16.3%	15.2%	13.6%	27,313	14,166	14,578	2,777	1,427	1,408
DOL	17.5%	18.3%	20.1%	28.2%	31.1%	33.4%	25.2%	24.8%	23.9%	14.9%	13.6%	12.2%	14.2%	12.2%	10.4%	7,347	8,017	10,356	608	693	822
DOT	15.7%	14.6%	15.0%	28.5%	28.7%	27.5%	27.6%	27.2%	27.1%	15.6%	16.8%	16.2%	12.6%	12.7%	14.2%	19,802	15,404	13,572	1,475	1,192	1,098
ED	9.3%	14.8%	16.2%	23.7%	29.6%	29.4%	23.3%	24.4%	23.0%	20.3%	15.8%	16.1%	23.5%	15.5%	15.4%	2,386	2,588	2,643	182	208	199
EEOC	18.4%	20.2%	19.9%	28.6%	29.9%	29.9%	25.0%	22.4%	21.7%	14.4%	13.8%	13.6%	13.7%	13.7%	14.9%	1,245	1,278	1,350	123	136	136
EPA	10.8%	13.0%	12.7%	25.7%	28.3%	31.8%	27.3%	27.5%	27.7%	19.4%	17.1%	16.4%	16.8%	14.2%	11.4%	7,264	8,438	9,240	631	857	819
FCC	15.4%	14.7%	13.7%	30.6%	29.3%	28.0%	28.8%	26.6%	27.2%	13.8%	17.6%	16.4%	11.3%	11.8%	14.8%	530	624	567	50	71	69
FERC	38.8%	36.7%	32.4%	35.4%	32.9%	36.8%	15.6%	18.0%	17.3%	6.0%	7.0%	8.9%	4.2%	5.4%	4.5%	1,072	1,024	1,097	34	43	45
FTC	32.7%	31.8%	34.8%	33.1%	33.6%	31.8%	20.4%	21.4%	18.0%	9.0%	9.1%	9.0%	4.8%	4.1%	6.4%	571	543	577	62	61	55

Report by Agency

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
GSA	24.3%	23.7%	20.9%	32.4%	33.1%	30.5%	23.1%	22.9%	24.6%	11.3%	11.5%	13.1%	9.0%	8.7%	10.8%	6,755	7,104	6,630	317	335	341
HHS	21.0%	20.6%	18.6%	33.8%	33.7%	33.5%	25.3%	24.8%	24.5%	11.2%	12.0%	13.0%	8.7%	8.8%	10.4%	39,657	39,260	36,617	2,791	3,108	3,104
HUD	15.8%	16.8%	17.8%	28.6%	30.9%	30.7%	26.6%	26.1%	24.6%	14.8%	14.1%	13.8%	14.2%	12.1%	13.1%	4,243	4,539	5,052	333	359	359
NARA	14.1%	17.5%	17.8%	27.7%	30.1%	30.7%	22.4%	22.8%	21.6%	18.3%	15.4%	14.2%	17.6%	14.2%	15.7%	1,631	1,745	1,762	90	97	90
NASA	29.2%	29.6%	27.1%	34.2%	34.8%	34.9%	21.6%	21.1%	21.9%	9.2%	8.9%	9.7%	5.8%	5.5%	6.4%	10,951	11,136	10,519	516	565	583
NCUA	18.4%	20.5%	26.3%	32.9%	32.3%	37.7%	20.8%	24.6%	17.9%	14.8%	13.7%	11.2%	13.0%	8.9%	6.9%	584	623	618	39	32	32
NLRB	12.0%	15.4%	12.4%	19.9%	23.9%	26.4%	20.1%	21.0%	22.9%	20.6%	20.6%	19.3%	27.4%	19.1%	19.0%	775	766	806	74	76	62
NRC	21.6%	19.0%	17.6%	33.3%	32.8%	31.7%	21.7%	23.2%	23.3%	12.8%	13.2%	15.3%	10.5%	11.8%	12.2%	2,216	2,341	2,045	77	82	89
NSF	26.4%	24.6%	22.5%	30.8%	33.3%	31.0%	22.6%	21.7%	23.2%	11.0%	10.3%	12.6%	9.2%	10.1%	10.7%	879	847	789	57	50	57
OMB	22.8%	22.4%	27.0%	38.9%	37.3%	37.7%	21.3%	21.3%	16.1%	11.9%	13.1%	13.0%	5.1%	5.9%	6.1%	330	328	341	7	13	10
OPM	15.4%	15.4%	16.2%	28.2%	30.1%	31.2%	26.3%	25.4%	24.2%	15.8%	15.1%	15.7%	14.4%	13.9%	12.8%	2,846	2,672	2,966	190	201	195
PBGC	26.1%	23.0%	21.6%	34.2%	34.2%	32.3%	22.5%	24.8%	24.5%	10.3%	9.8%	11.8%	7.0%	8.2%	9.8%	492	554	521	30	44	37
RRB	19.6%	23.1%	19.5%	25.5%	24.7%	30.4%	25.5%	27.2%	24.9%	14.2%	12.8%	14.0%	15.3%	12.2%	11.2%	354	386	279	46	57	36
SBA	17.5%	16.4%	12.8%	30.8%	29.7%	27.2%	25.0%	24.9%	23.6%	12.9%	13.8%	14.8%	13.8%	15.2%	21.7%	1,422	1,398	1,253	103	94	109
SEC	26.9%	25.4%	20.9%	34.4%	36.7%	34.0%	21.3%	20.7%	23.6%	9.7%	9.7%	12.7%	7.7%	7.5%	8.8%	3,086	3,201	2,862	287	296	313

Report by Agency

(41) I believe the results of this survey will be used to make my agency a better place to work.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.7%	15.0%	14.5%	26.3%	26.8%	26.4%	27.6%	27.0%	26.8%	16.5%	16.5%	16.9%	14.9%	14.7%	15.4%	544,742	440,039	370,195	42,737	36,315	30,395
SSA	17.6%	19.9%	21.0%	29.8%	30.2%	32.4%	27.0%	26.8%	24.6%	14.3%	12.9%	12.8%	11.3%	10.2%	9.2%	23,490	7,575	7,939	2,113	685	728
State	10.3%	11.2%	14.3%	23.1%	23.8%	27.2%	31.0%	29.4%	29.5%	21.0%	21.3%	18.3%	14.5%	14.4%	10.7%	6,206	3,619	4,531	790	522	568
USAID	15.4%	15.7%	13.2%	33.3%	30.7%	30.3%	24.2%	26.6%	23.6%	17.0%	15.2%	19.9%	10.2%	11.8%	13.1%	1,708	1,914	2,099	103	136	148
USDA	11.6%	15.4%	14.2%	25.4%	30.6%	29.8%	29.0%	28.3%	28.7%	18.3%	15.2%	15.9%	15.6%	10.6%	11.5%	39,692	44,774	21,139	3,061	3,479	1,474
USDT	13.4%	12.9%	12.4%	25.4%	26.0%	25.2%	24.9%	25.5%	25.7%	17.5%	17.5%	18.2%	18.9%	18.1%	18.5%	39,078	42,817	41,802	2,364	2,856	2,926
Small Agencies	20.4%	20.9%	19.8%	28.3%	29.0%	29.0%	21.1%	21.7%	21.6%	15.3%	15.2%	14.9%	14.9%	13.3%	14.8%	4,896	5,110	5,003	300	352	355
DOD	13.4%	13.1%	12.3%	25.0%	25.1%	24.1%	29.6%	29.3%	29.4%	17.2%	17.7%	18.3%	14.8%	14.8%	15.8%	164,238	62,998	52,201	14,190	6,041	5,071
USACE	16.2%	15.0%	12.7%	31.5%	33.0%	30.5%	28.1%	28.6%	29.8%	14.3%	13.9%	16.0%	9.9%	9.5%	11.0%	17,386	4,039	3,320	1,190	302	251
Air Force	11.4%	11.5%	10.7%	22.0%	23.0%	22.2%	30.6%	28.9%	30.4%	19.0%	19.8%	19.2%	17.0%	16.7%	17.5%	29,446	14,667	13,544	2,994	1,704	1,551
Army‡	13.0%	12.7%	12.1%	23.1%	23.2%	21.4%	29.8%	29.6%	28.9%	17.8%	18.2%	19.4%	16.4%	16.3%	18.2%	46,199	15,602	11,934	4,077	1,478	1,247
Navy‡	12.5%	12.4%	10.9%	26.6%	25.6%	24.7%	30.3%	30.8%	31.0%	17.3%	17.4%	18.6%	13.3%	13.7%	14.8%	38,354	12,620	9,950	3,307	1,263	954
Marine Corps	11.7%	12.3%	10.4%	21.2%	23.7%	21.9%	32.5%	32.2%	30.0%	17.4%	16.4%	19.2%	17.1%	15.4%	18.4%	4,727	1,595	1,085	436	186	96
DOD 4th Estate	18.0%	17.2%	17.8%	28.5%	28.2%	29.3%	26.6%	25.7%	25.8%	14.2%	16.0%	14.9%	12.6%	12.9%	12.1%	28,126	14,475	12,368	2,186	1,108	972

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

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
BBG	35.9%	33.8%	30.8%	41.2%	42.9%	42.2%	10.1%	12.8%	15.3%	5.1%	4.1%	4.3%	7.7%	6.4%	7.4%	814	1,050	879	6	10	7
CSOSA	49.2%	50.5%	47.3%	36.2%	33.1%	35.7%	8.0%	6.4%	8.2%	3.8%	3.7%	3.6%	2.8%	6.3%	5.2%	451	523	605	1	0	1
DHS	34.3%	33.2%	30.1%	37.6%	38.5%	38.6%	12.9%	12.7%	13.1%	7.0%	7.6%	8.5%	8.2%	8.1%	9.8%	71,685	46,008	45,772	454	218	255
DOC	48.9%	48.1%	46.7%	36.1%	37.3%	37.4%	8.4%	8.3%	8.4%	3.4%	3.4%	4.4%	3.1%	3.0%	3.0%	20,324	10,250	9,572	98	47	57
DOE	55.2%	52.7%	49.6%	33.8%	35.4%	36.4%	5.8%	6.4%	7.6%	2.7%	3.0%	3.2%	2.4%	2.5%	3.2%	8,500	8,478	7,943	41	33	30
DOI	46.9%	44.9%	41.6%	37.4%	38.8%	39.9%	8.0%	8.7%	9.4%	4.0%	4.0%	4.7%	3.7%	3.6%	4.3%	27,737	25,270	22,546	130	119	120
DOJ	42.2%	41.8%	40.2%	36.8%	38.6%	39.0%	10.0%	9.9%	10.7%	5.3%	4.7%	5.2%	5.7%	5.0%	4.9%	29,802	15,459	15,851	159	76	78
DOL	50.3%	49.8%	46.7%	33.7%	35.0%	35.9%	7.6%	7.1%	9.2%	4.0%	3.9%	3.9%	4.4%	4.2%	4.2%	7,903	8,645	11,110	23	45	51
DOT	48.3%	46.1%	43.6%	36.2%	37.6%	40.3%	8.3%	8.2%	8.0%	3.7%	4.4%	4.5%	3.4%	3.6%	3.6%	21,141	16,511	14,581	103	54	74
ED	51.3%	55.8%	51.7%	34.4%	31.2%	34.8%	6.9%	6.9%	5.7%	2.9%	2.9%	3.8%	4.5%	3.2%	4.0%	2,559	2,777	2,822	10	20	14
EEOC	50.0%	49.6%	47.2%	32.2%	33.3%	34.7%	8.9%	8.1%	9.4%	3.5%	4.0%	4.7%	5.3%	4.9%	4.1%	1,353	1,404	1,481	9	8	4
EPA	52.5%	51.9%	45.7%	35.7%	36.9%	39.5%	6.8%	6.4%	8.1%	2.7%	2.7%	3.5%	2.3%	2.1%	3.2%	7,833	9,239	9,979	35	46	62
FCC	57.0%	53.8%	50.3%	32.1%	34.5%	34.7%	7.6%	6.5%	10.3%	1.5%	2.2%	2.3%	1.8%	3.1%	2.4%	580	694	628	1	1	7
FERC	66.8%	65.2%	62.3%	26.4%	26.6%	28.3%	3.5%	5.1%	5.4%	1.4%	1.5%	2.0%	1.9%	1.6%	2.1%	1,106	1,066	1,136	2	0	3
FTC	64.3%	62.2%	56.3%	25.7%	29.1%	30.5%	4.2%	5.6%	6.0%	3.1%	1.3%	4.2%	2.7%	1.8%	3.0%	630	603	629	3	0	1

Report by Agency

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
GSA	59.1%	58.2%	53.7%	30.2%	31.0%	33.1%	5.9%	5.8%	6.9%	2.3%	2.3%	2.9%	2.5%	2.7%	3.3%	7,047	7,398	6,924	14	18	21
HHS	49.3%	48.8%	44.6%	34.7%	34.7%	36.4%	8.3%	8.3%	9.5%	3.9%	4.3%	4.8%	3.8%	4.0%	4.6%	42,174	42,101	39,465	184	190	193
HUD	49.9%	49.3%	45.1%	34.0%	34.3%	35.5%	7.5%	7.7%	9.9%	3.7%	4.3%	4.4%	4.9%	4.4%	5.1%	4,553	4,873	5,391	19	19	30
NARA	52.8%	53.3%	50.0%	32.5%	32.5%	34.0%	6.9%	7.8%	7.7%	3.5%	3.1%	3.9%	4.3%	3.4%	4.3%	1,704	1,828	1,837	12	9	9
NASA	64.1%	63.0%	60.4%	28.4%	29.6%	30.8%	4.2%	4.3%	5.1%	1.8%	1.7%	2.0%	1.3%	1.4%	1.6%	11,429	11,669	11,040	29	28	37
NCUA	39.9%	43.0%	42.9%	40.6%	37.8%	39.6%	9.4%	8.0%	6.6%	5.2%	7.0%	6.3%	4.9%	4.3%	4.7%	616	654	647	6	2	2
NLRB	49.2%	45.1%	40.7%	36.1%	37.8%	38.6%	7.3%	8.4%	10.3%	2.4%	4.7%	5.4%	5.0%	4.1%	5.0%	839	834	857	5	7	6
NRC	61.8%	59.6%	56.9%	29.5%	31.9%	32.4%	4.8%	4.7%	5.5%	2.1%	2.0%	2.6%	1.8%	1.8%	2.7%	2,284	2,413	2,119	6	6	9
NSF	55.0%	53.9%	53.3%	31.5%	31.7%	30.9%	7.0%	6.4%	8.6%	3.7%	3.7%	3.8%	2.8%	4.3%	3.4%	925	898	840	4	1	5
OMB	57.6%	56.2%	52.5%	29.6%	34.1%	36.3%	4.7%	5.2%	5.5%	6.1%	2.6%	3.0%	2.0%	1.9%	2.7%	336	339	350	0	2	0
OPM	54.7%	54.5%	53.3%	32.1%	32.1%	32.3%	6.3%	6.0%	7.5%	3.4%	3.3%	3.8%	3.5%	4.1%	3.1%	3,016	2,860	3,138	16	14	17
PBGC	61.2%	59.9%	52.6%	29.2%	29.1%	32.7%	3.6%	5.8%	8.1%	2.3%	2.1%	3.2%	3.7%	3.2%	3.4%	520	591	555	0	4	3
RRB	46.0%	43.9%	43.0%	35.3%	38.9%	38.1%	8.8%	10.2%	10.9%	3.7%	2.5%	5.8%	6.2%	4.6%	2.1%	397	437	307	3	2	5
SBA	47.3%	42.4%	43.7%	34.8%	38.1%	35.4%	9.4%	8.2%	9.2%	3.9%	4.7%	4.9%	4.6%	6.6%	6.8%	1,512	1,483	1,343	11	8	9
SEC	63.1%	61.3%	53.9%	29.6%	30.6%	34.1%	4.1%	4.4%	5.9%	1.8%	2.0%	3.2%	1.4%	1.7%	2.9%	3,359	3,469	3,168	8	11	8

Report by Agency

(42) My supervisor supports my need to balance work and other life issues.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.7%	41.4%	39.1%	37.7%	38.5%	39.2%	9.5%	10.0%	10.8%	4.5%	5.1%	5.5%	4.6%	5.1%	5.5%	582,867	472,921	397,533	2,968	2,324	2,147
SSA	36.8%	37.1%	34.6%	39.8%	38.8%	40.8%	11.8%	11.8%	12.4%	5.8%	6.9%	6.3%	5.9%	5.4%	5.9%	25,328	8,179	8,588	170	48	50
State	41.3%	41.8%	36.6%	39.1%	40.7%	41.6%	9.7%	8.5%	10.9%	5.6%	5.4%	6.5%	4.3%	3.6%	4.4%	6,906	4,098	5,053	38	16	26
USAID	43.5%	43.5%	38.9%	38.1%	40.5%	40.9%	9.0%	8.0%	9.5%	5.8%	4.2%	5.5%	3.5%	3.7%	5.2%	1,798	2,034	2,234	10	6	8
USDA	42.4%	45.4%	43.2%	40.6%	39.8%	41.1%	8.9%	8.0%	8.4%	4.4%	3.7%	3.9%	3.8%	3.1%	3.5%	42,453	48,081	22,516	183	161	83
USDT	49.5%	48.8%	47.6%	35.3%	36.1%	35.8%	7.7%	7.6%	8.1%	3.5%	3.6%	4.0%	3.9%	3.9%	4.5%	41,077	45,286	44,279	253	282	325
Small Agencies	54.2%	54.5%	51.9%	31.4%	31.4%	33.4%	7.4%	7.1%	6.7%	3.5%	3.4%	3.7%	3.5%	3.6%	4.3%	5,160	5,442	5,315	21	15	30
DOD	42.9%	42.0%	39.1%	39.3%	39.8%	40.8%	9.6%	9.7%	10.8%	4.3%	4.5%	4.8%	4.0%	3.9%	4.6%	177,016	68,533	56,796	901	347	323
USACE	47.4%	46.1%	42.7%	38.5%	39.7%	40.7%	8.1%	7.7%	8.9%	3.3%	3.6%	4.6%	2.6%	2.8%	3.1%	18,509	4,320	3,548	54	17	17
Air Force	42.4%	42.2%	40.1%	39.3%	39.3%	40.9%	9.9%	9.5%	10.4%	4.3%	4.8%	4.5%	4.0%	4.2%	4.1%	32,115	16,220	14,946	205	99	100
Army‡	40.6%	39.4%	35.4%	39.6%	40.8%	41.8%	10.4%	10.5%	11.7%	4.8%	5.1%	5.6%	4.6%	4.2%	5.5%	49,864	16,950	13,061	264	97	66
Navy‡	42.8%	42.6%	39.8%	40.6%	40.8%	41.9%	9.4%	9.7%	10.8%	3.9%	3.9%	4.1%	3.2%	3.0%	3.5%	41,320	13,783	10,806	214	62	68
Marine Corps	44.6%	45.4%	43.3%	38.9%	36.5%	35.6%	9.2%	9.7%	10.7%	3.1%	4.3%	5.4%	4.2%	4.0%	5.0%	5,117	1,772	1,172	27	9	7
DOD 4th Estate	46.0%	43.7%	41.4%	36.3%	37.5%	37.5%	8.5%	9.2%	10.0%	4.5%	4.4%	5.1%	4.8%	5.2%	6.0%	30,091	15,488	13,263	137	63	65

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

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
BBG	26.6%	25.8%	25.2%	34.7%	33.0%	30.5%	15.7%	19.8%	20.4%	8.8%	8.6%	10.1%	14.1%	12.8%	13.8%	814	1,047	882	3	11	6
CSOSA	38.7%	42.8%	38.5%	34.0%	33.7%	32.1%	11.8%	11.4%	16.2%	9.8%	5.8%	7.6%	5.7%	6.4%	5.6%	451	520	605	2	1	2
DHS	27.6%	26.5%	23.7%	35.9%	36.2%	36.1%	17.5%	18.3%	18.4%	10.1%	10.2%	11.1%	8.9%	8.8%	10.6%	71,827	45,944	45,723	358	195	195
DOC	35.7%	34.7%	34.6%	35.9%	35.6%	34.8%	16.3%	16.9%	17.2%	7.5%	8.0%	8.4%	4.7%	4.8%	5.0%	20,247	10,221	9,539	156	61	65
DOE	39.9%	37.6%	35.1%	36.4%	36.8%	37.0%	12.9%	13.6%	14.1%	6.3%	7.2%	8.0%	4.6%	4.9%	5.7%	8,490	8,456	7,919	40	33	29
DOI	34.4%	32.7%	30.8%	36.6%	37.8%	37.6%	14.9%	15.6%	15.8%	8.3%	8.1%	8.9%	5.8%	5.8%	7.0%	27,695	25,227	22,493	164	142	121
DOJ	32.1%	31.7%	31.0%	35.9%	36.0%	36.2%	16.3%	17.0%	16.4%	8.8%	8.8%	9.6%	6.9%	6.5%	6.8%	29,774	15,425	15,804	170	75	74
DOL	36.6%	36.9%	34.5%	32.7%	32.5%	34.4%	15.3%	15.6%	15.9%	8.2%	7.9%	8.5%	7.1%	7.0%	6.7%	7,898	8,626	11,054	30	48	76
DOT	35.5%	33.7%	31.6%	36.1%	37.1%	37.2%	15.3%	15.1%	16.1%	7.5%	8.2%	8.9%	5.6%	5.9%	6.3%	21,134	16,450	14,548	92	73	76
ED	39.7%	41.3%	39.0%	34.2%	34.6%	34.5%	12.9%	11.2%	13.5%	7.3%	7.0%	7.1%	6.0%	5.8%	5.9%	2,554	2,764	2,818	10	29	11
EEOC	38.5%	37.4%	36.0%	28.8%	30.7%	32.2%	17.5%	16.9%	15.9%	8.8%	7.7%	9.3%	6.5%	7.4%	6.7%	1,354	1,402	1,471	11	8	9
EPA	39.3%	38.8%	33.4%	37.5%	37.4%	38.9%	12.4%	12.7%	14.3%	6.6%	6.8%	8.1%	4.1%	4.3%	5.4%	7,838	9,230	9,981	36	35	43
FCC	41.0%	36.9%	34.1%	32.5%	34.3%	33.0%	13.7%	14.8%	17.1%	7.6%	8.8%	9.8%	5.2%	5.3%	6.0%	577	691	625	1	2	10
FERC	49.6%	48.9%	44.1%	32.3%	33.3%	33.7%	9.8%	9.0%	12.5%	5.2%	5.8%	5.8%	3.1%	3.0%	3.9%	1,104	1,057	1,136	3	2	4
FTC	54.3%	49.8%	49.3%	27.6%	31.7%	29.1%	7.6%	9.1%	10.3%	6.8%	6.3%	6.9%	3.7%	3.0%	4.5%	632	604	630	1	0	0

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
GSA	48.3%	47.0%	43.3%	31.4%	32.6%	33.3%	11.5%	11.3%	12.7%	5.1%	5.0%	5.7%	3.6%	4.1%	4.9%	7,034	7,380	6,909	26	21	23
HHS	39.1%	38.5%	35.4%	34.7%	34.2%	34.7%	13.6%	14.2%	14.7%	7.2%	7.4%	8.6%	5.3%	5.7%	6.5%	42,140	42,073	39,390	191	155	177
HUD	38.3%	39.2%	35.5%	34.5%	33.9%	34.0%	13.1%	14.0%	14.7%	7.0%	6.9%	8.2%	7.1%	6.1%	7.6%	4,546	4,869	5,381	17	11	20
NARA	38.2%	39.8%	38.9%	31.6%	31.5%	31.3%	16.2%	14.8%	13.8%	7.7%	8.1%	7.5%	6.4%	5.8%	8.4%	1,705	1,829	1,836	12	7	7
NASA	52.9%	51.2%	48.5%	31.7%	32.9%	33.8%	8.8%	9.1%	10.1%	4.3%	4.2%	4.6%	2.3%	2.6%	3.0%	11,419	11,640	11,021	33	34	37
NCUA	34.6%	36.4%	37.7%	37.2%	36.5%	37.7%	14.7%	13.2%	12.1%	7.1%	8.3%	7.6%	6.3%	5.6%	5.0%	616	651	644	5	3	3
NLRB	32.6%	31.9%	28.0%	34.3%	37.4%	35.1%	17.7%	16.0%	17.9%	8.5%	9.2%	12.8%	6.8%	5.4%	6.2%	836	827	848	6	12	15
NRC	45.8%	44.1%	41.0%	34.5%	34.5%	35.2%	10.1%	11.5%	12.4%	5.5%	5.7%	6.8%	4.1%	4.1%	4.6%	2,280	2,408	2,108	13	5	13
NSF	45.4%	45.6%	44.7%	31.5%	31.5%	29.8%	12.1%	11.1%	12.7%	6.4%	6.4%	7.2%	4.6%	5.4%	5.7%	928	898	842	1	1	2
OMB	48.3%	47.7%	43.8%	33.8%	32.7%	36.2%	8.6%	12.8%	10.6%	6.5%	4.2%	6.1%	2.8%	2.7%	3.3%	336	336	349	0	3	1
OPM	38.9%	39.8%	38.3%	32.3%	33.4%	33.3%	16.4%	14.7%	15.7%	7.2%	6.2%	7.2%	5.2%	5.9%	5.5%	3,009	2,850	3,123	21	14	27
PBGC	48.3%	45.2%	37.1%	31.5%	33.4%	36.9%	10.1%	10.9%	13.2%	5.7%	6.9%	7.6%	4.4%	3.6%	5.2%	516	589	546	3	6	7
RRB	34.7%	34.8%	28.1%	31.8%	33.7%	34.9%	15.0%	15.9%	19.7%	9.9%	10.2%	11.9%	8.5%	5.4%	5.4%	392	435	304	8	3	7
SBA	36.4%	34.1%	33.1%	31.4%	32.6%	31.1%	14.4%	15.0%	15.4%	9.9%	8.6%	9.4%	7.8%	9.7%	11.0%	1,511	1,474	1,347	11	10	5
SEC	46.6%	43.9%	38.0%	33.0%	33.4%	35.0%	10.8%	12.1%	14.7%	5.8%	6.5%	7.1%	3.8%	4.1%	5.2%	3,358	3,462	3,146	10	18	20

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	33.5%	31.7%	29.9%	36.2%	35.7%	36.3%	15.7%	16.5%	16.9%	8.3%	9.0%	9.5%	6.3%	7.0%	7.5%	582,607	472,151	396,644	2,971	2,221	2,033
SSA	28.1%	28.4%	26.5%	35.3%	34.7%	35.6%	18.7%	18.1%	18.9%	10.2%	11.2%	11.0%	7.8%	7.6%	7.9%	25,311	8,178	8,554	159	40	55
State	37.3%	37.5%	33.7%	38.0%	39.4%	40.2%	12.1%	11.6%	13.2%	7.6%	7.1%	8.3%	5.0%	4.5%	4.6%	6,933	4,093	5,037	19	14	23
USAID	39.5%	39.8%	35.9%	36.5%	37.7%	38.1%	11.2%	10.5%	11.9%	7.4%	6.7%	7.8%	5.5%	5.3%	6.4%	1,802	2,031	2,227	6	7	7
USDA	30.8%	33.0%	31.0%	40.3%	40.0%	40.6%	16.0%	15.2%	15.8%	7.8%	7.1%	7.7%	5.1%	4.6%	5.0%	42,426	47,995	22,463	176	155	70
USDT	37.9%	37.1%	35.9%	34.7%	35.4%	35.1%	14.9%	14.7%	15.0%	6.7%	6.9%	7.5%	5.8%	5.8%	6.5%	41,031	45,199	44,186	287	299	305
Small Agencies	41.0%	40.5%	38.8%	31.4%	32.6%	33.6%	13.3%	13.2%	13.6%	7.7%	7.6%	7.7%	6.7%	6.1%	6.3%	5,153	5,431	5,322	22	24	17
DOD	32.7%	31.9%	29.5%	36.8%	36.6%	37.5%	16.0%	16.3%	16.8%	8.3%	8.9%	9.2%	6.2%	6.2%	7.0%	176,936	68,488	56,642	868	266	300
USACE	37.0%	34.5%	31.9%	38.8%	39.7%	39.8%	13.8%	14.1%	14.8%	6.6%	7.3%	8.6%	3.9%	4.4%	4.9%	18,461	4,314	3,536	73	18	18
Air Force	33.3%	32.4%	31.6%	35.6%	36.0%	36.4%	15.8%	16.1%	16.2%	8.6%	9.1%	9.0%	6.7%	6.5%	6.8%	32,138	16,223	14,923	164	64	72
Army‡	31.3%	30.0%	26.6%	36.2%	36.0%	36.8%	16.4%	16.9%	17.4%	9.1%	10.2%	10.4%	6.9%	6.9%	8.8%	49,872	16,950	13,027	250	63	59
Navy‡	31.3%	32.3%	29.0%	39.5%	38.4%	39.9%	16.3%	16.7%	17.5%	7.8%	7.7%	8.4%	5.1%	4.9%	5.3%	41,304	13,762	10,776	204	65	61
Marine Corps	35.5%	35.3%	31.7%	35.0%	34.9%	35.1%	15.8%	15.5%	15.3%	7.7%	7.6%	11.3%	6.0%	6.7%	6.6%	5,121	1,771	1,166	19	4	9
DOD 4th Estate	35.4%	32.9%	31.6%	34.1%	34.3%	35.5%	15.4%	15.8%	16.4%	8.3%	9.5%	8.6%	6.8%	7.4%	7.9%	30,040	15,468	13,214	158	52	81

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

(44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.4%	30.1%	28.1%	35.5%	35.4%	35.3%	16.9%	17.4%	18.2%	8.8%	9.1%	9.7%	7.5%	8.0%	8.8%	579,577	468,047	391,835	5,597	4,670	4,496
BBG	24.8%	23.0%	24.5%	37.2%	35.8%	32.5%	15.3%	21.3%	20.9%	9.4%	8.1%	8.9%	13.3%	11.8%	13.1%	801	1,037	849	15	19	26
CSOSA	37.2%	39.6%	35.4%	34.6%	34.0%	32.2%	13.8%	13.0%	15.9%	8.4%	6.7%	8.7%	6.0%	6.7%	7.8%	449	519	596	2	3	1
DHS	26.4%	25.5%	22.3%	35.0%	35.2%	34.3%	18.9%	19.1%	19.9%	9.8%	10.2%	11.7%	9.8%	9.9%	11.9%	71,347	45,537	45,115	760	412	473
DOC	35.2%	34.6%	33.5%	37.4%	37.5%	36.9%	14.4%	15.2%	14.9%	7.4%	7.5%	8.7%	5.6%	5.1%	6.1%	20,279	10,195	9,482	113	70	73
DOE	35.5%	33.6%	30.7%	36.8%	37.1%	36.7%	14.7%	14.8%	16.4%	7.4%	8.3%	9.1%	5.6%	6.3%	7.2%	8,474	8,413	7,848	59	60	66
DOI	31.1%	29.6%	27.2%	36.5%	37.3%	36.3%	16.4%	17.3%	18.1%	8.8%	8.8%	10.2%	7.1%	7.1%	8.2%	27,553	24,924	22,155	267	315	260
DOJ	30.8%	30.1%	29.3%	34.8%	35.2%	35.1%	16.4%	17.5%	17.6%	9.6%	9.2%	9.0%	8.4%	8.0%	9.0%	29,654	15,278	15,633	275	171	170
DOL	36.0%	36.0%	32.8%	33.1%	34.9%	34.9%	14.5%	13.4%	16.2%	8.3%	7.8%	8.6%	8.1%	7.9%	7.6%	7,883	8,572	10,974	44	77	111
DOT	33.1%	31.6%	29.0%	36.3%	36.1%	36.3%	15.8%	16.7%	17.0%	8.1%	8.7%	9.6%	6.8%	6.9%	8.1%	20,993	16,327	14,343	218	153	198
ED	35.5%	37.3%	35.2%	34.7%	33.2%	32.6%	14.8%	13.9%	15.6%	7.6%	8.5%	8.2%	7.4%	7.0%	8.4%	2,547	2,754	2,791	19	24	23
EEOC	38.4%	36.9%	36.4%	30.6%	32.1%	32.9%	16.4%	15.5%	16.1%	7.7%	7.5%	7.3%	7.0%	8.0%	7.2%	1,352	1,388	1,459	11	15	11
EPA	34.6%	34.5%	29.5%	37.9%	37.8%	38.0%	14.5%	14.7%	16.0%	7.5%	7.7%	9.4%	5.5%	5.3%	7.0%	7,818	9,169	9,900	45	58	64
FCC	38.7%	35.1%	32.1%	33.8%	34.3%	33.9%	14.9%	15.9%	18.5%	6.9%	8.7%	7.9%	5.6%	6.0%	7.6%	575	676	613	5	15	14
FERC	45.8%	44.1%	39.9%	34.1%	34.5%	34.7%	11.0%	12.4%	14.0%	4.7%	5.2%	6.2%	4.5%	3.7%	5.1%	1,103	1,049	1,110	5	11	16
FTC	51.4%	47.7%	41.8%	29.0%	31.9%	32.9%	9.9%	10.1%	12.8%	5.5%	7.2%	7.2%	4.1%	3.1%	5.4%	628	600	623	3	2	5

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.4%	30.1%	28.1%	35.5%	35.4%	35.3%	16.9%	17.4%	18.2%	8.8%	9.1%	9.7%	7.5%	8.0%	8.8%	579,577	468,047	391,835	5,597	4,670	4,496
GSA	44.9%	44.2%	39.7%	33.2%	32.9%	33.2%	12.0%	12.1%	14.8%	5.6%	6.3%	6.4%	4.4%	4.5%	5.9%	7,014	7,299	6,785	38	70	61
HHS	36.4%	35.6%	32.1%	34.7%	34.3%	34.5%	15.2%	15.5%	17.0%	7.5%	7.9%	8.7%	6.2%	6.7%	7.7%	41,972	41,711	38,917	339	384	399
HUD	36.8%	36.3%	32.5%	33.0%	33.9%	32.5%	14.8%	15.3%	17.2%	7.0%	6.9%	8.5%	8.4%	7.5%	9.2%	4,508	4,815	5,303	46	49	74
NARA	37.9%	38.9%	38.4%	34.6%	34.2%	33.0%	14.9%	13.9%	13.6%	6.1%	6.7%	7.4%	6.5%	6.4%	7.6%	1,701	1,815	1,813	17	11	18
NASA	47.5%	45.8%	42.0%	33.4%	34.2%	35.6%	10.9%	11.5%	12.3%	5.1%	5.1%	6.3%	3.2%	3.3%	3.8%	11,390	11,586	10,912	59	62	105
NCUA	31.1%	32.3%	33.2%	34.7%	35.4%	36.0%	14.3%	13.4%	15.6%	11.2%	9.5%	8.4%	8.8%	9.4%	6.8%	612	643	640	8	6	4
NLRB	32.2%	31.4%	27.7%	38.3%	38.4%	35.9%	15.3%	16.0%	19.0%	6.5%	7.3%	10.4%	7.6%	6.9%	7.0%	822	824	840	20	12	15
NRC	39.4%	37.2%	36.6%	35.3%	35.9%	34.8%	12.7%	14.5%	13.4%	7.0%	7.0%	9.2%	5.6%	5.4%	6.0%	2,272	2,388	2,092	18	17	16
NSF	40.4%	42.6%	39.6%	33.4%	31.0%	33.1%	14.3%	13.5%	12.4%	6.5%	6.3%	7.3%	5.4%	6.6%	7.5%	931	889	834	1	7	4
OMB	41.4%	40.3%	32.3%	29.8%	37.5%	40.6%	16.8%	12.7%	13.6%	8.6%	5.6%	7.9%	3.3%	4.0%	5.6%	332	323	340	4	15	3
OPM	41.2%	40.6%	38.5%	34.0%	35.5%	36.5%	13.0%	11.5%	12.4%	6.5%	6.9%	6.8%	5.3%	5.5%	5.8%	3,015	2,852	3,113	20	15	26
PBGC	43.0%	40.5%	34.0%	35.0%	34.7%	37.0%	12.7%	13.6%	14.5%	4.3%	6.2%	7.8%	5.0%	5.0%	6.7%	519	591	535	1	6	12
RRB	34.9%	33.6%	29.5%	31.5%	34.0%	32.5%	14.0%	14.6%	20.8%	9.9%	9.8%	10.0%	9.8%	8.0%	7.2%	395	434	305	4	2	2
SBA	33.7%	32.0%	31.3%	33.6%	34.4%	32.4%	15.3%	14.1%	15.9%	7.9%	8.9%	9.7%	9.5%	10.6%	10.6%	1,508	1,469	1,327	18	12	12
SEC	42.5%	38.0%	31.5%	33.2%	34.9%	34.9%	13.4%	13.9%	17.6%	6.3%	7.7%	8.4%	4.6%	5.5%	7.5%	3,349	3,457	3,126	16	18	35

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.4%	30.1%	28.1%	35.5%	35.4%	35.3%	16.9%	17.4%	18.2%	8.8%	9.1%	9.7%	7.5%	8.0%	8.8%	579,577	468,047	391,835	5,597	4,670	4,496
SSA	29.1%	28.8%	27.0%	36.3%	36.0%	36.2%	16.9%	16.3%	17.5%	9.5%	10.7%	10.8%	8.3%	8.2%	8.5%	25,262	8,132	8,479	176	58	80
State	31.3%	30.9%	28.5%	36.6%	38.2%	38.4%	16.7%	17.5%	16.8%	9.2%	7.5%	10.3%	6.2%	5.9%	6.0%	6,863	4,053	4,963	89	37	50
USAID	30.2%	30.8%	27.8%	33.8%	35.8%	35.9%	18.5%	17.5%	18.0%	11.1%	8.9%	9.9%	6.4%	7.0%	8.4%	1,788	2,007	2,187	20	25	31
USDA	28.5%	30.6%	28.3%	38.8%	38.8%	39.3%	16.8%	16.4%	17.3%	9.1%	8.3%	8.5%	6.7%	5.9%	6.6%	42,367	47,703	22,262	231	300	144
USDT	37.0%	36.6%	34.9%	34.9%	35.4%	35.4%	14.8%	14.6%	15.3%	6.7%	7.0%	7.2%	6.5%	6.5%	7.2%	40,814	44,869	43,721	471	480	592
Small Agencies	37.2%	37.0%	34.8%	32.3%	33.0%	33.6%	14.2%	15.1%	15.2%	8.6%	7.8%	8.8%	7.7%	7.1%	7.5%	5,119	5,363	5,264	55	57	43
DOD	30.5%	29.6%	27.2%	35.3%	35.5%	35.1%	17.7%	18.3%	19.4%	9.1%	9.5%	9.9%	7.4%	7.2%	8.4%	175,568	67,680	55,784	2,105	839	831
USACE	33.8%	31.6%	28.4%	37.7%	39.3%	38.7%	15.6%	15.4%	17.3%	7.7%	8.1%	8.6%	5.1%	5.5%	7.0%	18,362	4,291	3,497	162	32	41
Air Force	31.4%	31.2%	30.2%	34.1%	34.2%	34.2%	17.2%	17.8%	18.3%	9.2%	9.2%	9.6%	8.1%	7.6%	7.7%	31,842	15,992	14,656	430	232	258
Army‡	29.2%	27.8%	25.1%	34.7%	35.2%	33.7%	18.1%	18.8%	20.1%	9.8%	10.2%	10.8%	8.3%	8.0%	10.2%	49,523	16,734	12,831	545	211	176
Navy‡	28.5%	28.6%	25.5%	37.6%	37.0%	37.1%	18.9%	19.4%	20.6%	8.7%	9.1%	9.5%	6.3%	5.9%	7.3%	40,924	13,610	10,608	556	173	165
Marine Corps	32.3%	30.9%	28.4%	34.0%	35.0%	32.5%	18.2%	18.1%	19.4%	8.5%	8.6%	11.9%	7.0%	7.5%	7.9%	5,076	1,756	1,150	61	12	16
DOD 4th Estate	34.0%	31.4%	29.7%	33.6%	33.6%	34.4%	16.0%	17.1%	17.8%	8.6%	9.7%	9.1%	7.8%	8.2%	9.0%	29,841	15,297	13,042	351	179	175

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

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
BBG	28.7%	26.1%	26.9%	36.1%	35.3%	34.1%	20.1%	25.8%	24.7%	6.2%	4.6%	5.1%	8.9%	8.2%	9.2%	762	961	790	57	93	89
CSOSA	39.1%	39.7%	35.5%	35.3%	32.5%	31.9%	16.0%	18.2%	22.1%	5.1%	4.0%	5.8%	4.5%	5.6%	4.6%	426	499	574	24	23	32
DHS	28.4%	27.2%	24.3%	35.8%	36.2%	35.2%	23.8%	24.5%	26.0%	5.2%	5.0%	6.3%	6.8%	7.1%	8.3%	66,828	42,546	41,927	5,305	3,500	3,891
DOC	37.9%	37.8%	35.8%	37.3%	37.4%	37.7%	18.5%	18.6%	19.5%	3.1%	3.2%	3.7%	3.3%	3.0%	3.4%	18,402	9,276	8,578	1,999	980	1,013
DOE	38.8%	36.2%	33.6%	37.0%	37.6%	37.4%	18.2%	19.2%	20.8%	2.9%	3.7%	3.8%	3.0%	3.3%	4.3%	7,787	7,706	7,131	740	766	806
DOI	33.7%	31.9%	29.1%	37.2%	38.6%	38.0%	20.5%	20.4%	22.6%	4.1%	4.4%	4.8%	4.5%	4.6%	5.4%	25,666	23,223	20,636	2,180	2,096	1,949
DOJ	32.7%	32.1%	31.6%	36.3%	36.6%	37.3%	20.8%	21.6%	21.6%	4.7%	4.9%	4.4%	5.6%	4.8%	5.0%	27,847	14,365	14,718	2,076	1,107	1,127
DOL	39.0%	39.6%	36.1%	34.6%	34.7%	35.9%	17.6%	17.0%	18.7%	3.7%	3.5%	4.3%	5.1%	5.2%	5.0%	7,252	7,950	10,177	671	707	936
DOT	36.5%	34.5%	32.6%	37.1%	38.0%	39.1%	19.0%	19.9%	20.0%	3.3%	3.5%	3.7%	4.1%	4.0%	4.6%	19,524	15,174	13,247	1,697	1,299	1,349
ED	40.6%	44.0%	39.4%	35.1%	33.8%	35.1%	16.9%	15.6%	17.3%	3.0%	2.7%	3.3%	4.5%	3.9%	4.9%	2,362	2,555	2,618	201	233	209
EEOC	42.9%	43.6%	41.9%	31.2%	31.5%	32.9%	17.1%	16.2%	16.6%	3.8%	3.9%	3.6%	4.9%	4.8%	5.0%	1,269	1,327	1,370	96	83	109
EPA	38.4%	37.7%	31.5%	37.0%	38.6%	39.3%	18.5%	17.7%	21.3%	2.9%	3.3%	3.6%	3.2%	2.8%	4.3%	7,077	8,393	8,858	791	851	1,140
FCC	42.1%	38.7%	38.1%	34.9%	33.3%	34.2%	16.6%	19.8%	17.7%	3.1%	4.3%	4.2%	3.2%	3.9%	5.8%	526	628	547	53	63	82
FERC	51.8%	48.7%	44.6%	29.7%	34.1%	35.2%	13.8%	13.6%	15.7%	2.1%	1.8%	1.8%	2.7%	1.8%	2.8%	1,012	989	1,026	91	73	106
FTC	54.4%	50.4%	47.5%	26.6%	31.2%	31.2%	13.9%	12.7%	13.4%	2.5%	2.5%	4.2%	2.6%	3.2%	3.7%	567	550	569	62	53	62

