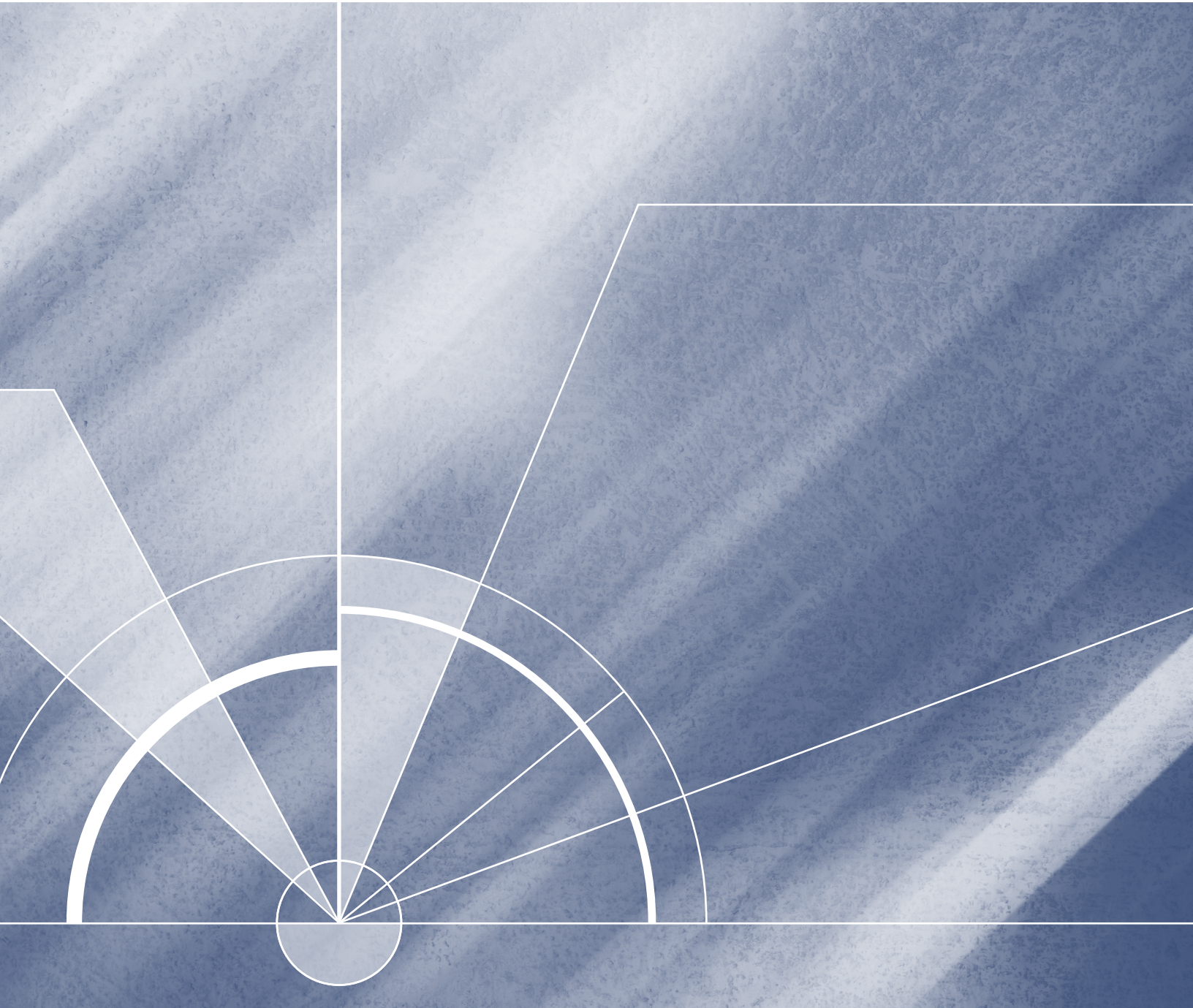


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Report by Demographic



2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

Table of Contents

Part 1

2017 Federal Employee Viewpoint Survey Methods	v
--	---

Survey Question and Text	Page Number
--------------------------	----------------

1. I am given a real opportunity to improve my skills in my organization	1
2. I have enough information to do my job well	5
3. I feel encouraged to come up with new and better ways of doing things	9
4. My work gives me a feeling of personal accomplishment.....	13
5. I like the kind of work I do	17
6. I know what is expected of me on the job	21
7. When needed I am willing to put in the extra effort to get a job done.....	25
8. I am constantly looking for ways to do my job better	29
9. I have sufficient resources to get my job done.....	33
10. My workload is reasonable	37
11. My talents are used well in the workplace.....	41
12. I know how my work relates to the agency's goals and priorities.....	45
13. The work I do is important.....	49
14. Physical conditions allow employees to perform their jobs well.....	53
15. My performance appraisal is a fair reflection of my performance.....	57
16. I am held accountable for achieving results.....	61
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.....	65
18. My training needs are assessed	69
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.....	73
20. The people I work with cooperate to get the job done.....	77
21. My work unit is able to recruit people with the right skills	81
22. Promotions in my work unit are based on merit.....	85
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.....	89
24. In my work unit, differences in performance are recognized in a meaningful way.....	93
25. Awards in my work unit depend on how well employees perform their jobs	97
26. Employees in my work unit share job knowledge with each other.....	101
27. The skill level in my work unit has improved in the past year	105
28. How would you rate the overall quality of work done by your work unit?	109

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

Table of Contents (continued)

Survey Question and Text	Page Number
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals	113
30. Employees have a feeling of personal empowerment with respect to work processes	117
31. Employees are recognized for providing high quality products and services	121
32. Creativity and innovation are rewarded	125
33. Pay raises depend on how well employees perform their jobs	129
34. Policies and programs promote diversity in the workplace	133
35. Employees are protected from health and safety hazards on the job	137
36. My organization has prepared employees for potential security threats	141
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated	145
38. Prohibited Personnel Practices are not tolerated	149
39. My agency is successful in accomplishing its mission	153

Part 2

Survey Question and Text	Page Number
40. I recommend my organization as a good place to work	157
41. I believe the results of this survey will be used to make my agency a better place to work	161
42. My supervisor supports my need to balance work and other life issues	165
43. My supervisor provides me with opportunities to demonstrate my leadership skills	169
44. Discussions with my supervisor about my performance are worthwhile	173
45. My supervisor is committed to a workforce representative of all segments of society	177
46. My supervisor provides me with constructive suggestions to improve my job performance	181
47. Supervisors in my work unit support employee development	185
48. My supervisor listens to what I have to say	189
49. My supervisor treats me with respect	193
50. In the last six months, my supervisor has talked with me about my performance	197
51. I have trust and confidence in my supervisor	201
52. Overall, how good a job do you feel is being done by your immediate supervisor?	205
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce	209

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

Table of Contents (continued)

Survey Question and Text	Page Number
54. My organization's senior leaders maintain high standards of honesty and integrity.....	213
55. Supervisors work well with employees of different backgrounds.....	217
56. Managers communicate the goals and priorities of the organization.....	221
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives	225
58. Managers promote communication among different work units	229
59. Managers support collaboration across work units to accomplish work objectives	233
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	237
61. I have a high level of respect for my organization's senior leaders	241
62. Senior leaders demonstrate support for Work/Life programs.....	245
63. How satisfied are you with your involvement in decisions that affect your work?	249
64. How satisfied are you with the information you receive from management on what's going on in your organization?	253
65. How satisfied are you with the recognition you receive for doing a good job?.....	257
66. How satisfied are you with the policies and practices of your senior leaders?.....	261
67. How satisfied are you with your opportunity to get a better job in your organization?	265
68. How satisfied are you with the training you receive for your present job?	269
69. Considering everything, how satisfied are you with your job?.....	273
70. Considering everything, how satisfied are you with your pay?	277
71. Considering everything, how satisfied are you with your organization?.....	281
72. Have you been notified whether or not you are eligible to telework?	285
73. Please select the response below that BEST describes your current teleworking situation	289
74. Do you participate in the following Work/Life programs Alternative Work Schedules (AWS)?.....	293
75. Do you participate in the following Work/Life programs Health and Wellness Programs?	297
76. Do you participate in the following Work/Life programs Employee Assistance Program (EAP)?	301
77. Do you participate in the following Work/Life programs Child Care Programs?	305
78. Do you participate in the following Work/Life programs Elder Care Programs?	309

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

Table of Contents (continued)

Survey Question and Text	Page Number
79. How satisfied are you with the following Work/Life programs in your agency Telework?	313
80. How satisfied are you with the following Work/Life programs in your agency Alternative Work Schedules (AWS)?	317
81. How satisfied are you with the following Work/Life programs in your agency Health and Wellness Programs?	321
82. How satisfied are you with the following Work/Life programs in your agency Employee Assistance Program (EAP)?	325
83. How satisfied are you with the following Work/Life programs in your agency Child Care Programs?	329
84. How satisfied are you with the following Work/Life programs in your agency Elder Care Programs?	333

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

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

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

Survey Items

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

Who Participated?

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

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

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

Data Weighting

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

Data Analysis

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
Work Location																		
Headquarters	24.8%	23.2%	21.9%	42.4%	42.2%	42.5%	14.9%	15.1%	15.5%	12.1%	13.3%	13.7%	5.8%	6.2%	6.4%	178,662	155,920	156,650
Field	20.6%	19.3%	18.1%	42.4%	42.1%	41.8%	16.2%	16.6%	17.0%	14.1%	15.0%	15.9%	6.6%	7.0%	7.3%	280,339	230,030	240,583
Supervisory Status																		
Non-Supervisor	20.1%	18.6%	17.4%	41.5%	41.0%	40.8%	16.8%	17.1%	17.6%	14.4%	15.6%	16.3%	7.2%	7.7%	8.0%	304,052	253,532	261,444
Team Leader	22.0%	20.6%	19.4%	43.7%	43.7%	44.2%	15.1%	15.4%	15.5%	13.6%	14.4%	14.7%	5.6%	5.9%	6.2%	57,883	49,572	53,415
Supervisor	25.9%	24.6%	23.5%	46.1%	46.3%	46.1%	13.7%	13.9%	14.6%	10.3%	10.9%	11.7%	4.0%	4.3%	4.2%	63,078	52,338	52,588
Manager	34.3%	33.1%	31.6%	43.2%	43.8%	44.2%	11.0%	11.4%	11.2%	8.4%	8.3%	9.6%	3.1%	3.3%	3.3%	28,729	24,772	24,395
Senior Leader	49.9%	46.2%	44.1%	34.0%	35.1%	36.8%	8.3%	8.9%	8.8%	5.1%	6.7%	6.9%	2.6%	3.1%	3.3%	8,175	8,126	8,067
Sex																		
Male	23.0%	21.3%	19.9%	42.7%	42.5%	42.3%	15.4%	15.7%	16.3%	12.6%	13.8%	14.5%	6.2%	6.8%	7.0%	233,365	197,055	205,556
Female	21.3%	20.3%	19.1%	42.0%	41.8%	41.9%	16.1%	16.3%	16.6%	14.2%	15.0%	15.7%	6.4%	6.6%	6.8%	221,640	185,561	189,053
Hispanic or Latino																		
Yes	22.4%	21.1%	19.5%	38.9%	38.1%	38.2%	16.2%	16.3%	16.8%	14.4%	16.0%	16.1%	8.1%	8.5%	9.4%	39,715	33,622	34,001
No	22.3%	20.9%	19.6%	42.9%	42.7%	42.6%	15.6%	15.9%	16.3%	13.1%	14.1%	14.9%	6.0%	6.4%	6.6%	410,789	345,077	356,781
Race																		
American Indian/ Alaska Native	19.0%	16.6%	17.0%	37.5%	37.8%	39.2%	18.8%	18.8%	17.9%	15.1%	17.3%	16.2%	9.5%	9.7%	9.7%	9,391	7,845	8,387
Asian	24.8%	24.3%	23.2%	44.3%	44.8%	45.3%	16.5%	15.4%	16.1%	9.3%	10.6%	9.9%	5.1%	5.0%	5.6%	22,147	19,571	18,723
Black/African American	24.2%	23.0%	21.7%	40.5%	40.1%	39.8%	14.4%	14.7%	15.6%	13.0%	13.8%	14.3%	7.9%	8.4%	8.5%	64,638	58,118	60,293
Native Hawaiian/ Pacific Islander	21.3%	20.0%	18.9%	40.5%	39.9%	40.1%	17.9%	17.6%	16.7%	12.4%	14.4%	17.6%	8.0%	8.1%	6.7%	2,759	2,209	2,477
White	22.2%	20.7%	19.3%	43.4%	43.2%	43.1%	15.5%	15.9%	16.2%	13.3%	14.3%	15.2%	5.5%	5.9%	6.2%	319,337	264,771	274,329
Two or more races (Not Hispanic/ Latino)	19.3%	17.9%	16.5%	38.6%	37.2%	36.9%	16.4%	17.5%	17.8%	16.2%	17.0%	18.9%	9.4%	10.4%	10.0%	18,729	14,402	14,482

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
Age Group																		
25 and under	26.7%	26.6%	24.1%	46.0%	45.9%	46.9%	12.0%	11.9%	13.7%	9.8%	11.3%	10.5%	5.5%	4.4%	4.8%	3,893	2,846	2,774
26-29	25.0%	22.7%	20.3%	44.7%	44.3%	43.7%	12.6%	13.3%	14.7%	12.5%	13.7%	14.9%	5.1%	6.0%	6.4%	13,114	11,488	12,768
30-39	22.0%	20.7%	19.3%	42.6%	42.5%	42.1%	14.4%	14.7%	15.1%	14.2%	15.1%	15.7%	6.8%	7.0%	7.7%	91,722	76,294	74,945
40-49	21.9%	20.5%	19.5%	41.8%	41.4%	41.5%	15.3%	15.8%	15.9%	14.3%	15.2%	15.8%	6.7%	7.2%	7.3%	123,896	106,161	110,963
50-59	21.9%	20.5%	19.0%	42.0%	42.1%	42.0%	16.8%	16.9%	17.4%	13.1%	14.0%	14.9%	6.1%	6.5%	6.6%	172,337	146,045	152,615
60+	20.6%	19.6%	18.6%	41.8%	41.6%	41.8%	19.0%	18.9%	19.2%	12.6%	13.7%	14.0%	6.0%	6.2%	6.4%	79,140	62,873	65,000
Level of Education																		
Less than																		
High School	26.7%	20.9%	25.9%	36.2%	42.2%	43.0%	19.1%	15.8%	15.7%	8.9%	13.8%	7.9%	9.1%	7.3%	7.4%	444	363	411
H.S. Diploma/																		
GED or equiv	20.5%	19.7%	18.7%	43.9%	42.9%	42.8%	18.6%	18.8%	19.2%	11.5%	12.8%	13.0%	5.5%	5.8%	6.3%	19,578	16,332	19,421
Trade/Technical																		
Certificate	17.2%	15.9%	15.7%	40.7%	40.3%	39.9%	19.8%	20.6%	19.9%	14.5%	15.7%	16.7%	7.8%	7.5%	7.7%	10,843	8,229	9,611
Some College																		
(no degree)	19.8%	18.3%	17.3%	39.9%	39.3%	39.6%	18.1%	18.5%	18.6%	14.9%	16.0%	16.3%	7.3%	8.0%	8.1%	62,900	52,994	60,339
Associate's																		
Degree	19.2%	18.0%	17.6%	40.7%	40.5%	40.0%	17.6%	17.8%	18.0%	15.0%	15.9%	16.6%	7.6%	7.8%	7.8%	35,671	27,927	31,416
Bachelor's																		
Degree	21.7%	20.1%	18.7%	43.5%	43.5%	43.4%	15.4%	15.6%	16.0%	13.3%	14.3%	15.1%	6.1%	6.5%	6.8%	155,511	132,552	136,033
Master's Degree																		
Doctoral/	25.1%	24.0%	22.4%	43.2%	42.8%	42.9%	13.4%	13.8%	14.3%	12.5%	13.3%	14.2%	5.8%	6.1%	6.3%	119,765	102,066	98,396
Professional																		
Degree	26.6%	25.4%	24.3%	42.5%	42.6%	42.9%	14.3%	13.8%	14.1%	11.4%	12.5%	12.9%	5.3%	5.7%	5.8%	52,968	44,263	41,101
Pay Category																		
Federal Wage																		
System	17.2%	15.9%	16.0%	39.2%	39.0%	39.6%	17.9%	19.0%	19.0%	16.4%	17.3%	16.9%	9.3%	8.8%	8.6%	13,145	9,602	12,700
GS 1-6																		
GS 7-12	18.2%	17.1%	16.0%	36.5%	37.7%	37.5%	18.7%	19.0%	19.3%	16.4%	16.5%	17.1%	10.0%	9.6%	10.1%	27,603	18,757	22,043
GS 13-15																		
SES	20.6%	19.3%	17.9%	42.2%	41.6%	41.6%	16.4%	16.7%	16.8%	14.2%	15.3%	16.1%	6.7%	7.1%	7.5%	193,580	153,769	166,813
SL/ST																		
Other	26.4%	24.7%	23.2%	44.8%	44.8%	44.9%	13.6%	13.7%	14.2%	10.9%	11.8%	12.6%	4.3%	4.9%	5.1%	185,057	170,002	162,725
	55.9%	55.4%	50.4%	32.6%	33.4%	35.2%	6.0%	6.5%	7.3%	3.8%	3.0%	5.1%	1.7%	1.6%	2.1%	5,701	5,790	5,720
	32.5%	29.1%	26.0%	37.2%	42.6%	42.8%	13.2%	11.8%	14.0%	10.6%	10.7%	12.8%	6.5%	5.8%	4.5%	2,015	1,577	1,546
	19.4%	18.1%	18.2%	42.7%	42.0%	41.1%	17.0%	17.3%	18.2%	13.9%	15.1%	15.7%	6.9%	7.5%	6.7%	31,320	25,927	25,688

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
Time in Federal Government																		
< 1 year	35.4%	33.7%	32.5%	42.3%	43.7%	44.9%	11.3%	12.1%	12.0%	7.8%	7.7%	7.8%	3.2%	2.8%	2.8%	9,032	6,869	6,055
1-3 years	27.2%	26.1%	23.7%	43.2%	43.3%	43.7%	13.2%	13.9%	14.7%	11.6%	12.1%	12.8%	4.8%	4.6%	5.1%	45,440	30,000	28,330
4-5 years	23.3%	21.4%	20.3%	41.4%	42.4%	42.9%	15.2%	15.8%	15.0%	13.7%	14.2%	15.2%	6.4%	6.3%	6.6%	30,285	30,189	41,192
6-10 years	21.1%	19.8%	18.5%	42.3%	41.7%	41.3%	15.4%	15.5%	16.3%	14.2%	15.6%	16.4%	7.0%	7.4%	7.6%	109,144	92,065	88,035
11-14 years	20.2%	18.8%	17.3%	41.9%	41.0%	41.1%	16.5%	16.8%	17.1%	14.4%	15.7%	16.4%	7.0%	7.7%	8.1%	64,107	55,071	56,901
15-20 years	20.0%	18.5%	17.8%	41.7%	41.0%	40.7%	16.5%	17.0%	16.9%	14.6%	15.5%	16.6%	7.2%	7.9%	8.0%	66,612	51,948	48,914
> 20 years	21.7%	20.5%	19.5%	43.0%	43.1%	42.7%	17.0%	17.0%	17.6%	12.4%	13.2%	13.8%	5.8%	6.2%	6.4%	134,884	120,077	128,644
Time with Current Agency																		
< 1 year	34.3%	32.2%	31.6%	41.2%	42.8%	43.9%	11.7%	12.3%	12.0%	8.7%	9.0%	8.9%	4.0%	3.7%	3.7%	16,518	13,201	11,933
1-3 years	26.8%	25.4%	23.1%	42.1%	41.9%	42.3%	13.6%	14.1%	14.5%	12.2%	12.8%	14.1%	5.3%	5.7%	6.0%	70,060	47,834	44,668
4-5 years	22.1%	20.3%	19.5%	41.2%	41.3%	41.9%	15.6%	16.0%	15.5%	14.2%	14.9%	15.6%	6.9%	7.5%	7.5%	37,988	38,256	50,049
6-10 years	20.2%	18.6%	17.7%	41.9%	41.6%	40.9%	15.8%	16.1%	16.8%	14.8%	16.0%	16.7%	7.4%	7.7%	8.0%	114,236	98,397	96,054
11-20 years	19.4%	18.4%	17.4%	42.6%	41.5%	41.3%	16.9%	17.1%	17.3%	14.4%	15.7%	16.2%	6.8%	7.4%	7.7%	118,991	99,112	99,264
> 20 years	22.2%	21.1%	19.7%	43.8%	44.2%	44.0%	17.1%	16.9%	17.6%	11.6%	12.3%	13.1%	5.3%	5.4%	5.7%	100,221	88,097	94,847
Leaving																		
No	27.4%	26.0%	24.4%	46.4%	46.4%	46.6%	14.0%	14.6%	15.1%	9.1%	9.8%	10.4%	3.0%	3.2%	3.4%	317,171	260,328	264,199
Yes, to retire	18.3%	17.2%	16.7%	42.9%	43.1%	42.6%	20.1%	19.1%	19.7%	13.1%	14.3%	14.9%	5.7%	6.3%	6.1%	28,688	22,405	24,190
Yes, to other job in Govt	11.7%	10.8%	10.0%	34.1%	34.0%	33.1%	18.4%	18.3%	18.4%	22.9%	23.5%	24.7%	12.9%	13.4%	13.8%	70,955	70,856	73,625
Yes, to other job outside Govt	9.4%	8.3%	7.7%	31.6%	30.3%	30.6%	18.0%	16.9%	17.5%	24.6%	27.4%	26.8%	16.3%	17.1%	17.3%	19,472	13,825	15,895
Yes, other	8.6%	7.9%	7.4%	28.9%	28.4%	28.5%	20.6%	20.7%	20.1%	24.3%	26.1%	26.3%	17.5%	17.0%	17.7%	22,263	18,069	19,372
Retiring																		
Within 1 year	18.5%	17.2%	16.4%	40.7%	41.4%	41.3%	19.5%	18.8%	18.7%	13.8%	15.0%	15.9%	7.4%	7.7%	7.7%	17,239	13,643	14,910
Between 1-3 years	19.1%	17.9%	17.2%	43.2%	43.1%	42.4%	19.3%	19.0%	19.5%	12.6%	13.9%	14.5%	5.8%	6.2%	6.4%	47,471	38,194	40,101
Between 3-5 years	20.6%	19.0%	17.5%	42.5%	42.7%	42.1%	17.8%	17.7%	18.8%	13.3%	14.2%	15.2%	5.8%	6.3%	6.4%	51,506	42,401	43,637
5 or more years	23.1%	21.6%	20.3%	42.5%	42.1%	42.2%	14.8%	15.3%	15.6%	13.4%	14.3%	15.0%	6.3%	6.7%	7.0%	339,635	288,557	295,473

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.9%	20.5%	19.2%	42.2%	42.1%	42.0%	16.0%	16.3%	16.6%	13.5%	14.4%	15.1%	6.4%	6.7%	7.0%	485,193	406,992	420,841
Self-Identify as:																		
Heterosexual	23.3%	21.7%	20.4%	43.1%	42.9%	42.8%	15.2%	15.5%	16.0%	12.6%	13.6%	14.4%	5.8%	6.2%	6.4%	366,209	307,822	318,734
LGBT*	22.8%	22.1%	20.3%	40.2%	40.3%	40.6%	15.0%	14.5%	14.3%	14.0%	15.5%	15.9%	8.1%	7.6%	8.9%	13,611	11,364	11,074
Prefer not to say	15.6%	15.1%	14.0%	39.0%	37.1%	38.1%	19.1%	19.6%	19.2%	17.3%	18.5%	18.6%	9.0%	9.7%	10.1%	57,088	47,201	48,276
Military Service																		
No Prior Military Service	21.8%	20.6%	19.5%	43.7%	43.3%	43.1%	15.7%	15.9%	16.3%	13.0%	14.0%	14.6%	5.8%	6.3%	6.4%	326,493	278,753	282,169
Currently in Guard/Reserves	25.2%	23.2%	20.8%	40.5%	40.4%	41.2%	13.9%	14.3%	14.5%	13.3%	14.8%	15.7%	7.1%	7.3%	7.8%	7,437	6,172	7,017
Retired Separated/Discharged	25.9%	23.8%	21.8%	42.1%	42.3%	42.9%	15.6%	16.0%	16.2%	11.3%	12.6%	13.7%	5.1%	5.4%	5.4%	50,028	39,806	43,454
Disability																		
Yes	21.1%	19.6%	18.4%	37.4%	37.2%	36.4%	16.3%	16.7%	17.3%	15.7%	16.6%	17.6%	9.5%	9.9%	10.3%	69,731	51,877	53,693
No	22.5%	21.1%	19.8%	43.6%	43.2%	43.2%	15.6%	15.8%	16.2%	12.8%	13.8%	14.5%	5.6%	6.0%	6.3%	384,681	329,970	339,934

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
Work Location																		
Headquarters	22.6%	21.4%	20.8%	50.3%	50.4%	50.7%	13.5%	14.0%	14.1%	10.1%	10.7%	10.8%	3.5%	3.6%	3.5%	178,120	154,888	155,650
Field	19.2%	18.4%	17.5%	51.2%	51.2%	51.7%	14.7%	14.9%	15.3%	11.2%	11.7%	11.7%	3.8%	3.8%	3.8%	279,544	228,381	239,123
Supervisory Status																		
Non-Supervisor	19.2%	18.0%	17.4%	50.7%	50.7%	51.0%	15.0%	15.3%	15.6%	11.2%	11.9%	12.0%	4.0%	4.1%	4.1%	303,154	251,727	259,760
Team Leader	20.3%	19.4%	18.6%	51.6%	51.9%	52.7%	14.0%	14.2%	14.2%	10.6%	11.0%	11.3%	3.4%	3.5%	3.2%	57,747	49,227	53,128
Supervisor	22.0%	21.3%	20.5%	52.5%	52.4%	52.9%	12.9%	13.2%	14.0%	9.8%	10.2%	10.0%	2.9%	2.9%	2.7%	62,878	51,987	52,265
Manager	28.7%	28.0%	26.5%	50.0%	50.4%	51.3%	10.6%	10.5%	11.2%	8.5%	8.4%	8.3%	2.1%	2.6%	2.6%	28,643	24,616	24,246
Senior Leader	44.2%	42.6%	41.0%	40.6%	40.4%	43.3%	7.7%	9.0%	7.4%	5.0%	6.0%	5.7%	2.5%	2.1%	2.5%	8,146	8,081	8,010
Sex																		
Male	21.3%	19.9%	19.1%	50.7%	50.8%	51.1%	14.2%	14.6%	15.0%	10.2%	10.8%	11.0%	3.6%	3.9%	3.8%	232,647	195,700	204,336
Female	19.6%	19.0%	18.3%	51.2%	51.2%	51.9%	14.2%	14.4%	14.5%	11.4%	11.9%	11.8%	3.6%	3.5%	3.6%	221,032	184,267	187,808
Hispanic or Latino																		
Yes	21.5%	20.4%	20.0%	48.5%	48.2%	48.4%	14.6%	15.0%	15.3%	11.0%	11.6%	11.7%	4.4%	4.9%	4.6%	39,620	33,378	33,772
No	20.5%	19.5%	18.7%	51.2%	51.3%	51.8%	14.1%	14.4%	14.7%	10.6%	11.2%	11.3%	3.5%	3.6%	3.5%	409,568	342,700	354,583
Race																		
American Indian/ Alaska Native	18.7%	16.7%	17.3%	47.5%	48.0%	49.2%	17.2%	16.1%	17.0%	11.8%	13.1%	11.8%	4.8%	6.0%	4.7%	9,361	7,779	8,308
Asian	22.8%	22.5%	21.8%	50.8%	51.5%	52.1%	15.4%	14.4%	14.8%	8.0%	8.7%	8.3%	2.9%	2.8%	3.0%	22,097	19,459	18,595
Black/African American	24.4%	23.3%	22.9%	49.6%	50.3%	50.0%	12.7%	12.7%	13.3%	9.4%	9.8%	9.9%	3.9%	4.0%	3.9%	64,414	57,572	59,740
Native Hawaiian/ Pacific Islander	20.6%	19.7%	20.0%	48.0%	49.1%	48.2%	16.1%	14.6%	15.7%	10.6%	12.3%	12.2%	4.7%	4.3%	3.9%	2,750	2,195	2,457
White	20.0%	19.0%	18.1%	51.8%	51.6%	52.1%	14.0%	14.4%	14.7%	10.9%	11.5%	11.6%	3.3%	3.4%	3.5%	318,422	263,063	272,832
Two or more races (Not Hispanic/ Latino)	17.1%	16.1%	15.3%	47.7%	46.5%	48.4%	16.3%	18.3%	17.4%	13.1%	13.9%	13.8%	5.8%	5.2%	5.1%	18,668	14,288	14,409

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
Age Group																		
25 and under	19.5%	23.2%	18.4%	55.0%	53.3%	57.4%	13.6%	11.7%	12.7%	8.8%	9.1%	8.9%	3.2%	2.7%	2.6%	3,883	2,837	2,775
26-29	20.4%	18.3%	18.0%	51.8%	52.9%	53.0%	13.8%	15.0%	14.3%	10.7%	10.8%	10.8%	3.3%	3.0%	3.9%	13,086	11,461	12,741
30-39	18.4%	17.9%	16.9%	51.1%	51.2%	51.3%	14.4%	14.6%	15.4%	11.9%	12.2%	12.3%	4.2%	4.1%	4.2%	91,522	75,956	74,700
40-49	19.7%	18.6%	18.2%	50.7%	50.6%	50.9%	14.5%	14.9%	14.9%	11.4%	11.9%	11.9%	3.8%	4.0%	4.1%	123,581	105,554	110,481
50-59	21.3%	20.0%	19.2%	50.4%	50.8%	51.4%	14.5%	14.7%	14.9%	10.3%	11.0%	11.2%	3.5%	3.5%	3.3%	171,802	144,930	151,481
60+	21.9%	21.2%	20.7%	50.7%	50.7%	51.0%	14.6%	14.6%	14.9%	9.8%	10.3%	10.4%	3.0%	3.2%	3.0%	78,823	62,142	64,238
Level of Education																		
Less than High School	28.2%	25.0%	28.7%	40.5%	53.1%	42.3%	16.4%	13.7%	16.2%	8.8%	4.7%	5.7%	6.0%	3.5%	7.1%	441	353	405
H.S. Diploma/ GED or equiv	21.6%	21.2%	21.0%	52.2%	52.9%	52.6%	14.3%	13.8%	14.3%	8.9%	9.0%	8.8%	3.1%	3.0%	3.3%	19,494	16,194	19,258
Trade/Technical Certificate	18.2%	16.6%	17.7%	52.1%	52.2%	50.1%	15.4%	16.0%	16.8%	10.4%	11.5%	11.5%	3.9%	3.7%	3.9%	10,811	8,119	9,497
Some College (no degree)	20.2%	19.2%	18.5%	49.8%	49.6%	50.5%	15.5%	15.7%	15.5%	10.8%	11.7%	11.4%	3.8%	3.9%	4.0%	62,733	52,503	59,885
Associate's Degree	19.2%	18.5%	18.3%	50.4%	50.5%	50.8%	15.4%	15.2%	15.5%	11.3%	12.0%	11.7%	3.7%	3.9%	3.7%	35,530	27,691	31,220
Bachelor's Degree	19.5%	18.4%	17.4%	51.4%	51.4%	52.2%	14.4%	14.8%	14.9%	11.1%	11.7%	11.8%	3.6%	3.7%	3.7%	155,082	131,732	135,256
Master's Degree	21.3%	20.3%	19.4%	51.1%	51.2%	51.3%	13.2%	13.4%	14.3%	10.8%	11.3%	11.4%	3.6%	3.7%	3.6%	119,419	101,435	97,851
Doctoral/ Professional Degree	24.6%	23.8%	22.8%	50.6%	50.1%	50.7%	12.3%	13.0%	12.9%	9.4%	9.6%	10.4%	3.1%	3.4%	3.2%	52,823	44,007	40,876
Pay Category																		
Federal Wage System	18.0%	16.9%	18.1%	49.8%	50.2%	50.9%	16.8%	17.3%	16.7%	11.1%	11.8%	10.6%	4.4%	3.8%	3.6%	13,098	9,500	12,586
GS 1-6	21.0%	20.8%	19.9%	48.9%	49.2%	49.7%	14.9%	14.9%	15.0%	10.9%	11.0%	11.0%	4.4%	4.1%	4.3%	27,486	18,558	21,794
GS 7-12	19.3%	18.3%	17.4%	50.8%	50.8%	51.2%	14.8%	15.1%	15.4%	11.3%	12.0%	12.0%	3.8%	3.9%	4.0%	193,033	152,618	165,735
GS 13-15	22.7%	21.6%	20.4%	51.9%	51.6%	52.2%	12.7%	13.2%	13.5%	9.8%	10.3%	10.9%	2.9%	3.4%	3.1%	184,525	168,965	161,843
SES	48.3%	50.0%	46.5%	38.4%	39.5%	41.1%	6.0%	5.1%	5.5%	5.4%	3.7%	5.1%	1.9%	1.7%	1.9%	5,688	5,756	5,701
SL/ST	31.7%	27.2%	25.2%	42.5%	46.5%	48.9%	12.9%	12.3%	11.5%	9.1%	10.3%	10.8%	3.8%	3.8%	3.6%	2,010	1,561	1,538
Other	17.5%	16.6%	16.9%	51.5%	52.4%	52.4%	15.5%	15.2%	16.0%	11.4%	12.0%	11.1%	4.1%	4.0%	3.6%	31,241	25,770	25,553

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
Time in Federal Government																		
< 1 year	24.5%	24.4%	24.3%	50.7%	50.9%	50.6%	13.4%	12.7%	13.3%	8.3%	10.1%	9.1%	3.1%	1.9%	2.7%	9,005	6,832	6,031
1-3 years	22.5%	21.7%	20.6%	50.5%	51.4%	51.2%	13.7%	13.7%	14.6%	10.4%	10.5%	10.6%	2.9%	2.7%	3.0%	45,316	29,849	28,179
4-5 years	20.4%	19.4%	18.7%	50.3%	50.8%	51.8%	14.4%	14.9%	14.6%	11.0%	11.3%	11.5%	3.9%	3.7%	3.5%	30,197	30,017	40,978
6-10 years	19.2%	18.1%	17.4%	51.0%	51.1%	51.3%	14.6%	14.8%	15.2%	11.5%	12.0%	12.0%	3.8%	4.0%	4.1%	108,858	91,482	87,563
11-14 years	19.0%	18.1%	16.9%	51.0%	49.9%	51.3%	14.6%	15.5%	15.8%	11.5%	12.3%	11.8%	3.8%	4.2%	4.1%	63,907	54,708	56,612
15-20 years	19.4%	18.2%	17.8%	50.2%	50.4%	50.6%	15.1%	15.2%	15.0%	11.1%	11.9%	12.3%	4.2%	4.3%	4.4%	66,418	51,543	48,602
> 20 years	22.0%	21.0%	20.2%	51.5%	51.5%	51.8%	13.5%	13.7%	14.2%	9.7%	10.2%	10.6%	3.3%	3.5%	3.2%	134,466	119,099	127,602
Time with Current Agency																		
< 1 year	23.3%	22.9%	22.9%	48.1%	49.1%	49.5%	14.1%	13.0%	13.8%	10.6%	11.8%	10.3%	3.9%	3.1%	3.6%	16,472	13,130	11,876
1-3 years	22.0%	21.2%	19.9%	49.6%	49.8%	49.6%	13.9%	14.1%	14.9%	11.0%	11.4%	11.9%	3.5%	3.5%	3.7%	69,872	47,568	44,406
4-5 years	19.8%	18.8%	18.3%	50.1%	50.4%	51.2%	14.6%	15.2%	14.8%	11.3%	11.6%	11.8%	4.2%	4.0%	3.8%	37,859	38,016	49,784
6-10 years	19.2%	17.7%	17.2%	50.9%	50.9%	51.4%	14.8%	15.2%	15.3%	11.3%	12.1%	12.0%	3.9%	4.0%	4.1%	113,926	97,752	95,525
11-20 years	19.2%	18.5%	17.8%	51.5%	51.0%	51.4%	14.6%	15.1%	15.4%	10.9%	11.5%	11.5%	3.7%	4.0%	3.9%	118,651	98,378	98,647
> 20 years	22.5%	21.6%	20.5%	52.3%	52.6%	52.9%	13.2%	13.1%	13.7%	9.1%	9.6%	10.0%	2.9%	3.1%	2.8%	99,889	87,377	94,088
Leaving																		
No	24.4%	23.4%	22.5%	54.2%	54.6%	55.1%	12.3%	12.4%	12.7%	7.5%	7.8%	7.9%	1.7%	1.8%	1.8%	316,276	258,594	262,626
Yes, to retire	20.3%	19.6%	19.1%	51.8%	51.4%	52.0%	14.5%	14.7%	15.1%	10.3%	10.7%	10.6%	3.1%	3.5%	3.2%	28,573	22,175	23,934
Yes, to other job in Govt	12.3%	11.8%	11.2%	44.1%	43.9%	44.2%	18.2%	18.5%	18.6%	18.1%	18.4%	18.5%	7.4%	7.3%	7.5%	70,768	70,390	73,208
Yes, to other job outside Govt	9.7%	9.0%	8.5%	41.5%	41.2%	41.0%	19.0%	18.2%	19.4%	19.9%	21.4%	21.7%	9.9%	10.1%	9.4%	19,412	13,718	15,796
Yes, other	9.2%	8.8%	9.1%	39.9%	39.7%	40.5%	21.0%	22.1%	21.8%	19.7%	20.1%	19.4%	10.1%	9.3%	9.1%	22,177	17,930	19,231
Retiring																		
Within 1 year	20.7%	19.6%	18.7%	49.5%	50.1%	50.5%	14.4%	15.0%	15.0%	11.2%	10.9%	12.1%	4.2%	4.4%	3.7%	17,172	13,506	14,762
Between 1-3 years	20.0%	19.4%	18.9%	51.5%	51.9%	51.7%	15.0%	14.7%	15.4%	10.3%	10.6%	10.7%	3.1%	3.4%	3.3%	47,297	37,804	39,711
Between 3-5 years	20.6%	19.6%	18.5%	51.3%	51.4%	51.8%	14.5%	14.6%	15.1%	10.3%	11.0%	11.3%	3.3%	3.4%	3.3%	51,340	41,993	43,219
5 or more years	20.6%	19.5%	18.8%	50.9%	50.9%	51.4%	14.1%	14.4%	14.7%	10.8%	11.4%	11.4%	3.7%	3.7%	3.8%	338,701	286,827	293,972

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	20.3%	19.3%	18.6%	50.8%	50.9%	51.3%	14.4%	14.7%	15.0%	10.9%	11.4%	11.5%	3.6%	3.7%	3.7%	483,786	404,152	418,183
Self-Identify as:																		
Heterosexual	21.6%	20.5%	19.7%	51.6%	51.7%	52.2%	13.5%	13.8%	14.1%	10.1%	10.6%	10.7%	3.2%	3.3%	3.3%	365,151	305,729	316,793
LGBT*	20.2%	18.1%	18.5%	48.3%	49.8%	49.9%	14.5%	14.7%	14.4%	12.4%	12.5%	12.1%	4.6%	4.8%	5.1%	13,573	11,302	11,020
Prefer not to say	14.8%	13.8%	13.4%	47.0%	46.5%	46.9%	18.2%	18.4%	19.0%	14.3%	15.4%	14.9%	5.6%	5.9%	5.8%	56,889	46,829	47,927
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	19.6%	18.9%	18.2%	52.1%	51.8%	52.2%	14.3%	14.5%	14.7%	10.7%	11.3%	11.3%	3.4%	3.5%	3.5%	325,587	276,862	280,451
Retired Separated/Discharged	22.3%	20.1%	19.9%	49.5%	48.4%	49.9%	13.6%	14.6%	14.7%	10.1%	12.0%	11.1%	4.5%	4.8%	4.4%	7,416	6,153	6,999
Disability																		
Yes	25.7%	24.1%	22.9%	50.0%	50.6%	51.4%	12.6%	13.4%	13.6%	8.7%	9.0%	9.5%	2.9%	2.9%	2.7%	49,877	39,525	43,156
No	19.7%	18.3%	17.8%	48.2%	49.0%	49.1%	15.2%	15.1%	15.8%	12.1%	12.7%	12.7%	4.8%	4.9%	4.7%	68,870	55,509	59,382
Disability																		
Yes	21.0%	19.5%	19.1%	46.1%	46.7%	46.9%	15.2%	15.9%	15.8%	12.3%	12.6%	13.1%	5.4%	5.2%	5.1%	69,493	51,410	53,250
No	20.5%	19.6%	18.7%	52.0%	51.9%	52.3%	14.0%	14.2%	14.6%	10.3%	11.0%	11.0%	3.2%	3.4%	3.4%	383,597	327,785	337,924

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
Work Location																		
Headquarters	26.5%	24.5%	23.6%	37.1%	37.2%	37.2%	16.6%	16.9%	17.3%	12.8%	13.8%	14.2%	6.9%	7.7%	7.8%	177,397	153,951	154,494
Field	21.5%	20.1%	18.8%	36.0%	35.6%	35.5%	18.1%	18.3%	18.7%	15.4%	16.3%	17.2%	9.0%	9.6%	9.8%	278,231	226,741	237,177
Supervisory Status																		
Non-Supervisor	20.7%	19.0%	17.8%	35.6%	35.1%	34.9%	18.9%	19.3%	19.7%	15.6%	16.7%	17.4%	9.2%	10.0%	10.2%	301,716	250,033	257,722
Team Leader	24.7%	22.5%	21.7%	37.4%	38.0%	37.9%	16.2%	16.3%	16.6%	14.0%	15.1%	15.5%	7.7%	8.2%	8.3%	57,473	48,939	52,664
Supervisor	28.0%	26.5%	25.2%	39.7%	40.2%	40.5%	15.2%	15.1%	15.6%	11.7%	12.3%	12.8%	5.4%	5.8%	5.9%	62,640	51,594	51,871
Manager	37.4%	36.4%	34.4%	37.8%	37.7%	38.5%	11.6%	12.1%	12.2%	9.2%	9.2%	10.3%	4.0%	4.6%	4.6%	28,539	24,448	24,092
Senior Leader	53.2%	50.4%	48.0%	29.5%	29.8%	32.0%	7.8%	9.0%	8.9%	6.2%	6.6%	7.6%	3.3%	4.2%	3.5%	8,133	8,026	7,944
Sex																		
Male	24.0%	22.0%	20.8%	35.8%	35.7%	35.4%	17.6%	17.7%	18.2%	14.0%	15.2%	16.0%	8.6%	9.4%	9.7%	231,529	194,082	202,514
Female	22.8%	21.6%	20.4%	37.2%	37.0%	37.3%	17.4%	17.9%	18.2%	14.9%	15.5%	16.1%	7.6%	8.0%	8.1%	220,109	183,297	186,543
Hispanic or Latino																		
Yes	23.3%	21.5%	20.0%	33.4%	33.7%	33.6%	18.0%	17.8%	18.4%	15.8%	15.9%	16.7%	9.5%	11.1%	11.2%	39,376	33,033	33,489
No	23.5%	21.9%	20.7%	36.8%	36.6%	36.5%	17.4%	17.7%	18.1%	14.2%	15.2%	15.9%	8.0%	8.5%	8.7%	407,792	340,502	351,793
Race																		
American Indian/ Alaska Native	20.7%	18.0%	18.4%	32.5%	33.9%	34.5%	19.8%	20.3%	19.8%	16.5%	16.8%	16.6%	10.4%	11.0%	10.6%	9,309	7,718	8,215
Asian	24.8%	23.8%	23.2%	40.1%	40.1%	40.2%	18.6%	18.2%	18.8%	10.2%	11.4%	10.7%	6.3%	6.5%	7.1%	22,020	19,404	18,530
Black/African American	24.7%	23.2%	22.2%	37.1%	37.1%	37.3%	16.9%	17.2%	17.7%	13.2%	13.9%	14.2%	8.1%	8.6%	8.7%	64,052	57,236	59,256
Native Hawaiian/ Pacific Islander	21.4%	21.1%	20.5%	37.5%	36.6%	35.9%	19.4%	18.8%	18.3%	13.1%	14.9%	16.7%	8.6%	8.6%	8.5%	2,731	2,183	2,442
White	23.7%	22.1%	20.6%	36.6%	36.3%	36.1%	17.2%	17.5%	18.0%	14.7%	15.6%	16.5%	7.8%	8.5%	8.8%	317,065	261,174	270,660
Two or more races (Not Hispanic/ Latino)	20.2%	18.1%	17.8%	32.3%	31.4%	31.9%	18.6%	19.1%	19.4%	16.8%	18.1%	18.0%	12.0%	13.3%	12.9%	18,586	14,188	14,275

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
Age Group																		
25 and under	22.1%	23.0%	19.9%	34.6%	35.9%	36.0%	19.4%	18.8%	20.8%	15.4%	14.5%	14.5%	8.4%	7.8%	8.8%	3,884	2,817	2,760
26-29	21.8%	20.5%	18.8%	36.3%	34.5%	33.9%	18.0%	17.8%	18.6%	15.7%	17.5%	18.2%	8.2%	9.6%	10.5%	13,063	11,385	12,682
30-39	21.8%	20.3%	19.0%	35.2%	34.9%	34.8%	17.1%	17.5%	18.1%	16.2%	17.1%	17.4%	9.8%	10.2%	10.8%	91,206	75,568	74,267
40-49	23.5%	21.6%	20.6%	36.5%	36.3%	36.4%	16.8%	17.2%	17.6%	14.8%	15.7%	16.1%	8.4%	9.2%	9.3%	123,075	104,765	109,555
50-59	24.0%	22.2%	21.0%	36.9%	37.2%	37.1%	18.0%	18.1%	18.3%	13.6%	14.5%	15.6%	7.5%	8.0%	8.0%	170,880	143,875	150,155
60+	22.6%	21.4%	20.5%	36.8%	36.5%	36.3%	19.5%	19.6%	20.1%	14.0%	14.5%	15.3%	7.0%	8.0%	7.8%	78,372	61,730	63,694
Level of Education																		
Less than High School	24.8%	15.4%	25.9%	35.5%	45.2%	36.7%	21.6%	18.3%	22.0%	8.4%	14.9%	7.5%	9.7%	6.2%	7.9%	440	353	400
H.S. Diploma/ GED or equiv	22.2%	21.5%	20.4%	38.5%	38.5%	39.2%	19.0%	20.0%	19.1%	13.4%	13.0%	13.9%	6.9%	7.0%	7.4%	19,394	16,041	19,051
Trade/Technical Certificate	19.2%	17.5%	18.0%	37.7%	38.0%	35.8%	19.3%	20.0%	20.3%	15.1%	15.2%	16.2%	8.7%	9.2%	9.7%	10,724	8,094	9,411
Some College (no degree)	21.6%	20.0%	19.5%	35.3%	35.4%	35.4%	19.3%	19.1%	19.1%	14.8%	15.8%	16.4%	9.0%	9.7%	9.7%	62,332	52,097	59,340
Associate's Degree	20.8%	20.2%	19.3%	36.6%	35.0%	35.8%	18.7%	18.8%	18.8%	15.1%	16.5%	16.5%	8.8%	9.5%	9.5%	35,381	27,504	30,919
Bachelor's Degree	23.1%	21.1%	19.7%	36.7%	36.5%	36.4%	17.6%	18.0%	18.5%	14.6%	15.7%	16.4%	8.1%	8.7%	9.1%	154,400	130,791	134,272
Master's Degree	26.2%	24.6%	22.9%	36.8%	36.7%	36.8%	15.8%	16.0%	16.7%	13.7%	14.5%	15.4%	7.5%	8.2%	8.2%	119,009	100,798	97,167
Doctoral/ Professional Degree	25.5%	23.6%	23.2%	34.9%	35.3%	33.9%	16.3%	16.4%	16.8%	14.8%	15.4%	16.5%	8.5%	9.3%	9.6%	52,593	43,786	40,590
Pay Category																		
Federal Wage System	18.1%	17.1%	17.8%	34.5%	34.2%	35.0%	19.5%	20.2%	19.2%	16.4%	17.5%	17.3%	11.5%	11.0%	10.7%	13,019	9,442	12,447
GS 1-6	19.8%	18.7%	18.1%	33.8%	34.6%	35.4%	19.7%	20.1%	20.3%	16.0%	16.2%	16.2%	10.8%	10.3%	10.0%	27,341	18,457	21,597
GS 7-12	21.6%	20.1%	18.7%	36.5%	35.9%	36.1%	18.5%	18.9%	19.0%	15.0%	15.9%	16.7%	8.4%	9.2%	9.6%	192,081	151,496	164,370
GS 13-15	28.0%	26.0%	24.6%	37.8%	38.2%	37.4%	15.4%	15.4%	16.2%	12.5%	13.4%	14.4%	6.3%	7.1%	7.4%	183,813	167,899	160,657
SES	58.8%	58.5%	54.2%	26.2%	26.6%	29.3%	6.5%	7.3%	7.1%	5.8%	4.5%	6.3%	2.7%	3.1%	3.1%	5,676	5,722	5,647
SL/ST	34.3%	27.8%	28.6%	28.1%	36.5%	30.0%	15.7%	14.6%	18.5%	13.8%	12.8%	14.0%	8.2%	8.3%	9.0%	2,002	1,562	1,520
Other	19.5%	18.2%	17.6%	35.4%	34.2%	34.1%	18.2%	18.2%	19.1%	16.7%	18.4%	18.7%	10.2%	11.1%	10.5%	31,089	25,579	25,385

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
Time in Federal Government																		
< 1 year	30.7%	29.3%	28.5%	37.4%	37.8%	37.6%	16.5%	17.3%	18.3%	10.6%	11.0%	10.8%	4.8%	4.6%	4.8%	8,971	6,787	5,985
1-3 years	26.2%	25.1%	22.4%	36.4%	35.5%	36.3%	17.1%	17.7%	18.3%	13.2%	14.2%	15.3%	7.1%	7.5%	7.8%	45,151	29,666	27,980
4-5 years	23.4%	22.2%	20.7%	34.8%	35.2%	36.0%	17.4%	17.9%	18.0%	15.4%	16.0%	16.2%	9.0%	8.8%	9.1%	30,094	29,844	40,703
6-10 years	22.2%	20.4%	19.3%	35.9%	35.4%	35.0%	17.4%	17.8%	18.2%	15.4%	16.6%	17.4%	9.1%	9.9%	10.2%	108,367	90,881	86,915
11-14 years	22.0%	20.2%	18.7%	36.0%	35.1%	35.6%	17.4%	18.1%	18.1%	15.7%	16.7%	17.1%	9.0%	9.9%	10.4%	63,661	54,302	56,173
15-20 years	22.0%	20.2%	19.5%	35.9%	36.0%	35.6%	17.9%	17.9%	18.3%	15.1%	16.1%	16.7%	9.0%	9.8%	10.0%	66,101	51,135	48,137
> 20 years	24.2%	22.6%	21.9%	37.9%	38.4%	37.6%	18.0%	17.7%	18.3%	13.0%	13.6%	14.7%	6.9%	7.7%	7.5%	133,747	118,325	126,563
Time with Current Agency																		
< 1 year	30.9%	29.7%	28.8%	37.0%	37.3%	37.7%	15.7%	16.6%	17.3%	10.8%	10.9%	11.0%	5.6%	5.5%	5.2%	16,416	13,037	11,786
1-3 years	26.2%	24.8%	22.4%	35.8%	35.6%	35.7%	17.0%	17.0%	17.9%	13.6%	14.4%	15.4%	7.5%	8.2%	8.5%	69,613	47,229	44,086
4-5 years	22.7%	21.4%	20.0%	35.2%	34.9%	35.7%	17.4%	17.8%	17.9%	15.4%	16.5%	16.7%	9.3%	9.4%	9.7%	37,703	37,800	49,407
6-10 years	21.5%	19.5%	18.7%	35.8%	35.1%	34.9%	17.7%	18.3%	18.5%	15.5%	17.0%	17.7%	9.4%	10.1%	10.3%	113,398	97,085	94,783
11-20 years	21.5%	19.9%	19.2%	36.4%	35.9%	35.8%	18.0%	18.4%	18.4%	15.4%	16.2%	16.7%	8.7%	9.6%	9.9%	118,075	97,646	97,816
> 20 years	24.9%	23.4%	22.2%	38.4%	39.2%	38.5%	17.7%	17.3%	18.2%	12.6%	13.0%	14.3%	6.4%	7.0%	6.8%	99,393	86,845	93,355
Leaving																		
No	28.5%	26.8%	25.4%	40.0%	40.3%	40.3%	16.5%	17.0%	17.5%	10.8%	11.4%	12.2%	4.3%	4.5%	4.7%	314,988	256,958	260,604
Yes, to retire	20.2%	19.0%	18.6%	37.4%	38.1%	36.8%	20.3%	19.5%	20.2%	14.8%	15.1%	16.6%	7.3%	8.3%	7.8%	28,382	22,024	23,737
Yes, to other job in Govt	13.1%	12.2%	11.2%	29.4%	28.7%	28.6%	19.5%	19.3%	19.7%	22.5%	23.4%	23.7%	15.6%	16.3%	16.8%	70,411	69,770	72,583
Yes, to other job outside Govt	10.4%	8.9%	8.1%	24.8%	23.0%	23.3%	18.0%	17.3%	17.9%	24.9%	26.8%	26.9%	21.9%	24.1%	23.7%	19,332	13,663	15,702
Yes, other	9.8%	9.0%	8.5%	24.2%	23.3%	24.2%	20.4%	20.2%	19.7%	23.8%	25.2%	25.8%	21.8%	22.3%	21.9%	22,048	17,812	19,079
Retiring																		
Within 1 year	20.1%	19.0%	18.3%	35.4%	36.6%	35.4%	19.8%	19.3%	18.9%	15.4%	15.2%	17.8%	9.3%	9.9%	9.6%	17,052	13,413	14,641
Between 1-3 years	21.4%	19.9%	19.1%	37.0%	37.5%	37.0%	19.7%	19.4%	19.9%	14.6%	14.8%	16.0%	7.2%	8.3%	8.1%	47,062	37,533	39,391
Between 3-5 years	22.8%	21.1%	20.1%	37.2%	36.8%	36.4%	18.8%	18.9%	19.4%	14.0%	15.2%	16.0%	7.3%	8.0%	8.1%	51,064	41,748	42,843
5 or more years	23.9%	22.3%	21.0%	36.4%	36.1%	36.2%	17.0%	17.3%	17.7%	14.4%	15.4%	16.0%	8.3%	8.9%	9.1%	337,292	284,892	291,705

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.1%	21.5%	20.3%	36.4%	36.2%	36.2%	17.7%	18.0%	18.3%	14.6%	15.5%	16.2%	8.2%	8.8%	9.0%	481,568	401,408	414,872
Self-Identify as:																		
Heterosexual	24.6%	22.8%	21.6%	37.0%	37.1%	36.9%	17.2%	17.4%	17.9%	13.8%	14.6%	15.4%	7.5%	8.0%	8.2%	363,580	303,681	314,296
LGBT*	23.8%	22.9%	21.8%	33.7%	33.5%	33.7%	17.1%	16.1%	16.1%	15.3%	16.6%	16.8%	10.1%	10.9%	11.7%	13,522	11,197	10,930
Prefer not to say	16.6%	15.5%	14.3%	33.5%	32.0%	32.4%	20.0%	20.2%	20.1%	17.9%	19.1%	20.0%	12.0%	13.3%	13.2%	56,569	46,496	47,518
Military Service																		
No Prior Military Service	22.6%	21.2%	20.2%	37.4%	37.1%	36.8%	17.9%	18.0%	18.5%	14.4%	15.4%	16.0%	7.7%	8.4%	8.6%	324,171	275,157	278,441
Currently in Guard/Reserves	25.6%	23.8%	21.3%	34.4%	35.2%	34.6%	16.8%	15.5%	17.6%	13.6%	15.1%	16.6%	9.6%	10.3%	10.0%	7,403	6,113	6,936
Retired Separated/Discharged	28.8%	26.9%	25.1%	37.2%	37.1%	37.6%	15.9%	16.5%	16.9%	12.0%	12.6%	13.6%	6.2%	7.0%	6.8%	49,625	39,174	42,756
Disability																		
Yes	23.1%	21.6%	20.2%	32.4%	32.3%	32.8%	17.5%	17.9%	18.2%	15.8%	16.6%	17.1%	11.2%	11.7%	11.6%	69,069	51,015	52,726
No	23.6%	21.9%	20.7%	37.4%	37.1%	36.9%	17.5%	17.8%	18.2%	14.1%	15.0%	15.8%	7.5%	8.2%	8.5%	381,969	325,622	335,348

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
Work Location																		
Headquarters	31.6%	30.9%	30.1%	41.5%	41.9%	41.8%	13.9%	13.7%	14.3%	8.2%	8.5%	8.7%	4.8%	4.9%	5.2%	177,948	154,967	155,884
Field	29.5%	28.9%	27.6%	42.0%	42.3%	42.3%	14.4%	14.3%	14.7%	8.6%	8.8%	9.5%	5.4%	5.7%	6.0%	279,295	228,559	239,441
Supervisory Status																		
Non-Supervisor	27.8%	26.9%	26.0%	42.1%	42.3%	42.1%	15.3%	15.3%	15.7%	9.0%	9.4%	9.9%	5.8%	6.1%	6.4%	302,855	251,905	260,125
Team Leader	31.5%	31.0%	29.7%	42.8%	43.6%	43.4%	13.1%	12.7%	13.4%	8.2%	8.2%	8.6%	4.4%	4.6%	4.9%	57,660	49,273	53,160
Supervisor	34.4%	33.9%	33.0%	42.5%	43.0%	43.3%	12.3%	12.2%	12.2%	7.1%	7.2%	7.6%	3.6%	3.7%	3.8%	62,851	51,991	52,332
Manager	43.3%	43.8%	40.9%	38.8%	38.6%	39.4%	9.4%	8.9%	10.0%	5.7%	5.6%	6.4%	2.8%	3.1%	3.3%	28,624	24,651	24,315
Senior Leader	60.0%	56.5%	55.4%	28.1%	29.3%	31.0%	6.5%	7.6%	6.2%	3.0%	4.2%	4.5%	2.4%	2.4%	2.8%	8,148	8,082	8,030
Sex																		
Male	30.3%	29.2%	28.0%	41.2%	41.7%	41.4%	14.5%	14.4%	14.9%	8.5%	8.8%	9.5%	5.5%	5.9%	6.2%	232,430	195,689	204,500
Female	30.6%	30.5%	29.5%	42.8%	42.9%	43.2%	13.6%	13.5%	13.9%	8.3%	8.4%	8.6%	4.7%	4.7%	4.9%	220,846	184,523	188,181
Hispanic or Latino																		
Yes	31.6%	31.2%	30.3%	39.1%	39.2%	38.7%	14.2%	14.0%	14.4%	9.2%	8.8%	9.4%	5.9%	6.8%	7.3%	39,545	33,428	33,813
No	30.3%	29.7%	28.5%	42.2%	42.6%	42.6%	14.1%	14.0%	14.4%	8.3%	8.6%	9.1%	5.0%	5.2%	5.4%	409,244	342,891	355,068
Race																		
American Indian/ Alaska Native	28.4%	27.6%	29.3%	40.5%	41.1%	39.8%	15.9%	15.1%	15.4%	8.7%	9.5%	9.3%	6.7%	6.7%	6.2%	9,349	7,770	8,309
Asian	32.5%	32.9%	31.5%	43.6%	43.5%	44.2%	13.8%	13.3%	14.1%	6.0%	6.4%	6.1%	4.1%	4.0%	4.1%	22,076	19,452	18,635
Black/African American	32.6%	32.1%	31.5%	41.3%	41.1%	41.2%	13.5%	13.8%	13.9%	7.5%	7.6%	7.8%	5.1%	5.4%	5.5%	64,326	57,659	59,940
Native Hawaiian/ Pacific Islander	29.0%	29.2%	28.2%	41.9%	39.9%	40.8%	15.6%	16.0%	14.4%	7.6%	9.3%	9.9%	6.0%	5.6%	6.7%	2,746	2,196	2,465
White	30.3%	29.6%	28.2%	42.3%	42.8%	42.7%	13.9%	13.7%	14.2%	8.6%	8.8%	9.5%	4.9%	5.1%	5.5%	318,175	263,195	273,103
Two or more races (Not Hispanic/ Latino)	27.0%	26.5%	25.5%	38.8%	38.4%	38.5%	16.3%	15.8%	16.7%	10.4%	11.0%	11.5%	7.5%	8.3%	7.8%	18,658	14,335	14,420

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
Age Group																		
25 and under	22.9%	27.1%	23.8%	41.9%	43.5%	45.0%	17.6%	14.6%	16.0%	10.8%	8.8%	10.3%	6.8%	6.0%	4.9%	3,880	2,834	2,764
26-29	25.8%	24.6%	22.8%	41.7%	42.0%	40.4%	16.2%	16.2%	17.4%	9.9%	10.2%	11.6%	6.4%	7.0%	7.8%	13,083	11,445	12,720
30-39	26.6%	26.3%	24.9%	41.3%	41.5%	41.7%	15.9%	15.6%	15.8%	9.9%	9.9%	10.6%	6.3%	6.7%	7.0%	91,471	75,929	74,686
40-49	29.3%	28.6%	27.8%	41.9%	42.2%	42.0%	14.3%	14.3%	14.7%	8.9%	9.2%	9.5%	5.5%	5.6%	6.0%	123,440	105,516	110,478
50-59	31.2%	30.6%	29.5%	42.2%	42.5%	42.6%	13.9%	13.8%	14.3%	8.0%	8.2%	8.7%	4.6%	4.8%	4.9%	171,580	145,107	151,809
60+	35.0%	33.7%	33.4%	41.8%	42.7%	42.4%	12.8%	12.6%	12.9%	6.6%	7.1%	7.3%	3.9%	3.9%	4.0%	78,776	62,297	64,546
Level of Education																		
Less than High School	31.7%	25.7%	33.1%	36.5%	45.0%	41.7%	19.8%	16.6%	13.9%	6.3%	6.4%	5.8%	5.7%	6.3%	5.5%	440	360	407
H.S. Diploma/ GED or equiv	30.0%	30.0%	28.9%	42.8%	43.3%	43.6%	14.8%	14.8%	14.7%	7.7%	7.4%	7.8%	4.8%	4.4%	5.1%	19,471	16,212	19,292
Trade/Technical Certificate	27.6%	28.0%	27.5%	43.9%	43.8%	43.3%	15.2%	14.3%	14.4%	7.9%	8.9%	9.4%	5.5%	5.0%	5.4%	10,782	8,156	9,544
Some College (no degree)	29.4%	28.8%	28.2%	40.9%	41.5%	41.2%	15.3%	14.8%	14.9%	8.7%	8.8%	9.4%	5.7%	6.2%	6.3%	62,652	52,602	60,030
Associate's Degree	28.8%	28.5%	27.8%	42.0%	42.1%	41.5%	14.7%	14.6%	15.1%	8.9%	9.1%	9.4%	5.5%	5.7%	6.2%	35,480	27,716	31,244
Bachelor's Degree	28.6%	28.0%	26.8%	42.6%	42.9%	42.8%	14.7%	14.5%	15.0%	8.9%	9.1%	9.7%	5.2%	5.5%	5.8%	154,957	131,744	135,422
Master's Degree	32.0%	31.1%	29.6%	41.4%	41.7%	42.1%	13.4%	13.4%	14.1%	8.3%	8.7%	9.1%	4.9%	5.0%	5.2%	119,321	101,483	97,927
Doctoral/ Professional Degree	37.3%	36.3%	35.5%	41.1%	41.6%	41.5%	11.2%	11.3%	11.4%	6.4%	6.5%	7.1%	4.1%	4.3%	4.4%	52,815	44,018	40,933
Pay Category																		
Federal Wage System	26.1%	26.2%	26.6%	41.0%	41.5%	41.8%	16.5%	16.2%	16.2%	9.7%	9.4%	9.3%	6.7%	6.8%	6.1%	13,086	9,546	12,621
GS 1-6	27.2%	26.8%	26.8%	39.8%	41.5%	41.0%	16.4%	15.7%	15.7%	9.6%	9.5%	10.1%	7.1%	6.6%	6.5%	27,454	18,597	21,867
GS 7-12	28.4%	27.9%	26.8%	42.6%	42.8%	42.5%	14.8%	14.7%	15.1%	8.8%	9.1%	9.4%	5.3%	5.6%	6.1%	192,847	152,692	165,967
GS 13-15	34.2%	33.2%	31.6%	42.1%	42.2%	42.5%	12.3%	12.5%	12.9%	7.4%	7.7%	8.4%	4.0%	4.4%	4.6%	184,410	169,097	162,028
SES	67.3%	67.9%	63.5%	24.1%	23.9%	26.0%	4.5%	4.3%	4.9%	2.8%	2.3%	3.4%	1.2%	1.6%	2.2%	5,676	5,763	5,704
SL/ST	44.4%	45.5%	42.9%	37.8%	36.9%	40.0%	9.1%	10.1%	8.5%	5.0%	4.0%	6.4%	3.7%	3.6%	2.2%	2,012	1,565	1,536
Other	28.5%	27.8%	27.1%	41.3%	42.3%	41.4%	15.2%	14.3%	15.6%	8.9%	9.5%	9.8%	6.2%	6.1%	6.2%	31,192	25,728	25,574

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
Time in Federal Government																		
< 1 year	36.4%	38.2%	35.4%	40.5%	41.9%	43.8%	13.7%	11.6%	11.5%	6.4%	5.4%	6.3%	3.0%	2.9%	3.1%	9,004	6,836	6,028
1-3 years	31.6%	31.8%	30.6%	42.2%	42.4%	42.3%	13.8%	14.1%	14.5%	8.0%	7.5%	8.2%	4.4%	4.2%	4.5%	45,295	29,843	28,189
4-5 years	29.5%	28.7%	27.3%	41.0%	42.0%	41.7%	15.0%	14.4%	15.5%	9.1%	9.4%	9.8%	5.5%	5.6%	5.7%	30,172	30,016	41,027
6-10 years	28.6%	27.7%	26.8%	41.5%	41.9%	41.9%	14.8%	14.9%	15.0%	9.4%	9.6%	10.0%	5.8%	6.0%	6.4%	108,747	91,519	87,659
11-14 years	28.9%	28.3%	26.7%	42.0%	41.5%	41.7%	14.7%	14.8%	15.2%	8.8%	9.4%	9.9%	5.5%	6.0%	6.5%	63,886	54,668	56,633
15-20 years	29.5%	28.7%	27.8%	41.7%	41.8%	41.7%	14.6%	14.2%	14.8%	8.7%	9.1%	9.3%	5.6%	6.2%	6.5%	66,313	51,578	48,624
> 20 years	32.5%	31.7%	30.8%	42.5%	43.2%	42.8%	13.1%	12.9%	13.4%	7.3%	7.6%	8.3%	4.5%	4.6%	4.8%	134,331	119,318	127,968
Time with Current Agency																		
< 1 year	35.3%	35.7%	34.5%	40.3%	41.1%	42.4%	13.0%	12.8%	12.3%	7.5%	6.4%	6.8%	3.9%	3.9%	3.9%	16,466	13,128	11,882
1-3 years	31.0%	31.2%	29.3%	41.5%	41.2%	41.6%	14.1%	14.2%	14.7%	8.5%	8.3%	9.0%	4.9%	5.0%	5.4%	69,817	47,546	44,452
4-5 years	28.7%	27.9%	26.9%	41.0%	41.5%	41.4%	15.1%	14.6%	15.4%	9.4%	9.9%	10.1%	5.8%	6.1%	6.2%	37,832	38,028	49,832
6-10 years	28.5%	27.1%	26.6%	41.4%	42.3%	41.7%	15.0%	14.8%	15.2%	9.2%	9.7%	10.0%	5.9%	6.1%	6.5%	113,782	97,743	95,640
11-20 years	29.2%	28.7%	27.7%	42.5%	42.1%	42.0%	14.4%	14.5%	14.8%	8.6%	8.9%	9.4%	5.3%	5.8%	6.1%	118,511	98,433	98,733
> 20 years	33.7%	33.2%	31.6%	42.9%	43.6%	43.7%	12.5%	12.1%	12.8%	6.7%	7.1%	7.8%	4.1%	4.0%	4.2%	99,848	87,588	94,349
Leaving																		
No	36.5%	36.0%	34.7%	44.8%	45.3%	45.4%	11.6%	11.5%	12.0%	5.0%	5.1%	5.5%	2.1%	2.1%	2.3%	316,054	258,863	263,005
Yes, to retire	28.8%	28.1%	28.3%	42.7%	43.6%	42.5%	15.1%	14.2%	14.3%	8.5%	8.7%	9.8%	4.9%	5.4%	5.1%	28,547	22,246	24,023
Yes, to other job in Govt	16.7%	17.4%	16.1%	36.3%	36.2%	36.4%	20.0%	19.4%	19.7%	16.2%	16.1%	16.3%	10.8%	10.8%	11.5%	70,663	70,314	73,268
Yes, to other job outside Govt	14.6%	13.1%	12.7%	32.9%	32.2%	31.7%	18.6%	18.9%	19.4%	18.0%	18.8%	19.0%	15.9%	16.9%	17.1%	19,376	13,731	15,807
Yes, other	14.1%	13.4%	13.9%	31.6%	33.2%	31.1%	21.5%	20.8%	20.7%	17.1%	16.7%	18.3%	15.7%	15.9%	16.0%	22,154	17,904	19,247
Retiring																		
Within 1 year	28.9%	27.6%	27.7%	40.2%	41.9%	40.4%	15.0%	14.0%	13.8%	9.5%	9.6%	11.1%	6.4%	6.9%	7.0%	17,165	13,530	14,818
Between 1-3 years	29.8%	29.2%	28.6%	43.0%	43.4%	43.3%	14.4%	14.1%	14.1%	8.1%	8.6%	8.8%	4.7%	4.7%	5.2%	47,258	37,917	39,858
Between 3-5 years	31.4%	30.2%	29.3%	42.6%	42.8%	42.5%	13.6%	13.9%	14.5%	7.8%	8.5%	8.9%	4.5%	4.6%	4.9%	51,295	42,073	43,376
5 or more years	30.4%	29.8%	28.6%	41.8%	42.1%	42.1%	14.2%	14.0%	14.5%	8.5%	8.6%	9.1%	5.2%	5.4%	5.7%	338,384	286,859	294,155

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	29.4%	28.3%	41.8%	42.2%	42.2%	14.4%	14.3%	14.6%	8.5%	8.7%	9.3%	5.2%	5.4%	5.7%	483,323	404,402	418,769
Self-Identify as:																		
Heterosexual	31.6%	30.9%	29.8%	42.1%	42.6%	42.5%	13.7%	13.5%	13.9%	8.0%	8.1%	8.6%	4.6%	4.9%	5.2%	364,849	305,906	317,192
LGBT*	31.1%	31.1%	29.1%	39.5%	40.4%	39.9%	13.7%	13.4%	13.4%	9.2%	9.1%	10.2%	6.5%	6.0%	7.3%	13,565	11,298	11,028
Prefer not to say	23.4%	22.7%	21.4%	41.0%	40.7%	40.6%	16.9%	17.1%	18.0%	11.0%	11.7%	11.9%	7.8%	7.7%	8.1%	56,802	46,867	48,029
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	30.2%	29.6%	28.6%	43.0%	43.3%	43.1%	14.0%	13.8%	14.2%	8.1%	8.3%	8.8%	4.7%	5.1%	5.3%	325,308	277,101	280,838
Retired Separated/Discharged	28.6%	27.8%	25.6%	41.6%	41.3%	40.7%	13.9%	14.5%	16.2%	9.5%	9.7%	11.1%	6.4%	6.7%	6.3%	7,419	6,135	6,985
Disability																		
Yes	30.4%	30.0%	29.1%	38.4%	38.6%	38.4%	14.4%	14.7%	14.8%	9.6%	9.6%	10.3%	7.1%	7.1%	7.3%	69,432	51,444	53,349
No	30.4%	29.7%	28.6%	42.7%	43.0%	42.9%	14.1%	13.8%	14.3%	8.1%	8.4%	8.9%	4.7%	5.0%	5.3%	383,236	327,994	338,352

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
Work Location																		
Headquarters	40.4%	40.0%	39.3%	42.6%	42.8%	43.1%	11.0%	10.9%	11.1%	4.0%	4.3%	4.3%	2.1%	2.1%	2.2%	177,490	154,020	154,273
Field	40.6%	40.1%	39.2%	43.3%	43.5%	44.1%	10.5%	10.6%	10.6%	3.6%	3.8%	3.9%	2.0%	2.0%	2.2%	278,411	226,951	236,595
Supervisory Status																		
Non-Supervisor	38.1%	37.4%	36.8%	43.8%	44.0%	44.5%	11.6%	11.7%	11.8%	4.1%	4.5%	4.4%	2.4%	2.4%	2.5%	301,930	250,148	257,032
Team Leader	42.7%	42.6%	41.6%	43.2%	43.5%	43.7%	9.6%	9.3%	9.5%	3.0%	3.2%	3.5%	1.5%	1.4%	1.7%	57,502	48,951	52,609
Supervisor	44.1%	43.6%	43.3%	42.7%	43.3%	43.4%	8.7%	8.7%	8.9%	3.2%	3.0%	3.1%	1.3%	1.3%	1.3%	62,677	51,682	51,833
Manager	51.9%	51.6%	49.7%	38.2%	38.0%	39.6%	6.5%	6.6%	6.9%	2.4%	2.4%	2.7%	1.1%	1.3%	1.1%	28,530	24,507	24,059
Senior Leader	66.1%	64.6%	62.3%	26.7%	27.4%	29.2%	4.8%	4.9%	5.6%	1.1%	1.8%	1.7%	1.2%	1.3%	1.2%	8,129	8,047	7,968
Sex																		
Male	40.7%	39.7%	39.1%	42.4%	43.0%	43.3%	10.8%	11.0%	11.1%	3.9%	4.1%	4.1%	2.2%	2.2%	2.4%	231,645	194,259	202,030
Female	40.6%	40.8%	39.8%	43.9%	43.6%	44.4%	10.3%	10.1%	10.2%	3.5%	3.8%	3.8%	1.8%	1.8%	1.9%	220,280	183,428	186,233
Hispanic or Latino																		
Yes	45.7%	45.0%	45.0%	39.0%	39.6%	39.3%	9.9%	9.5%	9.4%	3.3%	3.5%	3.8%	2.1%	2.4%	2.6%	39,444	33,097	33,441
No	40.1%	39.6%	38.8%	43.5%	43.6%	44.3%	10.6%	10.7%	10.8%	3.8%	4.0%	4.0%	2.0%	2.0%	2.1%	408,002	340,719	351,052
Race																		
American Indian/ Alaska Native	43.5%	43.3%	44.0%	40.9%	40.8%	42.1%	10.3%	10.3%	9.5%	3.0%	3.2%	2.7%	2.3%	2.4%	1.7%	9,313	7,726	8,202
Asian	41.2%	41.2%	40.7%	43.7%	43.9%	43.9%	10.9%	10.5%	10.9%	2.8%	3.0%	2.9%	1.4%	1.4%	1.6%	22,035	19,408	18,506
Black/African American	42.6%	42.6%	41.3%	41.1%	40.8%	41.5%	10.2%	10.2%	10.8%	3.6%	3.9%	3.9%	2.5%	2.4%	2.5%	64,176	57,218	59,066
Native Hawaiian/ Pacific Islander	41.2%	42.5%	42.5%	42.9%	42.0%	42.9%	11.6%	9.9%	8.4%	2.5%	3.6%	2.3%	1.8%	2.0%	3.8%	2,740	2,191	2,445
White	40.4%	39.8%	39.0%	43.7%	44.0%	44.5%	10.3%	10.3%	10.4%	3.8%	4.0%	4.1%	1.9%	1.9%	2.0%	317,145	261,437	270,128
Two or more races (Not Hispanic/ Latino)	39.1%	37.8%	37.2%	40.5%	41.1%	42.2%	13.2%	13.3%	13.2%	4.3%	4.7%	4.6%	2.9%	3.1%	2.9%	18,612	14,182	14,262

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
Age Group																		
25 and under	28.7%	31.5%	28.5%	43.0%	44.3%	48.6%	16.8%	15.0%	13.8%	7.0%	6.5%	6.4%	4.5%	2.7%	2.6%	3,874	2,828	2,750
26-29	33.1%	32.2%	30.7%	44.6%	44.3%	43.7%	14.1%	14.4%	15.9%	5.3%	6.0%	6.0%	2.8%	3.0%	3.7%	13,058	11,389	12,670
30-39	35.7%	35.7%	34.7%	44.4%	43.9%	44.8%	12.5%	12.8%	12.8%	4.8%	5.2%	4.9%	2.6%	2.5%	2.8%	91,209	75,607	74,221
40-49	40.5%	39.9%	39.6%	43.2%	44.0%	43.7%	10.6%	10.3%	10.4%	3.7%	3.8%	4.0%	2.0%	2.1%	2.3%	123,194	104,873	109,440
50-59	41.9%	41.2%	40.5%	42.9%	43.2%	43.8%	10.1%	10.2%	10.1%	3.3%	3.6%	3.7%	1.8%	1.8%	1.8%	171,014	143,927	149,679
60+	45.4%	45.0%	44.4%	41.6%	41.7%	42.2%	8.7%	8.7%	8.9%	2.8%	3.1%	2.9%	1.4%	1.5%	1.5%	78,444	61,775	63,477
Level of Education																		
Less than High School	39.9%	38.9%	46.9%	38.6%	45.9%	36.5%	18.0%	9.9%	9.9%	1.3%	1.8%	3.7%	2.2%	3.5%	3.0%	442	356	396
H.S. Diploma/ GED or equiv	42.6%	43.2%	41.6%	43.0%	42.8%	44.2%	10.0%	9.6%	9.9%	2.6%	2.8%	2.4%	1.7%	1.7%	1.9%	19,433	16,038	19,014
Trade/Technical Certificate	42.7%	42.7%	43.5%	43.5%	43.5%	43.0%	9.3%	9.3%	9.3%	2.7%	3.0%	2.6%	1.8%	1.5%	1.6%	10,757	8,067	9,393
Some College (no degree)	42.2%	42.1%	41.5%	42.6%	42.5%	43.0%	10.1%	10.2%	10.1%	3.1%	3.2%	3.3%	2.0%	2.0%	2.1%	62,409	52,101	59,188
Associate's Degree	42.0%	42.0%	41.2%	42.9%	43.1%	43.3%	10.2%	9.9%	10.1%	3.1%	3.2%	3.2%	1.9%	1.8%	2.3%	35,379	27,497	30,866
Bachelor's Degree	38.1%	37.3%	36.7%	44.0%	44.5%	44.8%	11.5%	11.5%	11.6%	4.3%	4.5%	4.6%	2.1%	2.2%	2.4%	154,504	130,923	133,966
Master's Degree	40.3%	39.5%	38.3%	42.7%	42.8%	43.8%	10.6%	10.7%	11.0%	4.2%	4.7%	4.8%	2.1%	2.2%	2.1%	118,988	100,923	96,933
Doctoral/ Professional Degree	45.1%	44.2%	43.5%	41.2%	41.6%	42.0%	8.8%	9.2%	9.3%	3.2%	3.3%	3.6%	1.6%	1.7%	1.7%	52,646	43,821	40,564
Pay Category																		
Federal Wage System	39.0%	39.5%	39.5%	44.6%	45.0%	45.2%	10.9%	10.2%	10.5%	3.3%	3.5%	2.9%	2.2%	1.8%	2.0%	13,025	9,411	12,389
GS 1-6	38.8%	38.8%	38.6%	42.5%	42.6%	43.4%	12.3%	11.9%	11.5%	3.7%	4.1%	4.0%	2.7%	2.6%	2.6%	27,330	18,435	21,527
GS 7-12	39.5%	39.2%	38.5%	43.6%	43.7%	44.0%	10.9%	10.9%	11.1%	3.9%	4.1%	4.2%	2.1%	2.1%	2.4%	192,241	151,646	163,973
GS 13-15	42.3%	41.2%	40.5%	42.6%	42.9%	43.6%	9.7%	9.9%	10.0%	3.7%	4.1%	4.1%	1.7%	1.8%	1.8%	183,895	168,099	160,463
SES	71.2%	70.0%	67.1%	22.8%	24.1%	26.2%	3.5%	3.8%	4.2%	1.6%	1.2%	1.7%	0.8%	0.9%	0.7%	5,672	5,724	5,663
SL/ST	57.9%	53.6%	51.9%	33.5%	35.9%	40.0%	6.4%	7.8%	5.5%	1.7%	1.1%	1.8%	0.5%	1.6%	0.8%	2,005	1,554	1,522
Other	39.9%	39.3%	38.2%	43.3%	43.5%	44.1%	11.2%	11.4%	11.7%	3.5%	3.7%	3.9%	2.1%	2.1%	2.2%	31,135	25,566	25,307

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
Time in Federal Government																		
< 1 year	45.6%	46.9%	44.4%	38.3%	39.5%	41.3%	10.8%	8.7%	9.7%	3.9%	3.4%	3.3%	1.4%	1.6%	1.3%	8,985	6,795	5,983
1-3 years	41.9%	41.9%	41.1%	41.8%	41.9%	42.0%	10.6%	10.7%	11.1%	3.8%	3.7%	3.9%	1.9%	1.7%	1.8%	45,199	29,659	27,960
4-5 years	40.5%	39.2%	37.3%	42.3%	42.8%	44.0%	11.3%	11.4%	11.8%	3.8%	4.6%	4.6%	2.2%	2.0%	2.2%	30,101	29,821	40,620
6-10 years	38.8%	38.4%	37.7%	43.5%	43.7%	44.2%	11.4%	11.4%	11.4%	4.1%	4.3%	4.3%	2.2%	2.2%	2.4%	108,366	90,985	86,735
11-14 years	39.6%	39.0%	38.6%	43.8%	43.4%	44.3%	10.8%	11.1%	10.7%	3.9%	4.2%	4.1%	1.9%	2.3%	2.3%	63,666	54,341	56,030
15-20 years	40.6%	40.3%	40.0%	43.0%	43.3%	43.4%	10.3%	10.2%	10.4%	3.9%	4.0%	3.8%	2.2%	2.1%	2.4%	66,188	51,214	48,117
> 20 years	41.9%	41.3%	40.7%	43.4%	43.7%	44.0%	9.7%	9.6%	9.8%	3.2%	3.5%	3.6%	1.8%	1.9%	1.9%	133,871	118,399	126,213
Time with Current Agency																		
< 1 year	44.0%	44.1%	43.2%	38.7%	39.9%	40.7%	11.2%	9.9%	10.4%	4.0%	3.9%	4.0%	2.1%	2.1%	1.8%	16,419	13,050	11,763
1-3 years	41.2%	41.0%	39.8%	41.5%	41.3%	42.0%	10.9%	11.3%	11.5%	4.2%	4.3%	4.4%	2.1%	2.1%	2.2%	69,664	47,292	44,035
4-5 years	39.7%	38.8%	37.2%	42.8%	42.7%	43.9%	11.4%	11.4%	11.9%	4.0%	4.7%	4.6%	2.2%	2.3%	2.4%	37,713	37,786	49,331
6-10 years	38.8%	38.2%	38.0%	43.7%	44.2%	44.3%	11.3%	11.3%	11.1%	4.0%	4.2%	4.2%	2.2%	2.2%	2.4%	113,420	97,135	94,614
11-20 years	40.3%	39.7%	39.6%	43.9%	43.9%	44.2%	10.3%	10.5%	10.2%	3.6%	3.8%	3.7%	1.9%	2.1%	2.2%	118,211	97,765	97,676
> 20 years	42.6%	42.3%	41.2%	43.5%	43.8%	44.3%	9.1%	9.1%	9.5%	3.0%	3.2%	3.4%	1.7%	1.6%	1.6%	99,472	86,892	93,028
Leaving																		
No	46.5%	46.0%	45.3%	43.3%	43.5%	43.9%	7.6%	7.8%	7.8%	1.9%	2.0%	2.1%	0.7%	0.8%	0.8%	315,236	257,225	260,298
Yes, to retire	38.0%	38.1%	37.3%	44.7%	44.6%	45.3%	11.5%	10.8%	11.1%	3.8%	4.4%	4.3%	1.9%	2.1%	2.1%	28,408	22,038	23,620
Yes, to other job in Govt	28.1%	28.6%	27.4%	42.7%	43.0%	44.1%	17.1%	16.3%	16.3%	7.8%	8.0%	7.7%	4.3%	4.2%	4.6%	70,431	69,843	72,370
Yes, to other job outside Govt	25.4%	24.5%	23.1%	41.1%	40.9%	41.8%	17.1%	17.3%	17.9%	9.5%	10.2%	10.2%	6.9%	7.1%	7.0%	19,325	13,630	15,626
Yes, other	25.3%	25.5%	26.2%	41.2%	41.7%	40.3%	18.9%	18.8%	18.9%	8.3%	8.0%	8.2%	6.4%	5.9%	6.5%	22,043	17,753	18,979
Retiring																		
Within 1 year	38.3%	37.6%	36.4%	42.5%	43.8%	43.9%	11.8%	10.8%	11.5%	4.6%	4.8%	5.2%	2.8%	2.9%	3.0%	17,065	13,416	14,557
Between 1-3 years	39.5%	39.4%	39.2%	44.6%	44.4%	44.0%	10.5%	10.5%	10.9%	3.6%	3.9%	3.9%	1.8%	1.8%	2.0%	47,066	37,546	39,210
Between 3-5 years	41.5%	40.8%	40.1%	43.7%	43.3%	44.5%	9.9%	10.4%	9.8%	3.2%	3.7%	3.7%	1.7%	1.8%	1.9%	51,088	41,699	42,722
5 or more years	40.8%	40.2%	39.5%	42.8%	43.1%	43.7%	10.6%	10.6%	10.7%	3.8%	4.0%	4.0%	2.0%	2.0%	2.1%	337,528	285,172	291,295

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	40.3%	39.8%	39.0%	43.2%	43.4%	43.8%	10.7%	10.8%	10.9%	3.8%	4.0%	4.1%	2.0%	2.0%	2.2%	481,878	401,675	414,001
Self-Identify as:																		
Heterosexual	41.7%	41.3%	40.5%	42.8%	43.0%	43.6%	10.1%	10.1%	10.2%	3.6%	3.8%	3.8%	1.8%	1.9%	2.0%	363,777	303,914	313,721
LGBT*	40.8%	40.2%	39.0%	41.3%	41.0%	42.3%	10.8%	11.2%	11.0%	4.5%	4.6%	4.8%	2.7%	3.0%	2.8%	13,512	11,222	10,902
Prefer not to say	34.7%	33.9%	33.3%	44.3%	44.8%	45.1%	13.2%	13.4%	13.5%	4.6%	5.1%	5.0%	3.1%	2.8%	3.1%	56,604	46,509	47,353
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	39.6%	39.3%	38.5%	44.2%	44.2%	44.6%	10.6%	10.6%	10.8%	3.6%	4.0%	4.0%	1.9%	1.9%	2.1%	324,385	275,362	277,890
Retired Separated/Discharged	39.7%	38.8%	37.9%	42.3%	43.4%	43.2%	10.7%	10.9%	12.2%	4.6%	4.5%	4.0%	2.6%	2.5%	2.8%	7,398	6,098	6,927
Disability																		
Yes	45.2%	45.0%	44.2%	40.9%	41.0%	41.9%	9.2%	9.4%	9.0%	3.2%	3.2%	3.5%	1.5%	1.5%	1.5%	49,651	39,186	42,644
No	40.7%	39.7%	39.2%	40.9%	41.8%	42.2%	11.5%	11.3%	11.4%	4.3%	4.5%	4.4%	2.6%	2.7%	2.8%	68,535	55,112	58,660
Disability																		
Yes	42.0%	42.1%	41.3%	39.8%	39.7%	40.5%	11.3%	11.1%	11.2%	4.1%	4.3%	4.1%	2.8%	2.9%	2.8%	69,122	51,055	52,556
No	40.4%	39.8%	39.1%	43.8%	44.0%	44.4%	10.4%	10.5%	10.6%	3.7%	3.9%	4.0%	1.8%	1.8%	2.0%	382,184	325,848	334,722

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
Work Location																		
Headquarters	33.8%	32.6%	32.0%	46.6%	46.5%	47.0%	10.6%	11.0%	11.1%	6.2%	6.8%	6.8%	2.8%	3.0%	3.1%	177,199	154,232	155,175
Field	32.4%	30.9%	30.3%	48.0%	48.6%	48.7%	10.4%	10.9%	11.1%	6.2%	6.5%	6.7%	2.9%	3.0%	3.0%	278,246	227,722	238,545
Supervisory Status																		
Non-Supervisor	31.8%	30.3%	29.8%	48.2%	48.4%	48.7%	10.7%	11.4%	11.4%	6.3%	6.8%	6.8%	3.0%	3.2%	3.3%	301,690	250,828	259,065
Team Leader	32.9%	31.3%	31.1%	47.1%	48.3%	47.6%	10.6%	10.7%	11.3%	6.6%	6.8%	7.0%	2.8%	2.8%	2.9%	57,428	49,079	52,985
Supervisor	34.1%	33.0%	32.1%	47.6%	47.9%	48.3%	10.1%	10.3%	10.7%	5.9%	6.2%	6.5%	2.4%	2.5%	2.4%	62,578	51,818	52,127
Manager	40.4%	39.6%	38.0%	42.9%	43.8%	44.4%	8.7%	8.8%	9.0%	5.9%	5.4%	6.0%	2.1%	2.4%	2.6%	28,518	24,542	24,183
Senior Leader	55.9%	53.3%	52.1%	33.2%	33.7%	35.7%	5.9%	6.6%	6.5%	3.0%	4.2%	3.8%	2.0%	2.2%	2.0%	8,121	8,054	7,998
Sex																		
Male	32.9%	31.0%	30.5%	47.1%	47.6%	47.8%	10.8%	11.5%	11.6%	6.2%	6.6%	6.8%	3.0%	3.3%	3.3%	231,674	195,065	203,790
Female	33.3%	32.7%	32.0%	48.1%	48.2%	48.5%	9.8%	10.1%	10.3%	6.1%	6.5%	6.5%	2.6%	2.5%	2.7%	219,795	183,592	187,304
Hispanic or Latino																		
Yes	37.9%	36.0%	36.6%	44.2%	44.6%	44.0%	9.6%	10.0%	10.0%	5.4%	5.8%	5.9%	2.8%	3.6%	3.4%	39,400	33,287	33,677
No	32.6%	31.3%	30.5%	47.9%	48.2%	48.6%	10.5%	10.9%	11.1%	6.2%	6.7%	6.8%	2.8%	2.9%	3.0%	407,623	341,519	353,647
Race																		
American Indian/ Alaska Native	34.9%	33.1%	34.5%	44.4%	45.3%	45.2%	11.2%	11.4%	11.0%	6.2%	6.3%	6.1%	3.4%	3.9%	3.3%	9,326	7,742	8,301
Asian	38.0%	37.8%	37.2%	48.1%	47.4%	48.4%	8.1%	8.5%	8.6%	3.9%	4.3%	4.0%	1.9%	2.0%	1.9%	21,981	19,396	18,562
Black/African American	37.7%	36.9%	36.2%	45.5%	45.4%	46.1%	8.8%	9.7%	9.3%	5.2%	5.2%	5.2%	2.9%	2.9%	3.2%	64,086	57,404	59,659
Native Hawaiian/ Pacific Islander	36.0%	35.2%	36.6%	46.0%	47.5%	44.9%	10.3%	8.6%	9.5%	4.5%	5.3%	5.7%	3.2%	3.4%	3.2%	2,740	2,192	2,452
White	31.9%	30.5%	29.7%	48.2%	48.7%	48.8%	10.7%	11.0%	11.4%	6.4%	6.9%	7.1%	2.7%	2.9%	3.0%	316,920	262,146	272,000
Two or more races (Not Hispanic/ Latino)	29.9%	27.9%	28.3%	45.5%	44.9%	46.2%	12.6%	13.6%	12.9%	7.4%	9.2%	8.3%	4.5%	4.4%	4.3%	18,577	14,240	14,364

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
Age Group																		
25 and under	32.1%	34.8%	31.8%	49.8%	49.2%	52.3%	11.4%	8.7%	8.9%	4.2%	5.5%	5.2%	2.5%	1.8%	1.8%	3,868	2,821	2,758
26-29	32.2%	30.7%	29.1%	49.6%	49.6%	50.3%	10.0%	10.8%	10.7%	5.7%	6.2%	6.9%	2.5%	2.7%	3.0%	13,046	11,407	12,694
30-39	30.0%	29.0%	28.1%	48.7%	49.2%	49.3%	10.9%	11.5%	11.8%	7.1%	7.1%	7.3%	3.2%	3.2%	3.5%	91,121	75,651	74,423
40-49	32.2%	30.8%	30.5%	47.9%	48.1%	48.0%	10.5%	11.2%	11.2%	6.5%	6.7%	7.0%	2.9%	3.2%	3.3%	123,005	105,131	110,076
50-59	33.9%	32.3%	31.7%	46.8%	47.3%	47.8%	10.6%	10.9%	11.1%	6.0%	6.6%	6.6%	2.7%	2.9%	2.8%	170,871	144,419	151,110
60+	35.7%	34.9%	34.5%	46.6%	46.3%	46.7%	10.1%	10.5%	10.8%	5.2%	5.9%	5.5%	2.3%	2.5%	2.4%	78,400	62,021	64,213
Level of Education																		
Less than																		
High School	38.2%	34.9%	41.8%	39.4%	47.4%	41.9%	15.1%	8.6%	9.0%	4.4%	4.9%	3.4%	2.9%	4.2%	3.9%	441	355	407
H.S. Diploma/																		
GED or equiv	38.0%	37.6%	36.6%	47.3%	47.9%	48.4%	8.2%	8.2%	8.9%	4.2%	4.3%	4.0%	2.3%	2.1%	2.1%	19,429	16,135	19,198
Trade/Technical																		
Certificate	36.1%	35.0%	33.6%	46.9%	47.2%	47.5%	9.7%	9.8%	10.3%	4.8%	5.5%	5.8%	2.4%	2.5%	2.9%	10,734	8,145	9,506
Some College																		
(no degree)	35.1%	33.9%	33.6%	46.3%	46.2%	46.9%	10.2%	10.8%	10.5%	5.5%	6.1%	6.0%	2.9%	3.1%	3.0%	62,453	52,424	59,781
Associate's																		
Degree	33.4%	32.8%	32.8%	47.0%	47.4%	46.8%	11.0%	10.3%	11.0%	5.8%	6.7%	6.5%	2.7%	2.8%	2.9%	35,374	27,619	31,149
Bachelor's																		
Degree	31.5%	29.9%	29.3%	48.7%	48.9%	49.2%	10.5%	11.4%	11.3%	6.4%	6.8%	7.1%	2.9%	3.0%	3.1%	154,364	131,249	134,907
Master's Degree																		
Doctoral/	31.9%	30.1%	29.2%	47.3%	48.1%	48.5%	10.8%	11.3%	11.6%	7.0%	7.3%	7.5%	3.1%	3.1%	3.2%	118,819	100,991	97,522
Professional																		
Degree	34.5%	33.3%	31.6%	46.9%	46.9%	47.3%	10.0%	10.6%	11.2%	6.1%	6.1%	6.9%	2.4%	3.0%	3.1%	52,503	43,815	40,730
Pay Category																		
Federal Wage																		
System	32.6%	31.5%	32.2%	47.3%	48.7%	48.5%	10.7%	10.5%	10.5%	5.9%	6.4%	6.0%	3.5%	2.9%	2.8%	13,056	9,510	12,562
GS 1-6																		
GS 7-12	36.9%	36.2%	36.6%	46.4%	47.4%	46.5%	9.2%	8.8%	9.5%	4.7%	5.0%	4.9%	2.7%	2.5%	2.6%	27,339	18,541	21,769
GS 13-15																		
SES	32.1%	30.9%	30.2%	48.1%	48.2%	48.7%	10.6%	11.1%	11.2%	6.3%	6.8%	6.8%	2.9%	3.0%	3.2%	192,161	152,147	165,355
SL/ST																		
Other	33.3%	31.4%	30.6%	47.1%	47.3%	47.4%	10.4%	11.2%	11.5%	6.4%	6.9%	7.3%	2.7%	3.1%	3.2%	183,611	168,279	161,318
	58.8%	59.3%	55.1%	31.1%	31.2%	35.2%	5.3%	5.5%	5.2%	3.0%	2.6%	2.9%	1.8%	1.5%	1.6%	5,676	5,736	5,679
	41.5%	40.4%	35.1%	39.4%	41.2%	48.3%	11.1%	9.5%	8.2%	5.2%	6.2%	6.0%	2.7%	2.7%	2.4%	1,998	1,565	1,530
	31.2%	29.5%	29.3%	48.9%	49.6%	50.0%	10.8%	11.4%	11.3%	6.5%	6.6%	6.6%	2.7%	2.9%	2.8%	31,030	25,642	25,484

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
Time in Federal Government																		
< 1 year	37.7%	36.6%	37.2%	44.8%	47.2%	46.3%	10.7%	9.1%	10.2%	5.0%	5.3%	4.6%	1.7%	1.8%	1.7%	8,960	6,818	6,013
1-3 years	35.6%	34.7%	33.6%	47.4%	47.2%	48.0%	9.8%	10.7%	9.9%	5.1%	5.5%	6.1%	2.1%	2.0%	2.4%	45,110	29,753	28,122
4-5 years	33.5%	31.3%	30.4%	46.7%	48.0%	48.7%	10.7%	11.4%	11.3%	6.4%	6.4%	6.9%	2.8%	3.0%	2.7%	30,073	29,907	40,840
6-10 years	31.1%	30.3%	29.5%	48.0%	48.3%	48.7%	10.8%	11.1%	11.5%	6.9%	7.2%	7.0%	3.1%	3.1%	3.3%	108,347	91,116	87,353
11-14 years	31.3%	29.7%	28.9%	48.4%	48.1%	48.5%	10.7%	11.6%	11.9%	6.5%	7.2%	7.3%	3.1%	3.5%	3.4%	63,599	54,515	56,423
15-20 years	32.0%	30.4%	30.1%	47.1%	47.7%	47.8%	11.0%	11.3%	11.3%	6.7%	7.1%	7.2%	3.2%	3.5%	3.7%	66,055	51,362	48,427
> 20 years	34.7%	33.2%	32.9%	47.3%	47.6%	47.5%	9.9%	10.3%	10.6%	5.5%	6.1%	6.2%	2.6%	2.8%	2.8%	133,805	118,738	127,345
Time with Current Agency																		
< 1 year	35.5%	34.4%	34.6%	44.1%	45.3%	46.1%	11.8%	11.2%	11.1%	6.1%	6.6%	5.7%	2.5%	2.5%	2.5%	16,392	13,093	11,838
1-3 years	34.5%	33.6%	32.0%	46.6%	46.4%	46.9%	10.3%	11.0%	11.0%	6.0%	6.3%	7.1%	2.7%	2.6%	3.0%	69,533	47,393	44,292
4-5 years	32.4%	30.5%	29.9%	47.3%	48.0%	48.3%	10.7%	11.3%	11.5%	6.5%	6.9%	7.1%	3.1%	3.3%	3.1%	37,701	37,855	49,617
6-10 years	30.9%	29.8%	29.6%	48.2%	48.5%	48.7%	10.9%	11.3%	11.3%	6.9%	7.2%	7.1%	3.2%	3.2%	3.4%	113,342	97,363	95,263
11-20 years	32.1%	30.4%	30.1%	48.2%	48.2%	48.3%	10.5%	11.1%	11.4%	6.3%	6.9%	6.9%	2.9%	3.4%	3.3%	118,063	98,065	98,360
> 20 years	35.5%	34.3%	33.3%	47.5%	48.1%	48.3%	9.4%	9.7%	10.1%	5.2%	5.5%	5.8%	2.4%	2.4%	2.5%	99,433	87,153	93,924
Leaving																		
No	38.3%	37.0%	36.3%	48.6%	49.3%	49.6%	8.2%	8.5%	8.7%	3.7%	3.9%	4.1%	1.2%	1.3%	1.3%	314,964	257,922	262,096
Yes, to retire	32.3%	31.3%	31.1%	49.2%	48.8%	49.3%	10.6%	10.8%	10.6%	5.5%	6.5%	6.4%	2.4%	2.6%	2.5%	28,424	22,135	23,879
Yes, to other job in Govt	21.9%	21.3%	20.7%	45.1%	44.9%	45.0%	15.1%	15.6%	15.8%	11.7%	12.1%	12.1%	6.2%	6.1%	6.4%	70,318	69,973	72,873
Yes, to other job outside Govt	17.9%	16.7%	16.2%	44.8%	44.2%	44.7%	15.5%	16.7%	16.7%	13.6%	14.6%	14.3%	8.1%	7.8%	8.1%	19,274	13,637	15,733
Yes, other	18.1%	17.1%	17.8%	42.7%	43.4%	43.8%	17.4%	17.7%	17.5%	13.7%	13.0%	12.7%	8.0%	8.9%	8.1%	22,024	17,830	19,175
Retiring																		
Within 1 year	31.8%	31.5%	29.9%	47.6%	47.6%	48.3%	10.9%	10.7%	11.2%	6.2%	6.9%	7.2%	3.4%	3.3%	3.4%	17,088	13,481	14,718
Between 1-3 years	32.6%	31.7%	31.6%	48.3%	48.8%	48.1%	10.7%	10.7%	11.4%	5.9%	6.1%	6.2%	2.5%	2.7%	2.7%	47,062	37,740	39,649
Between 3-5 years	33.5%	32.2%	31.1%	47.4%	47.3%	48.3%	10.6%	11.3%	11.5%	6.0%	6.3%	6.4%	2.6%	2.9%	2.8%	51,075	41,887	43,167
5 or more years	33.1%	31.6%	31.0%	47.5%	47.9%	48.2%	10.3%	10.8%	11.0%	6.2%	6.7%	6.8%	2.9%	3.0%	3.1%	337,109	285,733	293,094

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.8%	31.5%	30.9%	47.6%	47.9%	48.2%	10.6%	11.0%	11.2%	6.2%	6.6%	6.7%	2.8%	3.0%	3.0%	481,399	402,718	417,035
Self-Identify as:																		
Heterosexual	34.4%	33.0%	32.3%	47.6%	47.9%	48.3%	9.9%	10.3%	10.4%	5.7%	6.1%	6.2%	2.5%	2.6%	2.7%	363,457	304,742	315,923
LGBT*	31.7%	30.2%	30.2%	47.1%	45.8%	45.2%	10.3%	11.8%	12.1%	7.2%	8.3%	8.1%	3.6%	4.0%	4.4%	13,501	11,252	10,984
Prefer not to say	25.9%	24.5%	24.0%	47.2%	47.4%	47.4%	13.6%	14.1%	14.7%	8.8%	9.1%	9.2%	4.5%	4.9%	4.6%	56,568	46,622	47,808
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	32.4%	31.3%	30.6%	49.0%	49.0%	49.3%	10.1%	10.6%	10.8%	6.0%	6.4%	6.5%	2.6%	2.7%	2.8%	324,011	275,901	279,679
Retired Separated/Discharged	32.0%	30.6%	29.7%	46.9%	46.8%	47.0%	10.8%	12.0%	12.1%	6.7%	7.2%	7.4%	3.6%	3.5%	3.8%	7,396	6,127	6,968
	37.3%	36.0%	35.0%	44.3%	44.7%	45.9%	10.1%	10.5%	10.4%	5.7%	6.0%	6.1%	2.6%	2.8%	2.5%	49,640	39,399	43,064
	32.2%	30.1%	30.2%	45.5%	46.5%	46.2%	11.5%	11.8%	12.1%	7.0%	7.6%	7.6%	3.7%	3.9%	3.9%	68,518	55,340	59,247
Disability																		
Yes	33.7%	32.3%	32.0%	42.9%	43.8%	44.0%	11.7%	11.8%	12.1%	7.4%	7.6%	7.6%	4.3%	4.5%	4.2%	69,148	51,235	53,131
No	33.0%	31.6%	31.0%	48.6%	48.7%	48.9%	10.1%	10.7%	10.8%	5.9%	6.4%	6.5%	2.5%	2.6%	2.8%	381,741	326,673	337,020

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
Work Location																		
Headquarters	65.3%	64.9%	64.3%	30.8%	31.2%	31.7%	2.5%	2.4%	2.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	177,902	155,055	155,805
Field	62.7%	62.6%	61.8%	33.0%	33.0%	33.6%	2.8%	2.8%	2.9%	0.8%	0.8%	0.9%	0.8%	0.8%	0.9%	279,262	228,766	239,330
Supervisory Status																		
Non-Supervisor	61.0%	60.8%	59.9%	34.2%	34.4%	35.0%	3.0%	3.0%	3.2%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	302,850	252,091	260,083
Team Leader	66.4%	65.9%	65.2%	30.2%	30.8%	31.2%	2.2%	2.1%	2.2%	0.7%	0.6%	0.7%	0.6%	0.6%	0.6%	57,674	49,331	53,157
Supervisor	68.4%	67.9%	67.9%	28.7%	29.1%	29.2%	1.8%	1.8%	1.7%	0.6%	0.6%	0.6%	0.5%	0.6%	0.6%	62,810	52,045	52,280
Manager	74.7%	74.5%	74.1%	23.0%	23.3%	23.7%	1.3%	1.3%	1.2%	0.5%	0.4%	0.5%	0.4%	0.5%	0.5%	28,604	24,652	24,246
Senior Leader	82.7%	82.2%	80.9%	15.1%	15.7%	17.2%	1.3%	0.9%	1.0%	0.1%	0.6%	0.1%	0.7%	0.6%	0.7%	8,123	8,082	8,015
Sex																		
Male	62.8%	62.2%	61.5%	32.4%	32.9%	33.3%	3.0%	3.0%	3.1%	0.9%	1.0%	1.0%	0.9%	1.0%	1.0%	232,408	195,909	204,360
Female	64.9%	65.1%	64.3%	31.8%	31.7%	32.4%	2.2%	2.0%	2.3%	0.5%	0.6%	0.6%	0.5%	0.5%	0.5%	220,765	184,604	188,146
Hispanic or Latino																		
Yes	66.0%	65.8%	65.6%	29.1%	29.2%	29.0%	2.9%	2.9%	3.2%	0.9%	0.9%	1.1%	1.0%	1.3%	1.2%	39,520	33,410	33,802
No	63.5%	63.3%	62.4%	32.5%	32.7%	33.4%	2.6%	2.6%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.8%	409,178	343,234	354,901
Race																		
American Indian/ Alaska Native	59.3%	59.4%	59.5%	34.9%	34.5%	34.4%	3.8%	3.8%	4.3%	0.7%	1.1%	0.6%	1.3%	1.2%	1.2%	9,345	7,793	8,323
Asian	63.3%	64.7%	63.5%	32.3%	31.5%	32.5%	2.9%	2.3%	2.7%	0.6%	0.7%	0.6%	0.7%	0.8%	0.7%	22,052	19,474	18,625
Black/African American	63.8%	63.4%	63.1%	31.7%	32.2%	32.2%	2.7%	2.6%	2.8%	0.9%	0.9%	0.8%	0.9%	0.8%	1.0%	64,315	57,759	59,933
Native Hawaiian/ Pacific Islander	59.8%	64.2%	60.5%	33.9%	30.6%	34.0%	4.6%	2.8%	3.2%	0.8%	1.4%	1.1%	1.0%	1.0%	1.2%	2,745	2,199	2,474
White	64.0%	63.7%	62.9%	32.2%	32.4%	33.0%	2.4%	2.5%	2.5%	0.7%	0.7%	0.8%	0.6%	0.7%	0.7%	318,117	263,360	272,943
Two or more races (Not Hispanic/ Latino)	64.3%	64.0%	62.7%	29.7%	30.2%	31.5%	3.7%	3.4%	3.5%	0.9%	1.0%	0.9%	1.3%	1.3%	1.4%	18,660	14,298	14,391

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
Age Group																		
25 and under	62.2%	65.4%	62.0%	34.3%	30.1%	34.3%	2.1%	2.9%	2.5%	0.6%	0.5%	0.9%	0.9%	1.1%	0.3%	3,878	2,837	2,766
26-29	62.7%	62.4%	61.1%	33.7%	33.5%	33.9%	2.3%	2.8%	3.1%	0.6%	0.7%	0.6%	0.7%	0.7%	1.3%	13,085	11,446	12,728
30-39	63.0%	62.7%	61.8%	32.4%	32.6%	33.3%	2.8%	2.8%	3.0%	1.0%	0.9%	0.9%	0.9%	0.9%	0.9%	91,420	75,994	74,682
40-49	64.5%	64.0%	63.6%	31.2%	31.7%	31.7%	2.8%	2.7%	2.8%	0.7%	0.8%	0.9%	0.8%	0.8%	0.9%	123,469	105,678	110,452
50-59	63.9%	63.6%	62.7%	32.1%	32.3%	33.3%	2.6%	2.6%	2.6%	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	171,563	145,126	151,672
60+	62.1%	62.0%	61.6%	34.0%	34.0%	34.4%	2.7%	2.7%	2.6%	0.6%	0.7%	0.7%	0.5%	0.6%	0.7%	78,757	62,379	64,524
Level of Education																		
Less than High School	49.4%	54.4%	52.3%	36.6%	35.3%	37.2%	10.4%	7.3%	7.4%	0.8%	0.6%	0.6%	2.9%	2.4%	2.5%	442	357	406
H.S. Diploma/ GED or equiv	59.3%	59.7%	58.5%	35.6%	35.5%	36.3%	3.3%	3.3%	3.5%	0.8%	0.7%	0.7%	0.9%	0.7%	1.0%	19,500	16,232	19,302
Trade/Technical Certificate	59.8%	61.6%	59.5%	36.0%	34.2%	35.0%	2.7%	3.1%	3.6%	0.6%	0.5%	1.1%	0.8%	0.6%	0.8%	10,781	8,169	9,552
Some College (no degree)	62.0%	62.7%	62.2%	33.1%	32.7%	32.9%	3.1%	2.9%	3.0%	0.9%	0.9%	0.9%	0.9%	0.9%	1.0%	62,648	52,654	60,028
Associate's Degree	61.7%	62.7%	61.5%	33.6%	32.8%	33.6%	3.0%	2.8%	3.1%	0.9%	0.9%	0.9%	0.8%	0.9%	0.9%	35,499	27,775	31,235
Bachelor's Degree	62.8%	62.3%	61.7%	33.1%	33.4%	33.9%	2.7%	2.7%	2.8%	0.8%	0.9%	0.9%	0.7%	0.8%	0.8%	154,902	131,862	135,332
Master's Degree	66.3%	65.3%	64.8%	30.2%	30.9%	31.5%	2.2%	2.3%	2.2%	0.7%	0.7%	0.8%	0.6%	0.7%	0.7%	119,303	101,520	97,856
Doctoral/ Professional Degree	69.0%	68.5%	68.2%	27.9%	28.7%	28.7%	2.0%	1.7%	2.0%	0.5%	0.6%	0.5%	0.6%	0.5%	0.6%	52,759	44,027	40,906
Pay Category																		
Federal Wage System	57.3%	58.7%	57.1%	36.3%	35.6%	36.8%	3.9%	3.5%	3.8%	1.2%	1.2%	1.2%	1.3%	1.0%	1.2%	13,113	9,567	12,608
GS 1-6	61.3%	61.3%	59.9%	33.3%	33.8%	34.8%	3.6%	3.1%	3.5%	0.8%	0.9%	0.9%	1.0%	0.8%	1.0%	27,464	18,630	21,902
GS 7-12	61.8%	61.7%	61.2%	33.8%	33.7%	34.1%	2.8%	2.9%	2.9%	0.8%	0.8%	0.9%	0.8%	0.8%	0.9%	192,789	152,876	165,947
GS 13-15	68.0%	67.1%	66.4%	29.0%	29.7%	30.3%	1.9%	1.9%	2.0%	0.6%	0.6%	0.7%	0.5%	0.6%	0.6%	184,364	169,099	161,856
SES	86.6%	87.8%	85.5%	12.2%	10.9%	13.1%	0.6%	0.8%	0.7%	0.0%	0.2%	0.4%	0.6%	0.4%	0.3%	5,676	5,759	5,694
SL/ST	74.0%	71.3%	72.7%	23.4%	26.3%	25.1%	1.4%	1.5%	1.7%	0.8%	0.2%	0.2%	0.3%	0.8%	0.3%	2,001	1,570	1,530
Other	62.0%	62.0%	61.8%	33.2%	33.5%	33.5%	3.0%	2.9%	2.9%	0.9%	0.9%	0.8%	0.9%	0.7%	0.9%	31,183	25,794	25,579

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
Time in Federal Government																		
< 1 year	71.1%	73.2%	71.1%	26.1%	25.1%	26.6%	1.8%	1.2%	1.9%	0.5%	0.2%	0.3%	0.4%	0.4%	0.2%	9,004	6,843	6,031
1-3 years	67.5%	68.1%	66.4%	29.3%	29.0%	30.6%	2.2%	2.1%	2.0%	0.5%	0.4%	0.6%	0.5%	0.4%	0.4%	45,286	29,864	28,183
4-5 years	65.0%	64.3%	63.8%	30.9%	31.7%	31.9%	2.7%	2.6%	2.8%	0.7%	0.6%	0.8%	0.7%	0.8%	0.8%	30,159	30,059	41,010
6-10 years	63.4%	62.9%	62.6%	32.4%	32.6%	32.8%	2.6%	2.7%	2.9%	0.9%	0.9%	0.9%	0.8%	0.8%	0.9%	108,711	91,550	87,615
11-14 years	62.6%	62.1%	61.4%	33.0%	33.2%	33.7%	2.9%	3.0%	3.0%	0.8%	1.0%	0.9%	0.7%	0.8%	1.0%	63,879	54,772	56,607
15-20 years	62.6%	62.4%	61.3%	32.9%	32.9%	33.8%	2.8%	2.8%	3.0%	0.8%	0.9%	0.9%	0.9%	1.0%	1.0%	66,359	51,617	48,637
> 20 years	62.2%	62.2%	61.6%	33.4%	33.6%	34.1%	2.8%	2.6%	2.7%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	134,268	119,379	127,865
Time with Current Agency																		
< 1 year	69.4%	69.8%	68.7%	27.5%	27.3%	28.6%	2.0%	1.9%	1.9%	0.5%	0.5%	0.4%	0.6%	0.4%	0.4%	16,460	13,132	11,882
1-3 years	66.8%	67.2%	65.8%	29.8%	29.4%	30.8%	2.2%	2.2%	2.2%	0.6%	0.5%	0.6%	0.6%	0.6%	0.6%	69,798	47,600	44,422
4-5 years	64.2%	63.2%	63.3%	31.5%	32.6%	32.2%	2.7%	2.6%	2.9%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	37,833	38,070	49,814
6-10 years	62.8%	62.5%	62.3%	32.7%	33.0%	32.9%	2.8%	2.8%	2.9%	0.9%	0.9%	0.9%	0.8%	0.9%	1.0%	113,757	97,816	95,578
11-20 years	62.1%	61.9%	61.1%	33.4%	33.3%	34.0%	2.8%	3.0%	3.0%	0.8%	0.9%	0.9%	0.8%	0.9%	1.0%	118,576	98,555	98,743
> 20 years	62.4%	62.5%	61.5%	33.5%	33.7%	34.4%	2.8%	2.4%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.6%	99,757	87,600	94,277
Leaving																		
No	66.9%	66.4%	65.7%	30.7%	31.0%	31.6%	1.8%	1.8%	1.9%	0.4%	0.4%	0.4%	0.3%	0.3%	0.3%	315,967	259,047	262,927
Yes, to retire	55.2%	55.7%	54.4%	39.2%	38.9%	39.9%	3.8%	3.4%	3.7%	1.0%	1.0%	1.2%	0.8%	1.0%	0.7%	28,508	22,242	24,013
Yes, to other job in Govt	59.3%	60.1%	59.3%	33.8%	33.6%	33.9%	4.1%	3.5%	3.9%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	70,682	70,392	73,205
Yes, to other job outside Govt	56.9%	56.1%	55.2%	33.9%	34.3%	35.4%	4.6%	5.0%	4.5%	2.0%	2.0%	2.6%	2.6%	2.6%	2.4%	19,402	13,751	15,776
Yes, other	54.1%	53.6%	53.5%	35.4%	35.9%	36.4%	5.9%	6.0%	5.8%	2.2%	1.9%	2.0%	2.4%	2.6%	2.3%	22,166	17,934	19,240
Retiring																		
Within 1 year	55.8%	56.2%	54.3%	37.4%	37.8%	39.2%	4.2%	3.8%	3.9%	1.2%	1.0%	1.3%	1.3%	1.2%	1.2%	17,125	13,548	14,803
Between 1-3 years	58.2%	58.6%	58.0%	36.9%	36.8%	37.1%	3.2%	2.9%	3.1%	0.9%	0.9%	1.0%	0.8%	0.8%	0.8%	47,249	37,935	39,835
Between 3-5 years	62.1%	62.0%	60.4%	33.8%	33.6%	34.9%	2.7%	2.8%	2.9%	0.7%	0.9%	0.9%	0.6%	0.8%	0.8%	51,277	42,130	43,346
5 or more years	64.9%	64.6%	64.0%	31.1%	31.4%	31.9%	2.5%	2.5%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.8%	338,371	287,062	294,047

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	63.5%	63.2%	62.5%	32.3%	32.5%	33.1%	2.7%	2.7%	2.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	483,257	404,739	418,594
Self-Identify as:																		
Heterosexual	64.8%	64.6%	63.9%	31.5%	31.7%	32.2%	2.3%	2.3%	2.4%	0.7%	0.7%	0.8%	0.6%	0.6%	0.7%	364,760	306,177	317,066
LGBT*	64.3%	64.4%	62.5%	30.4%	29.9%	31.7%	3.0%	3.0%	3.5%	1.2%	1.3%	1.1%	1.0%	1.5%	1.1%	13,560	11,295	11,029
Prefer not to say	57.0%	56.9%	55.6%	36.3%	36.3%	37.2%	4.3%	4.2%	4.7%	1.2%	1.2%	1.2%	1.3%	1.3%	1.4%	56,816	46,890	47,956
Military Service																		
No Prior Military Service	63.7%	63.5%	62.9%	32.7%	32.7%	33.2%	2.4%	2.4%	2.5%	0.6%	0.7%	0.7%	0.6%	0.7%	0.7%	325,202	277,291	280,729
Currently in Guard/Reserves	61.7%	62.0%	61.3%	33.4%	32.7%	33.2%	2.8%	3.0%	3.3%	1.0%	1.3%	0.8%	1.1%	1.0%	1.3%	7,414	6,140	6,977
Retired Separated/Discharged	65.8%	65.2%	64.3%	29.9%	30.7%	31.4%	2.7%	2.6%	2.7%	0.8%	0.8%	0.9%	0.7%	0.7%	0.7%	49,811	39,534	43,190
Disability																		
Yes	63.8%	63.8%	63.2%	30.4%	30.7%	31.1%	3.5%	3.2%	3.4%	1.1%	1.1%	1.1%	1.2%	1.2%	1.2%	69,433	51,521	53,293
No	63.7%	63.4%	62.7%	32.6%	32.7%	33.2%	2.4%	2.5%	2.6%	0.7%	0.7%	0.8%	0.6%	0.7%	0.7%	383,160	328,223	338,238

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
Work Location																		
Headquarters	51.4%	50.7%	49.6%	40.4%	41.1%	41.7%	6.6%	6.6%	7.0%	1.0%	1.0%	1.1%	0.6%	0.6%	0.6%	178,001	155,306	156,161
Field	48.5%	48.4%	47.0%	42.2%	42.0%	43.0%	7.5%	7.6%	7.9%	1.1%	1.2%	1.3%	0.7%	0.7%	0.8%	279,344	229,162	239,892
Supervisory Status																		
Non-Supervisor	46.9%	46.5%	45.0%	42.8%	43.0%	43.9%	8.3%	8.3%	8.8%	1.3%	1.3%	1.4%	0.7%	0.8%	0.8%	302,954	252,578	260,663
Team Leader	51.6%	51.5%	50.6%	41.3%	41.4%	42.0%	5.7%	5.7%	5.9%	0.9%	0.9%	1.0%	0.4%	0.5%	0.5%	57,706	49,386	53,293
Supervisor	54.0%	53.4%	52.9%	40.0%	40.2%	40.8%	4.9%	5.1%	5.1%	0.7%	0.8%	0.7%	0.4%	0.5%	0.5%	62,810	52,147	52,399
Manager	62.0%	61.8%	60.5%	33.8%	34.2%	35.2%	3.5%	3.1%	3.4%	0.4%	0.4%	0.5%	0.3%	0.4%	0.4%	28,623	24,657	24,312
Senior Leader	73.3%	73.4%	70.4%	23.6%	22.9%	26.2%	2.2%	2.4%	2.4%	0.2%	0.7%	0.4%	0.8%	0.5%	0.5%	8,142	8,087	8,043
Sex																		
Male	48.8%	48.0%	46.9%	41.9%	42.3%	43.0%	7.3%	7.4%	7.8%	1.2%	1.4%	1.4%	0.8%	0.9%	0.9%	232,585	196,356	204,938
Female	50.7%	51.0%	49.5%	41.1%	40.9%	42.0%	6.9%	6.8%	7.2%	0.9%	0.9%	0.9%	0.5%	0.4%	0.5%	220,775	184,812	188,491
Hispanic or Latino																		
Yes	55.2%	55.3%	54.7%	36.5%	36.2%	36.5%	6.5%	6.3%	6.3%	1.0%	1.2%	1.4%	0.8%	1.0%	1.0%	39,577	33,507	33,897
No	49.0%	48.7%	47.3%	42.1%	42.3%	43.2%	7.2%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	409,291	343,759	355,715
Race																		
American Indian/ Alaska Native	47.9%	47.2%	47.7%	42.6%	42.6%	42.5%	7.4%	8.1%	8.0%	1.2%	1.0%	1.0%	0.9%	1.1%	0.8%	9,352	7,778	8,355
Asian	54.3%	54.7%	53.5%	39.0%	38.7%	39.4%	5.3%	5.0%	5.6%	0.7%	0.8%	0.9%	0.7%	0.7%	0.5%	22,035	19,482	18,650
Black/African American	51.9%	51.4%	50.9%	39.5%	40.3%	40.4%	6.8%	6.6%	6.9%	1.0%	1.0%	1.0%	0.8%	0.7%	0.8%	64,325	57,840	60,065
Native Hawaiian/ Pacific Islander	51.6%	54.9%	51.8%	39.2%	38.1%	39.2%	7.4%	5.3%	6.4%	1.2%	0.9%	1.3%	0.6%	0.8%	1.3%	2,753	2,205	2,470
White	48.5%	48.3%	46.9%	42.5%	42.5%	43.5%	7.3%	7.3%	7.7%	1.1%	1.2%	1.2%	0.5%	0.6%	0.7%	318,260	263,841	273,557
Two or more races (Not Hispanic/ Latino)	52.4%	51.6%	49.4%	38.0%	38.7%	39.9%	7.2%	7.6%	8.1%	1.2%	1.3%	1.4%	1.2%	0.9%	1.2%	18,670	14,364	14,455