Report by Agency

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
GSA	47.4%	47.5%	42.6%	33.6%	33.2%	34.8%	13.9%	14.3%	16.5%	2.1%	2.3%	2.5%	2.9%	2.6%	3.7%	6,588	6,925	6,376	463	476	544
HHS	39.3%	38.9%	35.0%	35.8%	35.5%	36.3%	17.1%	17.1%	19.1%	3.7%	3.9%	4.4%	4.1%	4.5%	5.1%	39,337	39,110	36,391	2,951	3,000	3,079
HUD	38.6%	39.4%	34.8%	33.4%	34.0%	33.8%	17.9%	18.1%	20.7%	3.9%	3.3%	4.4%	6.1%	5.1%	6.3%	4,228	4,526	4,994	326	343	396
NARA	38.8%	40.5%	39.7%	33.9%	33.4%	32.8%	18.5%	18.7%	18.4%	4.0%	4.0%	4.0%	4.7%	3.4%	5.0%	1,573	1,678	1,707	144	148	124
NASA	52.5%	49.7%	46.7%	33.1%	34.5%	35.6%	11.1%	12.3%	13.6%	1.7%	2.0%	2.0%	1.5%	1.5%	2.1%	10,667	10,841	10,137	776	825	893
NCUA	35.0%	39.0%	39.6%	38.6%	36.9%	36.2%	19.2%	16.8%	16.6%	3.9%	2.6%	3.4%	3.3%	4.8%	4.1%	555	585	583	66	68	64
NLRB	39.5%	38.1%	32.8%	35.4%	35.4%	38.9%	16.8%	18.5%	19.9%	2.5%	3.8%	3.7%	5.7%	4.2%	4.7%	752	749	763	86	85	93
NRC	45.9%	43.2%	43.1%	34.7%	35.5%	35.1%	13.9%	15.9%	15.0%	2.3%	2.6%	3.3%	3.2%	2.8%	3.5%	2,061	2,178	1,905	226	231	213
NSF	45.5%	45.6%	43.0%	32.0%	32.0%	31.5%	15.6%	14.8%	16.7%	3.9%	3.4%	3.7%	2.9%	4.3%	5.1%	874	841	786	57	54	56
OMB	48.1%	43.6%	34.6%	30.6%	34.4%	42.2%	14.8%	14.3%	15.0%	4.6%	4.9%	4.4%	1.9%	2.9%	3.9%	316	318	324	19	23	25
OPM	44.7%	43.0%	41.7%	33.9%	36.5%	35.6%	15.6%	14.4%	16.8%	2.1%	2.6%	2.3%	3.7%	3.5%	3.6%	2,776	2,607	2,833	254	260	301
PBGC	46.1%	43.5%	38.9%	32.6%	36.0%	36.7%	14.9%	15.2%	15.2%	2.2%	3.3%	3.4%	4.2%	2.0%	5.8%	483	554	494	36	37	61
RRB	37.2%	36.7%	31.0%	32.2%	35.3%	39.7%	20.6%	20.1%	23.9%	5.1%	3.8%	1.3%	5.0%	4.1%	4.1%	361	388	272	39	49	40
SBA	36.8%	34.8%	34.6%	34.0%	35.7%	33.2%	20.1%	18.6%	20.7%	3.3%	3.6%	3.6%	5.9%	7.4%	7.9%	1,412	1,372	1,252	108	108	98
SEC	50.0%	45.7%	40.5%	31.8%	34.0%	35.5%	13.3%	15.3%	16.6%	2.4%	2.4%	3.4%	2.5%	2.7%	4.0%	3,012	3,126	2,794	349	347	371

Report by Agency

(45) My supervisor is committed to a workforce representative of all segments of society.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	34.1%	32.6%	30.6%	36.8%	37.0%	37.3%	20.2%	20.7%	21.7%	4.1%	4.4%	4.7%	4.8%	5.3%	5.8%	541,790	438,339	365,376	43,452	34,846	32,531
SSA	30.0%	29.9%	27.8%	36.3%	36.8%	38.5%	23.4%	23.0%	23.2%	4.6%	4.9%	5.0%	5.6%	5.5%	5.5%	23,471	7,561	7,937	1,984	625	664
State	35.8%	34.8%	32.5%	38.9%	41.4%	40.7%	17.5%	16.8%	18.8%	4.1%	3.8%	4.6%	3.7%	3.2%	3.5%	6,461	3,841	4,670	495	267	391
USAID	37.5%	38.5%	34.5%	38.7%	38.3%	39.7%	15.7%	16.3%	17.3%	4.4%	3.4%	4.0%	3.7%	3.5%	4.4%	1,669	1,911	2,052	136	124	182
USDA	31.5%	32.9%	31.2%	41.8%	42.0%	42.4%	19.3%	18.5%	19.3%	3.8%	3.3%	3.4%	3.6%	3.3%	3.7%	40,150	45,623	21,229	2,453	2,403	1,257
USDT	39.8%	39.1%	37.7%	35.2%	36.0%	35.8%	17.5%	17.3%	18.4%	3.1%	3.2%	3.2%	4.5%	4.4%	4.8%	37,910	41,555	40,525	3,367	3,764	3,846
Small Agencies	41.3%	41.9%	39.2%	33.2%	33.8%	34.7%	16.9%	16.3%	17.7%	3.5%	3.8%	3.4%	5.0%	4.3%	5.0%	4,753	5,001	4,910	423	436	421
DOD	33.1%	32.4%	30.2%	37.3%	37.6%	37.5%	20.7%	21.0%	22.3%	4.2%	4.3%	4.7%	4.7%	4.6%	5.3%	165,074	63,797	52,496	12,651	4,798	4,376
USACE	35.1%	33.6%	29.6%	39.2%	40.5%	40.4%	19.4%	19.0%	22.1%	3.2%	3.5%	4.0%	3.1%	3.3%	3.9%	17,244	3,991	3,274	1,296	332	273
Air Force	33.6%	33.7%	32.4%	35.9%	35.6%	36.3%	21.2%	21.4%	21.6%	4.4%	4.3%	4.5%	4.9%	5.0%	5.1%	29,737	15,040	13,807	2,550	1,209	1,173
Army‡	31.8%	30.7%	28.2%	36.9%	38.1%	36.4%	21.1%	21.0%	23.3%	4.8%	5.0%	5.4%	5.5%	5.2%	6.7%	46,953	15,897	12,144	3,132	1,053	924
Navy‡	31.6%	31.7%	28.8%	39.8%	39.4%	40.3%	21.1%	21.9%	22.9%	3.8%	3.7%	4.1%	3.7%	3.4%	3.9%	38,303	12,818	10,016	3,175	982	811
Marine Corps	34.8%	32.3%	31.8%	33.9%	36.0%	33.5%	22.4%	22.7%	23.0%	4.1%	3.6%	6.2%	4.9%	5.4%	5.5%	4,785	1,644	1,082	350	135	88
DOD 4th Estate	36.8%	34.8%	33.4%	35.2%	35.4%	35.8%	18.6%	19.2%	20.5%	4.0%	4.9%	4.5%	5.4%	5.7%	5.8%	28,052	14,407	12,173	2,148	1,087	1,107

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

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
BBG	23.8%	22.2%	21.5%	34.4%	33.3%	31.2%	20.0%	23.1%	23.1%	9.3%	10.1%	11.3%	12.5%	11.2%	13.0%	818	1,046	875	2	10	10
CSOSA	36.3%	39.6%	34.5%	33.5%	33.5%	34.3%	15.5%	15.1%	17.2%	8.8%	5.3%	7.9%	5.9%	6.5%	6.1%	448	522	600	2	1	0
DHS	25.6%	24.4%	21.4%	36.3%	36.7%	35.7%	19.0%	19.3%	20.2%	10.1%	10.4%	11.9%	9.0%	9.2%	10.8%	71,800	45,822	45,552	381	200	229
DOC	33.3%	32.8%	32.1%	37.9%	38.2%	37.3%	15.9%	15.8%	16.4%	7.9%	8.6%	8.6%	5.1%	4.6%	5.6%	20,326	10,215	9,561	91	40	38
DOE	32.6%	30.9%	27.9%	37.9%	37.9%	38.2%	16.8%	16.9%	18.1%	7.9%	8.9%	9.2%	4.8%	5.4%	6.5%	8,495	8,439	7,903	46	35	33
DOI	27.6%	26.1%	23.3%	36.8%	37.2%	36.9%	19.0%	19.9%	20.9%	9.9%	10.1%	11.1%	6.7%	6.7%	7.8%	27,691	25,149	22,421	168	146	153
DOJ	29.0%	27.9%	27.8%	36.2%	37.1%	36.4%	17.4%	18.1%	17.4%	9.8%	9.6%	10.7%	7.6%	7.3%	7.7%	29,796	15,399	15,757	154	84	80
DOL	34.7%	34.9%	31.3%	35.1%	35.3%	36.9%	14.9%	15.3%	16.5%	8.0%	7.4%	8.4%	7.2%	7.1%	6.9%	7,906	8,618	11,035	20	39	70
DOT	30.7%	29.4%	26.6%	37.4%	37.9%	38.9%	17.9%	18.0%	18.0%	7.9%	8.5%	9.5%	6.0%	6.1%	6.9%	21,118	16,432	14,509	109	71	82
ED	33.2%	35.7%	32.0%	36.7%	35.3%	35.1%	15.9%	14.4%	15.8%	7.9%	8.1%	9.4%	6.3%	6.5%	7.7%	2,558	2,758	2,813	8	25	12
EEOC	36.7%	36.8%	35.4%	33.8%	34.1%	34.5%	15.7%	14.7%	14.9%	7.0%	7.1%	8.2%	6.8%	7.3%	7.0%	1,354	1,393	1,468	6	5	4
EPA	30.6%	30.1%	24.7%	39.2%	38.8%	39.3%	16.3%	17.6%	19.7%	8.9%	8.6%	10.0%	4.9%	4.9%	6.3%	7,847	9,202	9,933	30	39	52
FCC	36.3%	32.6%	29.0%	32.9%	34.5%	37.3%	19.8%	19.9%	18.7%	7.0%	7.2%	8.9%	4.1%	5.8%	6.1%	575	684	627	4	3	6
FERC	43.0%	40.5%	35.5%	35.9%	36.6%	37.2%	12.3%	14.5%	16.1%	5.0%	4.8%	6.8%	3.8%	3.6%	4.4%	1,105	1,057	1,131	1	3	8
FTC	45.5%	45.3%	38.7%	31.6%	34.8%	35.1%	12.1%	11.2%	13.4%	7.0%	5.6%	7.2%	3.9%	3.0%	5.6%	629	599	627	2	3	1

Report by Agency

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
GSA	42.9%	42.4%	38.5%	35.2%	34.2%	34.6%	12.9%	13.1%	14.6%	5.0%	6.0%	6.5%	4.0%	4.2%	5.8%	7,038	7,346	6,880	23	39	33
HHS	34.2%	33.5%	29.7%	35.3%	35.3%	35.7%	16.5%	16.6%	18.0%	8.1%	8.4%	9.4%	5.9%	6.2%	7.2%	42,097	41,863	39,279	218	196	213
HUD	34.4%	34.6%	30.5%	34.5%	34.5%	34.3%	15.9%	16.6%	17.9%	7.6%	7.6%	9.0%	7.6%	6.8%	8.3%	4,532	4,860	5,360	23	15	36
NARA	35.1%	36.6%	35.7%	34.2%	33.2%	32.4%	17.0%	15.9%	15.2%	6.4%	8.8%	8.9%	7.2%	5.5%	7.9%	1,709	1,820	1,831	9	8	10
NASA	43.1%	40.7%	37.9%	35.4%	36.6%	36.9%	13.2%	14.1%	14.9%	5.6%	5.6%	6.7%	2.8%	3.0%	3.4%	11,400	11,613	10,980	47	45	53
NCUA	29.3%	30.9%	33.2%	39.9%	37.1%	38.2%	13.7%	15.5%	13.3%	10.9%	8.9%	9.7%	6.2%	7.6%	5.6%	615	648	646	5	5	3
NLRB	31.9%	29.8%	26.3%	39.5%	38.9%	41.7%	14.9%	16.8%	14.7%	6.6%	7.7%	8.9%	7.0%	6.9%	8.5%	836	832	855	7	6	5
NRC	38.5%	35.0%	34.6%	36.8%	38.4%	37.7%	13.3%	14.9%	13.7%	6.2%	7.2%	8.5%	5.2%	4.6%	5.5%	2,280	2,400	2,112	11	13	9
NSF	37.2%	39.0%	34.2%	33.1%	32.1%	33.7%	16.4%	14.7%	17.1%	8.2%	8.1%	8.9%	5.1%	6.1%	6.1%	930	895	839	1	4	2
OMB	38.6%	35.6%	28.8%	33.2%	36.3%	39.8%	14.9%	17.9%	17.0%	9.9%	7.2%	9.5%	3.4%	3.0%	4.9%	335	336	346	1	5	1
OPM	40.0%	38.8%	37.2%	34.8%	36.6%	37.2%	14.0%	12.8%	13.9%	6.3%	6.6%	6.4%	4.9%	5.2%	5.4%	3,016	2,855	3,120	17	11	20
PBGC	40.5%	39.1%	32.1%	37.8%	35.2%	38.6%	12.8%	15.7%	15.0%	4.6%	6.1%	8.2%	4.3%	3.9%	6.0%	520	589	547	0	4	8
RRB	31.6%	32.7%	27.2%	34.7%	35.8%	35.6%	14.4%	15.3%	19.9%	9.3%	9.7%	9.3%	10.0%	6.5%	8.0%	396	429	309	4	3	2
SBA	33.4%	29.1%	29.0%	32.0%	35.2%	32.7%	17.7%	16.9%	16.9%	8.4%	8.4%	10.8%	8.5%	10.2%	10.7%	1,512	1,467	1,335	13	12	7
SEC	40.2%	36.0%	30.0%	35.0%	36.8%	37.4%	14.0%	15.1%	17.3%	6.9%	7.1%	8.5%	3.9%	5.0%	6.7%	3,354	3,459	3,138	13	14	20

Report by Agency

(46) My supervisor provides me with constructive suggestions to improve my job performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	29.5%	28.0%	26.3%	36.4%	36.2%	36.1%	18.0%	18.5%	19.1%	9.2%	9.7%	10.3%	6.9%	7.5%	8.2%	582,583	470,605	395,581	3,047	2,367	2,285
SSA	27.7%	27.2%	25.7%	38.2%	37.2%	37.3%	17.7%	18.5%	18.9%	9.2%	9.7%	10.4%	7.1%	7.4%	7.7%	25,369	8,169	8,545	104	20	51
State	27.4%	26.8%	26.1%	38.5%	41.3%	38.4%	17.6%	17.7%	18.3%	10.4%	8.6%	11.0%	6.1%	5.6%	6.2%	6,912	4,081	5,021	46	19	29
USAID	27.4%	28.1%	25.2%	32.5%	35.2%	36.0%	20.1%	18.2%	18.1%	12.8%	11.7%	12.4%	7.2%	6.9%	8.3%	1,801	2,023	2,212	9	10	15
USDA	26.6%	27.9%	26.0%	39.3%	40.0%	39.8%	18.9%	18.0%	19.0%	9.2%	8.7%	9.2%	6.0%	5.4%	5.9%	42,476	47,877	22,415	163	161	86
USDT	35.6%	35.4%	33.6%	35.9%	36.0%	36.5%	15.5%	15.3%	15.9%	6.9%	7.1%	7.4%	6.1%	6.2%	6.7%	41,046	45,015	44,045	259	279	321
Small Agencies	35.2%	35.3%	32.3%	32.9%	33.9%	35.3%	16.3%	16.3%	16.6%	8.6%	8.5%	8.9%	7.1%	6.0%	6.8%	5,157	5,413	5,302	22	28	25
DOD	28.4%	27.2%	25.4%	35.9%	36.0%	35.9%	18.9%	19.4%	19.9%	9.7%	10.5%	10.6%	7.1%	6.9%	8.1%	176,786	68,212	56,507	1,028	358	376
USACE	31.0%	28.4%	25.7%	38.9%	39.5%	39.3%	17.1%	18.3%	19.1%	8.2%	8.9%	9.4%	4.8%	4.9%	6.5%	18,475	4,310	3,543	76	13	14
Air Force	28.9%	28.6%	27.8%	34.7%	34.4%	35.0%	18.6%	19.1%	19.7%	10.1%	10.6%	10.0%	7.7%	7.4%	7.6%	32,083	16,147	14,870	210	93	108
Army‡	27.5%	26.0%	23.6%	35.3%	35.7%	34.4%	19.0%	19.6%	20.5%	10.3%	11.1%	11.9%	8.0%	7.7%	9.5%	49,838	16,872	12,990	280	88	73
Navy‡	26.5%	26.1%	23.8%	37.8%	37.7%	38.2%	20.1%	20.4%	20.8%	9.5%	10.2%	10.2%	6.1%	5.6%	7.0%	41,228	13,705	10,757	267	78	85
Marine Corps	29.2%	26.8%	27.1%	35.1%	35.8%	34.0%	19.4%	19.8%	18.7%	9.1%	10.5%	11.3%	7.2%	7.1%	8.8%	5,109	1,762	1,167	25	8	8
DOD 4th Estate	32.1%	29.6%	28.2%	34.1%	34.3%	34.6%	17.2%	17.8%	18.1%	9.1%	10.3%	10.1%	7.4%	8.1%	8.9%	30,053	15,416	13,180	170	78	88

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

(47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
BBG	25.1%	24.1%	22.5%	35.8%	33.1%	31.3%	17.8%	21.5%	21.6%	7.6%	9.2%	10.9%	13.6%	12.0%	13.7%	801	1,031	866	18	27	20
CSOSA	38.8%	40.3%	35.1%	35.0%	35.7%	36.7%	15.7%	12.9%	15.6%	6.5%	5.1%	6.0%	4.0%	6.1%	6.6%	446	515	593	5	8	11
DHS	25.5%	24.4%	21.3%	35.4%	35.8%	34.5%	19.3%	19.6%	20.7%	9.9%	10.0%	11.4%	10.0%	10.2%	12.1%	71,224	45,548	45,288	959	546	597
DOC	35.9%	34.9%	33.7%	39.4%	40.6%	39.3%	14.4%	14.3%	15.6%	5.9%	5.9%	6.5%	4.4%	4.4%	4.8%	20,022	10,115	9,426	383	150	180
DOE	38.8%	35.9%	32.6%	39.1%	40.1%	41.2%	12.6%	13.1%	14.2%	5.4%	6.2%	6.2%	4.2%	4.7%	5.8%	8,450	8,393	7,851	88	97	106
DOI	32.4%	30.6%	27.5%	39.6%	40.4%	40.3%	14.8%	15.5%	16.7%	7.2%	7.2%	8.4%	6.0%	6.2%	7.2%	27,481	24,962	22,292	374	370	312
DOJ	30.8%	29.9%	29.1%	37.3%	38.1%	37.6%	16.7%	17.1%	17.6%	8.0%	7.9%	8.7%	7.2%	7.1%	7.0%	29,558	15,288	15,673	395	203	199
DOL	34.0%	34.9%	31.6%	35.0%	35.0%	37.1%	15.5%	15.6%	16.9%	7.8%	7.2%	7.3%	7.7%	7.4%	7.0%	7,803	8,525	10,938	122	138	201
DOT	33.5%	31.2%	29.2%	38.3%	38.4%	39.4%	15.2%	16.1%	16.3%	6.8%	7.8%	8.2%	6.1%	6.5%	6.9%	20,939	16,316	14,388	293	209	233
ED	35.0%	37.3%	34.7%	37.0%	35.8%	35.5%	15.2%	14.2%	15.6%	6.8%	6.8%	7.2%	6.0%	6.0%	7.1%	2,516	2,717	2,764	49	71	62
EEOC	37.9%	38.8%	36.1%	33.6%	34.3%	34.8%	15.2%	14.5%	16.1%	6.4%	5.6%	5.7%	6.9%	6.8%	7.3%	1,342	1,380	1,455	22	27	24
EPA	35.9%	35.4%	28.4%	40.1%	40.2%	41.7%	13.8%	13.9%	16.6%	5.7%	6.2%	7.2%	4.4%	4.2%	6.1%	7,754	9,124	9,830	118	137	193
FCC	39.2%	34.6%	32.2%	35.7%	36.8%	34.8%	14.8%	16.8%	19.3%	6.0%	6.8%	7.5%	4.3%	5.0%	6.1%	569	685	613	11	10	21
FERC	51.9%	47.8%	42.4%	33.0%	35.4%	35.9%	9.3%	10.1%	13.8%	3.0%	3.9%	4.4%	2.8%	2.6%	3.5%	1,094	1,050	1,124	14	14	13
FTC	55.4%	51.6%	46.9%	30.3%	32.5%	34.2%	7.9%	9.5%	10.0%	3.9%	3.8%	4.9%	2.4%	2.7%	4.0%	623	595	622	8	8	6

Report by Agency

(47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
GSA	46.6%	46.5%	41.8%	34.8%	34.5%	35.8%	11.3%	11.2%	12.8%	4.0%	4.2%	4.7%	3.2%	3.7%	4.9%	6,982	7,325	6,813	70	62	86
HHS	37.4%	36.8%	32.9%	37.2%	36.8%	37.4%	14.2%	14.5%	15.6%	6.0%	6.2%	7.4%	5.2%	5.8%	6.7%	41,714	41,562	38,936	601	607	608
HUD	36.6%	37.6%	33.1%	35.1%	35.6%	35.7%	15.1%	14.6%	16.7%	6.3%	5.6%	6.6%	7.0%	6.6%	7.9%	4,502	4,824	5,321	60	49	88
NARA	38.6%	39.9%	37.5%	34.8%	35.2%	35.5%	14.3%	12.8%	14.3%	5.9%	6.9%	5.8%	6.4%	5.1%	7.0%	1,688	1,806	1,817	32	23	22
NASA	52.6%	50.3%	47.2%	34.3%	36.1%	37.1%	8.1%	8.5%	9.3%	3.1%	3.0%	3.5%	1.8%	2.0%	2.8%	11,340	11,554	10,944	96	115	110
NCUA	33.2%	34.2%	35.6%	40.3%	38.8%	40.3%	13.9%	13.9%	12.5%	7.2%	6.3%	6.6%	5.4%	6.9%	5.1%	612	643	640	8	10	9
NLRB	32.7%	32.0%	25.5%	37.0%	38.8%	38.8%	16.0%	15.9%	17.9%	7.1%	6.6%	8.9%	7.2%	6.8%	8.9%	819	815	843	23	22	17
NRC	45.7%	40.8%	40.0%	36.7%	40.3%	37.6%	9.8%	10.6%	12.0%	4.1%	4.7%	5.6%	3.7%	3.6%	4.7%	2,254	2,384	2,093	35	30	33
NSF	44.4%	45.8%	41.8%	35.6%	33.3%	35.6%	11.4%	12.5%	13.3%	4.9%	4.5%	4.5%	3.7%	3.8%	4.8%	918	885	832	12	13	9
OMB	51.2%	45.7%	41.9%	36.0%	36.7%	42.0%	7.5%	11.8%	9.1%	3.1%	4.9%	5.1%	2.2%	0.9%	1.9%	333	338	349	3	3	1
OPM	41.2%	40.2%	38.9%	34.5%	35.9%	35.7%	13.8%	13.4%	14.5%	5.3%	5.4%	5.2%	5.2%	5.2%	5.7%	2,972	2,811	3,078	61	54	61
PBGC	46.4%	43.1%	37.0%	34.9%	35.9%	37.9%	9.8%	11.9%	13.1%	3.8%	5.6%	6.5%	5.1%	3.5%	5.5%	512	586	538	5	9	17
RRB	33.3%	34.2%	29.3%	35.9%	34.4%	36.4%	13.4%	17.8%	17.6%	7.2%	5.7%	10.4%	10.2%	7.8%	6.3%	390	429	300	10	8	12
SBA	33.8%	30.2%	29.7%	35.2%	35.9%	32.2%	15.6%	15.6%	17.4%	7.5%	7.3%	9.4%	7.9%	11.0%	11.2%	1,497	1,459	1,331	23	25	19
SEC	46.0%	41.8%	37.0%	35.8%	37.6%	38.9%	10.5%	12.0%	13.4%	4.3%	4.6%	5.2%	3.4%	4.0%	5.5%	3,316	3,427	3,106	52	54	58

Report by Agency

(47) Supervisors in my work unit support employee development.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	31.8%	30.1%	28.0%	37.9%	37.6%	37.5%	16.3%	16.9%	17.8%	7.4%	7.9%	8.6%	6.7%	7.5%	8.0%	577,503	467,336	392,465	8,068	6,537	6,120
SSA	28.0%	28.0%	26.8%	36.3%	36.3%	37.6%	18.2%	18.0%	18.3%	9.2%	9.5%	9.2%	8.2%	8.2%	8.2%	25,035	8,080	8,485	442	121	135
State	31.7%	32.9%	28.9%	41.5%	42.1%	41.9%	15.0%	14.3%	16.9%	6.6%	6.2%	7.7%	5.3%	4.5%	4.7%	6,887	4,079	5,016	73	26	54
USAID	33.3%	35.3%	29.5%	41.6%	41.5%	42.8%	14.4%	13.2%	14.7%	6.3%	5.8%	7.4%	4.4%	4.2%	5.7%	1,787	2,016	2,206	21	18	27
USDA	28.7%	30.0%	28.1%	41.7%	43.0%	43.0%	17.0%	16.2%	17.0%	7.2%	6.1%	6.7%	5.4%	4.7%	5.1%	42,104	47,580	22,272	518	524	268
USDT	36.9%	36.0%	34.1%	36.2%	36.9%	36.8%	14.4%	14.5%	15.0%	6.0%	6.2%	6.8%	6.5%	6.5%	7.3%	40,552	44,594	43,529	769	835	953
Small Agencies	38.8%	38.7%	35.8%	34.5%	34.4%	37.2%	13.1%	14.9%	13.6%	7.3%	6.1%	6.8%	6.2%	6.0%	6.7%	5,100	5,378	5,284	76	64	57
DOD	30.9%	29.7%	27.2%	38.5%	38.8%	38.4%	16.6%	17.2%	18.3%	7.4%	7.7%	8.6%	6.5%	6.5%	7.5%	175,567	67,781	56,131	2,219	908	817
USACE	35.8%	33.3%	28.6%	40.6%	42.5%	43.3%	13.6%	13.5%	15.7%	5.8%	6.2%	6.8%	4.1%	4.5%	5.5%	18,404	4,299	3,528	138	31	32
Air Force	30.7%	29.7%	28.2%	37.4%	37.6%	37.4%	17.0%	17.6%	18.5%	8.0%	8.1%	8.6%	7.0%	7.0%	7.2%	31,783	15,992	14,763	513	275	237
Army‡	29.7%	28.1%	25.7%	37.6%	38.1%	36.6%	17.4%	18.1%	18.6%	7.9%	8.3%	9.6%	7.5%	7.3%	9.4%	49,539	16,775	12,908	562	212	180
Navy‡	29.7%	29.4%	26.4%	41.4%	41.6%	41.2%	16.5%	17.0%	18.6%	7.0%	7.1%	7.9%	5.3%	5.0%	5.9%	40,975	13,644	10,704	515	166	139
Marine Corps	32.1%	31.2%	26.5%	36.9%	37.9%	36.6%	17.0%	16.5%	18.6%	7.0%	8.1%	10.8%	7.0%	6.4%	7.4%	5,080	1,761	1,154	56	15	20
DOD 4th Estate	34.0%	32.0%	29.9%	36.2%	35.6%	36.9%	15.9%	16.6%	17.2%	7.0%	7.8%	8.0%	6.9%	8.1%	7.9%	29,786	15,310	13,074	435	209	209

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

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
BBG	34.4%	32.0%	32.4%	37.9%	38.4%	35.9%	11.6%	14.8%	15.2%	8.4%	8.2%	9.2%	7.7%	6.7%	7.3%	815	1,061	883
CSOSA	46.3%	49.2%	44.4%	33.9%	34.1%	36.2%	9.7%	8.4%	11.1%	7.4%	4.2%	5.2%	2.7%	4.1%	3.1%	450	522	605
DHS	34.2%	33.4%	30.1%	39.9%	40.8%	41.3%	13.0%	12.7%	14.1%	7.8%	8.0%	8.9%	5.2%	5.1%	5.6%	72,010	46,106	45,930
DOC	46.6%	45.7%	44.1%	36.2%	38.1%	37.4%	9.1%	8.5%	9.6%	5.1%	4.8%	5.9%	2.9%	2.9%	2.9%	20,389	10,283	9,617
DOE	47.8%	45.5%	42.8%	36.1%	37.3%	38.0%	8.7%	8.6%	9.7%	4.5%	5.5%	6.1%	2.9%	3.1%	3.5%	8,526	8,493	7,958
DOI	41.5%	40.3%	37.2%	37.4%	38.4%	39.1%	10.6%	11.1%	12.0%	6.4%	6.5%	7.2%	4.0%	3.8%	4.5%	27,840	25,347	22,607
DOJ	39.3%	39.2%	37.8%	37.1%	38.0%	38.3%	11.8%	11.7%	12.0%	7.4%	6.5%	7.6%	4.4%	4.6%	4.3%	29,875	15,486	15,862
DOL	45.0%	46.0%	42.4%	34.3%	34.2%	36.7%	10.3%	9.7%	10.5%	6.1%	6.1%	6.6%	4.3%	4.0%	3.9%	7,919	8,682	11,148
DOT	44.1%	42.4%	40.3%	37.7%	39.3%	39.4%	9.4%	9.2%	10.8%	5.5%	5.7%	6.2%	3.3%	3.4%	3.3%	21,191	16,530	14,621
ED	47.6%	49.9%	46.5%	34.8%	33.2%	34.1%	9.5%	9.1%	9.8%	4.6%	4.7%	5.6%	3.4%	3.0%	4.0%	2,560	2,793	2,828
EEOC	47.1%	47.8%	44.2%	33.1%	31.9%	35.9%	9.8%	9.7%	10.3%	5.1%	6.4%	5.5%	5.0%	4.3%	4.2%	1,359	1,414	1,482
EPA	47.8%	48.2%	42.0%	37.1%	36.5%	39.8%	7.8%	7.9%	9.3%	4.7%	4.9%	5.6%	2.6%	2.5%	3.3%	7,867	9,278	10,033
FCC	54.1%	52.1%	45.6%	30.9%	32.6%	34.6%	8.2%	7.5%	11.2%	3.4%	4.8%	4.8%	3.4%	3.0%	3.8%	578	696	635
FERC	61.0%	61.4%	56.7%	29.0%	28.8%	31.5%	4.8%	5.7%	6.0%	2.8%	2.5%	3.3%	2.4%	1.6%	2.5%	1,109	1,064	1,141
FTC	60.6%	59.1%	55.9%	28.7%	30.3%	30.4%	4.5%	5.1%	6.2%	3.7%	3.6%	4.7%	2.5%	1.9%	2.8%	631	605	629

Report by Agency

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
GSA	54.3%	53.4%	49.4%	32.3%	31.9%	34.2%	7.8%	8.3%	8.6%	3.5%	3.8%	4.6%	2.2%	2.6%	3.2%	7,049	7,415	6,938
HHS	45.8%	45.4%	42.1%	35.0%	35.0%	36.0%	10.2%	10.2%	11.3%	5.5%	5.8%	6.5%	3.4%	3.6%	4.1%	42,258	42,224	39,578
HUD	44.6%	45.6%	41.8%	35.2%	34.8%	35.6%	10.0%	9.5%	11.3%	5.3%	6.0%	6.7%	4.8%	4.1%	4.7%	4,554	4,872	5,403
NARA	48.6%	48.6%	46.6%	32.7%	33.4%	34.2%	8.6%	8.6%	8.9%	5.7%	5.8%	5.9%	4.4%	3.6%	4.3%	1,716	1,835	1,843
NASA	59.5%	58.3%	54.6%	30.3%	31.3%	33.3%	5.7%	5.7%	6.6%	2.9%	3.0%	3.6%	1.6%	1.7%	2.0%	11,434	11,681	11,066
NCUA	42.4%	42.5%	44.3%	37.5%	38.0%	35.9%	8.8%	9.3%	9.7%	7.4%	6.3%	6.0%	3.9%	3.8%	4.1%	621	655	650
NLRB	46.8%	44.4%	40.9%	35.1%	38.3%	40.0%	8.9%	8.5%	9.1%	5.4%	4.6%	6.6%	3.8%	4.2%	3.4%	842	838	861
NRC	53.4%	51.8%	50.0%	32.6%	34.5%	33.5%	6.0%	7.0%	7.8%	5.2%	3.8%	5.0%	2.8%	2.9%	3.6%	2,286	2,419	2,122
NSF	51.1%	52.7%	48.9%	32.8%	30.4%	32.3%	9.5%	9.2%	8.3%	4.1%	4.1%	6.7%	2.5%	3.7%	3.7%	929	899	845
OMB	58.5%	58.9%	56.1%	29.8%	32.4%	30.4%	5.9%	4.1%	7.3%	3.7%	3.3%	4.1%	2.2%	1.2%	2.1%	336	341	350
OPM	50.9%	49.2%	48.0%	32.7%	34.4%	35.2%	8.7%	7.9%	8.8%	4.6%	5.2%	4.2%	3.0%	3.3%	3.7%	3,023	2,869	3,153
PBGC	56.8%	53.5%	45.9%	29.7%	32.7%	36.4%	7.8%	7.3%	9.4%	2.7%	3.8%	5.5%	3.0%	2.7%	2.7%	521	595	557
RRB	42.5%	43.1%	36.9%	33.9%	35.3%	40.1%	11.2%	12.1%	10.9%	6.6%	5.7%	6.5%	5.8%	3.7%	5.7%	399	437	315
SBA	43.7%	40.9%	40.7%	33.8%	36.3%	34.8%	11.0%	9.5%	10.9%	6.2%	6.7%	7.2%	5.3%	6.5%	6.4%	1,524	1,481	1,351
SEC	56.6%	54.3%	47.9%	31.6%	32.3%	35.6%	5.9%	7.3%	8.1%	4.1%	3.7%	4.8%	1.8%	2.5%	3.5%	3,360	3,485	3,174

Report by Agency

(48) My supervisor listens to what I have to say.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	40.9%	39.1%	37.0%	38.0%	38.4%	39.0%	10.9%	11.4%	12.1%	6.3%	6.8%	7.3%	3.9%	4.3%	4.5%	584,389	474,257	398,731
SSA	37.3%	37.3%	34.9%	40.1%	38.8%	40.6%	11.0%	11.5%	12.2%	7.2%	8.0%	8.2%	4.4%	4.4%	4.2%	25,390	8,209	8,600
State	43.3%	43.7%	41.5%	38.4%	39.3%	40.5%	9.0%	8.9%	8.8%	6.0%	5.6%	6.1%	3.3%	2.5%	3.0%	6,924	4,114	5,060
USAID	44.4%	46.2%	42.2%	37.5%	36.6%	37.7%	8.4%	8.5%	9.5%	6.5%	5.6%	7.3%	3.2%	3.2%	3.2%	1,807	2,036	2,239
USDA	39.2%	41.0%	38.6%	40.4%	40.1%	40.7%	10.9%	10.1%	10.9%	6.0%	5.9%	6.3%	3.5%	2.9%	3.4%	42,521	48,156	22,550
USDT	45.2%	44.4%	42.7%	35.9%	36.6%	37.0%	9.3%	9.4%	9.8%	5.5%	5.7%	6.2%	4.1%	3.8%	4.3%	41,177	45,511	44,483
Small Agencies	48.8%	48.7%	46.4%	33.1%	33.4%	35.2%	8.4%	9.2%	9.3%	5.2%	5.3%	5.3%	4.5%	3.4%	3.7%	5,172	5,450	5,340
DOD	39.9%	38.9%	36.5%	38.7%	39.4%	39.9%	11.3%	11.5%	12.4%	6.4%	6.4%	7.1%	3.8%	3.8%	4.2%	177,427	68,721	56,932
USACE	43.4%	42.7%	39.0%	39.1%	39.8%	40.5%	9.9%	9.9%	11.1%	5.1%	4.9%	6.0%	2.5%	2.7%	3.4%	18,518	4,334	3,562
Air Force	39.9%	39.5%	38.3%	37.7%	38.2%	38.6%	11.3%	11.3%	12.4%	6.8%	6.9%	6.9%	4.3%	4.2%	3.8%	32,208	16,260	14,971
Army‡	37.8%	36.7%	33.4%	38.7%	39.5%	40.0%	12.0%	12.6%	13.3%	7.1%	7.2%	8.1%	4.3%	4.1%	5.1%	50,002	17,012	13,083
Navy‡	39.7%	39.1%	36.6%	40.8%	41.7%	42.5%	10.9%	11.0%	11.6%	5.6%	5.3%	5.9%	3.0%	2.9%	3.4%	41,397	13,822	10,851
Marine Corps	42.1%	39.9%	39.2%	36.4%	39.5%	36.4%	11.8%	11.3%	12.3%	5.9%	5.9%	8.5%	3.8%	3.5%	3.7%	5,135	1,773	1,175
DOD 4th Estate	42.2%	40.5%	38.0%	35.9%	36.3%	37.0%	11.1%	11.5%	12.3%	6.5%	7.0%	7.7%	4.2%	4.8%	5.1%	30,167	15,520	13,290

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

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
BBG	39.7%	36.6%	36.1%	38.1%	39.5%	36.7%	10.9%	12.4%	15.2%	5.1%	6.2%	5.8%	6.2%	5.3%	6.2%	816	1,059	884
CSOSA	52.8%	52.7%	50.1%	33.6%	34.5%	33.5%	7.6%	6.4%	10.2%	3.0%	3.0%	2.9%	3.0%	3.4%	3.3%	451	520	599
DHS	40.4%	39.1%	36.2%	40.3%	41.2%	42.1%	10.4%	10.6%	11.5%	4.8%	4.9%	5.6%	4.2%	4.2%	4.6%	72,004	45,988	45,774
DOC	52.8%	52.1%	50.8%	33.6%	35.5%	34.4%	7.2%	6.7%	8.1%	3.7%	3.1%	3.9%	2.7%	2.6%	2.8%	20,397	10,272	9,601
DOE	54.0%	50.9%	48.7%	33.0%	35.2%	35.8%	7.1%	7.4%	8.4%	3.3%	3.7%	3.8%	2.7%	2.7%	3.3%	8,529	8,465	7,932
DOI	46.8%	45.7%	42.3%	35.8%	37.1%	38.0%	9.1%	9.4%	10.0%	4.6%	4.2%	5.4%	3.6%	3.6%	4.3%	27,811	25,292	22,564
DOJ	45.1%	44.5%	43.6%	37.1%	38.3%	38.8%	9.7%	9.2%	9.6%	4.4%	4.5%	4.5%	3.7%	3.5%	3.5%	29,864	15,455	15,819
DOL	50.4%	50.9%	48.0%	32.5%	32.5%	35.0%	9.1%	8.7%	8.7%	4.1%	3.9%	4.7%	3.9%	3.9%	3.6%	7,919	8,658	11,093
DOT	50.4%	48.7%	46.3%	35.5%	37.3%	38.4%	7.7%	7.4%	8.4%	3.5%	3.8%	3.9%	3.0%	2.8%	3.0%	21,195	16,477	14,573
ED	52.2%	53.6%	50.6%	32.5%	31.3%	32.8%	8.3%	8.4%	8.6%	3.6%	3.9%	4.1%	3.4%	2.7%	4.0%	2,557	2,784	2,820
EEOC	51.6%	52.1%	50.3%	32.3%	30.8%	34.6%	7.5%	9.2%	7.2%	3.6%	4.3%	3.5%	4.9%	3.5%	4.3%	1,363	1,406	1,475
EPA	54.1%	54.0%	48.0%	33.4%	33.4%	36.6%	6.7%	6.8%	8.1%	3.3%	3.5%	4.2%	2.5%	2.3%	3.1%	7,855	9,257	9,990
FCC	61.1%	57.3%	50.5%	27.9%	29.4%	34.3%	6.2%	7.0%	8.2%	2.3%	3.4%	3.9%	2.6%	2.9%	3.1%	578	693	631
FERC	68.1%	66.6%	64.2%	23.6%	25.1%	25.9%	4.1%	4.9%	5.5%	2.2%	2.3%	2.5%	2.0%	1.1%	1.8%	1,110	1,063	1,139
FTC	66.4%	65.1%	60.7%	23.9%	26.6%	28.0%	4.9%	4.4%	4.8%	2.8%	2.1%	4.9%	1.9%	1.7%	1.6%	632	604	628

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
GSA	59.3%	58.4%	54.0%	29.8%	30.1%	32.5%	6.3%	6.4%	7.6%	2.5%	2.8%	2.9%	2.2%	2.3%	3.0%	7,048	7,395	6,912
HHS	51.1%	50.4%	47.2%	33.2%	33.2%	34.5%	8.4%	8.7%	9.7%	4.0%	4.2%	4.7%	3.4%	3.4%	4.0%	42,230	42,112	39,460
HUD	49.8%	49.9%	46.4%	33.0%	33.2%	34.8%	8.5%	8.4%	9.5%	4.2%	4.5%	4.8%	4.5%	3.9%	4.5%	4,552	4,859	5,390
NARA	52.3%	53.9%	50.8%	32.2%	31.0%	32.4%	7.6%	7.4%	8.6%	3.3%	4.5%	4.5%	4.4%	3.1%	3.6%	1,718	1,831	1,837
NASA	66.2%	64.4%	61.1%	26.1%	27.5%	29.9%	4.4%	4.6%	5.0%	1.8%	1.9%	2.3%	1.5%	1.5%	1.7%	11,436	11,657	11,028
NCUA	46.4%	49.6%	50.8%	37.0%	34.3%	35.6%	8.8%	7.6%	5.5%	4.9%	4.6%	4.1%	2.9%	4.0%	4.0%	621	650	648
NLRB	52.2%	50.4%	46.9%	34.7%	37.0%	37.9%	6.5%	6.7%	7.6%	3.1%	2.8%	4.3%	3.4%	3.1%	3.4%	841	836	857
NRC	59.6%	58.4%	56.1%	29.2%	30.1%	30.8%	5.7%	6.4%	6.0%	3.1%	2.7%	4.0%	2.4%	2.4%	3.2%	2,290	2,409	2,113
NSF	56.9%	57.4%	54.1%	29.3%	28.2%	31.4%	8.4%	6.4%	6.5%	2.8%	3.7%	4.2%	2.6%	4.3%	3.8%	930	897	842
OMB	64.3%	63.5%	58.9%	25.2%	28.3%	30.0%	4.1%	4.7%	4.4%	4.5%	2.2%	4.1%	2.0%	1.3%	2.6%	336	341	349
OPM	57.2%	55.5%	53.9%	30.9%	32.0%	33.1%	6.5%	6.4%	7.1%	3.1%	3.4%	3.0%	2.3%	2.7%	2.9%	3,025	2,870	3,139
PBGC	62.6%	58.2%	51.9%	25.9%	29.3%	33.6%	5.8%	6.7%	9.7%	2.4%	3.5%	2.3%	3.3%	2.3%	2.5%	521	591	555
RRB	46.1%	46.7%	43.0%	35.2%	37.6%	37.4%	8.8%	8.9%	11.4%	4.7%	3.9%	3.7%	5.3%	2.9%	4.5%	399	436	309
SBA	48.1%	46.2%	44.7%	33.4%	34.8%	35.4%	9.8%	7.9%	8.1%	4.8%	5.5%	6.0%	3.9%	5.5%	5.8%	1,524	1,470	1,348
SEC	61.5%	60.5%	54.0%	28.9%	28.8%	32.3%	5.1%	5.1%	7.0%	2.7%	3.6%	3.2%	1.8%	2.0%	3.5%	3,361	3,476	3,168