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
Age Group																		
25 and under	49.2%	48.3%	45.8%	40.0%	43.8%	44.2%	8.8%	6.3%	8.5%	1.3%	0.6%	1.2%	0.7%	1.1%	0.3%	3,887	2,840	2,768
26-29	48.3%	49.5%	46.7%	42.7%	42.0%	42.8%	7.1%	6.8%	8.2%	1.1%	1.1%	1.3%	0.8%	0.7%	1.0%	13,090	11,475	12,741
30-39	49.7%	49.8%	48.0%	41.3%	40.8%	42.3%	7.0%	7.1%	7.4%	1.3%	1.4%	1.4%	0.7%	0.8%	0.9%	91,502	76,138	74,797
40-49	51.0%	50.5%	49.5%	40.5%	40.7%	41.4%	6.8%	7.0%	7.1%	1.0%	1.2%	1.2%	0.6%	0.7%	0.8%	123,576	105,878	110,681
50-59	49.2%	48.7%	47.4%	41.8%	42.4%	43.1%	7.4%	7.2%	7.7%	1.0%	1.0%	1.1%	0.6%	0.7%	0.6%	171,629	145,402	152,127
60+	47.2%	46.9%	45.9%	43.2%	43.4%	44.2%	8.1%	8.1%	8.3%	0.9%	1.0%	1.0%	0.5%	0.6%	0.6%	78,673	62,402	64,708
Level of Education																		
Less than High School	42.7%	46.6%	45.7%	38.7%	39.8%	39.9%	13.9%	8.0%	10.0%	2.6%	3.3%	2.2%	2.2%	2.3%	2.3%	440	356	408
H.S. Diploma/ GED or equiv	46.3%	46.6%	45.4%	43.7%	43.9%	44.5%	8.4%	8.0%	8.3%	0.9%	0.9%	0.9%	0.8%	0.6%	0.9%	19,491	16,246	19,340
Trade/Technical Certificate	46.9%	48.3%	46.6%	43.5%	42.3%	43.7%	7.9%	7.5%	7.7%	0.9%	1.3%	1.1%	0.8%	0.7%	0.8%	10,797	8,188	9,569
Some College (no degree)	49.2%	49.9%	48.6%	41.3%	40.9%	41.8%	7.7%	7.4%	7.5%	1.1%	1.0%	1.2%	0.7%	0.8%	0.9%	62,663	52,780	60,150
Associate's Degree	48.6%	49.2%	48.2%	42.4%	41.8%	42.3%	7.4%	7.0%	7.7%	1.0%	1.1%	1.0%	0.7%	0.8%	0.8%	35,526	27,805	31,345
Bachelor's Degree	48.2%	47.6%	46.3%	42.5%	42.8%	43.7%	7.5%	7.7%	8.0%	1.2%	1.2%	1.4%	0.6%	0.7%	0.7%	154,998	132,116	135,660
Master's Degree	52.2%	51.3%	49.8%	40.1%	40.5%	41.8%	6.1%	6.4%	6.6%	1.0%	1.1%	1.1%	0.5%	0.6%	0.6%	119,360	101,658	98,111
Doctoral/ Professional Degree	52.0%	51.2%	50.6%	39.7%	40.6%	40.5%	6.8%	6.6%	7.3%	0.9%	1.1%	1.1%	0.5%	0.4%	0.5%	52,726	44,088	40,963
Pay Category																		
Federal Wage System	46.0%	46.9%	45.0%	43.4%	42.8%	44.6%	8.2%	7.7%	8.1%	1.6%	1.6%	1.3%	0.9%	0.9%	1.0%	13,090	9,578	12,665
GS 1-6	50.0%	50.2%	48.8%	40.1%	40.5%	41.3%	8.1%	7.6%	7.9%	0.9%	1.0%	1.0%	0.9%	0.7%	0.9%	27,503	18,691	21,946
GS 7-12	48.4%	48.5%	47.0%	42.3%	42.1%	43.2%	7.6%	7.5%	7.7%	1.1%	1.2%	1.3%	0.6%	0.7%	0.8%	192,938	153,161	166,349
GS 13-15	51.7%	50.4%	49.4%	40.8%	41.5%	42.1%	6.1%	6.4%	6.8%	1.0%	1.0%	1.1%	0.4%	0.6%	0.5%	184,339	169,344	162,203
SES	77.0%	75.6%	73.6%	20.4%	22.1%	23.0%	2.1%	1.7%	2.8%	0.1%	0.2%	0.2%	0.4%	0.5%	0.4%	5,675	5,762	5,710
SL/ST	59.7%	57.4%	58.4%	33.8%	34.3%	36.1%	5.4%	6.4%	4.8%	0.8%	1.1%	0.3%	0.2%	0.8%	0.4%	2,000	1,571	1,544
Other	47.2%	47.1%	46.4%	42.8%	42.6%	42.5%	7.9%	8.0%	8.8%	1.2%	1.5%	1.4%	0.9%	0.8%	0.9%	31,209	25,831	25,625

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
Time in Federal Government																		
< 1 year	60.2%	62.2%	59.2%	34.6%	34.7%	36.5%	4.5%	2.4%	3.7%	0.3%	0.3%	0.4%	0.4%	0.3%	0.3%	9,004	6,850	6,037
1-3 years	55.3%	56.4%	54.3%	38.5%	38.0%	38.9%	5.1%	4.7%	5.7%	0.6%	0.5%	0.7%	0.5%	0.4%	0.4%	45,320	29,901	28,247
4-5 years	51.8%	51.1%	49.9%	40.0%	41.0%	41.7%	6.5%	6.2%	6.5%	1.1%	1.1%	1.2%	0.6%	0.6%	0.6%	30,202	30,115	41,093
6-10 years	49.8%	49.4%	48.5%	41.5%	41.5%	42.1%	7.0%	7.1%	7.4%	1.1%	1.3%	1.2%	0.6%	0.7%	0.8%	108,772	91,800	87,825
11-14 years	48.7%	48.1%	46.5%	42.2%	41.9%	43.3%	7.2%	7.9%	7.9%	1.2%	1.4%	1.4%	0.6%	0.8%	0.9%	63,897	54,869	56,733
15-20 years	48.3%	47.8%	46.6%	42.0%	42.2%	43.4%	7.7%	7.8%	7.8%	1.2%	1.2%	1.4%	0.8%	0.9%	0.9%	66,383	51,731	48,756
> 20 years	46.0%	45.9%	45.0%	43.6%	43.9%	44.3%	8.5%	8.3%	8.8%	1.2%	1.2%	1.2%	0.7%	0.7%	0.7%	134,251	119,468	128,191
Time with Current Agency																		
< 1 year	59.4%	60.0%	58.5%	35.2%	35.5%	36.7%	4.4%	3.5%	4.1%	0.4%	0.5%	0.4%	0.6%	0.4%	0.3%	16,469	13,166	11,905
1-3 years	55.0%	56.0%	53.9%	38.5%	37.8%	39.0%	5.3%	5.0%	5.8%	0.7%	0.7%	0.9%	0.5%	0.5%	0.5%	69,865	47,661	44,556
4-5 years	51.3%	50.1%	49.2%	40.3%	41.6%	41.9%	6.7%	6.6%	6.9%	1.2%	1.1%	1.2%	0.6%	0.7%	0.7%	37,847	38,133	49,924
6-10 years	48.9%	48.4%	47.5%	41.8%	42.1%	42.7%	7.4%	7.5%	7.7%	1.2%	1.3%	1.3%	0.7%	0.7%	0.9%	113,851	98,077	95,796
11-20 years	47.1%	47.0%	45.9%	43.1%	42.6%	43.6%	7.9%	8.2%	8.2%	1.2%	1.3%	1.5%	0.7%	0.9%	0.9%	118,571	98,711	98,936
> 20 years	45.5%	45.3%	44.0%	44.1%	44.5%	45.2%	8.6%	8.4%	8.9%	1.2%	1.1%	1.2%	0.6%	0.6%	0.6%	99,735	87,666	94,523
Leaving																		
No	52.0%	51.6%	50.5%	41.1%	41.4%	42.2%	5.9%	6.0%	6.3%	0.7%	0.7%	0.8%	0.3%	0.3%	0.3%	316,043	259,287	263,338
Yes, to retire	39.5%	38.9%	38.2%	47.0%	47.9%	47.8%	11.2%	10.5%	11.6%	1.5%	1.7%	1.7%	0.8%	1.0%	0.6%	28,479	22,253	24,076
Yes, to other job in Govt	47.3%	48.0%	45.8%	41.4%	40.8%	42.3%	8.5%	8.3%	8.7%	1.7%	1.7%	1.8%	1.0%	1.2%	1.3%	70,797	70,681	73,494
Yes, to other job outside Govt	43.9%	43.3%	41.4%	41.2%	40.6%	42.7%	10.1%	10.8%	10.6%	2.7%	3.2%	3.2%	2.1%	2.1%	2.2%	19,406	13,783	15,863
Yes, other	42.0%	41.1%	41.3%	41.7%	43.0%	42.6%	11.9%	11.6%	11.6%	2.3%	2.2%	2.3%	2.0%	2.0%	2.3%	22,165	18,001	19,326
Retiring																		
Within 1 year	40.0%	39.4%	38.3%	45.3%	47.1%	47.0%	11.8%	10.4%	11.6%	1.8%	1.9%	2.1%	1.1%	1.2%	1.1%	17,130	13,554	14,848
Between 1-3 years	42.2%	42.1%	41.0%	46.0%	46.2%	46.9%	9.6%	9.5%	10.1%	1.4%	1.4%	1.3%	0.7%	0.8%	0.7%	47,212	37,962	39,943
Between 3-5 years	46.3%	46.0%	44.7%	44.2%	44.0%	44.8%	7.9%	8.2%	8.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	51,278	42,164	43,465
5 or more years	51.3%	51.0%	49.6%	40.5%	40.6%	41.6%	6.5%	6.6%	6.9%	1.0%	1.1%	1.2%	0.6%	0.6%	0.7%	338,562	287,646	294,678

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	49.5%	49.2%	47.8%	41.6%	41.8%	42.6%	7.3%	7.2%	7.6%	1.1%	1.1%	1.2%	0.6%	0.7%	0.7%	483,445	405,416	419,588
Self-Identify as:																		
Heterosexual	50.5%	50.2%	49.0%	41.3%	41.5%	42.2%	6.8%	6.7%	7.1%	1.0%	1.0%	1.1%	0.5%	0.6%	0.6%	364,890	306,673	317,804
LGBT*	50.0%	49.4%	46.6%	38.9%	39.9%	42.6%	8.1%	7.4%	8.2%	2.0%	2.0%	1.5%	1.1%	1.4%	1.1%	13,561	11,326	11,030
Prefer not to say	44.2%	44.3%	42.0%	43.7%	43.3%	44.7%	9.4%	9.5%	10.4%	1.6%	1.6%	1.7%	1.1%	1.2%	1.2%	56,847	46,996	48,108
Military Service																		
No Prior Military Service	48.5%	48.3%	47.1%	42.5%	42.5%	43.2%	7.4%	7.4%	7.8%	1.1%	1.1%	1.2%	0.5%	0.6%	0.6%	325,292	277,688	281,281
Currently in Guard/Reserves	51.0%	51.9%	50.8%	41.1%	40.1%	41.2%	6.1%	6.0%	5.9%	1.2%	1.3%	1.0%	0.7%	0.7%	1.1%	7,415	6,161	6,994
Retired Separated/Discharged	53.1%	52.6%	51.1%	39.8%	40.3%	41.2%	5.7%	5.7%	6.2%	0.8%	0.9%	0.9%	0.5%	0.5%	0.5%	49,854	39,620	43,347
Disability																		
Yes	52.4%	52.7%	51.2%	38.3%	37.9%	39.4%	7.1%	7.2%	7.2%	1.2%	1.2%	1.2%	1.0%	1.0%	1.0%	69,479	51,644	53,515
No	49.0%	48.6%	47.4%	42.3%	42.5%	43.2%	7.2%	7.1%	7.6%	1.0%	1.1%	1.2%	0.5%	0.6%	0.7%	383,285	328,741	338,932

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
Work Location																					
Headquarters	13.5%	12.8%	12.5%	37.5%	36.7%	37.0%	15.8%	15.7%	15.9%	20.7%	21.7%	21.5%	12.6%	13.2%	13.1%	178,083	155,394	156,086	358	347	391
Field	10.8%	10.3%	9.9%	34.5%	34.5%	34.3%	16.0%	16.0%	16.1%	23.0%	23.2%	23.8%	15.6%	16.0%	15.8%	279,591	229,277	239,835	530	486	550
Supervisory Status																					
Non-Supervisor	12.8%	12.1%	11.7%	38.0%	37.4%	37.5%	16.5%	16.4%	16.7%	19.8%	20.6%	20.8%	12.8%	13.5%	13.4%	302,983	252,514	260,386	741	700	779
Team Leader	9.3%	8.9%	8.8%	31.9%	31.3%	31.5%	15.9%	15.7%	15.9%	25.8%	26.2%	26.3%	17.2%	17.9%	17.4%	57,780	49,470	53,306	64	62	88
Supervisor	9.2%	9.2%	8.9%	30.7%	31.6%	31.0%	14.3%	14.6%	14.4%	27.5%	26.6%	27.9%	18.4%	18.1%	17.9%	62,975	52,224	52,497	51	62	50
Manager	10.1%	10.4%	9.4%	28.3%	30.1%	29.5%	13.0%	13.2%	13.3%	29.1%	27.5%	29.6%	19.5%	18.8%	18.3%	28,680	24,722	24,353	25	12	23
Senior Leader	17.2%	16.4%	15.2%	31.3%	33.7%	31.7%	13.0%	13.4%	13.2%	25.3%	23.3%	25.8%	13.2%	13.2%	14.1%	8,151	8,101	8,047	12	12	9
Sex																					
Male	11.6%	10.8%	10.5%	34.8%	34.5%	34.2%	16.3%	16.2%	16.6%	22.1%	22.6%	23.0%	15.1%	15.9%	15.7%	232,765	196,445	204,907	415	418	503
Female	12.2%	11.8%	11.4%	37.0%	36.7%	37.0%	15.4%	15.5%	15.3%	22.1%	22.5%	22.8%	13.4%	13.6%	13.5%	220,937	184,887	188,409	450	410	428
Hispanic or Latino																					
Yes	13.7%	13.2%	12.9%	34.4%	33.8%	34.2%	16.2%	15.7%	15.9%	20.4%	20.7%	20.8%	15.3%	16.7%	16.1%	39,575	33,500	33,876	105	95	107
No	11.7%	11.1%	10.7%	35.9%	35.6%	35.6%	15.9%	15.9%	16.1%	22.3%	22.7%	23.1%	14.2%	14.7%	14.5%	409,647	343,938	355,611	753	714	818
Race																					
American Indian/ Alaska Native	12.0%	11.1%	11.2%	34.0%	33.7%	34.1%	18.2%	17.7%	17.4%	20.2%	20.9%	21.0%	15.5%	16.6%	16.3%	9,345	7,789	8,342	27	34	21
Asian	15.1%	14.7%	14.5%	39.6%	39.1%	40.2%	17.6%	17.5%	17.9%	17.1%	17.4%	16.6%	10.6%	11.3%	10.7%	22,059	19,524	18,642	56	41	52
Black/African American	17.1%	16.5%	16.0%	39.4%	39.6%	39.6%	14.9%	15.0%	15.1%	17.5%	17.4%	17.9%	11.1%	11.4%	11.4%	64,354	57,809	60,026	212	196	198
Native Hawaiian/ Pacific Islander	13.3%	13.8%	12.8%	36.5%	34.5%	35.0%	17.9%	17.3%	19.2%	18.1%	20.1%	20.0%	14.1%	14.3%	13.0%	2,748	2,204	2,472	9	6	11
White	10.6%	10.0%	9.5%	35.1%	34.6%	34.6%	15.7%	15.7%	15.9%	23.7%	24.2%	24.6%	14.9%	15.6%	15.5%	318,600	264,037	273,578	460	448	524
Two or more races (Not Hispanic/ Latino)	10.3%	10.0%	9.7%	31.3%	31.7%	31.1%	17.0%	16.3%	16.4%	22.7%	22.9%	24.6%	18.7%	19.1%	18.1%	18,665	14,349	14,414	48	47	62

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
Age Group																					
25 and under	16.4%	17.6%	15.7%	43.7%	40.8%	42.5%	14.5%	15.5%	15.9%	15.3%	16.8%	17.3%	10.1%	9.3%	8.6%	3,885	2,840	2,766	7	7	10
26-29	14.0%	13.3%	12.7%	38.9%	37.1%	37.2%	15.4%	15.2%	15.3%	19.1%	20.7%	20.4%	12.6%	13.7%	14.5%	13,099	11,463	12,738	19	21	34
30-39	11.5%	11.0%	10.7%	34.1%	34.3%	34.5%	15.4%	15.3%	15.3%	22.7%	23.1%	23.4%	16.4%	16.3%	16.0%	91,527	76,101	74,736	171	146	171
40-49	11.4%	10.8%	10.7%	34.9%	34.7%	34.6%	15.5%	15.6%	15.7%	22.9%	22.9%	23.3%	15.4%	16.0%	15.6%	123,542	105,821	110,608	235	222	263
50-59	11.8%	11.1%	10.5%	35.9%	35.5%	35.4%	16.5%	16.4%	16.7%	22.2%	22.7%	23.1%	13.7%	14.3%	14.3%	171,785	145,538	152,075	369	331	371
60+	11.9%	11.5%	10.9%	36.9%	36.8%	36.7%	17.4%	17.1%	17.4%	21.3%	21.9%	22.1%	12.4%	12.7%	12.9%	78,832	62,530	64,729	168	191	186
Level of Education																					
Less than																					
High School	19.9%	16.5%	19.2%	34.0%	36.5%	40.2%	23.7%	19.1%	20.8%	12.0%	18.8%	10.4%	10.4%	9.1%	9.5%	435	355	405	5	8	5
H.S. Diploma/																					
GED or equiv	14.5%	15.0%	13.9%	39.7%	39.5%	39.0%	17.7%	17.1%	18.1%	17.3%	17.5%	18.0%	10.8%	10.9%	10.9%	19,492	16,241	19,308	52	54	88
Trade/Technical																					
Certificate	11.6%	11.1%	11.1%	36.3%	37.0%	35.7%	18.7%	17.9%	18.7%	19.3%	21.0%	20.3%	14.1%	13.0%	14.3%	10,786	8,181	9,545	32	22	42
Some College																					
(no degree)	12.5%	11.8%	11.6%	36.0%	35.2%	36.1%	16.6%	17.1%	16.9%	20.5%	20.6%	21.0%	14.4%	15.2%	14.5%	62,681	52,767	60,117	152	140	173
Associate's																					
Degree	12.3%	12.0%	11.9%	35.7%	35.3%	35.4%	17.0%	16.6%	16.4%	21.2%	20.9%	22.0%	13.9%	15.2%	14.3%	35,557	27,838	31,318	79	66	81
Bachelor's																					
Degree	11.7%	11.0%	10.3%	36.1%	35.7%	35.7%	15.6%	15.5%	15.8%	22.4%	22.9%	23.3%	14.3%	15.0%	14.9%	155,095	132,155	135,631	285	281	285
Master's Degree																					
Doctoral/	11.6%	10.7%	10.4%	35.1%	35.1%	34.9%	15.1%	15.0%	15.0%	23.4%	24.0%	24.5%	14.8%	15.2%	15.1%	119,464	101,735	98,100	191	193	208
Professional																					
Degree	10.3%	10.0%	9.6%	33.4%	32.7%	31.8%	15.2%	15.1%	15.1%	24.9%	26.0%	26.6%	16.2%	16.2%	16.8%	52,853	44,158	41,001	69	68	58
Pay Category																					
Federal Wage																					
System	9.8%	9.5%	9.6%	31.6%	30.9%	32.3%	17.5%	17.8%	18.3%	23.0%	24.1%	24.1%	18.1%	17.7%	15.7%	13,099	9,574	12,619	30	30	44
GS 1-6																					
GS 7-12	16.0%	15.1%	14.6%	38.1%	38.7%	39.2%	17.2%	16.9%	17.5%	16.6%	17.1%	16.6%	12.1%	12.2%	12.1%	27,451	18,627	21,886	105	90	108
GS 13-15																					
SES	12.6%	11.9%	11.6%	37.5%	36.9%	36.8%	15.7%	15.9%	16.0%	20.7%	21.1%	21.4%	13.5%	14.1%	14.2%	192,976	153,150	166,292	421	410	413
SL/ST																					
Other	10.8%	10.1%	9.4%	34.0%	33.9%	33.5%	15.3%	15.2%	15.1%	24.8%	25.2%	26.1%	15.2%	15.7%	15.9%	184,664	169,582	162,303	245	250	290
	16.0%	17.0%	15.9%	32.8%	35.2%	33.0%	12.6%	12.3%	12.8%	25.8%	24.2%	26.1%	12.8%	11.3%	12.3%	5,691	5,780	5,717	6	2	3
	10.1%	10.8%	11.2%	31.0%	30.4%	29.1%	17.1%	17.0%	14.9%	23.8%	26.8%	26.4%	18.0%	15.1%	18.4%	2,012	1,570	1,538	1	4	4
	9.1%	8.7%	8.8%	33.0%	32.4%	33.1%	17.6%	16.1%	16.9%	24.1%	24.7%	25.0%	16.2%	18.2%	16.2%	31,222	25,835	25,575	66	63	78

SOURCE: Federal Employee Viewpoint Survey

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

Page 34

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
Time in Federal Government																					
< 1 year	20.7%	19.9%	21.0%	42.5%	42.1%	42.1%	14.6%	14.9%	16.2%	15.4%	16.4%	13.9%	6.8%	6.6%	6.8%	9,005	6,836	6,014	20	29	28
1-3 years	15.2%	15.0%	14.5%	40.0%	38.7%	38.7%	15.5%	15.1%	15.6%	18.1%	19.8%	19.8%	11.3%	11.4%	11.3%	45,306	29,913	28,256	95	50	54
4-5 years	12.7%	11.4%	11.5%	34.8%	35.8%	36.3%	16.0%	15.6%	15.6%	21.9%	22.0%	22.6%	14.5%	15.2%	14.1%	30,212	30,088	41,089	59	79	69
6-10 years	11.0%	10.4%	9.9%	35.3%	34.6%	34.7%	15.7%	16.3%	16.1%	22.5%	22.9%	23.4%	15.6%	15.8%	15.9%	108,862	91,826	87,754	187	173	201
11-14 years	10.6%	9.6%	9.3%	33.1%	33.3%	33.7%	16.5%	16.0%	16.5%	23.9%	23.9%	24.2%	15.9%	17.2%	16.4%	63,924	54,903	56,728	121	101	144
15-20 years	10.6%	10.1%	9.6%	33.2%	33.6%	33.9%	16.0%	16.1%	15.7%	24.1%	23.2%	24.0%	16.1%	16.9%	16.7%	66,409	51,746	48,742	129	118	122
> 20 years	11.4%	11.2%	10.7%	36.5%	36.1%	35.4%	16.2%	15.8%	16.3%	22.2%	22.9%	23.3%	13.6%	14.0%	14.3%	134,462	119,604	128,176	265	295	329
Time with Current Agency																					
< 1 year	19.9%	19.3%	20.2%	41.0%	40.5%	40.6%	14.7%	15.2%	15.6%	15.9%	16.7%	15.8%	8.4%	8.3%	7.9%	16,452	13,138	11,875	50	55	37
1-3 years	14.9%	14.5%	13.6%	38.7%	38.0%	37.6%	15.3%	15.2%	15.5%	19.0%	19.9%	20.5%	12.1%	12.5%	12.7%	69,879	47,691	44,553	125	87	103
4-5 years	12.0%	11.0%	11.0%	35.2%	34.9%	35.8%	15.5%	15.9%	15.8%	21.8%	22.5%	22.6%	15.4%	15.8%	14.8%	37,879	38,109	49,898	76	100	96
6-10 years	10.6%	9.8%	9.7%	34.6%	34.4%	34.5%	16.0%	16.1%	16.2%	22.9%	23.4%	23.7%	15.8%	16.3%	16.0%	113,904	98,126	95,734	221	185	228
11-20 years	10.2%	9.7%	9.5%	33.8%	33.7%	33.9%	16.4%	16.2%	16.2%	23.9%	23.8%	24.2%	15.7%	16.5%	16.2%	118,673	98,753	98,932	215	210	253
> 20 years	11.1%	11.0%	10.2%	36.1%	36.0%	35.4%	16.2%	15.8%	16.3%	23.0%	23.2%	23.8%	13.6%	14.0%	14.3%	99,911	87,789	94,529	184	198	221
Leaving																					
No	14.4%	13.7%	13.3%	39.5%	39.5%	39.4%	15.9%	16.2%	16.2%	20.4%	20.6%	21.1%	9.9%	10.0%	10.0%	316,393	259,614	263,479	424	395	452
Yes, to retire	10.4%	10.0%	9.7%	35.6%	36.0%	35.0%	17.1%	15.8%	17.2%	22.8%	23.3%	23.7%	14.1%	14.9%	14.4%	28,583	22,301	24,079	58	65	75
Yes, to other job in Govt	6.9%	6.9%	6.4%	28.6%	27.8%	28.1%	15.7%	15.1%	15.3%	25.6%	26.2%	26.8%	23.2%	24.0%	23.4%	70,706	70,589	73,321	235	218	262
Yes, to other job outside Govt	4.1%	4.0%	4.3%	22.5%	21.7%	21.6%	13.7%	13.1%	14.1%	27.6%	28.9%	27.8%	32.2%	32.3%	32.2%	19,414	13,762	15,838	52	52	54
Yes, other	5.1%	4.5%	4.8%	24.0%	24.0%	24.2%	17.2%	16.7%	16.8%	26.3%	26.6%	26.7%	27.5%	28.2%	27.6%	22,138	17,925	19,259	108	113	102
Retiring																					
Within 1 year	10.9%	10.1%	9.4%	34.9%	35.6%	33.4%	16.2%	16.0%	17.0%	22.1%	21.8%	23.7%	15.8%	16.5%	16.5%	17,168	13,571	14,840	39	44	53
Between 1-3 years	10.3%	9.9%	9.7%	35.5%	36.1%	35.9%	17.1%	16.0%	16.8%	23.3%	23.7%	23.4%	13.8%	14.3%	14.1%	47,328	38,032	39,957	93	95	99
Between 3-5 years	10.9%	10.5%	9.7%	35.9%	34.5%	35.0%	16.8%	17.0%	16.8%	22.3%	23.6%	24.0%	14.1%	14.5%	14.5%	51,315	42,240	43,476	121	91	103
5 or more years	12.2%	11.6%	11.2%	35.8%	35.5%	35.5%	15.6%	15.7%	15.8%	22.0%	22.3%	22.7%	14.4%	15.0%	14.8%	338,742	287,688	294,571	607	588	661

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.8%	11.2%	10.8%	35.6%	35.4%	35.3%	16.1%	16.0%	16.2%	22.1%	22.6%	22.9%	14.4%	14.9%	14.8%	483,755	405,568	419,427	973	922	1,039
Self-Identify as:																					
Heterosexual	12.6%	11.9%	11.4%	36.7%	36.5%	36.4%	15.7%	15.6%	15.8%	21.7%	22.0%	22.6%	13.4%	13.9%	13.8%	365,230	306,924	317,784	609	575	658
LGBT*	11.2%	10.1%	10.3%	32.8%	32.4%	32.6%	14.8%	14.3%	14.7%	23.4%	24.8%	23.7%	17.9%	18.5%	18.7%	13,572	11,318	11,041	35	24	29
Prefer not to say	8.0%	7.9%	7.6%	30.9%	29.6%	30.2%	17.5%	17.3%	17.5%	24.2%	25.1%	24.9%	19.4%	20.0%	19.8%	56,862	46,940	48,041	180	177	188
Military Service																					
No Prior Military Service	11.4%	11.0%	10.6%	36.3%	35.8%	35.8%	16.1%	16.0%	16.0%	22.3%	22.8%	23.3%	13.9%	14.4%	14.4%	325,576	277,868	281,267	597	573	641
Currently in Guard/Reserves	12.0%	11.0%	11.9%	34.1%	32.7%	34.1%	14.3%	15.5%	13.5%	22.0%	23.5%	22.6%	17.7%	17.2%	17.9%	7,422	6,150	7,001	8	16	13
Retired Separated/Discharged	14.4%	13.3%	12.4%	37.1%	37.0%	37.2%	15.3%	15.5%	16.0%	20.8%	21.1%	22.1%	12.3%	13.1%	12.4%	49,908	39,676	43,341	81	71	72
Disability																					
Yes	12.6%	12.1%	11.6%	32.9%	32.6%	32.6%	16.0%	15.8%	16.2%	21.3%	21.9%	22.3%	17.2%	17.7%	17.3%	69,411	51,576	53,402	237	206	226
No	11.7%	11.1%	10.8%	36.4%	36.1%	36.0%	15.9%	15.8%	16.0%	22.3%	22.6%	23.0%	13.7%	14.3%	14.2%	383,711	329,003	338,944	629	616	699

Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
Work Location																					
Headquarters	14.2%	13.1%	12.7%	46.2%	45.6%	45.7%	15.8%	15.9%	16.3%	14.9%	15.9%	16.0%	8.9%	9.5%	9.4%	177,596	154,599	155,420	288	262	292
Field	12.2%	11.3%	10.9%	46.2%	45.6%	45.5%	15.9%	16.1%	16.5%	15.8%	16.4%	16.6%	9.9%	10.5%	10.5%	278,928	228,005	238,776	429	364	419
Supervisory Status																					
Non-Supervisor	13.9%	12.8%	12.3%	48.0%	47.4%	47.4%	15.7%	15.9%	16.3%	13.6%	14.5%	14.6%	8.8%	9.4%	9.4%	302,293	251,222	259,343	569	507	555
Team Leader	10.6%	9.6%	9.9%	43.7%	43.4%	42.7%	16.7%	17.1%	17.3%	18.4%	18.5%	18.8%	10.6%	11.3%	11.2%	57,619	49,175	53,048	59	49	76
Supervisor	10.2%	9.8%	9.2%	42.0%	41.7%	41.9%	16.4%	16.0%	16.4%	20.2%	20.5%	20.8%	11.2%	12.0%	11.8%	62,764	51,927	52,222	59	46	47
Manager	11.9%	11.5%	10.7%	40.5%	40.7%	40.2%	15.7%	15.5%	15.7%	20.1%	20.4%	21.6%	11.9%	11.9%	11.9%	28,609	24,574	24,236	20	15	27
Senior Leader	19.7%	18.5%	17.6%	42.1%	41.1%	40.7%	15.0%	14.0%	14.2%	15.6%	17.7%	18.5%	7.6%	8.7%	9.0%	8,129	8,067	7,991	12	9	8
Sex																					
Male	13.3%	12.1%	11.7%	46.8%	46.6%	46.5%	16.4%	16.5%	17.1%	14.4%	15.1%	15.3%	9.0%	9.6%	9.5%	232,137	195,337	204,039	361	326	394
Female	12.6%	11.9%	11.5%	45.5%	44.6%	44.5%	15.1%	15.4%	15.5%	16.7%	17.4%	17.7%	10.1%	10.7%	10.8%	220,420	183,975	187,556	336	285	301
Hispanic or Latino																					
Yes	15.0%	13.9%	13.4%	43.8%	43.0%	43.7%	15.7%	16.1%	16.6%	14.7%	15.1%	14.8%	10.8%	11.9%	11.5%	39,499	33,301	33,727	75	81	69
No	12.8%	11.9%	11.4%	46.6%	46.1%	45.9%	15.9%	15.9%	16.3%	15.5%	16.2%	16.5%	9.3%	9.9%	9.8%	408,587	342,146	354,075	610	518	614
Race																					
American Indian/ Alaska Native	13.2%	11.0%	12.7%	43.1%	43.8%	44.4%	18.4%	18.9%	17.3%	15.3%	14.2%	14.4%	10.0%	12.1%	11.2%	9,317	7,718	8,287	18	24	17
Asian	16.2%	15.3%	15.2%	46.6%	47.0%	47.2%	16.8%	17.1%	16.7%	11.9%	12.8%	12.8%	8.4%	7.8%	8.0%	22,000	19,429	18,549	45	26	38
Black/African American	16.8%	15.7%	15.4%	47.3%	47.4%	46.4%	14.1%	14.2%	14.9%	12.7%	13.0%	13.5%	9.1%	9.7%	9.7%	64,221	57,521	59,693	142	113	137
Native Hawaiian/ Pacific Islander	13.5%	15.4%	14.2%	43.7%	43.6%	45.5%	16.7%	15.7%	17.4%	14.7%	13.0%	12.2%	11.4%	12.3%	10.8%	2,740	2,186	2,452	6	5	9
White	12.1%	11.2%	10.5%	46.6%	45.8%	45.8%	15.8%	16.0%	16.4%	16.2%	17.1%	17.3%	9.2%	10.0%	9.9%	317,775	262,647	272,497	402	374	401
Two or more races (Not Hispanic/ Latino)	11.5%	11.0%	10.5%	41.9%	41.3%	41.5%	17.5%	17.5%	17.9%	16.6%	17.1%	17.4%	12.4%	13.1%	12.7%	18,611	14,264	14,351	43	34	50

Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
Age Group																					
25 and under	19.9%	18.1%	18.5%	49.3%	50.3%	50.8%	14.6%	14.4%	14.7%	9.6%	10.6%	10.9%	6.6%	6.7%	5.1%	3,885	2,831	2,768	7	7	2
26-29	15.9%	14.9%	13.6%	48.8%	46.6%	47.5%	15.4%	15.8%	15.8%	12.7%	14.1%	14.7%	7.2%	8.6%	8.4%	13,073	11,448	12,711	17	16	26
30-39	12.6%	11.7%	11.6%	45.0%	45.2%	45.1%	15.8%	15.8%	16.5%	16.1%	16.4%	16.3%	10.4%	10.8%	10.6%	91,380	75,843	74,532	138	104	133
40-49	12.6%	11.5%	11.2%	45.7%	45.1%	44.9%	15.7%	16.0%	16.5%	15.9%	16.6%	16.7%	10.2%	10.8%	10.8%	123,259	105,331	110,176	197	172	236
50-59	12.6%	11.6%	10.9%	46.2%	45.5%	45.3%	16.2%	16.2%	16.5%	15.6%	16.6%	17.1%	9.4%	10.1%	10.2%	171,307	144,595	151,324	275	266	255
60+	13.0%	12.4%	11.9%	47.4%	46.9%	47.0%	16.8%	17.0%	17.0%	14.7%	15.0%	15.4%	8.0%	8.7%	8.7%	78,539	62,078	64,262	142	125	129
Level of Education																					
Less than High School	21.4%	15.7%	18.6%	44.9%	50.6%	43.9%	20.4%	19.3%	17.7%	8.6%	7.6%	9.0%	4.7%	7.0%	10.7%	433	354	402	4	5	3
H.S. Diploma/ GED or equiv	15.3%	15.1%	14.6%	49.6%	49.6%	49.1%	16.2%	15.4%	15.9%	11.3%	12.4%	12.8%	7.6%	7.6%	7.6%	19,434	16,174	19,209	34	27	49
Trade/Technical Certificate	12.7%	11.5%	12.1%	48.1%	48.5%	47.4%	17.0%	16.9%	17.6%	13.4%	14.3%	13.2%	8.8%	8.8%	9.7%	10,776	8,124	9,509	18	15	23
Some College (no degree)	13.7%	12.2%	12.2%	46.2%	46.1%	46.0%	16.7%	16.5%	17.1%	14.1%	14.7%	14.8%	9.2%	10.3%	10.0%	62,526	52,441	59,808	124	95	126
Associate's Degree	13.5%	13.2%	12.5%	46.4%	44.8%	45.7%	15.8%	16.3%	16.4%	15.0%	15.4%	15.5%	9.4%	10.3%	9.9%	35,444	27,652	31,174	66	53	50
Bachelor's Degree	12.5%	11.5%	10.8%	46.2%	45.7%	45.8%	15.6%	16.0%	16.4%	15.8%	16.4%	16.9%	9.8%	10.3%	10.1%	154,753	131,475	135,054	231	227	235
Master's Degree	12.9%	11.7%	11.2%	45.8%	45.5%	44.9%	15.5%	15.5%	15.9%	16.3%	17.1%	17.7%	9.6%	10.2%	10.3%	119,132	101,238	97,680	163	139	169
Doctoral/ Professional Degree	12.1%	11.6%	11.1%	45.2%	43.9%	43.4%	15.9%	16.0%	16.3%	17.1%	18.2%	18.3%	9.7%	10.4%	10.9%	52,703	43,928	40,844	58	57	49
Pay Category																					
Federal Wage System	13.3%	12.1%	12.6%	48.0%	49.8%	49.1%	16.7%	16.7%	17.5%	12.9%	12.9%	12.5%	9.1%	8.6%	8.2%	13,063	9,503	12,572	31	15	25
GS 1-6	16.7%	15.5%	15.3%	45.4%	46.2%	46.1%	15.9%	15.9%	16.0%	12.3%	12.8%	13.1%	9.6%	9.5%	9.4%	27,357	18,520	21,745	75	48	68
GS 7-12	13.3%	12.4%	11.8%	46.5%	46.1%	45.7%	15.5%	15.7%	16.4%	15.0%	15.4%	15.7%	9.7%	10.3%	10.5%	192,558	152,330	165,437	336	273	361
GS 13-15	11.9%	10.9%	10.2%	45.8%	45.1%	44.8%	16.1%	16.2%	16.4%	17.1%	18.1%	18.7%	9.2%	9.8%	9.9%	184,186	168,722	161,731	208	226	195
SES	20.3%	20.2%	18.0%	43.5%	43.4%	41.2%	14.4%	12.9%	13.6%	15.0%	16.6%	18.9%	6.7%	6.8%	8.3%	5,678	5,756	5,678	4	0	3
SL/ST	13.8%	13.5%	14.1%	48.4%	45.5%	41.5%	15.3%	16.6%	16.8%	13.8%	16.0%	16.1%	8.6%	8.4%	11.4%	2,004	1,564	1,522	3	0	4
Other	10.8%	10.0%	10.2%	46.4%	42.9%	45.7%	16.9%	17.0%	16.4%	16.1%	17.9%	17.4%	9.8%	12.2%	10.3%	31,118	25,689	25,504	45	57	51

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
Time in Federal Government																					
< 1 year	24.0%	23.6%	23.4%	51.3%	52.4%	49.2%	12.8%	11.8%	13.2%	8.3%	8.1%	9.3%	3.5%	4.1%	4.9%	8,987	6,816	6,015	15	15	16
1-3 years	17.4%	16.9%	15.8%	49.2%	48.2%	48.0%	14.0%	14.6%	15.7%	12.1%	13.1%	12.9%	7.4%	7.3%	7.6%	45,247	29,775	28,164	69	42	52
4-5 years	14.1%	12.4%	12.4%	45.7%	46.4%	46.8%	15.4%	15.7%	16.0%	15.1%	15.3%	15.8%	9.7%	10.2%	9.0%	30,134	29,959	40,930	50	56	62
6-10 years	12.2%	11.2%	10.9%	45.7%	45.7%	45.5%	16.0%	16.0%	16.4%	16.1%	16.3%	16.6%	10.0%	10.7%	10.6%	108,574	91,364	87,431	163	137	152
11-14 years	11.3%	10.3%	10.0%	45.2%	44.1%	44.6%	16.4%	16.6%	17.2%	16.7%	17.4%	17.3%	10.4%	11.6%	10.8%	63,776	54,583	56,512	97	89	104
15-20 years	11.3%	10.5%	10.0%	44.4%	44.1%	44.3%	16.9%	16.6%	16.9%	16.6%	17.6%	17.2%	10.8%	11.2%	11.6%	66,247	51,448	48,488	97	95	97
> 20 years	12.1%	11.4%	10.9%	46.5%	45.6%	45.2%	16.3%	16.5%	16.5%	15.7%	16.7%	17.3%	9.3%	9.8%	10.1%	134,058	118,921	127,464	212	196	226
Time with Current Agency																					
< 1 year	22.5%	22.0%	21.8%	49.7%	50.0%	48.1%	13.5%	13.1%	14.1%	9.3%	9.3%	10.3%	5.0%	5.7%	5.7%	16,399	13,098	11,838	47	39	36
1-3 years	16.7%	15.9%	15.0%	47.9%	47.1%	46.4%	14.3%	14.6%	15.7%	13.0%	13.9%	14.1%	8.1%	8.5%	8.7%	69,725	47,451	44,379	105	76	86
4-5 years	13.5%	11.9%	11.8%	45.1%	45.5%	46.5%	15.3%	15.9%	16.1%	15.5%	15.9%	15.7%	10.6%	10.8%	9.9%	37,787	37,941	49,729	67	78	71
6-10 years	11.7%	10.5%	10.4%	45.3%	45.2%	45.1%	16.4%	16.3%	16.6%	16.5%	16.9%	17.0%	10.1%	11.2%	11.0%	113,617	97,606	95,368	167	135	186
11-20 years	10.8%	10.2%	9.9%	45.4%	44.5%	44.6%	16.7%	16.8%	17.1%	16.6%	17.3%	17.5%	10.4%	11.1%	10.9%	118,379	98,185	98,445	165	164	165
> 20 years	11.9%	11.4%	10.6%	46.9%	46.0%	45.8%	16.4%	16.4%	16.6%	15.9%	16.9%	17.4%	8.9%	9.3%	9.6%	99,631	87,282	94,023	148	131	155
Leaving																					
No	15.5%	14.5%	14.0%	50.2%	49.9%	49.7%	15.1%	15.3%	15.6%	13.3%	14.1%	14.4%	5.8%	6.2%	6.3%	315,713	258,370	262,386	296	254	296
Yes, to retire	10.9%	11.0%	10.2%	46.8%	45.7%	46.1%	16.5%	16.3%	17.0%	16.1%	16.5%	17.2%	9.7%	10.4%	9.5%	28,470	22,130	23,931	51	40	52
Yes, to other job in Govt	8.0%	7.3%	7.0%	38.3%	37.8%	37.9%	17.0%	16.9%	17.6%	19.8%	20.3%	20.1%	16.8%	17.7%	17.4%	70,499	70,173	73,028	204	193	216
Yes, to other job outside Govt	5.6%	5.7%	5.3%	34.1%	32.8%	33.2%	16.9%	17.1%	17.3%	22.1%	23.0%	22.5%	21.4%	21.5%	21.6%	19,341	13,669	15,761	50	39	51
Yes, other	6.0%	5.2%	5.7%	33.3%	34.2%	33.7%	20.1%	19.7%	19.8%	20.2%	20.1%	20.8%	20.3%	20.9%	20.1%	22,053	17,817	19,142	108	95	89
Retiring																					
Within 1 year	11.6%	11.0%	9.9%	45.2%	45.1%	45.2%	15.5%	17.1%	16.4%	16.5%	15.5%	17.5%	11.3%	11.3%	11.0%	17,105	13,460	14,736	35	30	36
Between 1-3 years	10.9%	10.6%	10.5%	47.3%	46.2%	45.8%	16.8%	16.0%	17.1%	15.7%	16.9%	16.9%	9.3%	10.2%	9.7%	47,156	37,768	39,721	78	72	57
Between 3-5 years	11.9%	10.9%	10.4%	46.7%	45.8%	45.6%	16.3%	16.6%	16.8%	16.0%	17.0%	17.3%	9.1%	9.7%	9.9%	51,185	41,927	43,226	92	74	57
5 or more years	13.4%	12.4%	11.9%	46.1%	45.7%	45.7%	15.7%	15.9%	16.3%	15.3%	16.0%	16.1%	9.4%	10.1%	10.0%	337,948	286,326	293,429	492	438	541

Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.8%	11.9%	11.5%	46.1%	45.6%	45.5%	16.0%	16.2%	16.5%	15.5%	16.2%	16.4%	9.5%	10.1%	10.1%	482,533	403,398	417,538	776	693	784
Self-Identify as:																					
Heterosexual	13.7%	12.7%	12.1%	47.0%	46.7%	46.5%	15.4%	15.5%	15.9%	15.0%	15.6%	16.0%	8.8%	9.5%	9.4%	364,362	305,292	316,470	469	405	471
LGBT*	12.7%	11.3%	11.4%	43.3%	42.5%	42.9%	15.9%	15.5%	15.7%	16.7%	18.4%	17.2%	11.4%	12.3%	12.8%	13,542	11,260	10,983	21	28	30
Prefer not to say	9.1%	8.3%	8.3%	41.9%	40.5%	41.0%	18.5%	18.9%	19.2%	17.6%	18.6%	18.3%	12.9%	13.7%	13.2%	56,685	46,685	47,795	165	147	154
Military Service																					
No Prior Military Service	12.2%	11.5%	11.0%	46.6%	45.6%	45.6%	16.1%	16.1%	16.4%	15.8%	16.7%	16.9%	9.4%	10.0%	10.1%	324,784	276,471	280,078	448	427	443
Currently in Guard/Reserves	14.7%	12.7%	13.5%	46.5%	46.1%	44.7%	14.3%	14.7%	14.8%	14.5%	15.1%	15.5%	10.0%	11.5%	11.4%	7,406	6,137	6,976	13	9	13
Retired Separated/Discharged	16.0%	14.8%	13.9%	47.4%	47.8%	48.0%	14.7%	14.8%	15.3%	13.8%	14.2%	14.6%	8.1%	8.4%	8.1%	49,807	39,398	43,119	60	68	63
Disability																					
Yes	13.6%	12.6%	12.4%	42.4%	42.4%	42.1%	16.3%	16.2%	16.5%	15.7%	16.1%	16.5%	12.0%	12.7%	12.5%	69,252	51,249	53,106	185	131	157
No	12.9%	12.0%	11.4%	47.2%	46.5%	46.4%	15.8%	15.9%	16.4%	15.3%	16.1%	16.3%	8.9%	9.5%	9.5%	382,740	327,318	337,522	504	475	533

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
Work Location																					
Headquarters	19.9%	18.8%	18.2%	41.4%	41.1%	41.2%	15.9%	15.8%	16.1%	13.5%	14.2%	14.4%	9.2%	10.2%	10.1%	175,330	151,478	151,379	715	639	667
Field	17.1%	16.3%	15.7%	42.0%	41.5%	41.2%	16.5%	16.6%	16.9%	14.2%	14.8%	15.3%	10.1%	10.8%	10.9%	275,013	223,034	232,263	1,095	984	1,105
Supervisory Status																					
Non-Supervisor	16.6%	15.5%	14.9%	40.5%	39.8%	39.6%	17.4%	17.4%	17.8%	14.8%	15.6%	15.9%	10.7%	11.7%	11.8%	298,160	245,856	252,439	1,462	1,292	1,378
Team Leader	18.7%	17.8%	17.4%	43.0%	42.7%	43.1%	14.6%	15.1%	14.8%	14.0%	14.2%	14.7%	9.6%	10.2%	9.9%	56,911	48,218	51,638	157	147	187
Supervisor	20.4%	19.6%	18.9%	46.4%	46.4%	46.2%	14.9%	14.7%	15.2%	11.4%	11.9%	12.4%	6.9%	7.4%	7.3%	61,889	50,807	50,821	146	130	143
Manager	26.8%	26.5%	25.5%	45.6%	46.6%	45.9%	11.9%	11.4%	11.5%	9.8%	9.7%	10.7%	5.9%	5.8%	6.3%	28,200	24,035	23,571	47	44	53
Senior Leader	43.3%	40.7%	38.4%	36.6%	37.9%	40.3%	8.8%	8.5%	9.5%	7.4%	6.8%	7.4%	3.9%	6.1%	4.4%	8,026	7,897	7,761	20	15	19
Sex																					
Male	18.3%	17.2%	16.5%	41.7%	41.2%	41.0%	16.3%	16.4%	16.5%	13.6%	14.2%	14.9%	10.1%	11.0%	11.1%	228,814	190,992	198,303	927	867	966
Female	18.1%	17.5%	16.9%	42.1%	41.7%	41.8%	16.2%	16.1%	16.5%	14.3%	14.9%	14.9%	9.3%	9.9%	9.9%	217,626	180,283	182,835	851	726	780
Hispanic or Latino																					
Yes	19.9%	18.8%	18.5%	38.7%	38.6%	37.7%	16.2%	16.5%	16.6%	13.9%	13.9%	14.2%	11.3%	12.2%	13.0%	38,931	32,564	32,751	188	176	203
No	18.1%	17.2%	16.5%	42.3%	41.8%	41.8%	16.3%	16.2%	16.5%	13.9%	14.6%	15.0%	9.5%	10.3%	10.2%	403,116	334,941	344,705	1,561	1,384	1,536
Race																					
American Indian/ Alaska Native	18.3%	17.6%	17.2%	39.2%	40.0%	40.0%	17.5%	17.0%	17.2%	13.2%	13.2%	13.7%	11.8%	12.3%	11.8%	9,177	7,559	8,011	50	39	45
Asian	22.2%	22.1%	21.2%	44.1%	43.0%	43.3%	16.5%	16.8%	17.4%	10.1%	10.6%	10.3%	7.1%	7.6%	7.7%	21,766	19,131	18,236	95	82	69
Black/African American	20.0%	19.3%	18.7%	40.2%	39.4%	39.1%	16.2%	16.3%	16.8%	13.1%	14.0%	14.0%	10.6%	10.9%	11.5%	63,267	56,237	58,003	298	303	330
Native Hawaiian/ Pacific Islander	19.9%	20.4%	21.6%	40.0%	43.1%	39.0%	20.1%	15.9%	18.0%	10.2%	10.8%	12.0%	9.8%	9.9%	9.4%	2,692	2,149	2,401	18	8	19
White	17.9%	16.9%	16.2%	42.8%	42.4%	42.4%	15.9%	15.8%	16.0%	14.3%	14.7%	15.3%	9.2%	10.1%	10.1%	313,594	257,052	265,193	1,099	966	1,089
Two or more races (Not Hispanic/ Latino)	15.6%	14.1%	13.7%	36.8%	34.7%	35.5%	17.8%	18.1%	18.1%	15.4%	16.8%	17.8%	14.5%	16.2%	14.9%	18,303	13,943	13,909	111	105	112

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
Age Group																					
25 and under	16.4%	16.9%	15.0%	39.3%	43.6%	44.0%	20.1%	17.1%	18.1%	14.7%	13.5%	12.8%	9.5%	8.8%	10.1%	3,852	2,802	2,733	12	12	6
26-29	17.2%	15.5%	15.0%	41.8%	40.9%	39.7%	18.6%	18.4%	17.6%	13.8%	15.2%	16.4%	8.6%	10.0%	11.3%	12,959	11,293	12,566	27	33	42
30-39	16.3%	15.3%	14.6%	40.9%	40.6%	40.7%	16.8%	16.8%	17.0%	15.1%	16.0%	16.1%	11.0%	11.4%	11.7%	90,536	74,831	73,378	291	270	275
40-49	17.6%	16.7%	16.3%	41.7%	41.4%	41.2%	16.0%	16.1%	16.3%	14.4%	14.6%	15.0%	10.3%	11.2%	11.1%	121,831	103,321	107,623	446	401	509
50-59	18.9%	18.1%	17.3%	42.2%	41.8%	41.9%	16.2%	16.1%	16.5%	13.5%	14.1%	14.6%	9.1%	9.9%	9.8%	168,506	140,989	146,362	785	699	733
60+	19.3%	18.5%	18.1%	41.8%	41.0%	41.0%	16.9%	17.2%	17.3%	13.2%	13.7%	14.1%	8.7%	9.6%	9.4%	77,147	60,269	61,859	364	332	368
Level of Education																					
Less than High School	26.5%	24.0%	27.9%	41.5%	49.3%	40.5%	17.4%	13.8%	17.4%	6.6%	5.1%	7.9%	8.0%	7.8%	6.4%	425	341	388	5	6	6
H.S. Diploma/ GED or equiv	21.0%	20.7%	20.3%	45.6%	45.1%	44.9%	17.1%	17.0%	16.9%	9.7%	10.3%	11.2%	6.6%	6.9%	6.7%	19,091	15,760	18,637	73	64	99
Trade/Technical Certificate	18.4%	17.5%	18.0%	44.2%	43.8%	42.3%	16.8%	17.8%	17.4%	11.6%	12.0%	13.2%	9.0%	9.0%	9.1%	10,571	7,920	9,154	45	44	58
Some College (no degree)	18.9%	17.6%	17.3%	40.9%	40.6%	40.5%	17.2%	17.5%	17.6%	13.4%	13.8%	14.1%	9.7%	10.6%	10.6%	61,512	51,075	57,948	298	254	298
Associate's Degree	18.0%	17.5%	17.5%	41.7%	41.3%	41.0%	16.7%	16.4%	16.8%	13.7%	14.3%	14.7%	9.9%	10.4%	10.0%	34,912	27,032	30,273	152	118	145
Bachelor's Degree	17.1%	16.2%	15.3%	42.5%	42.0%	41.9%	16.7%	16.4%	16.8%	14.0%	14.9%	15.3%	9.7%	10.5%	10.7%	152,735	128,863	131,525	596	477	581
Master's Degree	18.3%	17.5%	16.3%	40.7%	40.0%	40.4%	15.3%	15.3%	15.6%	15.1%	15.8%	16.2%	10.6%	11.3%	11.6%	117,722	99,237	95,325	454	475	427
Doctoral/ Professional Degree	19.6%	18.7%	17.9%	41.7%	41.5%	41.2%	14.5%	14.6%	14.7%	14.5%	14.5%	15.1%	9.7%	10.8%	11.1%	52,085	43,080	39,869	162	170	146
Pay Category																					
Federal Wage System	17.1%	16.1%	17.2%	40.6%	40.6%	40.8%	16.5%	17.6%	16.9%	14.0%	14.5%	14.4%	11.8%	11.2%	10.6%	12,805	9,243	12,152	64	53	67
GS 1-6	18.2%	17.6%	17.9%	37.1%	38.3%	37.8%	17.8%	17.1%	17.6%	14.5%	14.8%	14.8%	12.4%	12.3%	11.8%	26,874	18,035	20,997	189	132	173
GS 7-12	17.2%	16.3%	15.5%	41.3%	40.7%	40.5%	17.1%	17.1%	17.4%	14.4%	14.9%	15.4%	10.0%	11.0%	11.2%	189,793	149,015	160,933	853	735	856
GS 13-15	19.9%	18.8%	17.9%	43.9%	43.6%	43.7%	14.6%	14.7%	14.8%	13.3%	13.8%	14.3%	8.2%	9.1%	9.3%	182,041	165,349	157,680	548	581	560
SES	46.8%	47.6%	43.3%	36.8%	36.5%	38.2%	7.0%	6.4%	7.3%	5.5%	5.7%	6.7%	3.9%	3.7%	4.5%	5,635	5,637	5,528	6	3	9
SL/ST	26.9%	25.4%	22.3%	38.5%	43.6%	42.3%	13.8%	13.0%	13.7%	10.7%	10.4%	14.3%	10.2%	7.6%	7.4%	1,969	1,534	1,494	5	3	5
Other	15.3%	15.1%	14.7%	42.2%	40.5%	40.5%	17.4%	17.1%	17.6%	14.2%	15.6%	15.9%	10.8%	11.8%	11.4%	30,684	25,181	24,839	128	111	106

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
Time in Federal Government																					
< 1 year	24.4%	23.8%	24.2%	41.7%	44.2%	43.6%	17.1%	15.2%	15.4%	11.0%	11.2%	10.5%	5.7%	5.6%	6.4%	8,919	6,750	5,916	20	14	12
1-3 years	20.1%	19.8%	18.5%	42.6%	41.5%	41.6%	16.0%	16.3%	16.5%	13.1%	13.4%	14.0%	8.2%	8.9%	9.4%	44,749	29,306	27,587	145	102	88
4-5 years	18.0%	17.1%	16.2%	40.4%	40.8%	40.1%	16.6%	16.5%	16.5%	14.2%	15.0%	16.1%	10.8%	10.6%	11.1%	29,816	29,419	40,035	113	143	177
6-10 years	17.1%	15.8%	15.5%	40.6%	40.3%	40.1%	16.5%	16.4%	16.6%	15.0%	15.8%	16.2%	10.8%	11.7%	11.7%	107,233	89,595	85,296	449	352	408
11-14 years	16.8%	15.7%	15.0%	41.1%	40.4%	40.8%	16.6%	16.8%	17.0%	14.9%	15.4%	15.7%	10.6%	11.7%	11.6%	62,961	53,494	55,051	265	238	254
15-20 years	17.3%	16.6%	15.7%	41.5%	40.5%	41.1%	16.0%	16.0%	16.7%	14.6%	15.4%	15.1%	10.6%	11.5%	11.5%	65,237	50,287	47,157	278	261	246
> 20 years	19.2%	18.5%	17.9%	43.7%	43.3%	42.9%	16.0%	16.0%	16.4%	12.6%	12.9%	13.6%	8.6%	9.3%	9.2%	131,919	115,906	123,378	538	518	591
Time with Current Agency																					
< 1 year	24.2%	23.5%	23.4%	41.2%	41.6%	42.3%	16.0%	15.6%	15.4%	11.4%	12.0%	11.6%	7.1%	7.2%	7.3%	16,267	12,933	11,606	54	44	41
1-3 years	20.0%	19.3%	18.0%	41.3%	40.5%	40.5%	15.9%	16.2%	16.5%	13.7%	14.1%	14.5%	9.2%	10.0%	10.4%	68,946	46,637	43,350	247	195	184
4-5 years	17.3%	16.5%	15.8%	40.3%	39.9%	39.8%	16.8%	16.4%	16.3%	14.6%	15.7%	16.3%	11.1%	11.5%	11.8%	37,301	37,209	48,563	172	190	223
6-10 years	16.7%	15.2%	15.2%	40.4%	40.2%	39.9%	16.6%	16.5%	16.7%	15.1%	16.1%	16.2%	11.2%	12.0%	11.9%	112,148	95,617	92,937	501	404	479
11-20 years	16.9%	16.1%	15.5%	42.0%	41.3%	41.2%	16.5%	16.7%	17.1%	14.5%	14.9%	15.2%	10.1%	11.1%	11.0%	116,679	96,010	95,804	478	451	475
> 20 years	19.5%	19.2%	18.1%	45.0%	44.6%	44.4%	15.8%	15.6%	16.2%	11.9%	12.2%	13.1%	7.8%	8.5%	8.2%	98,034	85,074	90,953	351	333	365
Leaving																					
No	22.5%	21.7%	20.9%	47.6%	47.7%	47.6%	15.3%	15.4%	15.8%	10.0%	10.4%	10.7%	4.6%	4.8%	4.9%	311,929	253,383	255,905	646	582	635
Yes, to retire	17.3%	16.2%	16.3%	42.4%	42.2%	41.1%	17.3%	17.4%	18.0%	14.1%	13.9%	15.3%	8.9%	10.2%	9.2%	27,976	21,482	23,040	130	114	147
Yes, to other job in Govt	8.9%	8.6%	7.9%	29.2%	28.3%	28.5%	18.3%	18.1%	18.1%	22.9%	23.5%	23.9%	20.6%	21.6%	21.5%	69,314	68,481	70,892	615	557	603
Yes, to other job outside Govt	6.1%	6.0%	5.2%	25.6%	23.9%	25.1%	17.0%	15.4%	14.9%	24.6%	25.7%	25.7%	26.7%	29.1%	29.2%	19,020	13,342	15,281	182	147	158
Yes, other	7.0%	6.5%	6.5%	25.4%	24.6%	24.6%	18.8%	18.8%	19.1%	23.5%	24.4%	23.8%	25.3%	25.8%	25.9%	21,660	17,363	18,536	244	222	236
Retiring																					
Within 1 year	17.5%	16.2%	16.0%	40.3%	40.8%	39.5%	16.4%	16.9%	16.3%	14.3%	13.6%	16.2%	11.6%	12.4%	12.0%	16,798	13,035	14,164	97	87	120
Between 1-3 years	17.1%	16.7%	16.4%	43.1%	42.4%	41.9%	17.2%	17.2%	17.8%	13.7%	14.1%	14.4%	8.8%	9.6%	9.5%	46,366	36,781	38,346	197	188	203
Between 3-5 years	18.1%	17.2%	16.5%	43.3%	42.3%	41.9%	16.3%	16.7%	17.3%	13.6%	14.1%	14.5%	8.8%	9.7%	9.7%	50,318	40,853	41,773	227	218	198
5 or more years	18.4%	17.4%	16.7%	41.7%	41.3%	41.3%	16.1%	16.0%	16.3%	14.0%	14.7%	14.9%	9.8%	10.6%	10.7%	333,810	280,769	286,339	1,259	1,100	1,229

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	17.1%	16.5%	41.7%	41.3%	41.2%	16.5%	16.5%	16.7%	14.1%	14.6%	15.0%	9.8%	10.5%	10.5%	475,916	394,751	406,246	1,928	1,759	1,945
Self-Identify as:																					
Heterosexual	19.2%	18.2%	17.4%	42.7%	42.3%	42.1%	15.8%	15.8%	16.2%	13.4%	13.9%	14.4%	9.0%	9.8%	9.8%	359,537	298,947	308,138	1,280	1,147	1,292
LGBT*	18.4%	16.5%	16.4%	38.7%	39.5%	38.9%	15.3%	15.0%	14.9%	16.3%	16.3%	15.6%	11.3%	12.6%	14.3%	13,342	11,047	10,727	72	46	52
Prefer not to say	12.9%	12.5%	12.2%	37.5%	36.5%	36.7%	19.2%	18.6%	19.3%	16.7%	17.6%	17.6%	13.7%	14.8%	14.3%	55,802	45,536	46,342	343	317	324
Military Service																					
No Prior Military Service	17.5%	16.8%	16.1%	43.0%	42.4%	42.2%	16.5%	16.4%	16.8%	13.9%	14.5%	14.8%	9.2%	10.0%	10.0%	320,586	270,802	272,949	1,149	1,086	1,104
Currently in Guard/Reserves	19.0%	18.1%	17.5%	40.7%	41.2%	39.4%	15.1%	15.5%	16.4%	14.3%	13.1%	14.7%	10.9%	12.1%	12.0%	7,318	6,043	6,843	37	25	26
Retired Separated/Discharged	22.8%	21.6%	20.9%	42.1%	41.9%	42.2%	14.6%	15.0%	14.8%	12.3%	12.5%	13.4%	8.2%	9.0%	8.6%	49,038	38,463	41,802	194	190	196
Disability																					
Yes	18.5%	17.6%	17.4%	36.5%	36.4%	36.0%	16.4%	16.2%	16.3%	15.1%	15.6%	16.1%	13.5%	14.3%	14.1%	68,053	49,939	51,413	460	358	376
No	18.2%	17.3%	16.6%	43.1%	42.5%	42.3%	16.2%	16.2%	16.6%	13.6%	14.3%	14.7%	8.9%	9.7%	9.8%	377,812	320,587	328,740	1,305	1,232	1,375

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
Work Location																					
Headquarters	35.4%	33.9%	32.8%	49.7%	50.3%	51.1%	8.9%	9.4%	9.7%	3.7%	3.9%	4.0%	2.2%	2.5%	2.4%	177,201	154,440	155,205	533	425	480
Field	31.5%	30.4%	29.2%	52.2%	52.1%	52.5%	9.6%	10.1%	10.5%	4.1%	4.4%	4.7%	2.6%	3.0%	3.1%	278,020	227,641	238,286	832	801	902
Supervisory Status																					
Non-Supervisor	30.4%	28.9%	27.6%	52.5%	52.7%	53.3%	10.2%	10.8%	11.1%	4.2%	4.5%	4.7%	2.6%	3.1%	3.2%	301,367	250,713	258,713	1,090	1,009	1,117
Team Leader	33.6%	32.0%	31.5%	50.9%	51.5%	51.3%	8.8%	9.4%	9.9%	4.1%	4.4%	4.6%	2.6%	2.7%	2.7%	57,477	49,157	52,966	124	110	141
Supervisor	37.4%	36.7%	35.7%	50.6%	50.3%	50.7%	7.2%	7.7%	8.2%	3.0%	3.3%	3.5%	1.8%	1.9%	2.0%	62,626	51,920	52,204	106	82	82
Manager	48.2%	47.3%	45.6%	42.8%	44.0%	44.2%	5.4%	4.9%	5.6%	2.3%	2.2%	2.9%	1.3%	1.5%	1.7%	28,526	24,579	24,236	40	21	37
Senior Leader	63.6%	62.7%	59.4%	29.9%	30.2%	34.5%	3.6%	3.6%	3.5%	1.7%	1.8%	1.5%	1.2%	1.6%	1.1%	8,121	8,067	8,009	13	11	11
Sex																					
Male	32.7%	30.9%	29.7%	50.2%	50.4%	50.7%	9.8%	10.5%	11.1%	4.4%	4.8%	5.1%	2.8%	3.4%	3.5%	231,297	194,995	203,467	801	714	849
Female	33.6%	32.9%	31.8%	52.7%	52.9%	53.8%	8.5%	8.8%	8.9%	3.3%	3.4%	3.5%	2.0%	2.0%	2.0%	219,990	183,808	187,426	525	474	508
Hispanic or Latino																					
Yes	35.7%	33.9%	33.5%	48.5%	48.5%	48.4%	9.3%	9.8%	10.1%	3.8%	4.1%	4.4%	2.7%	3.7%	3.6%	39,354	33,242	33,645	128	132	150
No	32.8%	31.6%	30.3%	51.6%	51.9%	52.5%	9.3%	9.7%	10.1%	3.9%	4.2%	4.4%	2.4%	2.7%	2.7%	407,450	341,707	353,462	1,182	1,030	1,188
Race																					
American Indian/ Alaska Native	31.3%	29.9%	29.6%	50.5%	51.2%	51.0%	11.3%	11.3%	11.4%	3.8%	4.1%	4.5%	3.1%	3.5%	3.6%	9,279	7,700	8,282	42	36	34
Asian	37.1%	37.4%	35.5%	51.1%	50.8%	52.3%	7.6%	7.7%	7.9%	2.5%	2.3%	2.6%	1.8%	1.7%	1.7%	21,940	19,414	18,555	77	50	52
Black/African American	36.2%	35.4%	34.6%	50.9%	51.5%	51.6%	7.9%	8.2%	8.2%	2.8%	2.6%	3.2%	2.1%	2.2%	2.3%	64,052	57,417	59,605	187	180	201
Native Hawaiian/ Pacific Islander	32.7%	36.4%	33.5%	49.7%	49.6%	50.6%	11.3%	8.0%	10.1%	3.3%	2.5%	2.5%	3.0%	3.5%	3.4%	2,726	2,180	2,452	12	6	13
White	32.3%	30.8%	29.6%	51.6%	51.7%	52.3%	9.5%	10.0%	10.5%	4.2%	4.6%	4.8%	2.4%	2.9%	2.9%	316,890	262,315	271,965	848	768	876
Two or more races (Not Hispanic/ Latino)	32.5%	30.4%	29.2%	49.3%	48.9%	50.6%	10.5%	11.1%	11.6%	4.3%	5.5%	4.9%	3.4%	4.2%	3.8%	18,536	14,245	14,290	79	77	95

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
Age Group																					
25 and under	32.6%	33.0%	28.0%	52.1%	52.4%	56.0%	9.9%	9.1%	9.5%	3.4%	3.2%	4.3%	2.0%	2.2%	2.1%	3,876	2,830	2,761	5	6	6
26-29	32.0%	28.8%	27.5%	53.1%	53.3%	53.4%	8.2%	10.1%	10.5%	3.8%	4.8%	5.0%	2.9%	2.9%	3.6%	13,038	11,416	12,681	31	29	31
30-39	30.6%	29.1%	27.7%	52.4%	52.6%	53.2%	9.5%	9.9%	10.3%	4.6%	4.9%	5.3%	2.9%	3.4%	3.5%	91,150	75,721	74,397	231	183	206
40-49	32.6%	31.2%	30.4%	51.3%	51.6%	51.8%	9.3%	9.7%	10.1%	4.2%	4.4%	4.5%	2.6%	3.1%	3.2%	122,968	105,145	110,002	337	349	406
50-59	34.1%	33.0%	31.6%	50.8%	51.2%	52.0%	9.4%	9.7%	10.1%	3.6%	3.8%	4.0%	2.1%	2.4%	2.4%	170,744	144,428	151,065	566	508	519
60+	33.4%	32.4%	31.6%	51.2%	51.0%	51.4%	10.0%	10.6%	10.9%	3.3%	3.8%	3.8%	2.0%	2.2%	2.3%	78,270	62,023	64,125	287	259	326
Level of Education																					
Less than																					
High School	29.8%	30.1%	33.6%	50.2%	52.1%	47.1%	13.4%	9.9%	13.1%	4.6%	3.8%	2.5%	2.0%	4.1%	3.7%	431	351	396	6	5	8
H.S. Diploma/																					
GED or equiv	31.0%	30.5%	29.5%	53.9%	54.0%	54.0%	10.3%	10.5%	11.0%	3.0%	3.0%	3.1%	1.9%	2.0%	2.3%	19,341	16,139	19,158	75	55	96
Trade/Technical																					
Certificate	30.2%	28.8%	28.3%	53.2%	53.9%	52.9%	10.7%	11.1%	12.0%	3.6%	3.9%	4.0%	2.4%	2.4%	2.8%	10,723	8,091	9,484	38	38	33
Some College																					
(no degree)	32.1%	30.5%	30.2%	51.5%	51.9%	52.1%	10.3%	10.9%	10.8%	3.7%	3.8%	4.0%	2.4%	2.9%	2.9%	62,366	52,324	59,660	204	206	279
Associate's																					
Degree	30.6%	30.9%	29.5%	52.8%	51.2%	52.1%	10.3%	10.5%	11.4%	3.8%	4.3%	4.2%	2.5%	3.1%	2.8%	35,310	27,599	31,091	125	103	132
Bachelor's																					
Degree	31.7%	30.3%	29.1%	52.3%	52.5%	53.2%	9.3%	9.8%	10.0%	4.1%	4.5%	4.7%	2.6%	2.9%	3.0%	154,311	131,298	134,846	451	433	453
Master's Degree																					
Doctoral/	35.6%	34.1%	32.7%	49.8%	50.0%	50.7%	8.2%	8.7%	9.1%	4.0%	4.3%	4.6%	2.4%	2.8%	2.8%	118,837	101,149	97,539	313	271	270
Professional																					
Degree	37.9%	35.9%	34.6%	47.6%	48.9%	49.2%	8.2%	8.5%	9.1%	3.9%	4.1%	4.6%	2.3%	2.5%	2.6%	52,598	43,918	40,802	125	89	102
Pay Category																					
Federal Wage																					
System	28.7%	26.3%	27.3%	52.2%	53.0%	53.0%	11.7%	12.5%	12.5%	4.6%	4.9%	4.4%	2.9%	3.3%	2.8%	12,973	9,493	12,535	76	34	68
GS 1-6																					
GS 7-12	31.0%	30.2%	29.2%	51.7%	53.1%	53.2%	11.4%	11.2%	11.3%	3.4%	3.2%	3.7%	2.5%	2.3%	2.6%	27,286	18,460	21,687	120	97	119
GS 13-15	31.4%	30.0%	28.9%	52.9%	52.8%	53.3%	9.5%	10.1%	10.3%	3.8%	4.2%	4.4%	2.5%	2.9%	3.0%	191,946	152,081	165,082	595	555	688
SES																					
SL/ST	36.6%	35.2%	33.7%	49.1%	49.3%	50.0%	8.1%	8.5%	9.0%	4.0%	4.3%	4.6%	2.2%	2.7%	2.7%	183,778	168,526	161,516	433	445	404
Other	68.9%	70.9%	67.1%	25.4%	24.4%	27.3%	3.1%	2.3%	3.3%	1.6%	1.3%	1.4%	1.0%	1.0%	0.8%	5,669	5,760	5,694	11	0	3
	42.5%	43.7%	37.9%	42.7%	40.9%	48.5%	8.2%	8.9%	7.0%	4.7%	3.7%	4.3%	1.8%	2.9%	2.3%	2,000	1,566	1,527	2	1	3
	29.9%	29.4%	28.2%	52.4%	52.2%	52.6%	10.2%	10.6%	11.3%	4.5%	4.6%	4.9%	3.0%	3.1%	3.1%	31,021	25,663	25,433	103	88	100

SOURCE: Federal Employee Viewpoint Survey

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

Page 46

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
Time in Federal Government																					
< 1 year	40.0%	38.5%	39.1%	48.4%	50.5%	48.7%	7.2%	6.8%	8.4%	3.0%	2.7%	2.3%	1.4%	1.4%	1.5%	8,976	6,828	6,009	19	15	10
1-3 years	35.4%	34.2%	32.2%	51.2%	51.8%	52.9%	8.5%	8.6%	9.2%	3.2%	3.6%	3.7%	1.8%	1.9%	2.0%	45,131	29,754	28,110	102	72	73
4-5 years	33.3%	32.0%	30.1%	51.1%	51.3%	52.2%	9.3%	9.7%	10.3%	3.9%	4.1%	4.8%	2.5%	2.9%	2.6%	30,069	29,917	40,846	85	88	117
6-10 years	31.7%	30.2%	28.9%	51.9%	51.9%	52.6%	9.4%	10.2%	10.3%	4.4%	4.7%	4.9%	2.7%	3.0%	3.3%	108,263	91,225	87,279	333	263	288
11-14 years	31.8%	30.5%	29.1%	51.4%	51.2%	52.0%	9.6%	10.4%	10.7%	4.4%	4.5%	4.8%	2.7%	3.4%	3.4%	63,569	54,487	56,372	181	166	197
15-20 years	32.2%	30.7%	29.5%	50.7%	51.0%	52.0%	10.2%	10.3%	10.3%	4.2%	4.7%	4.7%	2.8%	3.3%	3.5%	66,040	51,376	48,405	217	189	188
> 20 years	33.7%	32.7%	32.1%	51.4%	51.5%	51.5%	9.3%	9.6%	10.1%	3.5%	3.7%	3.9%	2.2%	2.5%	2.4%	133,677	118,749	127,277	416	431	513
Time with Current Agency																					
< 1 year	39.2%	38.2%	37.2%	47.8%	48.8%	49.4%	7.8%	7.7%	8.6%	3.4%	3.4%	3.0%	1.8%	1.9%	1.8%	16,376	13,090	11,822	54	40	29
1-3 years	35.1%	33.5%	31.9%	50.6%	51.2%	52.0%	8.8%	9.2%	9.6%	3.5%	3.8%	4.1%	2.1%	2.3%	2.4%	69,579	47,405	44,315	167	125	141
4-5 years	32.3%	31.1%	29.6%	51.8%	51.6%	52.2%	9.3%	9.8%	10.2%	3.9%	4.4%	5.0%	2.6%	3.1%	3.0%	37,666	37,868	49,611	112	128	148
6-10 years	31.3%	29.6%	28.7%	51.8%	52.3%	52.6%	9.7%	10.2%	10.5%	4.5%	4.7%	4.8%	2.8%	3.2%	3.4%	113,292	97,438	95,200	346	300	320
11-20 years	31.8%	30.8%	29.9%	51.6%	51.2%	51.8%	9.7%	10.4%	10.5%	4.2%	4.4%	4.6%	2.7%	3.2%	3.2%	117,982	98,075	98,254	364	333	374
> 20 years	34.4%	33.5%	32.2%	51.2%	51.4%	51.9%	9.2%	9.3%	10.0%	3.3%	3.6%	3.7%	2.0%	2.2%	2.2%	99,354	87,163	93,868	306	293	366
Leaving																					
No	37.5%	36.3%	34.8%	51.5%	51.9%	52.6%	7.4%	7.8%	8.3%	2.5%	2.7%	2.9%	1.1%	1.3%	1.4%	315,005	258,121	262,123	583	564	591
Yes, to retire	29.0%	28.4%	27.9%	53.2%	53.4%	52.9%	11.3%	11.1%	12.0%	4.0%	4.4%	4.3%	2.5%	2.7%	2.8%	28,352	22,105	23,873	125	87	120
Yes, to other job in Govt	24.5%	23.9%	23.2%	51.4%	50.8%	51.1%	12.6%	13.1%	13.0%	6.7%	6.9%	7.2%	4.8%	5.4%	5.5%	70,228	70,007	72,744	351	329	409
Yes, to other job outside Govt	21.3%	18.6%	17.7%	48.0%	48.6%	49.5%	13.5%	14.3%	14.9%	9.6%	9.8%	10.1%	7.7%	8.7%	7.9%	19,265	13,648	15,710	111	83	98
Yes, other	20.1%	18.9%	19.1%	48.9%	48.9%	48.7%	16.0%	16.2%	16.2%	7.7%	8.4%	8.3%	7.4%	7.5%	7.6%	21,937	17,745	19,079	182	161	156
Retiring																					
Within 1 year	29.4%	28.1%	27.8%	52.1%	52.4%	51.5%	11.0%	11.7%	12.1%	4.5%	4.6%	5.1%	3.0%	3.1%	3.5%	17,035	13,447	14,702	69	61	95
Between 1-3 years	30.6%	30.3%	29.0%	52.6%	52.5%	52.9%	10.5%	10.8%	11.3%	3.8%	4.0%	4.1%	2.4%	2.5%	2.7%	46,993	37,706	39,618	185	160	176
Between 3-5 years	32.9%	31.8%	30.3%	51.7%	51.6%	52.1%	9.6%	10.1%	10.9%	3.8%	4.1%	4.2%	2.1%	2.4%	2.5%	51,030	41,885	43,169	173	155	161
5 or more years	33.5%	32.1%	30.9%	51.1%	51.3%	52.0%	9.0%	9.5%	9.8%	3.9%	4.2%	4.4%	2.4%	2.9%	2.9%	337,054	285,941	292,935	899	816	918

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.7%	31.5%	30.3%	51.4%	51.6%	52.2%	9.5%	9.9%	10.3%	3.9%	4.2%	4.4%	2.4%	2.8%	2.9%	481,130	402,835	416,802	1,459	1,337	1,495
Self-Identify as:																					
Heterosexual	34.1%	32.9%	31.6%	51.4%	51.6%	52.2%	8.8%	9.3%	9.6%	3.6%	3.8%	4.1%	2.1%	2.5%	2.5%	363,409	304,936	315,913	896	796	926
LGBT*	35.2%	33.1%	31.8%	48.2%	49.2%	49.8%	9.0%	9.6%	9.6%	4.8%	4.8%	4.9%	2.8%	3.3%	3.8%	13,498	11,259	10,993	46	39	31
Prefer not to say	26.5%	25.0%	24.0%	51.2%	51.2%	51.8%	12.9%	12.5%	13.5%	5.4%	6.5%	6.2%	4.1%	4.7%	4.5%	56,433	46,548	47,648	312	293	318
Military Service																					
No Prior Military Service	32.4%	31.3%	30.2%	52.5%	52.4%	53.0%	9.1%	9.7%	10.0%	3.8%	4.1%	4.2%	2.3%	2.6%	2.7%	323,987	276,061	279,665	871	821	859
Currently in Guard/Reserves	32.3%	31.4%	29.9%	51.0%	50.9%	51.9%	9.8%	9.5%	10.1%	3.7%	4.4%	4.9%	3.2%	3.9%	3.2%	7,384	6,107	6,950	22	24	26
Retired Separated/Discharged	38.3%	37.6%	35.5%	48.6%	48.9%	50.1%	8.0%	8.1%	8.7%	3.2%	3.4%	3.6%	1.9%	1.9%	2.1%	49,607	39,396	43,067	129	117	131
Disability																					
Yes	34.2%	32.7%	32.0%	48.2%	48.9%	49.0%	10.1%	10.5%	10.6%	4.2%	4.4%	4.7%	3.3%	3.5%	3.6%	69,020	51,190	52,999	295	243	276
No	32.8%	31.6%	30.3%	52.0%	52.0%	52.6%	9.1%	9.6%	10.0%	3.8%	4.1%	4.3%	2.2%	2.6%	2.7%	381,678	326,857	336,926	1,025	941	1,075

Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
Work Location																					
Headquarters	50.7%	49.5%	49.2%	39.5%	40.3%	40.3%	6.8%	6.9%	7.2%	1.8%	1.9%	2.0%	1.2%	1.4%	1.3%	176,464	153,023	153,711	418	430	440
Field	51.7%	50.8%	50.0%	39.3%	39.8%	40.2%	6.2%	6.3%	6.6%	1.6%	1.7%	1.8%	1.2%	1.4%	1.4%	277,034	225,762	236,320	623	629	661
Supervisory Status																					
Non-Supervisor	48.6%	47.3%	46.7%	41.0%	41.7%	42.0%	7.2%	7.4%	7.6%	1.9%	2.1%	2.1%	1.4%	1.6%	1.6%	300,227	248,696	256,500	834	868	888
Team Leader	53.7%	52.5%	52.9%	38.4%	39.4%	38.5%	5.5%	5.5%	5.8%	1.5%	1.5%	1.7%	0.9%	1.1%	1.1%	57,236	48,690	52,492	99	92	119
Supervisor	56.0%	55.8%	55.0%	37.3%	37.4%	37.9%	4.8%	4.7%	4.9%	1.1%	1.3%	1.3%	0.7%	0.9%	0.9%	62,393	51,432	51,692	70	76	72
Manager	65.3%	64.1%	62.6%	30.3%	31.2%	32.4%	3.0%	3.1%	3.3%	0.9%	0.9%	0.9%	0.5%	0.6%	0.7%	28,433	24,330	24,005	29	21	25
Senior Leader	76.0%	74.1%	72.4%	20.9%	21.8%	24.2%	2.0%	2.8%	2.2%	0.6%	0.5%	0.7%	0.5%	0.8%	0.5%	8,059	7,979	7,924	13	9	6
Sex																					
Male	51.2%	49.5%	49.0%	38.8%	39.9%	39.9%	6.8%	7.0%	7.4%	1.9%	2.0%	2.1%	1.3%	1.6%	1.7%	230,708	193,432	201,859	563	600	623
Female	51.9%	51.6%	51.1%	40.1%	40.2%	40.6%	5.7%	5.7%	5.8%	1.4%	1.5%	1.5%	0.9%	1.0%	1.0%	218,856	182,110	185,591	447	421	452
Hispanic or Latino																					
Yes	56.3%	55.6%	55.8%	35.3%	35.4%	34.9%	5.6%	5.6%	6.0%	1.4%	1.7%	1.6%	1.3%	1.7%	1.7%	39,201	32,888	33,315	104	113	119
No	51.0%	49.9%	49.3%	39.8%	40.5%	40.8%	6.4%	6.5%	6.8%	1.7%	1.8%	1.9%	1.1%	1.3%	1.3%	405,917	338,837	350,386	894	895	939
Race																					
American Indian/ Alaska Native	52.8%	52.6%	53.4%	37.9%	37.7%	38.6%	6.3%	6.3%	5.0%	1.3%	1.4%	1.5%	1.7%	2.0%	1.5%	9,252	7,683	8,182	28	21	19
Asian	53.7%	53.5%	52.0%	39.2%	38.9%	40.5%	5.5%	5.4%	5.4%	1.0%	1.2%	1.2%	0.6%	0.9%	0.9%	21,866	19,293	18,446	44	39	35
Black/African American	56.1%	55.7%	55.4%	37.0%	37.1%	37.3%	4.8%	5.0%	5.1%	1.0%	1.1%	1.0%	0.9%	1.1%	1.2%	63,838	56,882	58,967	167	173	178
Native Hawaiian/ Pacific Islander	52.9%	56.5%	54.1%	37.3%	36.2%	38.7%	7.8%	4.5%	4.3%	1.0%	1.2%	1.3%	1.0%	1.7%	1.6%	2,724	2,164	2,432	8	5	10
White	50.2%	49.1%	48.5%	40.1%	40.9%	41.0%	6.6%	6.7%	7.0%	1.8%	1.9%	2.1%	1.2%	1.4%	1.4%	315,627	260,052	269,640	627	643	680
Two or more races (Not Hispanic/ Latino)	52.6%	49.1%	49.4%	37.0%	38.2%	38.7%	6.9%	8.2%	8.0%	1.8%	2.3%	2.0%	1.7%	2.2%	1.8%	18,467	14,104	14,197	66	72	88

Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
Age Group																					
25 and under	44.4%	45.5%	45.0%	42.0%	41.6%	42.5%	9.1%	8.7%	8.3%	2.7%	2.3%	2.4%	1.7%	1.9%	1.9%	3,849	2,808	2,744	15	9	7
26-29	46.1%	45.5%	43.5%	41.3%	42.0%	42.4%	8.5%	8.2%	8.9%	2.4%	2.4%	3.0%	1.7%	1.8%	2.2%	13,003	11,330	12,646	23	32	26
30-39	48.1%	47.4%	46.9%	40.9%	40.8%	41.4%	7.2%	7.6%	7.6%	2.1%	2.4%	2.3%	1.6%	1.8%	1.8%	90,819	75,251	73,990	182	193	213
40-49	52.4%	50.8%	50.3%	38.5%	39.9%	40.0%	6.2%	6.2%	6.5%	1.7%	1.7%	1.8%	1.2%	1.4%	1.5%	122,503	104,290	109,092	306	300	335
50-59	52.5%	51.6%	50.9%	39.0%	39.5%	40.0%	6.0%	6.2%	6.3%	1.4%	1.5%	1.6%	0.9%	1.2%	1.1%	170,074	143,010	149,377	383	407	419
60+	52.7%	51.4%	51.6%	39.3%	40.2%	39.8%	5.8%	6.0%	6.2%	1.3%	1.4%	1.4%	1.0%	1.0%	1.0%	77,953	61,389	63,504	208	208	172
Level of Education																					
Less than High School	48.7%	51.4%	49.2%	33.3%	36.3%	37.4%	13.6%	8.2%	11.2%	1.6%	0.9%	0.5%	2.8%	3.2%	1.6%	435	354	399	3	5	3
H.S. Diploma/ GED or equiv	51.7%	51.3%	51.6%	40.4%	40.9%	40.6%	5.9%	5.6%	5.7%	1.0%	1.1%	1.1%	0.9%	1.0%	1.0%	19,324	15,992	18,979	35	34	63
Trade/Technical Certificate	52.5%	52.9%	51.5%	40.2%	40.1%	40.9%	5.2%	5.2%	5.7%	1.2%	0.9%	1.0%	0.9%	0.8%	0.9%	10,685	8,037	9,410	23	31	18
Some College (no degree)	53.1%	52.1%	52.1%	38.7%	39.5%	39.2%	5.8%	5.8%	6.0%	1.4%	1.3%	1.4%	1.0%	1.3%	1.3%	62,177	51,838	59,165	134	145	162
Associate's Degree	52.1%	52.0%	51.5%	39.8%	39.8%	39.9%	5.8%	5.3%	6.2%	1.3%	1.4%	1.3%	1.0%	1.4%	1.2%	35,214	27,408	30,788	90	86	106
Bachelor's Degree	49.6%	48.2%	47.8%	40.6%	41.3%	41.5%	6.8%	7.0%	7.1%	1.9%	2.0%	2.1%	1.2%	1.4%	1.5%	153,696	130,165	133,694	382	383	369
Master's Degree	50.9%	49.6%	48.5%	39.1%	39.5%	40.2%	6.8%	7.2%	7.4%	2.0%	2.2%	2.3%	1.3%	1.5%	1.5%	118,340	100,269	96,641	251	259	265
Doctoral/ Professional Degree	56.6%	54.7%	53.8%	35.6%	36.7%	37.2%	5.5%	5.6%	5.9%	1.4%	1.7%	1.8%	1.0%	1.3%	1.2%	52,293	43,538	40,431	95	89	101
Pay Category																					
Federal Wage System	50.8%	49.1%	49.1%	40.2%	42.3%	42.6%	6.6%	6.1%	6.3%	1.4%	1.2%	1.1%	1.1%	1.2%	1.0%	12,999	9,429	12,411	30	34	32
GS 1-6	51.4%	52.0%	51.3%	39.4%	39.6%	40.1%	6.8%	6.1%	6.2%	1.2%	1.3%	1.3%	1.2%	1.0%	1.1%	27,192	18,341	21,518	79	64	85
GS 7-12	50.2%	49.3%	49.0%	40.5%	40.8%	40.7%	6.5%	6.7%	6.9%	1.7%	1.8%	1.9%	1.2%	1.5%	1.5%	191,263	150,849	163,719	467	470	528
GS 13-15	52.0%	50.0%	49.3%	38.5%	39.7%	39.9%	6.4%	6.8%	7.1%	1.9%	2.1%	2.2%	1.2%	1.4%	1.4%	182,934	166,926	159,935	374	423	385
SES	80.2%	80.0%	77.5%	17.1%	17.2%	18.7%	1.8%	1.8%	2.4%	0.4%	0.5%	1.0%	0.6%	0.5%	0.4%	5,631	5,699	5,635	5	2	3
SL/ST	66.9%	63.1%	64.0%	28.2%	30.5%	32.3%	3.6%	4.2%	2.6%	0.5%	0.9%	0.8%	0.8%	1.3%	0.3%	1,986	1,548	1,521	1	2	2
Other	54.0%	54.4%	52.6%	38.2%	37.8%	38.9%	5.2%	5.2%	5.6%	1.5%	1.4%	1.6%	1.2%	1.1%	1.3%	30,925	25,462	25,254	65	55	69

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
Time in Federal Government																					
< 1 year	57.2%	57.0%	58.2%	34.6%	35.8%	35.0%	6.2%	5.1%	5.2%	1.3%	1.4%	1.1%	0.7%	0.7%	0.5%	8,945	6,775	5,984	16	14	9
1-3 years	54.2%	54.5%	53.5%	37.8%	37.5%	38.0%	5.7%	5.7%	6.0%	1.3%	1.5%	1.5%	0.9%	0.9%	0.9%	44,954	29,591	27,862	82	64	57
4-5 years	52.2%	50.9%	48.3%	38.7%	39.8%	40.9%	6.2%	6.4%	7.0%	1.6%	1.7%	2.2%	1.3%	1.3%	1.5%	29,933	29,693	40,556	73	77	99
6-10 years	50.3%	49.2%	49.0%	39.8%	40.4%	40.6%	6.8%	6.7%	6.8%	1.9%	2.1%	2.0%	1.3%	1.6%	1.6%	107,872	90,428	86,654	248	242	240
11-14 years	50.9%	49.8%	49.4%	39.6%	40.3%	40.3%	6.5%	6.5%	6.8%	1.8%	1.8%	1.9%	1.3%	1.6%	1.5%	63,379	54,060	55,949	137	150	171
15-20 years	51.3%	49.4%	49.4%	38.9%	40.3%	40.1%	6.7%	6.8%	7.0%	1.8%	1.9%	1.9%	1.3%	1.6%	1.7%	65,775	50,902	47,928	165	169	157
> 20 years	50.8%	49.9%	49.7%	40.5%	40.7%	40.8%	6.1%	6.5%	6.7%	1.5%	1.6%	1.7%	1.0%	1.2%	1.2%	133,115	117,600	125,862	307	340	368
Time with Current Agency																					
< 1 year	55.8%	54.0%	55.5%	34.9%	37.4%	36.9%	6.9%	6.0%	5.7%	1.4%	1.6%	1.2%	1.0%	1.0%	0.9%	16,339	12,999	11,755	37	30	25
1-3 years	52.8%	52.7%	51.8%	38.3%	38.2%	38.7%	6.1%	6.2%	6.5%	1.6%	1.8%	1.8%	1.1%	1.1%	1.2%	69,256	47,071	43,896	148	123	114
4-5 years	51.0%	49.8%	47.9%	39.5%	40.1%	41.1%	6.5%	6.8%	7.2%	1.6%	1.8%	2.3%	1.4%	1.5%	1.6%	37,517	37,563	49,207	91	107	136
6-10 years	50.0%	48.9%	48.8%	39.9%	40.7%	40.7%	6.8%	6.6%	6.9%	1.9%	2.1%	1.9%	1.3%	1.6%	1.6%	112,898	96,586	94,443	264	268	276
11-20 years	51.2%	49.9%	49.8%	39.7%	40.0%	40.1%	6.3%	6.7%	6.7%	1.6%	1.8%	1.8%	1.2%	1.5%	1.5%	117,562	97,291	97,440	254	274	293
> 20 years	51.7%	50.6%	49.9%	40.1%	40.8%	41.0%	5.8%	6.1%	6.5%	1.5%	1.5%	1.6%	1.0%	1.0%	1.0%	98,949	86,251	92,834	223	243	257
Leaving																					
No	56.0%	55.0%	54.4%	38.3%	38.9%	39.2%	4.5%	4.7%	4.8%	0.9%	0.9%	1.0%	0.4%	0.5%	0.6%	313,746	255,971	259,775	409	392	431
Yes, to retire	47.1%	45.8%	46.1%	42.8%	43.1%	42.8%	7.4%	7.4%	7.7%	1.6%	2.2%	1.9%	1.1%	1.5%	1.4%	28,289	21,872	23,646	67	73	64
Yes, to other job in Govt	42.5%	42.3%	41.5%	42.0%	41.9%	42.5%	10.0%	9.7%	9.9%	3.2%	3.4%	3.4%	2.4%	2.7%	2.7%	69,956	69,370	72,158	307	358	361
Yes, to other job outside Govt	39.9%	38.0%	38.0%	39.6%	40.6%	39.9%	11.2%	11.5%	12.2%	4.8%	4.8%	5.5%	4.5%	5.1%	4.4%	19,169	13,525	15,594	96	78	86
Yes, other	39.6%	39.1%	39.2%	40.8%	42.1%	40.9%	12.4%	11.3%	12.3%	3.6%	3.7%	3.8%	3.7%	3.7%	3.8%	21,881	17,611	18,881	148	150	151
Retiring																					
Within 1 year	46.6%	45.6%	45.2%	42.1%	42.5%	42.0%	7.7%	7.9%	8.3%	1.8%	2.1%	2.6%	1.7%	1.9%	2.0%	16,990	13,326	14,575	47	56	47
Between 1-3 years	48.7%	48.2%	47.6%	41.6%	42.0%	42.2%	6.9%	6.8%	7.2%	1.7%	1.8%	1.8%	1.1%	1.2%	1.2%	46,810	37,305	39,172	125	129	132
Between 3-5 years	51.7%	50.4%	50.1%	39.8%	40.3%	40.3%	6.1%	6.3%	6.8%	1.5%	1.6%	1.7%	0.9%	1.4%	1.1%	50,789	41,467	42,680	114	122	117
5 or more years	52.0%	50.9%	50.3%	39.0%	39.6%	39.9%	6.3%	6.4%	6.5%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	335,788	283,627	290,526	724	718	783

Report by Demographics

(13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	51.3%	50.2%	49.6%	39.5%	40.1%	40.4%	6.4%	6.6%	6.8%	1.7%	1.8%	1.8%	1.2%	1.4%	1.4%	479,280	399,340	413,090	1,120	1,152	1,176
Self-Identify as:																					
Heterosexual	52.6%	51.5%	51.0%	39.0%	39.7%	39.9%	5.9%	6.0%	6.2%	1.5%	1.6%	1.7%	1.0%	1.2%	1.2%	362,022	302,310	313,105	664	702	736
LGBT*	53.0%	52.8%	51.4%	36.0%	37.2%	37.2%	7.3%	6.0%	6.9%	2.0%	2.0%	2.7%	1.7%	2.0%	1.8%	13,431	11,152	10,881	39	38	36
Prefer not to say	45.6%	44.3%	43.7%	41.4%	41.9%	42.3%	8.6%	9.0%	9.3%	2.5%	2.6%	2.4%	2.0%	2.3%	2.3%	56,238	46,165	47,248	235	227	239
Military Service																					
No Prior Military Service	51.0%	50.0%	49.4%	40.2%	40.5%	40.8%	6.2%	6.5%	6.7%	1.6%	1.8%	1.8%	1.1%	1.3%	1.3%	322,586	273,708	277,151	638	694	722
Currently in Guard/Reserves	47.6%	47.7%	47.5%	41.5%	42.1%	41.4%	6.9%	6.0%	7.4%	2.3%	2.3%	1.9%	1.7%	1.8%	1.8%	7,366	6,071	6,917	13	19	21
Retired Separated/Discharged	54.6%	53.4%	53.0%	37.5%	38.8%	38.9%	5.8%	5.4%	5.8%	1.3%	1.3%	1.4%	0.9%	1.1%	0.9%	49,486	39,036	42,637	104	89	89
Disability																					
Yes	53.5%	52.9%	52.5%	36.5%	37.1%	37.1%	6.7%	6.5%	6.7%	1.7%	1.8%	1.9%	1.6%	1.8%	1.7%	68,762	50,700	52,510	246	193	207
No	51.1%	50.0%	49.4%	40.0%	40.6%	40.8%	6.2%	6.4%	6.7%	1.6%	1.8%	1.8%	1.1%	1.3%	1.3%	380,204	324,089	333,961	752	831	862

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
Work Location																					
Headquarters	25.6%	24.5%	24.1%	42.2%	41.9%	42.7%	13.2%	13.6%	13.6%	11.8%	12.4%	12.1%	7.2%	7.6%	7.5%	177,357	154,763	155,564	706	607	601
Field	23.6%	22.5%	21.9%	42.2%	42.9%	43.3%	14.2%	14.1%	14.4%	12.1%	12.4%	12.4%	7.9%	8.0%	8.0%	278,374	228,149	238,800	1,159	1,045	1,111
Supervisory Status																					
Non-Supervisor	23.4%	22.1%	21.6%	42.1%	42.4%	43.0%	14.3%	14.3%	14.6%	12.2%	12.7%	12.6%	8.1%	8.4%	8.3%	301,683	251,346	259,347	1,446	1,298	1,353
Team Leader	21.9%	21.5%	21.1%	41.5%	41.6%	41.8%	14.3%	14.6%	14.8%	13.8%	13.8%	13.7%	8.4%	8.6%	8.5%	57,491	49,195	53,065	223	189	191
Supervisor	26.7%	25.4%	25.6%	44.7%	44.7%	45.6%	12.6%	13.1%	12.5%	10.4%	10.9%	10.6%	5.7%	5.9%	5.7%	62,705	52,054	52,290	155	115	123
Manager	33.2%	31.9%	31.5%	42.3%	43.5%	43.5%	10.5%	10.5%	10.3%	9.3%	9.4%	9.8%	4.7%	4.7%	4.9%	28,586	24,616	24,285	50	39	43
Senior Leader	44.4%	42.5%	38.9%	37.1%	35.5%	39.3%	8.0%	9.6%	9.6%	7.1%	7.3%	8.1%	3.5%	5.1%	4.1%	8,135	8,082	8,022	13	13	16
Sex																					
Male	25.7%	24.3%	23.6%	43.0%	43.4%	44.1%	13.8%	14.0%	14.3%	10.5%	11.1%	10.9%	6.9%	7.2%	7.0%	231,832	195,638	204,140	835	767	824
Female	22.7%	22.0%	21.7%	41.3%	41.3%	41.8%	13.7%	13.9%	13.7%	13.9%	14.2%	14.0%	8.5%	8.6%	8.7%	219,925	184,001	187,631	1,001	852	849
Hispanic or Latino																					
Yes	26.9%	26.5%	25.9%	40.1%	39.2%	40.2%	13.1%	13.8%	14.1%	11.5%	11.5%	10.9%	8.3%	9.0%	8.9%	39,404	33,354	33,694	195	168	190
No	24.1%	23.0%	22.5%	42.5%	42.9%	43.5%	13.9%	13.9%	14.0%	12.0%	12.5%	12.4%	7.5%	7.7%	7.6%	407,889	342,435	354,286	1,618	1,417	1,457
Race																					
American Indian/ Alaska Native	23.8%	21.3%	22.1%	39.8%	41.1%	42.1%	15.2%	16.1%	14.1%	11.8%	12.1%	12.9%	9.4%	9.5%	8.9%	9,315	7,752	8,292	40	42	42
Asian	26.9%	25.9%	26.1%	43.1%	43.3%	45.1%	13.7%	14.6%	13.9%	10.0%	10.1%	9.1%	6.2%	6.1%	5.7%	21,957	19,425	18,598	79	69	62
Black/African American	28.8%	28.1%	27.5%	43.4%	44.0%	43.6%	12.0%	11.8%	12.7%	9.4%	9.6%	9.7%	6.4%	6.6%	6.5%	64,192	57,658	59,843	243	237	265
Native Hawaiian/ Pacific Islander	25.9%	27.3%	25.4%	40.2%	40.0%	42.4%	14.8%	13.8%	14.5%	11.2%	10.4%	9.8%	7.8%	8.4%	7.9%	2,723	2,199	2,455	13	7	18
White	23.5%	22.3%	21.7%	42.4%	42.5%	43.2%	14.0%	14.2%	14.2%	12.6%	13.1%	13.0%	7.6%	7.9%	8.0%	317,140	262,780	272,464	1,245	1,089	1,094
Two or more races (Not Hispanic/ Latino)	22.6%	21.5%	21.4%	38.9%	39.7%	39.2%	14.8%	14.8%	15.2%	13.3%	14.1%	14.3%	10.3%	10.0%	9.9%	18,578	14,287	14,361	105	72	91

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
Age Group																					
25 and under	25.3%	27.4%	26.1%	40.0%	41.0%	40.4%	12.6%	13.1%	14.2%	12.8%	11.1%	12.0%	9.4%	7.4%	7.3%	3,877	2,834	2,756	8	11	12
26-29	24.7%	23.6%	21.8%	39.2%	39.8%	40.4%	15.0%	14.4%	14.7%	12.6%	13.3%	13.8%	8.5%	8.9%	9.2%	13,060	11,418	12,686	30	40	50
30-39	23.7%	22.8%	22.7%	41.2%	41.2%	41.7%	14.0%	14.0%	13.8%	12.3%	13.2%	12.9%	8.8%	8.7%	8.8%	91,142	75,804	74,512	354	274	274
40-49	24.8%	23.5%	23.5%	41.9%	42.8%	43.1%	13.5%	13.6%	13.7%	12.1%	12.1%	11.9%	7.8%	8.1%	7.8%	123,057	105,390	110,241	487	426	450
50-59	24.3%	23.4%	22.4%	42.9%	43.0%	43.9%	13.9%	13.9%	14.1%	11.9%	12.2%	12.2%	7.1%	7.5%	7.3%	171,037	144,850	151,441	739	652	673
60+	23.2%	22.0%	21.5%	43.3%	43.7%	44.2%	14.8%	14.9%	15.1%	11.7%	12.3%	12.0%	6.9%	7.1%	7.1%	78,419	62,166	64,367	387	367	374
Level of Education																					
Less than																					
High School	31.2%	24.2%	28.6%	37.0%	44.8%	39.5%	18.0%	14.4%	17.8%	7.0%	9.2%	6.1%	6.8%	7.5%	8.0%	431	353	399	6	9	7
H.S. Diploma/																					
GED or equiv	23.9%	22.9%	22.9%	44.3%	44.3%	43.7%	14.1%	14.9%	15.3%	11.2%	10.7%	10.9%	6.5%	7.2%	7.2%	19,433	16,211	19,236	71	64	108
Trade/Technical																					
Certificate	21.5%	22.6%	20.9%	43.4%	42.0%	43.4%	15.1%	14.9%	16.0%	11.2%	12.8%	11.0%	8.8%	7.8%	8.7%	10,766	8,160	9,513	44	40	53
Some College																					
(no degree)	23.7%	22.8%	22.6%	41.5%	41.9%	42.3%	15.0%	14.7%	14.9%	11.8%	12.2%	12.0%	8.1%	8.5%	8.2%	62,457	52,541	59,867	275	227	302
Associate's																					
Degree	22.5%	22.3%	22.0%	42.3%	42.3%	42.5%	14.6%	14.3%	14.8%	12.4%	12.6%	12.3%	8.1%	8.5%	8.4%	35,424	27,682	31,205	145	143	147
Bachelor's																					
Degree	24.2%	22.9%	22.6%	42.7%	43.1%	43.8%	13.5%	14.0%	13.5%	11.9%	12.3%	12.5%	7.6%	7.7%	7.6%	154,397	131,551	135,086	652	595	564
Master's Degree																					
Doctoral/	25.7%	24.3%	23.4%	42.1%	42.2%	43.1%	12.9%	13.0%	13.5%	12.1%	12.8%	12.4%	7.2%	7.6%	7.5%	118,943	101,305	97,727	446	366	381
Professional																					
Degree	25.5%	24.4%	24.0%	40.9%	41.9%	42.2%	13.6%	13.4%	13.4%	12.7%	13.0%	13.1%	7.3%	7.3%	7.3%	52,554	43,918	40,832	201	177	127
Pay Category																					
Federal Wage																					
System	20.6%	19.9%	20.0%	43.0%	43.0%	44.8%	16.6%	16.1%	16.8%	11.9%	12.8%	10.9%	7.9%	8.3%	7.5%	13,039	9,546	12,602	62	30	47
GS 1-6																					
GS 7-12	23.9%	22.9%	23.3%	40.0%	40.2%	40.4%	14.8%	14.7%	15.0%	12.2%	13.1%	12.1%	9.1%	9.2%	9.2%	27,346	18,544	21,759	166	131	173
GS 13-15																					
SES	23.3%	22.4%	21.8%	42.8%	43.2%	43.2%	14.0%	14.0%	14.5%	12.2%	12.4%	12.5%	7.8%	8.0%	8.0%	192,256	152,547	165,611	802	683	795
SL/ST																					
Other	27.3%	25.8%	25.0%	42.9%	43.0%	44.4%	12.6%	13.1%	12.6%	11.0%	11.5%	11.5%	6.2%	6.5%	6.5%	183,758	168,748	161,675	696	664	560
	46.9%	45.9%	43.2%	35.9%	36.0%	37.2%	8.0%	8.4%	8.4%	6.4%	6.7%	7.9%	2.7%	3.0%	3.2%	5,684	5,753	5,693	3	3	6
	29.1%	26.0%	25.5%	37.2%	39.9%	39.5%	13.6%	15.9%	15.0%	11.5%	11.9%	13.7%	8.6%	6.3%	6.3%	2,001	1,565	1,525	5	5	10
	19.7%	19.0%	19.3%	39.4%	39.5%	39.8%	15.2%	15.3%	14.7%	15.2%	15.5%	15.8%	10.5%	10.7%	10.4%	31,073	25,708	25,505	123	125	106

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
Time in Federal Government																					
< 1 year	32.3%	30.5%	32.1%	41.8%	41.3%	41.3%	12.0%	12.3%	12.3%	9.6%	10.9%	9.9%	4.3%	4.9%	4.4%	9,004	6,828	6,025	13	22	15
1-3 years	26.7%	26.7%	25.5%	41.5%	41.1%	41.0%	13.1%	13.1%	14.2%	11.8%	12.1%	12.3%	7.0%	7.0%	7.0%	45,184	29,821	28,156	143	96	98
4-5 years	24.2%	23.3%	22.8%	40.4%	41.6%	42.3%	13.9%	13.7%	14.0%	12.8%	13.3%	13.0%	8.7%	8.2%	7.9%	30,091	29,948	40,934	113	134	163
6-10 years	23.7%	22.4%	21.8%	41.6%	42.0%	42.5%	13.8%	14.1%	14.0%	12.5%	12.9%	13.1%	8.4%	8.5%	8.8%	108,360	91,408	87,435	472	367	356
11-14 years	22.8%	21.8%	21.4%	42.1%	42.0%	42.9%	14.3%	14.6%	14.2%	12.4%	12.9%	12.7%	8.4%	8.8%	8.8%	63,597	54,605	56,490	286	256	259
15-20 years	23.3%	22.4%	22.1%	42.1%	42.4%	43.4%	14.6%	14.2%	14.3%	12.1%	12.6%	12.1%	7.9%	8.4%	8.1%	66,109	51,534	48,528	293	229	227
> 20 years	24.6%	23.4%	22.9%	44.1%	44.3%	44.8%	13.6%	13.8%	14.2%	11.2%	11.5%	11.4%	6.5%	6.9%	6.8%	133,872	119,048	127,621	541	548	584
Time with Current Agency																					
< 1 year	32.0%	29.9%	31.0%	40.6%	41.3%	41.3%	11.9%	12.4%	12.4%	10.1%	10.8%	9.8%	5.3%	5.6%	5.4%	16,433	13,118	11,862	43	53	33
1-3 years	26.6%	26.3%	25.2%	41.5%	41.4%	41.5%	12.9%	13.0%	13.9%	11.8%	12.0%	12.2%	7.2%	7.2%	7.3%	69,652	47,527	44,411	228	143	155
4-5 years	23.9%	22.9%	22.6%	40.7%	41.8%	42.5%	13.8%	13.9%	14.2%	12.9%	12.9%	12.7%	8.7%	8.5%	8.1%	37,712	37,938	49,704	145	179	215
6-10 years	23.2%	21.9%	21.7%	42.0%	42.2%	42.6%	14.1%	14.1%	14.0%	12.3%	13.2%	12.9%	8.4%	8.6%	8.8%	113,357	97,658	95,358	529	404	413
11-20 years	22.8%	21.9%	21.5%	42.6%	42.5%	43.4%	14.5%	14.6%	14.4%	12.3%	12.5%	12.6%	7.9%	8.5%	8.2%	118,106	98,259	98,528	509	469	444
> 20 years	24.6%	23.3%	22.4%	44.2%	44.5%	45.2%	13.7%	14.0%	14.2%	11.1%	11.6%	11.5%	6.4%	6.6%	6.6%	99,467	87,385	94,095	412	389	430
Leaving																					
No	27.6%	26.4%	25.8%	43.5%	43.9%	44.4%	12.9%	13.1%	13.3%	10.7%	11.1%	11.0%	5.3%	5.5%	5.5%	315,179	258,529	262,527	1,009	897	900
Yes, to retire	20.8%	19.7%	20.1%	44.0%	44.6%	44.5%	15.6%	15.4%	15.4%	12.2%	12.7%	12.4%	7.3%	7.6%	7.7%	28,432	22,176	23,984	131	111	115
Yes, to other job in Govt	18.5%	18.4%	17.6%	40.0%	40.1%	41.3%	14.9%	15.0%	14.9%	14.8%	14.8%	14.4%	11.8%	11.7%	11.7%	70,371	70,259	73,058	414	378	392
Yes, to other job outside Govt	15.6%	14.2%	13.8%	36.9%	36.7%	36.7%	15.6%	15.8%	15.8%	15.5%	16.8%	17.5%	16.4%	16.4%	16.2%	19,301	13,672	15,714	117	98	118
Yes, other	14.5%	14.0%	14.1%	36.4%	36.8%	36.8%	18.5%	17.5%	17.5%	15.7%	16.3%	16.4%	14.9%	15.5%	15.1%	21,986	17,837	19,125	203	154	181
Retiring																					
Within 1 year	21.2%	19.6%	20.2%	43.0%	44.1%	43.9%	15.4%	15.3%	15.4%	11.9%	12.6%	12.2%	8.4%	8.3%	8.3%	17,077	13,478	14,781	81	89	83
Between 1-3 years	21.9%	20.9%	20.5%	43.8%	44.7%	44.6%	14.9%	14.4%	14.9%	12.2%	12.7%	12.3%	7.2%	7.3%	7.6%	47,076	37,847	39,761	215	186	192
Between 3-5 years	23.0%	21.9%	21.5%	43.8%	43.4%	44.1%	14.3%	14.8%	14.7%	12.0%	12.4%	12.5%	6.9%	7.5%	7.2%	51,124	41,964	43,242	224	218	214
5 or more years	25.0%	23.9%	23.3%	41.9%	42.1%	42.8%	13.5%	13.7%	13.8%	12.0%	12.4%	12.3%	7.6%	7.9%	7.8%	337,320	286,516	293,494	1,321	1,130	1,191

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.2%	23.2%	22.7%	42.2%	42.5%	43.1%	14.0%	14.0%	14.1%	12.0%	12.4%	12.3%	7.7%	7.9%	7.8%	481,674	403,735	417,770	2,014	1,775	1,841
Self-Identify as:																					
Heterosexual	25.4%	24.4%	23.6%	42.8%	43.0%	43.7%	13.3%	13.5%	13.7%	11.6%	11.9%	11.9%	6.9%	7.2%	7.1%	363,806	305,588	316,596	1,278	1,178	1,187
LGBT*	23.7%	21.8%	22.9%	38.7%	39.6%	39.4%	13.9%	13.1%	12.9%	13.6%	15.0%	13.9%	10.1%	10.6%	10.9%	13,492	11,275	10,998	65	52	64
Prefer not to say	18.2%	17.2%	17.8%	39.9%	40.1%	39.9%	16.7%	16.3%	16.5%	14.3%	15.3%	14.6%	11.0%	11.0%	11.3%	56,511	46,715	47,809	389	299	335
Military Service																					
No Prior Military Service	23.6%	22.6%	22.2%	42.2%	42.2%	42.7%	13.9%	14.1%	14.0%	12.5%	13.0%	12.9%	7.8%	8.1%	8.2%	324,115	276,582	280,107	1,329	1,181	1,205
Currently in Guard/Reserves	26.5%	26.4%	25.1%	42.4%	42.4%	44.9%	13.2%	12.8%	13.2%	10.6%	11.3%	9.7%	7.4%	7.2%	7.1%	7,403	6,140	6,983	22	16	15
Retired Separated/Discharged	27.4%	26.3%	25.1%	44.1%	44.7%	45.1%	12.7%	12.6%	13.2%	10.3%	10.6%	10.7%	5.6%	5.8%	5.8%	49,754	39,509	43,208	157	148	142
Disability																					
Yes	24.4%	23.3%	22.5%	39.3%	39.5%	40.3%	14.8%	14.5%	14.9%	12.3%	12.8%	12.8%	9.3%	9.8%	9.5%	69,073	51,338	53,157	448	334	364
No	24.4%	23.3%	22.9%	43.0%	43.2%	43.6%	13.5%	13.8%	13.9%	11.9%	12.3%	12.2%	7.2%	7.4%	7.4%	382,110	327,560	337,648	1,372	1,270	1,301

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
Work Location																					
Headquarters	30.9%	29.5%	28.6%	43.1%	42.4%	43.0%	13.3%	13.7%	13.7%	6.8%	7.8%	8.1%	6.0%	6.7%	6.6%	175,394	152,594	153,418	2,815	2,753	2,628
Field	26.9%	25.8%	25.0%	43.4%	42.8%	43.0%	14.2%	14.3%	14.6%	8.2%	8.9%	9.2%	7.3%	8.3%	8.2%	276,255	226,405	236,839	3,409	2,876	2,929
Supervisory Status																					
Non-Supervisor	26.7%	25.4%	24.6%	43.4%	42.7%	43.0%	14.6%	14.8%	14.9%	7.9%	8.9%	9.3%	7.3%	8.3%	8.2%	298,639	248,400	256,429	4,684	4,225	4,086
Team Leader	29.7%	28.5%	27.8%	43.2%	42.7%	43.3%	12.7%	13.5%	13.4%	7.5%	8.2%	8.3%	6.9%	7.2%	7.2%	57,170	48,873	52,628	581	568	596
Supervisor	30.2%	29.4%	28.6%	44.5%	43.8%	44.2%	13.0%	12.9%	13.4%	7.1%	7.8%	7.8%	5.3%	6.0%	6.0%	62,268	51,613	51,863	644	550	547
Manager	36.6%	35.4%	34.1%	41.1%	41.4%	41.3%	10.9%	11.3%	11.9%	6.7%	6.7%	7.1%	4.6%	5.2%	5.5%	28,404	24,449	24,060	246	231	244
Senior Leader	48.4%	45.0%	42.4%	35.3%	34.5%	35.6%	8.2%	9.7%	11.0%	4.5%	5.3%	6.1%	3.5%	5.5%	5.0%	8,052	7,989	7,928	90	100	106
Sex																					
Male	28.4%	26.8%	25.9%	43.2%	42.7%	43.2%	14.2%	14.6%	14.8%	7.3%	8.0%	8.4%	6.9%	7.9%	7.7%	229,887	193,684	202,087	2,957	2,724	2,775
Female	28.6%	27.8%	27.0%	43.4%	42.6%	42.8%	13.3%	13.3%	13.4%	8.1%	9.0%	9.3%	6.7%	7.3%	7.5%	217,852	182,048	185,645	3,179	2,834	2,720
Hispanic or Latino																					
Yes	29.3%	27.8%	27.3%	40.5%	40.0%	40.1%	14.2%	14.2%	14.5%	8.0%	8.6%	9.1%	8.1%	9.4%	9.1%	39,084	32,998	33,394	547	468	480
No	28.4%	27.2%	26.3%	43.6%	43.0%	43.4%	13.8%	14.0%	14.1%	7.5%	8.4%	8.8%	6.6%	7.4%	7.4%	404,237	338,930	350,554	5,509	5,010	4,973
Race																					
American Indian/ Alaska Native	24.6%	23.0%	23.6%	40.7%	40.1%	40.3%	15.9%	16.5%	15.0%	9.6%	9.6%	10.3%	9.3%	10.9%	10.8%	9,224	7,674	8,203	129	131	114
Asian	28.6%	27.7%	27.3%	45.3%	44.8%	46.2%	14.3%	15.2%	14.5%	6.0%	6.6%	6.4%	5.8%	5.8%	5.6%	21,794	19,276	18,393	277	255	252
Black/African American	29.5%	28.7%	27.9%	41.1%	39.4%	40.2%	13.5%	13.5%	13.2%	7.8%	9.0%	9.2%	8.0%	9.4%	9.5%	63,511	57,022	59,149	971	883	891
Native Hawaiian/ Pacific Islander	26.0%	28.0%	26.5%	42.8%	41.9%	40.9%	16.9%	14.2%	15.9%	6.6%	7.9%	8.2%	7.7%	8.0%	8.5%	2,710	2,184	2,442	40	25	34
White	28.9%	27.5%	26.5%	44.1%	43.6%	43.9%	13.4%	13.7%	14.1%	7.5%	8.3%	8.6%	6.2%	7.0%	6.8%	314,533	260,206	269,823	4,031	3,681	3,627
Two or more races (Not Hispanic/ Latino)	25.3%	23.3%	23.4%	39.5%	40.0%	39.9%	16.1%	15.7%	16.0%	8.9%	10.2%	10.1%	10.3%	10.9%	10.5%	18,311	14,054	14,144	373	300	286

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
Age Group																					
25 and under	27.6%	28.9%	28.4%	47.8%	45.4%	44.3%	13.1%	14.1%	13.6%	5.7%	5.2%	7.1%	5.8%	6.5%	6.5%	3,775	2,729	2,688	107	105	83
26-29	29.3%	29.3%	27.1%	44.1%	42.7%	43.6%	14.4%	13.1%	13.2%	6.8%	7.4%	8.2%	5.4%	7.5%	8.0%	12,829	11,186	12,439	270	287	304
30-39	28.9%	27.1%	26.6%	43.0%	42.8%	43.0%	13.5%	13.9%	14.2%	7.5%	8.3%	8.6%	7.1%	8.0%	7.6%	89,864	74,543	73,256	1,662	1,553	1,484
40-49	28.3%	27.3%	26.5%	43.3%	42.6%	42.8%	13.5%	13.8%	14.1%	7.7%	8.4%	8.8%	7.1%	7.9%	7.8%	121,874	104,329	109,057	1,711	1,476	1,560
50-59	27.7%	26.7%	25.8%	43.4%	42.8%	43.1%	14.3%	14.4%	14.5%	7.8%	8.7%	9.1%	6.8%	7.5%	7.6%	169,815	143,610	150,143	2,117	1,866	1,816
60+	26.8%	25.9%	24.7%	43.1%	41.9%	43.3%	15.4%	15.7%	15.5%	8.2%	9.3%	9.2%	6.6%	7.3%	7.3%	78,059	61,896	63,990	811	688	714
Level of Education																					
Less than High School	27.0%	30.3%	25.6%	45.7%	42.0%	44.1%	16.5%	16.0%	15.6%	4.4%	5.1%	6.9%	6.4%	6.6%	7.8%	431	349	401	8	12	6
H.S. Diploma/ GED or equiv	28.8%	27.7%	27.1%	43.2%	42.9%	43.0%	14.1%	13.5%	13.7%	7.2%	8.4%	8.6%	6.7%	7.6%	7.6%	19,360	16,131	19,113	168	139	199
Trade/Technical Certificate	26.7%	24.3%	24.9%	43.2%	41.7%	41.5%	13.9%	16.1%	15.6%	7.7%	9.0%	9.3%	8.4%	8.9%	8.7%	10,677	8,105	9,443	131	81	101
Some College (no degree)	27.8%	26.5%	26.0%	41.1%	41.1%	40.8%	15.0%	14.1%	14.6%	8.0%	9.0%	9.3%	8.2%	9.3%	9.3%	62,002	52,148	59,411	736	621	711
Associate's Degree	26.8%	26.8%	26.2%	42.0%	40.0%	41.4%	14.7%	14.7%	14.6%	8.4%	9.2%	9.3%	8.2%	9.4%	8.6%	35,093	27,404	30,911	475	417	395
Bachelor's Degree	27.5%	26.2%	25.5%	44.6%	43.8%	44.4%	13.7%	14.2%	14.1%	7.7%	8.5%	8.7%	6.5%	7.2%	7.3%	153,301	130,439	133,911	1,865	1,734	1,704
Master's Degree	30.2%	28.7%	27.6%	43.4%	43.3%	43.7%	13.2%	13.4%	13.7%	7.2%	7.9%	8.3%	6.0%	6.7%	6.7%	117,621	99,972	96,404	1,862	1,730	1,644
Doctoral/ Professional Degree	30.5%	29.1%	27.7%	43.6%	42.4%	43.0%	13.1%	14.0%	14.6%	7.0%	8.0%	8.5%	5.8%	6.5%	6.2%	51,899	43,247	40,185	910	860	770
Pay Category																					
Federal Wage System	23.7%	23.3%	23.3%	39.9%	39.7%	41.2%	16.2%	15.2%	14.9%	9.4%	10.0%	10.4%	10.8%	11.8%	10.2%	12,905	9,417	12,446	211	157	171
GS 1-6	27.9%	26.9%	26.5%	39.8%	40.2%	39.8%	15.1%	14.4%	14.8%	8.1%	9.1%	9.7%	9.1%	9.4%	9.3%	26,931	18,214	21,449	555	448	446
GS 7-12	27.8%	26.7%	26.0%	43.8%	43.3%	43.4%	14.1%	14.3%	14.3%	7.6%	8.4%	8.7%	6.6%	7.4%	7.5%	190,453	150,903	163,900	2,656	2,304	2,393
GS 13-15	31.5%	30.0%	28.6%	44.7%	44.3%	45.0%	12.4%	13.0%	13.3%	6.6%	7.3%	7.5%	4.8%	5.5%	5.6%	182,627	167,426	160,290	2,067	2,073	1,940
SES	50.5%	47.2%	44.9%	35.2%	33.9%	34.7%	7.4%	9.2%	9.5%	4.0%	5.7%	6.2%	2.9%	3.9%	4.7%	5,635	5,719	5,639	50	43	66
SL/ST	33.7%	31.6%	29.7%	38.9%	39.2%	43.7%	10.8%	15.2%	12.8%	8.3%	7.4%	6.8%	8.3%	6.5%	7.1%	1,975	1,550	1,497	32	20	34
Other	21.5%	20.1%	20.0%	41.3%	38.2%	39.1%	15.8%	16.2%	16.2%	10.1%	12.1%	12.1%	11.3%	13.4%	12.7%	30,612	25,253	25,057	592	569	509