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	46.7%	44.7%	42.8%	37.0%	37.8%	38.5%	8.8%	9.3%	10.0%	4.1%	4.5%	4.8%	3.4%	3.7%	4.0%	584,328	472,973	397,483
SSA	44.5%	43.6%	41.9%	39.3%	39.6%	40.6%	8.9%	8.6%	9.6%	4.0%	4.9%	4.8%	3.4%	3.3%	3.2%	25,380	8,191	8,564
State	50.8%	50.6%	47.4%	34.4%	36.3%	37.2%	7.6%	6.6%	7.9%	4.1%	4.3%	4.6%	3.1%	2.2%	2.9%	6,932	4,101	5,049
USAID	49.1%	50.5%	47.1%	34.7%	34.7%	35.3%	7.2%	7.6%	8.3%	5.3%	4.4%	5.7%	3.7%	2.8%	3.6%	1,805	2,030	2,233
USDA	45.2%	46.8%	44.7%	38.8%	38.3%	38.8%	9.0%	8.3%	9.0%	3.8%	3.9%	4.3%	3.2%	2.6%	3.1%	42,514	48,043	22,464
USDT	50.8%	49.9%	48.5%	34.4%	35.2%	35.3%	7.5%	7.7%	8.2%	3.7%	3.9%	4.1%	3.6%	3.3%	3.9%	41,221	45,360	44,316
Small Agencies	54.2%	54.4%	51.0%	30.1%	30.7%	34.1%	7.6%	7.3%	7.4%	4.2%	4.0%	3.8%	3.9%	3.5%	3.6%	5,171	5,442	5,323
DOD	45.5%	44.4%	42.1%	38.1%	38.6%	39.2%	9.0%	9.4%	10.2%	4.1%	4.3%	4.6%	3.3%	3.3%	3.9%	177,392	68,553	56,802
USACE	50.0%	49.0%	45.4%	36.8%	38.2%	39.2%	7.7%	7.3%	8.7%	3.3%	3.0%	3.7%	2.3%	2.5%	3.0%	18,515	4,328	3,555
Air Force	45.4%	44.5%	43.4%	37.5%	37.7%	38.4%	9.2%	9.6%	10.0%	4.4%	4.6%	4.7%	3.7%	3.7%	3.5%	32,199	16,226	14,946
Army‡	43.4%	41.7%	39.0%	38.6%	39.8%	39.9%	9.7%	10.2%	11.1%	4.5%	4.7%	5.3%	3.7%	3.7%	4.6%	50,007	16,958	13,059
Navy‡	45.8%	45.3%	43.0%	39.7%	39.9%	40.6%	8.4%	8.8%	9.3%	3.6%	3.4%	4.0%	2.6%	2.6%	3.1%	41,374	13,782	10,818
Marine Corps	47.4%	45.2%	44.0%	35.5%	37.5%	37.7%	9.6%	9.7%	9.2%	4.3%	4.4%	4.4%	3.2%	3.2%	4.7%	5,132	1,771	1,169
DOD 4th Estate	47.5%	45.9%	43.2%	35.6%	35.5%	36.6%	9.0%	9.3%	10.8%	4.1%	5.2%	4.9%	3.8%	4.0%	4.5%	30,165	15,488	13,255

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

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
BBG	32.4%	27.0%	26.5%	44.3%	39.0%	38.7%	10.0%	14.6%	13.5%	6.2%	11.4%	12.7%	7.1%	8.1%	8.7%	815	1,058	884
CSOSA	44.3%	43.4%	41.6%	40.9%	39.7%	40.8%	7.1%	7.6%	8.8%	4.1%	6.0%	5.7%	3.5%	3.3%	3.1%	451	520	606
DHS	33.6%	32.3%	29.5%	42.6%	44.2%	44.9%	11.0%	10.7%	11.2%	8.1%	8.3%	9.2%	4.6%	4.4%	5.2%	72,040	46,003	45,764
DOC	48.5%	47.2%	46.0%	41.3%	43.0%	42.0%	5.7%	5.2%	6.2%	3.2%	3.1%	4.1%	1.2%	1.6%	1.7%	20,396	10,260	9,596
DOE	49.9%	47.7%	44.5%	40.6%	42.1%	44.4%	4.7%	4.9%	5.4%	3.2%	3.5%	3.9%	1.6%	1.8%	1.8%	8,530	8,479	7,946
DOI	39.5%	38.0%	35.0%	43.0%	43.6%	45.2%	8.1%	8.7%	8.6%	6.2%	6.6%	7.5%	3.2%	3.1%	3.6%	27,837	25,296	22,542
DOJ	38.1%	37.4%	35.4%	41.3%	41.9%	40.4%	9.6%	9.4%	10.6%	7.2%	7.5%	8.8%	3.8%	3.8%	4.8%	29,863	15,444	15,811
DOL	45.7%	46.6%	42.0%	41.8%	41.1%	44.3%	5.6%	6.3%	6.9%	4.5%	4.0%	4.4%	2.4%	2.0%	2.5%	7,921	8,651	11,126
DOT	43.2%	41.6%	39.0%	42.1%	43.8%	44.5%	7.5%	7.4%	7.7%	4.7%	4.9%	6.0%	2.4%	2.3%	2.9%	21,197	16,487	14,599
ED	48.0%	49.1%	45.1%	41.6%	40.6%	41.3%	5.1%	5.7%	6.4%	3.4%	3.1%	5.0%	2.0%	1.4%	2.3%	2,558	2,780	2,819
EEOC	45.1%	41.6%	42.8%	40.2%	37.0%	42.3%	7.4%	10.5%	6.3%	5.0%	8.0%	5.0%	2.3%	2.9%	3.6%	1,361	1,406	1,480
EPA	47.7%	47.8%	41.7%	43.3%	43.9%	47.6%	5.2%	4.6%	5.8%	2.5%	2.6%	3.4%	1.3%	1.1%	1.5%	7,862	9,256	9,999
FCC	47.6%	43.9%	38.3%	37.5%	39.1%	38.9%	8.6%	7.3%	10.9%	4.4%	7.5%	8.1%	1.9%	2.2%	3.8%	578	695	633
FERC	58.7%	55.5%	54.8%	34.1%	35.1%	35.2%	3.5%	5.6%	6.3%	2.1%	3.1%	2.7%	1.6%	0.8%	0.9%	1,109	1,060	1,136
FTC	64.8%	63.0%	54.5%	29.9%	30.8%	35.9%	2.8%	3.1%	5.1%	1.3%	1.8%	3.1%	1.3%	1.3%	1.4%	630	604	628

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
GSA	54.4%	53.3%	48.6%	35.3%	34.6%	36.5%	5.3%	6.4%	7.2%	3.5%	3.8%	5.2%	1.5%	1.8%	2.5%	7,051	7,395	6,915
HHS	42.9%	41.8%	38.7%	39.4%	40.0%	41.7%	9.2%	9.1%	9.8%	5.9%	6.4%	6.6%	2.7%	2.7%	3.2%	42,245	42,111	39,427
HUD	42.1%	42.6%	38.2%	38.2%	39.1%	40.0%	9.0%	8.4%	9.8%	6.7%	6.5%	7.8%	4.0%	3.4%	4.2%	4,554	4,856	5,387
NARA	50.2%	51.7%	48.5%	40.6%	38.9%	40.7%	5.1%	5.1%	5.5%	2.5%	2.1%	3.1%	1.5%	2.2%	2.3%	1,718	1,833	1,841
NASA	61.7%	60.1%	55.5%	31.5%	33.2%	35.7%	3.9%	3.8%	4.7%	2.0%	2.1%	3.1%	0.8%	0.8%	1.0%	11,435	11,656	11,044
NCUA	44.5%	47.2%	47.3%	46.8%	45.1%	43.6%	4.0%	4.4%	5.0%	3.0%	2.0%	2.9%	1.8%	1.3%	1.3%	620	651	648
NLRB	38.3%	38.2%	34.4%	42.1%	42.3%	43.1%	9.5%	10.7%	11.6%	7.1%	5.9%	7.3%	3.0%	2.9%	3.6%	841	836	859
NRC	55.4%	54.1%	51.7%	38.4%	39.3%	40.5%	3.3%	3.6%	4.0%	1.8%	2.0%	2.6%	1.0%	1.0%	1.2%	2,289	2,413	2,116
NSF	55.1%	55.1%	53.2%	38.8%	36.8%	37.2%	2.8%	3.3%	4.5%	1.7%	2.6%	3.1%	1.6%	2.1%	2.0%	929	899	843
OMB	52.2%	45.0%	48.5%	31.3%	35.5%	31.0%	6.8%	8.2%	8.3%	7.8%	9.5%	8.8%	1.9%	1.8%	3.5%	336	340	350
OPM	54.0%	53.5%	51.2%	37.7%	39.6%	41.9%	4.1%	3.6%	3.5%	2.4%	2.0%	1.9%	1.9%	1.3%	1.6%	3,024	2,863	3,141
PBGC	54.6%	53.0%	46.1%	35.1%	36.8%	40.4%	5.6%	5.3%	8.1%	2.3%	3.5%	4.1%	2.4%	1.4%	1.2%	519	594	554
RRB	38.7%	39.3%	38.3%	41.0%	41.8%	43.1%	8.5%	10.5%	6.7%	7.0%	5.4%	7.4%	4.7%	3.0%	4.4%	398	436	313
SBA	44.3%	41.6%	42.2%	40.2%	42.2%	42.4%	7.5%	6.5%	6.9%	4.6%	5.4%	5.9%	3.4%	4.3%	2.5%	1,523	1,481	1,346
SEC	56.0%	53.2%	44.5%	35.8%	39.0%	43.2%	4.2%	3.8%	5.9%	2.9%	2.7%	4.1%	1.1%	1.4%	2.3%	3,363	3,480	3,162

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.7%	37.2%	34.9%	41.6%	42.1%	42.7%	8.8%	9.3%	10.0%	6.5%	7.6%	8.2%	3.4%	3.7%	4.1%	584,446	472,997	397,581
SSA	39.8%	39.4%	37.4%	48.7%	48.6%	48.9%	6.1%	6.1%	6.6%	3.4%	4.0%	4.9%	2.0%	2.0%	2.2%	25,390	8,188	8,566
State	41.2%	40.9%	37.6%	40.4%	41.0%	42.9%	8.2%	8.8%	8.8%	7.5%	6.7%	7.5%	2.7%	2.5%	3.1%	6,936	4,094	5,052
USAID	37.0%	38.8%	34.9%	40.2%	39.2%	40.5%	9.9%	9.4%	10.0%	9.7%	9.3%	9.9%	3.1%	3.4%	4.7%	1,807	2,028	2,232
USDA	40.1%	41.5%	39.0%	46.7%	46.6%	47.4%	6.7%	6.2%	6.7%	4.3%	4.0%	4.7%	2.1%	1.7%	2.1%	42,521	48,066	22,495
USDT	44.5%	44.0%	42.2%	38.5%	39.5%	40.7%	8.5%	8.3%	8.5%	5.6%	5.4%	5.8%	2.9%	2.7%	2.8%	41,203	45,334	44,323
Small Agencies	46.3%	46.3%	43.1%	36.9%	38.3%	40.0%	7.9%	7.1%	7.4%	5.8%	5.9%	6.3%	3.0%	2.4%	3.3%	5,173	5,432	5,323
DOD	37.7%	35.5%	32.5%	41.2%	41.2%	41.5%	9.6%	10.1%	11.3%	7.6%	9.1%	9.9%	3.9%	4.1%	4.9%	177,423	68,557	56,803
USACE	43.3%	40.5%	36.7%	42.4%	41.6%	43.4%	7.2%	8.1%	8.7%	5.0%	6.9%	7.6%	2.0%	2.8%	3.6%	18,526	4,323	3,556
Air Force	38.4%	36.8%	34.6%	40.4%	40.1%	40.5%	9.2%	9.6%	10.3%	7.9%	9.1%	9.7%	4.2%	4.4%	5.0%	32,206	16,219	14,947
Army‡	36.9%	33.3%	29.6%	41.9%	41.5%	41.6%	9.5%	9.9%	11.2%	7.7%	10.4%	11.6%	4.1%	4.8%	6.1%	50,014	16,980	13,054
Navy‡	35.1%	34.4%	31.7%	41.9%	42.5%	42.6%	11.0%	11.3%	12.4%	8.3%	8.3%	9.2%	3.6%	3.4%	4.1%	41,387	13,781	10,814
Marine Corps	36.6%	34.6%	32.6%	37.0%	40.2%	38.1%	12.2%	10.4%	15.1%	9.3%	10.2%	9.2%	4.9%	4.6%	5.1%	5,134	1,771	1,170
DOD 4th Estate	41.6%	38.0%	35.0%	39.8%	39.9%	40.6%	8.2%	9.2%	10.9%	6.5%	8.9%	9.0%	3.8%	4.1%	4.4%	30,156	15,483	13,262

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

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
BBG	32.8%	30.1%	28.1%	30.2%	31.8%	28.8%	17.7%	18.8%	19.5%	7.7%	8.4%	10.6%	11.7%	11.0%	12.9%	814	1,063	881
CSOSA	42.1%	40.9%	38.8%	29.7%	29.3%	27.0%	15.0%	16.1%	17.4%	7.4%	7.4%	9.1%	5.8%	6.2%	7.7%	450	521	600
DHS	33.8%	32.6%	29.4%	32.7%	33.4%	33.0%	16.7%	17.0%	17.7%	8.6%	8.8%	10.4%	8.2%	8.3%	9.4%	72,035	46,026	45,823
DOC	45.4%	44.7%	42.7%	30.8%	31.8%	31.5%	12.5%	13.0%	13.4%	6.2%	5.9%	6.7%	5.0%	4.6%	5.7%	20,376	10,274	9,607
DOE	45.8%	44.4%	40.5%	30.6%	30.7%	32.3%	12.3%	12.7%	13.0%	6.3%	6.5%	7.7%	5.0%	5.7%	6.4%	8,523	8,489	7,949
DOI	39.4%	38.0%	35.1%	31.1%	31.9%	31.3%	14.5%	15.4%	16.1%	7.9%	7.8%	9.0%	7.1%	6.9%	8.5%	27,825	25,318	22,574
DOJ	38.4%	37.7%	37.2%	30.9%	32.0%	31.3%	15.3%	15.2%	15.4%	7.7%	7.7%	8.6%	7.7%	7.3%	7.5%	29,868	15,454	15,837
DOL	43.7%	43.7%	40.6%	28.1%	29.2%	30.3%	13.3%	12.9%	14.0%	7.0%	6.7%	7.7%	7.7%	7.5%	7.3%	7,915	8,668	11,125
DOT	42.4%	40.5%	37.7%	31.3%	33.1%	32.6%	13.4%	13.1%	14.9%	6.6%	7.1%	8.1%	6.2%	6.1%	6.8%	21,201	16,497	14,582
ED	43.8%	46.6%	42.2%	28.6%	27.4%	28.0%	14.8%	13.4%	14.6%	6.7%	7.1%	7.6%	6.0%	5.6%	7.6%	2,557	2,785	2,831
EEOC	43.5%	44.7%	43.1%	27.0%	26.8%	29.2%	14.5%	13.6%	13.0%	6.5%	6.9%	6.8%	8.6%	8.0%	7.9%	1,358	1,412	1,477
EPA	44.5%	44.5%	38.5%	31.4%	31.7%	33.2%	12.8%	12.8%	14.6%	6.5%	6.4%	7.5%	4.8%	4.7%	6.3%	7,863	9,258	10,010
FCC	51.2%	48.5%	42.7%	27.9%	27.9%	29.0%	10.5%	11.3%	15.5%	5.5%	6.6%	6.3%	4.9%	5.7%	6.6%	577	694	633
FERC	57.7%	58.1%	54.7%	26.1%	26.6%	25.8%	9.4%	8.3%	11.1%	3.1%	3.9%	4.1%	3.6%	3.1%	4.3%	1,110	1,062	1,139
FTC	58.1%	58.7%	51.8%	26.4%	26.2%	28.0%	6.7%	7.2%	8.6%	4.7%	5.5%	6.9%	4.1%	2.4%	4.8%	630	603	628

Report by Agency

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
GSA	52.1%	51.6%	47.5%	28.6%	28.1%	28.7%	10.5%	10.6%	12.4%	4.8%	5.5%	5.7%	4.0%	4.2%	5.6%	7,045	7,396	6,912
HHS	44.1%	43.6%	40.1%	29.7%	29.6%	30.1%	13.6%	13.8%	14.9%	6.5%	6.7%	7.6%	6.1%	6.4%	7.3%	42,222	42,110	39,495
HUD	43.2%	42.5%	38.5%	28.5%	29.9%	29.4%	13.3%	13.4%	16.1%	6.9%	6.7%	8.2%	8.1%	7.5%	7.9%	4,550	4,864	5,397
NARA	43.9%	45.4%	44.0%	29.7%	28.1%	27.1%	13.4%	13.1%	12.8%	6.6%	6.8%	8.5%	6.5%	6.5%	7.6%	1,716	1,834	1,843
NASA	57.2%	55.6%	51.7%	27.2%	28.4%	29.9%	8.6%	8.7%	10.2%	4.1%	4.2%	4.6%	3.0%	3.1%	3.6%	11,424	11,653	11,042
NCUA	40.5%	41.9%	42.1%	32.1%	30.7%	30.9%	13.3%	12.9%	13.6%	8.2%	7.5%	6.6%	5.9%	7.0%	6.9%	621	653	646
NLRB	43.4%	41.9%	38.6%	32.9%	32.7%	34.4%	12.3%	14.5%	13.6%	5.3%	5.8%	7.9%	6.0%	5.2%	5.4%	841	837	860
NRC	49.3%	47.3%	46.7%	30.2%	30.1%	28.5%	10.0%	11.8%	11.9%	5.5%	6.2%	7.3%	5.0%	4.6%	5.6%	2,289	2,415	2,124
NSF	46.4%	48.1%	43.8%	29.0%	26.6%	28.0%	12.4%	11.5%	14.9%	6.7%	7.6%	6.4%	5.4%	6.2%	7.0%	931	894	839
OMB	58.5%	56.1%	51.3%	24.5%	30.2%	29.9%	9.1%	8.1%	9.0%	4.8%	4.1%	5.1%	3.2%	1.5%	4.6%	335	341	350
OPM	49.4%	48.8%	47.1%	28.6%	29.3%	28.9%	11.6%	11.3%	12.8%	5.4%	5.4%	5.5%	5.0%	5.2%	5.6%	3,026	2,869	3,146
PBGC	52.8%	48.9%	45.7%	27.4%	28.2%	29.1%	10.8%	12.1%	13.3%	3.6%	5.8%	6.4%	5.3%	5.1%	5.5%	520	593	556
RRB	39.2%	38.4%	36.0%	27.1%	32.5%	31.8%	15.0%	14.2%	14.3%	8.9%	8.2%	11.5%	9.7%	6.7%	6.4%	398	437	312
SBA	42.8%	39.2%	38.5%	27.2%	29.4%	28.3%	13.9%	13.7%	14.0%	7.4%	7.7%	8.8%	8.7%	10.1%	10.4%	1,520	1,482	1,348
SEC	53.6%	51.6%	44.9%	29.0%	29.2%	31.9%	9.0%	9.8%	11.8%	4.8%	5.2%	5.6%	3.6%	4.1%	5.8%	3,359	3,480	3,164

Report by Agency

(51) I have trust and confidence in my supervisor.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	39.4%	37.7%	35.7%	31.5%	31.6%	31.7%	14.8%	15.3%	16.0%	7.4%	8.0%	8.5%	6.9%	7.4%	8.1%	584,288	473,365	398,003
SSA	35.4%	35.1%	33.2%	31.4%	30.6%	31.7%	16.8%	17.1%	17.8%	8.8%	9.4%	9.4%	7.6%	7.8%	7.9%	25,383	8,207	8,597
State	41.5%	41.8%	39.2%	31.8%	33.6%	33.6%	13.6%	13.8%	13.2%	7.2%	6.0%	7.6%	6.0%	4.8%	6.5%	6,928	4,108	5,053
USAID	39.0%	41.2%	37.1%	30.9%	31.5%	33.1%	15.2%	14.0%	14.7%	7.9%	6.9%	8.0%	7.0%	6.4%	7.1%	1,807	2,036	2,238
USDA	37.9%	39.8%	37.3%	32.8%	33.0%	33.0%	15.3%	14.6%	15.6%	7.6%	7.1%	7.5%	6.4%	5.6%	6.5%	42,509	48,074	22,524
USDT	43.8%	43.1%	41.4%	29.9%	30.6%	30.4%	13.6%	13.7%	14.1%	6.3%	6.5%	7.3%	6.3%	6.2%	6.8%	41,199	45,405	44,401
Small Agencies	45.5%	45.8%	43.1%	28.5%	28.2%	29.3%	12.3%	13.2%	14.1%	6.8%	6.6%	6.9%	6.9%	6.2%	6.6%	5,164	5,441	5,331
DOD	38.3%	37.3%	35.0%	32.1%	32.5%	32.8%	15.1%	15.4%	16.0%	7.6%	7.9%	8.2%	6.9%	7.0%	8.1%	177,399	68,589	56,829
USACE	42.7%	41.8%	37.3%	32.4%	32.8%	33.7%	13.5%	13.9%	14.5%	6.5%	6.6%	7.5%	4.9%	4.9%	7.0%	18,516	4,329	3,553
Air Force	38.5%	38.1%	37.0%	31.3%	30.9%	32.0%	14.7%	15.5%	15.4%	7.7%	8.2%	7.9%	7.7%	7.4%	7.8%	32,193	16,234	14,940
Army‡	36.3%	35.0%	32.1%	31.6%	32.3%	31.7%	16.1%	16.0%	17.1%	8.3%	8.8%	9.6%	7.8%	8.0%	9.5%	50,012	16,962	13,060
Navy‡	37.9%	37.4%	34.9%	34.5%	35.2%	35.4%	15.0%	15.0%	15.9%	7.0%	6.7%	7.3%	5.6%	5.7%	6.4%	41,384	13,788	10,834
Marine Corps	40.4%	38.6%	38.3%	31.0%	32.7%	29.0%	14.3%	15.1%	15.5%	7.4%	6.4%	6.8%	7.0%	7.4%	10.4%	5,133	1,770	1,173
DOD 4th Estate	40.5%	38.5%	36.2%	30.0%	29.6%	31.4%	14.6%	15.5%	15.4%	7.5%	8.8%	8.1%	7.4%	7.6%	8.9%	30,161	15,506	13,269

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

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
BBG	37.6%	34.3%	32.9%	27.7%	30.2%	27.8%	16.3%	19.7%	20.2%	10.0%	8.4%	10.4%	8.5%	7.4%	8.8%	815	1,061	885
CSOSA	44.2%	43.3%	42.6%	27.9%	30.4%	27.2%	19.3%	18.4%	21.2%	4.8%	3.8%	5.1%	3.9%	4.1%	3.9%	451	520	603
DHS	39.0%	37.9%	35.0%	30.3%	31.0%	30.5%	18.4%	18.6%	20.3%	6.7%	6.9%	7.6%	5.6%	5.6%	6.6%	71,993	46,061	45,867
DOC	49.6%	49.6%	48.4%	28.7%	29.2%	28.6%	13.5%	13.8%	14.1%	4.9%	4.4%	5.3%	3.2%	3.1%	3.7%	20,378	10,281	9,602
DOE	48.9%	47.6%	44.8%	29.1%	29.8%	30.0%	14.3%	13.8%	15.4%	4.3%	5.2%	5.6%	3.4%	3.7%	4.2%	8,516	8,492	7,951
DOI	42.3%	40.7%	37.7%	29.8%	31.2%	31.1%	16.7%	16.9%	18.2%	6.4%	6.5%	7.2%	4.8%	4.6%	5.8%	27,778	25,330	22,601
DOJ	43.3%	42.4%	42.0%	28.8%	30.1%	29.4%	16.6%	15.9%	17.1%	6.3%	6.2%	6.3%	5.0%	5.3%	5.2%	29,825	15,472	15,835
DOL	47.9%	48.3%	45.6%	27.1%	27.7%	29.1%	14.3%	14.1%	15.4%	5.7%	5.2%	5.4%	5.0%	4.7%	4.5%	7,909	8,664	11,132
DOT	46.2%	44.6%	42.1%	29.3%	30.9%	30.7%	14.9%	15.0%	16.4%	5.3%	5.3%	6.1%	4.4%	4.2%	4.7%	21,170	16,513	14,615
ED	47.5%	49.7%	45.1%	29.1%	27.5%	28.8%	15.3%	14.8%	15.4%	4.0%	4.5%	6.1%	4.0%	3.4%	4.5%	2,558	2,784	2,823
EEOC	47.7%	49.2%	47.6%	26.1%	25.4%	27.5%	15.7%	15.3%	14.3%	5.4%	4.9%	5.8%	5.1%	5.2%	4.8%	1,357	1,411	1,480
EPA	48.4%	49.2%	43.6%	30.8%	30.5%	31.5%	13.4%	12.8%	15.7%	4.5%	4.4%	5.2%	2.9%	3.1%	4.0%	7,847	9,269	10,005
FCC	59.3%	55.8%	50.5%	23.0%	22.6%	27.1%	11.0%	14.8%	14.0%	3.5%	3.7%	4.9%	3.3%	3.2%	3.5%	574	693	635
FERC	58.4%	61.1%	55.8%	26.5%	25.3%	27.3%	10.5%	8.8%	11.3%	2.1%	3.0%	3.4%	2.6%	1.8%	2.3%	1,103	1,061	1,137
FTC	62.1%	61.8%	58.4%	23.2%	24.6%	23.5%	8.4%	9.6%	11.2%	3.8%	2.3%	4.0%	2.5%	1.7%	2.9%	629	604	628

Report by Agency

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
GSA	56.2%	55.3%	51.5%	27.0%	26.9%	28.2%	11.1%	11.3%	12.5%	3.0%	4.0%	4.3%	2.6%	2.5%	3.6%	7,045	7,401	6,926
HHS	47.6%	47.7%	44.5%	28.6%	28.1%	28.6%	14.6%	14.7%	16.3%	5.3%	5.2%	5.9%	3.8%	4.3%	4.8%	42,203	42,158	39,516
HUD	48.3%	48.8%	44.5%	27.0%	27.2%	27.8%	14.0%	14.1%	16.3%	5.4%	5.1%	6.0%	5.3%	4.7%	5.4%	4,548	4,877	5,403
NARA	50.6%	49.7%	49.4%	26.6%	26.7%	24.8%	13.6%	15.2%	14.6%	5.1%	4.9%	6.1%	4.1%	3.6%	5.0%	1,713	1,831	1,844
NASA	59.8%	59.3%	56.3%	25.9%	26.6%	27.4%	9.7%	9.5%	11.0%	2.7%	2.8%	3.1%	1.9%	1.7%	2.2%	11,432	11,668	11,054
NCUA	42.7%	45.6%	47.1%	32.1%	28.6%	30.2%	15.7%	15.9%	14.4%	6.0%	5.5%	5.4%	3.5%	4.3%	3.0%	619	655	646
NLRB	51.9%	47.7%	45.7%	27.4%	31.0%	31.4%	11.5%	13.8%	13.7%	5.2%	4.1%	5.7%	3.9%	3.3%	3.5%	836	837	854
NRC	53.1%	52.1%	49.4%	28.8%	27.8%	27.8%	11.1%	13.4%	14.4%	3.7%	3.8%	5.0%	3.3%	2.9%	3.3%	2,291	2,417	2,126
NSF	54.0%	56.0%	53.8%	26.9%	24.9%	24.6%	12.0%	10.4%	13.5%	4.0%	4.6%	3.3%	3.1%	4.0%	4.8%	929	896	842
OMB	53.1%	55.6%	47.7%	29.4%	30.3%	32.2%	12.5%	10.9%	13.5%	3.6%	1.6%	4.5%	1.3%	1.6%	2.1%	335	341	350
OPM	54.4%	54.0%	52.7%	26.8%	26.3%	27.1%	12.0%	12.3%	12.9%	3.4%	4.0%	4.1%	3.3%	3.5%	3.2%	3,019	2,861	3,147
PBGC	57.3%	54.5%	51.5%	24.9%	27.1%	25.6%	12.5%	12.9%	15.6%	2.6%	2.9%	3.2%	2.7%	2.5%	4.1%	519	594	556
RRB	42.4%	45.9%	41.5%	26.1%	28.9%	28.3%	18.2%	16.0%	18.0%	7.4%	4.6%	7.6%	5.9%	4.5%	4.6%	399	438	314
SBA	45.8%	44.0%	43.2%	27.3%	27.6%	26.6%	15.5%	14.8%	16.1%	6.2%	6.5%	6.1%	5.1%	7.2%	8.0%	1,520	1,484	1,348
SEC	59.4%	57.3%	52.3%	25.3%	25.9%	27.7%	9.8%	10.4%	11.9%	3.2%	3.6%	4.5%	2.4%	2.7%	3.6%	3,360	3,484	3,161

Report by Agency

(52) Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	43.4%	42.2%	40.5%	29.8%	29.8%	29.9%	16.3%	16.8%	17.4%	6.0%	6.3%	6.7%	4.6%	5.1%	5.4%	583,956	473,735	398,213
SSA	39.9%	39.9%	37.9%	31.2%	30.2%	32.2%	18.3%	18.9%	19.2%	6.1%	6.5%	6.5%	4.6%	4.5%	4.2%	25,390	8,201	8,602
State	42.9%	43.4%	41.3%	30.9%	32.2%	30.7%	16.2%	15.5%	17.9%	5.8%	5.7%	6.3%	4.1%	3.2%	3.8%	6,930	4,102	5,052
USAID	40.5%	43.1%	39.3%	31.9%	31.6%	32.6%	16.6%	15.4%	17.0%	6.1%	5.5%	6.3%	4.8%	4.4%	4.8%	1,808	2,039	2,240
USDA	41.7%	43.5%	41.4%	31.2%	31.2%	32.0%	16.8%	16.1%	16.4%	5.9%	5.5%	5.7%	4.3%	3.7%	4.5%	42,526	48,113	22,522
USDT	50.3%	49.7%	48.0%	27.7%	28.3%	28.7%	13.5%	13.3%	13.9%	4.4%	4.6%	5.0%	4.1%	4.0%	4.5%	41,135	45,430	44,399
Small Agencies	49.0%	49.9%	47.1%	27.4%	27.2%	29.0%	13.6%	14.0%	14.5%	5.4%	4.9%	5.0%	4.6%	4.0%	4.4%	5,167	5,450	5,328
DOD	41.8%	41.3%	39.5%	30.4%	30.6%	30.8%	16.8%	17.1%	17.4%	6.4%	6.2%	6.9%	4.7%	4.8%	5.3%	177,329	68,643	56,883
USACE	45.2%	44.5%	41.2%	31.2%	32.1%	32.2%	15.1%	15.3%	16.1%	5.3%	4.8%	5.9%	3.2%	3.3%	4.6%	18,525	4,329	3,554
Air Force	42.1%	41.9%	42.1%	29.8%	29.5%	29.5%	16.2%	16.6%	16.5%	6.8%	6.8%	6.6%	5.2%	5.2%	5.3%	32,178	16,244	14,962
Army‡	39.5%	38.4%	35.9%	30.4%	31.3%	30.6%	17.7%	18.2%	19.3%	7.0%	6.5%	7.9%	5.3%	5.6%	6.3%	49,992	17,004	13,075
Navy‡	41.8%	42.3%	39.9%	31.7%	31.9%	32.4%	17.1%	16.6%	17.0%	5.8%	5.5%	6.5%	3.6%	3.7%	4.1%	41,385	13,791	10,844
Marine Corps	44.3%	42.2%	41.5%	29.1%	29.8%	29.9%	15.6%	17.8%	15.8%	6.2%	6.2%	7.2%	4.8%	4.0%	5.7%	5,125	1,775	1,174
DOD 4th Estate	43.8%	43.0%	41.0%	28.8%	27.8%	29.4%	16.2%	17.0%	16.8%	6.0%	6.8%	6.8%	5.1%	5.4%	6.0%	30,124	15,500	13,274

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

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
BBG	10.9%	9.4%	10.1%	31.2%	26.8%	23.3%	19.3%	23.3%	23.3%	15.9%	17.6%	19.9%	22.8%	22.8%	23.5%	790	1,031	861	22	31	20
CSOSA	13.2%	12.3%	10.5%	33.2%	31.8%	32.3%	26.1%	25.5%	25.3%	16.1%	17.8%	18.5%	11.4%	12.6%	13.4%	437	499	590	12	11	11
DHS	10.2%	9.6%	7.6%	24.3%	23.6%	20.3%	22.2%	22.1%	20.1%	19.8%	20.5%	23.0%	23.5%	24.2%	29.1%	70,242	44,882	45,051	1,321	941	641
DOC	13.2%	12.2%	12.2%	33.5%	31.7%	30.7%	26.3%	27.1%	25.1%	16.1%	17.7%	18.7%	10.9%	11.3%	13.3%	19,606	9,904	9,337	701	328	239
DOE	13.8%	13.2%	11.5%	33.1%	31.8%	30.9%	23.9%	24.1%	23.3%	17.3%	18.0%	18.9%	12.0%	12.9%	15.4%	8,360	8,291	7,834	132	172	109
DOI	9.5%	9.2%	8.5%	26.3%	28.6%	26.6%	25.6%	26.9%	26.4%	21.2%	20.4%	21.3%	17.4%	14.9%	17.2%	26,951	24,518	21,986	733	722	505
DOJ	13.0%	14.9%	14.5%	30.0%	31.8%	32.5%	24.7%	23.9%	23.5%	17.6%	16.3%	17.0%	14.7%	13.1%	12.4%	28,928	14,936	15,431	637	370	263
DOL	14.5%	15.7%	15.6%	29.6%	31.7%	32.1%	24.2%	23.9%	23.2%	16.6%	15.6%	16.4%	15.1%	13.1%	12.8%	7,612	8,341	10,869	269	296	245
DOT	12.5%	11.9%	10.8%	30.8%	29.5%	29.4%	25.5%	26.4%	23.9%	17.5%	18.8%	20.3%	13.6%	13.5%	15.6%	20,560	16,025	14,292	524	418	259
ED	8.1%	13.2%	13.5%	22.8%	26.6%	30.9%	22.5%	23.7%	22.1%	20.5%	17.4%	17.3%	26.1%	19.0%	16.3%	2,498	2,705	2,778	52	76	49
EEOC	18.3%	19.1%	16.5%	30.5%	30.1%	32.1%	22.3%	21.4%	20.5%	16.2%	15.5%	17.5%	12.7%	13.8%	13.3%	1,321	1,379	1,437	34	33	29
EPA	8.4%	10.9%	8.8%	23.3%	27.8%	29.6%	21.8%	23.1%	25.0%	20.1%	18.1%	21.4%	26.4%	20.1%	15.2%	7,647	9,041	9,798	162	191	185
FCC	16.9%	14.4%	14.5%	30.1%	31.9%	29.2%	25.6%	26.4%	22.9%	14.7%	14.6%	16.9%	12.8%	12.7%	16.5%	564	678	616	10	13	18
FERC	32.1%	27.8%	23.1%	39.2%	39.6%	38.7%	17.0%	17.7%	19.5%	6.7%	9.0%	10.9%	5.0%	6.0%	7.8%	1,089	1,050	1,117	17	12	22
FTC	27.9%	24.2%	36.1%	39.3%	39.4%	35.6%	19.0%	21.0%	16.3%	9.2%	11.0%	8.2%	4.6%	4.5%	3.8%	595	579	618	34	22	8

Report by Agency

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
GSA	20.1%	19.5%	16.6%	35.7%	37.0%	33.3%	23.0%	21.3%	22.8%	12.2%	13.0%	15.0%	9.1%	9.2%	12.2%	6,905	7,252	6,814	120	135	95
HHS	17.4%	17.2%	15.3%	36.5%	35.9%	34.3%	23.6%	23.8%	23.4%	13.3%	13.5%	15.4%	9.2%	9.7%	11.6%	40,991	40,770	38,469	1,035	1,183	875
HUD	12.7%	14.3%	13.5%	26.6%	29.1%	28.7%	25.4%	26.3%	25.1%	17.9%	16.5%	17.9%	17.3%	13.9%	14.7%	4,417	4,718	5,316	113	143	89
NARA	10.6%	14.5%	12.8%	25.3%	27.0%	26.4%	23.9%	23.5%	23.2%	21.2%	19.8%	20.3%	19.0%	15.2%	17.2%	1,666	1,782	1,801	35	47	35
NASA	24.3%	23.7%	22.3%	38.8%	39.8%	38.7%	21.2%	20.5%	20.9%	10.4%	10.8%	11.8%	5.3%	5.3%	6.3%	11,200	11,425	10,884	204	199	136
NCUA	9.5%	13.0%	14.6%	32.3%	32.1%	39.6%	24.6%	21.1%	19.5%	20.7%	20.5%	16.7%	12.9%	13.2%	9.6%	602	634	638	11	15	8
NLRB	12.5%	18.4%	11.7%	16.6%	30.4%	28.6%	18.9%	19.8%	21.3%	18.2%	17.5%	19.6%	33.8%	14.0%	18.8%	813	805	843	20	24	13
NRC	16.9%	15.7%	16.0%	38.7%	36.6%	36.3%	21.9%	23.8%	22.2%	13.1%	14.1%	14.9%	9.4%	9.8%	10.5%	2,243	2,374	2,086	43	39	33
NSF	18.9%	19.4%	19.0%	35.7%	35.0%	30.2%	21.8%	20.2%	23.0%	14.1%	15.9%	17.6%	9.5%	9.5%	10.3%	908	890	834	17	9	8
OMB	10.1%	11.4%	18.9%	23.8%	26.8%	43.3%	25.0%	26.9%	18.5%	25.5%	22.6%	15.6%	15.5%	12.3%	3.8%	333	328	345	4	12	6
OPM	14.0%	14.5%	14.2%	28.9%	30.3%	30.9%	25.9%	24.9%	24.8%	16.9%	16.5%	16.8%	14.3%	13.8%	13.3%	2,908	2,750	3,043	105	103	92
PBGC	21.8%	17.9%	13.7%	38.9%	34.8%	35.2%	20.8%	25.0%	23.7%	12.4%	15.9%	14.5%	6.0%	6.4%	13.0%	505	574	544	13	18	9
RRB	13.2%	16.0%	12.5%	32.8%	32.1%	33.0%	24.8%	27.2%	30.9%	13.7%	14.7%	13.6%	15.6%	10.0%	10.0%	379	411	295	17	23	17
SBA	17.3%	13.8%	11.9%	31.7%	30.4%	25.3%	22.4%	23.6%	20.7%	14.8%	15.7%	21.5%	13.9%	16.5%	20.6%	1,481	1,447	1,306	37	34	34
SEC	21.2%	21.1%	17.0%	36.7%	36.2%	34.5%	20.7%	21.2%	20.9%	12.6%	12.7%	15.6%	8.8%	8.8%	12.1%	3,287	3,384	3,086	71	92	69

Report by Agency

(53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	13.0%	12.7%	11.5%	30.8%	30.5%	29.4%	24.4%	24.5%	24.1%	17.3%	17.7%	19.1%	14.4%	14.6%	15.9%	567,230	458,664	388,819	13,636	12,542	7,594
SSA	11.8%	12.3%	12.9%	28.7%	29.7%	30.5%	26.9%	26.4%	25.1%	17.6%	17.6%	18.1%	14.9%	14.1%	13.4%	24,108	7,797	8,312	1,044	326	216
State	9.8%	10.5%	13.7%	28.1%	26.7%	33.1%	23.9%	22.3%	24.5%	22.4%	21.7%	18.3%	15.9%	18.8%	10.4%	6,739	3,993	4,960	114	64	56
USAID	13.0%	14.8%	12.8%	35.7%	36.4%	33.6%	23.6%	23.2%	24.2%	17.8%	15.8%	19.2%	10.0%	9.8%	10.3%	1,779	1,993	2,202	19	27	21
USDA	8.0%	9.6%	8.8%	26.7%	30.1%	28.8%	27.3%	28.9%	27.6%	20.8%	18.9%	21.0%	17.2%	12.5%	13.8%	41,183	46,238	21,979	1,154	1,720	471
USDT	11.9%	11.4%	11.0%	29.8%	30.4%	29.7%	24.9%	25.3%	24.4%	18.0%	18.0%	19.0%	15.5%	14.9%	16.0%	39,848	43,785	43,152	1,156	1,434	1,075
Small Agencies	15.3%	16.1%	15.2%	29.9%	31.0%	31.3%	22.1%	21.3%	20.6%	16.8%	17.0%	16.6%	16.0%	14.6%	16.3%	5,069	5,327	5,253	86	117	70
DOD	14.0%	13.9%	12.1%	33.0%	33.1%	31.4%	24.6%	24.4%	24.4%	16.4%	16.6%	18.4%	11.9%	11.9%	13.8%	172,666	66,796	55,638	3,558	1,448	922
USACE	14.2%	13.4%	11.2%	36.1%	35.7%	32.6%	26.3%	27.0%	25.9%	14.8%	15.5%	19.0%	8.6%	8.4%	11.2%	18,078	4,220	3,470	425	102	75
Air Force	15.4%	15.4%	14.6%	33.6%	34.1%	32.6%	23.2%	23.3%	23.5%	15.8%	15.7%	16.7%	11.9%	11.5%	12.6%	31,233	15,715	14,580	681	387	260
Army‡	13.8%	13.8%	12.0%	31.5%	32.6%	30.0%	24.3%	24.1%	23.4%	17.1%	16.5%	18.7%	13.3%	13.0%	15.8%	48,794	16,592	12,831	909	309	185
Navy‡	12.5%	12.7%	10.1%	33.9%	33.3%	32.2%	26.1%	26.1%	25.8%	16.7%	17.0%	19.2%	10.9%	10.9%	12.7%	40,214	13,389	10,594	873	326	183
Marine Corps	15.3%	13.3%	13.9%	31.2%	31.9%	25.1%	24.0%	26.4%	25.7%	16.0%	16.1%	20.0%	13.5%	12.2%	15.3%	4,982	1,716	1,147	108	48	20
DOD 4th Estate	15.0%	14.4%	12.5%	32.6%	31.8%	31.4%	23.6%	22.2%	24.1%	16.3%	18.1%	17.9%	12.6%	13.5%	14.1%	29,365	15,164	13,016	562	276	199