SOURCE: Federal Employee Viewpoint Survey

Page 58

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
Time in Federal Government																					
< 1 year	32.6%	32.4%	30.0%	42.3%	42.2%	42.8%	18.3%	18.6%	19.4%	3.7%	3.9%	4.8%	3.0%	2.8%	3.0%	8,167	6,093	5,378	842	755	656
1-3 years	31.5%	30.9%	29.6%	43.8%	42.9%	42.9%	12.9%	13.2%	13.5%	6.5%	7.2%	7.9%	5.3%	5.8%	6.1%	44,482	29,223	27,670	845	683	576
4-5 years	29.7%	28.8%	27.9%	42.0%	42.0%	43.7%	13.9%	13.9%	13.2%	7.6%	8.3%	8.3%	6.8%	7.0%	6.9%	29,726	29,574	40,440	477	515	602
6-10 years	28.2%	26.7%	26.3%	43.1%	43.0%	42.7%	13.7%	13.6%	13.9%	7.8%	8.7%	9.1%	7.1%	8.0%	8.0%	107,523	90,499	86,502	1,372	1,295	1,251
11-14 years	26.8%	25.2%	24.3%	43.3%	41.8%	42.4%	14.0%	14.4%	14.6%	8.1%	9.2%	9.6%	7.8%	9.4%	9.0%	63,172	54,191	56,031	776	680	698
15-20 years	26.8%	25.6%	24.6%	43.0%	42.1%	42.7%	14.2%	14.5%	15.2%	8.1%	9.0%	9.3%	7.9%	8.8%	8.2%	65,733	51,151	48,117	718	588	590
> 20 years	28.0%	26.9%	26.0%	43.8%	43.2%	43.6%	13.9%	14.3%	14.3%	7.8%	8.4%	8.7%	6.5%	7.1%	7.4%	133,365	118,512	126,972	1,171	1,124	1,173
Time with Current Agency																					
< 1 year	31.2%	30.6%	29.8%	41.5%	41.2%	41.5%	20.0%	20.1%	20.1%	3.9%	4.4%	5.0%	3.4%	3.6%	3.7%	14,738	11,520	10,498	1,721	1,633	1,387
1-3 years	31.4%	30.5%	29.3%	43.1%	42.1%	42.5%	13.1%	13.4%	13.5%	6.7%	7.5%	8.3%	5.7%	6.4%	6.4%	68,784	46,834	43,771	1,102	858	765
4-5 years	29.5%	27.9%	27.4%	41.9%	42.4%	43.4%	13.5%	13.3%	13.4%	7.9%	8.6%	8.4%	7.3%	7.8%	7.4%	37,443	37,658	49,261	433	447	581
6-10 years	27.8%	26.2%	25.9%	43.2%	42.9%	42.8%	13.7%	13.7%	13.7%	8.0%	8.9%	9.2%	7.4%	8.4%	8.4%	112,841	97,050	94,668	1,123	1,035	1,077
11-20 years	26.2%	25.1%	24.3%	43.6%	42.1%	42.6%	14.1%	14.5%	14.8%	8.3%	9.2%	9.6%	7.8%	9.0%	8.8%	117,674	97,782	97,936	1,056	957	960
> 20 years	28.3%	27.4%	26.0%	44.4%	43.8%	44.2%	13.7%	13.8%	14.3%	7.7%	8.4%	8.6%	6.0%	6.5%	6.8%	99,221	87,117	93,749	749	678	760
Leaving																					
No	32.7%	31.4%	30.4%	45.2%	45.1%	45.2%	12.2%	12.4%	12.8%	5.9%	6.8%	7.0%	4.0%	4.4%	4.6%	312,762	256,171	260,154	3,627	3,281	3,085
Yes, to retire	24.7%	24.2%	23.0%	45.0%	42.3%	44.4%	15.3%	15.9%	15.5%	8.4%	9.4%	9.4%	6.6%	8.2%	7.6%	28,386	22,145	23,838	215	183	239
Yes, to other job in Govt	20.3%	19.8%	19.4%	39.2%	38.3%	38.9%	17.0%	16.6%	16.6%	11.3%	11.6%	12.2%	12.2%	13.6%	12.9%	69,356	69,229	71,961	1,461	1,391	1,442
Yes, to other job outside Govt	17.4%	15.5%	15.0%	38.1%	35.9%	36.6%	16.5%	17.5%	17.8%	12.3%	13.5%	13.9%	15.7%	17.5%	16.7%	19,072	13,490	15,531	351	287	321
Yes, other	15.0%	14.9%	14.7%	35.9%	34.5%	35.5%	19.9%	20.1%	18.4%	11.9%	12.9%	13.9%	17.3%	17.6%	17.4%	21,666	17,500	18,824	543	482	479
Retiring																					
Within 1 year	24.6%	24.0%	22.6%	44.0%	41.6%	43.7%	15.1%	16.0%	15.4%	8.3%	9.3%	9.6%	7.9%	9.1%	8.7%	17,027	13,452	14,679	160	132	162
Between 1-3 years	25.7%	25.1%	23.9%	44.0%	42.8%	43.6%	14.9%	15.5%	15.5%	8.4%	9.5%	9.5%	7.0%	7.2%	7.6%	46,944	37,673	39,572	408	374	369
Between 3-5 years	26.5%	25.6%	24.4%	44.1%	43.5%	43.3%	14.8%	14.6%	15.2%	7.9%	8.8%	9.4%	6.8%	7.6%	7.6%	50,864	41,753	43,003	519	466	460
5 or more years	29.2%	27.8%	27.1%	43.1%	42.6%	43.0%	13.5%	13.7%	13.8%	7.5%	8.2%	8.6%	6.7%	7.6%	7.5%	333,773	283,055	290,012	5,040	4,584	4,466

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.9%	26.1%	43.3%	42.6%	43.1%	14.1%	14.3%	14.4%	7.7%	8.5%	8.8%	6.9%	7.7%	7.6%	477,285	399,544	413,321	6,699	6,003	5,987
Self-Identify as:																					
Heterosexual	29.6%	28.3%	27.3%	43.5%	43.0%	43.3%	13.3%	13.5%	13.7%	7.3%	8.1%	8.5%	6.3%	7.1%	7.2%	360,638	302,612	313,454	4,680	4,212	4,174
LGBT*	30.1%	28.3%	28.2%	40.2%	40.5%	40.1%	13.3%	13.3%	13.0%	8.1%	8.8%	9.8%	8.3%	9.1%	8.8%	13,338	11,099	10,823	240	220	225
Prefer not to say	21.3%	20.3%	19.9%	42.4%	40.5%	41.8%	17.2%	17.9%	17.6%	9.4%	10.4%	10.4%	9.6%	10.9%	10.2%	56,005	46,158	47,269	925	839	819
Military Service																					
No Prior Military Service	27.9%	26.5%	25.8%	44.1%	43.4%	43.7%	13.6%	13.8%	14.0%	7.9%	8.7%	9.0%	6.6%	7.5%	7.5%	321,671	274,057	277,560	3,994	3,766	3,622
Currently in Guard/Reserves	29.9%	29.6%	27.6%	41.7%	41.6%	42.5%	14.0%	12.8%	14.7%	7.6%	7.7%	8.0%	6.9%	8.4%	7.3%	7,259	5,993	6,821	165	161	169
Retired Separated/Discharged	32.6%	32.1%	30.5%	43.3%	42.5%	44.0%	13.2%	13.5%	13.1%	5.8%	6.3%	6.8%	5.1%	5.5%	5.7%	49,113	38,973	42,637	810	683	647
Disability																					
Yes	27.8%	27.0%	26.1%	39.3%	38.5%	38.9%	15.2%	15.1%	15.0%	8.3%	9.1%	9.7%	9.4%	10.3%	10.2%	68,267	50,602	52,463	1,297	1,027	997
No	28.6%	27.3%	26.4%	44.2%	43.5%	43.8%	13.5%	13.8%	14.0%	7.5%	8.3%	8.6%	6.2%	7.1%	7.1%	378,912	324,390	334,308	4,815	4,512	4,481

Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
Work Location																					
Headquarters	33.7%	32.3%	31.4%	51.0%	50.9%	51.7%	10.5%	11.2%	11.4%	3.0%	3.6%	3.5%	1.8%	2.1%	2.0%	176,797	154,068	154,872	739	758	759
Field	30.3%	29.4%	28.5%	51.5%	51.3%	51.8%	11.9%	12.5%	12.6%	3.9%	4.2%	4.3%	2.4%	2.7%	2.8%	277,642	227,475	238,087	1,118	1,044	1,157
Supervisory Status																					
Non-Supervisor	29.3%	27.8%	27.0%	52.2%	52.1%	52.5%	12.4%	13.2%	13.5%	3.8%	4.2%	4.3%	2.4%	2.7%	2.8%	300,723	250,363	258,322	1,497	1,446	1,517
Team Leader	32.1%	30.9%	30.1%	50.7%	50.5%	51.9%	10.9%	11.7%	11.2%	4.1%	4.4%	4.3%	2.2%	2.5%	2.5%	57,411	49,102	52,939	157	169	201
Supervisor	35.7%	35.4%	34.9%	51.5%	51.4%	51.7%	8.7%	8.9%	8.8%	2.7%	2.8%	3.1%	1.3%	1.7%	1.5%	62,552	51,849	52,144	158	134	138
Manager	44.1%	43.7%	42.4%	45.9%	45.8%	46.3%	6.7%	6.9%	7.7%	2.3%	2.4%	2.4%	1.0%	1.2%	1.2%	28,519	24,533	24,208	47	52	50
Senior Leader	58.3%	56.6%	54.0%	34.6%	35.1%	37.4%	4.7%	5.0%	6.2%	1.3%	1.6%	1.3%	1.0%	1.7%	1.1%	8,098	8,042	7,991	20	17	19
Sex																					
Male	30.8%	29.2%	28.3%	50.7%	50.6%	51.2%	11.9%	12.7%	12.9%	4.1%	4.5%	4.6%	2.5%	3.0%	3.0%	231,237	194,972	203,467	874	898	998
Female	32.7%	32.2%	31.3%	52.1%	51.9%	52.6%	10.6%	11.0%	11.1%	2.9%	3.2%	3.2%	1.6%	1.7%	1.9%	219,254	183,280	186,908	947	886	884
Hispanic or Latino																					
Yes	33.9%	33.2%	32.4%	47.9%	47.2%	47.5%	11.8%	12.5%	12.6%	3.8%	3.7%	4.1%	2.7%	3.3%	3.3%	39,266	33,217	33,566	208	159	202
No	31.4%	30.2%	29.3%	51.7%	51.6%	52.3%	11.3%	11.8%	12.1%	3.5%	4.0%	4.0%	2.1%	2.3%	2.4%	406,774	341,197	353,051	1,587	1,587	1,653
Race																					
American Indian/ Alaska Native	30.1%	28.4%	28.9%	48.6%	50.2%	49.2%	14.7%	14.4%	14.6%	3.7%	3.9%	3.5%	2.9%	3.1%	3.9%	9,256	7,706	8,239	53	49	51
Asian	34.3%	33.7%	32.6%	52.7%	51.9%	53.2%	9.2%	10.1%	10.0%	2.4%	2.6%	2.6%	1.4%	1.7%	1.6%	21,893	19,355	18,494	104	90	94
Black/African American	35.1%	34.8%	33.7%	51.0%	50.2%	51.1%	9.8%	10.5%	10.5%	2.2%	2.5%	2.5%	1.9%	2.0%	2.2%	63,928	57,307	59,568	273	291	276
Native Hawaiian/ Pacific Islander	32.2%	34.1%	32.1%	50.9%	49.2%	51.0%	11.8%	10.6%	11.0%	2.5%	2.6%	2.8%	2.6%	3.5%	3.1%	2,723	2,185	2,445	18	9	15
White	30.8%	29.6%	28.6%	51.5%	51.5%	52.1%	11.6%	12.1%	12.4%	4.0%	4.4%	4.4%	2.2%	2.5%	2.5%	316,410	262,028	271,664	1,121	1,128	1,221
Two or more races (Not Hispanic/ Latino)	31.7%	29.4%	29.0%	49.4%	48.6%	49.3%	12.1%	13.8%	13.3%	3.7%	4.6%	5.0%	3.1%	3.6%	3.4%	18,482	14,206	14,291	132	111	114

Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
Age Group																					
25 and under	30.6%	31.6%	29.3%	53.1%	50.6%	52.9%	10.0%	12.5%	12.3%	4.0%	3.2%	4.0%	2.3%	2.0%	1.5%	3,860	2,813	2,754	10	16	7
26-29	29.2%	28.4%	26.8%	51.5%	49.6%	50.7%	12.1%	12.9%	12.4%	4.3%	5.8%	5.4%	2.8%	3.4%	4.7%	13,014	11,378	12,647	54	49	81
30-39	29.2%	27.9%	26.8%	50.3%	49.6%	50.4%	12.2%	13.3%	13.4%	5.2%	5.7%	5.8%	3.1%	3.5%	3.6%	90,882	75,453	74,215	422	441	391
40-49	31.4%	30.4%	29.6%	50.9%	50.8%	51.2%	11.7%	12.1%	12.4%	3.8%	4.2%	4.1%	2.2%	2.6%	2.7%	122,700	105,034	109,800	516	478	579
50-59	32.5%	31.4%	30.6%	51.7%	52.1%	52.7%	11.2%	11.5%	11.7%	2.9%	3.0%	3.2%	1.7%	1.9%	1.9%	170,490	144,327	150,914	701	670	704
60+	32.0%	31.3%	30.3%	53.1%	53.0%	54.3%	11.0%	11.5%	11.5%	2.3%	2.6%	2.5%	1.5%	1.5%	1.5%	78,217	61,957	64,124	318	294	307
Level of Education																					
Less than High School	30.0%	27.1%	30.8%	47.7%	53.4%	49.7%	17.0%	12.4%	13.1%	1.6%	3.5%	1.7%	3.7%	3.6%	4.7%	428	354	393	7	7	10
H.S. Diploma/ GED or equiv	30.1%	29.2%	28.5%	51.7%	52.4%	53.1%	12.6%	12.9%	13.0%	3.2%	3.4%	3.0%	2.3%	2.1%	2.4%	19,363	16,104	19,113	76	75	139
Trade/Technical Certificate	27.7%	27.7%	26.3%	52.4%	51.3%	51.3%	13.6%	14.1%	14.8%	3.9%	3.9%	4.6%	2.4%	3.0%	3.0%	10,711	8,114	9,482	53	43	41
Some College (no degree)	31.1%	30.1%	29.7%	50.2%	50.4%	50.6%	12.6%	12.9%	13.1%	3.6%	3.7%	3.8%	2.5%	2.9%	2.8%	62,241	52,339	59,645	284	264	290
Associate's Degree	30.1%	30.3%	29.9%	51.5%	49.8%	50.4%	12.3%	12.8%	12.8%	3.8%	4.3%	4.1%	2.3%	2.8%	2.8%	35,301	27,606	31,092	140	123	151
Bachelor's Degree	31.0%	29.5%	28.6%	52.1%	52.2%	52.7%	11.1%	11.7%	11.9%	3.6%	4.2%	4.2%	2.2%	2.5%	2.6%	154,094	131,175	134,711	572	582	602
Master's Degree	33.2%	32.0%	30.8%	51.1%	50.7%	51.9%	10.3%	11.1%	11.2%	3.6%	3.9%	4.0%	1.8%	2.2%	2.1%	118,607	100,908	97,385	454	454	434
Doctoral/ Professional Degree	34.2%	32.9%	31.5%	50.8%	50.8%	51.4%	10.2%	11.0%	11.0%	3.1%	3.6%	4.1%	1.7%	1.7%	2.0%	52,374	43,727	40,636	245	242	229
Pay Category																					
Federal Wage System	26.4%	25.2%	25.4%	50.2%	49.3%	50.3%	14.9%	15.2%	15.0%	5.1%	6.1%	5.2%	3.4%	4.2%	4.0%	13,007	9,485	12,548	70	56	59
GS 1-6	30.0%	29.2%	29.1%	49.7%	50.7%	50.1%	14.2%	13.7%	14.3%	3.5%	3.5%	3.8%	2.6%	2.8%	2.7%	27,195	18,430	21,640	172	139	176
GS 7-12	30.5%	29.7%	28.7%	52.1%	52.0%	52.5%	11.4%	11.9%	12.2%	3.6%	3.9%	4.0%	2.3%	2.5%	2.7%	191,660	151,894	164,966	810	799	903
GS 13-15	34.8%	33.1%	31.9%	50.9%	50.7%	51.6%	9.6%	10.6%	10.7%	3.2%	3.7%	3.8%	1.5%	1.9%	1.9%	183,402	168,335	161,251	618	652	609
SES	62.7%	61.9%	58.7%	31.5%	31.3%	34.2%	3.8%	4.9%	4.6%	1.3%	1.3%	1.9%	0.7%	0.7%	0.6%	5,658	5,728	5,672	8	6	7
SL/ST	38.7%	39.2%	34.3%	47.0%	45.7%	49.4%	10.4%	9.8%	11.6%	3.1%	3.8%	3.4%	0.8%	1.5%	1.3%	2,000	1,553	1,522	6	7	9
Other	27.2%	26.6%	26.3%	52.8%	51.8%	52.7%	13.2%	14.3%	13.6%	4.1%	4.5%	4.5%	2.6%	2.8%	3.0%	30,936	25,581	25,360	162	153	154

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
Time in Federal Government																					
< 1 year	36.0%	35.2%	34.7%	51.4%	52.5%	51.5%	9.3%	8.9%	10.6%	2.2%	2.4%	2.0%	1.2%	1.0%	1.1%	8,892	6,725	5,925	87	96	97
1-3 years	33.6%	32.7%	31.7%	50.7%	50.2%	50.9%	10.7%	11.4%	11.5%	3.3%	3.7%	3.7%	1.9%	2.0%	2.1%	45,038	29,678	28,059	164	144	132
4-5 years	31.8%	30.5%	29.0%	49.8%	50.3%	51.0%	11.9%	12.7%	12.3%	4.2%	4.0%	4.8%	2.3%	2.6%	2.8%	29,985	29,851	40,820	145	154	171
6-10 years	30.3%	29.3%	28.4%	51.2%	50.6%	51.2%	11.7%	12.3%	12.7%	4.2%	4.8%	4.7%	2.5%	2.9%	3.0%	108,104	91,062	87,148	422	442	425
11-14 years	30.2%	28.6%	28.2%	51.3%	50.9%	51.3%	11.8%	12.8%	12.8%	4.1%	4.7%	4.4%	2.6%	3.0%	3.2%	63,491	54,473	56,308	274	241	287
15-20 years	30.9%	29.8%	29.0%	51.2%	50.9%	51.8%	12.0%	12.7%	12.6%	3.5%	3.8%	4.1%	2.4%	2.8%	2.6%	65,893	51,351	48,367	276	233	224
> 20 years	32.5%	31.6%	30.6%	52.4%	52.5%	53.2%	10.8%	11.2%	11.4%	2.7%	2.9%	3.0%	1.5%	1.8%	1.8%	133,522	118,648	127,145	481	509	588
Time with Current Agency																					
< 1 year	35.9%	34.3%	34.1%	50.6%	51.1%	51.6%	10.2%	10.7%	10.8%	2.1%	2.5%	2.2%	1.2%	1.4%	1.3%	16,229	12,904	11,672	185	203	177
1-3 years	33.8%	33.0%	31.6%	50.2%	49.9%	50.8%	10.8%	11.3%	11.6%	3.3%	3.6%	3.7%	1.9%	2.1%	2.3%	69,433	47,310	44,237	262	221	211
4-5 years	31.3%	29.9%	29.0%	50.5%	50.6%	51.0%	11.7%	12.7%	12.4%	4.1%	4.0%	4.7%	2.3%	2.7%	2.9%	37,603	37,835	49,536	160	167	211
6-10 years	30.0%	28.8%	28.2%	51.2%	51.0%	51.3%	11.9%	12.3%	12.7%	4.3%	4.9%	4.7%	2.6%	3.0%	3.1%	113,155	97,364	95,098	432	426	453
11-20 years	30.3%	29.2%	28.7%	51.9%	51.1%	51.6%	11.8%	12.8%	12.8%	3.6%	4.2%	4.2%	2.4%	2.8%	2.8%	117,794	97,982	98,224	452	430	443
> 20 years	32.6%	31.9%	30.3%	52.7%	52.9%	53.9%	10.5%	10.8%	11.2%	2.7%	2.8%	3.0%	1.4%	1.6%	1.6%	99,243	87,103	93,778	349	356	421
Leaving																					
No	35.3%	34.0%	33.0%	52.0%	52.2%	52.9%	9.2%	9.8%	10.0%	2.4%	2.8%	2.7%	1.1%	1.2%	1.3%	314,431	257,751	261,750	910	883	926
Yes, to retire	28.1%	27.1%	26.9%	54.2%	54.7%	54.5%	12.7%	12.6%	13.5%	3.0%	3.2%	3.3%	1.9%	2.4%	1.9%	28,346	22,113	23,885	112	96	120
Yes, to other job in Govt	24.8%	24.6%	23.7%	49.8%	49.0%	49.7%	15.5%	15.8%	15.7%	6.0%	6.1%	6.4%	3.9%	4.5%	4.6%	70,070	69,881	72,700	485	490	516
Yes, to other job outside Govt	21.6%	20.3%	19.2%	47.3%	45.8%	45.6%	16.3%	17.7%	17.9%	8.3%	9.2%	10.0%	6.6%	7.0%	7.3%	19,220	13,617	15,666	130	118	142
Yes, other	20.3%	20.5%	20.2%	48.7%	46.9%	47.5%	19.2%	19.2%	19.3%	6.5%	7.1%	6.9%	5.3%	6.2%	6.1%	21,911	17,733	19,024	216	212	205
Retiring																					
Within 1 year	28.6%	27.2%	26.5%	52.7%	53.2%	53.3%	12.6%	13.6%	13.8%	3.5%	3.0%	3.7%	2.4%	3.0%	2.7%	17,031	13,467	14,708	79	66	96
Between 1-3 years	29.8%	29.3%	28.2%	53.5%	53.6%	54.2%	12.0%	12.0%	12.5%	2.9%	3.1%	3.2%	1.8%	2.0%	1.8%	46,982	37,678	39,654	165	168	150
Between 3-5 years	31.5%	30.3%	29.4%	53.1%	53.1%	53.1%	10.8%	11.8%	12.4%	2.9%	3.0%	3.4%	1.6%	1.9%	1.8%	50,964	41,907	43,144	187	174	202
5 or more years	32.0%	30.8%	29.9%	50.8%	50.6%	51.3%	11.3%	11.9%	12.0%	3.8%	4.2%	4.2%	2.2%	2.5%	2.7%	336,359	285,405	292,410	1,383	1,369	1,425

Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.3%	30.3%	29.3%	51.4%	51.3%	51.9%	11.5%	12.1%	12.2%	3.6%	3.9%	4.0%	2.2%	2.4%	2.5%	480,241	402,229	416,218	2,029	1,953	2,077
Self-Identify as:																					
Heterosexual	32.7%	31.6%	30.6%	51.3%	51.2%	51.8%	10.7%	11.3%	11.5%	3.3%	3.7%	3.8%	1.9%	2.2%	2.3%	362,814	304,564	315,600	1,253	1,243	1,306
LGBT*	32.7%	30.9%	29.8%	48.9%	49.0%	49.7%	11.6%	12.0%	12.3%	4.1%	5.3%	5.1%	2.7%	2.9%	3.1%	13,464	11,233	10,942	72	52	66
Prefer not to say	25.4%	24.4%	23.8%	51.6%	50.8%	51.6%	15.1%	15.9%	15.9%	4.7%	5.1%	5.0%	3.2%	3.8%	3.7%	56,343	46,468	47,526	375	381	411
Military Service																					
No Prior Military Service	30.9%	29.9%	29.0%	52.5%	52.1%	52.7%	11.1%	11.9%	12.0%	3.6%	3.9%	4.0%	2.0%	2.3%	2.3%	323,261	275,582	279,159	1,251	1,303	1,324
Currently in Guard/Reserves	31.4%	32.6%	29.1%	49.9%	47.9%	50.2%	11.9%	11.6%	12.3%	4.0%	4.8%	4.5%	2.8%	3.1%	3.8%	7,371	6,096	6,951	35	32	29
Retired Separated/Discharged	36.3%	35.3%	33.9%	49.5%	49.5%	50.7%	10.0%	10.4%	10.7%	2.7%	2.9%	3.0%	1.5%	1.8%	1.7%	49,583	39,376	43,049	175	148	163
Disability																					
Yes	33.3%	32.5%	32.0%	48.1%	48.1%	48.5%	12.4%	12.4%	12.7%	3.4%	3.8%	3.7%	2.9%	3.2%	3.2%	68,906	51,181	52,949	405	294	341
No	31.3%	30.1%	29.1%	52.1%	51.8%	52.4%	11.1%	11.8%	12.0%	3.6%	4.0%	4.1%	2.0%	2.3%	2.4%	381,013	326,332	336,485	1,396	1,479	1,518

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
Work Location																					
Headquarters	29.7%	27.5%	26.6%	37.1%	36.4%	36.7%	16.7%	17.8%	18.3%	7.9%	8.6%	8.6%	8.5%	9.8%	9.8%	168,994	146,903	147,522	8,698	8,181	8,251
Field	26.5%	24.7%	23.5%	37.2%	36.7%	36.9%	17.2%	17.8%	18.6%	8.9%	9.7%	9.9%	10.2%	11.0%	11.2%	269,008	220,136	230,339	9,929	8,653	9,069
Supervisory Status																					
Non-Supervisor	24.9%	22.7%	21.7%	37.4%	36.7%	36.7%	18.5%	19.4%	20.1%	9.0%	9.8%	9.8%	10.3%	11.4%	11.7%	288,112	239,251	246,886	14,319	12,870	13,155
Team Leader	27.2%	25.2%	24.3%	36.8%	36.9%	37.0%	16.4%	17.3%	17.9%	9.3%	9.7%	10.1%	10.3%	10.9%	10.6%	55,314	47,120	50,864	2,301	2,216	2,307
Supervisor	33.5%	31.6%	30.3%	38.5%	38.0%	39.0%	13.9%	14.6%	15.2%	7.1%	8.0%	7.9%	7.0%	7.8%	7.6%	61,150	50,688	50,879	1,617	1,389	1,441
Manager	44.4%	42.7%	41.0%	34.4%	34.1%	35.7%	9.8%	10.4%	10.3%	5.6%	6.1%	6.6%	5.8%	6.7%	6.4%	28,152	24,240	23,837	434	386	427
Senior Leader	58.8%	54.5%	53.3%	25.9%	27.1%	28.8%	7.1%	8.3%	8.3%	3.9%	4.0%	4.5%	4.2%	6.2%	5.0%	8,054	8,004	7,936	75	76	91
Sex																					
Male	30.1%	27.6%	26.4%	37.3%	36.9%	37.0%	16.0%	16.9%	17.9%	7.6%	8.5%	8.6%	9.0%	10.1%	10.2%	223,070	187,681	195,868	9,179	8,412	8,734
Female	24.8%	23.4%	22.4%	37.1%	36.5%	36.8%	18.2%	19.0%	19.3%	9.7%	10.1%	10.3%	10.2%	11.0%	11.2%	211,279	176,280	179,678	9,113	8,181	8,276
Hispanic or Latino																					
Yes	28.2%	26.3%	25.0%	34.3%	33.7%	34.8%	17.3%	17.7%	18.1%	8.7%	9.5%	9.5%	11.5%	12.8%	12.6%	38,187	32,285	32,597	1,282	1,094	1,151
No	27.8%	25.8%	24.7%	37.6%	37.1%	37.2%	16.9%	17.8%	18.5%	8.5%	9.2%	9.3%	9.2%	10.2%	10.3%	391,915	327,988	339,351	16,781	15,288	15,647
Race																					
American Indian/ Alaska Native	21.2%	19.9%	19.0%	31.4%	31.9%	33.6%	19.9%	20.8%	20.9%	11.8%	11.1%	10.3%	15.8%	16.2%	16.0%	9,074	7,555	8,096	253	227	216
Asian	27.3%	25.9%	25.7%	41.7%	42.2%	42.7%	18.3%	18.3%	18.3%	6.4%	6.4%	6.0%	6.2%	7.3%	7.3%	21,144	18,616	17,787	854	845	804
Black/African American	25.4%	24.1%	22.7%	36.7%	35.7%	35.4%	19.2%	20.2%	21.1%	8.0%	8.8%	9.0%	10.7%	11.1%	11.8%	61,849	55,426	57,565	2,345	2,210	2,296
Native Hawaiian/ Pacific Islander	23.8%	25.3%	24.9%	37.8%	36.9%	34.8%	19.6%	17.3%	20.0%	8.9%	8.8%	9.3%	9.9%	11.7%	11.0%	2,664	2,142	2,408	70	56	56
White	29.3%	27.1%	25.8%	37.7%	37.2%	37.5%	15.8%	16.7%	17.4%	8.5%	9.2%	9.4%	8.7%	9.8%	9.9%	304,903	251,807	261,069	12,957	11,776	12,055
Two or more races (Not Hispanic/ Latino)	23.9%	21.7%	21.2%	32.2%	30.6%	31.9%	19.0%	19.3%	19.7%	10.6%	11.6%	11.8%	14.3%	16.8%	15.5%	17,843	13,708	13,748	786	613	670

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
Age Group																					
25 and under	29.8%	28.9%	27.2%	42.8%	42.0%	43.1%	12.8%	17.0%	17.8%	6.6%	5.4%	5.9%	8.0%	6.6%	6.0%	3,705	2,678	2,623	178	159	140
26-29	28.5%	25.8%	26.1%	41.4%	41.1%	39.3%	15.1%	16.3%	16.4%	7.4%	8.3%	8.8%	7.6%	8.6%	9.5%	12,427	10,810	11,997	650	641	728
30-39	28.0%	25.8%	24.8%	38.1%	37.8%	38.0%	16.0%	16.6%	16.9%	8.5%	9.4%	9.7%	9.4%	10.4%	10.7%	86,960	72,024	70,632	4,390	3,971	3,975
40-49	27.2%	25.2%	24.4%	36.6%	36.2%	36.1%	16.8%	17.8%	18.4%	8.9%	9.5%	9.4%	10.5%	11.4%	11.7%	118,329	100,977	105,636	4,969	4,617	4,750
50-59	27.2%	25.4%	24.0%	36.3%	35.9%	36.0%	18.1%	18.5%	19.6%	8.7%	9.4%	9.6%	9.8%	10.8%	10.8%	164,900	139,323	145,634	6,406	5,814	6,092
60+	26.7%	25.1%	23.8%	37.2%	36.2%	37.7%	19.2%	20.4%	20.5%	8.5%	9.1%	9.0%	8.4%	9.2%	9.0%	75,554	59,904	61,967	3,039	2,513	2,617
Level of Education																					
Less than																					
High School	21.4%	18.2%	21.6%	38.0%	40.8%	35.6%	24.8%	21.2%	20.5%	6.6%	5.0%	7.0%	9.3%	14.9%	15.3%	414	340	388	21	22	21
H.S. Diploma/																					
GED or equiv	24.3%	23.2%	21.9%	39.2%	38.1%	38.6%	20.2%	21.3%	21.9%	7.7%	8.4%	8.4%	8.6%	9.1%	9.1%	18,921	15,770	18,713	488	422	550
Trade/Technical																					
Certificate	21.3%	21.1%	19.3%	37.4%	36.7%	36.1%	21.3%	20.6%	21.3%	8.9%	9.8%	11.0%	11.1%	11.8%	12.2%	10,504	7,953	9,250	257	213	277
Some College																					
(no degree)	25.2%	23.1%	22.5%	35.6%	34.8%	35.2%	19.0%	20.2%	20.2%	9.1%	9.8%	10.1%	11.1%	12.2%	12.0%	60,652	51,075	58,113	1,838	1,539	1,861
Associate's																					
Degree	24.3%	23.4%	22.3%	36.7%	34.9%	36.5%	18.8%	19.2%	19.2%	9.4%	10.5%	9.9%	10.8%	12.1%	12.1%	34,397	26,870	30,257	1,050	860	1,000
Bachelor's																					
Degree	27.8%	25.4%	24.4%	38.5%	38.2%	38.1%	16.4%	17.4%	18.2%	8.3%	9.2%	9.3%	9.0%	9.9%	10.0%	148,642	126,352	129,551	6,191	5,626	5,823
Master's Degree																					
Doctoral/	30.9%	28.9%	27.6%	36.8%	36.6%	36.7%	15.1%	15.8%	16.8%	8.4%	8.8%	8.7%	8.9%	9.9%	10.2%	113,657	96,414	92,972	5,525	5,105	4,957
Professional																					
Degree	32.2%	30.3%	29.2%	35.9%	35.9%	35.7%	15.4%	15.8%	16.3%	7.8%	8.4%	8.8%	8.8%	9.6%	9.9%	49,678	41,203	38,260	3,053	2,872	2,657
Pay Category																					
Federal Wage																					
System	20.4%	19.1%	19.2%	35.3%	33.8%	35.4%	20.0%	20.8%	20.8%	10.8%	11.5%	11.1%	13.5%	14.8%	13.4%	12,717	9,317	12,291	347	237	310
GS 1-6	23.6%	21.7%	21.0%	35.9%	36.0%	36.5%	19.6%	21.1%	21.1%	8.7%	9.2%	9.4%	12.2%	12.0%	12.0%	26,466	17,980	21,048	911	622	781
GS 7-12	25.7%	23.7%	22.7%	38.0%	37.5%	37.2%	17.8%	18.8%	19.4%	8.7%	9.4%	9.6%	9.7%	10.6%	11.1%	185,278	146,449	158,952	7,308	6,426	6,989
GS 13-15	33.2%	31.1%	29.6%	37.1%	37.0%	37.2%	14.5%	15.2%	16.1%	7.6%	8.2%	8.4%	7.5%	8.6%	8.7%	175,612	160,971	153,962	8,588	8,235	8,053
SES	65.3%	64.9%	61.8%	22.1%	23.9%	24.9%	6.1%	5.1%	6.6%	2.9%	2.9%	3.3%	3.6%	3.1%	3.4%	5,629	5,706	5,627	56	46	59
SL/ST	35.2%	32.9%	34.2%	31.7%	33.8%	32.4%	15.3%	17.7%	16.4%	7.0%	7.3%	8.5%	10.7%	8.4%	8.5%	1,942	1,520	1,485	65	46	53
Other	23.7%	22.0%	21.4%	36.8%	34.5%	36.1%	17.9%	18.6%	18.4%	10.0%	11.3%	11.2%	11.6%	13.5%	12.8%	29,885	24,645	24,533	1,233	1,139	1,015

SOURCE: Federal Employee Viewpoint Survey

Page 66

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
Time in Federal Government																					
< 1 year	36.7%	34.8%	35.2%	40.7%	39.8%	40.7%	14.2%	16.8%	15.1%	5.0%	4.8%	4.8%	3.4%	3.8%	4.3%	8,473	6,410	5,617	523	434	408
1-3 years	31.9%	30.0%	28.6%	39.4%	38.6%	38.5%	15.3%	16.8%	17.7%	6.5%	7.2%	7.6%	6.9%	7.3%	7.6%	43,316	28,427	26,887	1,912	1,436	1,320
4-5 years	28.7%	27.3%	26.3%	37.6%	37.5%	38.5%	16.2%	17.0%	17.2%	8.3%	8.9%	8.8%	9.2%	9.3%	9.2%	28,894	28,692	39,072	1,247	1,357	1,932
6-10 years	27.3%	25.1%	23.9%	37.2%	37.1%	36.8%	16.7%	17.0%	18.2%	8.8%	9.6%	9.7%	10.0%	11.2%	11.4%	104,001	87,354	83,627	4,608	4,255	3,986
11-14 years	25.8%	24.1%	23.1%	36.4%	35.0%	35.7%	17.3%	18.5%	18.2%	9.5%	10.4%	10.3%	10.9%	12.1%	12.7%	61,120	52,343	54,204	2,689	2,409	2,423
15-20 years	25.7%	23.6%	22.6%	35.8%	34.9%	35.0%	17.7%	18.5%	19.2%	9.3%	10.3%	10.4%	11.5%	12.7%	12.7%	63,658	49,486	46,592	2,587	2,164	2,023
> 20 years	27.2%	25.3%	24.0%	36.9%	36.6%	36.8%	18.1%	18.8%	19.7%	8.5%	9.0%	9.3%	9.2%	10.3%	10.2%	129,092	114,626	122,723	4,981	4,733	5,180
Time with Current Agency																					
< 1 year	35.5%	33.4%	33.9%	39.4%	38.2%	39.0%	15.1%	17.7%	16.4%	5.4%	5.4%	4.9%	4.6%	5.2%	5.7%	15,388	12,251	10,996	1,055	903	854
1-3 years	31.3%	29.0%	27.6%	38.4%	37.8%	38.0%	15.7%	17.0%	17.4%	7.0%	7.7%	8.1%	7.7%	8.5%	8.8%	66,689	45,339	42,437	3,050	2,258	2,052
4-5 years	28.0%	26.4%	25.3%	36.9%	36.2%	37.5%	16.1%	17.2%	17.3%	8.8%	9.6%	9.3%	10.2%	10.6%	10.6%	36,302	36,402	47,540	1,474	1,655	2,273
6-10 years	26.4%	24.0%	23.2%	36.6%	36.8%	36.3%	17.1%	17.4%	18.7%	9.2%	9.9%	10.1%	10.6%	11.8%	11.8%	109,042	93,438	91,322	4,631	4,444	4,266
11-20 years	25.1%	23.6%	22.8%	36.6%	35.2%	35.5%	17.8%	18.8%	19.1%	9.5%	10.3%	10.3%	11.1%	12.2%	12.4%	113,729	94,507	94,610	4,636	4,054	4,069
> 20 years	28.0%	26.4%	24.5%	37.5%	37.5%	37.7%	17.8%	18.2%	19.4%	8.3%	8.6%	9.1%	8.5%	9.3%	9.3%	95,969	84,201	90,648	3,657	3,371	3,693
Leaving																					
No	32.3%	30.3%	29.0%	40.0%	40.0%	40.0%	16.0%	16.9%	17.7%	6.4%	6.9%	7.1%	5.4%	5.8%	6.1%	303,564	248,369	252,123	11,929	10,580	10,669
Yes, to retire	24.7%	23.0%	22.2%	39.0%	38.4%	38.5%	19.2%	19.1%	20.2%	8.8%	9.3%	9.7%	8.4%	10.1%	9.4%	27,461	21,394	23,126	1,017	845	920
Yes, to other job in Govt	18.4%	17.1%	16.1%	31.2%	29.8%	30.3%	19.1%	19.5%	20.0%	13.1%	14.2%	13.8%	18.3%	19.5%	19.7%	67,368	66,968	69,587	3,293	3,527	3,691
Yes, to other job outside Govt	17.8%	15.1%	15.8%	29.2%	28.8%	28.6%	16.5%	17.6%	17.8%	14.5%	15.0%	15.1%	22.0%	23.4%	22.7%	18,289	13,008	14,923	1,107	762	914
Yes, other	14.0%	13.0%	12.5%	27.4%	26.4%	27.2%	20.5%	21.1%	20.3%	14.2%	14.6%	15.3%	23.9%	24.9%	24.7%	20,966	16,931	18,213	1,179	1,027	1,054
Retiring																					
Within 1 year	25.2%	23.6%	22.2%	37.6%	37.4%	38.7%	17.9%	18.3%	18.5%	9.1%	9.2%	10.0%	10.1%	11.5%	10.6%	16,469	13,012	14,214	641	526	610
Between 1-3 years	25.4%	23.9%	22.8%	37.9%	37.0%	37.2%	18.7%	19.8%	20.3%	8.9%	9.5%	9.6%	9.1%	9.9%	10.1%	45,482	36,500	38,421	1,698	1,464	1,455
Between 3-5 years	26.6%	24.9%	23.3%	36.7%	36.2%	36.2%	18.3%	18.9%	19.9%	8.7%	9.6%	10.1%	9.7%	10.5%	10.5%	49,461	40,554	41,763	1,779	1,570	1,628
5 or more years	28.4%	26.3%	25.2%	37.2%	36.8%	36.9%	16.5%	17.4%	18.0%	8.4%	9.1%	9.2%	9.5%	10.4%	10.7%	323,715	274,107	280,627	14,244	12,992	13,365

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	27.4%	25.4%	24.3%	37.1%	36.7%	36.9%	17.3%	18.1%	18.7%	8.6%	9.3%	9.4%	9.6%	10.5%	10.6%	462,879	386,924	400,156	19,717	17,784	18,409
Self-Identify as:																					
Heterosexual	29.1%	27.0%	25.8%	37.8%	37.4%	37.5%	16.5%	17.3%	17.9%	8.0%	8.7%	8.9%	8.7%	9.6%	9.8%	350,509	293,659	304,168	13,849	12,536	12,950
LGBT*	28.1%	25.9%	25.1%	34.0%	33.9%	33.8%	16.0%	16.7%	16.7%	9.8%	10.5%	10.3%	12.2%	13.0%	14.1%	12,930	10,761	10,467	612	540	566
Prefer not to say	20.1%	18.3%	17.2%	34.3%	32.7%	33.3%	20.1%	21.3%	22.0%	11.1%	11.9%	12.0%	14.4%	15.8%	15.5%	53,917	44,408	45,382	2,828	2,533	2,608
Military Service																					
No Prior Military Service	26.4%	24.6%	23.5%	38.3%	37.7%	37.8%	17.6%	18.3%	19.0%	8.7%	9.3%	9.6%	9.1%	10.1%	10.1%	310,392	264,032	267,260	14,421	13,254	13,462
Currently in Guard/Reserves	32.2%	30.6%	28.3%	36.1%	35.0%	36.9%	14.7%	14.6%	15.1%	6.6%	8.2%	8.3%	10.4%	11.6%	11.4%	7,219	5,978	6,782	185	164	194
Retired Separated/Discharged	34.6%	32.4%	30.9%	36.8%	36.3%	37.2%	14.5%	15.4%	16.3%	6.7%	7.6%	7.3%	7.4%	8.3%	8.3%	48,547	38,550	42,095	1,225	1,033	1,144
Disability																					
Yes	27.0%	25.1%	24.0%	32.1%	31.7%	31.6%	17.2%	17.8%	18.7%	9.7%	10.3%	10.1%	14.1%	15.1%	15.5%	66,894	49,617	51,427	2,445	1,947	1,923
No	28.0%	25.9%	24.8%	38.4%	37.8%	38.0%	16.9%	17.8%	18.4%	8.2%	9.0%	9.2%	8.5%	9.5%	9.6%	366,960	313,687	323,216	15,745	14,534	15,022

Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
Work Location																					
Headquarters	17.9%	15.9%	15.3%	38.7%	37.9%	37.6%	21.9%	22.6%	22.6%	13.7%	14.6%	15.3%	7.8%	9.0%	9.3%	176,335	153,691	154,310	1,607	1,527	1,601
Field	15.7%	14.2%	13.3%	38.9%	38.1%	37.8%	22.3%	22.8%	23.2%	14.4%	15.4%	15.8%	8.7%	9.5%	9.9%	276,863	226,780	237,081	2,475	2,178	2,483
Supervisory Status																					
Non-Supervisor	15.5%	13.9%	13.1%	38.9%	37.8%	37.5%	22.7%	23.2%	23.3%	14.1%	15.2%	15.8%	8.9%	9.8%	10.2%	299,759	249,479	257,128	3,165	2,870	3,149
Team Leader	15.7%	13.8%	13.4%	38.5%	38.4%	37.9%	21.8%	22.6%	22.8%	15.2%	15.8%	16.2%	8.7%	9.4%	9.8%	57,256	48,993	52,774	446	403	442
Supervisor	17.9%	16.5%	15.6%	40.6%	39.7%	39.6%	21.2%	22.1%	22.2%	13.6%	14.4%	14.9%	6.6%	7.3%	7.7%	62,476	51,758	52,020	330	314	327
Manager	23.4%	21.6%	20.0%	36.9%	38.1%	37.3%	19.8%	20.2%	21.1%	13.9%	13.0%	14.5%	6.1%	7.1%	7.0%	28,493	24,552	24,129	127	105	146
Senior Leader	34.8%	31.8%	28.9%	34.9%	34.3%	33.5%	16.7%	18.5%	20.3%	9.2%	8.7%	11.1%	4.4%	6.7%	6.1%	8,078	8,032	7,955	48	48	60
Sex																					
Male	16.7%	14.8%	14.0%	38.8%	37.9%	37.4%	22.2%	22.9%	23.3%	13.7%	14.7%	15.2%	8.6%	9.6%	10.1%	230,570	194,350	202,517	1,956	1,817	2,107
Female	16.3%	15.1%	14.2%	39.2%	38.5%	38.4%	21.9%	22.4%	22.4%	14.5%	15.3%	16.0%	8.0%	8.7%	9.0%	218,732	182,860	186,305	2,039	1,822	1,914
Hispanic or Latino																					
Yes	17.5%	16.0%	14.9%	37.4%	36.7%	36.3%	22.2%	22.8%	22.9%	13.4%	14.0%	14.6%	9.4%	10.4%	11.3%	39,222	33,102	33,456	365	341	377
No	16.5%	14.9%	14.0%	39.2%	38.4%	38.1%	22.0%	22.6%	22.9%	14.1%	15.1%	15.7%	8.2%	9.1%	9.4%	405,651	340,287	351,607	3,575	3,242	3,597
Race																					
American Indian/ Alaska Native	15.2%	13.0%	13.2%	34.8%	34.2%	33.7%	23.8%	25.5%	24.7%	14.6%	14.3%	16.1%	11.6%	13.1%	12.2%	9,231	7,677	8,214	109	91	94
Asian	18.7%	17.0%	17.1%	43.6%	43.2%	42.7%	22.3%	22.2%	22.6%	9.5%	10.8%	10.8%	5.9%	6.8%	6.8%	21,810	19,279	18,448	218	208	190
Black/African American	18.4%	17.1%	16.2%	40.6%	39.8%	39.2%	20.6%	21.2%	21.7%	12.2%	13.1%	13.2%	8.2%	8.8%	9.7%	63,729	57,160	59,260	539	562	607
Native Hawaiian/ Pacific Islander	17.2%	16.5%	15.2%	38.0%	39.1%	39.3%	24.5%	22.4%	24.3%	11.9%	12.4%	13.1%	8.4%	9.6%	8.0%	2,716	2,180	2,442	28	21	26
White	16.4%	14.6%	13.7%	38.9%	38.1%	37.7%	22.0%	22.7%	22.9%	14.6%	15.6%	16.3%	8.1%	9.0%	9.4%	315,649	261,342	270,620	2,624	2,364	2,680
Two or more races (Not Hispanic/ Latino)	14.4%	12.7%	12.6%	34.2%	32.6%	33.2%	23.7%	24.6%	24.3%	15.9%	16.3%	17.5%	11.8%	13.7%	12.5%	18,441	14,177	14,240	234	177	196

Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
Age Group																					
25 and under	21.6%	20.1%	19.1%	41.6%	45.8%	45.8%	20.5%	18.8%	19.1%	10.8%	9.9%	10.6%	5.5%	5.3%	5.3%	3,857	2,810	2,749	26	28	19
26-29	19.1%	17.4%	16.4%	42.1%	41.7%	40.6%	19.1%	19.9%	20.1%	12.9%	13.3%	13.3%	6.8%	7.7%	9.5%	13,004	11,371	12,620	94	95	111
30-39	16.1%	14.7%	13.9%	38.6%	38.1%	37.4%	21.0%	21.5%	21.6%	15.1%	15.9%	16.7%	9.1%	9.9%	10.4%	90,810	75,483	74,044	741	650	707
40-49	16.2%	14.5%	14.1%	38.5%	37.4%	36.9%	21.6%	22.3%	22.7%	14.8%	15.7%	16.1%	9.0%	10.0%	10.2%	122,492	104,815	109,526	1,063	960	1,063
50-59	16.4%	14.7%	13.6%	38.8%	38.2%	37.8%	23.0%	23.2%	23.9%	13.7%	14.9%	15.5%	8.0%	9.0%	9.2%	170,013	143,789	150,168	1,595	1,476	1,658
60+	15.5%	14.4%	13.6%	39.2%	38.0%	38.4%	25.2%	26.3%	25.6%	12.8%	13.6%	14.2%	7.3%	7.8%	8.2%	77,678	61,546	63,643	862	779	849
Level of Education																					
Less than																					
High School	21.7%	14.7%	22.0%	39.7%	42.4%	40.4%	24.0%	26.7%	22.2%	6.3%	7.5%	7.8%	8.3%	8.8%	7.6%	425	343	393	11	12	6
H.S. Diploma/																					
GED or equiv	17.4%	16.0%	15.6%	43.3%	42.7%	43.4%	23.9%	23.8%	23.9%	9.5%	11.0%	10.5%	5.9%	6.5%	6.6%	19,260	16,079	19,046	177	125	206
Trade/Technical																					
Certificate	15.3%	13.9%	13.4%	41.6%	41.0%	39.0%	23.7%	24.8%	25.4%	11.5%	12.0%	13.8%	7.9%	8.4%	8.5%	10,684	8,064	9,419	100	91	102
Some College																					
(no degree)	16.3%	14.2%	13.9%	38.9%	38.3%	37.9%	23.5%	24.5%	24.5%	12.7%	13.9%	14.1%	8.6%	9.2%	9.6%	62,071	52,188	59,366	584	510	649
Associate's																					
Degree	15.9%	14.8%	14.6%	39.4%	38.1%	38.3%	23.1%	23.4%	22.9%	13.2%	13.9%	14.6%	8.3%	9.8%	9.7%	35,188	27,525	30,942	334	271	330
Bachelor's																					
Degree	16.1%	14.4%	13.5%	39.7%	38.9%	38.3%	21.7%	22.2%	22.6%	14.3%	15.3%	16.0%	8.2%	9.2%	9.6%	153,732	130,819	134,176	1,263	1,213	1,333
Master's Degree																					
Doctoral/	17.1%	15.6%	14.4%	37.4%	36.7%	36.2%	20.8%	21.2%	21.6%	15.8%	16.6%	17.3%	9.0%	9.9%	10.4%	118,366	100,723	97,118	963	883	907
Professional																					
Degree	17.6%	16.0%	14.8%	37.2%	35.5%	35.3%	22.1%	23.4%	23.3%	15.2%	16.1%	17.4%	7.9%	8.9%	9.3%	52,188	43,528	40,425	594	558	523
Pay Category																					
Federal Wage																					
System	14.0%	12.5%	13.1%	37.9%	37.4%	37.9%	24.7%	24.9%	24.7%	13.7%	14.5%	14.4%	9.6%	10.6%	9.9%	12,941	9,440	12,496	155	120	115
GS 1-6																					
GS 7-12	17.9%	16.1%	15.7%	40.3%	40.2%	39.8%	22.7%	24.0%	23.6%	11.1%	11.3%	12.5%	8.0%	8.4%	8.5%	27,064	18,388	21,504	371	236	364
GS 13-15																					
SES	15.8%	14.2%	13.4%	39.1%	38.5%	37.6%	22.2%	22.5%	23.1%	14.2%	15.1%	15.6%	8.7%	9.7%	10.2%	191,106	151,439	164,222	1,755	1,613	1,853
SL/ST																					
Other	17.7%	15.9%	14.7%	38.3%	37.2%	36.8%	21.3%	22.1%	22.2%	14.8%	15.9%	16.8%	7.8%	8.9%	9.5%	183,056	167,897	160,719	1,374	1,397	1,411
	37.1%	34.8%	30.2%	32.8%	32.9%	32.2%	16.2%	17.9%	19.9%	9.6%	10.2%	12.2%	4.3%	4.2%	5.6%	5,640	5,724	5,668	28	27	21
	20.8%	20.0%	17.2%	35.9%	33.8%	36.4%	22.2%	23.4%	21.8%	12.7%	14.5%	15.4%	8.4%	8.4%	9.1%	1,987	1,542	1,511	23	23	26
	14.2%	13.3%	12.9%	40.5%	38.8%	40.5%	23.3%	23.8%	23.0%	13.9%	15.2%	15.3%	8.2%	8.8%	8.3%	30,856	25,522	25,246	337	272	309

SOURCE: Federal Employee Viewpoint Survey

Page 70

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

Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
Time in Federal Government																					
< 1 year	25.5%	21.8%	23.4%	44.0%	44.0%	44.2%	17.7%	20.2%	18.2%	8.5%	8.7%	9.9%	4.3%	5.3%	4.3%	8,876	6,740	5,946	131	104	88
1-3 years	20.3%	19.1%	18.3%	41.7%	41.6%	40.4%	19.7%	20.6%	20.9%	11.9%	12.0%	13.1%	6.4%	6.7%	7.2%	44,933	29,580	27,948	373	298	274
4-5 years	17.2%	15.0%	14.3%	38.5%	38.7%	38.2%	21.6%	22.2%	22.0%	14.1%	15.0%	15.8%	8.5%	9.1%	9.7%	29,908	29,816	40,652	281	273	423
6-10 years	15.6%	14.1%	13.2%	38.2%	37.2%	37.0%	21.9%	22.2%	22.6%	15.1%	16.2%	16.7%	9.1%	10.3%	10.6%	107,853	90,910	86,852	969	850	868
11-14 years	14.7%	13.8%	12.7%	38.0%	36.4%	36.6%	22.6%	23.2%	23.6%	15.2%	16.4%	16.5%	9.5%	10.3%	10.7%	63,358	54,305	56,099	541	523	559
15-20 years	15.1%	13.2%	12.5%	37.6%	36.6%	36.3%	22.8%	23.5%	23.5%	15.1%	16.3%	16.7%	9.4%	10.3%	11.0%	65,759	51,202	48,132	598	488	550
> 20 years	16.2%	14.8%	13.9%	39.3%	38.6%	38.2%	23.5%	23.9%	24.2%	13.3%	14.1%	14.9%	7.6%	8.5%	8.9%	133,013	118,176	126,559	1,169	1,165	1,335
Time with Current Agency																					
< 1 year	24.6%	21.9%	22.8%	42.0%	41.4%	42.1%	18.1%	20.1%	18.7%	9.5%	10.4%	10.9%	5.8%	6.3%	5.6%	16,214	12,944	11,718	238	213	169
1-3 years	19.8%	18.4%	17.5%	40.2%	40.0%	38.9%	20.0%	20.7%	21.1%	12.8%	12.9%	13.9%	7.3%	8.0%	8.6%	69,290	47,150	44,076	563	467	430
4-5 years	16.6%	14.4%	13.8%	38.0%	37.6%	37.5%	21.3%	22.1%	22.0%	14.8%	15.8%	16.2%	9.3%	10.0%	10.6%	37,511	37,760	49,352	344	344	519
6-10 years	15.1%	13.5%	12.8%	37.7%	36.8%	36.4%	22.4%	22.8%	23.0%	15.3%	16.3%	16.8%	9.5%	10.6%	10.9%	112,883	97,128	94,740	1,009	914	958
11-20 years	14.4%	13.3%	12.5%	38.5%	37.1%	36.8%	23.1%	23.6%	23.9%	14.9%	16.1%	16.5%	9.0%	9.9%	10.3%	117,508	97,705	97,767	1,025	902	1,015
> 20 years	16.3%	15.0%	13.7%	39.9%	39.4%	39.1%	23.9%	24.1%	24.5%	12.9%	13.8%	14.6%	7.0%	7.7%	8.0%	98,835	86,760	93,331	863	831	973
Leaving																					
No	20.1%	18.4%	17.4%	43.1%	42.8%	42.5%	20.9%	21.7%	22.1%	11.2%	11.9%	12.6%	4.7%	5.2%	5.4%	313,770	257,139	260,831	2,191	1,981	2,131
Yes, to retire	14.0%	12.3%	12.3%	39.8%	38.2%	38.0%	25.5%	26.2%	26.6%	13.2%	14.6%	14.8%	7.5%	8.7%	8.3%	28,194	21,918	23,710	284	269	301
Yes, to other job in Govt	9.1%	8.3%	7.6%	30.1%	28.7%	28.0%	23.9%	23.9%	23.7%	20.6%	21.5%	22.3%	16.4%	17.6%	18.5%	69,911	69,770	72,369	897	865	1,020
Yes, to other job outside Govt	7.1%	6.1%	5.8%	27.6%	25.1%	25.1%	22.3%	23.3%	22.6%	22.9%	23.8%	24.9%	20.1%	21.7%	21.7%	19,160	13,581	15,603	261	203	252
Yes, other	6.9%	6.4%	5.6%	25.9%	26.3%	26.7%	27.1%	25.9%	26.2%	21.5%	21.7%	21.4%	18.6%	19.7%	20.1%	21,740	17,617	18,916	430	375	388
Retiring																					
Within 1 year	14.1%	12.2%	11.8%	38.3%	36.4%	37.0%	24.4%	26.2%	26.0%	13.9%	15.0%	14.8%	9.3%	10.3%	10.3%	16,927	13,334	14,602	191	179	207
Between 1-3 years	14.6%	13.3%	12.4%	39.2%	39.1%	38.5%	24.7%	25.4%	25.7%	13.5%	14.2%	14.7%	7.9%	8.0%	8.7%	46,731	37,503	39,378	440	404	455
Between 3-5 years	15.3%	13.7%	12.9%	39.2%	38.6%	37.6%	24.0%	24.6%	24.8%	13.7%	14.5%	15.8%	7.7%	8.6%	8.9%	50,790	41,699	42,899	477	445	461
5 or more years	17.0%	15.4%	14.5%	39.0%	38.1%	37.8%	21.4%	22.0%	22.2%	14.2%	15.1%	15.7%	8.4%	9.4%	9.8%	335,702	284,864	291,480	2,884	2,610	2,887

SOURCE: Federal Employee Viewpoint Survey

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

Page 71

Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.3%	14.8%	14.0%	38.9%	38.1%	37.8%	22.4%	22.9%	23.1%	14.1%	15.0%	15.6%	8.3%	9.2%	9.6%	478,928	401,073	414,506	4,395	4,002	4,422
Self-Identify as:																					
Heterosexual	17.4%	15.7%	14.8%	39.8%	39.1%	38.6%	21.6%	22.3%	22.6%	13.5%	14.5%	15.1%	7.7%	8.5%	8.9%	361,942	303,782	314,386	2,897	2,642	2,971
LGBT*	16.2%	14.6%	14.7%	35.2%	34.2%	34.6%	21.1%	22.4%	21.0%	17.0%	17.3%	17.4%	10.6%	11.5%	12.3%	13,445	11,217	10,899	118	104	126
Prefer not to say	11.7%	10.4%	9.7%	35.0%	33.6%	33.7%	25.3%	25.1%	25.4%	16.3%	17.6%	18.0%	11.7%	13.4%	13.2%	56,088	46,292	47,292	766	677	729
Military Service																					
No Prior Military Service	16.0%	14.5%	13.7%	40.0%	39.0%	38.8%	22.1%	22.8%	22.9%	14.0%	15.1%	15.6%	7.8%	8.6%	9.0%	322,422	274,885	278,151	2,829	2,648	2,814
Currently in Guard/Reserves	17.9%	15.8%	15.3%	38.9%	39.6%	38.3%	20.1%	20.1%	20.8%	13.6%	14.7%	14.9%	9.6%	9.7%	10.7%	7,368	6,116	6,923	52	42	59
Retired Separated/Discharged	19.7%	17.7%	16.4%	38.7%	37.9%	37.7%	21.4%	22.2%	22.4%	12.7%	13.9%	15.0%	7.6%	8.3%	8.5%	49,470	39,238	42,866	369	343	390
Disability																					
Yes	16.8%	15.1%	14.7%	34.9%	34.6%	33.9%	22.3%	22.6%	22.8%	14.8%	15.2%	15.8%	11.3%	12.5%	12.8%	68,579	50,941	52,707	855	629	683
No	16.5%	14.9%	14.0%	40.0%	38.9%	38.6%	22.0%	22.7%	22.9%	13.9%	14.9%	15.5%	7.7%	8.5%	8.9%	380,161	325,523	335,142	3,105	3,001	3,329

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
Work Location																					
Headquarters	32.3%	30.6%	29.7%	39.9%	39.6%	39.8%	13.0%	13.1%	13.4%	8.7%	9.6%	10.0%	6.2%	7.1%	7.1%	173,749	151,428	152,158	4,911	4,567	4,477
Field	29.0%	27.6%	26.6%	41.5%	40.9%	40.8%	13.4%	13.7%	14.2%	9.4%	10.2%	10.6%	6.6%	7.5%	7.8%	274,421	224,939	235,255	5,951	5,110	5,327
Supervisory Status																					
Non-Supervisor	28.7%	27.1%	26.1%	41.5%	40.9%	41.0%	13.8%	14.0%	14.3%	9.3%	10.3%	10.6%	6.7%	7.8%	7.9%	296,220	246,529	254,434	7,895	7,091	7,019
Team Leader	31.1%	29.4%	28.6%	40.1%	39.8%	39.7%	12.6%	13.0%	13.9%	9.4%	10.4%	10.4%	6.8%	7.4%	7.4%	56,653	48,539	52,234	1,231	1,038	1,187
Supervisor	32.5%	31.0%	30.3%	40.9%	40.9%	40.9%	12.7%	12.9%	13.0%	8.4%	9.2%	9.5%	5.5%	6.1%	6.3%	61,863	51,352	51,501	1,192	995	1,065
Manager	38.5%	37.0%	35.6%	36.8%	38.1%	36.5%	11.2%	11.2%	12.6%	7.9%	8.4%	9.4%	5.6%	5.3%	5.9%	28,279	24,309	23,973	446	452	413
Senior Leader	48.9%	45.7%	43.4%	32.8%	32.1%	33.2%	8.7%	11.1%	10.1%	5.1%	6.0%	7.0%	4.5%	5.1%	6.3%	7,992	7,946	7,859	179	182	196
Sex																					
Male	29.6%	27.5%	26.8%	41.2%	41.0%	40.9%	13.8%	14.2%	14.6%	8.8%	9.8%	10.1%	6.6%	7.5%	7.7%	228,374	192,562	200,826	4,946	4,499	4,659
Female	31.3%	30.3%	29.2%	40.6%	39.9%	40.0%	12.4%	12.5%	12.9%	9.5%	10.2%	10.6%	6.2%	7.1%	7.3%	215,894	180,564	184,031	5,811	5,087	5,067
Hispanic or Latino																					
Yes	31.7%	30.0%	29.2%	39.1%	39.2%	38.9%	13.7%	13.4%	14.4%	8.4%	9.4%	9.4%	7.0%	8.0%	8.1%	38,834	32,862	33,179	892	777	819
No	30.2%	28.7%	27.7%	41.1%	40.7%	40.7%	13.1%	13.4%	13.8%	9.2%	10.0%	10.4%	6.3%	7.2%	7.4%	401,085	336,473	347,961	9,713	8,683	8,798
Race																					
American Indian/ Alaska Native	27.9%	25.8%	26.8%	42.3%	39.7%	40.2%	13.8%	15.6%	14.5%	8.5%	10.3%	9.2%	7.5%	8.5%	9.3%	9,220	7,665	8,205	167	175	175
Asian	30.8%	30.3%	29.2%	44.1%	43.6%	44.9%	14.5%	14.8%	14.6%	6.2%	6.8%	6.6%	4.4%	4.5%	4.7%	21,574	19,085	18,220	545	493	487
Black/African American	33.2%	32.1%	31.3%	40.3%	39.5%	39.2%	11.7%	11.6%	12.4%	8.0%	8.9%	8.9%	6.8%	7.9%	8.2%	63,096	56,695	58,823	1,572	1,455	1,489
Native Hawaiian/ Pacific Islander	30.3%	30.3%	27.4%	42.1%	42.1%	43.0%	13.5%	13.5%	15.1%	7.9%	7.7%	8.2%	6.1%	6.5%	6.2%	2,688	2,173	2,437	70	43	43
White	30.2%	28.4%	27.3%	41.0%	40.7%	40.7%	13.2%	13.4%	13.9%	9.4%	10.4%	10.8%	6.2%	7.1%	7.2%	311,992	258,312	267,682	7,351	6,512	6,623
Two or more races (Not Hispanic/ Latino)	27.6%	25.9%	25.6%	37.8%	37.3%	37.1%	14.5%	15.5%	15.7%	10.5%	11.0%	11.9%	9.5%	10.3%	9.7%	18,202	13,991	14,061	527	412	426