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

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
BBG	12.7%	11.9%	13.4%	32.4%	27.5%	26.4%	23.4%	28.6%	27.9%	10.3%	11.6%	10.8%	21.2%	20.3%	21.6%	764	982	800	51	79	80
CSOSA	15.1%	14.8%	13.7%	36.0%	35.6%	33.2%	25.4%	27.1%	26.7%	12.1%	10.9%	14.5%	11.3%	11.6%	11.8%	425	488	574	24	23	26
DHS	14.8%	14.0%	11.9%	30.9%	30.2%	27.5%	23.8%	24.5%	23.0%	12.2%	12.2%	13.6%	18.3%	19.1%	24.0%	67,660	43,026	43,219	3,895	2,725	2,395
DOC	19.9%	18.9%	18.3%	39.5%	39.6%	38.2%	24.7%	25.5%	24.8%	8.0%	8.1%	9.5%	7.8%	7.8%	9.2%	18,362	9,369	8,823	1,905	847	751
DOE	20.8%	20.0%	17.9%	37.5%	37.2%	36.0%	23.1%	23.3%	23.1%	9.7%	9.7%	10.8%	8.9%	9.7%	12.2%	7,961	7,934	7,509	531	516	417
DOI	14.1%	14.2%	13.2%	31.5%	35.6%	33.9%	25.8%	26.0%	26.0%	13.8%	12.0%	12.9%	14.8%	12.2%	14.0%	25,875	23,342	20,871	1,781	1,862	1,577
DOJ	18.8%	21.3%	20.7%	34.8%	36.7%	37.7%	22.9%	21.0%	21.3%	11.2%	10.4%	10.1%	12.3%	10.7%	10.2%	28,214	14,478	15,013	1,351	788	648
DOL	21.2%	22.1%	21.2%	33.9%	35.8%	35.4%	23.2%	22.5%	22.8%	9.8%	8.8%	9.4%	11.9%	10.7%	11.1%	7,249	8,003	10,403	641	630	686
DOT	17.5%	16.9%	16.2%	36.7%	36.3%	35.4%	25.7%	26.2%	24.8%	9.6%	10.0%	11.3%	10.6%	10.7%	12.2%	19,656	15,261	13,665	1,440	1,143	876
ED	12.4%	17.9%	18.9%	26.9%	32.4%	33.6%	26.1%	24.0%	23.6%	13.2%	11.9%	10.7%	21.4%	13.8%	13.2%	2,355	2,546	2,647	191	227	173
EEOC	23.0%	24.1%	21.8%	31.7%	34.6%	32.4%	23.7%	22.0%	22.0%	11.1%	8.7%	11.8%	10.4%	10.7%	12.0%	1,264	1,318	1,381	96	88	84
EPA	12.1%	15.8%	14.2%	26.8%	33.3%	36.3%	21.1%	22.4%	25.6%	13.0%	11.3%	12.0%	27.0%	17.2%	11.8%	7,377	8,575	9,334	430	633	638
FCC	21.2%	20.3%	22.0%	33.7%	36.1%	31.1%	26.4%	23.7%	22.8%	8.9%	10.7%	10.5%	9.9%	9.3%	13.7%	536	645	583	39	42	50
FERC	44.5%	41.8%	34.8%	37.0%	38.2%	39.1%	11.3%	12.1%	16.1%	3.9%	4.0%	5.6%	3.2%	4.0%	4.5%	1,069	1,026	1,085	37	35	53
FTC	40.5%	38.6%	49.6%	39.4%	38.2%	33.3%	13.0%	15.2%	11.6%	4.5%	4.8%	2.5%	2.6%	3.2%	3.0%	560	546	596	67	52	29

Report by Agency

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
GSA	26.1%	25.9%	22.4%	39.4%	40.0%	36.9%	21.4%	20.5%	23.8%	6.5%	6.6%	8.2%	6.6%	7.0%	8.7%	6,621	6,991	6,502	400	381	379
HHS	22.9%	23.2%	21.1%	39.0%	38.7%	37.4%	22.5%	22.0%	22.5%	8.2%	8.1%	9.4%	7.5%	8.0%	9.6%	39,371	39,055	36,773	2,659	2,813	2,513
HUD	15.7%	17.5%	16.9%	29.3%	33.3%	32.6%	27.0%	27.9%	27.4%	11.9%	10.0%	10.9%	16.1%	11.3%	12.3%	4,225	4,467	5,013	305	374	376
NARA	14.6%	18.7%	16.1%	32.3%	34.5%	32.7%	25.0%	23.9%	23.6%	12.7%	11.5%	12.6%	15.5%	11.4%	14.9%	1,581	1,680	1,714	124	145	117
NASA	35.3%	34.5%	33.1%	40.9%	41.9%	40.4%	15.8%	15.2%	16.2%	4.5%	4.7%	5.4%	3.5%	3.7%	4.9%	10,815	11,066	10,532	588	539	484
NCUA	14.8%	20.4%	20.4%	36.9%	36.1%	42.0%	27.0%	21.8%	18.5%	11.0%	11.0%	11.0%	10.3%	10.7%	8.1%	577	593	611	35	51	32
NLRB	16.2%	29.4%	22.4%	23.2%	37.4%	39.6%	19.5%	18.9%	19.8%	12.7%	8.3%	6.7%	28.5%	6.0%	11.5%	786	769	816	46	60	37
NRC	26.5%	27.1%	26.1%	41.1%	39.6%	41.1%	17.6%	18.4%	16.4%	8.0%	7.5%	8.2%	6.8%	7.4%	8.2%	2,177	2,285	2,018	105	127	93
NSF	28.5%	29.8%	25.6%	39.2%	37.3%	38.4%	18.0%	17.6%	18.5%	7.4%	7.3%	8.1%	6.8%	8.0%	9.2%	882	843	793	42	51	44
OMB	13.9%	15.3%	29.6%	25.6%	28.1%	45.9%	26.9%	28.0%	17.1%	20.4%	16.0%	5.9%	13.2%	12.6%	1.5%	318	315	341	18	25	9
OPM	20.0%	21.0%	19.5%	37.3%	36.8%	37.9%	23.8%	25.0%	24.2%	8.7%	8.1%	8.8%	10.2%	9.2%	9.6%	2,712	2,542	2,847	308	313	287
PBGC	29.4%	23.4%	18.9%	39.2%	39.6%	38.3%	21.2%	23.1%	21.4%	5.6%	9.0%	12.2%	4.6%	4.9%	9.2%	480	554	519	37	36	36
RRB	21.3%	23.2%	16.4%	39.2%	37.6%	41.8%	24.1%	26.4%	28.9%	4.5%	6.7%	5.4%	10.8%	6.1%	7.5%	353	385	277	41	49	33
SBA	21.4%	17.8%	17.4%	34.0%	33.8%	27.3%	23.0%	25.0%	25.7%	9.9%	7.8%	12.9%	11.7%	15.6%	16.7%	1,424	1,353	1,234	93	125	102
SEC	31.6%	32.0%	27.9%	40.7%	40.2%	37.9%	16.4%	15.6%	17.6%	5.7%	5.9%	7.4%	5.7%	6.2%	9.2%	3,115	3,222	2,931	240	247	221

Report by Agency

(54) My organization's senior leaders maintain high standards of honesty and integrity.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.4%	16.9%	36.2%	36.1%	34.8%	23.5%	24.1%	24.0%	10.0%	10.0%	11.1%	11.3%	11.5%	13.1%	544,502	438,606	372,029	36,194	31,681	23,730
SSA	17.3%	16.8%	18.1%	35.5%	37.3%	35.8%	27.8%	27.5%	25.7%	8.9%	8.8%	10.1%	10.5%	9.6%	10.4%	22,843	7,384	7,931	2,305	713	582
State	15.8%	18.3%	20.7%	36.5%	36.4%	41.0%	26.4%	24.2%	21.4%	11.4%	10.7%	9.2%	9.8%	10.4%	7.7%	6,482	3,767	4,823	368	282	188
USAID	20.6%	23.7%	19.1%	42.8%	44.6%	42.0%	22.3%	18.7%	22.9%	7.6%	7.0%	8.1%	6.8%	6.0%	7.9%	1,684	1,910	2,084	113	108	139
USDA	11.4%	13.7%	13.0%	33.1%	37.9%	36.4%	29.1%	28.7%	28.7%	13.2%	10.4%	11.5%	13.2%	9.1%	10.5%	39,193	44,107	21,030	3,104	3,778	1,391
USDT	16.5%	16.0%	15.3%	35.3%	36.1%	34.6%	26.0%	26.6%	26.0%	10.1%	9.7%	11.0%	12.1%	11.6%	13.0%	37,503	41,160	40,535	3,495	3,960	3,611
Small Agencies	21.9%	22.8%	21.4%	34.3%	35.5%	36.3%	22.0%	21.8%	21.1%	10.1%	9.1%	9.5%	11.7%	10.8%	11.6%	4,865	5,137	5,030	286	297	281
DOD	21.0%	21.0%	18.6%	38.5%	38.8%	37.0%	22.1%	22.2%	22.8%	9.1%	9.0%	10.3%	9.2%	9.0%	11.2%	167,168	64,641	53,871	9,003	3,503	2,600
USACE	21.8%	21.1%	18.3%	42.3%	42.3%	41.5%	21.8%	22.8%	22.6%	7.8%	7.9%	9.0%	6.3%	6.0%	8.5%	17,500	4,073	3,349	987	247	194
Air Force	23.5%	23.1%	21.8%	37.8%	38.9%	37.8%	20.4%	20.5%	20.6%	8.7%	8.8%	9.4%	9.5%	8.7%	10.4%	30,296	15,265	14,217	1,613	816	610
Army‡	19.7%	19.6%	17.4%	36.8%	38.5%	34.9%	23.0%	22.4%	23.4%	10.2%	9.5%	11.0%	10.4%	9.9%	13.3%	47,507	16,137	12,487	2,180	726	503
Navy‡	20.1%	20.4%	17.4%	41.4%	40.1%	38.6%	22.2%	22.9%	23.6%	8.5%	8.7%	10.7%	7.8%	7.9%	9.8%	38,758	12,957	10,264	2,317	743	498
Marine Corps	23.0%	23.3%	21.1%	34.4%	36.4%	30.5%	23.8%	22.6%	25.5%	8.8%	8.2%	10.8%	9.9%	9.6%	12.1%	4,870	1,682	1,113	215	82	49
DOD 4th Estate	21.1%	20.9%	18.3%	36.8%	36.2%	36.7%	22.6%	22.9%	23.1%	9.4%	9.2%	9.8%	10.1%	10.8%	12.0%	28,237	14,527	12,441	1,691	889	746

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

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
BBG	15.6%	15.0%	14.0%	43.7%	43.1%	37.1%	22.8%	23.2%	26.1%	6.0%	7.3%	8.8%	12.0%	11.5%	14.0%	769	984	803	44	69	71
CSOSA	18.5%	16.5%	15.0%	46.8%	47.9%	43.0%	20.7%	22.4%	25.8%	7.8%	7.2%	8.5%	6.2%	6.0%	7.6%	420	475	563	26	29	31
DHS	19.2%	18.6%	14.5%	44.5%	45.0%	42.7%	20.8%	21.1%	23.6%	7.1%	7.0%	8.5%	8.5%	8.3%	10.7%	68,582	43,812	42,918	2,685	1,693	2,394
DOC	25.2%	25.3%	21.7%	48.2%	49.2%	46.7%	17.9%	16.6%	20.7%	5.1%	5.2%	6.0%	3.6%	3.8%	5.0%	18,733	9,523	8,626	1,482	653	878
DOE	24.9%	23.8%	19.4%	46.7%	47.8%	46.1%	18.4%	17.9%	21.0%	5.5%	5.8%	6.9%	4.6%	4.7%	6.6%	8,013	8,005	7,359	459	414	505
DOI	19.3%	18.5%	15.0%	46.9%	48.2%	45.5%	21.6%	21.3%	24.7%	6.6%	6.4%	7.8%	5.5%	5.6%	6.9%	25,809	23,451	20,517	1,746	1,572	1,737
DOJ	22.2%	22.9%	20.9%	45.3%	46.2%	45.5%	20.1%	19.1%	20.9%	6.4%	6.3%	6.8%	6.0%	5.5%	5.8%	28,013	14,530	14,690	1,428	678	876
DOL	26.8%	27.3%	23.2%	42.8%	43.3%	43.5%	17.2%	16.8%	19.7%	6.4%	6.2%	6.9%	6.9%	6.3%	6.8%	7,420	8,151	10,339	432	439	694
DOT	23.6%	23.0%	20.2%	48.6%	49.1%	47.8%	18.0%	17.8%	20.3%	5.3%	5.5%	6.0%	4.5%	4.7%	5.7%	20,055	15,672	13,595	952	680	845
ED	21.0%	25.5%	21.6%	43.2%	44.4%	43.8%	21.6%	18.7%	20.2%	6.3%	5.6%	7.2%	7.8%	5.8%	7.3%	2,374	2,626	2,647	161	139	161
EEOC	29.0%	30.0%	25.4%	42.3%	42.5%	43.8%	16.7%	15.9%	16.6%	5.4%	5.9%	6.9%	6.6%	5.7%	7.3%	1,289	1,354	1,390	59	48	67
EPA	22.9%	23.8%	15.3%	47.8%	49.0%	46.3%	17.9%	17.0%	23.7%	5.8%	6.0%	8.3%	5.5%	4.2%	6.4%	7,262	8,628	9,067	525	547	857
FCC	31.0%	28.3%	23.9%	43.1%	41.4%	39.5%	16.9%	19.5%	22.0%	5.7%	5.4%	6.2%	3.2%	5.4%	8.4%	540	652	579	32	36	50
FERC	45.4%	42.0%	34.6%	39.3%	41.5%	43.2%	9.5%	10.3%	14.5%	3.2%	3.8%	4.2%	2.5%	2.4%	3.5%	1,067	1,020	1,079	38	36	56
FTC	44.6%	44.3%	43.8%	38.0%	38.4%	38.0%	10.6%	11.3%	10.6%	4.8%	4.0%	4.3%	2.0%	2.0%	3.4%	571	559	565	55	39	57

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
GSA	31.9%	31.7%	25.9%	45.2%	44.9%	43.9%	14.9%	15.1%	20.4%	4.2%	4.4%	4.6%	3.8%	3.9%	5.3%	6,685	7,015	6,450	323	308	388
HHS	26.9%	26.7%	22.1%	45.1%	45.4%	44.0%	17.8%	17.5%	20.9%	5.7%	5.7%	6.7%	4.5%	4.8%	6.2%	39,867	39,767	36,475	2,051	1,940	2,555
HUD	23.3%	23.7%	19.4%	42.2%	43.9%	41.4%	19.5%	19.4%	23.5%	7.1%	6.5%	7.7%	7.9%	6.5%	8.0%	4,292	4,619	5,059	222	220	301
NARA	23.3%	25.4%	21.0%	45.2%	43.8%	41.9%	18.3%	18.1%	21.0%	6.0%	6.7%	7.8%	7.1%	5.9%	8.3%	1,597	1,711	1,681	100	109	140
NASA	41.7%	39.9%	35.9%	43.3%	44.8%	45.8%	10.3%	10.6%	12.4%	2.9%	2.7%	3.4%	1.8%	2.0%	2.5%	10,917	11,115	10,367	462	452	587
NCUA	22.2%	26.6%	24.0%	47.0%	45.5%	49.4%	17.6%	18.5%	16.2%	6.3%	4.6%	6.7%	6.9%	4.7%	3.7%	569	595	591	43	49	50
NLRB	25.1%	28.8%	21.4%	48.2%	42.8%	44.1%	15.8%	17.6%	20.4%	5.9%	6.3%	6.9%	5.0%	4.5%	7.2%	770	773	794	62	53	54
NRC	30.1%	30.2%	27.2%	47.7%	48.3%	47.7%	13.8%	13.4%	13.4%	4.8%	4.6%	6.2%	3.7%	3.6%	5.5%	2,179	2,300	1,993	94	105	110
NSF	29.6%	30.5%	26.0%	41.4%	42.1%	39.9%	14.8%	15.2%	19.4%	8.9%	6.0%	8.8%	5.3%	6.2%	5.8%	888	857	780	37	39	53
OMB	34.7%	32.9%	34.2%	42.4%	45.4%	43.8%	11.8%	12.9%	14.5%	6.5%	6.7%	5.6%	4.6%	2.1%	2.0%	317	319	330	16	20	17
OPM	28.8%	27.6%	23.5%	44.9%	45.1%	45.1%	17.8%	18.0%	21.4%	3.7%	4.7%	4.6%	4.7%	4.6%	5.5%	2,749	2,593	2,753	260	246	361
PBGC	35.1%	26.9%	20.5%	40.9%	49.3%	41.9%	15.7%	15.1%	23.2%	4.4%	5.7%	7.8%	3.9%	3.1%	6.5%	493	562	519	23	27	36
RRB	23.5%	27.6%	24.0%	47.0%	47.0%	45.2%	16.4%	16.7%	22.3%	6.4%	5.5%	3.8%	6.7%	3.1%	4.6%	366	413	285	28	18	25
SBA	24.8%	22.8%	18.5%	41.5%	42.4%	38.4%	20.2%	19.8%	24.3%	6.3%	6.0%	7.4%	7.1%	9.0%	11.4%	1,443	1,399	1,252	70	68	75
SEC	34.7%	34.0%	25.9%	43.7%	42.7%	41.8%	13.0%	15.1%	18.7%	5.0%	4.5%	7.5%	3.5%	3.7%	6.2%	3,109	3,251	2,836	245	202	299

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.1%	22.2%	19.0%	46.3%	46.3%	45.0%	19.0%	19.4%	22.0%	6.0%	6.3%	7.1%	5.5%	5.8%	6.9%	550,669	445,624	368,225	27,951	22,578	25,081
SSA	22.7%	21.9%	21.3%	46.5%	47.1%	46.1%	18.4%	18.4%	19.9%	6.4%	6.9%	6.7%	6.1%	5.6%	6.0%	24,056	7,755	8,098	984	308	377
State	21.0%	23.2%	21.5%	49.2%	50.1%	47.8%	18.4%	17.4%	19.3%	6.7%	5.8%	7.5%	4.6%	3.5%	3.9%	6,604	3,930	4,833	235	112	162
USAID	23.1%	26.0%	19.3%	49.2%	47.8%	49.4%	17.2%	16.2%	19.6%	6.3%	6.6%	7.3%	4.1%	3.5%	4.4%	1,738	1,945	2,114	54	59	87
USDA	17.8%	19.9%	16.8%	49.9%	51.9%	49.2%	21.6%	19.4%	23.2%	5.8%	5.2%	5.9%	5.0%	3.6%	4.9%	40,059	45,843	21,029	2,084	1,829	1,251
USDT	23.4%	22.8%	19.1%	45.0%	46.0%	44.5%	20.0%	19.7%	22.9%	5.3%	5.5%	6.2%	6.3%	6.0%	7.3%	37,890	41,809	39,879	2,939	3,126	3,985
Small Agencies	26.1%	27.4%	22.9%	42.9%	43.2%	42.5%	17.9%	17.8%	21.0%	6.3%	5.5%	6.0%	6.8%	6.1%	7.5%	4,822	5,102	4,931	313	306	342
DOD	23.8%	23.2%	19.9%	46.8%	47.5%	46.3%	18.5%	18.7%	21.1%	5.9%	5.9%	6.9%	4.9%	4.7%	5.9%	168,342	65,250	53,462	7,182	2,530	2,635
USACE	24.2%	23.6%	19.3%	49.6%	50.4%	47.8%	18.4%	16.9%	21.6%	4.7%	5.7%	7.5%	3.1%	3.5%	3.8%	17,664	4,119	3,316	780	176	197
Air Force	25.4%	24.8%	22.5%	45.9%	46.4%	45.9%	17.9%	17.8%	19.8%	5.7%	6.1%	6.0%	5.2%	4.8%	5.7%	30,421	15,407	14,045	1,353	600	682
Army‡	22.8%	22.4%	18.6%	45.5%	46.7%	44.6%	19.4%	19.1%	21.5%	6.5%	6.5%	8.0%	5.7%	5.4%	7.3%	47,683	16,171	12,312	1,829	595	566
Navy‡	22.8%	22.2%	18.7%	49.7%	50.4%	49.7%	18.1%	18.6%	21.1%	5.6%	5.2%	5.9%	3.8%	3.6%	4.5%	39,135	13,133	10,218	1,801	487	508
Marine Corps	26.0%	24.7%	23.6%	42.8%	44.1%	38.1%	19.5%	21.3%	23.3%	6.4%	5.1%	7.6%	5.2%	4.9%	7.5%	4,895	1,695	1,098	176	61	52
DOD 4th Estate	24.6%	23.6%	20.2%	44.9%	44.6%	44.2%	18.5%	19.5%	21.7%	6.3%	6.2%	7.3%	5.7%	6.1%	6.6%	28,544	14,725	12,473	1,243	611	630

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

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
BBG	13.7%	11.8%	11.3%	34.7%	35.5%	33.6%	23.6%	23.2%	21.4%	12.1%	13.7%	14.4%	15.9%	15.8%	19.4%	792	1,029	866	20	24	12
CSOSA	16.9%	16.2%	15.7%	46.6%	47.0%	45.7%	19.9%	19.4%	21.2%	9.1%	10.2%	8.4%	7.6%	7.2%	9.0%	441	495	587	7	9	10
DHS	14.1%	13.1%	10.9%	38.8%	38.7%	36.5%	21.1%	20.4%	21.4%	13.2%	14.2%	14.9%	12.8%	13.7%	16.3%	70,477	44,989	44,861	926	573	541
DOC	19.5%	18.7%	17.9%	48.7%	47.1%	47.6%	18.0%	19.5%	18.2%	8.8%	9.4%	9.9%	5.1%	5.4%	6.5%	19,838	9,982	9,376	393	197	144
DOE	21.8%	19.4%	17.4%	46.8%	46.6%	46.3%	16.8%	17.0%	18.2%	8.5%	10.3%	10.2%	6.1%	6.7%	8.0%	8,398	8,359	7,818	76	77	65
DOI	14.5%	13.8%	11.7%	43.5%	43.6%	41.2%	21.1%	21.2%	23.0%	12.5%	12.5%	14.2%	8.4%	8.8%	9.9%	27,229	24,714	22,043	372	387	317
DOJ	17.5%	18.1%	16.9%	44.0%	45.2%	46.3%	20.7%	19.3%	19.9%	10.4%	10.4%	10.3%	7.4%	6.9%	6.6%	28,996	14,961	15,415	486	256	206
DOL	22.7%	23.4%	21.6%	45.6%	46.2%	47.5%	16.1%	16.0%	16.2%	8.2%	8.2%	8.2%	7.3%	6.1%	6.5%	7,765	8,490	10,942	102	90	107
DOT	18.7%	18.0%	16.6%	46.8%	46.3%	46.7%	18.2%	19.2%	19.2%	9.7%	9.9%	10.2%	6.6%	6.5%	7.3%	20,812	16,175	14,332	236	170	145
ED	15.3%	19.3%	17.6%	42.3%	43.1%	45.4%	19.5%	17.9%	18.3%	12.7%	11.2%	10.8%	10.2%	8.6%	7.8%	2,511	2,736	2,781	27	35	29
EEOC	24.7%	26.5%	22.5%	48.4%	47.2%	49.7%	14.3%	13.9%	12.6%	6.9%	7.0%	8.7%	5.6%	5.5%	6.4%	1,335	1,377	1,437	16	23	20
EPA	15.7%	17.2%	12.1%	46.7%	47.9%	47.0%	19.2%	19.1%	21.7%	11.3%	9.9%	12.0%	7.2%	5.8%	7.2%	7,704	9,055	9,813	98	121	114
FCC	22.0%	19.9%	18.0%	41.7%	45.0%	40.9%	18.6%	19.4%	19.3%	12.0%	9.7%	13.1%	5.7%	6.0%	8.7%	561	672	619	12	15	14
FERC	35.9%	32.7%	27.2%	40.4%	41.7%	44.8%	13.5%	15.9%	15.8%	6.5%	6.0%	7.6%	3.6%	3.8%	4.6%	1,101	1,039	1,122	4	12	12
FTC	41.3%	40.1%	39.6%	42.4%	42.6%	38.8%	8.5%	10.2%	12.2%	6.1%	5.2%	6.4%	1.7%	1.9%	3.0%	619	595	610	8	5	8

Report by Agency

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
GSA	28.3%	28.4%	24.0%	47.7%	46.5%	46.5%	14.2%	14.0%	16.8%	5.8%	6.6%	7.1%	4.0%	4.4%	5.6%	6,949	7,284	6,800	61	68	66
HHS	22.0%	21.6%	18.5%	46.8%	46.7%	46.5%	17.7%	17.9%	18.7%	8.2%	8.4%	9.5%	5.2%	5.4%	6.8%	41,299	40,961	38,479	676	756	641
HUD	19.8%	20.3%	17.8%	44.9%	46.7%	45.1%	18.4%	17.7%	19.5%	9.1%	8.8%	9.5%	7.8%	6.4%	8.1%	4,460	4,777	5,310	65	62	58
NARA	18.4%	21.3%	19.2%	45.7%	47.5%	46.2%	18.3%	16.5%	16.3%	10.1%	8.0%	10.5%	7.4%	6.6%	7.9%	1,682	1,785	1,800	18	38	28
NASA	31.4%	30.0%	28.2%	45.6%	47.1%	46.5%	14.1%	14.0%	15.0%	6.1%	6.0%	6.8%	2.7%	2.8%	3.5%	11,277	11,439	10,895	110	119	96
NCUA	19.0%	18.1%	20.9%	48.3%	48.8%	50.6%	16.8%	16.2%	15.1%	9.9%	11.2%	8.9%	6.0%	5.7%	4.5%	601	631	630	9	9	7
NLRB	20.1%	23.4%	18.0%	42.3%	45.0%	46.7%	15.9%	17.1%	17.8%	9.9%	9.6%	9.3%	11.9%	4.9%	8.2%	821	808	835	14	15	10
NRC	26.0%	24.5%	24.5%	51.3%	50.6%	47.8%	12.7%	14.1%	14.9%	6.1%	6.6%	7.2%	3.9%	4.1%	5.7%	2,260	2,386	2,084	17	19	17
NSF	24.8%	26.8%	24.0%	47.9%	43.7%	41.4%	14.4%	15.7%	17.8%	8.0%	8.6%	10.1%	4.9%	5.2%	6.8%	916	885	825	8	10	11
OMB	30.5%	29.4%	24.7%	42.0%	43.6%	46.8%	14.7%	13.2%	12.8%	9.8%	10.7%	12.8%	3.1%	3.1%	2.9%	333	333	342	3	5	3
OPM	22.9%	21.7%	20.6%	47.1%	48.2%	49.5%	16.5%	16.4%	15.7%	7.0%	7.5%	7.8%	6.6%	6.3%	6.5%	2,952	2,802	3,070	52	44	53
PBGC	29.7%	24.0%	17.4%	49.2%	50.0%	49.6%	11.7%	14.1%	14.8%	5.2%	8.0%	10.9%	4.3%	3.8%	7.2%	510	582	544	8	7	9
RRB	20.9%	23.0%	17.2%	46.5%	48.1%	44.4%	14.4%	14.5%	20.8%	9.0%	8.2%	13.0%	9.1%	6.3%	4.5%	381	423	302	11	10	10
SBA	23.9%	19.4%	17.1%	42.3%	46.6%	43.1%	18.6%	16.4%	16.9%	7.0%	8.9%	11.4%	8.2%	8.6%	11.5%	1,494	1,456	1,315	20	20	16
SEC	28.0%	26.0%	19.5%	44.9%	44.8%	45.1%	14.7%	15.2%	18.0%	7.6%	9.0%	10.7%	4.9%	5.1%	6.8%	3,300	3,410	3,100	52	44	48

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(56) Managers communicate the goals of the organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.2%	17.4%	15.7%	45.4%	45.0%	44.6%	19.2%	19.4%	20.1%	10.1%	10.6%	11.1%	7.1%	7.6%	8.6%	571,368	461,098	389,027	8,104	7,338	5,145
SSA	22.4%	22.1%	22.1%	52.7%	52.2%	52.3%	14.2%	14.6%	14.2%	5.8%	6.2%	6.3%	4.9%	5.0%	5.1%	24,840	8,007	8,414	234	69	70
State	14.7%	15.3%	16.0%	45.2%	47.1%	47.3%	20.5%	19.3%	19.2%	13.0%	11.8%	11.9%	6.6%	6.4%	5.6%	6,771	3,991	4,953	66	35	42
USAID	19.4%	20.2%	15.2%	51.0%	49.3%	50.1%	16.6%	17.6%	18.8%	8.5%	8.2%	10.0%	4.5%	4.7%	5.9%	1,778	1,994	2,196	12	8	13
USDA	13.1%	14.8%	13.3%	48.6%	49.9%	48.0%	21.5%	20.3%	21.7%	10.3%	9.7%	10.4%	6.6%	5.3%	6.5%	41,505	46,902	22,015	705	777	317
USDT	20.2%	19.4%	18.6%	49.7%	50.0%	49.8%	16.5%	16.8%	17.0%	7.3%	7.6%	7.7%	6.3%	6.1%	6.9%	40,260	44,205	43,404	623	756	558
Small Agencies	20.4%	21.4%	19.2%	41.6%	42.6%	43.2%	17.7%	17.5%	16.8%	11.9%	10.4%	11.5%	8.4%	8.1%	9.3%	5,074	5,337	5,239	63	75	53
DOD	18.2%	17.7%	15.5%	45.5%	45.1%	44.1%	19.6%	19.6%	20.7%	10.3%	11.0%	11.7%	6.4%	6.6%	8.0%	173,326	66,872	55,460	2,494	1,010	771
USACE	18.5%	16.4%	14.3%	47.3%	47.5%	47.1%	20.4%	20.1%	21.5%	9.2%	10.6%	10.9%	4.6%	5.3%	6.2%	18,203	4,239	3,474	256	64	53
Air Force	19.1%	18.6%	17.4%	44.0%	44.0%	43.5%	19.5%	19.7%	20.4%	10.6%	10.7%	10.9%	6.8%	7.1%	7.7%	31,328	15,735	14,487	498	285	254
Army‡	17.5%	17.4%	14.7%	44.2%	43.9%	42.3%	19.9%	19.9%	21.2%	11.0%	11.7%	12.3%	7.4%	7.0%	9.5%	48,900	16,578	12,766	696	240	157
Navy‡	16.6%	16.8%	13.8%	47.5%	47.1%	45.9%	20.2%	20.0%	21.3%	10.1%	10.6%	12.2%	5.5%	5.4%	6.8%	40,393	13,438	10,563	599	210	150
Marine Corps	19.6%	19.0%	17.1%	42.0%	42.3%	37.7%	19.8%	20.2%	19.8%	10.8%	11.5%	15.7%	7.9%	6.9%	9.7%	5,020	1,721	1,135	70	37	23
DOD 4th Estate	20.9%	19.1%	17.5%	46.0%	44.4%	45.4%	17.9%	18.1%	19.0%	8.9%	10.7%	10.2%	6.3%	7.6%	7.9%	29,482	15,161	13,035	375	174	134

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

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
BBG	13.0%	11.4%	11.6%	34.4%	34.1%	31.3%	25.4%	27.4%	26.6%	11.5%	10.9%	12.4%	15.7%	16.2%	18.0%	735	968	815	76	90	63
CSOSA	16.8%	16.1%	14.7%	47.8%	46.8%	45.6%	22.0%	23.4%	24.2%	7.1%	8.2%	7.8%	6.2%	5.6%	7.6%	419	485	570	30	23	29
DHS	14.0%	13.3%	10.8%	36.8%	37.0%	34.2%	25.5%	25.1%	26.5%	11.6%	12.2%	13.1%	12.1%	12.5%	15.4%	66,459	42,346	41,905	5,032	3,197	3,501
DOC	20.3%	19.5%	18.7%	48.0%	48.8%	47.5%	20.7%	20.3%	21.3%	7.0%	7.4%	7.5%	4.0%	4.1%	5.1%	18,762	9,427	8,806	1,507	752	711
DOE	21.7%	19.9%	17.6%	45.0%	46.2%	46.2%	20.3%	20.3%	21.1%	7.8%	8.0%	8.4%	5.2%	5.6%	6.7%	8,011	7,926	7,390	482	497	501
DOI	14.6%	13.8%	11.7%	41.9%	42.2%	40.0%	25.2%	25.4%	27.7%	10.8%	10.8%	11.8%	7.6%	7.8%	8.7%	25,520	23,040	20,342	2,128	2,046	2,022
DOJ	17.4%	17.7%	17.1%	43.3%	45.3%	46.7%	24.3%	22.2%	23.4%	8.5%	8.8%	7.2%	6.5%	6.0%	5.6%	27,341	14,011	14,373	2,179	1,179	1,203
DOL	24.6%	25.0%	22.7%	46.3%	47.4%	48.3%	17.1%	16.7%	18.2%	6.2%	5.8%	5.7%	5.9%	5.1%	5.1%	7,429	8,106	10,462	454	474	577
DOT	18.9%	18.9%	17.1%	46.0%	46.3%	46.4%	21.1%	21.7%	21.8%	8.1%	7.9%	8.6%	6.0%	5.3%	6.1%	19,833	15,334	13,551	1,245	976	906
ED	15.4%	18.4%	18.8%	42.3%	44.7%	43.6%	24.0%	21.2%	22.3%	9.3%	8.4%	7.7%	9.0%	7.4%	7.7%	2,352	2,582	2,610	190	177	200
EEOC	27.0%	26.6%	21.8%	46.6%	48.2%	48.9%	17.2%	14.5%	16.9%	4.6%	5.5%	6.8%	4.5%	5.2%	5.6%	1,282	1,306	1,384	71	95	80
EPA	17.5%	17.8%	12.4%	47.8%	49.0%	47.4%	21.2%	21.1%	24.3%	7.5%	7.3%	9.7%	6.0%	4.8%	6.2%	7,277	8,506	9,118	526	656	790
FCC	23.2%	20.0%	19.4%	41.8%	44.7%	40.4%	21.5%	21.7%	22.1%	9.3%	9.3%	10.7%	4.2%	4.3%	7.3%	517	632	564	56	53	62
FERC	35.9%	32.7%	28.6%	41.2%	42.7%	42.4%	14.9%	15.7%	19.5%	4.9%	5.2%	5.7%	3.1%	3.6%	3.9%	1,047	1,004	1,050	57	54	79
FTC	40.1%	40.2%	40.3%	43.6%	43.4%	39.0%	10.5%	9.7%	13.5%	3.9%	4.4%	4.7%	1.9%	2.3%	2.4%	566	537	563	63	55	56

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
GSA	29.5%	29.7%	24.5%	47.5%	46.7%	47.3%	15.3%	15.1%	18.0%	4.1%	4.7%	5.7%	3.6%	3.8%	4.5%	6,766	7,072	6,591	258	259	270
HHS	21.9%	21.6%	18.6%	46.6%	46.6%	46.0%	19.9%	20.3%	21.8%	7.0%	6.8%	7.8%	4.7%	4.7%	5.8%	39,561	39,098	36,442	2,439	2,592	2,624
HUD	20.8%	21.0%	18.4%	43.5%	46.5%	44.2%	20.8%	19.6%	22.8%	7.7%	7.5%	8.1%	7.2%	5.5%	6.5%	4,254	4,594	5,047	263	240	307
NARA	19.8%	22.3%	20.0%	45.5%	48.9%	46.4%	20.0%	17.4%	19.7%	7.4%	6.1%	7.7%	7.4%	5.2%	6.3%	1,594	1,688	1,711	103	127	115
NASA	31.7%	30.2%	28.4%	44.5%	46.3%	46.2%	16.0%	15.9%	16.9%	5.3%	5.0%	5.4%	2.5%	2.7%	3.1%	10,750	10,948	10,322	647	620	643
NCUA	18.7%	18.7%	20.1%	47.2%	49.1%	52.0%	22.2%	18.5%	17.4%	6.8%	8.4%	6.8%	5.1%	5.2%	3.7%	575	585	603	39	54	36
NLRB	21.4%	25.3%	18.3%	41.4%	45.3%	47.5%	22.2%	18.3%	18.4%	8.0%	6.3%	8.0%	6.9%	4.8%	7.8%	740	743	778	92	80	73
NRC	26.6%	24.7%	24.1%	49.3%	50.1%	48.6%	16.0%	15.7%	16.8%	4.8%	5.9%	5.7%	3.2%	3.7%	4.8%	2,148	2,268	1,979	130	138	123
NSF	25.7%	26.2%	23.8%	44.5%	45.3%	42.3%	17.8%	17.5%	20.2%	7.8%	6.2%	8.1%	4.2%	4.8%	5.7%	876	836	785	49	54	48
OMB	28.0%	26.7%	23.9%	37.3%	39.1%	41.7%	20.6%	20.0%	18.2%	10.3%	12.3%	12.7%	3.7%	1.9%	3.5%	318	316	337	19	22	14
OPM	23.6%	22.5%	20.8%	46.4%	48.8%	48.8%	18.9%	18.0%	19.9%	5.8%	5.2%	5.3%	5.3%	5.4%	5.2%	2,756	2,613	2,865	255	238	259
PBGC	31.1%	24.0%	17.0%	46.9%	51.0%	52.2%	14.4%	16.9%	16.3%	3.3%	5.4%	8.8%	4.3%	2.8%	5.8%	495	561	509	24	26	42
RRB	20.5%	23.3%	16.8%	45.6%	48.6%	49.2%	18.3%	16.7%	21.0%	7.3%	6.7%	8.4%	8.3%	4.7%	4.6%	360	390	280	35	35	32
SBA	23.2%	21.7%	18.5%	44.3%	46.5%	43.2%	19.7%	17.6%	19.4%	6.0%	7.1%	9.2%	6.8%	7.2%	9.6%	1,443	1,392	1,255	73	80	80
SEC	30.4%	27.0%	21.8%	44.7%	44.9%	45.0%	15.8%	17.6%	20.3%	5.2%	6.3%	7.2%	3.9%	4.2%	5.7%	3,044	3,171	2,781	312	283	347

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.3%	17.7%	15.9%	44.4%	44.7%	44.2%	22.5%	22.4%	23.5%	8.5%	8.6%	8.9%	6.3%	6.5%	7.4%	543,193	437,863	367,493	37,034	30,108	26,319
SSA	22.6%	22.6%	21.9%	51.5%	51.2%	50.7%	16.9%	17.2%	17.8%	4.7%	5.2%	5.3%	4.3%	3.9%	4.3%	23,966	7,680	8,068	1,170	392	379
State	14.5%	14.5%	14.9%	43.8%	47.2%	45.0%	23.6%	22.0%	23.6%	12.1%	10.5%	11.4%	6.0%	5.8%	5.1%	6,542	3,864	4,788	303	154	200
USAID	17.1%	19.4%	14.3%	47.4%	48.0%	48.2%	21.9%	20.2%	21.4%	9.0%	8.6%	10.6%	4.6%	3.8%	5.4%	1,739	1,964	2,132	61	47	83
USDA	13.2%	14.7%	13.3%	46.7%	49.3%	47.7%	25.3%	23.7%	25.6%	8.9%	8.0%	8.2%	6.0%	4.4%	5.2%	39,451	44,779	20,946	2,835	2,852	1,363
USDT	20.4%	19.6%	18.6%	48.4%	49.2%	48.9%	19.7%	19.9%	20.3%	5.8%	5.9%	6.2%	5.7%	5.5%	6.0%	38,145	41,929	41,060	2,792	2,942	2,835
Small Agencies	20.6%	21.7%	19.5%	40.6%	43.2%	42.5%	21.7%	19.4%	21.0%	9.6%	8.5%	9.2%	7.4%	7.1%	7.8%	4,823	5,053	4,929	317	353	358
DOD	18.2%	18.1%	15.8%	44.7%	45.3%	44.5%	22.9%	22.6%	23.9%	8.6%	8.6%	9.3%	5.5%	5.3%	6.5%	165,297	63,697	52,704	10,722	4,139	3,476
USACE	19.2%	17.5%	15.2%	47.6%	48.0%	48.7%	22.4%	23.1%	23.4%	7.1%	7.5%	8.0%	3.7%	4.0%	4.8%	17,351	4,006	3,271	1,109	287	245
Air Force	19.4%	19.0%	18.1%	43.8%	45.2%	43.9%	22.4%	21.9%	23.0%	8.7%	8.6%	8.7%	5.7%	5.2%	6.3%	29,864	14,948	13,773	2,015	1,066	952
Army‡	17.5%	17.5%	14.9%	43.4%	44.5%	42.6%	23.4%	22.7%	24.5%	9.4%	9.1%	10.1%	6.3%	6.1%	7.9%	46,830	15,855	12,189	2,828	949	733
Navy‡	16.3%	17.2%	13.6%	46.5%	46.5%	46.1%	23.8%	23.7%	25.2%	8.6%	8.3%	9.6%	4.8%	4.3%	5.5%	38,204	12,745	9,972	2,835	870	746
Marine Corps	20.0%	19.4%	17.8%	40.6%	41.8%	37.6%	23.9%	24.6%	26.1%	9.2%	8.6%	11.4%	6.3%	5.7%	7.1%	4,809	1,647	1,087	277	113	74
DOD 4th Estate	20.8%	19.7%	17.8%	44.9%	44.3%	46.1%	21.0%	21.0%	21.3%	7.5%	8.4%	8.3%	5.8%	6.6%	6.5%	28,239	14,496	12,412	1,658	854	726