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
Age Group																					
25 and under	30.3%	31.7%	29.0%	43.4%	43.3%	44.1%	12.9%	12.1%	13.2%	9.8%	7.4%	8.7%	3.6%	5.5%	5.1%	3,691	2,684	2,620	201	166	155
26-29	30.3%	27.9%	27.6%	43.7%	42.6%	41.3%	11.5%	12.9%	12.3%	9.0%	10.3%	11.7%	5.5%	6.2%	7.1%	12,645	11,049	12,368	475	454	408
30-39	30.1%	28.3%	26.8%	40.3%	40.1%	40.5%	12.8%	12.8%	13.5%	9.9%	11.0%	11.3%	6.8%	7.8%	8.0%	89,229	74,072	72,756	2,542	2,278	2,217
40-49	30.4%	28.5%	28.1%	40.8%	40.3%	40.3%	12.8%	13.2%	13.7%	9.4%	10.4%	10.3%	6.6%	7.7%	7.7%	121,046	103,591	108,295	2,915	2,620	2,695
50-59	29.9%	28.8%	27.8%	40.8%	40.4%	40.3%	13.8%	14.0%	14.5%	8.9%	9.7%	10.1%	6.6%	7.1%	7.4%	168,585	142,737	149,140	3,752	3,326	3,437
60+	29.3%	28.1%	27.3%	41.7%	41.1%	41.4%	15.1%	15.3%	15.3%	8.1%	8.8%	9.4%	5.8%	6.8%	6.6%	77,340	61,336	63,331	1,728	1,494	1,609
Level of Education																					
Less than																					
High School	34.1%	32.6%	35.0%	37.1%	40.2%	39.1%	16.6%	14.5%	14.5%	6.4%	5.8%	4.1%	5.8%	6.9%	7.2%	430	349	398	13	13	14
H.S. Diploma/	31.8%	30.9%	29.8%	42.8%	41.4%	43.9%	12.9%	13.7%	13.2%	7.3%	7.9%	7.2%	5.2%	6.1%	5.9%	19,164	16,002	18,997	405	334	412
GED or equiv	29.0%	27.7%	26.9%	42.5%	42.0%	41.5%	13.0%	14.0%	15.1%	8.6%	8.7%	9.3%	6.9%	7.6%	7.2%	10,601	8,062	9,384	235	157	212
Trade/Technical	30.6%	28.9%	28.3%	41.0%	40.8%	40.0%	13.6%	13.3%	14.0%	8.4%	9.4%	9.6%	6.4%	7.7%	8.1%	61,487	51,808	58,974	1,428	1,187	1,363
Certificate	29.4%	28.2%	27.9%	40.6%	40.2%	40.6%	14.0%	14.1%	14.2%	9.1%	9.7%	9.7%	6.9%	7.8%	7.7%	34,839	27,206	30,695	818	713	745
Some College	29.6%	27.8%	27.0%	41.7%	41.4%	41.2%	13.3%	13.6%	14.1%	9.3%	10.2%	10.5%	6.2%	7.1%	7.3%	152,336	129,609	133,042	3,178	3,005	2,986
(no degree)	31.1%	29.6%	28.2%	39.7%	39.1%	39.1%	12.9%	13.0%	13.5%	9.5%	10.7%	11.4%	6.8%	7.6%	7.8%	116,719	99,436	95,771	3,072	2,650	2,604
Associate's	31.4%	29.7%	27.6%	40.1%	39.1%	39.9%	12.9%	13.8%	13.6%	9.4%	10.5%	11.5%	6.2%	7.0%	7.4%	51,318	42,716	39,670	1,656	1,567	1,428
Degree																					
Degree	25.4%	24.6%	24.2%	40.9%	40.6%	41.7%	14.7%	14.8%	15.2%	10.3%	10.2%	9.8%	8.7%	9.8%	9.1%	12,787	9,380	12,391	353	228	303
Master's Degree	31.9%	30.9%	29.6%	40.2%	40.0%	41.3%	13.2%	12.9%	13.3%	7.9%	8.5%	8.7%	6.7%	7.8%	7.1%	26,690	18,127	21,249	904	646	775
Doctoral/	30.1%	28.4%	27.6%	41.8%	41.5%	41.0%	13.0%	13.4%	14.0%	8.9%	9.7%	10.1%	6.2%	7.0%	7.2%	189,107	149,843	162,750	4,502	3,940	4,074
Professional	32.2%	30.5%	29.4%	40.2%	39.7%	39.6%	12.7%	13.2%	13.5%	9.0%	10.0%	10.6%	5.9%	6.5%	6.9%	181,332	166,372	159,222	3,751	3,681	3,509
Degree	50.6%	47.0%	43.6%	31.4%	32.1%	32.2%	8.2%	9.8%	9.7%	6.0%	6.5%	8.0%	3.8%	4.7%	6.5%	5,591	5,690	5,582	107	103	133
Pay Category	33.1%	30.6%	30.0%	35.5%	37.7%	37.5%	13.8%	14.8%	14.2%	10.6%	11.2%	10.7%	7.0%	5.7%	7.6%	1,942	1,528	1,489	73	46	54
Federal Wage	23.9%	22.6%	21.8%	40.7%	38.9%	39.5%	15.7%	15.1%	15.0%	11.2%	13.1%	12.8%	8.4%	10.4%	10.8%	30,192	24,929	24,720	1,126	999	956
System																					
GS 1-6	31.9%	30.9%	29.6%	40.2%	40.0%	41.3%	13.2%	12.9%	13.3%	7.9%	8.5%	8.7%	6.7%	7.8%	7.1%	26,690	18,127	21,249	904	646	775
GS 7-12	30.1%	28.4%	27.6%	41.8%	41.5%	41.0%	13.0%	13.4%	14.0%	8.9%	9.7%	10.1%	6.2%	7.0%	7.2%	189,107	149,843	162,750	4,502	3,940	4,074
GS 13-15	32.2%	30.5%	29.4%	40.2%	39.7%	39.6%	12.7%	13.2%	13.5%	9.0%	10.0%	10.6%	5.9%	6.5%	6.9%	181,332	166,372	159,222	3,751	3,681	3,509
SES	50.6%	47.0%	43.6%	31.4%	32.1%	32.2%	8.2%	9.8%	9.7%	6.0%	6.5%	8.0%	3.8%	4.7%	6.5%	5,591	5,690	5,582	107	103	133
SL/ST	33.1%	30.6%	30.0%	35.5%	37.7%	37.5%	13.8%	14.8%	14.2%	10.6%	11.2%	10.7%	7.0%	5.7%	7.6%	1,942	1,528	1,489	73	46	54
Other	23.9%	22.6%	21.8%	40.7%	38.9%	39.5%	15.7%	15.1%	15.0%	11.2%	13.1%	12.8%	8.4%	10.4%	10.8%	30,192	24,929	24,720	1,126	999	956

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
Time in Federal Government																					
< 1 year	32.3%	30.5%	29.1%	42.1%	41.9%	44.3%	16.3%	17.6%	16.8%	6.5%	6.4%	7.0%	2.7%	3.7%	2.7%	7,541	5,595	4,921	1,489	1,278	1,132
1-3 years	31.6%	31.7%	29.3%	42.2%	41.2%	41.4%	12.3%	12.4%	13.3%	8.8%	9.0%	9.8%	5.1%	5.8%	6.1%	44,156	29,049	27,442	1,291	954	884
4-5 years	31.5%	29.4%	28.1%	40.1%	40.3%	41.2%	12.2%	13.2%	12.8%	9.5%	10.1%	10.8%	6.7%	7.1%	7.1%	29,596	29,495	40,274	700	705	923
6-10 years	29.9%	28.3%	27.5%	40.7%	40.0%	40.0%	12.9%	13.0%	13.6%	9.6%	10.9%	10.9%	6.8%	7.8%	8.0%	106,959	90,038	86,026	2,206	2,082	1,999
11-14 years	29.1%	26.8%	26.1%	40.8%	40.5%	40.4%	13.5%	13.9%	14.1%	9.4%	10.7%	10.7%	7.2%	8.1%	8.7%	62,819	53,926	55,711	1,306	1,156	1,192
15-20 years	29.3%	27.8%	27.0%	40.7%	40.2%	40.0%	13.7%	13.5%	14.3%	9.3%	10.4%	10.6%	7.0%	8.1%	8.1%	65,339	50,868	47,893	1,295	1,078	1,020
> 20 years	30.6%	29.2%	28.3%	40.9%	40.7%	40.4%	13.8%	14.0%	14.5%	8.5%	9.1%	9.6%	6.3%	7.0%	7.2%	132,240	117,640	125,933	2,598	2,445	2,691
Time with Current Agency																					
< 1 year	32.5%	31.2%	30.1%	41.0%	40.5%	42.1%	15.9%	16.3%	16.4%	7.0%	7.3%	7.2%	3.6%	4.7%	4.2%	13,691	10,768	9,773	2,830	2,445	2,156
1-3 years	31.8%	31.2%	29.3%	41.2%	40.7%	40.4%	12.4%	12.4%	13.2%	9.0%	9.2%	10.2%	5.6%	6.5%	6.8%	68,475	46,617	43,530	1,598	1,224	1,140
4-5 years	31.3%	29.2%	28.2%	39.7%	39.8%	40.7%	12.1%	13.1%	12.7%	9.6%	10.6%	10.7%	7.2%	7.4%	7.7%	37,355	37,572	49,155	642	697	906
6-10 years	29.8%	27.8%	27.3%	40.6%	40.2%	40.0%	13.1%	13.1%	13.7%	9.5%	10.9%	10.9%	7.1%	8.0%	8.2%	112,338	96,592	94,208	1,911	1,850	1,840
11-20 years	28.7%	27.1%	26.4%	41.3%	40.5%	40.3%	13.7%	13.9%	14.3%	9.3%	10.6%	10.7%	7.0%	7.9%	8.3%	116,934	97,329	97,402	2,084	1,784	1,863
> 20 years	30.8%	29.4%	28.2%	41.2%	41.1%	41.0%	13.8%	14.1%	14.6%	8.3%	8.7%	9.5%	5.9%	6.6%	6.7%	98,417	86,455	92,922	1,773	1,656	1,894
Leaving																					
No	34.2%	32.7%	31.3%	42.5%	42.4%	42.7%	12.2%	12.5%	13.1%	7.3%	8.1%	8.3%	3.9%	4.4%	4.7%	309,976	253,982	257,804	7,181	6,340	6,293
Yes, to retire	28.1%	26.5%	26.4%	43.1%	41.4%	42.3%	14.4%	16.1%	15.2%	8.4%	9.1%	9.5%	5.9%	7.0%	6.7%	28,087	21,933	23,645	552	471	527
Yes, to other job in Govt	22.8%	21.9%	21.4%	37.1%	36.1%	35.9%	14.9%	14.8%	15.0%	13.4%	14.2%	14.6%	11.8%	13.0%	13.1%	69,114	69,061	71,723	1,930	1,866	1,974
Yes, to other job outside Govt	19.6%	17.5%	17.0%	36.0%	35.0%	33.9%	15.5%	15.1%	15.6%	14.7%	15.9%	17.0%	14.2%	16.5%	16.5%	18,991	13,483	15,457	489	357	443
Yes, other	18.4%	17.1%	18.0%	36.3%	36.2%	34.4%	17.5%	17.3%	17.5%	13.1%	13.7%	14.8%	14.7%	15.7%	15.4%	21,575	17,453	18,803	695	632	578
Retiring																					
Within 1 year	28.3%	26.7%	26.6%	41.4%	40.2%	41.0%	14.3%	16.1%	14.4%	9.1%	9.5%	9.8%	6.9%	7.4%	8.2%	16,864	13,354	14,581	349	287	335
Between 1-3 years	28.9%	27.1%	26.7%	41.8%	41.8%	41.6%	14.4%	14.9%	15.1%	8.6%	9.2%	9.9%	6.3%	6.9%	6.7%	46,542	37,401	39,231	905	775	847
Between 3-5 years	29.8%	28.3%	26.9%	41.1%	41.0%	40.9%	14.1%	13.7%	14.8%	8.8%	9.7%	10.0%	6.2%	7.3%	7.4%	50,465	41,492	42,670	1,023	903	935
5 or more years	30.7%	29.1%	28.1%	40.8%	40.3%	40.4%	12.9%	13.1%	13.6%	9.2%	10.1%	10.4%	6.4%	7.3%	7.6%	331,244	281,079	287,920	8,493	7,593	7,565

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.0%	28.5%	27.6%	41.0%	40.5%	40.5%	13.4%	13.6%	14.1%	9.1%	10.0%	10.3%	6.4%	7.3%	7.5%	473,585	396,712	410,220	11,653	10,380	10,590
Self-Identify as:																					
Heterosexual	31.4%	29.8%	28.8%	41.2%	40.8%	40.8%	12.7%	13.1%	13.5%	8.7%	9.5%	9.9%	5.9%	6.8%	7.1%	357,755	300,472	311,170	8,421	7,425	7,542
LGBT*	30.6%	28.6%	27.9%	38.3%	38.4%	37.2%	13.4%	12.5%	12.5%	10.0%	11.5%	13.0%	7.7%	8.9%	9.5%	13,232	11,050	10,767	388	322	310
Prefer not to say	24.5%	22.9%	22.1%	39.5%	39.2%	39.2%	15.9%	15.6%	16.5%	11.0%	12.2%	12.4%	9.2%	10.1%	9.7%	55,639	45,874	46,890	1,475	1,340	1,397
Military Service																					
No Prior Military Service	29.8%	28.3%	27.2%	41.6%	41.0%	41.2%	13.1%	13.4%	13.8%	9.3%	10.2%	10.6%	6.2%	7.1%	7.3%	319,136	272,112	275,459	7,374	6,745	6,712
Currently in Guard/Reserves	30.5%	30.1%	27.5%	40.3%	38.3%	41.3%	14.0%	13.8%	13.4%	8.4%	9.4%	9.9%	6.9%	8.3%	7.9%	7,196	5,931	6,759	252	246	254
Retired Separated/Discharged	34.0%	33.1%	31.8%	40.1%	39.8%	39.7%	12.8%	12.7%	13.8%	7.7%	8.5%	8.6%	5.4%	6.0%	6.2%	48,662	38,758	42,300	1,377	1,028	1,154
Disability																					
Yes	30.3%	28.6%	28.3%	37.8%	38.0%	37.2%	13.6%	13.2%	14.0%	9.5%	10.4%	10.5%	8.8%	9.8%	10.0%	67,853	50,429	52,163	1,880	1,436	1,529
No	30.4%	28.8%	27.7%	41.6%	41.0%	41.2%	13.1%	13.5%	13.9%	9.0%	9.9%	10.2%	5.9%	6.8%	7.0%	375,876	321,978	331,738	8,831	8,098	8,166

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
Work Location																		
Headquarters	31.8%	29.5%	28.4%	44.9%	45.3%	46.3%	11.9%	12.8%	13.1%	8.0%	8.8%	8.8%	3.3%	3.7%	3.5%	178,478	155,903	156,553
Field	27.9%	26.3%	25.1%	46.0%	46.7%	47.0%	13.1%	13.6%	14.1%	9.1%	9.5%	9.8%	3.9%	4.0%	4.0%	280,059	229,934	240,380
Supervisory Status																		
Non-Supervisor	28.4%	26.5%	25.4%	45.0%	45.5%	46.1%	13.4%	14.1%	14.5%	9.1%	9.7%	9.8%	4.1%	4.3%	4.3%	303,751	253,482	261,260
Team Leader	27.4%	26.1%	24.5%	46.8%	46.6%	47.4%	13.0%	13.7%	14.1%	9.2%	9.9%	10.3%	3.6%	3.7%	3.6%	57,846	49,560	53,392
Supervisor	32.0%	30.0%	29.0%	47.7%	48.9%	49.2%	10.8%	10.9%	11.4%	7.1%	7.6%	7.9%	2.3%	2.6%	2.5%	62,994	52,325	52,519
Manager	35.9%	34.4%	32.4%	46.8%	47.6%	48.3%	8.9%	9.5%	10.1%	6.5%	6.3%	6.8%	1.9%	2.3%	2.3%	28,704	24,752	24,375
Senior Leader	46.3%	42.3%	41.6%	40.6%	41.2%	43.4%	6.6%	8.9%	7.4%	4.6%	5.2%	5.8%	1.9%	2.3%	1.8%	8,161	8,110	8,054
Sex																		
Male	30.5%	28.3%	27.2%	46.2%	46.9%	47.3%	12.3%	13.1%	13.5%	7.7%	8.2%	8.6%	3.3%	3.5%	3.5%	233,117	196,937	205,408
Female	27.8%	26.5%	25.1%	44.9%	45.2%	46.0%	13.1%	13.6%	14.1%	10.0%	10.5%	10.6%	4.3%	4.3%	4.2%	221,427	185,558	188,894
Hispanic or Latino																		
Yes	27.8%	26.5%	24.8%	43.5%	43.5%	43.6%	14.2%	14.8%	15.5%	9.9%	10.4%	10.7%	4.6%	4.9%	5.4%	39,688	33,618	33,980
No	29.6%	27.7%	26.5%	45.9%	46.5%	47.1%	12.4%	13.1%	13.5%	8.5%	9.1%	9.3%	3.6%	3.7%	3.6%	410,350	344,969	356,487
Race																		
American Indian/ Alaska Native	22.6%	22.1%	21.6%	41.1%	42.3%	42.0%	17.6%	17.4%	17.8%	11.8%	11.7%	12.1%	6.9%	6.5%	6.6%	9,374	7,822	8,353
Asian	29.1%	28.2%	26.2%	47.9%	47.6%	49.4%	13.0%	13.8%	14.9%	6.7%	7.1%	6.6%	3.3%	3.3%	2.9%	22,111	19,567	18,685
Black/African American	30.5%	28.2%	27.3%	45.3%	45.6%	45.9%	12.1%	13.6%	14.0%	8.1%	8.3%	8.6%	4.0%	4.4%	4.3%	64,552	58,106	60,259
Native Hawaiian/ Pacific Islander	26.2%	25.1%	25.7%	42.5%	44.7%	42.7%	16.8%	15.9%	16.7%	9.9%	8.7%	10.5%	4.7%	5.6%	4.4%	2,756	2,218	2,477
White	29.9%	28.0%	26.6%	45.9%	46.5%	47.2%	12.2%	12.7%	13.0%	8.6%	9.4%	9.6%	3.4%	3.5%	3.5%	319,009	264,676	274,144
Two or more races (Not Hispanic/ Latino)	26.1%	24.8%	23.2%	43.4%	43.0%	44.3%	14.7%	15.8%	15.9%	10.3%	10.8%	11.4%	5.5%	5.6%	5.2%	18,720	14,405	14,484

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
Age Group																		
25 and under	29.0%	27.0%	25.2%	43.9%	46.4%	47.7%	13.7%	14.2%	13.3%	8.6%	9.4%	9.9%	4.7%	3.0%	4.0%	3,897	2,845	2,776
26-29	26.7%	24.5%	23.4%	45.6%	45.2%	46.9%	13.6%	15.6%	14.9%	10.0%	10.0%	10.1%	4.1%	4.7%	4.7%	13,124	11,496	12,771
30-39	26.5%	24.7%	23.4%	45.4%	46.0%	46.8%	13.4%	14.3%	14.5%	10.1%	10.3%	10.7%	4.6%	4.6%	4.6%	91,747	76,332	74,941
40-49	28.0%	26.3%	25.0%	46.2%	46.5%	46.6%	12.7%	13.1%	14.1%	9.2%	9.9%	10.1%	4.0%	4.2%	4.1%	123,886	106,193	110,930
50-59	30.3%	28.3%	27.0%	45.5%	46.2%	46.9%	12.8%	13.2%	13.7%	8.1%	8.7%	9.0%	3.3%	3.6%	3.4%	172,112	145,982	152,485
60+	31.8%	30.7%	29.7%	45.3%	45.5%	46.7%	12.7%	13.2%	13.1%	7.4%	7.8%	7.6%	2.7%	2.7%	2.9%	78,871	62,753	64,821
Level of Education																		
Less than High School	26.2%	23.9%	27.6%	40.5%	41.6%	43.5%	20.4%	18.3%	14.3%	7.0%	9.9%	9.1%	5.9%	6.2%	5.4%	442	363	410
H.S. Diploma/ GED or equiv	26.5%	26.2%	24.4%	44.8%	43.4%	44.4%	15.1%	16.1%	16.7%	9.5%	10.1%	10.1%	4.1%	4.2%	4.5%	19,520	16,311	19,370
Trade/Technical Certificate	23.0%	22.2%	21.9%	44.7%	45.4%	44.8%	16.9%	16.4%	16.8%	10.3%	11.2%	12.0%	5.1%	4.7%	4.5%	10,813	8,222	9,585
Some College (no degree)	26.1%	24.7%	23.6%	43.8%	44.2%	44.9%	15.5%	15.7%	16.1%	10.0%	10.7%	10.7%	4.7%	4.6%	4.7%	62,820	52,945	60,272
Associate's Degree	25.5%	24.9%	23.4%	45.2%	44.9%	45.5%	14.3%	14.8%	15.1%	10.4%	11.0%	11.1%	4.6%	4.4%	4.9%	35,594	27,928	31,416
Bachelor's Degree	29.3%	27.3%	26.3%	46.6%	47.3%	48.1%	12.2%	12.8%	13.2%	8.5%	8.9%	8.9%	3.5%	3.7%	3.5%	155,407	132,557	135,951
Master's Degree	31.9%	29.9%	28.8%	46.2%	47.0%	47.6%	11.0%	11.6%	11.8%	7.8%	8.1%	8.5%	3.1%	3.4%	3.2%	119,689	102,014	98,334
Doctoral/ Professional Degree	36.4%	32.9%	31.8%	44.7%	46.3%	46.7%	9.3%	10.7%	11.3%	6.6%	7.2%	7.5%	2.9%	3.0%	2.6%	52,923	44,260	41,078
Pay Category																		
Federal Wage System	21.2%	20.6%	19.9%	45.0%	44.9%	46.6%	16.4%	17.1%	17.1%	11.5%	11.6%	10.9%	5.8%	5.8%	5.5%	13,123	9,591	12,682
GS 1-6	23.6%	22.6%	22.1%	41.3%	42.3%	42.3%	16.5%	16.7%	17.5%	12.1%	12.2%	12.2%	6.6%	6.3%	6.0%	27,526	18,739	21,962
GS 7-12	27.7%	26.0%	24.8%	45.5%	46.1%	46.5%	13.5%	14.1%	14.5%	9.3%	9.8%	10.0%	3.9%	4.0%	4.1%	193,372	153,714	166,718
GS 13-15	34.4%	32.0%	30.9%	46.6%	47.3%	48.0%	10.1%	10.8%	11.1%	6.7%	7.3%	7.4%	2.3%	2.7%	2.6%	184,948	169,981	162,650
SES	54.5%	52.0%	50.2%	37.3%	39.2%	40.6%	4.2%	5.3%	4.7%	3.2%	2.4%	3.3%	0.9%	1.0%	1.2%	5,692	5,776	5,714
SL/ST	38.0%	34.6%	29.0%	42.5%	45.6%	47.4%	9.3%	10.4%	12.7%	6.7%	7.0%	7.9%	3.4%	2.4%	2.9%	2,012	1,572	1,542
Other	27.5%	25.5%	24.1%	47.4%	47.1%	48.3%	12.8%	13.8%	13.9%	8.5%	9.5%	10.2%	3.8%	4.1%	3.5%	31,290	25,926	25,658

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
Time in Federal Government																		
< 1 year	37.7%	33.6%	33.3%	42.9%	46.0%	45.3%	10.5%	10.0%	11.8%	6.5%	7.8%	7.2%	2.5%	2.6%	2.4%	9,032	6,873	6,050
1-3 years	29.8%	28.1%	26.8%	44.5%	44.6%	45.7%	12.8%	13.7%	14.1%	8.8%	9.3%	9.5%	4.1%	4.3%	3.9%	45,433	29,985	28,317
4-5 years	28.0%	25.7%	25.3%	44.3%	46.6%	46.4%	13.5%	14.1%	13.9%	9.7%	9.8%	10.2%	4.5%	3.9%	4.2%	30,269	30,183	41,159
6-10 years	27.4%	25.8%	24.2%	45.8%	46.0%	46.6%	13.2%	14.0%	14.7%	9.6%	10.0%	10.2%	3.9%	4.2%	4.4%	109,060	92,074	88,004
11-14 years	27.4%	25.9%	24.5%	46.5%	46.9%	47.6%	13.1%	13.5%	13.8%	8.9%	9.6%	10.1%	4.2%	4.2%	4.1%	64,064	55,053	56,876
15-20 years	28.9%	27.1%	25.5%	45.7%	45.6%	46.3%	12.7%	13.4%	14.1%	8.9%	9.7%	10.0%	3.8%	4.2%	4.0%	66,542	51,903	48,861
> 20 years	32.1%	30.2%	29.1%	45.9%	46.4%	47.2%	11.8%	12.3%	12.7%	7.2%	7.9%	8.0%	2.9%	3.1%	3.0%	134,640	120,019	128,495
Time with Current Agency																		
< 1 year	37.1%	33.0%	32.8%	42.0%	45.7%	44.9%	10.8%	10.5%	11.5%	7.0%	7.4%	7.3%	3.0%	3.3%	3.4%	16,513	13,199	11,927
1-3 years	29.6%	27.9%	26.3%	44.4%	44.5%	45.1%	12.7%	13.6%	14.2%	9.0%	9.6%	10.1%	4.3%	4.4%	4.3%	70,039	47,813	44,652
4-5 years	27.8%	25.2%	24.9%	44.4%	46.0%	46.4%	13.4%	14.3%	14.0%	9.9%	10.1%	10.2%	4.5%	4.3%	4.4%	37,958	38,241	50,009
6-10 years	27.2%	25.4%	24.1%	45.9%	46.3%	46.6%	13.3%	13.9%	14.7%	9.6%	10.2%	10.3%	4.0%	4.2%	4.3%	114,131	98,399	96,024
11-20 years	28.1%	26.9%	25.3%	46.5%	46.3%	47.3%	13.0%	13.5%	13.9%	8.6%	9.4%	9.7%	3.7%	3.9%	3.8%	118,871	99,062	99,184
> 20 years	33.0%	31.1%	29.8%	46.5%	47.0%	47.9%	11.3%	11.9%	12.2%	6.7%	7.3%	7.5%	2.6%	2.7%	2.7%	100,033	88,059	94,726
Leaving																		
No	33.9%	32.0%	30.5%	47.0%	47.9%	48.7%	10.9%	11.3%	12.0%	6.2%	6.7%	6.7%	2.0%	2.1%	2.1%	316,784	260,217	263,947
Yes, to retire	29.7%	28.1%	27.7%	45.9%	46.2%	46.8%	13.3%	14.2%	13.6%	8.1%	8.3%	8.9%	3.1%	3.2%	3.0%	28,603	22,363	24,135
Yes, to other job in Govt	18.8%	18.4%	17.2%	43.1%	43.1%	43.3%	16.5%	17.0%	17.3%	14.2%	14.4%	14.9%	7.3%	7.2%	7.3%	70,992	70,886	73,643
Yes, to other job outside Govt	18.9%	16.3%	16.3%	41.8%	40.5%	42.0%	15.0%	17.5%	16.2%	15.4%	16.3%	17.1%	8.9%	9.5%	8.3%	19,476	13,830	15,889
Yes, other	16.8%	14.5%	14.9%	39.0%	40.0%	39.5%	18.7%	19.0%	19.7%	15.8%	16.7%	16.4%	9.7%	9.8%	9.5%	22,233	18,059	19,368
Retiring																		
Within 1 year	29.8%	27.0%	27.4%	44.9%	46.9%	46.0%	12.8%	13.7%	13.3%	8.6%	8.6%	9.7%	3.9%	3.8%	3.7%	17,186	13,618	14,884
Between 1-3 years	30.8%	29.1%	28.3%	45.7%	45.9%	46.7%	12.7%	13.6%	13.5%	7.8%	8.5%	8.5%	2.9%	3.1%	2.9%	47,329	38,150	40,012
Between 3-5 years	30.5%	29.5%	27.8%	46.4%	46.3%	47.0%	12.2%	12.6%	13.5%	7.8%	8.8%	8.6%	3.0%	2.8%	3.1%	51,387	42,352	43,559
5 or more years	29.0%	27.1%	25.8%	45.6%	46.1%	46.8%	12.7%	13.3%	13.8%	8.9%	9.4%	9.6%	3.9%	4.1%	4.0%	339,481	288,546	295,360

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.0%	27.2%	25.9%	45.6%	46.1%	46.8%	12.9%	13.5%	14.0%	8.8%	9.3%	9.5%	3.7%	3.9%	3.8%	484,728	406,886	420,499
Self-Identify as:																		
Heterosexual	30.2%	28.3%	27.0%	45.9%	46.5%	47.2%	12.2%	12.9%	13.2%	8.2%	8.8%	9.1%	3.4%	3.5%	3.5%	365,809	307,721	318,463
LGBT*	29.9%	27.6%	26.3%	43.0%	44.4%	44.0%	13.0%	12.6%	13.0%	9.3%	10.5%	11.6%	4.9%	5.0%	5.2%	13,605	11,360	11,079
Prefer not to say	24.2%	22.6%	21.8%	44.0%	44.2%	44.5%	15.6%	15.9%	17.1%	10.9%	11.7%	11.3%	5.3%	5.5%	5.3%	57,007	47,197	48,242
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	29.3%	27.6%	26.2%	46.1%	46.7%	47.3%	12.4%	13.0%	13.5%	8.5%	9.1%	9.3%	3.6%	3.6%	3.7%	326,211	278,694	281,956
Retired Separated/Discharged	28.3%	27.7%	26.0%	45.5%	44.5%	46.4%	12.7%	14.8%	14.1%	9.2%	8.5%	8.9%	4.3%	4.6%	4.6%	7,433	6,172	7,011
Disability																		
Yes	27.6%	26.3%	25.1%	42.4%	42.6%	43.0%	14.3%	14.7%	15.6%	10.3%	11.0%	11.0%	5.4%	5.5%	5.3%	69,623	51,839	53,643
No	29.8%	27.8%	26.5%	46.4%	46.9%	47.5%	12.3%	13.0%	13.4%	8.3%	8.8%	9.1%	3.3%	3.5%	3.5%	384,319	329,891	339,678

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
Work Location																					
Headquarters	11.3%	11.1%	10.3%	34.8%	35.7%	35.4%	24.2%	23.7%	24.4%	18.7%	18.5%	18.9%	10.9%	11.1%	10.9%	172,891	150,857	151,441	5,675	5,018	5,162
Field	8.5%	8.1%	7.5%	31.7%	32.1%	31.6%	25.6%	25.7%	26.1%	20.9%	20.8%	21.4%	13.2%	13.2%	13.3%	270,649	221,554	231,680	9,606	8,371	8,874
Supervisory Status																					
Non-Supervisor	9.7%	9.3%	8.5%	33.1%	33.2%	32.7%	26.6%	26.3%	27.1%	18.8%	19.0%	19.5%	11.8%	12.3%	12.1%	290,456	241,738	249,114	13,456	11,728	12,278
Team Leader	7.5%	7.1%	6.9%	29.8%	30.9%	30.4%	24.2%	24.6%	24.7%	23.5%	23.3%	23.5%	15.0%	14.2%	14.5%	56,809	48,553	52,353	1,066	991	1,071
Supervisor	9.3%	9.2%	8.6%	34.0%	35.3%	35.3%	21.8%	22.3%	22.2%	22.3%	21.1%	21.7%	12.7%	12.1%	12.2%	62,327	51,658	51,955	737	652	612
Manager	11.7%	12.0%	11.4%	34.6%	37.6%	36.9%	18.8%	19.1%	18.5%	22.1%	20.6%	22.0%	12.8%	10.7%	11.3%	28,556	24,633	24,229	146	119	150
Senior Leader	20.0%	18.9%	18.2%	38.0%	40.2%	39.9%	16.7%	16.8%	15.9%	16.3%	15.3%	17.1%	9.0%	8.7%	8.9%	8,119	8,075	8,010	49	48	45
Sex																					
Male	9.4%	9.0%	8.3%	32.1%	32.5%	31.9%	25.2%	25.1%	25.8%	20.0%	20.1%	20.8%	13.1%	13.3%	13.3%	226,480	191,105	199,326	6,798	5,895	6,190
Female	9.9%	9.6%	9.0%	34.0%	34.9%	34.7%	24.9%	24.8%	25.2%	20.0%	19.5%	20.0%	11.2%	11.2%	11.1%	213,295	178,182	181,351	8,255	7,296	7,660
Hispanic or Latino																					
Yes	11.0%	10.6%	9.5%	32.1%	31.7%	31.5%	25.2%	26.1%	25.8%	18.7%	17.7%	19.1%	13.0%	13.9%	14.1%	38,427	32,477	32,860	1,285	1,152	1,133
No	9.5%	9.1%	8.5%	33.1%	33.8%	33.3%	25.1%	24.9%	25.5%	20.2%	20.1%	20.6%	12.2%	12.1%	12.1%	397,077	333,132	344,229	13,550	11,813	12,487
Race																					
American Indian/ Alaska Native	9.5%	8.9%	7.9%	28.5%	30.1%	30.0%	27.4%	25.8%	27.7%	19.6%	19.3%	19.4%	14.9%	15.9%	15.0%	9,122	7,579	8,119	269	262	263
Asian	11.9%	11.7%	11.4%	37.3%	37.8%	37.9%	24.7%	24.7%	25.3%	15.8%	15.2%	15.5%	10.2%	10.7%	9.8%	21,401	18,883	18,081	730	675	648
Black/African American	11.6%	11.3%	10.8%	35.6%	36.4%	35.6%	27.3%	26.7%	27.7%	15.3%	15.2%	15.5%	10.2%	10.4%	10.5%	61,627	55,373	57,392	2,957	2,711	2,877
Native Hawaiian/ Pacific Islander	9.7%	9.3%	10.0%	29.2%	30.7%	30.5%	30.8%	29.0%	30.0%	18.1%	17.5%	15.1%	12.3%	13.4%	14.4%	2,673	2,153	2,394	83	62	80
White	9.2%	8.8%	8.1%	32.6%	33.3%	32.8%	24.3%	24.2%	24.7%	21.5%	21.3%	21.9%	12.5%	12.4%	12.5%	309,838	256,619	265,664	9,387	8,088	8,605
Two or more races (Not Hispanic/ Latino)	8.8%	7.6%	7.5%	28.9%	28.3%	28.5%	25.6%	26.2%	26.1%	20.5%	21.4%	22.4%	16.3%	16.4%	15.6%	17,995	13,811	13,940	737	584	553

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
Age Group																					
25 and under	13.5%	13.7%	12.0%	37.6%	39.9%	39.4%	23.7%	23.4%	24.5%	15.4%	14.7%	15.4%	9.8%	8.2%	8.7%	3,744	2,745	2,674	143	102	101
26-29	10.6%	11.0%	8.8%	35.7%	33.3%	33.7%	23.4%	23.9%	24.0%	18.5%	19.3%	20.5%	11.8%	12.5%	13.0%	12,725	11,139	12,342	387	347	426
30-39	9.7%	9.2%	8.6%	32.4%	33.0%	32.5%	23.2%	23.2%	23.3%	20.9%	20.8%	21.6%	13.9%	13.8%	14.0%	89,066	74,005	72,593	2,646	2,284	2,336
40-49	9.4%	9.2%	8.4%	32.7%	33.2%	33.1%	24.8%	24.7%	25.4%	20.4%	20.2%	20.5%	12.6%	12.8%	12.6%	120,031	102,591	107,196	3,849	3,525	3,713
50-59	9.2%	8.8%	8.3%	32.9%	33.6%	33.2%	26.4%	26.1%	26.6%	19.9%	19.7%	20.4%	11.6%	11.8%	11.5%	166,116	140,601	146,836	6,097	5,368	5,730
60+	9.1%	8.9%	8.7%	32.6%	33.6%	32.7%	27.8%	27.6%	28.5%	19.3%	19.1%	19.2%	11.1%	10.8%	10.8%	75,814	60,097	62,261	3,244	2,699	2,730
Level of Education																					
Less than																					
High School	19.5%	15.4%	18.5%	28.6%	34.0%	27.8%	24.0%	27.4%	28.1%	17.5%	13.3%	13.5%	10.4%	9.8%	12.1%	419	347	394	25	14	19
H.S. Diploma/																					
GED or equiv	9.3%	9.4%	8.8%	31.5%	32.2%	32.6%	30.8%	30.1%	29.9%	17.6%	17.7%	17.9%	10.8%	10.6%	11.0%	18,909	15,761	18,751	663	570	646
Trade/Technical																					
Certificate	7.4%	7.3%	6.6%	30.5%	30.3%	30.6%	28.6%	29.7%	28.8%	18.9%	19.7%	20.3%	14.6%	13.0%	13.7%	10,510	7,965	9,313	322	250	289
Some College																					
(no degree)	8.5%	8.0%	7.7%	29.8%	29.6%	29.7%	29.0%	29.1%	29.4%	19.6%	19.9%	20.0%	13.1%	13.4%	13.2%	60,661	50,876	58,037	2,219	2,072	2,311
Associate's																					
Degree	8.8%	8.4%	8.0%	30.5%	31.9%	31.1%	27.9%	26.8%	27.5%	20.0%	19.6%	20.6%	12.9%	13.3%	12.8%	34,416	26,898	30,252	1,222	1,023	1,174
Bachelor's																					
Degree	9.2%	8.7%	8.0%	33.0%	33.6%	32.9%	24.9%	24.7%	25.3%	20.5%	20.4%	21.1%	12.4%	12.6%	12.6%	149,889	127,745	130,916	5,561	4,783	5,085
Master's Degree																					
Doctoral/	10.3%	10.2%	9.4%	35.2%	36.1%	35.8%	22.3%	22.1%	22.3%	20.5%	20.1%	20.6%	11.7%	11.6%	11.9%	116,065	98,739	95,146	3,660	3,289	3,219
Professional																					
Degree	13.0%	12.8%	12.1%	36.1%	37.4%	37.2%	19.7%	19.6%	20.3%	19.6%	19.0%	19.6%	11.6%	11.1%	10.8%	51,461	42,982	39,912	1,481	1,264	1,188
Pay Category																					
Federal Wage																					
System	6.4%	6.2%	6.3%	26.2%	26.1%	26.5%	28.3%	27.3%	27.5%	22.0%	23.6%	23.5%	17.1%	16.7%	16.2%	12,909	9,439	12,427	241	168	262
GS 1-6	10.5%	9.9%	9.3%	31.8%	33.3%	33.7%	28.9%	28.4%	28.7%	16.6%	16.6%	16.9%	12.1%	11.9%	11.4%	26,386	17,900	21,069	1,186	853	955
GS 7-12	9.2%	8.7%	8.1%	32.3%	32.7%	32.2%	26.7%	26.5%	27.1%	19.6%	19.6%	20.0%	12.3%	12.5%	12.6%	185,804	147,102	159,510	7,730	6,608	7,288
GS 13-15	10.5%	10.2%	9.4%	34.9%	35.8%	35.1%	21.8%	21.8%	22.4%	21.2%	20.6%	21.4%	11.6%	11.6%	11.8%	179,805	165,047	157,962	5,177	4,899	4,741
SES	23.1%	25.9%	22.9%	39.2%	42.9%	41.9%	13.1%	12.7%	12.9%	16.8%	13.0%	15.6%	7.8%	5.6%	6.7%	5,681	5,769	5,694	15	19	20
SL/ST	13.2%	13.2%	11.0%	35.7%	36.3%	37.2%	18.3%	21.9%	19.9%	18.5%	19.3%	19.6%	14.3%	9.4%	12.2%	1,987	1,547	1,523	27	27	18
Other	8.6%	8.2%	8.1%	33.1%	32.9%	32.8%	24.8%	24.8%	25.3%	20.6%	20.7%	21.4%	12.9%	13.4%	12.5%	30,466	25,155	24,972	833	756	711

SOURCE: Federal Employee Viewpoint Survey

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

Page 82

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
Time in Federal Government																					
< 1 year	17.2%	18.1%	17.3%	43.4%	44.4%	43.7%	23.3%	21.8%	22.8%	10.4%	10.7%	11.0%	5.8%	4.9%	5.3%	8,405	6,429	5,639	621	441	409
1-3 years	12.6%	12.3%	11.3%	37.9%	38.4%	37.8%	24.7%	24.2%	24.4%	15.9%	16.1%	17.0%	8.9%	9.0%	9.5%	43,786	28,929	27,320	1,641	1,060	1,000
4-5 years	10.2%	9.5%	8.9%	32.6%	33.1%	33.3%	25.1%	25.3%	25.1%	19.3%	19.8%	20.4%	12.8%	12.3%	12.3%	29,432	29,285	39,672	843	899	1,508
6-10 years	9.0%	8.5%	7.8%	31.8%	32.4%	31.9%	24.6%	24.7%	25.4%	21.3%	20.9%	21.5%	13.4%	13.5%	13.5%	105,684	88,924	85,006	3,414	3,150	3,031
11-14 years	8.6%	8.0%	7.6%	31.6%	31.5%	31.0%	25.1%	25.0%	25.8%	21.3%	21.8%	22.0%	13.5%	13.6%	13.6%	62,111	53,355	55,052	1,985	1,693	1,841
15-20 years	8.5%	8.4%	7.8%	31.1%	31.7%	32.1%	25.6%	25.1%	25.7%	21.1%	20.8%	20.8%	13.6%	14.0%	13.5%	64,526	50,196	47,299	2,090	1,697	1,594
> 20 years	9.1%	9.0%	8.4%	32.5%	33.8%	32.9%	25.9%	25.7%	26.2%	20.5%	19.7%	20.5%	12.0%	11.8%	11.9%	130,096	115,571	123,963	4,682	4,442	4,658
Time with Current Agency																					
< 1 year	17.6%	18.0%	17.4%	42.2%	42.5%	42.7%	22.6%	21.4%	22.1%	11.1%	12.4%	11.9%	6.6%	5.6%	5.9%	15,404	12,382	11,159	1,107	822	770
1-3 years	12.3%	11.9%	11.1%	36.9%	37.1%	36.7%	24.5%	24.3%	24.3%	16.8%	16.7%	17.6%	9.6%	9.9%	10.3%	67,629	46,148	43,079	2,406	1,674	1,570
4-5 years	9.6%	9.2%	8.4%	32.4%	32.5%	32.7%	24.8%	25.1%	25.4%	19.9%	20.2%	20.6%	13.3%	13.0%	12.8%	36,934	37,037	48,222	1,037	1,201	1,807
6-10 years	8.6%	7.9%	7.4%	30.7%	31.8%	31.5%	25.1%	24.9%	25.8%	21.8%	21.3%	21.6%	13.8%	14.0%	13.7%	110,692	95,099	92,740	3,510	3,281	3,315
11-20 years	8.1%	8.1%	7.5%	31.4%	31.4%	31.4%	25.7%	25.6%	25.9%	21.3%	21.4%	21.6%	13.4%	13.5%	13.5%	115,269	95,973	96,058	3,708	3,085	3,202
> 20 years	8.9%	8.6%	8.1%	32.5%	34.4%	32.8%	25.7%	25.5%	26.3%	20.9%	19.9%	21.1%	12.1%	11.6%	11.6%	96,689	84,796	91,491	3,436	3,259	3,329
Leaving																					
No	12.0%	11.6%	10.8%	37.3%	38.4%	37.7%	25.4%	25.3%	26.0%	17.3%	16.9%	17.5%	8.1%	7.8%	7.9%	306,481	251,249	254,750	10,500	8,950	9,348
Yes, to retire	7.7%	7.6%	7.2%	30.8%	31.8%	31.6%	27.5%	26.9%	27.6%	21.4%	20.9%	21.4%	12.6%	12.8%	12.2%	27,618	21,558	23,306	1,041	838	888
Yes, to other job in Govt	4.6%	4.6%	4.1%	24.2%	24.5%	24.3%	24.8%	24.5%	24.6%	26.0%	26.0%	26.4%	20.4%	20.4%	20.5%	68,647	68,480	71,118	2,341	2,387	2,528
Yes, to other job outside Govt	3.9%	3.1%	3.4%	20.4%	19.5%	20.2%	18.7%	19.5%	19.7%	28.6%	28.6%	28.3%	28.4%	29.2%	28.3%	18,975	13,437	15,451	503	386	448
Yes, other	3.4%	3.5%	3.4%	20.0%	20.6%	20.2%	25.3%	24.5%	25.2%	26.1%	26.5%	27.1%	25.2%	24.8%	24.1%	21,436	17,311	18,574	827	754	797
Retiring																					
Within 1 year	7.5%	7.6%	6.9%	29.8%	30.9%	30.9%	26.8%	26.7%	26.8%	21.5%	20.6%	21.7%	14.3%	14.2%	13.8%	16,618	13,143	14,384	607	488	524
Between 1-3 years	8.2%	7.8%	7.7%	31.8%	32.5%	31.7%	26.9%	26.7%	27.7%	21.0%	20.9%	21.0%	12.0%	12.1%	11.8%	45,698	36,682	38,594	1,740	1,481	1,510
Between 3-5 years	8.4%	8.1%	7.8%	31.8%	33.2%	32.7%	26.9%	26.6%	26.8%	20.9%	20.6%	21.1%	12.0%	11.5%	11.6%	49,753	40,892	41,988	1,739	1,484	1,642
5 or more years	10.0%	9.6%	8.9%	33.3%	33.8%	33.4%	24.6%	24.4%	25.0%	19.8%	19.7%	20.3%	12.3%	12.4%	12.4%	328,510	278,794	285,244	11,015	9,688	10,161

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.5%	9.1%	8.5%	32.8%	33.4%	33.0%	25.4%	25.2%	25.7%	20.1%	19.9%	20.5%	12.3%	12.3%	12.3%	468,542	392,412	405,630	16,412	14,370	15,085
Self-Identify as:																					
Heterosexual	10.1%	9.7%	8.9%	33.8%	34.5%	34.0%	25.0%	25.0%	25.5%	19.6%	19.4%	20.0%	11.5%	11.5%	11.6%	354,476	297,678	308,041	11,568	10,036	10,637
LGBT*	10.7%	9.4%	9.9%	30.7%	32.4%	30.7%	22.0%	22.3%	22.1%	21.5%	20.9%	21.5%	15.1%	15.0%	15.7%	13,189	11,022	10,739	406	341	338
Prefer not to say	6.9%	6.8%	6.4%	28.0%	27.7%	27.7%	26.4%	25.8%	26.4%	22.1%	22.5%	22.8%	16.6%	17.2%	16.7%	54,722	45,091	46,127	2,358	2,109	2,135
Military Service																					
No Prior Military Service	9.6%	9.3%	8.6%	33.5%	34.2%	33.8%	24.6%	24.6%	25.0%	20.3%	19.9%	20.5%	12.0%	12.0%	12.0%	315,565	269,070	272,103	10,800	9,566	10,022
Currently in Guard/Reserves	10.3%	9.9%	9.1%	33.1%	35.0%	34.4%	24.0%	22.0%	23.5%	19.6%	19.5%	19.5%	13.1%	13.6%	13.6%	7,251	6,022	6,864	194	156	151
Retired Separated/Discharged	11.1%	10.3%	9.6%	34.8%	35.9%	34.9%	26.6%	26.0%	26.8%	17.8%	18.2%	18.9%	9.8%	9.6%	9.9%	48,316	38,429	41,950	1,675	1,345	1,500
Disability																					
Yes	9.5%	8.9%	8.8%	29.8%	30.4%	29.8%	26.4%	25.6%	26.6%	19.8%	20.0%	20.1%	14.6%	15.1%	14.7%	67,015	49,691	51,430	2,693	2,152	2,253
No	9.7%	9.3%	8.6%	33.6%	34.2%	33.7%	24.8%	24.9%	25.3%	20.1%	19.8%	20.5%	11.8%	11.8%	11.9%	372,219	318,879	328,317	12,305	10,985	11,548

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
Work Location																					
Headquarters	11.5%	10.9%	9.9%	28.2%	26.9%	26.4%	27.9%	27.2%	27.8%	16.3%	17.0%	17.7%	16.2%	18.0%	18.2%	164,300	143,257	144,920	13,634	11,730	10,958
Field	8.8%	8.2%	7.5%	25.4%	24.8%	24.0%	28.2%	27.3%	27.4%	18.1%	18.7%	19.6%	19.5%	21.0%	21.5%	261,684	214,154	225,133	17,619	14,470	14,282
Supervisory Status																					
Non-Supervisor	8.0%	7.5%	6.6%	23.6%	22.3%	21.7%	29.9%	28.9%	29.1%	18.4%	19.0%	19.9%	20.1%	22.2%	22.6%	276,677	229,966	239,103	26,232	22,021	21,081
Team Leader	8.4%	7.6%	6.9%	26.2%	25.7%	24.7%	26.7%	26.7%	27.1%	19.0%	19.3%	20.1%	19.8%	20.6%	21.3%	54,536	46,660	50,533	3,117	2,620	2,642
Supervisor	12.8%	12.0%	11.3%	35.3%	34.9%	34.0%	25.3%	24.7%	25.4%	14.5%	15.7%	16.2%	12.1%	12.8%	13.2%	61,181	50,609	50,991	1,652	1,376	1,300
Manager	22.4%	21.3%	20.6%	38.7%	39.8%	40.0%	19.7%	18.9%	18.9%	10.9%	11.4%	11.5%	8.3%	8.6%	9.0%	28,194	24,331	23,941	404	311	320
Senior Leader	36.4%	34.3%	31.5%	37.5%	35.2%	38.1%	13.8%	16.4%	15.2%	6.3%	6.7%	7.9%	6.0%	7.5%	7.2%	8,025	7,969	7,908	114	111	114
Sex																					
Male	10.3%	9.6%	8.6%	27.0%	26.0%	25.2%	27.6%	26.8%	27.1%	16.3%	17.1%	18.0%	18.8%	20.6%	21.1%	219,117	184,639	193,536	13,409	11,270	11,043
Female	9.2%	8.7%	8.0%	25.8%	25.2%	24.6%	28.7%	28.1%	28.2%	18.9%	19.3%	20.1%	17.4%	18.7%	19.1%	203,217	169,715	174,162	17,500	14,651	13,917
Hispanic or Latino																					
Yes	10.4%	9.4%	8.3%	24.1%	22.7%	22.4%	26.8%	26.6%	26.2%	17.2%	17.4%	18.6%	21.6%	23.9%	24.5%	37,060	31,436	31,900	2,503	1,967	1,937
No	9.8%	9.2%	8.4%	26.8%	26.0%	25.3%	28.3%	27.4%	27.7%	17.4%	18.1%	18.9%	17.7%	19.3%	19.7%	381,158	319,372	332,296	28,047	23,607	22,722
Race																					
American Indian/ Alaska Native	8.5%	8.0%	7.3%	24.4%	21.8%	21.8%	27.8%	28.9%	29.7%	17.7%	18.3%	18.3%	21.5%	23.0%	23.0%	8,755	7,270	7,815	595	509	500
Asian	12.6%	11.4%	10.9%	31.6%	31.2%	30.9%	28.2%	28.5%	28.9%	13.6%	14.2%	14.0%	13.9%	14.8%	15.4%	20,458	18,064	17,350	1,607	1,406	1,282
Black/African American	9.3%	9.1%	8.0%	24.6%	24.3%	22.7%	30.7%	29.2%	29.8%	16.6%	16.9%	18.0%	18.8%	20.5%	21.5%	59,318	53,209	55,651	4,974	4,470	4,236
Native Hawaiian/ Pacific Islander	8.8%	6.7%	8.9%	22.9%	25.3%	22.4%	33.6%	30.1%	32.0%	16.5%	15.8%	16.1%	18.2%	22.0%	20.7%	2,613	2,069	2,338	137	124	124
White	10.0%	9.5%	8.5%	27.2%	26.2%	25.8%	27.4%	26.7%	26.8%	17.8%	18.4%	19.4%	17.6%	19.2%	19.6%	297,583	246,260	256,627	20,573	16,972	16,466
Two or more races (Not Hispanic/ Latino)	8.6%	7.1%	6.6%	21.3%	20.7%	19.5%	27.5%	25.7%	27.2%	18.4%	20.1%	19.2%	24.2%	26.5%	27.5%	17,304	13,245	13,399	1,370	1,080	1,026

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
Age Group																					
25 and under	11.2%	12.1%	8.3%	30.4%	31.7%	28.9%	28.2%	27.1%	30.8%	15.8%	15.0%	16.2%	14.4%	14.1%	15.8%	3,448	2,468	2,445	440	369	322
26-29	10.5%	9.5%	8.0%	29.3%	27.7%	26.4%	26.4%	26.1%	25.5%	17.7%	18.0%	19.3%	16.1%	18.8%	20.8%	11,879	10,435	11,715	1,201	1,013	1,023
30-39	9.5%	9.2%	7.9%	27.0%	25.6%	24.3%	25.5%	25.2%	25.7%	17.7%	18.4%	19.5%	20.2%	21.6%	22.5%	84,317	70,142	69,388	7,191	5,890	5,336
40-49	9.6%	9.0%	8.3%	25.4%	25.0%	24.4%	27.8%	27.0%	27.0%	17.7%	18.2%	18.8%	19.4%	20.8%	21.4%	115,037	98,521	103,447	8,484	7,061	7,022
50-59	9.7%	8.9%	8.3%	25.8%	25.4%	24.8%	29.5%	28.5%	28.9%	17.4%	18.1%	18.8%	17.5%	19.0%	19.3%	160,406	135,466	142,428	11,061	9,481	9,251
60+	9.1%	8.7%	8.2%	25.8%	25.1%	25.0%	31.2%	30.4%	30.8%	17.9%	18.3%	19.0%	16.0%	17.5%	16.9%	73,729	58,238	60,542	4,924	4,030	3,962
Level of Education																					
Less than																					
High School	16.2%	9.8%	12.3%	20.2%	31.5%	29.2%	31.4%	28.0%	27.7%	15.3%	14.5%	11.4%	16.9%	16.3%	19.4%	401	330	375	40	24	29
H.S. Diploma/																					
GED or equiv	8.4%	8.4%	7.5%	24.3%	23.5%	23.2%	31.6%	30.5%	30.2%	17.5%	18.0%	18.8%	18.1%	19.6%	20.2%	18,348	15,270	18,245	1,088	914	1,020
Trade/Technical																					
Certificate	6.2%	5.9%	5.3%	20.9%	19.5%	19.5%	32.0%	30.8%	30.0%	18.8%	20.1%	20.8%	22.1%	23.7%	24.4%	10,174	7,652	8,998	597	485	541
Some College																					
(no degree)	7.8%	7.3%	6.8%	22.0%	21.1%	20.7%	29.8%	29.0%	28.8%	18.6%	19.3%	20.0%	21.8%	23.3%	23.6%	58,858	49,435	56,591	3,750	3,128	3,403
Associate's																					
Degree	7.8%	7.3%	6.7%	21.7%	20.9%	21.2%	30.7%	28.6%	28.6%	18.3%	19.7%	19.8%	21.5%	23.5%	23.7%	33,334	25,960	29,386	2,175	1,749	1,876
Bachelor's																					
Degree	9.6%	9.0%	8.2%	27.6%	26.8%	25.8%	27.6%	27.1%	27.4%	17.4%	17.9%	19.0%	17.8%	19.2%	19.6%	144,850	123,209	126,945	10,104	8,687	8,488
Master's Degree																					
Doctoral/	11.6%	10.9%	9.9%	29.1%	28.5%	27.8%	26.5%	25.6%	26.1%	16.6%	17.1%	18.0%	16.3%	17.9%	18.2%	110,591	94,066	91,284	8,766	7,456	6,671
Professional																					
Degree	13.9%	13.2%	12.3%	31.4%	30.4%	30.2%	25.1%	25.3%	25.6%	15.8%	15.7%	16.6%	13.7%	15.2%	15.3%	48,297	40,394	37,826	4,505	3,610	3,093
Pay Category																					
Federal Wage																					
System	6.3%	5.6%	4.9%	18.6%	18.0%	18.4%	27.9%	27.0%	26.9%	19.7%	20.3%	21.3%	27.5%	29.2%	28.6%	12,528	9,147	12,083	550	375	520
GS 1-6	7.7%	7.0%	6.6%	19.3%	19.2%	19.1%	31.7%	31.0%	30.9%	18.4%	19.0%	19.5%	23.0%	23.9%	23.8%	24,985	16,890	20,021	2,434	1,670	1,843
GS 7-12	7.9%	7.5%	6.7%	24.3%	23.2%	22.4%	29.7%	28.7%	28.7%	18.5%	19.1%	19.9%	19.6%	21.4%	22.3%	179,098	141,593	154,775	13,704	11,211	11,278
GS 13-15	13.5%	12.6%	11.6%	32.7%	32.0%	31.4%	25.5%	25.1%	25.6%	15.2%	15.9%	16.7%	13.1%	14.4%	14.7%	172,338	158,078	152,134	12,126	10,998	9,849
SES	44.2%	45.5%	41.3%	38.6%	36.9%	38.6%	9.7%	10.1%	10.4%	4.2%	4.3%	5.8%	3.2%	3.2%	3.9%	5,636	5,713	5,649	47	39	49
SL/ST	18.9%	15.1%	15.2%	34.2%	35.4%	36.5%	21.3%	25.9%	22.9%	12.5%	12.3%	13.7%	13.1%	11.3%	11.8%	1,882	1,478	1,452	118	88	79
Other	7.5%	7.1%	6.7%	24.7%	23.9%	23.2%	27.5%	26.2%	27.0%	18.7%	19.0%	20.5%	21.5%	23.8%	22.6%	29,042	24,047	23,994	2,157	1,743	1,546

SOURCE: Federal Employee Viewpoint Survey

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

Page 86

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
Time in Federal Government																					
< 1 year	15.0%	13.8%	12.7%	32.2%	30.5%	31.8%	35.5%	35.6%	35.4%	9.7%	12.3%	11.8%	7.7%	7.8%	8.3%	6,838	5,192	4,614	2,163	1,633	1,418
1-3 years	11.4%	11.0%	10.0%	28.3%	27.1%	26.4%	30.9%	30.7%	30.1%	15.3%	15.9%	17.3%	14.1%	15.2%	16.2%	40,654	26,639	25,462	4,632	3,236	2,750
4-5 years	10.0%	9.2%	7.8%	25.2%	25.0%	24.2%	28.2%	27.7%	28.3%	17.4%	18.5%	19.2%	19.2%	19.6%	20.5%	27,987	27,748	38,076	2,205	2,301	2,974
6-10 years	8.8%	8.4%	7.4%	25.1%	24.1%	22.8%	27.4%	26.7%	26.9%	18.6%	18.8%	20.1%	20.1%	22.1%	22.9%	101,547	85,616	82,219	7,217	5,982	5,449
11-14 years	8.8%	8.0%	7.5%	24.9%	24.0%	23.1%	27.3%	25.8%	26.3%	18.3%	19.2%	19.8%	20.8%	23.0%	23.3%	60,193	51,582	53,592	3,704	3,158	3,065
15-20 years	8.8%	8.3%	7.7%	25.5%	24.6%	24.1%	27.1%	25.9%	26.5%	18.3%	19.0%	19.7%	20.2%	22.1%	22.1%	62,680	48,675	46,170	3,687	2,903	2,516
> 20 years	10.8%	10.1%	9.3%	28.2%	27.7%	27.3%	28.0%	27.6%	27.8%	16.8%	17.2%	17.8%	16.2%	17.4%	17.7%	126,579	112,212	120,699	7,624	6,979	7,093
Time with Current Agency																					
< 1 year	14.9%	14.6%	13.2%	30.9%	29.8%	30.1%	34.6%	34.1%	34.1%	10.0%	11.8%	12.7%	9.6%	9.7%	9.9%	12,725	10,170	9,255	3,730	2,960	2,624
1-3 years	11.4%	10.9%	9.8%	27.8%	26.5%	25.8%	30.7%	30.1%	29.4%	15.5%	16.1%	17.7%	14.6%	16.4%	17.3%	63,083	42,925	40,470	6,729	4,676	4,010
4-5 years	9.7%	9.0%	7.7%	24.8%	23.9%	23.7%	27.6%	26.8%	27.7%	17.9%	18.9%	19.2%	20.0%	21.3%	21.7%	35,399	35,440	46,564	2,451	2,613	3,302
6-10 years	8.5%	7.8%	7.2%	24.6%	23.7%	22.6%	27.1%	26.3%	26.7%	18.9%	19.3%	20.3%	21.0%	22.9%	23.3%	107,145	92,128	90,245	6,692	5,720	5,421
11-20 years	8.6%	8.2%	7.5%	25.3%	24.4%	23.9%	27.2%	26.0%	26.5%	18.5%	19.2%	19.7%	20.4%	22.3%	22.4%	112,406	93,265	93,961	6,155	5,185	4,830
> 20 years	11.1%	10.3%	9.4%	29.4%	29.3%	28.4%	27.6%	27.5%	27.8%	16.5%	16.8%	17.8%	15.4%	16.1%	16.6%	94,367	82,554	89,215	5,353	4,928	4,973
Leaving																					
No	12.6%	11.9%	10.8%	31.1%	30.6%	29.8%	29.8%	29.3%	29.8%	15.1%	15.8%	16.7%	11.4%	12.4%	12.9%	293,488	240,270	245,384	22,374	18,442	17,445
Yes, to retire	7.9%	8.3%	8.0%	26.7%	25.4%	25.1%	29.3%	28.3%	29.3%	19.0%	19.6%	19.9%	17.1%	18.4%	17.6%	26,981	20,970	22,702	1,516	1,247	1,294
Yes, to other job in Govt	3.8%	3.8%	3.2%	15.7%	15.5%	14.8%	24.6%	23.2%	23.3%	23.1%	22.9%	23.4%	32.8%	34.6%	35.4%	66,301	66,118	69,074	4,507	4,372	4,282
Yes, to other job outside Govt	4.0%	3.5%	3.3%	16.2%	13.6%	13.4%	20.7%	19.7%	19.1%	21.4%	21.9%	23.3%	37.7%	41.4%	40.8%	18,221	12,953	14,933	1,203	806	913
Yes, other	3.0%	2.8%	2.4%	13.1%	12.6%	12.1%	23.8%	23.3%	22.3%	21.7%	21.6%	23.4%	38.4%	39.7%	39.8%	20,629	16,727	18,037	1,550	1,238	1,260
Retiring																					
Within 1 year	8.0%	8.5%	7.8%	26.3%	24.8%	24.8%	28.2%	27.9%	28.0%	18.4%	18.9%	19.1%	19.1%	19.8%	20.2%	16,205	12,779	14,018	940	751	769
Between 1-3 years	8.9%	8.4%	7.8%	26.0%	25.3%	25.3%	30.2%	29.2%	29.2%	17.9%	19.0%	19.8%	17.0%	18.1%	17.9%	44,592	35,635	37,576	2,612	2,220	2,249
Between 3-5 years	9.3%	8.2%	7.7%	26.3%	25.6%	24.8%	29.4%	28.2%	29.0%	17.6%	18.7%	19.4%	17.4%	19.3%	19.1%	48,188	39,586	40,958	3,059	2,482	2,392
5 or more years	10.1%	9.5%	8.6%	26.6%	25.8%	25.0%	27.7%	27.0%	27.2%	17.3%	17.8%	18.7%	18.4%	20.0%	20.6%	314,202	266,617	274,722	24,285	20,389	19,503