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

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
BBG	13.0%	10.6%	11.9%	33.2%	33.3%	29.3%	23.4%	25.1%	23.0%	12.8%	13.1%	14.3%	17.6%	17.9%	21.5%	783	1,012	846	29	49	31
CSOSA	13.3%	14.9%	13.2%	37.3%	34.8%	35.7%	25.6%	24.0%	22.6%	13.6%	15.7%	16.0%	10.2%	10.6%	12.5%	436	492	574	14	15	23
DHS	12.9%	12.0%	9.6%	31.8%	32.0%	28.6%	22.5%	22.5%	23.0%	16.4%	16.5%	18.3%	16.5%	17.0%	20.5%	69,089	44,167	43,880	2,465	1,444	1,629
DOC	17.7%	16.6%	15.4%	40.3%	40.8%	38.1%	22.1%	22.5%	22.1%	12.4%	12.1%	15.2%	7.4%	7.9%	9.2%	19,118	9,691	9,117	1,169	492	427
DOE	19.9%	18.4%	15.3%	40.9%	41.6%	39.7%	19.3%	19.0%	20.8%	11.9%	12.5%	13.8%	8.1%	8.4%	10.4%	8,288	8,244	7,714	205	203	201
DOI	14.5%	13.7%	11.2%	38.4%	38.7%	36.3%	21.6%	21.9%	23.2%	14.6%	14.7%	16.5%	11.0%	11.0%	12.8%	26,853	24,391	21,703	821	765	730
DOJ	15.9%	16.4%	14.9%	38.6%	39.8%	40.1%	22.7%	21.3%	22.3%	13.3%	13.1%	14.0%	9.4%	9.4%	8.6%	28,308	14,609	15,010	1,238	602	609
DOL	20.9%	21.4%	18.7%	37.2%	38.4%	38.3%	19.2%	19.3%	20.5%	12.5%	11.3%	12.8%	10.1%	9.6%	9.7%	7,617	8,321	10,723	274	281	363
DOT	18.7%	18.0%	15.7%	41.8%	41.5%	40.9%	19.5%	19.9%	21.0%	11.5%	12.0%	12.8%	8.4%	8.5%	9.6%	20,448	15,903	14,102	631	454	398
ED	14.7%	17.9%	16.2%	37.3%	39.8%	38.0%	21.4%	18.0%	20.7%	13.6%	13.6%	13.1%	13.1%	10.7%	11.9%	2,467	2,705	2,741	79	67	77
EEOC	22.2%	22.9%	19.8%	39.1%	39.5%	38.7%	18.3%	17.7%	18.1%	11.5%	11.0%	13.2%	9.0%	8.9%	10.1%	1,313	1,359	1,425	43	49	39
EPA	15.8%	17.0%	11.3%	42.2%	43.3%	40.4%	20.7%	20.1%	23.1%	13.0%	12.4%	15.8%	8.3%	7.1%	9.4%	7,565	8,890	9,604	247	292	331
FCC	22.0%	20.9%	16.7%	37.4%	42.2%	36.7%	21.4%	18.4%	19.5%	12.1%	9.9%	14.9%	7.1%	8.6%	12.3%	551	664	607	22	23	24
FERC	35.6%	32.9%	26.3%	39.0%	40.4%	42.1%	14.0%	14.1%	17.4%	6.8%	7.7%	8.5%	4.5%	4.9%	5.7%	1,090	1,039	1,117	17	16	15
FTC	38.5%	36.1%	38.9%	36.6%	43.8%	37.4%	13.0%	10.7%	12.8%	8.0%	6.4%	6.7%	4.0%	2.9%	4.2%	601	571	605	25	25	22

Report by Agency

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
GSA	27.6%	27.8%	22.7%	43.5%	42.3%	40.7%	15.3%	15.8%	19.3%	8.0%	8.1%	10.0%	5.6%	5.9%	7.3%	6,885	7,202	6,718	143	140	161
HHS	20.9%	20.3%	16.9%	42.0%	41.7%	40.5%	19.5%	20.1%	21.2%	10.7%	10.6%	12.4%	6.9%	7.3%	9.0%	40,756	40,391	37,830	1,298	1,353	1,348
HUD	19.6%	19.7%	16.6%	38.1%	40.7%	38.3%	20.4%	19.9%	21.7%	11.4%	11.3%	12.8%	10.5%	8.4%	10.6%	4,398	4,698	5,227	134	126	150
NARA	18.1%	19.8%	17.4%	37.2%	39.1%	37.5%	20.7%	19.4%	20.1%	12.6%	13.4%	13.3%	11.6%	8.2%	11.8%	1,658	1,762	1,772	49	63	60
NASA	31.4%	30.2%	28.1%	43.0%	43.9%	43.7%	15.1%	15.4%	16.0%	6.9%	6.8%	8.1%	3.5%	3.6%	4.1%	11,109	11,299	10,723	293	283	282
NCUA	15.3%	17.8%	18.6%	39.1%	41.1%	41.6%	22.6%	20.0%	18.4%	13.8%	13.0%	14.7%	9.3%	8.1%	6.6%	588	616	623	26	29	16
NLRB	18.9%	21.3%	14.5%	34.3%	35.4%	34.3%	21.0%	19.6%	21.4%	13.7%	14.5%	17.4%	12.1%	9.1%	12.4%	788	783	820	45	43	32
NRC	26.0%	22.7%	22.3%	45.8%	46.3%	42.5%	14.4%	16.2%	17.6%	8.7%	8.8%	10.2%	5.0%	6.1%	7.4%	2,206	2,343	2,061	75	62	52
NSF	23.9%	24.2%	22.4%	42.9%	41.2%	37.1%	15.6%	16.2%	21.0%	10.7%	11.6%	12.3%	6.9%	6.7%	7.2%	908	882	820	17	10	17
OMB	34.5%	31.7%	26.6%	40.8%	41.2%	42.0%	13.1%	14.8%	17.4%	9.5%	10.2%	10.9%	2.2%	2.1%	3.1%	331	334	344	6	5	5
OPM	20.1%	20.1%	18.2%	40.2%	40.2%	40.5%	19.7%	19.7%	20.2%	10.6%	10.6%	11.4%	9.4%	9.4%	9.7%	2,857	2,682	2,963	158	169	162
PBGC	29.6%	22.9%	15.1%	40.1%	42.7%	42.4%	14.9%	17.2%	21.4%	8.1%	11.0%	13.1%	7.3%	6.2%	7.9%	503	578	536	16	10	18
RRB	19.9%	20.6%	15.3%	36.9%	40.1%	39.3%	19.5%	19.3%	23.5%	12.9%	11.2%	14.8%	10.8%	8.8%	7.2%	379	409	297	17	20	16
SBA	20.7%	17.8%	15.4%	38.3%	37.6%	34.6%	18.8%	17.5%	19.4%	11.3%	13.8%	15.0%	11.0%	13.2%	15.6%	1,475	1,437	1,302	40	40	36
SEC	27.4%	25.7%	20.1%	41.8%	41.4%	39.9%	15.2%	16.6%	19.5%	9.7%	9.9%	11.3%	5.9%	6.4%	9.2%	3,216	3,346	3,005	140	118	138

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(58) Managers promote communication among different work units.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.9%	16.4%	14.3%	39.2%	39.0%	37.7%	21.3%	21.4%	22.5%	12.9%	13.1%	14.2%	9.6%	10.1%	11.3%	560,913	452,145	381,145	19,879	16,506	13,697
SSA	19.0%	19.1%	18.1%	40.5%	40.0%	40.0%	19.1%	19.6%	19.8%	12.0%	11.9%	12.2%	9.4%	9.4%	9.9%	24,377	7,812	8,230	785	259	259
State	14.2%	16.3%	14.9%	42.4%	44.4%	41.6%	22.0%	19.7%	21.9%	13.4%	12.8%	14.4%	8.0%	6.8%	7.2%	6,698	3,945	4,897	154	91	93
USAID	16.4%	18.7%	13.9%	44.5%	45.4%	43.4%	20.4%	19.2%	21.7%	12.4%	11.8%	13.5%	6.3%	5.0%	7.6%	1,773	1,998	2,171	23	19	44
USDA	12.1%	13.8%	12.3%	40.9%	43.3%	40.7%	23.6%	22.7%	24.0%	13.8%	12.7%	14.3%	9.5%	7.4%	8.7%	40,816	46,143	21,686	1,516	1,557	675
USDT	18.4%	17.6%	16.1%	40.8%	41.1%	40.2%	20.3%	20.9%	21.4%	11.2%	11.3%	12.0%	9.4%	9.1%	10.4%	39,068	42,775	41,885	1,947	2,200	2,132
Small Agencies	19.1%	19.7%	16.9%	36.2%	37.2%	37.2%	18.9%	18.8%	18.9%	14.5%	13.9%	14.5%	11.3%	10.5%	12.5%	5,003	5,265	5,169	148	153	135
DOD	17.1%	16.9%	14.6%	40.1%	40.5%	39.1%	21.7%	21.3%	22.6%	12.8%	12.9%	13.8%	8.4%	8.5%	9.9%	170,594	65,655	54,569	5,570	2,222	1,740
USACE	17.9%	16.0%	14.7%	43.3%	44.6%	41.6%	21.2%	20.6%	23.2%	11.6%	11.9%	12.8%	6.0%	6.8%	7.7%	17,992	4,158	3,432	502	145	97
Air Force	18.3%	17.9%	16.5%	39.1%	41.1%	39.2%	21.4%	20.7%	22.0%	12.5%	12.2%	12.9%	8.7%	8.2%	9.3%	30,707	15,383	14,248	1,170	626	530
Army‡	16.4%	16.6%	14.0%	39.1%	38.9%	37.2%	21.9%	22.0%	22.5%	13.2%	13.3%	14.5%	9.3%	9.2%	11.7%	48,182	16,310	12,561	1,510	490	380
Navy‡	15.5%	16.3%	12.8%	41.9%	42.1%	41.5%	22.4%	21.8%	23.3%	12.9%	12.6%	13.9%	7.3%	7.3%	8.6%	39,736	13,161	10,379	1,339	472	346
Marine Corps	18.8%	18.2%	16.0%	38.0%	38.5%	32.8%	20.3%	22.3%	24.1%	13.3%	13.2%	15.5%	9.6%	7.8%	11.6%	4,950	1,688	1,122	145	66	39
DOD 4th Estate	19.0%	17.6%	15.6%	38.9%	38.3%	38.4%	20.7%	19.8%	21.7%	12.4%	13.8%	13.9%	9.1%	10.5%	10.4%	29,027	14,955	12,827	904	423	348

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

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
BBG	14.9%	12.3%	13.1%	36.7%	35.3%	32.1%	22.8%	25.5%	24.0%	10.8%	10.3%	12.1%	14.8%	16.7%	18.7%	769	1,005	844	33	54	37
CSOSA	14.9%	16.3%	13.3%	42.2%	37.7%	37.3%	20.5%	23.9%	22.4%	14.6%	12.5%	15.0%	7.9%	9.6%	12.0%	429	490	576	14	16	23
DHS	13.8%	13.0%	10.2%	34.3%	34.5%	31.7%	23.1%	22.9%	23.7%	13.9%	14.2%	15.9%	14.9%	15.4%	18.5%	68,249	44,126	43,860	2,598	1,480	1,681
DOC	19.4%	18.3%	16.7%	42.7%	43.8%	41.4%	21.5%	21.0%	22.1%	10.1%	10.5%	11.8%	6.3%	6.4%	8.0%	19,067	9,686	9,131	1,140	504	411
DOE	22.0%	20.4%	17.2%	43.2%	43.7%	42.6%	19.0%	18.2%	20.1%	9.1%	10.2%	11.5%	6.7%	7.5%	8.6%	8,257	8,244	7,711	213	202	208
DOI	16.2%	15.6%	13.1%	41.7%	42.1%	39.9%	20.9%	21.1%	23.2%	11.9%	11.7%	13.1%	9.2%	9.5%	10.6%	26,698	24,323	21,650	869	826	770
DOJ	17.1%	17.5%	16.7%	40.4%	41.2%	41.9%	23.1%	22.1%	22.4%	11.1%	10.9%	11.5%	8.2%	8.2%	7.5%	28,125	14,619	15,043	1,180	602	589
DOL	22.1%	22.7%	20.0%	39.2%	39.6%	39.7%	19.1%	19.2%	20.3%	10.6%	9.6%	11.2%	9.0%	8.8%	8.7%	7,555	8,314	10,648	282	292	411
DOT	20.7%	20.2%	18.0%	45.0%	45.0%	44.4%	18.6%	18.6%	19.2%	8.6%	9.0%	9.9%	7.2%	7.3%	8.5%	20,369	15,941	14,116	582	439	382
ED	16.2%	19.2%	17.7%	38.6%	42.5%	39.5%	22.4%	18.3%	21.6%	11.1%	10.3%	11.1%	11.7%	9.7%	10.1%	2,458	2,697	2,735	74	72	88
EEOC	23.4%	24.0%	19.9%	38.2%	40.8%	40.3%	19.0%	17.3%	17.2%	10.1%	8.9%	12.6%	9.3%	9.0%	10.0%	1,300	1,348	1,410	44	60	53
EPA	18.0%	19.5%	13.5%	44.9%	45.5%	44.3%	20.0%	19.2%	21.8%	10.2%	9.7%	12.4%	6.9%	6.0%	8.0%	7,532	8,915	9,653	245	275	288
FCC	23.1%	22.9%	19.1%	42.5%	44.7%	40.4%	19.5%	17.8%	20.5%	8.1%	7.2%	10.4%	6.7%	7.3%	9.6%	545	664	605	24	24	25
FERC	38.8%	36.9%	30.0%	40.3%	41.4%	43.8%	12.8%	12.3%	14.9%	4.3%	5.2%	6.7%	3.8%	4.1%	4.7%	1,092	1,044	1,115	12	14	17
FTC	40.1%	37.9%	41.7%	38.0%	40.2%	35.7%	11.5%	13.7%	11.7%	7.0%	5.3%	7.2%	3.4%	2.9%	3.7%	605	585	607	18	16	17

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
GSA	29.3%	28.6%	23.7%	43.4%	43.2%	42.7%	15.3%	15.5%	18.5%	6.8%	7.2%	8.5%	5.1%	5.6%	6.4%	6,838	7,203	6,701	135	157	173
HHS	23.0%	22.3%	19.1%	43.7%	43.5%	42.8%	18.7%	19.1%	20.2%	8.5%	8.7%	9.9%	6.1%	6.4%	7.9%	40,629	40,449	37,900	1,189	1,321	1,270
HUD	21.4%	21.7%	18.5%	40.2%	42.0%	40.4%	19.2%	18.8%	20.6%	9.4%	9.3%	10.7%	9.8%	8.2%	9.9%	4,366	4,722	5,248	140	122	134
NARA	18.7%	21.3%	18.0%	38.6%	39.0%	37.4%	20.9%	20.6%	21.2%	11.6%	11.0%	12.4%	10.1%	8.1%	11.1%	1,633	1,752	1,761	56	68	68
NASA	35.0%	33.7%	31.5%	44.1%	44.3%	44.8%	13.3%	13.8%	14.5%	4.8%	4.9%	5.8%	2.8%	3.3%	3.5%	11,109	11,321	10,766	261	251	222
NCUA	17.8%	18.1%	21.2%	41.6%	44.9%	43.2%	21.9%	18.6%	16.7%	10.2%	10.6%	13.0%	8.6%	7.8%	5.9%	590	622	627	22	22	16
NLRB	21.2%	23.1%	16.1%	37.2%	38.3%	36.9%	19.8%	19.5%	19.6%	10.7%	10.5%	16.4%	11.1%	8.6%	10.9%	777	786	813	56	42	38
NRC	27.3%	25.8%	25.2%	48.3%	47.6%	42.9%	13.6%	13.8%	17.3%	6.1%	7.5%	7.8%	4.8%	5.3%	6.9%	2,212	2,345	2,058	64	61	55
NSF	27.3%	28.0%	25.4%	43.8%	45.0%	42.5%	16.8%	15.1%	18.3%	7.2%	7.6%	9.2%	4.8%	4.4%	4.6%	904	875	817	16	18	18
OMB	38.5%	35.6%	33.0%	44.4%	44.1%	42.9%	8.5%	11.3%	14.2%	7.0%	6.7%	6.7%	1.6%	2.3%	3.2%	334	333	347	3	6	4
OPM	21.8%	20.8%	20.3%	41.0%	42.0%	42.0%	20.5%	19.5%	20.3%	8.0%	9.5%	9.1%	8.7%	8.2%	8.4%	2,846	2,681	2,921	160	171	210
PBGC	28.1%	23.4%	17.6%	42.4%	45.5%	45.2%	15.4%	18.3%	19.7%	8.4%	7.7%	9.7%	5.6%	5.1%	7.8%	503	577	538	11	11	15
RRB	20.2%	22.4%	15.5%	40.1%	41.4%	45.1%	18.9%	19.1%	20.9%	11.2%	9.3%	11.1%	9.6%	7.7%	7.3%	378	413	293	15	21	18
SBA	21.0%	18.9%	16.9%	40.1%	38.5%	33.8%	19.0%	18.7%	20.5%	9.9%	11.7%	13.7%	10.1%	12.3%	15.2%	1,463	1,441	1,294	46	36	38
SEC	29.9%	26.4%	22.3%	43.1%	44.2%	42.5%	15.1%	15.6%	17.7%	7.0%	7.9%	9.7%	4.9%	5.9%	7.8%	3,222	3,349	3,033	130	116	111

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	18.4%	17.6%	15.6%	41.5%	41.1%	40.2%	21.1%	21.4%	22.4%	10.6%	11.0%	11.8%	8.4%	8.9%	10.0%	557,064	452,092	380,902	19,964	17,020	14,062
SSA	19.9%	20.0%	19.0%	41.1%	41.9%	41.6%	19.8%	19.7%	19.9%	10.3%	10.1%	10.8%	8.9%	8.3%	8.7%	24,225	7,793	8,212	833	280	281
State	15.9%	18.0%	17.3%	45.5%	48.2%	43.5%	20.5%	18.5%	22.4%	11.1%	9.5%	10.3%	7.0%	5.9%	6.4%	6,629	3,952	4,918	148	88	88
USAID	18.7%	20.9%	15.4%	45.4%	46.8%	46.4%	19.9%	18.0%	19.5%	10.1%	9.4%	12.0%	5.8%	4.9%	6.8%	1,770	1,999	2,184	22	20	35
USDA	13.8%	15.5%	13.7%	44.3%	45.7%	44.2%	23.1%	22.3%	23.6%	10.9%	10.3%	11.3%	7.9%	6.3%	7.2%	40,601	46,148	21,654	1,503	1,605	716
USDT	19.3%	18.5%	16.9%	41.7%	42.2%	41.0%	20.5%	20.7%	21.5%	9.8%	9.9%	10.9%	8.7%	8.6%	9.8%	38,575	42,661	41,816	2,093	2,370	2,237
Small Agencies	21.0%	21.3%	19.1%	38.9%	39.0%	38.9%	18.7%	18.9%	19.3%	11.8%	11.3%	11.6%	9.6%	9.5%	11.0%	4,980	5,271	5,168	141	146	137
DOD	18.4%	18.3%	15.9%	42.5%	42.8%	41.9%	21.4%	21.1%	22.5%	10.3%	10.6%	11.1%	7.3%	7.2%	8.6%	169,430	65,732	54,502	5,592	2,227	1,833
USACE	19.8%	17.9%	16.0%	46.1%	47.6%	46.2%	20.5%	20.3%	21.7%	8.7%	8.9%	9.8%	4.9%	5.3%	6.3%	17,911	4,177	3,425	507	127	102
Air Force	19.6%	19.0%	17.9%	41.8%	43.4%	41.8%	21.2%	20.4%	21.9%	9.9%	10.1%	10.3%	7.5%	7.0%	8.1%	30,519	15,384	14,236	1,153	652	541
Army‡	17.9%	17.7%	15.0%	41.4%	41.3%	40.0%	21.9%	21.7%	22.9%	10.8%	11.5%	11.8%	7.9%	7.8%	10.3%	47,832	16,334	12,568	1,508	489	382
Navy‡	16.9%	17.6%	14.5%	44.5%	44.7%	44.5%	22.0%	21.7%	23.0%	10.3%	10.1%	11.0%	6.4%	5.9%	7.0%	39,439	13,175	10,386	1,389	488	361
Marine Corps	19.7%	19.5%	17.5%	41.2%	39.8%	35.9%	20.5%	23.1%	23.2%	10.7%	10.4%	12.6%	7.9%	7.2%	10.8%	4,922	1,705	1,119	140	51	41
DOD 4th Estate	20.0%	19.3%	16.9%	40.9%	40.0%	40.7%	20.2%	19.8%	21.8%	10.7%	11.2%	11.1%	8.2%	9.6%	9.4%	28,807	14,957	12,768	895	420	406

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

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	26.5%	25.6%	23.9%	34.9%	34.5%	34.0%	22.1%	22.5%	23.3%	8.5%	9.1%	9.6%	7.9%	8.2%	9.3%	548,557	442,275	373,425	31,186	27,324	21,965
BBG	24.0%	21.3%	21.7%	29.6%	29.8%	25.3%	21.3%	22.1%	24.3%	9.5%	11.1%	12.2%	15.5%	15.6%	16.4%	769	989	837	46	70	46
CSOSA	22.6%	24.0%	20.0%	35.5%	36.0%	34.6%	27.4%	23.4%	28.8%	7.5%	7.4%	7.4%	7.0%	9.1%	9.3%	403	478	553	43	34	48
DHS	21.8%	20.8%	18.3%	30.5%	30.4%	28.6%	24.3%	24.7%	25.5%	11.0%	11.9%	12.6%	12.4%	12.2%	14.9%	68,282	43,687	43,505	3,126	1,978	2,052
DOC	29.1%	28.5%	26.8%	37.4%	36.8%	36.8%	21.1%	21.6%	21.3%	6.7%	7.3%	7.9%	5.7%	5.9%	7.1%	18,185	9,415	8,883	2,092	787	684
DOE	29.2%	28.6%	26.7%	36.2%	35.8%	35.1%	21.1%	21.2%	22.2%	7.1%	7.5%	8.3%	6.3%	6.9%	7.6%	8,125	8,105	7,586	357	355	339
DOI	24.3%	23.5%	20.8%	34.0%	34.7%	33.7%	23.2%	24.0%	25.0%	10.0%	9.7%	10.7%	8.5%	8.2%	9.7%	26,043	23,682	21,152	1,606	1,499	1,285
DOJ	26.8%	26.5%	26.5%	33.8%	34.4%	34.0%	21.6%	21.3%	22.6%	9.0%	9.3%	8.4%	8.8%	8.4%	8.6%	27,887	14,415	14,963	1,572	782	662
DOL	30.1%	30.7%	29.9%	32.9%	33.9%	34.0%	20.3%	19.6%	20.5%	8.2%	7.6%	7.5%	8.6%	8.2%	8.0%	7,476	8,188	10,507	400	425	595
DOT	27.0%	26.4%	25.4%	36.0%	36.2%	35.0%	21.2%	21.3%	21.8%	8.4%	8.6%	9.5%	7.5%	7.5%	8.2%	19,899	15,524	13,816	1,148	866	708
ED	26.7%	30.5%	27.9%	33.4%	33.4%	33.6%	22.2%	21.5%	21.4%	9.7%	6.7%	8.3%	8.0%	7.8%	8.8%	2,402	2,607	2,662	146	166	162
EEOC	33.7%	35.6%	33.0%	33.1%	30.3%	32.4%	19.3%	19.7%	18.7%	5.9%	6.9%	7.3%	8.1%	7.5%	8.6%	1,261	1,318	1,371	93	91	95
EPA	29.8%	32.5%	25.2%	35.5%	35.6%	36.5%	21.0%	20.1%	22.8%	7.4%	6.2%	8.2%	6.3%	5.6%	7.3%	7,465	8,847	9,506	333	357	463
FCC	41.1%	37.8%	39.2%	30.8%	30.3%	26.3%	16.7%	20.0%	20.1%	5.3%	7.6%	5.7%	6.1%	4.3%	8.6%	545	646	596	26	43	35
FERC	46.6%	46.4%	40.7%	32.3%	30.2%	33.9%	14.3%	14.3%	15.8%	3.3%	4.6%	6.0%	3.6%	4.6%	3.7%	1,078	1,034	1,092	21	26	39
FTC	48.0%	51.0%	56.0%	33.1%	32.9%	26.9%	12.8%	11.1%	10.9%	3.9%	2.5%	3.8%	2.2%	2.6%	2.5%	581	560	604	42	38	19

Report by Agency

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	26.5%	25.6%	23.9%	34.9%	34.5%	34.0%	22.1%	22.5%	23.3%	8.5%	9.1%	9.6%	7.9%	8.2%	9.3%	548,557	442,275	373,425	31,186	27,324	21,965
GSA	38.2%	38.2%	33.3%	35.1%	34.3%	34.6%	17.0%	17.4%	19.1%	5.0%	5.5%	6.8%	4.7%	4.6%	6.2%	6,779	7,102	6,582	238	271	297
HHS	32.0%	31.8%	28.7%	35.8%	35.5%	34.7%	19.7%	19.5%	21.0%	6.7%	7.0%	8.0%	5.8%	6.2%	7.5%	39,793	39,518	37,101	2,181	2,318	2,137
HUD	31.8%	32.4%	29.2%	32.7%	34.3%	32.8%	20.0%	19.2%	21.0%	7.3%	7.2%	8.1%	8.3%	7.0%	9.0%	4,288	4,570	5,065	231	277	313
NARA	31.3%	31.6%	31.7%	33.6%	34.6%	32.0%	19.6%	18.9%	18.8%	7.0%	8.2%	7.7%	8.4%	6.6%	9.6%	1,630	1,719	1,747	72	107	91
NASA	39.8%	38.4%	36.4%	37.3%	38.4%	38.1%	15.8%	15.8%	16.8%	4.2%	4.5%	5.2%	3.0%	2.9%	3.5%	10,867	11,093	10,578	527	510	420
NCUA	27.4%	28.5%	32.6%	36.8%	38.8%	36.7%	21.9%	18.5%	20.3%	7.0%	7.9%	6.7%	6.9%	6.3%	3.7%	577	596	610	36	51	30
NLRB	37.1%	37.2%	31.0%	32.5%	36.3%	32.3%	16.5%	16.8%	20.6%	7.6%	4.2%	8.1%	6.2%	5.5%	8.0%	785	798	820	41	28	31
NRC	35.5%	33.3%	33.2%	37.5%	38.7%	38.1%	17.1%	18.0%	17.9%	5.4%	5.1%	5.3%	4.5%	4.8%	5.5%	2,211	2,322	2,048	69	83	70
NSF	36.5%	38.9%	35.7%	34.9%	32.1%	31.4%	17.3%	18.8%	17.7%	5.6%	4.9%	7.9%	5.7%	5.2%	7.3%	890	869	816	33	26	22
OMB	43.4%	44.5%	36.2%	33.2%	36.8%	39.8%	16.6%	13.9%	16.4%	5.3%	3.4%	4.4%	1.5%	1.4%	3.1%	330	324	339	7	16	12
OPM	32.0%	32.5%	31.1%	36.5%	35.1%	36.4%	18.7%	19.2%	18.7%	6.6%	6.8%	7.5%	6.2%	6.3%	6.3%	2,776	2,619	2,842	237	228	287
PBGC	41.3%	37.5%	31.5%	36.2%	34.9%	33.9%	16.1%	18.8%	20.9%	3.4%	5.3%	8.0%	3.0%	3.5%	5.8%	499	563	523	17	25	31
RRB	31.2%	31.1%	26.7%	33.6%	37.4%	40.1%	18.9%	17.6%	20.4%	8.9%	5.0%	7.4%	7.3%	9.0%	5.4%	370	408	296	25	25	17
SBA	33.1%	31.0%	25.8%	31.4%	32.8%	28.4%	19.2%	16.5%	22.6%	6.9%	8.6%	9.2%	9.4%	11.1%	13.9%	1,449	1,371	1,268	68	103	64
SEC	42.0%	41.2%	37.2%	34.0%	33.6%	31.6%	14.1%	15.2%	16.9%	5.3%	5.1%	6.9%	4.6%	4.9%	7.4%	3,192	3,290	2,992	160	179	158

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	26.5%	25.6%	23.9%	34.9%	34.5%	34.0%	22.1%	22.5%	23.3%	8.5%	9.1%	9.6%	7.9%	8.2%	9.3%	548,557	442,275	373,425	31,186	27,324	21,965
SSA	27.4%	27.7%	26.4%	34.5%	34.5%	34.8%	22.1%	22.1%	23.4%	8.1%	7.9%	8.0%	7.9%	7.8%	7.4%	23,703	7,614	8,025	1,352	462	470
State	28.4%	30.3%	28.7%	35.6%	36.0%	36.4%	22.1%	21.0%	21.2%	8.0%	8.1%	7.9%	5.9%	4.5%	5.7%	6,565	3,864	4,849	259	174	151
USAID	27.4%	29.6%	27.3%	37.0%	36.5%	36.7%	21.8%	19.9%	20.9%	8.6%	7.4%	8.3%	5.1%	6.5%	6.8%	1,752	1,948	2,129	41	69	90
USDA	21.6%	23.3%	21.4%	36.2%	37.7%	36.6%	24.7%	23.7%	24.8%	9.5%	8.6%	9.6%	7.9%	6.6%	7.6%	39,912	45,265	21,285	2,349	2,573	1,132
USDT	28.9%	28.0%	26.4%	35.1%	36.3%	35.7%	21.0%	21.1%	21.4%	7.3%	7.4%	8.1%	7.8%	7.2%	8.3%	37,882	41,453	40,461	3,091	3,672	3,666
Small Agencies	30.3%	32.2%	29.1%	32.5%	32.7%	33.4%	21.2%	19.1%	20.0%	8.1%	7.9%	8.2%	7.9%	8.0%	9.3%	4,944	5,154	5,091	206	264	216
DOD	26.0%	25.8%	23.9%	36.0%	36.1%	35.4%	22.3%	22.3%	23.2%	8.4%	8.8%	9.2%	7.2%	7.0%	8.2%	166,962	64,638	53,685	8,895	3,348	2,734
USACE	28.5%	27.5%	27.1%	38.1%	38.9%	36.2%	21.0%	21.1%	21.3%	7.1%	7.1%	8.4%	5.3%	5.3%	7.0%	17,682	4,118	3,382	804	198	149
Air Force	26.6%	26.9%	25.5%	35.6%	35.6%	35.9%	21.4%	21.7%	22.2%	8.6%	8.4%	8.6%	7.7%	7.4%	7.8%	30,239	15,149	14,018	1,585	881	784
Army‡	24.6%	24.4%	22.7%	35.0%	35.2%	33.5%	23.3%	23.0%	24.0%	9.2%	9.5%	10.1%	8.0%	8.0%	9.6%	47,333	16,070	12,364	2,263	758	616
Navy‡	25.3%	25.7%	22.3%	37.8%	38.0%	38.0%	22.8%	22.6%	23.7%	7.9%	8.3%	9.0%	6.1%	5.5%	7.0%	38,478	12,904	10,192	2,523	749	557
Marine Corps	29.3%	26.3%	26.3%	33.2%	36.2%	31.4%	21.2%	21.9%	22.8%	8.7%	8.1%	9.6%	7.6%	7.5%	10.0%	4,832	1,671	1,100	253	90	59
DOD 4th Estate	27.8%	26.3%	25.4%	35.1%	34.2%	33.9%	21.1%	21.6%	22.9%	8.2%	9.6%	9.2%	7.8%	8.3%	8.7%	28,398	14,726	12,629	1,467	672	569

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

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
BBG	20.2%	16.6%	17.2%	28.9%	28.4%	26.4%	21.6%	25.8%	25.4%	12.1%	11.9%	13.3%	17.1%	17.3%	17.7%	800	1,033	857	13	27	24
CSOSA	24.1%	23.1%	19.5%	38.3%	36.3%	40.3%	21.9%	21.9%	21.9%	8.5%	10.4%	9.5%	7.2%	8.3%	8.7%	437	502	598	8	7	3
DHS	18.3%	17.3%	14.7%	29.3%	28.9%	25.7%	23.7%	23.8%	23.6%	13.2%	13.9%	15.9%	15.4%	16.1%	20.2%	70,409	45,001	45,120	931	665	439
DOC	23.2%	22.1%	20.3%	36.6%	36.9%	35.4%	23.6%	23.2%	24.0%	9.7%	10.1%	11.4%	6.9%	7.8%	8.8%	19,711	9,961	9,414	546	245	149
DOE	22.2%	21.5%	19.4%	35.2%	33.8%	33.3%	22.9%	23.8%	23.7%	11.2%	11.6%	12.9%	8.5%	9.3%	10.7%	8,384	8,337	7,848	93	120	73
DOI	15.9%	16.7%	14.7%	30.1%	32.6%	31.8%	26.4%	27.1%	26.4%	15.0%	13.3%	15.0%	12.6%	10.3%	12.0%	27,140	24,639	22,115	501	532	332
DOJ	22.6%	23.7%	24.7%	33.6%	35.6%	35.6%	22.2%	20.9%	20.2%	11.4%	10.7%	11.4%	10.2%	9.2%	8.2%	29,074	14,960	15,460	370	248	146
DOL	24.1%	25.4%	26.0%	32.6%	33.9%	33.8%	22.8%	22.1%	21.5%	10.7%	9.3%	10.1%	9.9%	9.4%	8.7%	7,717	8,371	10,953	151	235	135
DOT	20.6%	20.1%	19.6%	34.4%	34.3%	33.4%	24.9%	24.8%	23.7%	10.9%	11.2%	13.0%	9.1%	9.6%	10.4%	20,694	16,161	14,346	327	232	175
ED	13.9%	20.0%	20.8%	26.5%	30.6%	34.0%	25.9%	24.4%	22.0%	14.6%	11.1%	11.7%	19.0%	13.9%	11.5%	2,497	2,710	2,796	42	53	31
EEOC	28.1%	29.5%	26.3%	32.4%	32.7%	34.4%	21.6%	20.3%	19.4%	9.5%	9.0%	11.2%	8.4%	8.5%	8.8%	1,332	1,396	1,448	20	17	15
EPA	13.5%	17.4%	16.3%	26.0%	30.7%	34.5%	22.4%	21.7%	24.5%	15.4%	13.0%	14.3%	22.7%	17.1%	10.4%	7,672	9,030	9,890	124	167	83
FCC	26.4%	24.1%	26.1%	29.3%	34.9%	29.8%	26.9%	23.6%	23.6%	10.6%	9.8%	8.3%	6.9%	7.7%	12.3%	562	676	624	5	11	8
FERC	46.4%	46.1%	36.8%	33.7%	34.1%	37.5%	12.6%	11.2%	14.7%	4.0%	5.1%	6.5%	3.3%	3.5%	4.5%	1,088	1,061	1,132	11	3	8
FTC	38.6%	33.7%	49.1%	35.9%	39.6%	31.7%	18.0%	17.4%	11.9%	5.1%	5.8%	4.5%	2.4%	3.6%	2.7%	588	591	618	39	9	5

Report by Agency

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
GSA	29.3%	29.0%	24.4%	36.8%	36.4%	34.3%	20.5%	20.1%	22.6%	7.4%	8.1%	10.1%	6.0%	6.4%	8.6%	6,942	7,290	6,810	62	88	85
HHS	28.1%	27.9%	25.5%	37.6%	36.5%	35.8%	20.4%	20.7%	21.3%	8.1%	8.4%	9.7%	5.9%	6.5%	7.8%	41,284	41,068	38,676	645	768	558
HUD	20.2%	22.4%	21.8%	30.7%	32.3%	32.1%	25.3%	24.9%	25.0%	11.5%	10.5%	10.6%	12.3%	9.9%	10.5%	4,436	4,743	5,297	69	107	77
NARA	17.6%	21.5%	19.1%	29.5%	31.0%	30.6%	25.2%	22.9%	21.6%	13.4%	12.5%	14.1%	14.4%	12.1%	14.6%	1,681	1,789	1,806	20	36	29
NASA	36.1%	35.3%	33.5%	37.3%	38.4%	37.5%	16.8%	16.6%	17.3%	6.0%	6.1%	7.2%	3.8%	3.6%	4.5%	11,240	11,485	10,921	152	117	75
NCUA	20.4%	22.1%	24.6%	32.6%	33.3%	38.0%	24.9%	22.2%	20.3%	12.4%	14.5%	11.3%	9.8%	7.9%	5.8%	606	641	639	7	7	3
NLRB	17.9%	30.5%	25.0%	25.7%	35.1%	35.1%	19.7%	16.9%	18.8%	15.3%	10.3%	10.9%	21.5%	7.1%	10.2%	815	817	846	15	11	8
NRC	28.4%	26.8%	25.5%	37.5%	38.4%	39.2%	18.6%	18.5%	18.1%	8.7%	9.4%	9.7%	6.9%	6.9%	7.6%	2,263	2,386	2,088	16	21	29
NSF	28.3%	29.4%	26.0%	37.2%	35.8%	35.4%	18.5%	18.4%	20.3%	9.2%	10.3%	9.3%	6.8%	6.1%	9.0%	920	885	831	3	10	6
OMB	12.1%	17.1%	26.8%	27.3%	29.1%	44.5%	26.0%	23.6%	18.3%	20.0%	19.0%	8.3%	14.5%	11.2%	2.1%	335	323	349	1	17	2
OPM	22.6%	23.6%	22.8%	34.0%	33.5%	34.6%	23.8%	23.5%	23.2%	10.4%	10.8%	10.7%	9.2%	8.6%	8.6%	2,923	2,763	3,065	80	81	67
PBGC	31.1%	29.8%	23.4%	39.9%	34.3%	37.2%	19.1%	23.0%	21.0%	5.5%	9.0%	10.8%	4.4%	4.0%	7.6%	511	577	547	5	11	4
RRB	28.1%	27.6%	25.8%	34.0%	32.2%	33.1%	20.1%	24.1%	23.7%	9.3%	10.4%	11.1%	8.6%	5.7%	6.3%	388	419	306	8	13	6
SBA	25.7%	21.8%	18.6%	33.8%	32.4%	26.9%	21.3%	23.5%	23.6%	10.2%	10.1%	14.2%	9.0%	12.2%	16.6%	1,501	1,435	1,325	15	43	13
SEC	33.8%	32.3%	29.5%	35.6%	36.0%	35.0%	17.7%	18.7%	17.5%	7.0%	6.7%	9.5%	6.0%	6.3%	8.6%	3,322	3,431	3,131	31	34	20

Report by Agency

(61) I have a high level of respect for my organization's senior leaders.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	22.4%	21.8%	20.3%	33.9%	33.8%	32.8%	23.1%	23.4%	23.5%	11.0%	11.1%	12.4%	9.5%	9.9%	10.9%	570,532	460,935	390,254	8,837	8,657	5,078
SSA	22.9%	22.2%	23.2%	33.7%	35.3%	34.6%	24.9%	23.7%	23.1%	10.1%	10.4%	10.8%	8.4%	8.4%	8.3%	24,413	7,880	8,368	620	195	127
State	18.1%	17.2%	22.8%	33.2%	31.9%	38.4%	26.3%	25.8%	21.6%	13.2%	14.3%	10.6%	9.3%	10.9%	6.6%	6,724	3,975	4,964	100	70	39
USAID	20.5%	23.9%	20.9%	38.5%	38.3%	37.5%	24.5%	22.9%	23.3%	11.0%	8.8%	11.9%	5.5%	6.1%	6.4%	1,775	1,993	2,204	19	28	18
USDA	15.4%	17.7%	16.5%	31.5%	35.0%	33.1%	27.3%	26.8%	27.3%	14.4%	12.3%	14.0%	11.4%	8.2%	9.1%	41,402	46,709	22,109	836	1,110	298
USDT	20.2%	19.6%	18.6%	33.6%	33.8%	33.3%	24.9%	25.3%	24.6%	11.0%	11.3%	12.3%	10.2%	10.0%	11.2%	40,113	44,053	43,276	809	1,052	844
Small Agencies	22.7%	24.5%	22.7%	33.2%	33.2%	33.6%	20.9%	21.8%	20.7%	12.6%	10.8%	11.4%	10.7%	9.7%	11.6%	5,110	5,350	5,265	42	83	50
DOD	24.3%	24.1%	21.8%	35.5%	35.8%	34.2%	22.3%	22.5%	23.1%	10.1%	9.9%	11.5%	7.8%	7.8%	9.4%	173,723	67,170	55,804	2,101	851	572
USACE	25.1%	24.3%	20.9%	39.2%	39.1%	37.0%	21.5%	22.9%	23.2%	8.5%	8.8%	11.3%	5.8%	5.0%	7.6%	18,249	4,253	3,494	229	65	38
Air Force	25.8%	25.7%	24.4%	34.6%	35.6%	34.4%	21.2%	20.9%	21.6%	10.2%	9.7%	11.0%	8.2%	8.1%	8.6%	31,452	15,852	14,632	359	194	161
Army‡	23.3%	23.5%	21.2%	34.8%	35.1%	32.3%	22.5%	22.3%	23.0%	10.8%	10.4%	12.4%	8.7%	8.7%	11.0%	49,056	16,629	12,850	561	212	113
Navy‡	23.1%	22.9%	19.8%	36.8%	37.0%	36.0%	23.4%	23.6%	24.2%	9.8%	9.9%	11.4%	6.8%	6.7%	8.5%	40,438	13,485	10,632	550	180	107
Marine Corps	28.0%	27.3%	23.8%	32.7%	34.0%	31.6%	21.1%	23.5%	22.9%	10.0%	7.7%	10.6%	8.2%	7.4%	11.1%	5,020	1,735	1,144	62	31	13
DOD 4th Estate	25.6%	24.2%	22.6%	35.0%	34.1%	34.0%	21.6%	22.8%	23.2%	9.9%	9.9%	11.1%	7.9%	8.8%	9.1%	29,508	15,216	13,052	340	169	140