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	9.6%	9.0%	8.2%	26.1%	25.4%	24.7%	28.4%	27.6%	27.9%	17.6%	18.2%	19.0%	18.3%	19.8%	20.2%	449,801	376,444	391,579	33,402	27,943	27,063
Self-Identify as:																					
Heterosexual	10.3%	9.6%	8.7%	27.2%	26.5%	25.6%	28.1%	27.5%	27.7%	17.1%	17.6%	18.6%	17.3%	18.7%	19.4%	340,624	285,781	297,586	24,177	20,176	19,555
LGBT*	10.9%	10.8%	9.4%	25.4%	24.0%	24.5%	25.5%	24.3%	23.9%	17.5%	19.0%	19.2%	20.6%	21.9%	22.9%	12,585	10,491	10,330	979	807	709
Prefer not to say	6.8%	6.5%	5.9%	22.0%	20.3%	20.4%	28.6%	26.7%	27.9%	19.0%	20.4%	20.2%	23.6%	26.0%	25.5%	52,679	43,352	44,687	4,180	3,552	3,361
Military Service																					
No Prior Military Service	10.0%	9.4%	8.6%	28.0%	27.2%	26.4%	27.6%	26.8%	27.1%	17.4%	18.0%	18.9%	17.0%	18.6%	19.1%	302,347	257,734	262,377	22,869	19,371	18,407
Currently in Guard/Reserves	10.6%	10.7%	9.0%	27.5%	26.3%	25.5%	26.7%	25.2%	25.8%	16.5%	17.2%	17.9%	18.7%	20.6%	21.8%	6,980	5,765	6,657	430	378	342
Retired Separated/Discharged	11.0%	10.3%	9.2%	25.9%	25.4%	24.5%	31.1%	30.5%	30.7%	16.3%	16.7%	17.8%	15.6%	17.1%	17.8%	46,662	37,040	40,680	3,188	2,491	2,560
Disability																					
Yes	8.8%	8.3%	7.6%	21.2%	20.4%	19.3%	28.1%	27.3%	28.2%	18.1%	18.5%	19.0%	23.8%	25.5%	25.9%	64,657	47,904	49,985	4,750	3,559	3,418
No	10.1%	9.4%	8.5%	27.7%	26.8%	26.0%	28.1%	27.3%	27.5%	17.2%	17.9%	18.8%	16.9%	18.6%	19.1%	357,194	305,832	316,831	26,036	22,220	21,446

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
Work Location																					
Headquarters	7.9%	7.3%	6.8%	25.3%	23.6%	23.5%	28.3%	27.8%	27.7%	19.8%	20.7%	21.3%	18.7%	20.5%	20.7%	157,987	137,265	139,448	20,092	17,929	16,521
Field	6.5%	5.8%	5.3%	23.5%	22.8%	21.9%	26.8%	26.4%	26.2%	21.5%	22.1%	22.8%	21.7%	23.0%	23.7%	254,484	208,032	218,883	24,931	21,023	20,763
Supervisory Status																					
Non-Supervisor	6.0%	5.5%	5.0%	21.1%	19.7%	19.2%	29.2%	28.7%	28.6%	21.3%	22.0%	22.7%	22.3%	24.1%	24.5%	264,336	218,737	228,246	38,724	33,650	32,133
Team Leader	5.0%	4.2%	4.2%	21.2%	20.4%	19.7%	25.5%	25.7%	24.6%	23.8%	24.2%	25.3%	24.4%	25.5%	26.3%	53,489	45,806	49,692	4,223	3,579	3,524
Supervisor	8.9%	8.3%	7.8%	34.9%	34.2%	33.5%	24.1%	23.5%	23.8%	18.8%	19.8%	19.9%	13.2%	14.2%	14.8%	60,987	50,546	50,939	1,844	1,559	1,427
Manager	15.3%	13.9%	12.9%	40.4%	40.7%	40.3%	19.4%	19.5%	19.9%	14.9%	15.7%	16.6%	10.1%	10.2%	10.4%	28,259	24,329	23,949	385	331	346
Senior Leader	24.9%	22.8%	20.3%	41.4%	38.3%	39.2%	16.0%	18.1%	17.8%	9.9%	12.5%	13.8%	7.9%	8.3%	8.9%	8,002	7,949	7,872	147	132	156
Sex																					
Male	7.4%	6.6%	6.0%	25.2%	23.9%	23.2%	27.7%	27.3%	27.1%	19.7%	20.5%	21.2%	19.9%	21.6%	22.4%	212,657	178,883	187,945	19,920	17,270	16,774
Female	6.5%	6.0%	5.7%	23.0%	22.2%	21.7%	26.7%	26.3%	26.2%	22.4%	22.9%	23.7%	21.4%	22.6%	22.7%	196,508	163,642	168,273	24,429	21,134	20,016
Hispanic or Latino																					
Yes	8.1%	7.3%	6.6%	23.0%	22.2%	21.2%	25.9%	26.2%	25.8%	19.8%	19.9%	20.4%	23.2%	24.4%	25.9%	36,065	30,521	31,128	3,517	2,947	2,742
No	6.9%	6.3%	5.8%	24.4%	23.3%	22.8%	27.4%	27.0%	26.8%	21.0%	21.7%	22.5%	20.2%	21.7%	22.1%	369,192	308,604	321,740	40,261	34,959	33,588
Race																					
American Indian/ Alaska Native	6.7%	6.4%	5.9%	21.3%	20.7%	20.9%	27.0%	27.3%	27.3%	20.3%	19.2%	19.6%	24.7%	26.3%	26.3%	8,737	7,280	7,830	604	514	511
Asian	9.1%	8.3%	8.3%	29.2%	28.1%	27.8%	29.6%	30.5%	30.8%	16.7%	16.4%	17.0%	15.4%	16.7%	16.2%	19,531	17,175	16,599	2,518	2,302	2,050
Black/African American	8.4%	8.1%	7.3%	26.4%	25.5%	24.8%	30.6%	30.0%	30.6%	17.1%	17.4%	18.0%	17.5%	18.9%	19.3%	57,010	50,917	53,427	7,363	6,896	6,589
Native Hawaiian/ Pacific Islander	7.0%	7.4%	7.3%	24.4%	23.6%	24.6%	29.2%	27.6%	28.9%	17.0%	19.1%	17.2%	22.4%	22.3%	21.9%	2,575	2,055	2,288	169	156	179
White	6.7%	6.0%	5.5%	23.9%	22.7%	22.1%	26.3%	25.8%	25.5%	22.1%	23.0%	23.8%	21.0%	22.4%	23.1%	288,865	238,665	249,175	29,490	25,011	24,066
Two or more races (Not Hispanic/ Latino)	6.2%	5.1%	5.1%	20.6%	20.0%	19.5%	26.7%	25.8%	25.9%	20.8%	21.5%	21.6%	25.7%	27.5%	28.0%	16,794	12,853	12,997	1,881	1,493	1,444

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
Age Group																					
25 and under	8.6%	8.0%	6.6%	24.4%	26.1%	22.8%	22.5%	23.8%	24.2%	22.1%	21.7%	24.7%	22.4%	20.5%	21.7%	3,404	2,422	2,395	480	412	365
26-29	7.0%	6.3%	5.4%	21.5%	19.3%	18.7%	23.5%	22.6%	22.1%	23.8%	26.1%	25.3%	24.2%	25.8%	28.5%	11,483	9,979	11,276	1,596	1,468	1,442
30-39	6.3%	5.7%	5.3%	20.7%	19.8%	18.8%	24.1%	23.0%	22.8%	23.0%	23.8%	24.8%	25.8%	27.7%	28.3%	81,430	67,488	67,044	10,041	8,533	7,646
40-49	6.9%	6.3%	5.6%	23.2%	22.4%	21.9%	26.6%	25.9%	26.2%	21.5%	22.2%	22.4%	21.9%	23.3%	23.9%	111,906	95,499	100,654	11,603	10,172	9,870
50-59	7.2%	6.5%	6.0%	25.8%	24.5%	24.1%	29.0%	29.1%	29.0%	20.1%	20.5%	21.3%	17.9%	19.2%	19.6%	155,611	131,179	137,989	16,011	14,076	13,829
60+	7.0%	6.4%	6.2%	27.0%	26.2%	26.0%	32.1%	31.8%	31.6%	18.5%	19.0%	19.9%	15.3%	16.6%	16.3%	71,055	56,066	58,419	7,674	6,401	6,210
Level of Education																					
Less than																					
High School	15.4%	11.3%	13.1%	25.0%	25.5%	29.6%	27.2%	27.9%	26.9%	13.3%	12.9%	12.0%	19.1%	22.4%	18.4%	400	333	377	39	28	31
H.S. Diploma/																					
GED or equiv	7.1%	7.3%	6.5%	24.1%	23.3%	23.4%	29.0%	29.2%	27.7%	19.3%	19.7%	20.5%	20.4%	20.6%	21.9%	18,215	15,024	18,002	1,278	1,205	1,289
Trade/Technical																					
Certificate	5.4%	4.9%	4.4%	21.5%	19.5%	19.8%	27.4%	27.7%	27.9%	21.4%	23.5%	21.8%	24.4%	24.4%	26.0%	10,086	7,636	8,942	706	548	608
Some College																					
(no degree)	6.4%	6.0%	5.6%	22.2%	21.1%	20.7%	27.6%	27.4%	27.0%	20.7%	21.2%	22.1%	23.1%	24.4%	24.6%	57,781	48,413	55,609	4,885	4,275	4,467
Associate's																					
Degree	6.3%	5.5%	5.6%	21.4%	20.9%	20.9%	27.1%	26.6%	26.6%	21.5%	22.3%	22.2%	23.8%	24.7%	24.7%	32,813	25,557	28,889	2,719	2,233	2,407
Bachelor's																					
Degree	6.8%	6.1%	5.6%	24.5%	23.3%	22.6%	27.4%	26.9%	26.6%	21.1%	21.8%	22.6%	20.2%	21.9%	22.6%	140,091	119,040	122,566	14,949	12,984	12,979
Master's Degree																					
Doctoral/	7.8%	7.0%	6.3%	25.7%	25.0%	23.8%	26.8%	26.1%	26.5%	20.7%	21.4%	22.5%	18.9%	20.5%	20.8%	106,498	90,470	87,944	12,881	11,161	10,068
Professional																					
Degree	8.0%	7.5%	6.8%	27.7%	25.4%	25.5%	27.4%	27.2%	26.7%	20.5%	21.6%	22.3%	16.4%	18.2%	18.7%	45,638	37,882	35,752	7,177	6,226	5,182
Pay Category																					
Federal Wage																					
System	5.1%	4.1%	4.6%	19.2%	18.3%	18.3%	23.6%	24.5%	24.1%	23.1%	22.8%	24.1%	29.1%	30.3%	29.0%	12,599	9,216	12,178	485	349	460
GS 1-6																					
GS 7-12	7.4%	6.5%	6.5%	21.2%	20.5%	21.1%	26.3%	27.4%	27.1%	20.2%	20.7%	20.7%	24.9%	24.9%	24.6%	25,131	16,967	19,964	2,345	1,665	1,926
GS 13-15																					
SES	6.2%	5.7%	5.2%	22.4%	21.4%	20.7%	28.5%	27.7%	27.8%	21.0%	21.7%	22.2%	22.0%	23.5%	24.2%	173,513	136,615	149,581	19,396	16,403	16,576
SL/ST																					
Other	8.3%	7.6%	6.9%	28.3%	27.0%	26.1%	27.2%	26.8%	26.4%	20.3%	21.0%	22.1%	15.9%	17.5%	18.5%	164,810	151,294	145,998	19,703	18,048	16,119
	29.9%	29.3%	25.2%	42.2%	41.8%	43.3%	14.3%	14.4%	15.8%	8.8%	9.8%	10.5%	4.9%	4.7%	5.2%	5,628	5,709	5,630	60	55	71
	11.3%	9.2%	8.3%	30.8%	29.6%	27.7%	22.7%	22.5%	25.0%	17.0%	21.4%	23.2%	18.2%	17.4%	15.9%	1,886	1,451	1,444	125	113	90
	5.7%	5.1%	4.7%	23.6%	21.9%	22.3%	26.2%	25.0%	24.9%	22.6%	23.6%	24.1%	21.9%	24.4%	24.0%	28,572	23,651	23,667	2,654	2,171	1,912

SOURCE: Federal Employee Viewpoint Survey

Page 90

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
Time in Federal Government																					
< 1 year	11.9%	9.4%	10.0%	29.0%	27.0%	27.6%	29.3%	30.2%	29.4%	16.7%	19.7%	18.5%	13.1%	13.7%	14.6%	6,942	5,239	4,637	2,064	1,605	1,380
1-3 years	7.9%	7.2%	6.8%	23.8%	22.8%	21.5%	27.5%	27.1%	27.6%	20.5%	21.5%	22.7%	20.3%	21.4%	21.3%	39,653	25,839	24,696	5,642	4,018	3,524
4-5 years	7.0%	6.1%	5.1%	21.5%	20.5%	20.4%	26.2%	26.3%	25.8%	21.5%	22.7%	23.4%	23.8%	24.4%	25.3%	27,155	26,815	36,818	3,061	3,272	4,232
6-10 years	6.2%	5.6%	5.1%	21.8%	21.0%	20.0%	26.2%	25.4%	24.9%	22.1%	22.9%	23.5%	23.7%	25.2%	26.4%	98,332	82,636	79,764	10,484	9,069	7,967
11-14 years	6.2%	5.7%	5.3%	23.2%	21.6%	21.5%	26.3%	25.6%	25.4%	22.1%	22.6%	23.1%	22.2%	24.5%	24.6%	58,395	50,008	52,076	5,540	4,836	4,624
15-20 years	6.7%	6.2%	5.6%	24.9%	23.4%	22.9%	26.9%	26.7%	26.6%	20.8%	21.5%	22.3%	20.7%	22.3%	22.6%	60,883	47,261	44,873	5,522	4,428	3,817
> 20 years	7.7%	7.1%	6.7%	27.6%	26.8%	26.1%	29.5%	29.3%	29.1%	19.2%	19.4%	20.2%	16.0%	17.5%	17.9%	121,736	107,802	116,297	12,571	11,673	11,735
Time with Current Agency																					
< 1 year	11.4%	10.5%	10.5%	27.8%	26.6%	26.7%	30.9%	31.1%	31.2%	16.0%	17.3%	16.8%	13.8%	14.6%	14.8%	12,741	10,113	9,186	3,731	3,028	2,692
1-3 years	8.0%	7.3%	6.8%	23.7%	22.5%	21.4%	27.7%	27.5%	27.2%	20.4%	21.3%	22.4%	20.3%	21.5%	22.2%	61,373	41,542	39,181	8,461	6,067	5,325
4-5 years	6.9%	6.0%	5.1%	21.7%	20.4%	20.3%	26.1%	25.6%	25.6%	21.7%	22.8%	23.3%	23.7%	25.1%	25.7%	34,445	34,272	45,105	3,436	3,853	4,751
6-10 years	6.1%	5.3%	5.1%	21.8%	20.9%	20.1%	26.1%	25.6%	25.3%	22.1%	22.8%	23.4%	23.9%	25.4%	26.1%	103,670	88,895	87,591	10,243	9,076	8,120
11-20 years	6.3%	5.9%	5.4%	24.3%	23.0%	22.7%	26.9%	26.3%	26.2%	21.6%	22.1%	22.7%	20.9%	22.7%	23.0%	108,956	90,437	91,179	9,669	8,238	7,689
> 20 years	7.7%	7.1%	6.6%	28.7%	28.0%	26.9%	29.4%	29.1%	29.0%	19.0%	19.3%	20.4%	15.3%	16.5%	17.1%	90,564	79,164	85,811	9,202	8,493	8,572
Leaving																					
No	8.8%	8.0%	7.4%	28.0%	27.1%	26.3%	28.8%	28.8%	28.8%	19.6%	20.4%	21.2%	14.8%	15.7%	16.3%	283,355	231,304	236,688	32,739	27,845	26,354
Yes, to retire	5.9%	5.7%	5.2%	25.5%	25.2%	25.1%	31.1%	30.2%	29.9%	20.6%	20.2%	21.7%	16.9%	18.7%	18.0%	26,112	20,337	22,104	2,420	1,935	1,964
Yes, to other job in Govt	3.5%	3.2%	2.9%	15.3%	15.0%	14.3%	23.7%	22.9%	22.5%	24.0%	24.3%	24.7%	33.5%	34.7%	35.7%	64,887	64,398	67,359	5,942	6,211	6,055
Yes, to other job outside Govt	3.2%	2.8%	2.1%	15.1%	12.0%	13.1%	20.0%	17.9%	17.5%	23.4%	25.1%	25.1%	38.3%	42.2%	42.2%	17,775	12,618	14,656	1,638	1,134	1,189
Yes, other	2.4%	2.5%	2.3%	13.7%	12.8%	13.3%	22.8%	22.9%	21.7%	23.5%	23.2%	23.9%	37.6%	38.6%	38.7%	20,165	16,317	17,702	2,020	1,674	1,589
Retiring																					
Within 1 year	6.0%	5.6%	5.2%	24.6%	24.3%	24.4%	29.9%	29.9%	28.9%	20.6%	19.7%	21.5%	18.8%	20.5%	20.1%	15,709	12,401	13,655	1,433	1,168	1,180
Between 1-3 years	6.4%	5.8%	5.8%	26.8%	25.7%	25.9%	30.1%	29.5%	29.4%	19.9%	20.7%	21.0%	16.8%	18.2%	18.0%	43,112	34,451	36,416	4,134	3,496	3,463
Between 3-5 years	6.7%	6.1%	5.6%	26.7%	25.9%	24.5%	29.6%	29.1%	28.9%	20.0%	20.5%	21.9%	17.0%	18.4%	19.1%	46,805	38,385	39,696	4,488	3,790	3,748
5 or more years	7.2%	6.5%	5.9%	23.6%	22.5%	21.8%	26.6%	26.2%	26.0%	21.2%	21.9%	22.6%	21.5%	23.0%	23.6%	304,362	257,464	266,005	34,325	29,938	28,363

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.9%	6.3%	5.8%	24.0%	23.0%	22.4%	27.5%	27.1%	27.0%	21.0%	21.6%	22.3%	20.5%	21.9%	22.5%	435,831	363,758	379,304	47,551	41,216	39,603
Self-Identify as:																					
Heterosexual	7.3%	6.6%	6.1%	25.0%	24.0%	23.2%	27.4%	27.1%	26.8%	20.7%	21.3%	22.2%	19.5%	20.9%	21.7%	330,071	276,114	288,475	34,936	30,363	28,989
LGBT*	7.9%	7.0%	6.2%	21.9%	21.1%	21.2%	23.7%	21.8%	22.0%	21.5%	23.5%	23.9%	24.9%	26.7%	26.7%	12,198	10,142	9,993	1,376	1,175	1,042
Prefer not to say	5.2%	4.6%	4.4%	20.4%	18.7%	19.1%	27.7%	26.7%	27.1%	21.2%	22.6%	22.4%	25.5%	27.3%	26.9%	50,996	41,997	43,196	5,893	4,988	4,883
Military Service																					
No Prior Military Service	6.8%	6.3%	5.8%	24.5%	23.3%	22.9%	27.3%	26.6%	26.5%	21.3%	22.0%	22.7%	20.1%	21.7%	22.2%	291,400	247,730	252,890	34,026	29,823	28,151
Currently in Guard/Reserves	8.2%	7.0%	7.4%	25.3%	24.3%	22.6%	24.9%	25.3%	25.0%	21.1%	20.9%	21.4%	20.5%	22.5%	23.6%	6,834	5,662	6,554	589	488	442
Retired Separated/Discharged	8.6%	7.5%	6.9%	26.9%	25.8%	25.3%	29.2%	29.8%	29.4%	19.0%	19.5%	20.3%	16.3%	17.4%	18.1%	45,961	36,474	40,033	3,925	3,141	3,249
Disability																					
Yes	7.5%	6.8%	6.2%	21.8%	21.0%	20.7%	27.6%	27.2%	27.5%	19.4%	19.9%	20.1%	23.6%	25.1%	25.5%	63,204	46,755	48,725	6,299	4,845	4,710
No	6.9%	6.3%	5.8%	24.8%	23.7%	22.9%	27.3%	26.9%	26.6%	21.2%	21.9%	22.7%	19.8%	21.3%	21.9%	345,499	295,086	306,606	37,920	33,468	31,983

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
Work Location																					
Headquarters	9.9%	8.9%	8.1%	29.2%	27.5%	27.5%	28.0%	27.9%	27.5%	18.9%	19.9%	21.0%	14.0%	15.8%	15.9%	166,205	144,683	146,219	11,909	10,740	10,025
Field	7.8%	7.0%	6.3%	27.0%	25.9%	25.2%	27.9%	27.6%	27.7%	20.8%	21.7%	22.7%	16.6%	17.8%	18.1%	264,133	216,536	227,262	15,510	12,789	12,800
Supervisory Status																					
Non-Supervisor	7.6%	6.7%	6.1%	25.1%	23.3%	22.9%	29.4%	29.2%	29.1%	20.7%	21.7%	22.7%	17.3%	19.1%	19.2%	279,639	232,636	241,254	23,533	20,128	19,594
Team Leader	6.8%	6.0%	5.6%	26.0%	25.2%	24.5%	27.1%	27.1%	26.9%	22.8%	23.3%	24.3%	17.2%	18.3%	18.7%	55,133	47,141	51,092	2,610	2,288	2,190
Supervisor	10.4%	9.6%	8.6%	37.7%	36.2%	36.3%	25.4%	25.1%	25.2%	17.1%	18.7%	19.2%	9.5%	10.3%	10.7%	61,823	51,186	51,571	1,103	982	874
Manager	16.4%	14.5%	13.7%	41.1%	42.4%	41.3%	20.9%	21.0%	21.2%	14.4%	15.0%	15.8%	7.3%	7.2%	8.0%	28,402	24,444	24,099	276	240	241
Senior Leader	28.0%	25.0%	22.7%	41.4%	41.2%	41.2%	16.1%	18.0%	17.4%	9.3%	9.8%	13.0%	5.2%	6.0%	5.8%	8,030	7,987	7,931	114	104	114
Sex																					
Male	9.0%	8.0%	7.1%	28.9%	27.4%	26.9%	28.2%	27.9%	28.0%	18.9%	20.0%	20.9%	15.0%	16.7%	17.0%	221,364	186,697	195,404	11,390	9,793	9,680
Female	8.1%	7.3%	6.8%	26.6%	25.5%	25.1%	27.5%	27.4%	27.2%	21.6%	22.3%	23.4%	16.3%	17.4%	17.5%	205,390	171,559	175,722	15,610	13,390	12,863
Hispanic or Latino																					
Yes	9.6%	8.7%	8.1%	26.7%	25.5%	24.4%	26.5%	27.1%	26.8%	19.1%	18.8%	20.0%	18.0%	19.9%	20.8%	37,472	31,756	32,177	2,141	1,755	1,730
No	8.5%	7.6%	6.9%	28.1%	26.8%	26.3%	28.1%	27.7%	27.8%	20.2%	21.3%	22.2%	15.2%	16.6%	16.8%	385,160	322,905	335,486	24,499	21,115	20,474
Race																					
American Indian/ Alaska Native	8.2%	7.0%	7.0%	24.7%	23.7%	24.6%	27.5%	27.8%	27.3%	20.6%	20.4%	20.6%	19.0%	21.0%	20.5%	8,973	7,507	7,975	377	302	374
Asian	11.2%	10.6%	9.5%	34.1%	32.1%	33.1%	27.6%	28.7%	28.8%	14.6%	15.3%	15.7%	12.5%	13.3%	12.9%	20,608	18,199	17,461	1,455	1,310	1,211
Black/African American	9.7%	9.0%	8.1%	29.5%	28.3%	27.4%	28.6%	28.2%	28.5%	17.0%	17.9%	18.6%	15.3%	16.5%	17.3%	60,052	53,948	56,248	4,377	3,976	3,921
Native Hawaiian/ Pacific Islander	8.8%	7.8%	9.0%	28.1%	28.6%	27.4%	30.7%	28.5%	28.5%	15.8%	17.9%	17.7%	16.6%	17.1%	17.4%	2,643	2,106	2,376	108	100	101
White	8.3%	7.4%	6.7%	27.7%	26.4%	25.8%	27.7%	27.3%	27.4%	21.1%	22.1%	23.3%	15.1%	16.8%	16.9%	300,485	248,660	258,895	18,050	15,320	14,781
Two or more races (Not Hispanic/ Latino)	7.1%	6.0%	6.1%	23.5%	22.2%	21.9%	26.8%	27.2%	26.4%	21.4%	21.8%	23.0%	21.2%	22.7%	22.6%	17,517	13,447	13,603	1,159	918	860

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Responses Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
Age Group																					
25 and under	9.4%	9.8%	8.5%	30.3%	31.7%	29.3%	26.0%	26.3%	26.4%	19.6%	18.8%	21.1%	14.6%	13.3%	14.6%	3,623	2,611	2,570	260	225	193
26-29	8.8%	7.9%	6.8%	26.7%	24.2%	23.7%	26.2%	26.2%	25.7%	22.8%	23.2%	23.6%	15.5%	18.4%	20.2%	12,233	10,660	12,009	837	789	713
30-39	7.7%	7.1%	6.3%	25.7%	23.8%	22.8%	25.7%	25.5%	25.7%	22.5%	23.5%	24.7%	18.4%	20.1%	20.5%	85,818	71,238	70,353	5,665	4,795	4,387
40-49	8.3%	7.3%	6.7%	26.8%	25.8%	25.5%	27.5%	27.2%	27.2%	20.6%	21.6%	22.2%	16.8%	18.1%	18.4%	116,291	99,490	104,334	7,229	6,262	6,311
50-59	8.7%	7.7%	7.0%	28.8%	27.6%	27.3%	29.3%	29.0%	29.0%	18.9%	20.0%	21.0%	14.2%	15.7%	15.7%	161,454	136,514	143,290	10,250	8,930	8,832
60+	8.8%	8.0%	7.2%	29.5%	28.9%	28.6%	31.3%	30.7%	31.1%	18.3%	19.2%	20.0%	12.1%	13.3%	13.0%	74,009	58,660	60,969	4,803	3,942	3,820
Level of Education																					
Less than High School	17.4%	11.6%	13.7%	27.3%	31.6%	30.5%	28.1%	25.8%	25.9%	11.2%	11.6%	10.3%	16.0%	19.3%	19.7%	421	333	385	23	24	22
H.S. Diploma/ GED or equiv	8.8%	8.4%	7.7%	28.7%	28.0%	28.2%	29.7%	29.5%	29.8%	17.6%	18.3%	18.6%	15.2%	15.9%	15.7%	18,615	15,479	18,497	869	780	858
Trade/Technical Certificate	7.1%	5.8%	5.9%	24.5%	25.2%	23.9%	30.5%	29.0%	28.8%	19.9%	21.4%	21.4%	17.9%	18.6%	20.0%	10,339	7,845	9,192	451	350	393
Some College (no degree)	8.0%	7.0%	6.9%	25.8%	24.6%	24.3%	28.9%	28.6%	28.4%	19.5%	20.6%	21.4%	17.8%	19.1%	19.1%	59,645	50,073	57,243	3,090	2,722	2,949
Associate's Degree	7.8%	6.7%	6.4%	25.0%	24.4%	24.4%	28.6%	27.9%	28.4%	20.4%	21.3%	21.9%	18.1%	19.7%	18.9%	33,828	26,429	29,837	1,722	1,405	1,507
Bachelor's Degree	8.3%	7.6%	6.6%	28.4%	26.8%	26.2%	28.0%	27.6%	27.8%	20.1%	21.4%	22.4%	15.2%	16.7%	17.0%	145,926	124,325	127,973	9,203	7,863	7,800
Master's Degree	9.4%	8.3%	7.5%	29.7%	28.1%	27.5%	26.6%	26.9%	26.4%	20.3%	21.0%	22.4%	14.0%	15.6%	16.1%	111,865	95,273	92,164	7,588	6,467	5,967
Doctoral/ Professional Degree	9.7%	9.0%	7.8%	29.3%	27.3%	27.4%	26.7%	27.0%	26.4%	21.0%	21.9%	23.4%	13.3%	14.8%	15.0%	48,617	40,408	37,840	4,214	3,737	3,166
Pay Category																					
Federal Wage System	6.1%	5.4%	5.5%	22.4%	21.8%	22.4%	27.3%	27.4%	26.9%	22.6%	22.8%	23.3%	21.7%	22.6%	21.8%	12,784	9,323	12,329	328	250	329
GS 1-6	8.6%	7.7%	7.6%	24.8%	24.4%	24.5%	28.7%	28.1%	28.7%	18.6%	19.9%	19.7%	19.3%	19.9%	19.5%	25,975	17,568	20,644	1,505	1,109	1,305
GS 7-12	7.6%	6.9%	6.2%	26.2%	24.9%	24.4%	28.9%	28.5%	28.6%	20.5%	21.4%	22.2%	16.8%	18.2%	18.6%	181,179	143,453	156,576	11,876	9,802	9,869
GS 13-15	10.2%	9.2%	8.1%	32.4%	30.7%	29.7%	26.8%	26.9%	26.7%	19.0%	20.2%	21.8%	11.6%	13.1%	13.7%	172,893	158,779	152,425	11,709	10,732	9,932
SES	33.3%	31.2%	27.7%	43.0%	43.6%	43.3%	13.0%	14.1%	15.3%	7.3%	7.7%	9.5%	3.4%	3.3%	4.1%	5,638	5,731	5,636	49	44	68
SL/ST	13.2%	10.6%	9.5%	31.4%	28.8%	33.0%	24.0%	25.6%	22.4%	17.2%	21.9%	23.9%	14.3%	13.0%	11.2%	1,900	1,492	1,480	102	76	59
Other	6.7%	5.8%	5.4%	25.4%	23.8%	24.3%	27.4%	27.3%	26.9%	22.6%	22.8%	24.2%	17.9%	20.3%	19.3%	29,546	24,425	24,448	1,683	1,428	1,197

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
Time in Federal Government																					
< 1 year	13.5%	11.8%	11.2%	34.3%	32.9%	33.6%	30.3%	31.7%	31.0%	13.8%	13.7%	15.9%	8.1%	9.8%	8.3%	7,638	5,779	5,075	1,370	1,070	957
1-3 years	9.9%	9.3%	8.5%	29.1%	27.4%	27.0%	28.6%	28.4%	28.7%	19.0%	20.2%	21.0%	13.4%	14.7%	14.8%	42,098	27,636	26,251	3,210	2,256	2,016
4-5 years	8.8%	7.7%	6.7%	25.4%	24.5%	24.5%	27.2%	27.8%	27.7%	21.5%	21.8%	22.5%	17.1%	18.2%	18.6%	28,504	28,248	38,678	1,709	1,858	2,423
6-10 years	7.7%	7.0%	6.2%	25.9%	24.4%	23.5%	27.2%	26.7%	26.4%	21.5%	22.7%	23.8%	17.7%	19.2%	20.0%	102,731	86,530	83,139	6,172	5,340	4,718
11-14 years	7.5%	6.6%	6.1%	26.6%	24.7%	24.3%	27.7%	27.4%	27.0%	20.8%	22.1%	23.1%	17.5%	19.1%	19.5%	60,610	52,015	53,949	3,343	2,881	2,855
15-20 years	7.9%	7.3%	6.4%	27.6%	26.0%	25.9%	27.0%	27.2%	27.4%	20.8%	21.3%	22.4%	16.6%	18.2%	17.9%	62,917	49,000	46,326	3,517	2,771	2,464
> 20 years	9.3%	8.2%	7.6%	30.5%	29.7%	29.2%	29.1%	28.5%	28.7%	18.3%	19.3%	20.2%	12.9%	14.2%	14.2%	126,374	112,315	120,888	8,044	7,315	7,391
Time with Current Agency																					
< 1 year	13.4%	12.8%	12.1%	33.1%	32.0%	31.8%	30.6%	30.4%	31.3%	13.5%	14.5%	15.1%	9.3%	10.3%	9.7%	13,898	10,995	9,931	2,576	2,159	1,958
1-3 years	10.2%	9.2%	8.3%	28.6%	26.6%	26.5%	28.4%	28.7%	28.0%	18.9%	20.2%	20.9%	14.0%	15.3%	16.2%	64,993	44,233	41,455	4,877	3,444	3,117
4-5 years	8.3%	7.5%	6.7%	25.7%	24.1%	24.0%	26.8%	27.1%	27.3%	21.6%	22.0%	22.7%	17.5%	19.2%	19.3%	35,922	35,971	47,233	1,961	2,173	2,712
6-10 years	7.4%	6.4%	6.1%	25.5%	24.1%	23.4%	27.3%	26.9%	26.6%	21.6%	22.8%	23.9%	18.2%	19.7%	20.1%	107,947	92,883	91,063	6,007	5,269	4,793
11-20 years	7.5%	6.9%	6.2%	27.3%	26.0%	25.5%	27.4%	27.3%	27.1%	21.0%	21.6%	22.8%	16.7%	18.1%	18.3%	112,683	93,765	94,300	6,012	5,026	4,774
> 20 years	9.4%	8.3%	7.4%	31.5%	30.8%	30.2%	29.1%	28.5%	29.2%	18.1%	19.2%	20.1%	11.9%	13.2%	13.1%	94,044	82,432	89,179	5,840	5,336	5,378
Leaving																					
No	10.8%	9.9%	9.0%	32.6%	31.7%	31.1%	29.2%	29.4%	29.5%	17.5%	18.4%	19.5%	9.8%	10.6%	11.0%	296,266	242,604	247,337	19,987	16,835	16,125
Yes, to retire	7.5%	6.9%	6.4%	29.2%	28.2%	28.0%	30.8%	29.6%	30.5%	19.4%	20.8%	21.3%	13.1%	14.6%	13.7%	27,092	21,096	22,827	1,479	1,228	1,302
Yes, to other job in Govt	3.7%	3.4%	3.0%	17.4%	16.1%	15.7%	25.0%	24.5%	23.8%	26.0%	26.5%	27.5%	27.9%	29.5%	30.0%	67,234	67,069	69,908	3,599	3,641	3,630
Yes, to other job outside Govt	2.9%	2.7%	2.1%	15.2%	12.1%	12.7%	21.3%	19.7%	19.1%	27.0%	27.9%	29.6%	33.5%	37.7%	36.6%	18,503	13,134	15,170	946	657	694
Yes, other	2.8%	2.5%	2.1%	13.8%	13.2%	13.2%	24.5%	23.4%	23.5%	25.8%	26.4%	27.3%	33.1%	34.5%	34.0%	20,909	16,981	18,354	1,291	1,048	1,009
Retiring																					
Within 1 year	7.5%	6.9%	6.5%	27.8%	27.7%	26.7%	29.7%	28.6%	29.3%	19.7%	20.7%	21.8%	15.4%	16.2%	15.7%	16,261	12,860	14,104	908	730	776
Between 1-3 years	8.1%	7.2%	6.4%	29.3%	27.8%	28.7%	30.6%	30.0%	30.2%	19.1%	20.5%	20.5%	12.9%	14.5%	14.2%	44,659	35,784	37,823	2,628	2,249	2,172
Between 3-5 years	8.1%	7.2%	6.6%	29.7%	28.8%	27.7%	29.5%	29.2%	29.1%	19.3%	20.0%	21.5%	13.4%	14.8%	15.1%	48,491	39,826	41,172	2,870	2,420	2,334
5 or more years	8.7%	7.9%	7.1%	27.5%	26.1%	25.6%	27.3%	27.2%	27.1%	20.3%	21.3%	22.3%	16.1%	17.6%	17.9%	318,163	269,937	277,595	20,630	17,791	17,218

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	8.4%	7.6%	6.8%	27.7%	26.4%	26.0%	28.2%	27.9%	27.9%	20.2%	21.1%	22.1%	15.5%	17.0%	17.2%	454,415	380,352	395,142	29,143	25,041	24,411
Self-Identify as:																					
Heterosexual	9.0%	8.1%	7.3%	28.8%	27.6%	26.8%	27.9%	27.8%	27.8%	19.7%	20.7%	21.7%	14.6%	16.0%	16.4%	344,150	288,825	300,310	21,065	18,061	17,666
LGBT*	8.9%	8.5%	7.1%	26.2%	24.3%	24.0%	24.4%	24.8%	24.1%	21.3%	23.0%	24.4%	19.2%	19.5%	20.3%	12,742	10,603	10,404	837	723	631
Prefer not to say	6.0%	5.5%	5.0%	23.4%	21.4%	21.7%	28.4%	27.6%	28.0%	22.0%	22.8%	23.5%	20.2%	22.7%	21.8%	53,150	43,873	45,170	3,766	3,184	3,019
Military Service																					
No Prior Military Service	8.2%	7.5%	6.8%	28.2%	26.8%	26.3%	27.8%	27.6%	27.5%	20.7%	21.6%	22.5%	15.1%	16.6%	16.9%	304,826	259,873	264,277	20,738	17,987	17,226
Currently in Guard/Reserves	9.4%	9.5%	8.2%	29.8%	27.5%	27.4%	26.0%	26.1%	26.3%	19.4%	19.1%	20.7%	15.4%	17.7%	17.4%	7,088	5,914	6,744	336	240	261
Retired Separated/Discharged	10.5%	9.4%	8.5%	31.3%	29.8%	29.4%	29.4%	29.4%	29.8%	16.6%	18.1%	18.9%	12.2%	13.2%	13.4%	47,552	37,777	41,427	2,355	1,895	1,940
Disability																					
Yes	9.0%	7.9%	7.2%	25.1%	24.2%	23.4%	27.4%	26.6%	27.4%	19.1%	20.3%	21.0%	19.4%	20.9%	20.9%	65,701	48,740	50,659	3,824	2,935	2,888
No	8.5%	7.6%	6.9%	28.6%	27.1%	26.6%	28.0%	27.9%	27.8%	20.2%	21.1%	22.2%	14.7%	16.2%	16.5%	360,579	308,825	319,600	23,063	20,155	19,553

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
Work Location																					
Headquarters	13.2%	12.0%	11.2%	33.7%	32.3%	31.6%	24.7%	24.3%	24.7%	14.4%	15.6%	16.3%	13.9%	15.8%	16.2%	164,410	143,020	144,395	13,368	12,074	11,491
Field	10.6%	9.6%	8.9%	31.8%	30.5%	29.9%	24.7%	24.8%	24.8%	16.2%	16.9%	17.9%	16.7%	18.2%	18.4%	261,536	214,129	225,185	17,491	14,796	14,399
Supervisory Status																					
Non-Supervisor	10.0%	9.0%	8.4%	30.0%	28.1%	27.8%	26.2%	26.3%	26.2%	16.3%	17.2%	18.1%	17.4%	19.5%	19.6%	276,525	229,765	238,740	26,082	22,531	21,586
Team Leader	9.9%	8.7%	8.2%	31.1%	30.6%	29.0%	24.6%	24.9%	25.1%	17.4%	17.9%	18.9%	16.9%	17.9%	18.9%	54,415	46,436	50,218	3,231	2,916	2,934
Supervisor	14.6%	13.8%	12.7%	42.1%	40.4%	40.1%	21.4%	20.9%	21.4%	12.4%	14.2%	14.9%	9.5%	10.7%	10.9%	61,395	50,819	51,246	1,348	1,228	1,098
Manager	22.6%	20.1%	19.5%	43.7%	45.3%	44.1%	16.6%	16.9%	17.6%	10.0%	10.4%	10.8%	7.1%	7.4%	7.9%	28,249	24,386	23,968	323	259	300
Senior Leader	35.1%	31.0%	28.9%	39.8%	41.5%	41.2%	13.5%	14.0%	15.3%	6.4%	7.9%	8.5%	5.3%	5.7%	6.1%	8,016	7,950	7,887	108	122	139
Sex																					
Male	12.3%	10.9%	10.1%	33.4%	31.9%	31.1%	24.5%	24.5%	24.8%	14.5%	15.5%	16.3%	15.3%	17.2%	17.6%	219,377	184,652	193,581	12,947	11,472	11,123
Female	10.8%	10.0%	9.4%	31.6%	30.4%	29.9%	24.8%	24.9%	24.7%	16.8%	17.6%	18.6%	16.0%	17.2%	17.4%	203,030	169,617	173,759	17,472	14,978	14,376
Hispanic or Latino																					
Yes	12.9%	11.3%	10.7%	29.8%	28.4%	27.9%	23.5%	23.9%	23.9%	15.3%	15.4%	16.3%	18.5%	21.0%	21.2%	37,069	31,451	31,874	2,466	2,009	1,976
No	11.5%	10.4%	9.7%	33.0%	31.6%	30.9%	24.8%	24.7%	24.9%	15.5%	16.5%	17.4%	15.2%	16.8%	17.1%	381,246	319,283	331,981	27,571	24,090	23,213
Race																					
American Indian/ Alaska Native	10.8%	9.5%	9.3%	27.5%	25.9%	26.4%	24.8%	24.5%	24.3%	16.4%	17.5%	17.9%	20.5%	22.6%	22.2%	8,870	7,391	7,923	467	410	424
Asian	15.1%	13.7%	13.5%	36.5%	36.5%	35.6%	25.3%	25.0%	25.8%	11.4%	12.1%	12.5%	11.7%	12.8%	12.6%	20,633	18,217	17,410	1,403	1,266	1,214
Black/African American	12.1%	11.5%	10.7%	33.0%	31.2%	30.7%	24.8%	24.7%	25.0%	14.5%	14.9%	15.6%	15.6%	17.8%	18.0%	60,165	53,831	56,202	4,163	3,970	3,802
Native Hawaiian/ Pacific Islander	11.0%	11.1%	10.6%	32.2%	29.8%	30.3%	27.6%	26.0%	27.0%	13.3%	14.9%	14.8%	15.9%	18.2%	17.3%	2,621	2,107	2,356	124	106	111
White	11.5%	10.3%	9.5%	33.0%	31.7%	30.9%	24.4%	24.4%	24.5%	16.0%	16.9%	18.0%	15.0%	16.7%	17.1%	296,553	245,250	255,525	21,244	18,225	17,617
Two or more races (Not Hispanic/ Latino)	9.8%	8.6%	8.6%	27.2%	25.4%	24.7%	24.2%	25.0%	24.9%	15.9%	17.3%	18.1%	22.8%	23.6%	23.7%	17,302	13,281	13,450	1,353	1,065	975

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
Age Group																					
25 and under	12.8%	13.1%	11.5%	36.7%	33.6%	35.4%	23.9%	24.9%	23.2%	13.3%	14.9%	16.4%	13.4%	13.5%	13.4%	3,526	2,513	2,486	344	315	276
26-29	12.3%	10.5%	9.0%	33.4%	30.9%	30.0%	24.1%	24.3%	24.0%	16.1%	16.9%	18.1%	14.1%	17.5%	18.9%	11,882	10,313	11,612	1,155	1,106	1,099
30-39	10.8%	9.9%	8.7%	31.4%	29.1%	28.0%	23.5%	23.9%	24.7%	16.3%	17.4%	18.4%	18.0%	19.7%	20.2%	83,625	69,268	68,488	7,620	6,610	6,076
40-49	11.0%	9.9%	9.5%	31.7%	30.8%	30.3%	24.5%	24.4%	24.2%	16.0%	16.5%	17.5%	16.8%	18.4%	18.6%	114,698	98,126	103,171	8,549	7,386	7,255
50-59	11.7%	10.5%	10.0%	32.9%	31.8%	31.3%	25.6%	25.2%	25.4%	15.2%	16.2%	17.1%	14.6%	16.2%	16.4%	160,890	135,966	142,666	10,454	9,218	9,090
60+	11.8%	10.8%	10.2%	33.1%	32.4%	32.4%	26.9%	26.4%	26.8%	15.3%	15.9%	16.5%	12.9%	14.4%	14.2%	74,000	58,733	60,962	4,667	3,786	3,699
Level of Education																					
Less than																					
High School	20.3%	18.6%	16.3%	27.4%	29.0%	33.8%	26.1%	26.2%	21.7%	9.1%	8.8%	10.3%	17.0%	17.5%	18.0%	414	340	388	28	23	21
H.S. Diploma/																					
GED or equiv	11.4%	11.1%	10.1%	32.6%	30.5%	31.1%	24.9%	25.3%	24.9%	15.2%	15.8%	16.3%	15.9%	17.3%	17.6%	18,668	15,486	18,531	824	783	796
Trade/Technical																					
Certificate	9.5%	8.0%	8.1%	27.4%	27.6%	26.2%	27.2%	26.3%	25.6%	16.8%	17.6%	18.4%	19.1%	20.5%	21.7%	10,248	7,804	9,119	506	376	458
Some College																					
(no degree)	10.5%	9.4%	9.2%	29.3%	28.1%	27.5%	25.3%	25.2%	24.8%	16.2%	16.7%	17.7%	18.7%	20.6%	20.8%	59,327	49,866	57,076	3,326	2,878	3,045
Associate's																					
Degree	10.1%	8.8%	9.0%	28.9%	27.2%	27.4%	25.5%	25.2%	25.3%	16.7%	17.5%	18.3%	18.8%	21.3%	20.0%	33,592	26,251	29,676	1,919	1,553	1,627
Bachelor's																					
Degree	11.4%	10.3%	9.5%	33.6%	32.2%	31.6%	24.7%	24.6%	24.8%	15.4%	16.4%	17.3%	14.8%	16.5%	16.8%	144,748	122,963	126,604	10,078	8,987	8,838
Master's Degree																					
Doctoral/	12.8%	11.5%	10.6%	34.7%	33.5%	32.7%	23.7%	24.0%	24.2%	15.0%	15.9%	16.8%	13.8%	15.1%	15.7%	110,192	93,725	90,713	8,954	7,764	7,182
Professional																					
Degree	13.7%	12.7%	11.5%	35.1%	33.7%	32.9%	24.2%	24.3%	25.2%	14.7%	15.7%	16.6%	12.3%	13.6%	13.8%	47,696	39,755	37,170	4,949	4,251	3,704
Pay Category																					
Federal Wage																					
System	8.6%	7.7%	7.2%	25.5%	24.8%	24.8%	25.0%	23.1%	24.4%	17.8%	19.1%	18.7%	23.2%	25.3%	24.9%	12,666	9,233	12,245	440	349	410
GS 1-6																					
GS 7-12	10.7%	10.0%	10.0%	27.7%	26.9%	27.0%	26.6%	26.5%	25.9%	15.1%	15.7%	17.0%	19.9%	20.9%	20.2%	25,552	17,376	20,464	1,899	1,306	1,489
GS 13-15																					
SES	10.3%	9.4%	8.8%	31.2%	29.5%	29.1%	25.4%	25.6%	25.5%	16.3%	16.9%	17.7%	16.8%	18.5%	19.0%	179,398	141,772	154,966	13,371	11,259	11,193
SL/ST																					
Other	14.3%	12.7%	11.8%	37.6%	36.5%	35.3%	23.1%	23.2%	23.8%	13.9%	15.0%	16.0%	11.1%	12.6%	13.1%	171,396	157,200	150,935	12,706	11,907	10,977
	42.3%	40.3%	36.8%	40.0%	41.0%	41.3%	10.4%	10.9%	11.9%	3.9%	4.8%	5.9%	3.4%	3.0%	4.1%	5,619	5,705	5,627	54	52	71
	17.1%	13.4%	12.4%	35.3%	36.0%	38.3%	22.0%	26.0%	22.7%	12.5%	15.6%	16.2%	13.1%	9.0%	10.3%	1,874	1,466	1,454	128	98	80
	8.7%	7.5%	7.3%	29.3%	27.3%	27.6%	25.8%	25.3%	25.1%	17.8%	18.7%	20.2%	18.3%	21.2%	19.7%	29,029	24,029	24,043	2,100	1,762	1,508

SOURCE: Federal Employee Viewpoint Survey

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

Page 98

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
Time in Federal Government																					
< 1 year	17.3%	16.3%	14.6%	37.7%	34.6%	36.2%	29.7%	31.2%	32.0%	7.8%	9.5%	10.2%	7.4%	8.4%	7.0%	7,156	5,369	4,700	1,824	1,452	1,322
1-3 years	13.2%	12.0%	11.5%	33.6%	32.1%	31.5%	26.7%	27.1%	26.9%	13.6%	14.9%	15.6%	12.9%	13.9%	14.4%	41,057	26,865	25,560	4,158	2,976	2,648
4-5 years	11.5%	10.1%	9.4%	30.6%	29.9%	30.2%	25.4%	25.4%	25.2%	16.1%	16.7%	17.2%	16.4%	17.9%	18.0%	27,920	27,636	37,990	2,200	2,425	3,033
6-10 years	10.4%	9.6%	8.7%	31.2%	29.2%	28.0%	24.4%	24.5%	24.7%	16.6%	17.3%	18.6%	17.5%	19.3%	20.0%	101,187	85,078	81,810	7,472	6,570	5,842
11-14 years	10.5%	9.0%	8.4%	31.0%	29.4%	28.6%	24.2%	23.9%	24.3%	16.5%	17.7%	18.3%	17.7%	19.9%	20.3%	59,947	51,498	53,319	3,887	3,291	3,369
15-20 years	10.7%	9.7%	9.0%	31.8%	30.4%	30.0%	24.4%	24.3%	24.2%	16.2%	16.9%	17.9%	17.0%	18.7%	18.9%	62,509	48,560	46,031	3,808	3,106	2,663
> 20 years	12.8%	11.6%	10.9%	35.0%	34.2%	33.5%	24.0%	23.8%	24.1%	14.9%	15.5%	16.4%	13.4%	14.9%	15.0%	126,738	112,493	121,069	7,433	6,979	6,935
Time with Current Agency																					
< 1 year	16.7%	15.9%	15.0%	36.2%	34.1%	34.4%	29.8%	30.5%	31.5%	8.8%	10.1%	10.4%	8.5%	9.4%	8.7%	12,998	10,234	9,276	3,415	2,879	2,595
1-3 years	13.4%	12.1%	11.4%	33.0%	31.3%	30.8%	26.0%	26.6%	25.9%	14.0%	15.3%	16.1%	13.6%	14.7%	15.8%	63,645	43,118	40,597	6,091	4,476	3,872
4-5 years	11.2%	9.7%	9.2%	30.7%	29.5%	29.2%	24.4%	24.6%	24.8%	16.5%	17.1%	17.7%	17.2%	19.0%	19.0%	35,374	35,397	46,486	2,400	2,679	3,357
6-10 years	10.2%	9.1%	8.4%	30.6%	28.8%	28.1%	24.4%	24.4%	24.4%	16.7%	17.6%	18.8%	18.2%	20.1%	20.4%	106,671	91,769	89,909	7,035	6,162	5,716
11-20 years	10.4%	9.4%	8.8%	31.8%	30.5%	29.8%	24.3%	23.8%	24.2%	16.5%	17.3%	18.0%	17.0%	18.9%	19.2%	112,057	93,133	93,637	6,425	5,477	5,203
> 20 years	13.1%	11.9%	11.0%	36.2%	35.8%	34.7%	23.7%	23.6%	24.2%	14.5%	15.0%	16.2%	12.4%	13.7%	13.8%	94,375	82,635	89,421	5,323	5,018	4,972
Leaving																					
No	14.4%	13.2%	12.3%	37.2%	36.2%	35.3%	25.1%	25.5%	25.7%	13.3%	14.3%	15.2%	9.9%	10.9%	11.4%	294,182	240,579	245,531	21,423	18,390	17,419
Yes, to retire	10.5%	9.6%	9.3%	32.5%	32.5%	32.5%	26.2%	25.4%	25.6%	16.6%	16.4%	17.4%	14.1%	16.2%	15.3%	27,043	21,140	22,873	1,482	1,175	1,188
Yes, to other job in Govt	5.6%	5.1%	4.6%	22.6%	21.1%	20.6%	23.6%	23.1%	23.1%	20.4%	21.0%	21.6%	27.8%	29.7%	30.1%	66,052	65,715	68,688	4,655	4,836	4,706
Yes, to other job outside Govt	4.9%	4.1%	3.7%	20.8%	17.4%	17.8%	21.4%	20.1%	20.0%	20.7%	22.4%	23.0%	32.2%	36.1%	35.5%	17,962	12,774	14,736	1,415	974	1,085
Yes, other	4.1%	3.8%	3.2%	18.1%	17.5%	18.0%	23.6%	22.9%	22.4%	20.7%	20.3%	22.0%	33.5%	35.6%	34.4%	20,409	16,652	17,934	1,736	1,334	1,357
Retiring																					
Within 1 year	10.4%	9.3%	9.1%	31.7%	31.4%	31.8%	25.6%	25.3%	24.1%	16.5%	16.4%	17.8%	15.7%	17.5%	17.2%	16,244	12,876	14,077	887	711	743
Between 1-3 years	11.2%	10.0%	9.3%	33.6%	32.1%	32.6%	25.8%	25.7%	26.0%	15.5%	16.6%	17.1%	13.8%	15.5%	15.0%	44,669	35,828	37,848	2,545	2,156	2,081
Between 3-5 years	11.2%	10.0%	9.7%	33.8%	32.8%	31.5%	25.6%	24.7%	25.1%	15.4%	16.7%	17.4%	14.1%	15.9%	16.3%	48,410	39,794	41,158	2,827	2,398	2,248
5 or more years	11.8%	10.7%	9.9%	32.4%	30.9%	30.2%	24.4%	24.5%	24.6%	15.5%	16.3%	17.3%	16.0%	17.6%	18.0%	313,921	265,942	273,804	24,166	21,187	20,406

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.3%	9.6%	32.3%	31.1%	30.5%	25.0%	24.9%	25.0%	15.7%	16.5%	17.4%	15.6%	17.3%	17.5%	449,570	376,070	390,970	32,923	28,546	27,677
Self-Identify as:																					
Heterosexual	12.2%	11.0%	10.2%	33.5%	32.2%	31.4%	24.6%	24.5%	24.6%	15.2%	16.0%	17.0%	14.6%	16.3%	16.8%	341,123	285,938	297,511	23,372	20,402	19,820
LGBT*	12.5%	10.8%	9.7%	30.4%	29.2%	28.3%	22.2%	22.3%	23.0%	15.8%	18.0%	18.4%	19.1%	19.7%	20.6%	12,511	10,387	10,240	1,031	910	779
Prefer not to say	8.4%	7.5%	7.2%	27.4%	25.7%	26.0%	25.7%	25.7%	25.9%	17.6%	18.1%	18.7%	20.9%	23.0%	22.1%	52,368	43,299	44,613	4,411	3,670	3,442
Military Service																					
No Prior Military Service	11.6%	10.5%	9.7%	33.5%	32.0%	31.4%	24.4%	24.4%	24.5%	15.7%	16.7%	17.5%	14.9%	16.5%	16.9%	301,767	257,022	261,484	23,066	20,315	19,395
Currently in Guard/Reserves	12.3%	11.9%	11.0%	34.8%	30.7%	29.9%	22.2%	23.8%	25.5%	14.8%	14.7%	15.5%	15.9%	18.9%	18.2%	6,965	5,770	6,604	446	377	380
Retired Separated/Discharged	13.5%	12.3%	11.4%	34.2%	33.2%	33.0%	26.2%	25.6%	25.6%	13.7%	14.8%	15.4%	12.5%	14.1%	14.5%	47,339	37,584	41,225	2,489	2,031	2,064
Disability																					
Yes	11.4%	10.3%	9.7%	27.5%	26.6%	26.3%	24.9%	24.3%	24.7%	16.0%	16.8%	17.0%	20.3%	22.0%	22.2%	65,046	48,189	50,189	4,405	3,424	3,285
No	11.7%	10.5%	9.8%	33.8%	32.2%	31.4%	24.6%	24.7%	24.8%	15.4%	16.3%	17.4%	14.5%	16.3%	16.6%	356,884	305,450	316,317	25,877	22,889	22,081

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
Work Location																					
Headquarters	26.2%	24.4%	23.3%	48.8%	48.9%	49.8%	12.9%	13.6%	13.6%	7.2%	7.6%	7.9%	5.0%	5.5%	5.4%	177,327	154,742	155,530	735	695	668
Field	24.0%	22.8%	21.6%	50.7%	51.0%	51.4%	13.3%	13.6%	14.1%	7.0%	7.4%	7.6%	4.9%	5.2%	5.4%	278,486	228,444	239,130	992	867	913
Supervisory Status																					
Non-Supervisor	23.8%	22.4%	21.3%	48.9%	48.9%	49.4%	14.0%	14.5%	14.7%	7.6%	8.1%	8.4%	5.7%	6.1%	6.2%	301,699	251,482	259,536	1,449	1,302	1,315
Team Leader	23.6%	22.1%	21.1%	51.8%	52.5%	52.8%	13.1%	13.2%	13.8%	6.9%	7.3%	7.5%	4.6%	4.9%	4.8%	57,575	49,295	53,157	128	133	129
Supervisor	27.4%	26.1%	24.9%	53.4%	53.7%	54.6%	11.0%	11.6%	11.7%	5.4%	5.6%	5.7%	2.8%	3.1%	3.1%	62,749	52,074	52,329	114	92	83
Manager	31.5%	29.4%	27.6%	52.3%	53.5%	54.6%	9.5%	9.9%	10.0%	4.6%	4.5%	5.1%	2.1%	2.6%	2.6%	28,559	24,659	24,276	37	25	44
Senior Leader	41.7%	36.8%	36.2%	44.0%	46.1%	48.6%	8.3%	9.4%	8.7%	3.1%	4.3%	4.4%	2.8%	3.4%	2.2%	8,112	8,062	8,016	26	19	17
Sex																					
Male	25.6%	23.7%	22.7%	50.7%	51.3%	51.8%	13.1%	13.6%	13.8%	6.3%	6.6%	6.9%	4.3%	4.7%	4.7%	231,940	195,859	204,404	667	621	615
Female	23.9%	22.9%	21.6%	49.1%	48.8%	49.4%	13.2%	13.7%	14.0%	8.0%	8.5%	8.7%	5.8%	6.1%	6.2%	219,897	184,035	187,657	1,047	913	929
Hispanic or Latino																					
Yes	23.4%	22.4%	20.8%	46.7%	46.9%	47.3%	15.2%	15.4%	15.7%	8.2%	8.2%	8.8%	6.6%	7.1%	7.3%	39,361	33,382	33,759	197	146	156
No	25.0%	23.5%	22.4%	50.4%	50.7%	51.2%	12.9%	13.4%	13.7%	6.9%	7.3%	7.6%	4.7%	5.1%	5.1%	408,024	342,647	354,517	1,489	1,360	1,351
Race																					
American Indian/ Alaska Native	18.5%	18.1%	16.9%	43.1%	43.6%	44.5%	17.2%	17.3%	17.8%	11.4%	10.9%	11.1%	9.8%	10.0%	9.7%	9,299	7,746	8,290	54	47	67
Asian	23.2%	22.0%	21.0%	50.1%	50.3%	50.8%	16.2%	16.4%	17.4%	6.3%	6.5%	6.6%	4.2%	4.8%	4.3%	21,929	19,414	18,574	121	92	82
Black/African American	23.7%	22.2%	21.1%	48.7%	48.2%	49.0%	13.7%	14.7%	14.8%	7.6%	8.1%	8.3%	6.3%	6.9%	6.8%	64,062	57,524	59,752	361	400	383
Native Hawaiian/ Pacific Islander	19.8%	18.5%	20.6%	47.8%	49.9%	45.3%	18.0%	15.9%	18.2%	7.2%	8.6%	9.0%	7.2%	7.1%	6.9%	2,737	2,193	2,466	11	11	8
White	25.9%	24.3%	23.1%	50.8%	51.2%	51.9%	12.3%	12.7%	12.9%	6.7%	7.1%	7.3%	4.3%	4.7%	4.7%	317,370	263,192	272,860	957	815	807
Two or more races (Not Hispanic/ Latino)	22.1%	21.3%	19.8%	47.3%	47.3%	47.1%	15.2%	15.2%	16.2%	8.2%	8.9%	9.6%	7.2%	7.3%	7.4%	18,589	14,265	14,380	96	89	75