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

(62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
BBG	18.5%	17.0%	17.2%	34.2%	31.5%	33.6%	28.6%	29.5%	27.8%	8.4%	9.9%	8.6%	10.4%	12.1%	12.9%	729	927	782	85	135	99
CSOSA	28.9%	26.2%	21.7%	36.7%	37.5%	43.0%	21.9%	21.5%	22.6%	6.0%	7.4%	5.9%	6.4%	7.5%	6.7%	420	489	579	27	24	23
DHS	16.1%	15.5%	13.6%	28.7%	28.4%	26.1%	26.7%	26.4%	27.1%	12.8%	13.1%	14.6%	15.7%	16.5%	18.6%	65,593	41,826	41,729	5,716	3,850	3,843
DOC	24.6%	24.7%	22.9%	39.8%	40.0%	40.6%	23.2%	22.2%	23.5%	6.9%	7.6%	7.4%	5.4%	5.4%	5.7%	18,240	9,262	8,732	2,022	948	842
DOE	26.8%	26.3%	22.9%	41.8%	40.5%	41.5%	20.8%	21.1%	21.9%	6.3%	6.8%	7.6%	4.3%	5.2%	6.1%	7,857	7,736	7,408	625	722	535
DOI	18.8%	19.1%	17.5%	37.1%	39.6%	39.2%	27.3%	25.6%	26.0%	9.4%	9.0%	9.7%	7.4%	6.7%	7.6%	24,611	22,469	20,329	3,029	2,727	2,136
DOJ	19.8%	22.0%	21.2%	34.8%	35.6%	36.7%	26.8%	25.1%	25.2%	10.0%	9.2%	9.5%	8.6%	8.1%	7.4%	26,635	13,694	14,414	2,778	1,510	1,202
DOL	27.4%	29.1%	28.9%	38.1%	38.0%	38.6%	20.9%	19.8%	20.4%	6.7%	6.5%	6.5%	6.9%	6.6%	5.7%	7,163	7,847	10,332	707	769	765
DOT	22.2%	21.5%	21.5%	37.5%	37.1%	36.5%	25.7%	26.3%	25.9%	8.1%	8.1%	9.0%	6.4%	6.9%	7.1%	19,021	14,901	13,215	2,016	1,512	1,313
ED	13.4%	24.5%	25.2%	23.8%	39.1%	40.9%	20.2%	22.5%	18.7%	14.7%	7.0%	8.0%	27.9%	7.0%	7.2%	2,381	2,464	2,635	166	309	190
EEOC	28.8%	31.4%	27.5%	35.9%	34.0%	37.1%	22.2%	21.1%	20.4%	5.9%	7.3%	8.3%	7.2%	6.1%	6.7%	1,242	1,298	1,371	112	117	98
EPA	17.7%	22.1%	20.2%	36.1%	41.2%	43.1%	27.5%	23.9%	23.2%	9.1%	6.4%	8.0%	9.7%	6.4%	5.5%	6,688	7,922	9,156	1,102	1,285	815
FCC	26.8%	27.8%	26.8%	37.5%	36.1%	34.8%	24.8%	24.6%	22.6%	6.4%	7.6%	8.0%	4.5%	3.9%	7.7%	515	600	564	57	90	69
FERC	51.0%	46.2%	40.6%	34.9%	37.6%	36.8%	8.5%	10.3%	14.7%	2.9%	2.3%	4.1%	2.7%	3.6%	3.8%	1,067	1,023	1,079	36	40	56
FTC	37.8%	37.4%	47.8%	37.0%	43.5%	32.3%	18.0%	14.4%	13.3%	4.4%	3.3%	4.0%	2.7%	1.5%	2.6%	524	516	578	102	85	45

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
GSA	34.6%	34.8%	31.1%	38.3%	40.1%	39.9%	17.4%	16.3%	18.1%	5.4%	4.7%	5.9%	4.3%	4.1%	5.1%	6,657	7,018	6,521	359	360	382
HHS	27.0%	27.3%	24.5%	40.0%	39.0%	38.7%	21.6%	21.4%	22.2%	6.6%	7.1%	8.2%	4.9%	5.1%	6.3%	38,629	38,351	36,423	3,323	3,499	2,844
HUD	22.3%	24.6%	22.7%	36.6%	35.9%	36.7%	25.5%	25.7%	25.0%	8.0%	7.6%	8.1%	7.6%	6.2%	7.5%	4,083	4,320	4,926	431	527	452
NARA	23.3%	25.6%	22.8%	39.9%	43.2%	40.8%	22.8%	20.4%	23.1%	6.5%	5.4%	6.3%	7.4%	5.4%	7.0%	1,547	1,698	1,687	156	128	147
NASA	42.2%	42.1%	40.1%	40.5%	40.5%	41.1%	12.6%	12.8%	13.4%	2.9%	2.9%	3.2%	1.7%	1.7%	2.2%	10,732	10,994	10,443	657	617	560
NCUA	17.5%	20.8%	23.0%	37.3%	37.9%	41.8%	22.6%	22.5%	18.1%	12.9%	10.8%	9.7%	9.8%	8.0%	7.4%	573	600	621	40	47	24
NLRB	21.9%	31.3%	26.4%	30.6%	36.2%	36.5%	24.8%	18.2%	18.3%	9.6%	7.6%	9.9%	13.0%	6.8%	8.9%	731	765	804	98	59	51
NRC	38.5%	34.1%	34.5%	41.3%	44.3%	43.1%	12.8%	12.9%	13.2%	4.6%	5.3%	5.7%	2.8%	3.4%	3.5%	2,209	2,334	2,032	73	78	85
NSF	34.5%	34.4%	32.2%	37.4%	37.7%	37.6%	15.0%	15.4%	16.8%	7.9%	6.6%	7.8%	5.3%	5.8%	5.7%	874	846	795	51	45	42
OMB	16.9%	13.4%	20.3%	37.5%	39.2%	46.4%	30.1%	30.5%	19.9%	10.9%	12.4%	10.1%	4.6%	4.4%	3.3%	309	261	339	27	79	12
OPM	24.1%	26.2%	25.8%	36.7%	35.2%	38.3%	23.3%	23.3%	22.8%	8.5%	8.4%	6.6%	7.3%	6.9%	6.6%	2,674	2,522	2,790	338	328	343
PBGC	38.4%	34.8%	26.3%	44.7%	41.3%	44.4%	11.4%	18.2%	18.1%	1.8%	4.1%	6.2%	3.6%	1.6%	5.0%	486	551	520	28	37	33
RRB	25.6%	27.2%	24.7%	36.7%	40.9%	38.8%	20.8%	20.7%	23.1%	8.1%	4.4%	7.7%	8.9%	6.7%	5.6%	368	393	287	27	40	26
SBA	25.9%	22.0%	20.6%	35.6%	35.5%	32.7%	22.8%	24.0%	24.9%	8.9%	9.0%	9.5%	6.7%	9.5%	12.3%	1,395	1,344	1,225	120	137	116
SEC	36.5%	35.0%	31.9%	39.1%	40.6%	39.7%	15.9%	15.6%	16.6%	4.4%	4.8%	6.7%	4.0%	4.0%	5.1%	3,111	3,260	2,977	240	214	175

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	21.8%	21.4%	19.8%	36.1%	35.5%	35.3%	24.9%	25.3%	25.8%	9.1%	9.4%	10.0%	8.2%	8.5%	9.1%	530,819	425,880	363,124	48,407	43,909	32,433
SSA	19.8%	21.1%	21.5%	33.4%	35.4%	35.7%	29.6%	27.4%	26.9%	9.3%	8.6%	9.0%	7.9%	7.5%	6.8%	22,591	7,312	7,839	2,421	763	661
State	14.1%	14.8%	16.8%	31.7%	33.1%	35.1%	29.0%	25.6%	24.4%	14.9%	15.8%	14.6%	10.3%	10.7%	9.0%	6,233	3,621	4,775	585	428	230
USAID	18.8%	23.7%	18.7%	42.1%	42.6%	40.1%	23.5%	21.5%	22.2%	9.9%	7.6%	11.9%	5.6%	4.6%	7.1%	1,666	1,913	2,102	128	108	121
USDA	14.0%	18.9%	17.8%	34.3%	41.5%	41.5%	27.1%	26.8%	27.0%	12.1%	7.5%	7.9%	12.5%	5.2%	5.7%	38,895	43,776	20,788	3,322	4,055	1,642
USDT	22.1%	21.4%	20.6%	37.0%	37.3%	37.0%	25.3%	25.7%	25.6%	7.8%	8.0%	8.6%	7.8%	7.5%	8.2%	36,664	39,978	39,342	4,263	5,125	4,773
Small Agencies	27.0%	27.7%	26.7%	37.8%	37.3%	38.4%	20.3%	20.5%	19.0%	8.1%	7.9%	8.6%	6.9%	6.5%	7.3%	4,815	5,047	4,964	336	388	352
DOD	23.1%	23.6%	21.3%	37.6%	37.8%	37.1%	24.3%	23.9%	24.9%	8.4%	8.3%	9.1%	6.6%	6.4%	7.6%	162,891	63,138	52,612	12,804	4,896	3,822
USACE	23.4%	22.2%	19.9%	39.8%	41.2%	40.2%	24.9%	24.8%	25.7%	7.4%	7.3%	8.5%	4.6%	4.5%	5.6%	16,937	3,928	3,219	1,540	390	321
Air Force	24.9%	25.5%	23.9%	37.6%	38.0%	38.1%	22.9%	22.4%	22.9%	8.0%	7.6%	8.0%	6.7%	6.6%	7.0%	29,487	14,894	13,788	2,292	1,145	1,006
Army‡	21.8%	22.3%	20.5%	35.9%	35.9%	33.7%	25.7%	25.4%	25.9%	9.2%	9.2%	10.5%	7.3%	7.2%	9.4%	45,765	15,523	11,949	3,778	1,327	1,029
Navy‡	21.5%	22.9%	18.9%	38.8%	38.7%	39.4%	25.2%	24.6%	26.2%	8.4%	8.3%	8.9%	6.1%	5.5%	6.7%	37,855	12,648	10,050	3,116	1,017	709
Marine Corps	25.4%	24.4%	22.1%	34.4%	37.8%	32.3%	24.3%	24.6%	25.1%	8.7%	7.5%	11.6%	7.2%	5.7%	8.9%	4,732	1,617	1,066	344	144	95
DOD 4th Estate	25.6%	25.2%	23.8%	38.1%	38.2%	37.7%	21.8%	21.4%	23.0%	7.8%	8.1%	8.5%	6.7%	7.1%	7.0%	28,115	14,528	12,540	1,734	873	662

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

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
BBG	12.0%	10.6%	10.9%	33.4%	30.8%	31.5%	23.5%	24.8%	23.2%	17.0%	20.3%	18.8%	14.1%	13.4%	15.6%	814	1,059	881
CSOSA	14.2%	15.9%	14.4%	34.8%	32.7%	33.6%	24.4%	23.6%	23.5%	18.0%	19.8%	20.6%	8.6%	8.0%	7.9%	441	507	595
DHS	12.1%	12.0%	10.2%	31.8%	31.5%	29.0%	24.7%	24.4%	24.2%	20.8%	21.4%	23.7%	10.5%	10.7%	13.0%	70,969	45,481	45,390
DOC	16.7%	16.5%	16.6%	39.8%	38.8%	37.9%	22.0%	21.9%	21.9%	16.1%	16.8%	17.3%	5.4%	6.0%	6.3%	20,208	10,176	9,534
DOE	19.2%	18.3%	17.1%	40.8%	40.6%	38.7%	19.6%	20.3%	20.1%	14.9%	14.5%	16.9%	5.5%	6.2%	7.1%	8,468	8,445	7,914
DOI	15.6%	15.7%	14.7%	38.9%	39.6%	37.7%	21.5%	21.6%	21.7%	17.5%	16.8%	18.6%	6.5%	6.2%	7.3%	27,559	25,091	22,360
DOJ	15.7%	15.0%	15.5%	37.1%	38.3%	38.1%	23.1%	22.3%	22.3%	17.3%	17.9%	17.4%	6.8%	6.5%	6.8%	29,276	15,087	15,498
DOL	17.7%	17.9%	17.1%	37.1%	39.1%	39.0%	21.8%	21.2%	21.6%	16.2%	15.7%	16.3%	7.3%	6.1%	6.0%	7,852	8,608	11,072
DOT	17.2%	16.8%	14.7%	40.3%	40.3%	40.5%	21.0%	21.6%	21.4%	15.5%	15.2%	16.5%	6.0%	6.1%	6.8%	20,984	16,372	14,498
ED	11.7%	15.1%	16.2%	32.0%	37.5%	36.7%	22.9%	21.4%	20.1%	21.9%	17.7%	17.0%	11.4%	8.2%	10.0%	2,539	2,768	2,821
EEOC	17.8%	20.6%	17.7%	36.5%	33.7%	37.6%	19.4%	20.8%	20.3%	19.2%	17.0%	16.5%	7.0%	7.9%	7.8%	1,343	1,410	1,465
EPA	13.2%	15.1%	13.9%	40.3%	41.7%	41.1%	22.1%	21.2%	21.8%	18.1%	16.5%	17.3%	6.4%	5.5%	6.0%	7,776	9,182	9,954
FCC	21.2%	17.2%	16.8%	35.7%	38.6%	37.0%	23.3%	23.5%	21.2%	14.4%	14.8%	17.7%	5.5%	5.9%	7.2%	569	686	630
FERC	31.7%	27.8%	25.7%	39.9%	43.2%	41.1%	15.8%	16.5%	18.3%	9.1%	9.2%	11.2%	3.4%	3.3%	3.7%	1,105	1,061	1,135
FTC	33.7%	32.3%	34.9%	45.0%	43.3%	39.6%	11.0%	12.8%	11.7%	7.3%	9.0%	10.7%	3.1%	2.6%	3.1%	624	601	617

Report by Agency

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
GSA	24.2%	24.0%	21.0%	39.9%	40.6%	39.2%	18.9%	18.6%	19.6%	12.6%	12.3%	14.6%	4.3%	4.5%	5.7%	6,991	7,360	6,873
HHS	18.9%	18.4%	16.9%	41.5%	41.2%	40.1%	20.6%	21.0%	21.8%	14.2%	14.5%	15.4%	4.9%	4.8%	5.9%	41,867	41,740	39,125
HUD	16.9%	17.2%	15.7%	38.0%	38.9%	36.8%	21.1%	22.1%	22.4%	16.4%	15.7%	17.7%	7.5%	6.1%	7.3%	4,504	4,855	5,375
NARA	15.4%	18.7%	17.3%	35.6%	37.9%	34.0%	20.5%	20.1%	21.0%	18.2%	15.0%	18.3%	10.3%	8.3%	9.3%	1,695	1,823	1,827
NASA	30.4%	30.0%	28.2%	42.8%	43.2%	42.8%	14.6%	14.6%	15.9%	9.1%	9.3%	9.9%	3.0%	2.9%	3.2%	11,367	11,586	10,990
NCUA	14.7%	16.6%	18.6%	36.5%	37.0%	42.0%	21.2%	22.8%	20.0%	19.5%	17.2%	13.3%	8.1%	6.4%	6.1%	610	646	643
NLRB	14.8%	19.3%	17.3%	33.7%	36.9%	34.8%	20.3%	19.9%	18.6%	21.4%	17.4%	21.5%	9.9%	6.5%	7.8%	828	828	853
NRC	22.3%	20.5%	20.7%	42.5%	43.0%	41.2%	17.9%	18.7%	18.3%	12.6%	12.9%	14.9%	4.7%	5.0%	4.9%	2,275	2,412	2,107
NSF	25.0%	25.5%	24.8%	40.1%	40.3%	37.2%	16.8%	16.0%	18.6%	12.9%	12.2%	14.5%	5.2%	6.1%	4.9%	920	892	840
OMB	22.0%	18.3%	20.9%	44.6%	47.4%	49.0%	17.6%	21.9%	15.5%	13.1%	10.6%	11.6%	2.6%	1.8%	3.1%	336	339	350
OPM	16.0%	16.3%	16.5%	35.5%	37.1%	36.9%	23.8%	22.3%	21.9%	17.1%	16.8%	16.9%	7.6%	7.6%	7.8%	2,993	2,839	3,135
PBGC	27.4%	24.2%	18.3%	44.7%	44.2%	41.9%	17.2%	17.0%	19.9%	6.7%	11.0%	15.1%	4.0%	3.6%	4.7%	512	590	552
RRB	19.6%	18.3%	15.1%	32.7%	36.0%	35.5%	19.0%	22.3%	29.7%	18.3%	14.7%	15.4%	10.4%	8.7%	4.4%	394	432	311
SBA	18.0%	16.7%	14.0%	36.8%	36.8%	34.5%	20.6%	20.6%	20.7%	17.2%	17.4%	20.5%	7.4%	8.4%	10.3%	1,507	1,475	1,336
SEC	24.7%	24.2%	20.2%	42.9%	41.7%	40.6%	16.8%	17.8%	20.0%	11.7%	11.8%	13.8%	3.9%	4.6%	5.4%	3,347	3,469	3,147

Report by Agency

(63) How satisfied are you with your involvement in decisions that affect your work?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.1%	15.3%	14.3%	38.0%	37.4%	36.3%	22.2%	22.3%	22.7%	17.0%	17.9%	18.8%	6.7%	7.1%	7.8%	577,168	468,305	394,068
SSA	12.6%	12.9%	13.0%	34.7%	35.3%	35.4%	24.5%	24.6%	23.4%	20.7%	20.2%	21.7%	7.5%	7.1%	6.5%	24,917	8,021	8,439
State	14.1%	14.0%	16.0%	41.8%	43.5%	43.0%	21.9%	21.2%	21.0%	17.1%	17.6%	15.9%	5.2%	3.9%	4.2%	6,790	4,022	4,970
USAID	14.8%	15.4%	15.4%	42.5%	43.7%	41.4%	20.0%	19.9%	20.3%	17.5%	16.1%	17.5%	5.0%	4.9%	5.5%	1,796	2,011	2,216
USDA	11.8%	13.8%	12.9%	38.3%	42.0%	40.6%	23.9%	22.9%	23.4%	19.3%	16.3%	17.6%	6.7%	5.0%	5.5%	42,086	47,758	22,359
USDT	14.0%	13.7%	12.9%	35.4%	36.3%	35.1%	23.4%	23.8%	23.6%	19.0%	18.3%	19.5%	8.2%	7.9%	8.9%	40,786	45,022	43,978
Small Agencies	19.6%	20.7%	19.0%	37.0%	37.5%	38.2%	18.4%	20.6%	20.1%	17.7%	14.0%	15.4%	7.3%	7.1%	7.4%	5,138	5,419	5,302
DOD	17.2%	16.9%	15.3%	39.4%	39.5%	38.0%	21.7%	21.8%	22.7%	15.8%	16.1%	17.3%	6.0%	5.7%	6.6%	174,982	67,793	56,191
USACE	18.9%	17.0%	15.6%	44.4%	44.3%	41.7%	20.3%	21.6%	22.6%	12.7%	13.6%	15.2%	3.8%	3.6%	4.9%	18,446	4,313	3,529
Air Force	18.4%	18.0%	17.2%	38.2%	38.9%	38.0%	20.6%	20.9%	22.0%	16.1%	16.3%	16.3%	6.7%	5.9%	6.5%	31,633	15,970	14,744
Army‡	16.6%	15.7%	14.3%	38.1%	38.7%	35.6%	22.1%	22.0%	22.9%	16.7%	17.2%	19.3%	6.6%	6.4%	7.8%	49,355	16,809	12,921
Navy‡	16.0%	16.7%	14.4%	41.5%	41.4%	40.6%	22.4%	22.2%	23.3%	15.1%	15.0%	16.6%	5.0%	4.6%	5.1%	40,796	13,604	10,721
Marine Corps	20.5%	18.8%	16.2%	35.8%	35.7%	34.0%	20.9%	23.0%	23.2%	16.3%	16.8%	19.1%	6.6%	5.9%	7.5%	5,068	1,754	1,155
DOD 4th Estate	17.7%	17.3%	16.0%	38.2%	37.2%	36.8%	21.6%	21.8%	22.4%	16.1%	16.9%	17.0%	6.4%	6.8%	7.9%	29,684	15,343	13,121

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.6%	12.4%	36.9%	36.7%	35.5%	22.9%	23.0%	23.5%	18.3%	18.7%	19.7%	7.8%	8.1%	8.8%	577,134	467,501	393,156
BBG	10.5%	9.4%	9.7%	30.5%	29.7%	28.6%	24.5%	25.2%	25.1%	20.0%	21.6%	20.4%	14.5%	14.1%	16.2%	812	1,055	874
CSOSA	14.4%	13.0%	11.2%	31.8%	31.2%	32.6%	25.0%	20.7%	25.4%	20.7%	26.9%	22.6%	8.1%	8.2%	8.3%	444	508	590
DHS	10.8%	10.0%	8.5%	31.1%	30.6%	28.3%	23.8%	23.8%	23.3%	22.3%	23.0%	24.9%	12.0%	12.6%	15.0%	71,015	45,387	45,302
DOC	14.4%	13.8%	13.7%	39.7%	38.9%	37.9%	23.1%	22.6%	22.0%	16.6%	17.4%	19.1%	6.2%	7.2%	7.4%	20,219	10,173	9,521
DOE	18.0%	17.7%	15.3%	39.4%	39.0%	39.1%	21.4%	21.1%	21.3%	15.2%	15.7%	16.8%	5.9%	6.5%	7.5%	8,467	8,435	7,892
DOI	12.5%	12.4%	10.6%	35.6%	37.5%	34.9%	23.5%	23.0%	24.0%	20.0%	19.1%	21.2%	8.4%	8.1%	9.2%	27,535	25,061	22,318
DOJ	13.3%	13.5%	13.6%	35.5%	36.8%	38.0%	23.3%	23.0%	22.9%	19.5%	19.0%	18.4%	8.4%	7.7%	7.1%	29,234	15,068	15,473
DOL	15.6%	16.7%	15.9%	36.2%	38.4%	38.4%	22.2%	21.0%	22.3%	17.7%	16.7%	16.7%	8.3%	7.1%	6.8%	7,849	8,594	11,052
DOT	14.9%	14.2%	13.1%	38.3%	39.7%	37.5%	23.4%	22.1%	23.6%	16.3%	17.0%	17.7%	7.0%	6.9%	8.1%	20,984	16,345	14,446
ED	9.4%	14.8%	14.4%	30.5%	38.2%	38.1%	21.1%	21.0%	21.3%	25.6%	17.0%	18.1%	13.5%	9.0%	8.1%	2,534	2,760	2,817
EEOC	19.4%	20.1%	16.4%	39.3%	38.0%	43.8%	21.5%	20.1%	18.4%	13.7%	14.8%	15.0%	6.1%	6.9%	6.4%	1,348	1,414	1,452
EPA	11.9%	14.3%	10.9%	37.7%	40.0%	40.3%	22.5%	21.1%	24.2%	20.1%	17.8%	18.4%	7.9%	6.9%	6.2%	7,770	9,178	9,910
FCC	19.7%	14.3%	14.5%	34.8%	37.6%	34.3%	22.4%	23.3%	23.2%	16.5%	18.5%	18.1%	6.6%	6.4%	9.9%	570	686	628
FERC	30.8%	26.7%	22.5%	38.3%	44.4%	41.9%	17.3%	16.0%	18.0%	9.8%	10.2%	13.4%	3.9%	2.7%	4.2%	1,106	1,057	1,136
FTC	34.1%	33.5%	33.4%	45.6%	44.5%	42.8%	9.8%	11.9%	12.3%	8.2%	7.5%	8.6%	2.3%	2.5%	2.9%	624	600	619

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.6%	12.4%	36.9%	36.7%	35.5%	22.9%	23.0%	23.5%	18.3%	18.7%	19.7%	7.8%	8.1%	8.8%	577,134	467,501	393,156
GSA	24.4%	24.2%	20.7%	42.8%	42.1%	40.0%	18.6%	19.1%	20.6%	10.8%	10.6%	13.3%	3.5%	3.9%	5.4%	6,994	7,353	6,861
HHS	17.0%	17.1%	14.8%	40.8%	40.5%	38.7%	21.7%	22.0%	23.3%	14.8%	14.9%	16.5%	5.7%	5.5%	6.6%	41,871	41,670	39,077
HUD	15.1%	15.9%	13.7%	37.3%	39.4%	37.4%	23.4%	22.3%	23.1%	15.9%	16.0%	18.0%	8.3%	6.4%	7.7%	4,506	4,852	5,364
NARA	15.3%	18.5%	18.2%	39.4%	41.6%	39.9%	20.0%	20.6%	19.7%	15.9%	12.8%	14.2%	9.5%	6.5%	8.1%	1,695	1,818	1,822
NASA	29.2%	28.8%	27.3%	43.4%	44.3%	43.4%	15.8%	15.5%	16.6%	9.0%	8.7%	9.6%	2.6%	2.8%	3.1%	11,364	11,566	10,975
NCUA	15.3%	14.9%	19.2%	39.2%	41.1%	45.1%	21.3%	19.8%	19.6%	17.1%	17.1%	11.7%	7.0%	7.1%	4.4%	613	641	639
NLRB	11.8%	16.2%	12.6%	29.5%	37.6%	33.9%	19.3%	22.9%	23.2%	22.1%	18.4%	21.3%	17.3%	4.9%	8.9%	828	824	851
NRC	24.6%	22.6%	22.1%	44.5%	43.8%	42.3%	15.5%	16.3%	16.3%	10.8%	12.4%	14.6%	4.5%	4.9%	4.8%	2,280	2,409	2,110
NSF	22.4%	24.5%	21.1%	39.7%	36.7%	39.7%	18.5%	17.9%	18.2%	12.8%	14.7%	15.2%	6.5%	6.1%	5.8%	923	892	836
OMB	23.4%	21.3%	25.7%	48.9%	42.5%	43.3%	12.6%	17.4%	15.9%	10.1%	16.8%	13.5%	5.0%	2.0%	1.6%	336	340	349
OPM	16.0%	16.7%	16.0%	35.5%	38.4%	41.0%	21.6%	21.6%	20.6%	17.0%	15.5%	15.3%	9.9%	7.7%	7.1%	2,994	2,843	3,118
PBGC	26.6%	21.9%	17.0%	45.3%	42.6%	38.7%	14.4%	19.3%	20.0%	9.3%	13.1%	19.1%	4.4%	3.1%	5.2%	514	588	555
RRB	17.9%	19.2%	15.0%	35.3%	38.5%	38.3%	18.3%	18.8%	25.0%	18.9%	15.3%	14.8%	9.6%	8.2%	6.9%	392	431	310
SBA	17.0%	14.6%	12.9%	36.0%	39.1%	34.6%	22.1%	19.2%	21.6%	16.8%	17.4%	20.1%	8.1%	9.8%	10.8%	1,515	1,472	1,332
SEC	21.8%	21.4%	17.1%	42.0%	42.0%	39.3%	17.8%	19.6%	20.9%	13.3%	12.1%	16.1%	5.1%	4.8%	6.5%	3,353	3,468	3,139

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	14.0%	13.6%	12.4%	36.9%	36.7%	35.5%	22.9%	23.0%	23.5%	18.3%	18.7%	19.7%	7.8%	8.1%	8.8%	577,134	467,501	393,156
SSA	13.9%	13.7%	13.8%	38.9%	40.2%	38.9%	23.1%	22.0%	22.3%	17.0%	17.1%	17.7%	7.1%	7.0%	7.2%	24,914	8,001	8,403
State	11.5%	12.0%	12.9%	37.7%	35.5%	40.9%	22.4%	21.2%	22.6%	20.9%	23.6%	18.3%	7.5%	7.7%	5.5%	6,796	4,007	4,960
USAID	15.7%	19.1%	15.4%	44.3%	41.0%	40.1%	18.0%	19.3%	22.6%	16.7%	15.5%	16.9%	5.3%	5.1%	5.0%	1,794	2,009	2,208
USDA	9.3%	11.0%	10.1%	35.4%	39.6%	37.2%	25.2%	24.4%	25.4%	21.5%	18.8%	20.5%	8.6%	6.2%	6.8%	42,089	47,708	22,290
USDT	14.3%	13.7%	13.1%	38.9%	39.7%	38.4%	22.3%	22.4%	22.4%	16.7%	16.7%	17.7%	7.8%	7.6%	8.3%	40,803	44,940	43,873
Small Agencies	17.5%	18.6%	16.6%	34.0%	37.3%	35.7%	20.7%	19.2%	20.7%	17.9%	17.1%	18.1%	9.9%	7.8%	8.8%	5,132	5,411	5,303
DOD	14.4%	14.5%	12.6%	37.6%	37.7%	35.9%	23.1%	23.0%	23.9%	18.0%	18.0%	19.5%	7.0%	6.9%	8.1%	174,917	67,696	56,038
USACE	15.1%	13.8%	12.2%	41.5%	39.8%	38.7%	22.9%	24.4%	25.4%	16.0%	16.5%	17.6%	4.4%	5.5%	6.1%	18,437	4,294	3,513
Air Force	14.8%	14.8%	14.3%	35.8%	36.5%	35.1%	23.0%	22.6%	23.6%	18.6%	18.7%	19.1%	7.8%	7.4%	7.8%	31,611	15,942	14,711
Army‡	14.0%	13.8%	12.2%	35.8%	36.5%	33.4%	22.9%	22.4%	23.0%	19.4%	19.3%	21.7%	8.0%	8.0%	9.8%	49,350	16,773	12,882
Navy‡	13.4%	14.1%	11.2%	39.6%	39.7%	38.2%	24.3%	24.2%	25.1%	16.9%	16.5%	18.8%	5.8%	5.5%	6.6%	40,777	13,592	10,679
Marine Corps	16.4%	16.1%	13.1%	34.8%	35.2%	31.2%	21.9%	23.5%	23.1%	18.1%	18.2%	23.3%	8.8%	7.1%	9.3%	5,063	1,754	1,153
DOD 4th Estate	16.0%	15.8%	13.9%	38.7%	37.5%	37.0%	21.4%	21.5%	23.1%	16.9%	17.8%	17.4%	7.0%	7.4%	8.6%	29,679	15,341	13,100

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

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
BBG	15.3%	11.4%	11.9%	32.3%	30.7%	30.2%	19.4%	22.8%	24.1%	17.6%	20.0%	17.5%	15.4%	15.1%	16.4%	813	1,053	870
CSOSA	14.5%	15.9%	14.9%	31.9%	34.1%	31.5%	30.1%	24.4%	23.9%	14.9%	16.1%	20.2%	8.6%	9.5%	9.4%	445	507	593
DHS	12.8%	12.0%	9.9%	30.1%	30.0%	26.7%	24.2%	24.0%	24.2%	19.6%	20.2%	21.8%	13.2%	13.7%	17.3%	70,977	45,367	45,219
DOC	18.4%	17.2%	17.2%	39.8%	40.6%	37.1%	21.9%	22.0%	22.3%	13.7%	13.7%	15.9%	6.3%	6.5%	7.6%	20,211	10,159	9,507
DOE	19.9%	18.8%	16.6%	40.0%	38.8%	36.7%	21.0%	22.6%	22.1%	12.8%	13.0%	15.9%	6.2%	6.8%	8.7%	8,459	8,420	7,881
DOI	16.5%	15.8%	14.1%	37.9%	37.2%	35.3%	22.9%	23.6%	23.9%	15.0%	15.3%	17.3%	7.6%	8.0%	9.5%	27,527	24,973	22,262
DOJ	17.5%	15.9%	16.4%	35.4%	35.8%	35.1%	21.8%	23.2%	21.4%	15.9%	15.9%	16.9%	9.3%	9.2%	10.2%	29,248	15,049	15,431
DOL	19.0%	19.2%	18.2%	36.0%	36.2%	35.3%	21.5%	21.6%	22.2%	14.4%	14.3%	15.7%	9.1%	8.7%	8.6%	7,837	8,586	11,025
DOT	16.7%	16.1%	14.5%	36.2%	35.6%	33.7%	23.0%	23.8%	24.1%	15.0%	15.7%	17.1%	9.1%	8.8%	10.6%	20,978	16,316	14,420
ED	13.7%	17.0%	18.0%	36.4%	37.2%	32.8%	23.3%	21.2%	21.8%	17.1%	15.4%	17.5%	9.6%	9.1%	9.9%	2,535	2,765	2,813
EEOC	25.7%	23.0%	18.6%	35.3%	33.9%	35.8%	16.5%	20.9%	22.0%	14.7%	14.4%	14.4%	7.8%	7.8%	9.3%	1,344	1,405	1,455
EPA	15.7%	17.4%	15.2%	41.8%	41.4%	39.0%	22.0%	20.9%	22.4%	14.0%	14.2%	15.9%	6.5%	6.2%	7.4%	7,772	9,151	9,898
FCC	23.5%	17.4%	19.4%	34.8%	37.0%	31.7%	22.4%	24.9%	20.9%	13.2%	14.4%	19.1%	6.1%	6.3%	8.9%	571	684	627
FERC	34.6%	30.8%	26.1%	38.4%	39.9%	39.4%	15.7%	16.0%	18.7%	7.7%	8.6%	11.6%	3.7%	4.7%	4.2%	1,104	1,060	1,131
FTC	40.0%	37.7%	34.2%	38.2%	37.9%	36.5%	10.8%	13.7%	15.3%	7.4%	7.0%	9.4%	3.5%	3.7%	4.6%	624	599	617

Report by Agency

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
GSA	25.2%	24.6%	20.0%	39.1%	38.4%	36.7%	19.5%	20.3%	22.3%	11.1%	11.2%	13.7%	5.1%	5.5%	7.3%	6,991	7,343	6,853
HHS	21.4%	20.9%	18.2%	38.5%	38.2%	35.9%	20.6%	20.7%	22.2%	13.2%	13.5%	15.4%	6.3%	6.7%	8.3%	41,832	41,622	39,005
HUD	20.6%	21.1%	18.6%	37.0%	39.0%	36.1%	20.1%	20.8%	20.5%	13.7%	12.7%	16.0%	8.6%	6.5%	8.8%	4,498	4,830	5,360
NARA	19.8%	20.8%	18.6%	35.8%	35.7%	35.8%	19.8%	21.4%	21.1%	15.3%	13.5%	14.2%	9.2%	8.6%	10.3%	1,695	1,816	1,822
NASA	32.0%	30.3%	27.4%	38.8%	39.4%	39.3%	16.2%	16.8%	18.2%	9.3%	9.3%	10.7%	3.9%	4.2%	4.5%	11,348	11,561	10,944
NCUA	15.5%	18.6%	21.3%	35.3%	38.6%	39.5%	22.7%	19.9%	16.6%	17.4%	14.4%	14.7%	9.1%	8.5%	7.9%	610	643	637
NLRB	17.5%	21.7%	16.5%	37.6%	35.0%	34.8%	18.6%	19.9%	16.8%	16.1%	15.1%	19.1%	10.3%	8.4%	12.9%	827	824	850
NRC	25.6%	23.3%	22.5%	40.4%	41.4%	37.6%	17.0%	18.6%	20.1%	11.2%	11.1%	12.6%	5.8%	5.6%	7.2%	2,278	2,404	2,107
NSF	26.5%	28.0%	25.1%	36.2%	36.6%	36.2%	18.4%	17.6%	18.8%	12.4%	10.1%	11.0%	6.5%	7.7%	8.9%	922	885	837
OMB	23.5%	21.4%	22.6%	47.8%	47.6%	44.3%	16.3%	17.4%	16.6%	10.6%	11.3%	12.9%	1.8%	2.3%	3.6%	334	337	348
OPM	19.8%	19.2%	18.5%	37.6%	38.5%	36.5%	21.4%	21.3%	22.4%	13.3%	13.5%	14.5%	7.8%	7.5%	8.2%	2,998	2,832	3,109
PBGC	27.5%	24.4%	19.9%	41.0%	39.9%	36.0%	15.2%	18.3%	20.7%	11.0%	12.0%	16.4%	5.2%	5.4%	7.0%	512	585	552
RRB	21.0%	23.0%	16.5%	36.2%	33.9%	38.3%	17.9%	21.4%	25.7%	16.5%	13.3%	13.2%	8.4%	8.4%	6.4%	393	427	307
SBA	19.8%	16.8%	14.7%	35.5%	35.1%	31.5%	20.4%	20.7%	22.2%	15.7%	16.1%	18.6%	8.6%	11.4%	13.0%	1,512	1,471	1,326
SEC	26.0%	24.3%	21.3%	39.4%	39.7%	37.2%	17.7%	18.1%	19.5%	11.1%	12.1%	14.1%	5.8%	5.8%	7.9%	3,351	3,457	3,136

Report by Agency

(65) How satisfied are you with the recognition you receive for doing a good job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	16.7%	15.6%	14.4%	35.4%	34.5%	33.1%	23.0%	23.5%	23.8%	15.9%	16.6%	17.8%	9.0%	9.8%	10.8%	576,832	466,707	392,389
SSA	15.2%	14.7%	15.4%	35.6%	36.1%	34.8%	21.9%	22.4%	21.8%	17.8%	18.0%	17.8%	9.5%	8.9%	10.2%	24,889	7,999	8,406
State	14.2%	14.8%	14.5%	37.8%	40.3%	37.7%	23.8%	22.4%	23.5%	17.0%	15.4%	17.0%	7.3%	7.1%	7.3%	6,790	4,000	4,950
USAID	14.1%	15.7%	13.9%	37.4%	37.9%	36.3%	23.0%	23.1%	23.3%	17.7%	15.9%	17.9%	7.8%	7.3%	8.6%	1,795	2,001	2,207
USDA	12.3%	14.3%	13.1%	37.1%	38.8%	37.3%	24.6%	24.0%	24.1%	17.3%	15.9%	17.0%	8.7%	7.0%	8.5%	42,058	47,608	22,270
USDT	17.2%	16.7%	15.8%	37.1%	38.0%	36.6%	21.8%	21.5%	21.8%	15.1%	15.2%	16.4%	8.7%	8.5%	9.5%	40,780	44,843	43,761
Small Agencies	21.0%	22.0%	19.1%	35.3%	34.7%	35.9%	21.8%	21.0%	20.7%	13.4%	14.0%	14.9%	8.6%	8.2%	9.3%	5,132	5,392	5,289
DOD	16.7%	16.1%	14.3%	34.9%	34.9%	33.3%	23.9%	24.4%	25.2%	15.7%	15.6%	17.2%	8.8%	9.0%	10.1%	174,842	67,582	55,919
USACE	19.4%	17.4%	14.6%	39.8%	39.1%	37.3%	22.5%	23.4%	24.4%	12.9%	14.0%	15.7%	5.5%	6.1%	8.1%	18,439	4,300	3,514
Air Force	17.9%	17.1%	17.0%	34.0%	34.3%	33.0%	23.4%	24.1%	24.3%	15.2%	15.3%	16.2%	9.5%	9.3%	9.6%	31,607	15,910	14,643
Army‡	15.9%	15.1%	13.3%	33.4%	33.9%	31.4%	23.9%	23.9%	25.2%	16.7%	16.5%	18.1%	10.0%	10.5%	12.0%	49,320	16,747	12,856
Navy‡	14.9%	15.0%	12.5%	36.6%	36.2%	35.1%	25.2%	26.2%	26.7%	15.8%	15.1%	16.7%	7.5%	7.5%	9.0%	40,765	13,573	10,685
Marine Corps	19.8%	18.8%	13.5%	32.1%	33.3%	31.2%	24.4%	25.5%	24.9%	14.6%	14.3%	21.3%	9.1%	8.2%	9.2%	5,060	1,757	1,153
DOD 4th Estate	18.3%	17.9%	15.5%	34.2%	34.0%	32.9%	22.5%	22.6%	23.9%	15.7%	16.0%	17.3%	9.2%	9.5%	10.3%	29,651	15,295	13,068

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

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
BBG	10.2%	8.7%	9.1%	27.8%	25.4%	26.7%	25.8%	31.3%	26.9%	19.8%	18.4%	19.1%	16.4%	16.2%	18.1%	811	1,058	873
CSOSA	10.5%	12.0%	9.1%	32.2%	30.9%	32.7%	34.1%	30.8%	32.4%	16.3%	18.5%	18.4%	6.8%	7.8%	7.5%	443	503	594
DHS	9.6%	9.1%	7.3%	27.0%	26.5%	23.0%	28.6%	28.3%	27.0%	20.6%	21.3%	23.6%	14.1%	14.7%	19.0%	70,940	45,311	45,236
DOC	12.8%	12.1%	12.3%	35.7%	34.3%	31.9%	30.3%	30.7%	30.3%	14.4%	15.0%	17.1%	6.8%	7.9%	8.4%	20,191	10,142	9,510
DOE	14.1%	13.1%	11.5%	35.4%	34.2%	33.2%	27.9%	29.3%	28.0%	14.9%	15.6%	17.7%	7.8%	7.8%	9.7%	8,458	8,415	7,885
DOI	9.5%	9.5%	8.2%	28.3%	31.1%	29.4%	31.1%	32.1%	31.4%	20.1%	18.1%	20.2%	11.0%	9.2%	10.8%	27,515	25,016	22,270
DOJ	13.0%	13.5%	13.4%	33.8%	35.5%	36.2%	28.0%	27.6%	27.5%	16.1%	15.1%	14.9%	9.0%	8.3%	8.0%	29,206	15,029	15,431
DOL	14.4%	14.4%	14.2%	31.6%	34.1%	34.5%	28.7%	28.6%	27.7%	15.7%	14.1%	15.2%	9.6%	8.8%	8.3%	7,844	8,575	11,032
DOT	12.3%	11.3%	10.4%	32.6%	32.8%	31.1%	30.3%	31.7%	30.4%	16.1%	15.8%	18.0%	8.7%	8.4%	10.1%	20,957	16,295	14,455
ED	7.2%	11.3%	12.7%	22.6%	30.1%	31.5%	27.9%	29.9%	28.7%	22.6%	15.3%	15.6%	19.7%	13.4%	11.5%	2,538	2,764	2,793
EEOC	17.6%	17.3%	14.3%	33.5%	35.7%	35.2%	25.5%	24.3%	25.5%	15.0%	13.7%	16.4%	8.4%	9.0%	8.5%	1,343	1,404	1,451
EPA	7.3%	9.4%	8.2%	24.7%	30.0%	32.1%	26.5%	27.6%	31.8%	21.4%	17.8%	19.2%	20.0%	15.2%	8.7%	7,755	9,144	9,911
FCC	16.5%	13.2%	13.0%	29.2%	33.1%	31.8%	31.0%	30.5%	26.0%	15.1%	14.6%	18.8%	8.1%	8.6%	10.4%	573	687	626
FERC	31.0%	26.2%	21.8%	39.3%	42.6%	39.9%	19.4%	19.6%	21.9%	6.4%	7.4%	12.2%	3.8%	4.3%	4.1%	1,106	1,060	1,129
FTC	28.3%	26.4%	32.0%	40.1%	37.1%	39.6%	22.1%	23.3%	17.9%	6.2%	9.7%	7.4%	3.3%	3.5%	3.1%	620	595	617

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
GSA	19.8%	19.2%	16.1%	38.9%	37.4%	35.3%	24.9%	25.4%	27.1%	11.5%	12.2%	14.1%	5.0%	5.8%	7.4%	6,985	7,330	6,839
HHS	15.5%	15.1%	13.4%	38.0%	37.3%	35.6%	28.2%	28.8%	28.5%	12.4%	12.8%	15.0%	5.9%	6.1%	7.6%	41,774	41,548	38,973
HUD	12.2%	13.3%	12.0%	29.3%	31.8%	31.9%	30.6%	30.5%	29.8%	17.1%	16.1%	16.6%	10.8%	8.3%	9.8%	4,502	4,816	5,352
NARA	9.9%	14.4%	13.2%	28.2%	30.8%	29.9%	28.3%	27.9%	26.2%	20.0%	17.2%	19.0%	13.5%	9.7%	11.7%	1,695	1,812	1,825
NASA	24.6%	23.3%	21.6%	40.8%	42.6%	40.8%	22.6%	22.1%	23.3%	8.4%	8.5%	10.1%	3.7%	3.5%	4.1%	11,351	11,549	10,935
NCUA	11.9%	13.9%	15.3%	35.2%	34.9%	40.4%	29.6%	27.4%	24.3%	16.0%	16.0%	13.9%	7.3%	7.7%	6.1%	613	640	639
NLRB	10.2%	17.6%	14.1%	21.6%	32.9%	32.3%	20.8%	27.5%	26.1%	22.2%	14.3%	18.2%	25.2%	7.7%	9.2%	831	825	848
NRC	19.0%	18.3%	17.4%	40.5%	38.8%	38.1%	23.1%	24.4%	24.5%	11.7%	12.3%	13.3%	5.8%	6.2%	6.7%	2,274	2,407	2,101
NSF	19.1%	20.1%	17.0%	37.6%	37.3%	35.4%	24.0%	22.1%	24.8%	13.1%	13.2%	14.7%	6.2%	7.2%	8.0%	921	889	838
OMB	9.4%	10.3%	18.2%	28.3%	30.5%	44.0%	27.1%	33.6%	23.7%	24.8%	18.9%	12.1%	10.4%	6.8%	2.1%	337	338	351
OPM	13.3%	13.5%	13.1%	31.8%	34.6%	32.8%	31.1%	29.3%	30.7%	14.7%	14.2%	14.1%	9.1%	8.4%	9.2%	2,999	2,829	3,118
PBGC	23.5%	18.8%	12.6%	39.3%	38.4%	38.2%	24.9%	26.8%	26.0%	7.3%	12.1%	16.4%	5.1%	3.9%	6.8%	512	583	554
RRB	15.3%	16.2%	11.3%	34.6%	36.5%	36.5%	27.1%	27.7%	28.9%	13.9%	11.5%	15.1%	9.1%	8.1%	8.2%	394	427	311
SBA	14.7%	13.3%	10.8%	35.1%	30.9%	27.5%	26.0%	27.2%	26.1%	14.9%	17.3%	21.2%	9.4%	11.2%	14.4%	1,511	1,466	1,331
SEC	21.0%	20.0%	17.0%	38.7%	40.3%	35.7%	23.8%	24.6%	26.1%	10.9%	9.6%	13.0%	5.6%	5.5%	8.2%	3,347	3,450	3,131

Report by Agency

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	12.5%	12.0%	10.8%	33.2%	32.9%	31.6%	29.0%	29.5%	29.3%	16.3%	16.4%	18.0%	9.0%	9.2%	10.3%	576,502	466,287	392,440
SSA	11.4%	11.4%	11.6%	31.9%	32.9%	33.7%	32.0%	31.4%	28.5%	16.1%	16.0%	17.7%	8.6%	8.4%	8.5%	24,873	7,989	8,406
State	8.8%	8.7%	11.4%	31.6%	29.4%	37.9%	30.3%	28.8%	29.0%	20.6%	22.7%	15.1%	8.7%	10.5%	6.6%	6,788	4,006	4,952
USAID	11.2%	14.5%	10.5%	37.3%	39.2%	36.2%	28.9%	26.6%	30.2%	16.4%	13.9%	16.3%	6.2%	5.7%	6.8%	1,788	2,002	2,206
USDA	7.3%	8.8%	8.4%	28.6%	32.8%	31.2%	31.9%	33.8%	32.5%	21.2%	17.1%	19.2%	11.1%	7.5%	8.7%	42,063	47,567	22,264
USDT	11.3%	10.7%	10.2%	31.3%	32.1%	30.7%	31.4%	31.3%	30.5%	16.3%	16.4%	18.1%	9.6%	9.4%	10.5%	40,718	44,815	43,769
Small Agencies	15.4%	16.0%	14.6%	31.4%	33.1%	32.3%	27.3%	26.9%	26.5%	15.4%	14.5%	16.7%	10.4%	9.5%	10.0%	5,131	5,399	5,275
DOD	13.5%	13.4%	11.4%	35.4%	35.7%	33.6%	28.6%	28.7%	29.1%	15.0%	14.9%	16.9%	7.5%	7.4%	9.0%	174,795	67,505	55,946
USACE	14.0%	12.5%	11.0%	38.4%	39.1%	35.1%	29.5%	29.9%	30.0%	12.9%	13.8%	16.5%	5.2%	4.7%	7.5%	18,449	4,297	3,516
Air Force	15.0%	14.8%	13.7%	35.0%	35.9%	34.4%	27.5%	28.0%	28.0%	14.5%	13.9%	15.5%	8.0%	7.4%	8.4%	31,580	15,900	14,669
Army‡	13.3%	13.3%	11.3%	34.3%	35.0%	31.9%	28.5%	28.3%	28.4%	15.7%	15.3%	18.5%	8.1%	8.2%	9.9%	49,306	16,739	12,866
Navy‡	11.8%	12.3%	9.2%	36.7%	36.2%	34.9%	30.1%	30.3%	31.3%	14.8%	14.7%	16.1%	6.6%	6.5%	8.5%	40,744	13,534	10,679
Marine Corps	15.8%	15.3%	12.9%	33.5%	33.3%	29.2%	27.6%	29.8%	28.0%	14.9%	14.5%	19.1%	8.3%	7.2%	10.9%	5,062	1,746	1,151
DOD 4th Estate	14.5%	13.5%	12.2%	34.9%	35.0%	33.3%	27.3%	26.6%	28.1%	15.4%	16.3%	17.3%	7.9%	8.6%	9.2%	29,654	15,289	13,065

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

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
BBG	10.6%	8.4%	9.2%	22.9%	22.1%	21.1%	28.2%	29.4%	27.0%	16.2%	19.1%	21.2%	22.0%	21.0%	21.5%	811	1,055	872
CSOSA	10.5%	11.7%	7.3%	21.7%	21.3%	24.7%	30.5%	29.4%	26.9%	23.1%	21.5%	22.6%	14.3%	16.1%	18.6%	441	504	591
DHS	9.7%	9.1%	7.5%	24.0%	23.2%	21.1%	26.3%	26.0%	25.6%	21.2%	21.7%	22.9%	18.8%	20.0%	23.0%	70,890	45,354	45,242
DOC	12.8%	12.0%	12.8%	29.5%	29.1%	28.5%	30.5%	30.1%	29.3%	16.6%	17.3%	17.2%	10.6%	11.5%	12.2%	20,173	10,156	9,505
DOE	13.2%	11.9%	11.4%	26.4%	26.2%	26.4%	29.3%	29.7%	28.5%	18.3%	18.5%	19.2%	12.9%	13.7%	14.5%	8,448	8,422	7,888
DOI	10.2%	10.3%	10.4%	26.7%	26.4%	26.4%	28.8%	28.7%	28.5%	20.0%	19.8%	19.2%	14.2%	14.8%	15.5%	27,488	25,005	22,272
DOJ	12.3%	11.5%	11.9%	27.9%	28.6%	30.4%	26.3%	26.1%	24.6%	19.2%	19.2%	18.5%	14.3%	14.7%	14.6%	29,188	15,041	15,441
DOL	12.0%	12.5%	13.0%	23.1%	25.5%	26.1%	29.3%	29.0%	27.3%	19.2%	17.6%	18.4%	16.4%	15.5%	15.2%	7,831	8,581	11,041
DOT	12.5%	11.9%	10.5%	29.5%	28.7%	28.1%	28.2%	27.3%	26.8%	16.8%	18.3%	18.2%	13.0%	13.9%	16.4%	20,952	16,322	14,443
ED	7.0%	10.0%	12.2%	19.0%	22.8%	22.9%	30.4%	30.3%	29.0%	22.6%	19.8%	18.8%	21.0%	17.0%	17.0%	2,527	2,760	2,805
EEOC	15.3%	14.2%	11.8%	23.4%	23.0%	22.9%	26.5%	25.4%	28.8%	19.3%	20.1%	19.8%	15.5%	17.4%	16.7%	1,343	1,411	1,458
EPA	8.6%	9.0%	8.4%	25.0%	24.5%	25.1%	32.3%	31.7%	30.3%	20.7%	21.1%	21.8%	13.4%	13.7%	14.4%	7,755	9,147	9,903
FCC	15.2%	11.6%	12.2%	27.2%	27.2%	24.3%	33.0%	31.6%	27.7%	14.7%	18.3%	21.6%	10.0%	11.2%	14.2%	571	684	628
FERC	25.8%	22.1%	18.7%	27.8%	29.1%	27.1%	25.7%	26.7%	30.9%	13.3%	14.7%	15.5%	7.4%	7.4%	7.7%	1,101	1,057	1,128
FTC	21.6%	19.7%	20.9%	29.4%	27.0%	27.4%	26.9%	29.3%	27.2%	14.5%	16.0%	16.4%	7.6%	8.0%	8.0%	622	602	615

Report by Agency

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
GSA	18.2%	18.0%	16.6%	29.6%	29.6%	28.3%	25.8%	25.9%	26.1%	16.0%	16.0%	16.5%	10.5%	10.6%	12.5%	6,983	7,340	6,865
HHS	13.8%	13.3%	12.5%	29.5%	28.2%	28.0%	29.2%	29.8%	29.8%	16.8%	17.6%	17.5%	10.7%	11.1%	12.1%	41,793	41,605	39,000
HUD	12.8%	12.1%	11.6%	24.5%	26.1%	25.0%	28.3%	28.9%	27.6%	18.9%	18.1%	19.2%	15.5%	14.8%	16.6%	4,483	4,834	5,356
NARA	10.3%	12.5%	12.2%	21.8%	22.7%	23.7%	24.6%	23.8%	24.1%	22.2%	21.0%	20.1%	21.1%	20.0%	19.8%	1,691	1,823	1,821
NASA	23.7%	22.2%	21.4%	32.9%	32.6%	32.3%	24.3%	25.0%	25.3%	12.2%	12.9%	13.1%	6.9%	7.3%	7.9%	11,348	11,550	10,939
NCUA	12.1%	13.6%	14.5%	28.1%	27.1%	33.4%	26.5%	28.2%	21.8%	20.3%	16.1%	18.4%	13.0%	15.0%	12.0%	610	642	633
NLRB	8.6%	12.8%	12.2%	19.4%	23.6%	23.1%	28.6%	28.0%	27.8%	22.1%	21.7%	19.4%	21.2%	13.8%	17.4%	822	824	849
NRC	14.3%	12.1%	12.4%	23.2%	23.5%	24.0%	25.3%	24.2%	25.4%	20.4%	22.8%	21.0%	16.8%	17.4%	17.2%	2,276	2,406	2,105
NSF	16.7%	17.9%	15.2%	24.4%	26.2%	23.7%	31.7%	26.8%	28.7%	16.6%	17.1%	17.5%	10.5%	12.2%	14.8%	918	890	838
OMB	17.2%	12.9%	18.5%	27.9%	28.3%	25.8%	33.5%	37.0%	34.4%	16.1%	17.3%	17.1%	5.3%	4.5%	4.1%	337	339	350
OPM	12.6%	12.1%	12.0%	27.4%	25.5%	26.8%	29.1%	30.6%	30.7%	16.8%	17.5%	16.6%	14.1%	14.2%	14.0%	2,990	2,837	3,114
PBGC	20.2%	15.1%	13.0%	30.2%	26.6%	24.2%	27.5%	29.8%	30.3%	13.4%	17.1%	19.8%	8.6%	11.5%	12.7%	513	583	552
RRB	16.9%	14.5%	11.3%	30.2%	29.1%	32.9%	24.8%	26.2%	26.9%	13.5%	15.6%	17.6%	14.6%	14.7%	11.3%	394	430	311
SBA	13.1%	10.6%	10.7%	23.8%	22.4%	23.0%	27.3%	28.2%	25.6%	19.3%	19.5%	19.8%	16.6%	19.3%	21.0%	1,508	1,477	1,335
SEC	16.5%	14.5%	13.4%	24.6%	24.5%	23.3%	26.8%	29.4%	27.4%	19.5%	18.2%	20.7%	12.5%	13.4%	15.1%	3,340	3,445	3,126

Report by Agency

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	11.7%	11.1%	10.4%	26.6%	26.0%	25.5%	27.6%	27.7%	27.3%	19.2%	19.7%	20.1%	14.9%	15.6%	16.7%	576,188	466,843	392,739
SSA	10.9%	10.7%	12.0%	26.3%	26.0%	27.1%	25.3%	24.8%	23.8%	20.4%	20.8%	20.2%	17.0%	17.6%	16.9%	24,869	7,989	8,412
State	10.2%	10.8%	12.3%	28.6%	30.3%	30.7%	27.8%	29.0%	28.4%	20.3%	18.6%	17.8%	13.1%	11.3%	10.7%	6,778	4,003	4,940
USAID	11.2%	11.4%	11.0%	30.8%	30.3%	29.5%	25.8%	28.2%	27.9%	20.0%	18.9%	19.8%	12.2%	11.2%	11.7%	1,790	2,005	2,210
USDA	8.6%	10.0%	10.3%	27.7%	30.4%	29.9%	28.9%	28.4%	28.4%	20.3%	19.0%	18.2%	14.6%	12.2%	13.2%	42,008	47,644	22,289
USDT	10.8%	9.9%	9.6%	25.1%	24.9%	23.7%	25.6%	25.9%	25.8%	20.9%	21.5%	22.1%	17.7%	17.7%	18.8%	40,734	44,872	43,832
Small Agencies	12.8%	12.6%	11.7%	21.2%	24.0%	23.0%	31.5%	29.2%	29.4%	18.8%	18.7%	19.4%	15.7%	15.5%	16.5%	5,132	5,401	5,286
DOD	12.1%	11.5%	10.0%	26.5%	25.8%	24.7%	27.8%	27.9%	27.6%	19.0%	19.7%	20.7%	14.7%	15.1%	17.1%	174,730	67,632	56,035
USACE	15.2%	13.1%	11.6%	33.3%	32.5%	31.0%	26.2%	27.9%	26.9%	15.7%	17.4%	18.0%	9.6%	9.1%	12.4%	18,436	4,299	3,520
Air Force	12.1%	12.0%	10.7%	24.2%	23.9%	23.5%	28.2%	27.6%	27.5%	19.4%	20.3%	20.8%	16.2%	16.2%	17.4%	31,582	15,925	14,688
Army‡	11.2%	10.6%	9.2%	23.9%	23.3%	21.0%	28.0%	27.5%	27.7%	20.4%	21.0%	22.0%	16.5%	17.5%	20.0%	49,293	16,757	12,899
Navy‡	11.5%	11.2%	8.9%	29.6%	28.8%	28.6%	28.5%	29.6%	28.6%	18.0%	18.1%	19.8%	12.4%	12.3%	14.1%	40,734	13,588	10,695
Marine Corps	13.2%	12.7%	9.9%	21.9%	22.4%	18.4%	28.5%	27.2%	26.6%	19.1%	19.7%	22.2%	17.3%	17.9%	22.9%	5,058	1,753	1,156
DOD 4th Estate	13.6%	12.0%	11.9%	27.3%	25.8%	24.8%	25.9%	25.9%	25.9%	18.6%	20.4%	20.2%	14.7%	16.0%	17.3%	29,627	15,310	13,077

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

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
BBG	13.8%	11.2%	10.8%	40.1%	34.0%	30.7%	23.9%	28.5%	28.0%	12.2%	13.8%	17.9%	10.0%	12.5%	12.6%	806	1,058	871
CSOSA	16.8%	19.8%	18.0%	43.9%	44.1%	43.1%	21.2%	19.2%	21.3%	11.2%	11.0%	11.5%	6.9%	6.0%	6.1%	444	505	590
DHS	13.0%	12.2%	10.4%	37.9%	36.9%	35.8%	22.4%	22.3%	23.5%	16.4%	17.5%	18.3%	10.3%	11.1%	12.1%	70,971	45,346	45,262
DOC	17.7%	16.7%	17.0%	43.4%	43.2%	41.7%	21.9%	22.1%	21.7%	11.9%	13.0%	14.0%	5.0%	5.0%	5.6%	20,191	10,151	9,514
DOE	20.0%	18.6%	17.6%	42.0%	41.0%	41.6%	21.9%	22.0%	22.6%	10.9%	12.6%	12.5%	5.2%	5.8%	5.8%	8,454	8,415	7,889
DOI	15.7%	15.3%	14.5%	40.7%	40.6%	39.4%	22.9%	23.1%	23.7%	13.9%	13.7%	14.5%	6.7%	7.3%	7.9%	27,525	24,978	22,273
DOJ	16.1%	14.9%	15.1%	39.5%	38.2%	39.6%	22.4%	23.4%	21.6%	14.7%	15.4%	15.5%	7.4%	8.2%	8.2%	29,224	15,037	15,433
DOL	15.0%	15.1%	15.5%	36.6%	38.5%	37.7%	23.7%	22.6%	23.3%	15.9%	15.3%	15.4%	8.9%	8.5%	8.1%	7,846	8,571	11,044
DOT	16.3%	15.4%	13.9%	41.4%	40.5%	40.1%	21.7%	22.2%	22.4%	13.6%	14.7%	15.2%	6.9%	7.1%	8.4%	20,975	16,309	14,437
ED	12.4%	14.9%	15.9%	36.9%	36.8%	36.3%	27.2%	24.6%	27.1%	14.9%	15.3%	12.6%	8.7%	8.4%	8.1%	2,530	2,758	2,805
EEOC	19.4%	17.2%	16.1%	36.5%	38.2%	38.1%	22.6%	22.2%	22.2%	14.9%	15.5%	15.9%	6.6%	7.0%	7.7%	1,346	1,407	1,453
EPA	12.2%	12.8%	11.5%	41.2%	41.3%	37.9%	27.1%	26.2%	28.3%	13.5%	14.1%	15.6%	6.0%	5.6%	6.7%	7,771	9,145	9,910
FCC	20.6%	15.5%	15.1%	37.7%	38.9%	38.1%	25.9%	26.5%	25.4%	10.9%	14.1%	15.1%	4.9%	5.1%	6.3%	568	680	624
FERC	31.9%	28.4%	24.8%	38.7%	43.7%	40.7%	19.2%	16.8%	20.2%	6.4%	8.3%	10.8%	3.7%	2.9%	3.5%	1,100	1,063	1,132
FTC	29.8%	27.1%	28.5%	40.5%	44.1%	37.7%	17.6%	17.8%	21.8%	9.9%	8.8%	8.5%	2.2%	2.2%	3.6%	620	600	614

Report by Agency

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
GSA	24.1%	24.1%	21.3%	42.0%	42.1%	41.6%	18.7%	18.7%	20.0%	10.5%	10.3%	11.2%	4.7%	4.7%	6.0%	6,991	7,335	6,855
HHS	19.8%	18.8%	17.1%	42.4%	42.4%	40.7%	22.1%	22.2%	23.6%	11.0%	11.4%	12.5%	4.8%	5.3%	6.1%	41,795	41,559	38,977
HUD	16.7%	16.3%	13.8%	37.7%	39.4%	35.4%	23.2%	22.9%	25.1%	14.7%	14.3%	17.0%	7.7%	7.1%	8.7%	4,502	4,834	5,355
NARA	15.5%	17.0%	18.2%	39.4%	38.7%	36.7%	22.9%	24.2%	23.0%	13.1%	13.3%	14.2%	9.1%	6.8%	8.0%	1,697	1,815	1,813
NASA	31.5%	29.7%	27.6%	42.9%	44.5%	44.3%	16.6%	17.2%	18.0%	6.6%	6.2%	7.2%	2.4%	2.5%	2.8%	11,351	11,560	10,940
NCUA	18.1%	17.7%	20.0%	42.4%	32.9%	43.2%	19.5%	20.5%	16.4%	14.7%	19.6%	13.8%	5.4%	9.3%	6.6%	609	641	636
NLRB	10.6%	13.1%	10.6%	31.9%	33.8%	32.8%	26.0%	25.2%	24.0%	19.8%	20.0%	21.6%	11.6%	7.9%	11.0%	828	826	848
NRC	23.4%	19.7%	19.2%	42.5%	42.0%	38.4%	19.7%	21.3%	22.3%	9.3%	11.6%	13.9%	5.0%	5.4%	6.2%	2,279	2,409	2,099
NSF	29.5%	26.3%	24.6%	40.5%	39.3%	38.9%	17.9%	23.4%	24.3%	7.8%	7.9%	8.9%	4.3%	3.1%	3.3%	917	885	838
OMB	18.3%	12.2%	18.8%	41.2%	40.6%	42.6%	25.2%	26.8%	24.3%	12.8%	17.6%	11.8%	2.4%	2.8%	2.5%	336	338	350
OPM	17.0%	16.4%	16.2%	39.5%	38.9%	38.7%	21.3%	20.8%	21.7%	14.4%	14.7%	15.0%	7.8%	9.1%	8.5%	3,000	2,831	3,120
PBGC	26.3%	22.9%	18.1%	45.8%	49.2%	46.7%	17.6%	16.2%	23.1%	6.2%	9.8%	9.0%	4.0%	1.8%	3.1%	512	586	552
RRB	19.0%	20.5%	14.6%	37.4%	41.7%	39.3%	20.5%	18.0%	19.3%	14.5%	12.9%	20.2%	8.6%	6.9%	6.6%	394	428	311
SBA	13.6%	11.7%	11.0%	33.8%	31.2%	28.2%	23.9%	23.6%	23.8%	18.2%	20.0%	21.4%	10.4%	13.5%	15.6%	1,511	1,472	1,335
SEC	25.2%	23.6%	21.0%	46.3%	44.1%	44.8%	18.3%	20.2%	21.6%	7.3%	8.9%	8.8%	2.9%	3.3%	3.9%	3,348	3,449	3,130

Report by Agency

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	15.9%	15.2%	14.0%	39.8%	39.3%	38.5%	22.7%	22.8%	23.5%	14.2%	14.8%	15.4%	7.3%	7.9%	8.5%	576,705	466,512	392,659
SSA	13.7%	13.4%	14.3%	40.5%	41.5%	40.6%	22.6%	22.2%	21.7%	15.9%	15.6%	16.4%	7.4%	7.3%	7.0%	24,902	7,997	8,403
State	14.5%	14.4%	15.6%	40.8%	42.7%	40.5%	23.0%	23.0%	23.0%	15.7%	14.2%	15.1%	5.9%	5.7%	5.9%	6,784	4,003	4,949
USAID	15.3%	16.4%	13.3%	42.4%	40.7%	40.3%	22.6%	25.0%	25.5%	14.4%	13.3%	15.0%	5.3%	4.6%	5.9%	1,791	2,002	2,204
USDA	12.4%	13.7%	13.2%	41.8%	42.7%	42.6%	23.5%	23.0%	23.9%	15.3%	14.5%	14.1%	6.9%	6.1%	6.2%	42,064	47,581	22,284
USDT	14.0%	13.4%	12.3%	38.5%	38.4%	37.5%	22.2%	22.7%	22.9%	16.2%	16.6%	17.3%	9.1%	9.0%	10.0%	40,760	44,861	43,836
Small Agencies	18.7%	19.8%	19.1%	35.7%	36.5%	37.4%	23.4%	22.7%	22.9%	14.4%	13.1%	12.5%	7.8%	7.8%	8.0%	5,124	5,397	5,287
DOD	16.2%	15.8%	13.8%	39.4%	39.0%	37.7%	23.2%	23.0%	24.3%	14.0%	14.6%	15.7%	7.2%	7.5%	8.5%	174,839	67,568	55,963
USACE	18.1%	16.1%	14.5%	42.6%	42.1%	41.4%	21.0%	21.0%	22.3%	13.0%	14.5%	15.2%	5.3%	6.3%	6.6%	18,437	4,297	3,520
Air Force	16.5%	16.4%	14.9%	38.8%	38.5%	38.0%	23.3%	23.3%	24.4%	13.7%	14.2%	14.9%	7.7%	7.6%	7.8%	31,610	15,928	14,672
Army‡	16.3%	15.5%	13.8%	38.9%	38.7%	35.7%	23.4%	22.6%	24.8%	13.9%	14.8%	16.2%	7.6%	8.5%	9.5%	49,318	16,717	12,870
Navy‡	14.4%	14.9%	11.9%	39.9%	39.8%	38.4%	24.2%	24.0%	24.9%	14.9%	14.8%	16.5%	6.6%	6.5%	8.3%	40,771	13,561	10,661
Marine Corps	18.1%	16.7%	12.9%	35.6%	37.8%	33.4%	24.7%	24.8%	27.8%	13.3%	13.4%	15.4%	8.3%	7.4%	10.5%	5,062	1,753	1,156
DOD 4th Estate	18.3%	16.9%	15.6%	40.0%	37.8%	39.7%	21.3%	22.0%	21.7%	13.3%	15.0%	14.6%	7.1%	8.2%	8.3%	29,641	15,312	13,084

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

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
BBG	20.1%	17.4%	18.2%	42.0%	43.8%	42.4%	18.7%	20.6%	19.3%	10.6%	10.1%	12.4%	8.5%	8.2%	7.7%	809	1,047	873
CSOSA	25.2%	23.4%	20.8%	46.6%	50.5%	46.2%	18.5%	16.0%	18.7%	6.3%	6.8%	9.9%	3.5%	3.4%	4.5%	445	509	593
DHS	18.4%	18.4%	15.4%	42.0%	42.2%	39.3%	19.3%	19.0%	20.4%	12.5%	13.0%	14.8%	7.8%	7.3%	10.1%	70,955	45,343	45,248
DOC	25.3%	24.9%	24.0%	47.7%	48.2%	48.2%	15.2%	15.3%	15.4%	8.4%	8.1%	8.9%	3.4%	3.6%	3.5%	20,212	10,157	9,518
DOE	25.4%	25.4%	23.0%	48.1%	46.2%	45.9%	14.3%	15.1%	16.0%	8.3%	9.3%	10.2%	3.8%	4.1%	4.8%	8,472	8,430	7,893
DOI	22.2%	23.1%	21.9%	46.6%	46.4%	45.3%	16.7%	16.5%	16.9%	10.1%	9.6%	10.8%	4.4%	4.4%	5.1%	27,547	25,036	22,281
DOJ	24.8%	25.3%	25.7%	44.2%	45.4%	45.9%	16.5%	15.8%	15.2%	9.6%	9.1%	8.6%	4.9%	4.5%	4.6%	29,232	15,044	15,448
DOL	24.3%	25.8%	24.7%	43.8%	45.1%	45.4%	16.7%	15.4%	15.9%	10.2%	8.9%	9.4%	5.0%	4.8%	4.6%	7,841	8,581	11,032
DOT	26.1%	26.7%	23.5%	46.7%	47.5%	45.6%	15.3%	13.7%	17.0%	8.4%	8.3%	9.4%	3.6%	3.8%	4.5%	20,944	16,334	14,450
ED	15.2%	20.3%	22.2%	42.5%	47.0%	43.0%	22.0%	16.7%	17.7%	13.3%	10.6%	10.5%	7.0%	5.3%	6.5%	2,532	2,767	2,814
EEOC	30.2%	29.8%	28.4%	42.0%	41.7%	43.7%	12.1%	14.8%	13.6%	10.6%	8.6%	9.7%	5.1%	5.0%	4.6%	1,347	1,403	1,463
EPA	18.9%	22.2%	21.0%	47.9%	47.9%	47.9%	17.5%	16.5%	16.8%	11.0%	9.1%	9.7%	4.7%	4.2%	4.6%	7,778	9,163	9,920
FCC	25.8%	23.1%	24.2%	43.2%	44.9%	40.9%	17.4%	17.8%	18.8%	9.5%	9.8%	10.2%	4.1%	4.3%	5.9%	569	684	626
FERC	40.8%	38.6%	33.5%	40.8%	43.2%	45.2%	11.8%	10.4%	13.3%	4.8%	5.6%	5.6%	1.7%	2.3%	2.4%	1,104	1,060	1,133
FTC	46.3%	43.1%	42.9%	38.6%	38.4%	37.2%	7.8%	10.0%	9.2%	5.5%	6.9%	7.6%	1.8%	1.6%	3.0%	622	600	615

Report by Agency

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
GSA	31.7%	31.3%	27.6%	45.1%	45.0%	45.0%	13.2%	13.1%	14.9%	7.0%	7.3%	8.6%	3.0%	3.3%	3.9%	7,001	7,335	6,859
HHS	27.2%	27.3%	24.7%	46.9%	46.9%	46.0%	14.9%	14.8%	16.1%	7.7%	7.7%	8.8%	3.3%	3.4%	4.3%	41,819	41,630	39,037
HUD	23.8%	24.3%	21.3%	44.1%	46.2%	44.1%	17.0%	16.8%	17.9%	9.6%	8.3%	10.8%	5.5%	4.4%	5.9%	4,508	4,833	5,343
NARA	21.4%	24.1%	24.2%	44.2%	45.4%	41.6%	16.0%	15.3%	17.6%	11.5%	9.2%	10.0%	6.8%	5.9%	6.6%	1,695	1,818	1,820
NASA	40.6%	40.0%	37.5%	41.9%	42.2%	42.5%	10.5%	10.7%	11.7%	5.2%	5.0%	5.9%	1.7%	2.1%	2.4%	11,363	11,567	10,963
NCUA	23.5%	25.2%	27.2%	47.5%	45.8%	47.9%	16.2%	15.9%	14.8%	8.9%	8.5%	6.4%	3.9%	4.7%	3.7%	613	645	641
NLRB	20.6%	26.7%	24.1%	43.5%	46.5%	41.9%	16.9%	14.0%	15.8%	12.2%	8.4%	12.0%	6.8%	4.3%	6.3%	829	828	851
NRC	29.6%	26.7%	27.2%	45.2%	47.6%	45.7%	14.4%	14.7%	14.4%	7.2%	7.3%	8.8%	3.6%	3.6%	3.9%	2,277	2,400	2,106
NSF	33.4%	33.4%	31.3%	41.6%	41.0%	41.1%	13.3%	13.3%	14.2%	7.9%	8.4%	8.5%	3.8%	3.9%	4.8%	922	890	836
OMB	28.2%	26.9%	33.5%	48.2%	47.2%	47.9%	15.6%	15.4%	12.7%	6.8%	9.6%	5.0%	1.2%	0.9%	0.9%	335	339	350
OPM	25.5%	24.5%	25.5%	46.3%	46.7%	46.7%	16.0%	15.6%	14.7%	7.8%	8.6%	9.1%	4.4%	4.6%	4.1%	3,001	2,834	3,125
PBGC	34.9%	26.7%	25.0%	45.9%	49.3%	46.4%	10.9%	13.9%	15.6%	4.2%	7.2%	9.6%	4.2%	2.9%	3.4%	510	590	551
RRB	24.8%	28.4%	23.7%	40.9%	44.3%	45.2%	16.3%	11.2%	17.2%	12.2%	11.4%	7.2%	5.7%	4.7%	6.6%	393	427	310
SBA	25.6%	22.9%	19.7%	42.6%	44.3%	42.0%	17.0%	16.5%	17.8%	9.4%	10.2%	11.5%	5.4%	6.1%	8.9%	1,506	1,477	1,338
SEC	36.0%	36.0%	32.7%	47.2%	45.8%	45.2%	9.4%	11.0%	12.8%	5.2%	5.2%	6.5%	2.2%	2.0%	2.8%	3,349	3,456	3,138

Report by Agency

(69) Considering everything, how satisfied are you with your job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	23.0%	23.0%	21.6%	45.3%	45.1%	44.6%	16.8%	16.7%	17.4%	10.0%	10.1%	10.8%	4.9%	5.1%	5.6%	576,774	466,948	392,826
SSA	21.4%	22.3%	22.8%	46.3%	46.4%	45.4%	16.4%	15.6%	15.8%	10.6%	10.6%	10.9%	5.2%	5.2%	5.0%	24,883	7,989	8,414
State	21.3%	21.8%	23.7%	47.1%	49.8%	47.4%	16.8%	15.9%	16.5%	10.8%	9.9%	8.7%	4.0%	2.6%	3.7%	6,793	4,013	4,946
USAID	20.6%	23.0%	19.3%	48.3%	48.6%	46.0%	16.4%	15.9%	18.5%	10.5%	9.0%	11.8%	4.2%	3.5%	4.4%	1,792	2,004	2,209
USDA	18.9%	22.7%	21.6%	47.8%	49.2%	48.3%	18.0%	15.8%	16.7%	10.7%	8.9%	9.6%	4.6%	3.5%	3.9%	42,079	47,629	22,284
USDT	21.5%	21.4%	20.1%	46.5%	46.7%	45.9%	16.9%	17.3%	17.9%	9.9%	9.6%	10.2%	5.2%	5.1%	5.8%	40,761	44,880	43,808
Small Agencies	26.0%	27.9%	26.2%	43.0%	42.7%	43.0%	15.6%	14.9%	15.7%	10.2%	9.1%	9.6%	5.2%	5.5%	5.5%	5,134	5,409	5,294
DOD	23.2%	23.1%	21.3%	45.2%	45.1%	45.0%	16.9%	16.8%	17.5%	10.0%	10.1%	10.9%	4.7%	4.8%	5.2%	174,802	67,601	56,002
USACE	25.9%	25.2%	22.2%	48.7%	49.1%	48.5%	14.6%	15.1%	15.7%	7.7%	7.6%	9.9%	3.1%	3.0%	3.7%	18,446	4,304	3,519
Air Force	23.5%	23.7%	22.6%	43.9%	43.5%	44.2%	16.7%	16.8%	17.4%	10.6%	10.4%	10.6%	5.4%	5.6%	5.2%	31,572	15,915	14,670
Army‡	22.7%	22.5%	20.6%	44.7%	44.8%	43.2%	17.4%	16.7%	18.2%	10.3%	10.6%	11.8%	4.9%	5.4%	6.2%	49,320	16,748	12,890
Navy‡	22.1%	22.9%	20.5%	46.8%	46.8%	47.2%	17.1%	17.0%	17.7%	9.8%	9.4%	10.1%	4.2%	3.8%	4.5%	40,759	13,572	10,678
Marine Corps	25.2%	24.9%	22.0%	42.1%	43.0%	43.3%	17.3%	17.3%	17.3%	10.5%	9.3%	12.5%	4.9%	5.4%	4.9%	5,065	1,753	1,156
DOD 4th Estate	24.4%	22.8%	22.1%	44.5%	43.8%	44.5%	16.7%	17.1%	16.8%	9.5%	11.0%	11.2%	4.8%	5.3%	5.4%	29,640	15,309	13,089

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

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
BBG	20.0%	17.2%	16.6%	44.4%	44.9%	43.2%	18.4%	19.7%	19.7%	10.0%	10.5%	11.5%	7.2%	7.5%	9.0%	811	1,056	875
CSOSA	27.8%	21.7%	23.1%	44.4%	50.0%	45.9%	15.4%	14.0%	14.5%	9.0%	10.0%	11.2%	3.4%	4.3%	5.3%	444	510	594
DHS	17.7%	17.6%	15.6%	37.6%	37.3%	35.8%	15.9%	16.1%	15.7%	16.4%	17.0%	18.0%	12.4%	12.1%	14.8%	70,889	45,381	45,349
DOC	20.7%	20.5%	20.3%	45.5%	45.9%	43.9%	16.5%	16.0%	15.7%	11.8%	12.0%	14.0%	5.5%	5.7%	6.1%	20,195	10,164	9,531
DOE	23.6%	22.7%	21.0%	45.8%	45.4%	44.4%	14.9%	14.7%	15.4%	10.3%	11.7%	12.5%	5.3%	5.6%	6.7%	8,457	8,445	7,891
DOI	17.9%	18.8%	17.5%	44.6%	43.8%	43.3%	16.8%	16.5%	16.4%	14.2%	14.1%	15.3%	6.5%	6.8%	7.6%	27,521	25,052	22,295
DOJ	19.7%	19.7%	18.9%	43.1%	43.4%	43.3%	16.6%	15.2%	15.5%	13.6%	14.5%	14.6%	7.0%	7.3%	7.7%	29,218	15,043	15,457
DOL	20.9%	20.9%	20.6%	45.2%	45.5%	43.1%	15.8%	16.1%	15.9%	12.3%	11.8%	13.7%	5.8%	5.8%	6.7%	7,843	8,591	11,042
DOT	21.0%	20.9%	18.7%	42.6%	42.8%	39.3%	16.3%	14.9%	15.7%	13.2%	14.5%	16.7%	7.0%	6.8%	9.5%	20,953	16,335	14,461
ED	17.4%	19.5%	21.1%	44.5%	47.6%	43.8%	17.9%	14.9%	15.9%	13.8%	12.6%	12.5%	6.5%	5.4%	6.7%	2,534	2,768	2,814
EEOC	22.4%	22.9%	18.7%	42.1%	39.5%	42.3%	13.8%	15.0%	13.5%	14.7%	15.0%	16.7%	7.0%	7.5%	8.7%	1,350	1,405	1,459
EPA	18.9%	21.3%	20.4%	47.8%	48.0%	46.0%	16.8%	15.1%	15.7%	11.5%	11.1%	12.7%	5.0%	4.5%	5.3%	7,765	9,163	9,933
FCC	17.9%	16.5%	17.1%	43.7%	43.6%	38.3%	16.4%	16.2%	18.2%	13.0%	13.9%	15.3%	9.0%	9.9%	11.2%	571	685	630
FERC	29.3%	27.8%	22.4%	42.6%	42.0%	42.6%	14.0%	14.5%	17.8%	9.8%	10.7%	11.8%	4.3%	5.0%	5.3%	1,108	1,061	1,135
FTC	16.5%	16.8%	16.2%	39.1%	36.9%	34.2%	15.6%	19.3%	21.0%	19.8%	18.4%	18.3%	9.1%	8.5%	10.2%	625	601	615

Report by Agency

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
GSA	26.3%	25.9%	24.0%	45.6%	46.3%	44.6%	15.0%	14.0%	15.2%	9.2%	9.8%	11.5%	3.9%	4.0%	4.7%	6,989	7,353	6,869
HHS	21.4%	21.5%	19.1%	44.2%	43.8%	43.1%	16.6%	16.4%	17.2%	12.5%	12.8%	14.4%	5.4%	5.5%	6.3%	41,785	41,668	39,065
HUD	23.3%	24.5%	21.7%	46.2%	44.5%	45.1%	14.8%	15.1%	15.4%	10.6%	10.6%	11.2%	5.1%	5.2%	6.6%	4,495	4,834	5,352
NARA	18.3%	19.2%	17.6%	38.1%	36.1%	33.3%	14.7%	15.6%	16.2%	16.4%	16.9%	18.6%	12.4%	12.2%	14.3%	1,695	1,821	1,825
NASA	30.0%	30.0%	28.2%	42.8%	43.1%	43.7%	13.5%	13.4%	14.0%	9.6%	9.5%	9.8%	4.1%	4.0%	4.3%	11,348	11,573	10,968
NCUA	27.4%	26.7%	25.8%	44.5%	44.6%	44.3%	14.9%	13.9%	13.3%	8.4%	9.5%	10.9%	4.9%	5.4%	5.6%	612	643	640
NLRB	18.7%	20.7%	16.5%	39.1%	40.1%	40.8%	18.3%	14.5%	13.7%	15.1%	17.6%	17.7%	8.9%	7.1%	11.3%	827	822	854
NRC	27.1%	25.6%	23.8%	45.4%	46.0%	44.7%	13.4%	14.1%	14.9%	9.2%	9.3%	10.9%	4.9%	4.9%	5.7%	2,274	2,410	2,107
NSF	28.0%	25.6%	24.4%	39.2%	43.3%	39.6%	13.7%	13.4%	16.9%	12.5%	11.9%	12.4%	6.7%	5.8%	6.7%	919	891	839
OMB	23.8%	19.3%	19.9%	44.5%	44.3%	46.0%	14.7%	13.5%	15.5%	13.4%	18.9%	14.6%	3.6%	4.0%	4.0%	337	340	350
OPM	21.9%	22.7%	23.2%	48.2%	48.8%	46.0%	14.6%	14.3%	14.5%	10.3%	10.7%	11.6%	5.0%	3.5%	4.7%	3,000	2,838	3,131
PBGC	24.7%	17.3%	16.4%	40.3%	46.4%	41.0%	16.6%	16.5%	18.8%	12.6%	13.9%	14.5%	5.8%	5.9%	9.3%	512	586	553
RRB	18.9%	18.0%	17.0%	45.9%	45.0%	41.5%	16.0%	15.6%	19.6%	12.2%	14.8%	15.1%	6.9%	6.6%	6.8%	394	430	309
SBA	21.8%	21.3%	19.6%	46.6%	43.9%	43.9%	16.2%	16.6%	16.9%	10.2%	11.8%	12.1%	5.2%	6.5%	7.5%	1,511	1,474	1,329
SEC	35.1%	33.2%	31.5%	42.2%	44.3%	43.3%	11.5%	11.5%	11.7%	7.4%	7.4%	9.1%	3.8%	3.5%	4.3%	3,351	3,463	3,139

Report by Agency

(70) Considering everything, how satisfied are you with your pay?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	19.0%	18.0%	16.8%	43.6%	42.6%	41.4%	16.5%	16.7%	16.9%	13.7%	14.8%	15.9%	7.2%	7.9%	9.0%	576,483	467,270	393,242
SSA	20.0%	21.2%	19.3%	44.9%	44.5%	42.9%	15.4%	14.4%	15.8%	13.5%	13.7%	14.8%	6.2%	6.1%	7.2%	24,884	8,001	8,416
State	18.1%	17.5%	20.6%	47.4%	50.3%	48.4%	16.6%	16.2%	16.1%	13.1%	12.3%	10.6%	4.8%	3.8%	4.3%	6,774	4,013	4,964
USAID	17.6%	18.4%	17.1%	46.9%	47.4%	44.7%	16.9%	15.6%	16.4%	13.5%	13.0%	14.8%	5.1%	5.6%	7.0%	1,797	2,010	2,205
USDA	14.6%	16.6%	16.0%	44.9%	45.4%	43.9%	17.9%	17.0%	17.6%	15.3%	14.9%	15.4%	7.3%	6.1%	7.1%	42,067	47,664	22,315
USDT	17.5%	17.0%	16.0%	40.5%	41.5%	39.2%	16.2%	16.3%	16.8%	16.2%	15.8%	17.3%	9.6%	9.4%	10.7%	40,788	44,896	43,869
Small Agencies	20.9%	21.3%	19.7%	40.7%	40.1%	38.9%	17.1%	15.8%	16.0%	14.0%	14.7%	16.3%	7.3%	8.1%	9.1%	5,128	5,410	5,298
DOD	18.5%	18.1%	16.5%	45.0%	45.0%	43.6%	17.0%	17.3%	17.4%	13.2%	13.3%	14.9%	6.3%	6.3%	7.6%	174,712	67,661	56,057
USACE	19.3%	18.2%	16.8%	46.6%	46.2%	46.0%	17.1%	17.7%	18.2%	12.0%	12.9%	13.2%	5.0%	5.1%	5.7%	18,432	4,302	3,521
Air Force	17.9%	17.5%	16.8%	43.7%	44.7%	42.9%	16.9%	17.2%	17.0%	14.4%	13.6%	15.4%	7.0%	6.9%	7.9%	31,569	15,935	14,702
Army‡	18.6%	18.2%	16.0%	44.4%	44.7%	42.7%	17.0%	16.8%	17.1%	13.3%	13.9%	15.9%	6.7%	6.5%	8.4%	49,282	16,752	12,896
Navy‡	17.3%	17.4%	15.4%	45.8%	44.9%	44.9%	17.6%	18.3%	17.9%	13.2%	13.4%	14.8%	6.1%	5.9%	7.1%	40,752	13,590	10,686
Marine Corps	20.1%	18.4%	15.3%	42.7%	43.7%	40.5%	17.4%	17.6%	19.4%	13.8%	13.7%	15.3%	6.1%	6.5%	9.5%	5,052	1,754	1,158
DOD 4th Estate	21.3%	20.2%	19.2%	46.1%	46.3%	43.9%	15.6%	15.8%	17.1%	11.8%	11.5%	13.1%	5.3%	6.2%	6.7%	29,625	15,328	13,094

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

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
BBG	14.1%	12.0%	12.0%	37.2%	36.2%	35.1%	21.4%	23.3%	21.2%	15.0%	15.6%	16.6%	12.3%	13.0%	15.2%	796	1,056	877
CSOSA	20.6%	17.0%	15.8%	44.3%	46.8%	44.1%	22.0%	19.0%	23.5%	9.6%	13.0%	12.0%	3.5%	4.2%	4.7%	443	511	594
DHS	13.7%	13.3%	10.6%	37.0%	36.5%	31.5%	22.2%	21.9%	22.2%	16.3%	17.5%	20.2%	10.8%	10.8%	15.6%	70,527	45,411	45,345
DOC	20.9%	19.9%	19.5%	47.3%	46.6%	45.1%	18.5%	19.0%	19.5%	9.4%	10.1%	11.0%	3.9%	4.3%	4.9%	20,159	10,156	9,535
DOE	20.5%	20.1%	17.5%	45.8%	43.7%	43.1%	18.2%	18.9%	19.7%	10.4%	11.7%	13.1%	5.1%	5.6%	6.7%	8,429	8,439	7,903
DOI	15.7%	16.8%	15.3%	43.1%	44.0%	42.4%	21.1%	20.9%	21.0%	14.0%	12.4%	14.2%	6.1%	5.9%	7.1%	27,483	25,052	22,348
DOJ	20.0%	21.4%	21.6%	42.8%	44.0%	45.7%	19.4%	18.2%	17.6%	11.8%	10.8%	10.4%	6.1%	5.5%	4.7%	29,099	15,055	15,474
DOL	19.9%	20.7%	19.8%	41.7%	44.6%	43.7%	20.2%	18.6%	19.6%	12.1%	10.7%	11.1%	6.1%	5.4%	5.8%	7,805	8,593	11,067
DOT	18.9%	18.5%	16.3%	45.0%	45.3%	42.6%	19.7%	19.6%	20.8%	11.1%	11.3%	14.0%	5.3%	5.3%	6.3%	20,860	16,332	14,461
ED	9.7%	15.8%	16.6%	33.8%	41.7%	41.5%	24.5%	22.3%	21.6%	20.5%	13.5%	12.5%	11.6%	6.7%	7.7%	2,529	2,762	2,818
EEOC	24.1%	23.6%	21.0%	41.0%	41.0%	43.0%	17.9%	17.8%	16.6%	11.6%	11.2%	13.6%	5.4%	6.4%	5.8%	1,333	1,409	1,463
EPA	12.9%	16.7%	14.5%	38.6%	43.0%	45.6%	22.7%	21.0%	21.0%	17.2%	12.7%	13.0%	8.6%	6.6%	5.9%	7,745	9,165	9,920
FCC	20.4%	17.0%	19.4%	42.7%	44.7%	41.3%	21.5%	21.4%	20.4%	11.0%	11.5%	11.0%	4.4%	5.3%	7.9%	571	685	630
FERC	41.5%	39.4%	30.9%	41.7%	42.5%	45.3%	10.8%	10.6%	14.9%	4.2%	5.2%	6.8%	1.9%	2.2%	2.1%	1,102	1,062	1,136
FTC	46.2%	39.7%	42.4%	39.3%	42.4%	38.2%	8.1%	10.2%	9.5%	4.6%	6.1%	7.0%	1.8%	1.6%	2.8%	624	600	616

Report by Agency

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
GSA	28.2%	28.2%	23.7%	45.3%	44.3%	43.3%	15.6%	16.0%	17.8%	7.4%	8.1%	10.1%	3.5%	3.4%	5.1%	6,961	7,353	6,867
HHS	23.2%	23.0%	19.8%	46.8%	46.6%	45.1%	17.9%	18.1%	19.5%	8.3%	8.4%	10.4%	3.7%	4.0%	5.2%	41,703	41,650	39,056
HUD	17.0%	18.9%	15.7%	41.9%	43.1%	41.8%	21.3%	21.3%	21.6%	12.0%	11.1%	13.5%	7.8%	5.6%	7.4%	4,491	4,832	5,354
NARA	14.5%	17.8%	17.3%	40.5%	41.1%	37.3%	19.7%	19.9%	21.2%	15.8%	13.7%	14.8%	9.5%	7.5%	9.4%	1,691	1,821	1,827
NASA	35.3%	34.6%	32.0%	43.3%	43.7%	43.5%	12.6%	12.6%	14.2%	6.2%	6.5%	7.1%	2.5%	2.7%	3.3%	11,312	11,575	10,969
NCUA	19.0%	22.1%	23.1%	46.7%	46.3%	47.1%	18.9%	15.7%	17.8%	11.3%	11.7%	8.6%	4.2%	4.1%	3.4%	610	642	638
NLRB	13.3%	21.7%	17.5%	35.3%	46.1%	42.2%	21.4%	16.8%	21.3%	20.0%	10.0%	12.2%	10.0%	5.4%	6.7%	821	826	852
NRC	25.9%	23.6%	23.7%	45.8%	45.9%	44.7%	16.0%	16.3%	15.5%	8.2%	9.7%	11.2%	4.1%	4.5%	4.9%	2,265	2,411	2,103
NSF	32.6%	31.1%	28.2%	42.5%	43.6%	42.5%	14.1%	13.1%	15.3%	7.8%	8.3%	8.6%	3.0%	3.8%	5.4%	920	892	840
OMB	23.2%	19.9%	26.6%	43.9%	51.4%	54.6%	23.2%	18.1%	11.5%	7.9%	10.3%	5.9%	1.9%	0.3%	1.5%	337	339	348
OPM	18.4%	18.8%	18.8%	43.3%	44.5%	44.3%	19.3%	18.9%	18.1%	12.1%	11.0%	12.3%	6.9%	6.7%	6.5%	2,983	2,837	3,130
PBGC	31.8%	24.3%	21.3%	46.5%	49.6%	45.3%	13.7%	15.7%	17.3%	4.7%	8.1%	11.1%	3.3%	2.4%	5.0%	510	588	553
RRB	21.5%	25.6%	21.3%	44.7%	44.8%	47.8%	15.8%	15.9%	17.6%	11.5%	8.0%	9.1%	6.5%	5.7%	4.2%	387	429	308
SBA	20.4%	17.5%	13.6%	41.8%	41.1%	38.1%	19.0%	19.2%	20.5%	12.0%	14.3%	15.9%	6.8%	8.0%	11.9%	1,506	1,477	1,338
SEC	33.8%	32.5%	27.0%	46.7%	47.8%	48.0%	11.3%	12.4%	13.9%	5.7%	5.1%	7.5%	2.5%	2.2%	3.5%	3,346	3,457	3,131

Report by Agency

(71) Considering everything, how satisfied are you with your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
All Responses	17.7%	17.5%	15.9%	42.6%	42.4%	41.0%	20.6%	20.7%	21.4%	12.6%	12.8%	14.1%	6.5%	6.6%	7.6%	574,352	467,295	393,451
SSA	17.4%	18.7%	18.5%	44.7%	45.4%	44.3%	19.8%	18.2%	19.2%	12.0%	12.1%	12.3%	6.0%	5.5%	5.7%	24,828	7,998	8,423
State	13.5%	15.2%	18.3%	44.0%	45.3%	47.0%	22.3%	21.3%	19.6%	14.9%	12.8%	11.4%	5.2%	5.3%	3.7%	6,733	4,011	4,963
USAID	17.5%	19.8%	15.0%	48.2%	49.6%	46.2%	19.6%	17.8%	21.6%	11.0%	9.1%	12.7%	3.8%	3.6%	4.5%	1,793	2,013	2,208
USDA	12.4%	16.0%	14.3%	42.6%	46.1%	44.1%	22.6%	21.1%	22.5%	15.4%	12.1%	13.5%	7.1%	4.7%	5.7%	41,901	47,663	22,313
USDT	16.0%	15.4%	14.1%	42.3%	43.2%	41.2%	21.6%	21.8%	22.5%	12.9%	12.7%	14.0%	7.2%	6.8%	8.1%	40,516	44,906	43,913
Small Agencies	22.3%	23.9%	22.1%	40.8%	41.4%	40.4%	17.7%	16.6%	18.0%	12.1%	11.0%	11.9%	7.0%	7.0%	7.7%	5,113	5,414	5,294
DOD	17.8%	17.9%	15.6%	43.0%	42.8%	41.3%	20.9%	20.8%	22.0%	12.3%	12.4%	14.0%	6.0%	6.0%	7.1%	174,120	67,694	56,097
USACE	20.9%	19.7%	16.8%	48.6%	49.8%	46.9%	18.0%	18.9%	20.4%	9.0%	8.2%	11.2%	3.4%	3.4%	4.7%	18,389	4,308	3,519
Air Force	18.6%	18.9%	17.5%	41.1%	41.7%	40.6%	20.9%	20.3%	22.3%	12.7%	12.6%	12.6%	6.6%	6.5%	7.0%	31,467	15,938	14,719
Army‡	16.9%	17.0%	14.9%	41.6%	41.8%	38.6%	21.4%	20.9%	22.1%	13.4%	13.5%	16.1%	6.7%	6.8%	8.3%	49,098	16,756	12,896
Navy‡	16.3%	17.2%	13.8%	45.3%	44.2%	44.2%	21.6%	21.6%	22.7%	11.6%	12.0%	13.2%	5.1%	5.0%	6.1%	40,613	13,601	10,703
Marine Corps	20.0%	18.6%	16.0%	38.7%	41.4%	34.8%	21.2%	22.5%	24.3%	13.1%	11.5%	15.2%	6.9%	6.1%	9.6%	5,040	1,755	1,154
DOD 4th Estate	19.7%	18.8%	17.0%	42.8%	41.7%	41.4%	19.6%	20.0%	20.4%	11.8%	12.8%	14.0%	6.0%	6.8%	7.2%	29,513	15,336	13,106

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

(72) Please select the response below that BEST describes your current teleworking schedule.

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
2018 (Question does not have trending data from previous years)										
All Responses	14.9%	5.9%	15.2%	4.6%	2.0%	28.6%	3.9%	13.2%	11.6%	574,372
BBG	15.3%	4.6%	20.2%	2.4%	0.5%	26.5%	5.0%	12.4%	12.9%	806
CSOSA	12.8%	24.5%	28.1%	6.8%	0.0%	11.5%	0.2%	6.2%	9.9%	442
DHS	8.0%	3.5%	9.4%	4.1%	1.0%	57.0%	1.4%	7.9%	7.8%	70,679
DOC	16.1%	6.9%	28.9%	5.7%	20.9%	6.8%	2.0%	3.8%	8.8%	20,170
DOE	30.3%	11.6%	19.0%	1.6%	1.0%	13.1%	2.3%	6.0%	14.9%	8,446
DOI	23.5%	9.4%	15.9%	3.1%	2.0%	20.1%	3.1%	8.8%	14.2%	27,498
DOJ	6.7%	2.3%	5.1%	0.8%	0.9%	61.6%	4.8%	10.1%	7.6%	29,037
DOL	20.5%	9.8%	35.8%	6.9%	3.5%	7.2%	1.4%	4.3%	10.6%	7,833
DOT	17.0%	10.8%	25.0%	5.8%	3.5%	20.8%	2.2%	6.4%	8.5%	20,917
ED	12.5%	7.0%	58.6%	13.8%	2.3%	0.5%	0.4%	1.1%	3.9%	2,531
EEOC	19.3%	10.2%	34.9%	4.0%	1.9%	4.7%	1.6%	6.5%	16.9%	1,343
EPA	21.5%	13.3%	48.8%	2.9%	0.7%	1.8%	0.7%	1.6%	8.6%	7,780
FCC	17.8%	12.0%	50.1%	9.4%	1.8%	1.5%	0.8%	1.4%	5.2%	573
FERC	19.9%	14.7%	53.6%	0.9%	0.4%	0.5%	0.5%	1.5%	8.1%	1,100
FTC	35.3%	19.1%	32.8%	0.8%	0.5%	0.5%	0.6%	2.6%	7.7%	622

Report by Agency

(72) Please select the response below that BEST describes your current teleworking schedule.

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
	2018 (Question does not have trending data from previous years)									
All Responses	14.9%	5.9%	15.2%	4.6%	2.0%	28.6%	3.9%	13.2%	11.6%	574,372
GSA	9.5%	7.9%	41.2%	28.0%	6.2%	1.6%	0.2%	1.9%	3.5%	6,985
HHS	14.6%	7.3%	37.1%	7.6%	3.2%	14.0%	1.9%	6.0%	8.3%	41,700
HUD	11.7%	5.3%	45.9%	17.2%	1.6%	2.3%	0.7%	3.8%	11.5%	4,494
NARA	15.7%	4.1%	14.4%	3.3%	1.8%	36.7%	3.8%	7.4%	12.9%	1,684
NASA	40.0%	22.2%	17.4%	2.1%	0.9%	3.8%	1.6%	2.5%	9.6%	11,344
NCUA	26.7%	15.8%	14.4%	2.9%	13.9%	11.7%	1.0%	5.8%	7.8%	585
NLRB	14.7%	8.0%	43.0%	10.9%	4.4%	2.3%	1.2%	4.6%	10.8%	820
NRC	25.3%	9.2%	34.9%	3.7%	3.1%	5.3%	1.0%	1.9%	15.7%	2,275
NSF	22.9%	13.9%	47.8%	7.7%	1.2%	0.6%	0.3%	0.8%	4.8%	916
OMB	51.6%	14.3%	23.7%	0.0%	0.8%	0.3%	0.0%	2.1%	7.1%	337
OPM	10.3%	5.2%	30.6%	12.1%	26.4%	6.9%	0.6%	3.2%	4.6%	2,980
PBGC	18.2%	8.9%	59.6%	2.5%	1.2%	0.3%	0.7%	0.9%	7.7%	514
RRB	7.4%	3.4%	38.2%	1.8%	0.5%	12.9%	4.8%	16.7%	14.3%	393
SBA	24.8%	11.2%	31.3%	2.7%	1.0%	2.9%	2.2%	8.6%	15.3%	1,509
SEC	23.0%	13.5%	42.8%	10.5%	2.5%	0.9%	0.4%	0.8%	5.6%	3,336

Report by Agency

(72) Please select the response below that BEST describes your current teleworking schedule.

	Telework Infrequently	Telework About 1-2 Days Per Month	Telework 1-2 Days Per Week	Telework 3-4 Days Per Week	Telework Every Work Day	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework	Item Response Total**
	2018 (Question does not have trending data from previous years)									
All Responses	14.9%	5.9%	15.2%	4.6%	2.0%	28.6%	3.9%	13.2%	11.6%	574,372
SSA	1.6%	2.5%	33.3%	9.5%	0.4%	5.6%	2.9%	29.0%	15.1%	24,636
State	21.7%	5.2%	7.6%	0.4%	0.8%	36.8%	6.5%	10.7%	10.3%	6,770
USAID	32.5%	10.1%	19.2%	1.4%	1.7%	9.0%	2.5%	12.2%	11.5%	1,788
USDA	21.8%	9.2%	15.3%	2.5%	1.8%	23.2%	2.6%	6.8%	16.9%	41,875
USDT	11.2%	7.8%	19.4%	23.6%	3.3%	9.5%	4.6%	13.1%	7.5%	40,417
Small Agencies	21.9%	11.5%	35.4%	2.8%	4.1%	8.3%	1.5%	5.2%	9.4%	5,116
DOD	16.5%	4.7%	8.4%	2.0%	0.8%	28.8%	5.8%	19.0%	14.0%	174,121
USACE	34.8%	8.9%	9.7%	0.9%	1.0%	17.4%	1.7%	11.4%	14.2%	18,407
Air Force	10.1%	2.0%	3.2%	0.3%	0.4%	36.8%	8.7%	23.8%	14.6%	31,414
Army‡	11.8%	3.2%	4.6%	0.5%	1.0%	33.3%	5.2%	24.8%	15.5%	49,060
Navy‡	20.9%	6.6%	8.4%	0.9%	0.6%	25.9%	6.6%	16.1%	14.0%	40,646
Marine Corps	18.0%	3.7%	3.7%	0.5%	0.6%	33.9%	5.2%	21.4%	13.1%	5,026
DOD 4th Estate	19.6%	6.6%	24.1%	10.3%	1.3%	16.7%	2.3%	8.4%	10.6%	29,568

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

(73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
BBG	24.9%	33.3%	25.2%	8.6%	8.0%	533	58	179	22
CSOSA	37.9%	33.5%	12.9%	10.1%	5.5%	364	26	41	1
DHS	26.7%	27.7%	28.5%	9.1%	8.0%	31,122	3,447	31,207	3,930
DOC	49.0%	34.9%	10.1%	3.9%	2.1%	17,410	1,051	1,338	139
DOE	36.7%	36.6%	16.6%	6.3%	3.8%	6,481	747	1,049	67
DOI	31.0%	35.4%	21.9%	7.1%	4.7%	19,644	2,430	4,763	296
DOJ	19.3%	25.6%	35.7%	11.1%	8.3%	11,382	1,541	13,876	1,948
DOL	44.6%	34.2%	13.0%	4.7%	3.5%	6,732	450	464	43
DOT	39.5%	34.2%	15.8%	6.4%	4.2%	16,070	965	3,302	167
ED	32.4%	26.7%	9.6%	12.4%	18.9%	2,386	63	22	2
EEOC	45.2%	33.4%	13.2%	4.1%	4.1%	1,062	143	101	6
EPA	43.1%	40.9%	10.1%	4.0%	1.9%	7,039	419	115	10
FCC	43.8%	40.2%	9.0%	4.4%	2.7%	530	20	6	1
FERC	53.5%	31.6%	7.7%	3.9%	3.3%	1,000	66	15	1
FTC	40.4%	39.6%	10.0%	7.3%	2.7%	572	32	8	1

Report by Agency

(73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
GSA	60.7%	27.1%	6.2%	3.9%	2.2%	6,645	127	102	13
HHS	43.7%	35.0%	13.8%	5.1%	2.4%	33,959	1,867	4,679	609
HUD	46.1%	37.0%	10.0%	4.2%	2.7%	3,986	282	155	3
NARA	31.6%	35.4%	22.1%	5.4%	5.6%	907	171	545	42
NASA	48.9%	34.6%	11.5%	3.3%	1.7%	10,136	664	361	32
NCUA	23.3%	40.1%	18.3%	11.5%	6.8%	447	23	115	8
NLRB	43.2%	35.9%	11.1%	6.6%	3.2%	730	45	31	2
NRC	45.9%	38.0%	11.0%	3.7%	1.4%	1,925	221	88	9
NSF	49.1%	34.6%	8.9%	4.9%	2.5%	867	31	6	0
OMB	31.8%	42.8%	13.8%	7.6%	4.0%	315	12	6	0
OPM	52.2%	31.1%	10.3%	4.2%	2.2%	2,618	95	188	15
PBGC	49.6%	37.7%	9.5%	1.6%	1.6%	475	25	2	1
RRB	32.4%	43.2%	11.6%	7.5%	5.3%	246	34	99	6
SBA	32.7%	34.2%	17.1%	9.4%	6.5%	1,253	120	103	4
SEC	58.0%	32.9%	5.8%	2.2%	1.1%	3,171	91	22	1

Report by Agency

(73) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	31.3%	30.7%	22.6%	8.5%	6.9%	369,986	37,643	143,877	14,641
SSA	43.0%	31.6%	14.6%	6.2%	4.6%	15,512	2,054	6,606	245
State	18.1%	31.6%	29.1%	13.5%	7.7%	3,773	416	2,305	104
USAID	28.7%	40.5%	16.6%	9.6%	4.6%	1,307	103	348	10
USDA	13.1%	24.9%	25.4%	15.7%	21.0%	27,560	4,609	8,583	486
USDT	51.0%	31.1%	10.7%	3.9%	3.3%	30,216	1,649	7,464	457
Small Agencies	39.3%	36.9%	13.8%	6.1%	3.9%	4,336	286	422	25
DOD	22.6%	29.1%	29.7%	10.6%	8.0%	97,275	13,260	55,161	5,935
USACE	24.3%	35.1%	24.8%	10.0%	5.8%	13,520	1,315	3,049	255
Air Force	14.3%	22.8%	39.5%	12.7%	10.7%	12,130	2,613	14,686	1,571
Army‡	15.7%	25.0%	35.7%	12.6%	11.1%	22,521	3,975	19,495	2,440
Navy‡	21.6%	31.9%	28.9%	10.5%	7.1%	23,488	3,358	12,096	1,094
Marine Corps	15.3%	25.9%	38.8%	11.7%	8.3%	2,533	363	1,895	166
DOD 4th Estate	38.7%	32.7%	17.0%	6.9%	4.7%	23,083	1,636	3,940	409

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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

(74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
BBG	22.7%	39.9%	26.7%	5.3%	5.5%	509	71	145	61
CSOSA	48.2%	33.5%	12.9%	3.5%	1.9%	343	61	30	3
DHS	32.0%	32.5%	19.9%	7.0%	8.6%	40,888	4,591	20,724	3,526
DOC	55.1%	33.3%	8.4%	1.9%	1.2%	17,171	1,591	973	268
DOE	48.4%	37.0%	10.2%	2.7%	1.7%	6,827	922	511	111
DOI	41.4%	40.8%	12.2%	3.3%	2.3%	22,579	2,063	2,150	367
DOJ	29.9%	37.5%	19.5%	6.8%	6.4%	16,565	2,859	8,105	1,120
DOL	45.5%	33.9%	16.1%	2.4%	2.1%	5,541	1,691	388	129
DOT	47.4%	38.2%	9.2%	2.8%	2.4%	18,327	1,194	1,073	161
ED	38.2%	38.1%	13.8%	4.2%	5.6%	1,928	448	107	26
EEOC	50.3%	35.7%	10.6%	1.7%	1.7%	1,126	182	21	4
EPA	51.8%	39.1%	6.4%	2.0%	0.7%	7,057	565	78	11
FCC	32.7%	32.9%	30.2%	2.0%	2.3%	316	196	30	22
FERC	70.9%	23.7%	3.8%	1.0%	0.6%	950	138	10	0
FTC	48.2%	25.8%	17.5%	5.7%	2.7%	367	177	58	10

Report by Agency

(74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
GSA	65.9%	26.9%	5.4%	1.1%	0.7%	5,953	838	138	18
HHS	40.0%	36.3%	17.0%	4.0%	2.7%	27,464	7,207	5,300	1,253
HUD	46.3%	37.1%	13.1%	2.1%	1.4%	3,456	781	185	28
NARA	36.2%	39.4%	17.4%	3.6%	3.4%	1,048	375	193	52
NASA	54.4%	34.9%	8.9%	1.2%	0.6%	9,459	1,238	299	231
NCUA	43.4%	41.8%	9.4%	3.2%	2.1%	564	15	20	5
NLRB	48.5%	36.5%	11.1%	2.7%	1.2%	666	110	26	6
NRC	59.3%	35.1%	4.6%	0.4%	0.6%	2,034	177	48	4
NSF	38.5%	33.6%	21.7%	4.5%	1.7%	580	175	93	59
OMB	27.0%	28.9%	22.1%	11.2%	10.9%	196	43	87	8
OPM	55.1%	32.9%	9.7%	1.2%	1.1%	2,292	533	128	19
PBGC	53.8%	35.5%	9.6%	1.0%	0.2%	399	96	9	5
RRB	39.3%	39.4%	12.8%	4.1%	4.3%	311	13	59	9
SBA	44.9%	39.7%	11.6%	2.5%	1.3%	1,233	192	66	5
SEC	59.3%	31.9%	7.6%	0.8%	0.5%	2,810	483	29	6

Report by Agency

(74) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	39.6%	37.0%	15.1%	4.4%	4.0%	415,309	59,915	78,301	14,950
SSA	37.8%	38.8%	19.3%	2.7%	1.5%	16,334	5,896	1,827	420
State	21.6%	36.8%	25.9%	9.9%	5.8%	3,682	969	1,798	219
USAID	31.8%	39.3%	18.9%	6.4%	3.6%	1,027	342	365	25
USDA	38.1%	42.9%	12.4%	3.3%	3.3%	34,837	2,133	3,799	718
USDT	46.6%	34.1%	13.5%	3.0%	2.8%	30,224	6,307	3,285	450
Small Agencies	46.5%	34.4%	13.4%	3.4%	2.4%	3,701	822	464	90
DOD	37.9%	37.6%	15.5%	4.8%	4.2%	126,545	14,421	25,680	5,501
USACE	34.9%	39.8%	17.6%	4.9%	2.8%	14,226	1,708	1,871	400
Air Force	35.6%	37.5%	16.7%	5.2%	5.0%	21,188	2,720	5,998	1,113
Army‡	34.5%	36.8%	17.3%	5.8%	5.6%	33,283	4,016	9,183	2,005
Navy‡	38.9%	39.3%	13.8%	4.4%	3.6%	31,233	2,813	5,033	1,105
Marine Corps	36.4%	38.4%	17.1%	4.3%	3.7%	3,606	467	751	152
DOD 4th Estate	46.0%	34.8%	12.8%	3.4%	2.9%	23,009	2,697	2,844	726

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
BBG	15.6%	45.1%	31.5%	4.8%	3.0%	666	67	33	37
CSOSA	33.2%	43.4%	17.3%	4.3%	1.8%	383	45	5	8
DHS	16.3%	39.5%	27.8%	9.5%	7.0%	54,089	4,232	7,106	5,161
DOC	30.1%	42.3%	21.5%	4.2%	2.0%	15,241	2,261	1,663	975
DOE	28.8%	45.9%	19.2%	4.0%	2.1%	7,233	756	246	219
DOI	18.7%	42.5%	26.3%	8.4%	4.0%	22,253	1,741	2,146	1,321
DOJ	19.7%	50.6%	22.3%	5.0%	2.4%	24,666	1,587	1,533	1,280
DOL	27.8%	41.8%	23.0%	4.7%	2.7%	5,997	999	518	308
DOT	22.9%	39.7%	25.3%	7.9%	4.3%	16,568	1,383	1,936	1,033
ED	21.2%	46.8%	23.2%	4.8%	4.0%	2,022	326	64	123
EEOC	28.4%	40.1%	23.3%	4.6%	3.7%	1,011	116	107	104
EPA	25.6%	47.1%	18.9%	5.8%	2.6%	6,898	633	113	127
FCC	31.9%	49.3%	15.7%	2.5%	0.6%	478	74	14	5
FERC	47.6%	41.2%	9.1%	1.6%	0.5%	952	114	28	8
FTC	34.6%	44.2%	17.4%	2.5%	1.3%	512	72	12	24

Report by Agency

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
GSA	35.0%	38.8%	20.4%	3.9%	1.9%	5,299	832	433	420
HHS	31.0%	46.5%	17.4%	3.7%	1.5%	35,973	3,203	1,406	1,050
HUD	27.2%	44.7%	21.0%	5.2%	1.9%	3,774	448	156	121
NARA	23.9%	49.2%	20.3%	4.5%	2.1%	1,390	174	102	25
NASA	45.9%	41.5%	9.8%	2.0%	0.9%	10,367	820	34	116
NCUA	24.9%	36.0%	28.2%	7.0%	3.9%	446	54	87	23
NLRB	12.6%	24.4%	22.7%	17.3%	23.0%	567	57	159	36
NRC	48.9%	39.8%	8.7%	1.5%	1.1%	2,033	185	53	6
NSF	43.3%	44.5%	10.4%	1.5%	0.4%	808	91	3	10
OMB	30.6%	54.6%	11.8%	2.9%	0.0%	281	42	0	11
OPM	23.2%	35.3%	30.5%	7.6%	3.3%	1,831	396	491	268
PBGC	48.4%	42.3%	8.2%	0.9%	0.2%	456	49	4	3
RRB	44.6%	38.2%	10.7%	3.1%	3.4%	319	20	45	10
SBA	20.2%	35.0%	30.1%	9.8%	4.9%	1,071	142	182	114
SEC	38.6%	42.2%	15.2%	3.0%	1.0%	2,852	372	55	60

Report by Agency

(75) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	22.6%	42.7%	24.4%	6.5%	3.8%	456,532	43,322	42,843	31,923
SSA	22.3%	43.0%	25.0%	6.7%	3.1%	18,821	2,378	2,478	1,062
State	18.5%	49.1%	23.8%	5.7%	2.9%	5,650	502	279	332
USAID	24.9%	50.2%	19.8%	3.6%	1.5%	1,449	180	72	83
USDA	20.1%	40.4%	27.2%	7.7%	4.7%	28,636	2,442	7,059	3,799
USDT	25.7%	44.6%	21.8%	5.0%	2.8%	32,765	4,200	2,153	1,525
Small Agencies	27.1%	45.1%	21.3%	4.6%	1.9%	4,240	446	237	192
DOD	21.6%	41.6%	26.1%	6.7%	4.0%	138,535	11,883	11,831	11,924
USACE	19.1%	42.9%	25.6%	8.5%	4.0%	15,406	993	1,103	900
Air Force	24.3%	45.0%	23.0%	4.9%	2.9%	26,606	1,992	1,444	1,421
Army‡	17.4%	42.0%	28.5%	7.5%	4.6%	37,967	3,370	3,761	4,028
Navy‡	15.9%	39.1%	31.2%	8.8%	5.0%	30,841	2,972	3,176	3,623
Marine Corps	24.0%	40.2%	24.8%	6.9%	4.1%	3,990	347	336	358
DOD 4th Estate	36.6%	39.7%	17.3%	3.9%	2.5%	23,725	2,209	2,011	1,594

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
BBG	10.1%	25.8%	50.8%	7.8%	5.5%	492	125	40	145
CSOSA	25.3%	38.8%	32.6%	2.7%	0.6%	340	83	4	15
DHS	14.5%	35.5%	41.5%	4.4%	4.1%	50,472	13,545	1,723	5,004
DOC	21.4%	32.4%	40.7%	3.4%	2.1%	12,027	5,538	440	2,158
DOE	19.6%	36.0%	40.0%	2.6%	1.9%	5,272	2,438	92	650
DOI	15.1%	35.9%	42.1%	4.1%	2.8%	19,445	6,014	371	1,645
DOJ	18.5%	44.2%	31.8%	3.0%	2.5%	21,575	5,336	429	1,785
DOL	23.3%	34.1%	37.9%	2.8%	1.9%	4,927	2,362	109	441
DOT	19.1%	34.1%	41.9%	2.8%	2.0%	14,286	4,683	325	1,627
ED	17.0%	31.2%	44.7%	3.5%	3.7%	1,369	842	28	294
EEOC	21.1%	30.7%	43.7%	2.4%	2.2%	838	349	21	125
EPA	18.1%	34.8%	42.3%	3.2%	1.7%	4,393	2,647	52	681
FCC	20.2%	34.3%	44.2%	0.6%	0.8%	314	215	10	32
FERC	32.4%	31.4%	34.7%	1.0%	0.5%	571	481	10	43
FTC	26.5%	29.6%	42.1%	1.4%	0.4%	268	289	4	60

Report by Agency

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
GSA	27.4%	31.6%	37.5%	2.1%	1.3%	4,110	2,098	110	669
HHS	21.0%	35.7%	38.3%	3.2%	1.7%	25,148	11,779	696	4,023
HUD	21.0%	33.3%	39.5%	3.8%	2.4%	2,929	1,200	52	316
NARA	19.9%	36.8%	37.0%	4.2%	2.0%	956	560	36	136
NASA	36.6%	34.8%	26.4%	1.5%	0.8%	7,491	3,296	29	525
NCUA	16.9%	25.5%	48.2%	5.2%	4.2%	356	187	6	59
NLRB	13.7%	26.9%	53.8%	3.1%	2.5%	456	265	11	84
NRC	35.6%	35.3%	26.4%	1.4%	1.3%	1,439	760	16	59
NSF	33.5%	38.4%	24.5%	2.1%	1.6%	577	294	1	41
OMB	23.9%	39.5%	34.1%	2.5%	0.0%	155	149	0	32
OPM	18.6%	29.4%	48.2%	2.0%	1.8%	1,707	930	73	281
PBGC	29.5%	36.5%	32.2%	0.7%	1.1%	311	154	5	42
RRB	26.7%	31.9%	35.9%	3.7%	1.8%	244	109	9	32
SBA	14.1%	31.7%	47.6%	3.8%	2.8%	946	355	40	164
SEC	29.9%	30.2%	37.4%	1.9%	0.6%	1,824	1,255	15	246

Report by Agency

(76) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	17.0%	35.8%	41.2%	3.5%	2.6%	383,295	130,354	12,016	49,569
SSA	20.2%	38.6%	35.3%	3.7%	2.2%	17,236	6,014	376	1,154
State	12.8%	35.4%	42.7%	5.9%	3.2%	4,026	1,421	219	1,095
USAID	21.2%	39.7%	31.3%	5.5%	2.3%	1,122	414	47	200
USDA	13.1%	35.9%	44.5%	3.7%	2.7%	29,676	8,395	894	3,025
USDT	20.8%	36.9%	37.3%	2.9%	2.1%	26,735	10,049	628	3,209
Small Agencies	21.0%	34.3%	39.4%	3.7%	1.6%	3,133	1,470	70	455
DOD	15.2%	34.4%	44.4%	3.5%	2.5%	116,129	34,253	5,025	19,017
USACE	14.7%	35.8%	44.1%	3.3%	2.0%	13,002	3,547	317	1,550
Air Force	16.4%	36.5%	41.7%	3.2%	2.2%	21,596	5,949	948	3,011
Army‡	13.3%	34.4%	44.8%	4.2%	3.4%	32,005	8,297	2,058	6,834
Navy‡	12.6%	32.7%	48.8%	3.4%	2.4%	26,611	8,664	982	4,409
Marine Corps	12.8%	30.2%	50.8%	3.8%	2.4%	3,230	904	175	738
DOD 4th Estate	22.4%	34.2%	38.7%	2.7%	1.8%	19,685	6,892	545	2,475

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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

(77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
BBG	5.8%	18.6%	64.2%	4.9%	6.5%	338	169	100	192
CSOSA	20.5%	21.4%	51.2%	5.6%	1.4%	205	129	58	48
DHS	8.4%	18.6%	58.8%	6.2%	8.1%	27,250	16,793	13,994	12,741
DOC	17.5%	23.8%	51.8%	4.0%	2.9%	8,417	7,787	2,022	1,934
DOE	15.0%	22.7%	54.9%	3.9%	3.5%	3,205	3,395	922	932
DOI	8.8%	18.1%	61.8%	6.1%	5.2%	10,203	8,237	4,936	4,128
DOJ	9.2%	23.7%	55.2%	6.3%	5.6%	11,088	6,567	6,042	5,434
DOL	18.8%	24.3%	51.6%	3.0%	2.2%	3,288	3,371	590	595
DOT	13.6%	23.1%	56.1%	3.7%	3.5%	9,022	6,981	2,626	2,293
ED	11.7%	23.4%	55.0%	4.8%	5.1%	1,010	999	173	350
EEOC	11.9%	18.4%	62.1%	3.6%	4.1%	503	337	227	269
EPA	13.4%	24.5%	55.2%	4.6%	2.2%	2,965	3,415	595	801
FCC	10.5%	22.9%	52.4%	8.6%	5.5%	196	180	103	93
FERC	30.5%	27.5%	38.6%	2.5%	0.9%	439	574	58	31
FTC	21.2%	25.5%	47.4%	3.5%	2.4%	220	322	33	48

Report by Agency

(77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
GSA	21.1%	23.2%	51.8%	2.4%	1.4%	2,904	2,990	513	579
HHS	16.4%	24.6%	51.2%	4.6%	3.3%	17,227	16,540	3,800	4,102
HUD	15.1%	22.9%	56.6%	3.2%	2.3%	1,928	1,621	511	444
NARA	14.1%	20.7%	55.7%	4.5%	5.0%	510	617	382	178
NASA	32.1%	26.7%	38.1%	2.1%	1.1%	5,100	5,310	430	498
NCUA	6.0%	20.7%	59.7%	6.0%	7.5%	202	196	104	105
NLRB	12.1%	14.3%	63.9%	4.0%	5.7%	288	208	166	156
NRC	25.5%	24.4%	45.3%	2.9%	2.0%	828	1,162	175	104
NSF	21.6%	21.9%	49.5%	4.1%	2.9%	369	427	47	67
OMB	27.8%	25.6%	36.7%	7.1%	2.9%	138	168	5	24
OPM	14.4%	19.7%	60.0%	3.9%	2.1%	1,110	1,054	424	403
PBGC	19.7%	29.9%	42.1%	6.5%	1.9%	206	158	64	82
RRB	14.6%	24.4%	53.5%	2.7%	4.9%	141	115	69	69
SBA	10.9%	14.3%	66.0%	4.7%	4.1%	601	400	250	261
SEC	32.0%	28.1%	36.0%	2.4%	1.4%	1,696	1,365	131	148

Report by Agency

(77) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	12.3%	22.0%	57.5%	4.4%	3.8%	238,481	184,554	75,622	76,697
SSA	14.8%	25.8%	51.2%	4.7%	3.5%	11,003	7,664	3,794	2,329
State	9.2%	25.4%	50.1%	8.5%	6.8%	2,777	2,293	857	842
USAID	15.0%	31.0%	40.4%	8.4%	5.2%	740	681	199	165
USDA	7.1%	20.7%	63.0%	4.8%	4.4%	17,058	10,692	8,012	6,251
USDT	13.9%	22.4%	57.1%	3.4%	3.1%	16,425	13,799	5,310	5,047
Small Agencies	13.2%	20.9%	56.2%	5.6%	4.0%	1,941	1,503	821	859
DOD	12.0%	21.7%	59.9%	3.6%	2.8%	76,940	56,335	17,079	24,095
USACE	11.8%	21.4%	58.2%	5.1%	3.5%	8,406	4,479	2,510	3,010
Air Force	12.6%	22.5%	59.7%	2.9%	2.3%	13,655	12,109	2,691	3,054
Army‡	12.0%	22.3%	59.8%	3.3%	2.7%	21,793	15,074	5,099	7,258
Navy‡	9.5%	20.8%	62.0%	4.5%	3.3%	18,250	13,563	3,297	5,562
Marine Corps	10.2%	18.4%	66.7%	2.3%	2.4%	2,242	1,566	455	779
DOD 4th Estate	16.9%	21.9%	55.7%	3.1%	2.4%	12,594	9,544	3,027	4,432

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
BBG	6.0%	15.1%	67.2%	5.6%	6.0%	307	157	96	237
CSOSA	14.6%	15.0%	66.0%	2.8%	1.6%	172	128	44	98
DHS	7.3%	14.2%	66.9%	5.2%	6.5%	24,026	16,343	12,854	17,475
DOC	14.2%	17.9%	62.6%	3.3%	1.9%	6,889	7,406	1,806	4,052
DOE	11.2%	16.3%	67.4%	3.0%	2.1%	2,673	3,290	833	1,655
DOI	7.0%	12.9%	71.2%	5.0%	3.9%	8,669	7,768	4,461	6,590
DOJ	8.2%	17.1%	66.0%	4.8%	3.9%	9,136	6,241	5,888	7,853
DOL	14.2%	19.7%	61.9%	2.2%	2.0%	2,842	3,414	468	1,107
DOT	10.9%	16.8%	66.7%	3.4%	2.2%	7,863	6,705	2,194	4,147
ED	9.8%	16.9%	64.3%	3.9%	5.0%	822	1,020	147	545
EEOC	9.9%	13.5%	69.1%	3.7%	3.8%	432	298	204	404
EPA	9.7%	16.0%	68.4%	3.8%	2.0%	2,247	3,245	519	1,761
FCC	11.8%	19.9%	61.2%	4.9%	2.2%	172	192	71	135
FERC	20.7%	19.8%	56.1%	2.2%	1.3%	325	560	55	159
FTC	14.8%	19.4%	61.3%	2.5%	2.0%	160	308	26	128

Report by Agency

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
	2018 (Question does not have trending data from previous years)								
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
GSA	17.8%	17.9%	61.7%	1.8%	0.9%	2,452	2,860	434	1,235
HHS	13.2%	20.8%	60.5%	3.4%	2.1%	14,131	16,603	3,316	7,576
HUD	12.4%	17.4%	64.6%	3.2%	2.4%	1,661	1,445	484	903
NARA	13.4%	16.4%	62.4%	4.2%	3.6%	438	590	322	338
NASA	23.1%	23.1%	51.4%	1.7%	0.6%	4,057	5,092	420	1,756
NCUA	5.7%	9.8%	73.0%	4.8%	6.7%	181	197	88	142
NLRB	9.4%	6.9%	75.5%	3.2%	5.0%	230	189	137	260
NRC	18.1%	20.2%	59.5%	1.0%	1.2%	675	1,188	123	285
NSF	18.8%	23.9%	53.6%	1.9%	1.8%	319	437	29	127
OMB	16.7%	19.9%	60.0%	2.1%	1.4%	79	203	2	52
OPM	13.9%	15.3%	68.4%	1.5%	0.9%	1,017	1,116	333	524
PBGC	16.1%	27.3%	52.2%	3.2%	1.3%	175	164	43	130
RRB	13.8%	17.1%	63.7%	2.0%	3.5%	114	106	74	98
SBA	8.6%	10.2%	74.5%	3.4%	3.3%	544	366	223	380
SEC	25.3%	20.7%	51.4%	1.6%	1.0%	1,313	1,571	85	366

Report by Agency

(78) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2018 (Question does not have trending data from previous years)									
All Responses	9.2%	16.0%	68.2%	3.6%	2.9%	199,899	175,184	69,762	130,111
SSA	12.2%	20.5%	60.5%	4.2%	2.5%	10,022	8,133	2,979	3,626
State	7.4%	21.2%	62.8%	4.9%	3.7%	2,357	2,392	686	1,323
USAID	14.2%	24.5%	52.7%	5.9%	2.6%	575	794	154	260
USDA	5.5%	14.5%	71.9%	4.3%	3.7%	14,982	10,453	7,230	9,318
USDT	11.3%	16.8%	65.6%	3.6%	2.7%	14,161	12,934	4,794	8,692
Small Agencies	12.1%	14.9%	66.2%	4.0%	2.8%	1,565	1,507	731	1,318
DOD	8.0%	14.8%	72.3%	2.8%	2.1%	62,116	49,769	17,409	45,056
USACE	7.2%	13.8%	72.3%	4.0%	2.7%	6,712	4,093	2,341	5,262
Air Force	7.6%	15.4%	73.1%	1.9%	2.0%	11,075	10,720	2,784	6,913
Army‡	7.3%	15.0%	72.2%	3.1%	2.4%	17,314	12,744	5,495	13,629
Navy‡	6.4%	13.5%	75.1%	2.9%	2.0%	14,545	12,138	3,417	10,561
Marine Corps	6.6%	11.8%	77.3%	2.5%	1.8%	1,863	1,387	463	1,332
DOD 4th Estate	13.2%	17.3%	64.6%	3.0%	1.8%	10,607	8,687	2,909	7,359

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

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



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