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
Age Group																					
25 and under	31.8%	31.6%	28.1%	49.6%	51.2%	51.2%	9.8%	10.3%	11.7%	5.5%	4.2%	5.0%	3.2%	2.6%	3.9%	3,860	2,820	2,759	18	18	7
26-29	29.3%	26.9%	25.1%	50.4%	51.5%	51.9%	10.5%	10.7%	11.6%	6.0%	6.7%	6.6%	3.8%	4.1%	4.9%	13,018	11,419	12,689	38	34	42
30-39	25.3%	23.9%	22.6%	50.4%	50.7%	51.6%	12.2%	12.8%	12.8%	6.9%	7.2%	7.7%	5.3%	5.4%	5.4%	91,125	75,801	74,484	263	228	215
40-49	23.8%	22.2%	21.3%	50.1%	50.6%	50.4%	13.3%	13.6%	14.1%	7.4%	7.7%	8.1%	5.3%	5.9%	6.1%	123,044	105,363	110,196	406	378	421
50-59	24.0%	22.6%	21.3%	49.7%	49.8%	50.6%	14.0%	14.4%	14.7%	7.3%	7.7%	8.0%	4.9%	5.4%	5.4%	170,854	144,759	151,379	752	699	699
60+	23.9%	23.0%	22.2%	49.6%	49.5%	50.4%	14.9%	15.2%	15.4%	7.1%	7.6%	7.3%	4.5%	4.7%	4.6%	78,386	62,225	64,416	458	382	368
Level of Education																					
Less than																					
High School	21.0%	20.6%	20.5%	39.6%	42.0%	45.5%	23.9%	18.9%	18.3%	6.4%	8.3%	4.9%	9.1%	10.2%	10.9%	426	351	401	10	9	8
H.S. Diploma/																					
GED or equiv	20.4%	19.8%	18.6%	50.2%	48.9%	49.6%	16.6%	16.8%	17.3%	7.3%	8.5%	8.0%	5.5%	6.0%	6.5%	19,395	16,143	19,226	102	122	127
Trade/Technical																					
Certificate	19.0%	18.8%	17.6%	50.4%	50.4%	50.4%	16.7%	16.0%	16.8%	7.8%	8.8%	8.4%	6.1%	6.0%	6.7%	10,776	8,162	9,538	40	41	40
Some College																					
(no degree)	21.2%	20.1%	19.2%	48.9%	48.9%	49.1%	15.9%	16.3%	16.3%	8.0%	8.3%	8.7%	6.0%	6.4%	6.6%	62,430	52,528	59,897	311	264	308
Associate's																					
Degree	21.1%	19.4%	19.5%	49.3%	50.0%	49.7%	15.3%	15.9%	15.7%	8.1%	8.5%	8.8%	6.1%	6.3%	6.4%	35,383	27,699	31,158	154	137	185
Bachelor's																					
Degree	25.2%	23.7%	22.6%	51.0%	51.5%	52.0%	12.4%	12.9%	13.0%	6.7%	7.0%	7.4%	4.6%	4.9%	4.9%	154,516	131,755	135,261	507	447	451
Master's Degree																					
Doctoral/	26.7%	25.4%	24.0%	50.2%	50.4%	51.5%	11.6%	12.0%	12.3%	7.0%	7.2%	7.4%	4.5%	5.0%	4.8%	118,994	101,385	97,842	386	362	284
Professional																					
Degree	33.5%	31.0%	29.9%	48.0%	49.0%	50.1%	10.1%	10.5%	10.8%	5.1%	5.7%	5.7%	3.4%	3.9%	3.5%	52,587	43,963	40,841	203	170	157
Pay Category																					
Federal Wage																					
System	18.0%	17.0%	16.8%	49.7%	51.1%	51.5%	17.5%	16.7%	16.7%	8.4%	8.3%	8.3%	6.4%	6.8%	6.6%	13,063	9,548	12,613	48	35	48
GS 1-6																					
GS 7-12	20.0%	19.2%	17.8%	46.4%	46.0%	46.8%	16.2%	17.5%	17.4%	9.0%	9.4%	9.8%	8.4%	8.0%	8.2%	27,291	18,497	21,751	189	182	210
GS 13-15																					
SES	23.5%	22.2%	21.2%	49.5%	49.7%	50.1%	13.9%	14.1%	14.5%	7.5%	8.0%	8.2%	5.5%	5.9%	6.0%	192,217	152,552	165,681	832	734	787
SL/ST																					
Other	29.0%	26.9%	25.8%	50.8%	51.2%	52.1%	10.9%	11.6%	11.7%	6.0%	6.4%	6.6%	3.3%	3.9%	3.8%	183,894	168,987	161,878	538	508	411
	49.8%	48.7%	46.3%	41.6%	42.9%	44.2%	5.1%	5.4%	5.6%	2.0%	2.0%	2.7%	1.5%	0.9%	1.1%	5,672	5,754	5,685	11	7	7
	32.6%	29.9%	28.2%	49.1%	51.4%	54.5%	10.7%	10.8%	10.8%	4.2%	5.1%	4.2%	3.5%	2.7%	2.3%	1,994	1,563	1,531	9	7	4
	23.2%	22.0%	20.9%	53.6%	53.7%	53.9%	13.2%	13.5%	13.7%	6.0%	6.2%	7.1%	4.1%	4.6%	4.4%	31,116	25,769	25,521	92	85	105

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
Time in Federal Government																					
< 1 year	36.2%	33.9%	33.6%	47.2%	48.9%	49.7%	9.0%	8.9%	9.2%	4.4%	5.3%	5.0%	3.2%	3.1%	2.5%	8,951	6,796	5,999	51	55	38
1-3 years	28.7%	27.2%	25.9%	49.0%	49.8%	50.0%	11.5%	12.0%	12.9%	6.5%	6.7%	6.8%	4.3%	4.4%	4.4%	45,179	29,840	28,140	122	87	107
4-5 years	25.3%	23.6%	22.8%	48.9%	50.6%	50.2%	13.0%	13.0%	13.5%	7.4%	7.5%	8.0%	5.3%	5.4%	5.5%	30,075	30,003	40,979	106	96	122
6-10 years	23.5%	22.3%	21.1%	50.6%	50.3%	50.9%	13.4%	13.9%	14.2%	7.1%	7.7%	8.1%	5.4%	5.8%	5.7%	108,481	91,475	87,563	347	322	283
11-14 years	22.9%	21.7%	20.3%	50.5%	50.5%	51.3%	13.8%	14.3%	14.7%	7.5%	7.8%	7.9%	5.3%	5.7%	5.8%	63,707	54,704	56,583	205	190	198
15-20 years	23.3%	21.6%	20.5%	50.3%	49.7%	50.7%	13.8%	14.6%	14.3%	7.2%	7.8%	8.2%	5.3%	6.3%	6.3%	66,171	51,533	48,572	257	244	211
> 20 years	25.0%	23.6%	22.6%	49.9%	50.5%	51.0%	13.6%	13.9%	14.0%	7.0%	7.2%	7.5%	4.5%	4.8%	4.9%	133,745	119,107	127,647	645	575	623
Time with Current Agency																					
< 1 year	34.3%	32.1%	31.5%	46.4%	48.2%	48.8%	9.6%	9.7%	10.2%	5.7%	6.0%	5.9%	4.0%	3.9%	3.6%	16,349	13,060	11,802	110	106	94
1-3 years	27.4%	26.0%	24.6%	48.3%	48.6%	48.8%	12.2%	12.7%	13.5%	7.1%	7.5%	7.6%	5.1%	5.2%	5.5%	69,647	47,513	44,384	209	172	161
4-5 years	24.6%	22.4%	21.9%	48.3%	49.7%	50.0%	13.8%	13.8%	13.8%	7.5%	8.0%	8.3%	5.7%	6.2%	6.0%	37,726	38,007	49,774	121	127	177
6-10 years	23.1%	21.5%	20.6%	50.5%	50.5%	50.9%	13.7%	14.1%	14.3%	7.3%	7.9%	8.2%	5.5%	6.0%	6.0%	113,517	97,760	95,527	394	342	315
11-20 years	22.8%	21.7%	20.5%	51.0%	50.8%	51.5%	14.0%	14.5%	14.6%	7.3%	7.5%	7.8%	4.9%	5.5%	5.6%	118,213	98,391	98,627	435	407	395
> 20 years	25.8%	24.7%	23.3%	51.1%	51.3%	52.0%	12.8%	13.4%	13.6%	6.4%	6.5%	6.9%	3.9%	4.1%	4.2%	99,383	87,416	94,143	452	399	424
Leaving																					
No	28.9%	27.5%	26.2%	51.5%	51.9%	52.6%	11.5%	12.0%	12.3%	5.3%	5.7%	5.8%	2.7%	2.9%	3.1%	315,086	258,581	262,591	1,042	924	900
Yes, to retire	21.7%	20.4%	20.6%	50.8%	51.5%	51.2%	15.2%	15.4%	15.4%	7.4%	7.7%	7.9%	4.8%	4.9%	4.9%	28,420	22,210	24,002	135	116	123
Yes, to other job in Govt	15.6%	15.1%	14.0%	46.7%	46.7%	46.9%	16.5%	16.7%	17.0%	11.3%	11.2%	11.9%	9.8%	10.3%	10.3%	70,492	70,351	73,137	328	330	352
Yes, to other job outside Govt	18.2%	15.2%	14.7%	46.8%	46.5%	48.1%	14.7%	15.9%	16.0%	10.1%	11.3%	11.1%	10.2%	11.1%	10.2%	19,343	13,724	15,805	68	58	50
Yes, other	14.3%	13.3%	12.1%	43.8%	44.6%	45.1%	19.2%	18.5%	18.9%	10.8%	11.5%	12.0%	12.0%	12.1%	11.9%	22,031	17,881	19,173	149	128	153
Retiring																					
Within 1 year	22.1%	21.1%	20.5%	50.0%	50.8%	51.0%	14.3%	14.8%	14.9%	7.9%	7.4%	8.1%	5.7%	6.0%	5.5%	17,085	13,533	14,784	88	68	85
Between 1-3 years	23.2%	21.8%	21.2%	50.5%	51.0%	51.5%	14.8%	14.8%	15.0%	6.9%	7.6%	7.3%	4.6%	4.8%	4.9%	47,055	37,863	39,800	223	192	183
Between 3-5 years	23.6%	23.0%	20.9%	50.7%	50.2%	51.5%	14.2%	14.5%	15.0%	7.2%	7.5%	7.6%	4.3%	4.9%	5.0%	51,132	42,052	43,305	211	193	208
5 or more years	25.4%	23.8%	22.7%	49.9%	50.2%	50.7%	12.7%	13.3%	13.5%	7.0%	7.4%	7.7%	5.0%	5.4%	5.4%	337,433	286,638	293,689	1,167	1,070	1,071

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.5%	23.1%	21.9%	50.0%	50.2%	50.8%	13.4%	13.8%	14.1%	7.1%	7.5%	7.8%	5.0%	5.3%	5.4%	481,370	403,664	417,688	1,941	1,739	1,762
Self-Identify as:																					
Heterosexual	25.6%	24.1%	22.9%	50.3%	50.5%	51.1%	12.8%	13.3%	13.5%	6.8%	7.2%	7.5%	4.6%	5.0%	5.0%	363,785	305,742	316,821	1,249	1,135	1,102
LGBT*	26.9%	25.7%	23.8%	47.2%	48.3%	48.7%	12.1%	12.1%	12.3%	7.9%	7.8%	8.2%	5.9%	6.1%	7.0%	13,535	11,280	11,010	48	43	41
Prefer not to say	20.2%	18.7%	17.9%	48.5%	48.8%	48.9%	16.0%	15.9%	16.7%	8.4%	9.1%	9.0%	7.0%	7.6%	7.4%	56,552	46,774	47,839	312	282	314
Military Service																					
No Prior Military Service	25.4%	24.0%	22.8%	50.6%	50.8%	51.4%	12.6%	13.1%	13.3%	6.8%	7.2%	7.5%	4.6%	5.0%	5.0%	324,181	276,751	280,346	1,220	1,125	1,120
Currently in Guard/Reserves	25.5%	24.3%	22.3%	49.6%	49.7%	50.5%	12.6%	12.9%	13.6%	7.2%	6.9%	7.7%	5.1%	6.2%	5.9%	7,405	6,148	6,972	25	13	21
Retired Separated/Discharged	25.6%	24.0%	22.8%	49.7%	49.6%	50.9%	13.6%	14.6%	14.5%	6.8%	7.1%	7.2%	4.3%	4.7%	4.5%	49,706	39,488	43,204	181	181	156
Disability																					
Yes	23.1%	21.7%	21.0%	45.9%	46.3%	46.4%	15.2%	15.3%	15.7%	8.4%	8.9%	9.2%	7.4%	7.8%	7.8%	69,157	51,366	53,227	377	342	336
No	25.3%	23.7%	22.5%	50.9%	51.1%	51.7%	12.7%	13.2%	13.5%	6.7%	7.1%	7.4%	4.4%	4.8%	4.9%	382,125	327,760	337,864	1,306	1,199	1,203

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
Work Location																					
Headquarters	19.5%	18.2%	17.1%	39.0%	37.8%	37.7%	26.4%	27.2%	28.0%	9.0%	9.8%	10.4%	6.1%	6.9%	6.8%	171,172	148,980	149,916	7,129	6,695	6,480
Field	17.0%	15.9%	14.7%	38.0%	37.5%	36.7%	28.0%	28.4%	29.4%	10.1%	10.6%	11.3%	7.0%	7.6%	7.8%	269,964	220,786	231,369	9,993	8,904	8,930
Supervisory Status																					
Non-Supervisor	16.6%	15.3%	14.3%	37.0%	36.1%	35.4%	29.1%	29.9%	30.7%	9.9%	10.7%	11.4%	7.3%	8.1%	8.2%	288,785	239,762	247,796	14,746	13,428	13,307
Team Leader	16.1%	15.3%	14.1%	38.3%	37.6%	37.2%	26.7%	27.4%	28.3%	11.5%	11.8%	12.4%	7.5%	7.9%	7.9%	56,557	48,303	52,182	1,258	1,206	1,181
Supervisor	21.4%	20.1%	18.8%	43.4%	43.3%	42.8%	23.0%	23.2%	24.6%	8.0%	8.8%	9.0%	4.2%	4.6%	4.8%	62,080	51,507	51,776	875	728	723
Manager	27.1%	25.6%	23.2%	42.8%	43.6%	43.7%	20.1%	20.3%	21.5%	6.7%	6.8%	7.7%	3.3%	3.6%	4.0%	28,394	24,438	24,098	292	281	252
Senior Leader	38.0%	36.9%	33.5%	38.2%	38.1%	38.8%	16.5%	16.2%	18.5%	4.9%	5.5%	6.0%	2.3%	3.4%	3.1%	8,057	7,993	7,939	102	109	98
Sex																					
Male	18.3%	17.0%	15.8%	39.1%	38.2%	37.4%	26.6%	27.3%	28.4%	9.6%	10.2%	11.0%	6.4%	7.3%	7.4%	226,494	190,793	199,405	6,511	5,951	5,864
Female	17.5%	16.5%	15.3%	37.4%	37.0%	36.7%	28.3%	28.7%	29.6%	9.8%	10.4%	10.9%	6.9%	7.3%	7.5%	210,954	175,910	179,496	10,291	9,392	9,300
Hispanic or Latino																					
Yes	19.8%	18.6%	17.0%	36.9%	36.3%	36.0%	26.4%	26.5%	27.4%	9.2%	9.6%	10.4%	7.7%	9.0%	9.2%	38,240	32,288	32,754	1,412	1,274	1,179
No	17.8%	16.6%	15.5%	38.6%	37.9%	37.3%	27.4%	28.0%	29.0%	9.7%	10.4%	11.0%	6.5%	7.1%	7.2%	394,976	330,697	342,551	15,143	13,872	13,769
Race																					
American Indian/ Alaska Native	17.5%	16.0%	15.4%	36.9%	35.4%	35.5%	26.2%	27.8%	27.8%	9.5%	10.4%	10.7%	9.8%	10.4%	10.6%	9,138	7,617	8,165	225	209	208
Asian	18.9%	17.8%	17.2%	42.8%	42.2%	41.5%	26.3%	26.8%	27.9%	6.5%	7.5%	7.8%	5.4%	5.7%	5.6%	21,123	18,630	17,856	949	892	831
Black/African American	18.7%	17.8%	16.9%	38.6%	37.6%	37.5%	26.7%	27.5%	28.1%	8.8%	9.1%	9.6%	7.2%	7.9%	7.9%	61,346	55,016	57,149	3,103	2,995	3,065
Native Hawaiian/ Pacific Islander	17.7%	17.6%	17.7%	37.5%	36.6%	33.8%	28.4%	27.8%	31.0%	8.8%	9.7%	9.8%	7.6%	8.3%	7.7%	2,672	2,147	2,416	86	67	64
White	18.1%	16.8%	15.4%	38.4%	37.8%	37.1%	27.3%	27.8%	29.0%	10.0%	10.7%	11.4%	6.2%	6.9%	7.1%	308,238	254,774	264,508	10,688	9,651	9,462
Two or more races (Not Hispanic/ Latino)	17.1%	16.2%	14.4%	34.8%	33.3%	34.3%	28.5%	28.5%	29.7%	10.4%	11.6%	11.8%	9.2%	10.5%	9.9%	17,939	13,725	13,846	765	662	622

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
Age Group																					
25 and under	27.0%	27.0%	26.1%	41.7%	43.2%	43.6%	18.6%	19.7%	21.3%	6.8%	6.0%	6.0%	5.8%	4.0%	3.0%	3,641	2,611	2,582	243	229	187
26-29	23.1%	21.8%	19.1%	41.8%	39.9%	39.4%	22.0%	24.0%	24.2%	7.6%	8.3%	10.3%	5.5%	6.1%	7.0%	12,387	10,840	12,069	693	628	663
30-39	18.8%	17.6%	16.1%	38.4%	38.0%	37.3%	25.8%	26.1%	27.5%	9.8%	10.6%	11.1%	7.2%	7.7%	8.0%	87,641	72,559	71,351	3,911	3,575	3,433
40-49	17.7%	16.2%	15.3%	37.9%	37.1%	36.2%	27.2%	28.2%	29.3%	10.1%	10.5%	11.0%	7.1%	8.0%	8.2%	119,026	101,746	106,584	4,628	4,208	4,136
50-59	17.0%	16.0%	14.7%	38.3%	37.3%	37.0%	28.6%	29.1%	30.0%	9.7%	10.4%	11.3%	6.5%	7.2%	7.0%	165,884	140,098	146,699	5,957	5,561	5,594
60+	16.3%	15.2%	14.5%	37.9%	37.9%	37.7%	30.6%	30.3%	31.1%	9.4%	10.3%	10.3%	5.8%	6.2%	6.3%	76,016	60,210	62,377	2,856	2,471	2,462
Level of Education																					
Less than																					
High School	24.6%	14.8%	18.7%	31.3%	37.1%	35.9%	26.7%	26.2%	29.0%	6.8%	9.1%	4.9%	10.6%	12.8%	11.5%	425	340	394	15	18	17
H.S. Diploma/	16.3%	15.3%	14.6%	38.0%	37.8%	37.2%	28.9%	29.6%	29.4%	9.7%	10.4%	10.4%	7.2%	7.0%	8.4%	19,007	15,785	18,804	507	499	573
GED or equiv	15.0%	14.3%	12.8%	35.8%	35.7%	34.0%	29.4%	29.1%	31.1%	10.8%	11.8%	12.5%	9.0%	9.1%	9.6%	10,545	7,965	9,323	272	243	267
Trade/Technical	16.5%	15.3%	14.6%	36.0%	35.4%	35.2%	29.2%	29.9%	30.3%	10.1%	10.6%	11.2%	8.2%	8.8%	8.7%	60,853	51,061	58,275	1,969	1,826	1,983
Certificate	16.3%	15.1%	14.5%	36.7%	36.3%	35.6%	29.0%	28.7%	29.8%	10.4%	11.1%	11.3%	7.6%	8.7%	8.8%	34,527	26,919	30,322	1,065	965	1,080
Some College	18.0%	16.6%	15.5%	39.3%	38.7%	37.8%	26.7%	27.3%	28.4%	9.5%	10.2%	11.1%	6.4%	7.1%	7.1%	149,599	127,200	130,530	5,675	5,226	5,326
(no degree)	19.4%	18.5%	16.7%	39.7%	38.7%	38.8%	25.6%	26.5%	27.4%	9.6%	10.0%	10.7%	5.7%	6.3%	6.4%	114,726	97,599	94,290	4,838	4,296	3,969
Associate's	20.5%	18.9%	17.9%	38.4%	37.3%	36.7%	27.5%	28.5%	30.1%	8.5%	9.8%	9.9%	5.0%	5.6%	5.4%	50,323	41,802	38,977	2,567	2,390	2,058
Degree																					
Degree																					
Master's Degree																					
Doctoral/																					
Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	14.3%	12.9%	12.8%	35.1%	34.0%	33.4%	28.0%	28.4%	29.8%	12.2%	13.6%	13.0%	10.5%	11.1%	10.9%	12,885	9,429	12,451	229	166	235
GS 1-6	17.6%	17.3%	15.6%	35.1%	35.1%	34.4%	28.6%	28.1%	30.0%	9.1%	10.3%	10.8%	9.5%	9.2%	9.2%	26,243	17,701	20,894	1,296	1,019	1,112
GS 7-12	17.3%	15.9%	15.0%	38.0%	37.6%	36.9%	27.9%	28.5%	29.2%	9.9%	10.3%	10.9%	7.0%	7.7%	8.0%	185,677	146,716	159,470	7,626	6,823	7,162
GS 13-15	19.6%	18.4%	16.7%	40.4%	39.2%	38.9%	26.2%	26.8%	28.0%	9.1%	10.0%	10.7%	4.8%	5.6%	5.6%	178,099	163,287	156,569	6,667	6,467	5,899
SES	44.1%	44.2%	40.2%	36.7%	37.3%	37.5%	13.5%	13.4%	15.8%	4.2%	3.8%	4.2%	1.4%	1.2%	2.3%	5,634	5,717	5,645	61	56	62
SL/ST	21.9%	23.6%	19.3%	39.8%	35.3%	38.7%	24.9%	28.3%	28.2%	6.9%	7.6%	9.1%	6.5%	5.1%	4.6%	1,967	1,531	1,508	45	39	31
Other	16.0%	14.9%	14.1%	38.0%	36.9%	36.6%	28.4%	29.5%	30.3%	10.3%	10.6%	11.3%	7.3%	8.1%	7.8%	30,163	24,914	24,783	1,084	970	863

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
Time in Federal Government																					
< 1 year	28.4%	27.1%	29.0%	40.7%	41.8%	39.1%	24.1%	24.8%	24.5%	4.1%	3.8%	4.8%	2.8%	2.5%	2.7%	7,648	5,791	5,071	1,373	1,075	970
1-3 years	24.1%	23.3%	21.1%	41.2%	40.0%	40.2%	22.6%	23.9%	25.1%	7.0%	7.8%	8.5%	5.1%	5.0%	5.2%	43,575	28,544	27,021	1,794	1,389	1,266
4-5 years	19.5%	17.6%	16.7%	38.1%	39.0%	38.3%	25.9%	26.6%	27.1%	9.7%	9.8%	10.7%	6.8%	7.0%	7.1%	29,172	28,981	39,602	1,067	1,173	1,543
6-10 years	17.1%	15.9%	14.8%	38.3%	37.1%	36.8%	27.2%	27.9%	28.6%	10.3%	11.2%	11.5%	7.1%	7.9%	8.3%	105,074	88,307	84,584	3,919	3,646	3,359
11-14 years	16.0%	15.2%	13.9%	37.6%	36.4%	35.7%	28.3%	28.9%	30.2%	10.7%	11.1%	11.8%	7.4%	8.5%	8.4%	61,917	53,064	54,930	2,095	1,932	1,910
15-20 years	16.2%	15.1%	14.1%	36.9%	36.5%	35.7%	28.6%	28.7%	30.2%	10.5%	11.4%	11.3%	7.8%	8.5%	8.7%	64,297	50,039	47,203	2,212	1,820	1,621
> 20 years	16.6%	15.7%	14.4%	38.2%	37.6%	37.0%	29.3%	29.5%	30.5%	9.7%	10.3%	11.1%	6.2%	6.9%	7.0%	129,988	115,321	123,721	4,611	4,544	4,719
Time with Current Agency																					
< 1 year	27.1%	25.8%	27.0%	40.0%	39.6%	38.3%	24.5%	26.3%	25.9%	4.7%	4.4%	5.1%	3.7%	3.8%	3.8%	13,882	11,028	9,951	2,601	2,161	1,953
1-3 years	23.3%	22.4%	20.3%	40.5%	39.5%	39.5%	23.1%	24.0%	25.2%	7.6%	8.4%	8.9%	5.5%	5.7%	6.1%	67,485	45,863	42,887	2,472	1,886	1,738
4-5 years	18.4%	16.8%	15.9%	37.9%	37.7%	37.7%	26.6%	27.1%	27.7%	9.9%	10.5%	11.1%	7.1%	7.9%	7.6%	36,823	36,868	48,311	1,097	1,327	1,682
6-10 years	16.4%	14.8%	14.2%	37.6%	36.9%	36.1%	27.8%	28.5%	29.3%	10.6%	11.5%	11.8%	7.6%	8.3%	8.6%	110,300	94,773	92,637	3,759	3,476	3,310
11-20 years	15.3%	14.9%	13.7%	37.5%	36.4%	35.6%	29.2%	29.1%	30.7%	10.6%	11.3%	11.8%	7.4%	8.3%	8.3%	115,045	95,663	95,948	3,776	3,319	3,181
> 20 years	16.8%	15.8%	14.3%	38.5%	38.4%	37.8%	29.3%	29.5%	30.5%	9.7%	10.1%	11.1%	5.8%	6.3%	6.3%	96,701	84,609	91,217	3,317	3,341	3,462
Leaving																					
No	21.5%	20.3%	18.8%	41.7%	41.4%	40.9%	25.9%	26.7%	27.9%	7.3%	7.7%	8.2%	3.6%	3.9%	4.1%	304,712	249,203	253,339	11,893	10,698	10,449
Yes, to retire	13.6%	12.7%	12.8%	36.6%	37.1%	35.4%	31.7%	30.8%	31.9%	11.1%	11.8%	12.2%	7.0%	7.5%	7.7%	27,754	21,624	23,359	843	725	780
Yes, to other job in Govt	10.9%	10.4%	9.5%	32.2%	30.6%	29.9%	29.3%	30.0%	30.3%	14.8%	15.6%	16.4%	12.7%	13.4%	13.9%	68,227	68,083	70,883	2,684	2,716	2,702
Yes, to other job outside Govt	9.8%	8.6%	7.7%	29.4%	26.6%	27.7%	29.0%	29.0%	29.2%	16.3%	17.4%	19.0%	15.4%	18.3%	16.4%	18,818	13,273	15,283	636	540	588
Yes, other	9.0%	8.1%	7.9%	26.8%	27.1%	26.2%	32.4%	31.3%	32.5%	14.9%	15.9%	16.3%	16.9%	17.6%	17.1%	21,273	17,195	18,527	955	852	835
Retiring																					
Within 1 year	13.7%	13.3%	12.1%	35.4%	35.4%	34.6%	30.7%	30.5%	30.8%	11.8%	11.7%	13.0%	8.4%	9.2%	9.5%	16,696	13,180	14,409	498	432	476
Between 1-3 years	15.0%	13.6%	13.1%	37.5%	37.7%	37.0%	30.5%	30.5%	31.7%	10.5%	11.2%	11.5%	6.5%	6.9%	6.6%	45,795	36,734	38,582	1,559	1,376	1,435
Between 3-5 years	16.2%	15.1%	13.6%	38.3%	37.6%	37.2%	29.3%	29.9%	31.0%	10.0%	10.7%	11.3%	6.2%	6.7%	6.9%	49,755	40,824	42,127	1,648	1,481	1,431
5 or more years	18.8%	17.5%	16.3%	38.7%	37.8%	37.3%	26.5%	27.2%	28.2%	9.4%	10.1%	10.7%	6.6%	7.3%	7.5%	326,038	276,159	283,340	13,129	12,032	11,774

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.8%	16.6%	15.4%	38.3%	37.6%	37.1%	27.6%	28.2%	29.1%	9.7%	10.3%	10.9%	6.6%	7.3%	7.4%	465,631	389,303	403,364	18,337	16,713	16,549
Self-Identify as:																					
Heterosexual	18.7%	17.4%	16.1%	38.9%	38.3%	37.7%	26.9%	27.5%	28.6%	9.3%	10.0%	10.6%	6.1%	6.8%	7.0%	352,683	295,456	306,590	12,903	11,905	11,725
LGBT*	19.9%	19.2%	17.1%	36.8%	35.6%	35.3%	25.6%	25.8%	26.2%	10.0%	10.9%	12.3%	7.7%	8.6%	9.1%	13,042	10,872	10,617	559	468	441
Prefer not to say	13.7%	12.5%	12.2%	35.3%	33.6%	33.5%	29.7%	30.8%	31.5%	11.6%	12.5%	12.6%	9.7%	10.5%	10.3%	54,502	44,947	46,024	2,499	2,203	2,182
Military Service																					
No Prior Military Service	17.8%	16.7%	15.6%	39.0%	38.3%	37.7%	27.5%	28.0%	29.0%	9.4%	10.2%	10.7%	6.2%	6.9%	7.0%	313,004	266,438	270,057	12,967	11,929	11,713
Currently in Guard/Reserves	19.2%	19.2%	17.3%	39.5%	37.9%	37.1%	24.3%	24.9%	25.6%	9.9%	10.5%	11.5%	7.1%	7.5%	8.5%	7,205	5,954	6,805	225	210	203
Retired Separated/Discharged	19.3%	18.0%	16.4%	39.3%	38.3%	38.2%	27.0%	28.1%	29.1%	8.9%	9.6%	10.4%	5.5%	6.1%	5.8%	48,660	38,583	42,328	1,279	1,138	1,075
Disability																					
Yes	18.2%	17.3%	16.1%	35.8%	34.7%	34.7%	26.9%	27.7%	28.2%	10.2%	10.7%	11.2%	8.9%	9.7%	9.8%	67,085	49,621	51,608	2,505	2,141	2,005
No	18.0%	16.7%	15.5%	39.0%	38.3%	37.6%	27.4%	28.0%	29.1%	9.5%	10.3%	10.9%	6.1%	6.8%	7.0%	369,850	316,351	326,388	14,225	13,174	13,097

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
Work Location																		
Headquarters	46.3%	44.0%	43.7%	39.0%	39.8%	40.2%	11.9%	12.9%	13.0%	2.0%	2.3%	2.1%	0.9%	1.0%	0.9%	178,675	155,970	156,712
Field	41.1%	39.9%	38.9%	41.3%	41.8%	42.1%	14.1%	14.6%	15.3%	2.4%	2.6%	2.7%	1.1%	1.1%	1.1%	280,369	230,017	240,576
Supervisory Status																		
Non-Supervisor	41.4%	39.6%	38.7%	40.9%	41.4%	42.1%	14.1%	15.0%	15.3%	2.5%	2.7%	2.7%	1.1%	1.2%	1.2%	304,076	253,539	261,458
Team Leader	41.3%	40.1%	39.3%	41.1%	41.5%	41.5%	14.3%	14.6%	15.6%	2.4%	2.7%	2.6%	1.0%	1.0%	0.9%	57,907	49,591	53,438
Supervisor	48.1%	46.6%	46.3%	39.6%	40.5%	40.4%	10.3%	10.6%	11.2%	1.5%	1.6%	1.5%	0.5%	0.7%	0.6%	63,082	52,364	52,599
Manager	53.4%	52.3%	51.3%	37.0%	38.1%	38.1%	8.3%	8.1%	8.7%	0.9%	1.1%	1.3%	0.4%	0.5%	0.5%	28,727	24,770	24,394
Senior Leader	64.4%	61.9%	62.5%	27.9%	28.9%	28.5%	6.2%	6.6%	7.7%	0.6%	1.6%	0.8%	0.9%	0.9%	0.6%	8,173	8,119	8,062
Sex																		
Male	42.6%	40.7%	39.9%	40.5%	41.0%	41.3%	13.5%	14.3%	15.0%	2.3%	2.7%	2.7%	1.1%	1.2%	1.1%	233,372	197,079	205,551
Female	43.7%	42.5%	41.7%	40.4%	41.0%	41.6%	12.9%	13.5%	13.7%	2.1%	2.2%	2.1%	0.9%	0.9%	0.9%	221,703	185,614	189,127
Hispanic or Latino																		
Yes	39.6%	38.6%	36.8%	39.9%	39.5%	40.3%	16.1%	16.6%	17.5%	3.0%	3.4%	3.7%	1.4%	1.8%	1.7%	39,704	33,642	34,005
No	43.6%	41.8%	41.2%	40.5%	41.2%	41.5%	12.9%	13.6%	14.1%	2.1%	2.4%	2.3%	0.9%	1.0%	0.9%	410,887	345,145	356,861
Race																		
American Indian/ Alaska Native	36.4%	35.7%	35.9%	40.2%	39.9%	38.6%	18.0%	17.6%	19.2%	3.8%	4.6%	4.5%	1.7%	2.2%	1.8%	9,395	7,835	8,379
Asian	39.0%	38.7%	37.0%	41.9%	41.5%	43.1%	15.5%	15.9%	16.1%	2.4%	2.6%	2.8%	1.2%	1.3%	0.9%	22,145	19,581	18,726
Black/African American	43.0%	41.1%	40.8%	40.0%	40.9%	41.2%	13.8%	14.5%	14.7%	2.1%	2.3%	2.2%	1.2%	1.2%	1.1%	64,684	58,160	60,345
Native Hawaiian/ Pacific Islander	36.7%	33.6%	33.2%	38.4%	41.4%	42.2%	19.1%	20.2%	18.8%	3.1%	3.5%	4.2%	2.7%	1.4%	1.5%	2,760	2,214	2,480
White	44.4%	42.6%	41.8%	40.4%	41.0%	41.4%	12.3%	13.1%	13.6%	2.1%	2.4%	2.3%	0.8%	0.9%	0.9%	319,357	264,812	274,370
Two or more races (Not Hispanic/ Latino)	38.4%	37.8%	36.9%	40.8%	40.0%	40.1%	15.9%	16.7%	17.9%	3.3%	3.6%	3.6%	1.6%	1.9%	1.5%	18,740	14,401	14,501

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
Age Group																		
25 and under	36.1%	37.8%	35.6%	45.4%	46.4%	47.3%	14.4%	12.8%	14.1%	2.6%	1.6%	2.1%	1.4%	1.4%	0.9%	3,883	2,838	2,767
26-29	37.6%	34.1%	33.4%	43.7%	45.0%	45.3%	14.6%	16.2%	17.0%	3.1%	3.3%	3.0%	1.0%	1.4%	1.4%	13,078	11,472	12,731
30-39	36.5%	35.0%	33.8%	43.8%	43.9%	44.7%	15.9%	16.7%	17.4%	2.6%	3.0%	2.9%	1.2%	1.3%	1.3%	91,551	76,160	74,774
40-49	41.1%	39.7%	39.0%	41.5%	41.7%	41.9%	13.8%	14.9%	15.2%	2.4%	2.7%	2.6%	1.1%	1.1%	1.2%	123,656	105,918	110,660
50-59	46.1%	44.2%	43.6%	39.0%	39.8%	40.2%	12.1%	12.8%	13.1%	2.0%	2.2%	2.3%	0.9%	1.0%	0.8%	171,926	145,712	152,250
60+	48.8%	47.4%	47.4%	37.3%	38.4%	38.3%	11.3%	11.4%	11.7%	1.8%	2.0%	1.8%	0.7%	0.8%	0.7%	78,937	62,694	64,857
Level of Education																		
Less than																		
High School	37.9%	36.1%	42.4%	36.7%	38.2%	34.1%	19.8%	19.8%	15.3%	2.9%	3.1%	3.2%	2.7%	2.8%	4.9%	443	361	412
H.S. Diploma/																		
GED or equiv	42.4%	41.9%	41.1%	39.3%	38.7%	38.9%	14.1%	15.2%	15.9%	2.9%	2.9%	2.6%	1.3%	1.3%	1.5%	19,573	16,345	19,421
Trade/Technical																		
Certificate	41.0%	39.8%	39.4%	39.4%	40.9%	40.3%	15.5%	14.9%	16.3%	2.6%	3.1%	3.1%	1.4%	1.3%	0.9%	10,843	8,226	9,604
Some College																		
(no degree)	40.6%	39.7%	39.0%	40.0%	40.1%	40.7%	15.4%	15.8%	15.9%	2.8%	3.2%	3.1%	1.2%	1.3%	1.3%	62,936	52,995	60,360
Associate's																		
Degree	40.2%	39.7%	39.0%	41.2%	40.8%	41.0%	15.0%	15.5%	15.8%	2.6%	2.8%	2.8%	1.1%	1.3%	1.4%	35,673	27,921	31,456
Bachelor's																		
Degree	41.9%	39.7%	39.1%	41.8%	42.8%	43.0%	13.1%	14.1%	14.6%	2.2%	2.4%	2.4%	1.0%	1.0%	0.9%	155,520	132,583	136,038
Master's Degree																		
Doctoral/	44.5%	42.9%	42.0%	40.7%	41.2%	41.8%	12.2%	12.8%	13.2%	1.8%	2.1%	2.1%	0.8%	0.9%	0.9%	119,791	102,061	98,414
Professional																		
Degree	53.1%	50.7%	49.7%	35.8%	36.8%	37.4%	9.0%	10.0%	10.7%	1.4%	1.7%	1.5%	0.7%	0.8%	0.7%	52,957	44,285	41,087
Pay Category																		
Federal Wage																		
System	35.4%	35.0%	36.0%	41.7%	41.6%	41.2%	17.6%	18.2%	17.6%	3.7%	3.4%	3.9%	1.7%	1.8%	1.4%	13,151	9,616	12,699
GS 1-6																		
GS 7-12	37.7%	37.4%	36.3%	40.1%	40.0%	41.2%	17.1%	17.0%	17.5%	3.3%	4.0%	3.3%	1.8%	1.5%	1.7%	27,607	18,759	22,034
GS 13-15																		
SES	40.3%	38.8%	38.0%	42.1%	42.5%	42.8%	14.2%	14.8%	15.4%	2.4%	2.7%	2.7%	1.0%	1.2%	1.1%	193,626	153,774	166,884
SL/ST																		
Other	49.3%	46.8%	46.3%	38.4%	39.5%	39.7%	10.1%	11.2%	11.6%	1.6%	1.8%	1.7%	0.6%	0.7%	0.6%	185,056	170,026	162,736
	73.9%	72.7%	71.9%	22.5%	23.5%	23.3%	2.9%	3.2%	3.7%	0.3%	0.3%	0.7%	0.4%	0.3%	0.4%	5,701	5,790	5,720
	56.8%	55.5%	53.5%	31.2%	31.9%	35.3%	9.0%	10.0%	9.1%	2.3%	1.6%	1.4%	0.7%	1.0%	0.7%	2,013	1,576	1,545
	41.9%	40.3%	39.2%	40.5%	41.2%	41.7%	14.2%	14.7%	15.4%	2.3%	2.6%	2.5%	1.1%	1.1%	1.2%	31,335	25,938	25,685

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
Time in Federal Government																		
< 1 year	46.9%	45.6%	45.6%	40.2%	42.5%	41.2%	10.6%	10.0%	10.9%	1.8%	1.4%	1.7%	0.5%	0.6%	0.5%	9,036	6,869	6,053
1-3 years	42.2%	40.2%	39.5%	41.5%	42.2%	42.9%	13.1%	14.4%	14.4%	2.3%	2.4%	2.4%	0.9%	0.8%	0.9%	45,453	30,003	28,332
4-5 years	40.0%	38.9%	37.6%	41.5%	42.1%	42.9%	14.7%	15.0%	15.7%	2.6%	2.8%	2.7%	1.3%	1.2%	1.1%	30,308	30,194	41,203
6-10 years	40.0%	38.2%	37.3%	42.2%	42.3%	42.8%	14.4%	15.4%	15.8%	2.4%	2.8%	2.9%	1.1%	1.3%	1.2%	109,165	92,104	88,050
11-14 years	40.8%	39.2%	38.8%	41.5%	41.9%	42.0%	14.1%	14.9%	15.4%	2.4%	2.8%	2.7%	1.1%	1.3%	1.2%	64,123	55,075	56,918
15-20 years	42.9%	41.3%	40.6%	39.7%	40.4%	40.4%	13.8%	14.5%	15.0%	2.4%	2.7%	2.7%	1.1%	1.2%	1.2%	66,633	51,951	48,906
> 20 years	48.7%	47.0%	46.0%	37.6%	38.6%	39.1%	11.1%	11.5%	12.1%	1.7%	2.0%	1.9%	0.8%	0.9%	0.8%	134,842	120,076	128,664
Time with Current Agency																		
< 1 year	46.5%	44.4%	44.8%	39.7%	41.7%	40.6%	11.2%	11.2%	12.1%	1.9%	1.9%	1.8%	0.6%	0.8%	0.7%	16,521	13,203	11,929
1-3 years	41.6%	40.3%	39.0%	41.1%	41.6%	42.3%	13.8%	14.5%	15.1%	2.4%	2.6%	2.6%	1.0%	1.0%	1.0%	70,086	47,841	44,671
4-5 years	40.1%	38.4%	37.6%	41.4%	42.1%	42.8%	14.5%	15.4%	15.8%	2.7%	2.9%	2.7%	1.2%	1.3%	1.1%	37,995	38,264	50,067
6-10 years	40.1%	38.2%	37.6%	41.9%	42.3%	42.6%	14.4%	15.4%	15.7%	2.4%	2.8%	2.9%	1.1%	1.3%	1.2%	114,267	98,433	96,072
11-20 years	42.8%	41.2%	40.6%	40.4%	40.8%	41.0%	13.4%	14.3%	14.8%	2.4%	2.6%	2.5%	1.1%	1.1%	1.2%	119,014	99,089	99,295
> 20 years	49.9%	48.5%	47.2%	37.4%	38.3%	39.0%	10.5%	10.7%	11.4%	1.5%	1.8%	1.7%	0.7%	0.7%	0.7%	100,179	88,117	94,847
Leaving																		
No	49.6%	48.0%	47.1%	39.6%	40.4%	40.9%	9.3%	9.9%	10.3%	1.1%	1.3%	1.3%	0.4%	0.4%	0.5%	317,185	260,334	264,191
Yes, to retire	44.4%	44.2%	43.1%	39.8%	39.8%	40.1%	12.6%	12.9%	13.7%	2.3%	2.1%	2.2%	0.9%	1.0%	0.8%	28,665	22,404	24,209
Yes, to other job in Govt	27.6%	27.4%	26.4%	43.5%	43.4%	43.7%	22.2%	22.1%	23.1%	4.6%	4.8%	4.7%	2.1%	2.2%	2.1%	71,043	70,922	73,678
Yes, to other job outside Govt	28.2%	25.2%	24.8%	41.0%	40.4%	41.0%	22.4%	25.0%	25.1%	5.2%	6.4%	6.2%	3.2%	3.0%	3.0%	19,481	13,827	15,900
Yes, other	26.0%	24.3%	25.4%	40.7%	41.9%	40.8%	24.4%	24.4%	24.9%	5.7%	5.9%	5.8%	3.2%	3.5%	3.0%	22,248	18,062	19,367
Retiring																		
Within 1 year	43.4%	43.1%	42.0%	39.0%	40.3%	39.4%	13.2%	12.8%	14.7%	2.8%	2.6%	2.6%	1.6%	1.2%	1.3%	17,223	13,639	14,926
Between 1-3 years	46.6%	45.1%	45.1%	38.6%	39.5%	39.1%	12.1%	12.6%	12.9%	2.0%	2.0%	2.1%	0.8%	0.8%	0.8%	47,458	38,176	40,117
Between 3-5 years	46.9%	45.3%	43.9%	38.9%	39.6%	40.3%	11.6%	12.1%	12.9%	1.8%	2.2%	2.2%	0.8%	0.8%	0.8%	51,504	42,392	43,637
5 or more years	42.2%	40.5%	39.7%	41.0%	41.4%	41.9%	13.5%	14.3%	14.7%	2.3%	2.6%	2.5%	1.0%	1.1%	1.1%	339,744	288,653	295,530

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	41.2%	40.4%	40.6%	41.2%	41.6%	13.4%	14.1%	14.5%	2.3%	2.5%	2.5%	1.0%	1.1%	1.0%	484,120	406,077	419,817
Self-Identify as:																		
Heterosexual	44.2%	42.6%	41.6%	40.3%	40.9%	41.4%	12.5%	13.3%	13.8%	2.1%	2.3%	2.3%	0.9%	1.0%	0.9%	366,272	307,916	318,799
LGBT*	42.2%	41.0%	38.9%	39.5%	40.6%	41.1%	14.5%	14.3%	15.7%	2.3%	2.5%	2.8%	1.6%	1.6%	1.4%	13,617	11,370	11,077
Prefer not to say	37.4%	35.2%	35.2%	40.9%	41.8%	41.4%	16.8%	17.8%	18.3%	3.3%	3.5%	3.4%	1.6%	1.8%	1.6%	57,092	47,200	48,286
Military Service																		
No Prior Military																		
Service	44.1%	42.3%	41.6%	40.5%	41.2%	41.6%	12.5%	13.3%	13.7%	2.0%	2.3%	2.2%	0.9%	1.0%	0.9%	326,558	278,833	282,234
Currently in																		
Guard/Reserves	35.7%	35.5%	34.4%	44.4%	43.1%	43.6%	15.1%	16.2%	17.0%	3.1%	3.3%	3.8%	1.6%	1.7%	1.2%	7,443	6,170	7,019
Retired	45.7%	44.1%	43.9%	39.7%	40.4%	40.6%	11.8%	12.5%	12.7%	1.9%	2.1%	2.1%	0.8%	0.8%	0.6%	50,032	39,795	43,481
Separated/																		
Discharged	39.0%	37.6%	36.4%	40.2%	40.6%	41.1%	16.2%	16.7%	17.5%	3.1%	3.5%	3.4%	1.5%	1.6%	1.5%	69,097	55,965	59,764
Disability																		
Yes	40.4%	39.5%	38.8%	39.5%	39.4%	39.9%	15.4%	16.0%	16.2%	3.1%	3.4%	3.4%	1.6%	1.7%	1.6%	69,703	51,847	53,708
No	43.7%	41.9%	41.1%	40.6%	41.3%	41.7%	12.7%	13.5%	14.1%	2.0%	2.3%	2.3%	0.9%	1.0%	0.9%	384,780	330,081	339,988

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
Work Location																					
Headquarters	18.7%	17.1%	16.4%	54.2%	53.8%	54.4%	15.7%	16.7%	16.9%	8.3%	8.9%	8.9%	3.1%	3.4%	3.4%	175,279	152,689	153,394	2,889	2,845	2,914
Field	15.8%	14.3%	13.6%	54.1%	54.3%	54.5%	17.1%	17.5%	18.0%	9.3%	9.9%	9.9%	3.7%	4.0%	3.9%	275,714	225,930	236,315	3,920	3,491	3,758
Supervisory Status																					
Non-Supervisor	16.5%	14.9%	14.2%	54.0%	53.9%	54.1%	17.2%	18.0%	18.5%	8.7%	9.4%	9.2%	3.6%	3.9%	3.9%	297,364	247,332	255,184	5,801	5,441	5,676
Team Leader	14.8%	13.9%	13.5%	53.1%	53.5%	53.6%	17.5%	17.7%	17.9%	10.6%	10.8%	11.1%	3.9%	4.1%	3.9%	57,101	48,883	52,648	661	583	665
Supervisor	17.5%	15.8%	15.4%	56.1%	56.5%	57.0%	14.7%	15.2%	15.5%	9.0%	9.5%	9.3%	2.8%	3.1%	2.8%	62,596	51,952	52,187	328	287	281
Manager	21.5%	19.8%	18.4%	55.5%	55.7%	56.2%	12.1%	13.1%	13.1%	8.4%	8.8%	9.5%	2.6%	2.6%	2.8%	28,598	24,673	24,259	78	66	82
Senior Leader	32.2%	30.5%	28.3%	51.0%	49.6%	51.4%	9.4%	10.2%	10.4%	5.5%	7.1%	7.7%	2.1%	2.6%	2.2%	8,135	8,087	8,022	18	20	29
Sex																					
Male	17.6%	15.8%	15.2%	54.0%	54.0%	54.2%	16.1%	16.9%	17.3%	8.8%	9.4%	9.5%	3.5%	3.9%	3.8%	230,324	194,312	202,621	2,592	2,379	2,590
Female	16.0%	14.7%	14.0%	54.6%	54.6%	54.9%	17.0%	17.5%	18.0%	9.0%	9.7%	9.6%	3.3%	3.5%	3.6%	216,898	181,180	184,651	4,016	3,772	3,915
Hispanic or Latino																					
Yes	17.6%	16.6%	15.8%	51.9%	51.5%	51.7%	17.1%	17.1%	17.9%	9.3%	9.9%	9.8%	4.1%	4.9%	4.8%	39,083	33,100	33,397	533	458	516
No	16.9%	15.2%	14.6%	54.6%	54.6%	54.9%	16.4%	17.1%	17.6%	8.8%	9.4%	9.4%	3.3%	3.6%	3.6%	403,766	338,609	350,188	5,955	5,571	5,860
Race																					
American Indian/ Alaska Native	14.7%	13.6%	12.3%	49.2%	48.4%	51.3%	21.4%	21.3%	20.7%	9.7%	10.4%	10.7%	5.0%	6.3%	5.0%	9,227	7,689	8,237	141	127	135
Asian	18.0%	17.0%	16.6%	54.6%	54.1%	55.3%	17.1%	17.0%	16.9%	7.3%	8.5%	7.9%	3.0%	3.3%	3.3%	21,834	19,287	18,425	264	252	264
Black/African American	19.3%	18.1%	17.2%	55.1%	55.0%	55.0%	15.6%	16.4%	17.0%	6.6%	7.0%	7.2%	3.4%	3.5%	3.6%	63,197	56,746	58,950	1,157	1,130	1,187
Native Hawaiian/ Pacific Islander	15.0%	14.8%	14.0%	50.4%	50.9%	50.5%	21.0%	18.6%	20.6%	9.1%	11.1%	10.4%	4.5%	4.6%	4.5%	2,723	2,179	2,441	30	27	30
White	16.7%	14.9%	14.3%	54.7%	54.8%	55.0%	16.1%	16.8%	17.3%	9.3%	9.9%	9.9%	3.2%	3.6%	3.5%	314,403	260,317	269,698	4,233	3,858	4,111
Two or more races (Not Hispanic/ Latino)	14.8%	14.0%	13.8%	50.5%	49.7%	49.7%	18.3%	19.6%	20.1%	10.8%	11.6%	11.3%	5.6%	5.1%	5.1%	18,338	14,071	14,154	344	303	299

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
Age Group																					
25 and under	21.8%	20.2%	20.6%	57.3%	59.7%	58.7%	11.2%	12.1%	11.7%	6.3%	5.3%	6.8%	3.4%	2.6%	2.2%	3,724	2,719	2,643	36	24	37
26-29	19.3%	17.1%	15.1%	56.6%	56.1%	56.3%	13.0%	15.1%	15.9%	7.7%	8.4%	8.9%	3.4%	3.3%	3.7%	12,610	11,054	12,267	117	144	140
30-39	16.1%	14.5%	13.8%	54.3%	54.5%	54.7%	16.1%	16.9%	17.5%	9.6%	10.1%	9.9%	3.8%	4.1%	4.1%	88,600	73,814	72,183	1,074	964	1,047
40-49	16.4%	14.8%	14.3%	53.9%	53.8%	54.1%	16.9%	17.4%	17.8%	9.1%	9.9%	9.8%	3.7%	4.1%	4.1%	119,863	102,650	107,150	1,676	1,674	1,755
50-59	16.7%	15.1%	14.6%	54.1%	54.1%	54.3%	17.2%	17.6%	18.1%	8.8%	9.5%	9.5%	3.2%	3.7%	3.4%	166,872	141,415	147,735	2,771	2,585	2,716
60+	17.2%	16.4%	15.6%	53.8%	53.6%	54.1%	17.8%	18.3%	18.6%	8.3%	8.6%	8.7%	2.9%	3.1%	3.0%	76,581	60,846	62,948	1,536	1,341	1,367
Level of Education																					
Less than																					
High School	20.0%	20.0%	19.1%	45.0%	39.1%	49.1%	25.8%	30.1%	19.5%	4.1%	5.4%	6.7%	4.9%	5.3%	5.6%	423	353	399	18	8	12
H.S. Diploma/																					
GED or equiv	15.3%	15.1%	13.9%	54.2%	54.4%	54.8%	20.0%	19.8%	20.8%	7.3%	7.7%	7.6%	3.1%	3.1%	2.9%	19,181	15,994	19,021	322	290	344
Trade/Technical																					
Certificate	13.6%	13.2%	13.2%	55.4%	53.7%	53.0%	19.0%	20.5%	21.1%	8.1%	8.7%	9.1%	3.8%	3.9%	3.5%	10,632	8,069	9,438	174	125	139
Some College																					
(no degree)	15.5%	14.1%	14.0%	53.1%	53.0%	53.3%	18.9%	19.8%	19.8%	8.9%	9.1%	8.9%	3.6%	3.9%	4.0%	61,785	51,903	59,169	964	894	1,029
Associate's																					
Degree	15.7%	15.1%	14.1%	53.3%	53.2%	54.7%	19.1%	18.2%	18.5%	8.6%	9.5%	8.9%	3.4%	3.9%	3.9%	34,992	27,344	30,838	558	502	536
Bachelor's																					
Degree	16.3%	14.5%	14.0%	54.7%	54.9%	54.9%	16.2%	16.8%	17.4%	9.4%	10.0%	10.0%	3.5%	3.8%	3.7%	152,868	130,120	133,513	2,247	2,129	2,240
Master's Degree																					
Doctoral/	17.9%	16.2%	15.3%	54.8%	54.6%	55.1%	14.7%	15.6%	16.0%	9.2%	9.8%	10.1%	3.4%	3.7%	3.6%	117,831	100,262	96,630	1,659	1,553	1,547
Professional																					
Degree	22.3%	19.7%	19.1%	53.8%	54.4%	54.2%	13.1%	13.7%	14.1%	7.7%	8.8%	9.1%	3.1%	3.4%	3.5%	52,085	43,469	40,326	732	706	693
Pay Category																					
Federal Wage																					
System	13.9%	12.7%	12.7%	51.7%	52.5%	53.6%	19.6%	20.8%	19.9%	10.4%	9.9%	9.7%	4.4%	4.1%	4.1%	12,998	9,513	12,564	126	84	120
GS 1-6																					
GS 7-12	16.7%	15.7%	14.8%	52.5%	53.2%	52.9%	19.2%	19.5%	20.7%	7.6%	8.0%	7.5%	4.0%	3.6%	4.0%	26,933	18,265	21,514	558	430	464
GS 13-15	16.1%	14.8%	13.9%	54.2%	54.0%	54.4%	17.4%	17.8%	18.3%	8.8%	9.6%	9.5%	3.5%	3.8%	3.8%	189,939	150,487	163,316	3,108	2,793	3,087
SES																					
SL/ST	18.4%	16.3%	15.8%	55.0%	54.7%	55.0%	14.4%	15.5%	15.7%	9.3%	10.0%	10.2%	3.0%	3.5%	3.4%	182,102	167,027	159,840	2,536	2,617	2,575
Other	37.9%	36.1%	33.5%	48.1%	49.2%	50.3%	7.9%	8.3%	8.5%	4.8%	4.8%	5.9%	1.4%	1.7%	1.7%	5,675	5,779	5,703	12	2	12
	22.7%	21.9%	21.0%	53.3%	53.6%	51.3%	13.2%	14.5%	14.7%	7.1%	7.6%	8.8%	3.7%	2.3%	4.1%	1,992	1,561	1,531	19	13	12
	15.7%	14.1%	14.1%	54.8%	55.5%	55.8%	17.0%	16.6%	17.2%	8.7%	9.2%	9.3%	3.8%	4.5%	3.5%	30,870	25,515	25,317	362	339	336

SOURCE: Federal Employee Viewpoint Survey

Page 114

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
Time in Federal Government																					
< 1 year	27.5%	26.8%	25.3%	56.2%	57.1%	56.9%	10.7%	10.1%	11.7%	4.0%	4.5%	4.7%	1.7%	1.4%	1.4%	8,850	6,756	5,955	155	100	86
1-3 years	20.9%	19.1%	18.8%	56.2%	57.1%	56.1%	13.7%	14.7%	15.4%	6.5%	6.5%	7.0%	2.6%	2.6%	2.7%	44,799	29,543	27,912	533	374	361
4-5 years	17.8%	15.8%	15.1%	53.1%	55.3%	55.4%	16.7%	16.4%	16.7%	8.8%	9.1%	9.5%	3.5%	3.3%	3.3%	29,841	29,700	40,460	381	416	632
6-10 years	15.7%	14.3%	13.5%	54.2%	54.0%	54.5%	17.0%	17.5%	18.0%	9.5%	10.1%	9.9%	3.7%	4.1%	4.0%	107,371	90,440	86,498	1,496	1,440	1,347
11-14 years	15.3%	14.0%	13.1%	54.3%	52.9%	53.9%	16.6%	18.3%	18.9%	10.0%	10.5%	9.9%	3.7%	4.2%	4.2%	63,073	54,095	55,907	896	824	879
15-20 years	15.8%	13.8%	13.6%	53.0%	53.1%	53.2%	17.7%	18.1%	18.2%	9.6%	10.6%	10.7%	3.9%	4.5%	4.4%	65,436	50,944	47,978	986	848	817
> 20 years	16.4%	15.1%	14.5%	54.0%	53.8%	54.1%	17.5%	17.7%	18.1%	8.9%	9.7%	9.7%	3.3%	3.7%	3.6%	132,160	117,445	125,869	2,309	2,289	2,504
Time with Current Agency																					
< 1 year	26.2%	25.4%	24.6%	54.8%	55.1%	55.3%	11.8%	11.9%	12.9%	5.3%	5.5%	5.0%	2.0%	2.2%	2.2%	16,152	12,949	11,681	322	226	223
1-3 years	20.1%	18.5%	17.8%	55.0%	55.3%	54.8%	14.5%	15.6%	16.1%	7.5%	7.6%	8.1%	2.9%	3.0%	3.3%	68,984	47,070	43,918	909	647	656
4-5 years	16.8%	15.0%	14.3%	53.2%	54.7%	55.1%	16.8%	16.8%	17.2%	9.3%	9.6%	9.7%	3.9%	3.9%	3.7%	37,400	37,571	49,141	499	581	798
6-10 years	15.3%	13.4%	13.3%	53.7%	53.9%	54.2%	17.4%	17.8%	18.3%	9.8%	10.7%	10.2%	3.8%	4.2%	4.1%	112,306	96,596	94,292	1,617	1,571	1,551
11-20 years	15.2%	13.9%	13.3%	54.2%	53.5%	53.8%	17.4%	18.2%	18.6%	9.6%	10.1%	10.1%	3.7%	4.2%	4.1%	116,945	97,239	97,479	1,733	1,608	1,580
> 20 years	16.5%	15.4%	14.4%	54.5%	54.1%	54.8%	17.2%	17.6%	17.9%	8.7%	9.6%	9.6%	3.0%	3.3%	3.3%	98,301	86,224	92,853	1,633	1,614	1,794
Leaving																					
No	20.3%	18.6%	17.9%	57.6%	57.8%	58.2%	14.2%	15.0%	15.4%	6.3%	6.7%	6.7%	1.6%	1.9%	1.8%	312,273	255,933	259,769	4,096	3,764	3,895
Yes, to retire	14.1%	13.5%	13.3%	52.7%	53.2%	53.3%	19.5%	19.2%	19.7%	10.1%	10.5%	10.0%	3.6%	3.6%	3.7%	28,076	21,930	23,691	515	420	449
Yes, to other job in Govt	9.7%	9.0%	8.3%	48.2%	48.0%	48.2%	20.9%	21.3%	21.7%	14.3%	14.7%	14.8%	6.8%	7.0%	7.1%	69,494	69,317	72,027	1,282	1,344	1,446
Yes, to other job outside Govt	8.8%	6.9%	6.4%	43.4%	41.7%	42.4%	20.1%	20.8%	22.2%	17.9%	19.8%	18.8%	9.8%	10.8%	10.3%	19,147	13,538	15,559	295	254	293
Yes, other	8.0%	7.0%	7.2%	42.6%	43.6%	42.8%	24.9%	23.6%	24.6%	15.4%	16.1%	16.4%	9.0%	9.7%	8.9%	21,650	17,531	18,791	531	469	509
Retiring																					
Within 1 year	14.0%	13.5%	12.9%	52.1%	51.9%	52.1%	18.6%	19.1%	19.5%	10.9%	11.0%	11.1%	4.5%	4.4%	4.4%	16,892	13,359	14,608	289	250	288
Between 1-3 years	15.5%	14.1%	13.7%	53.3%	54.0%	54.5%	18.6%	18.7%	18.8%	9.5%	9.7%	9.6%	3.2%	3.5%	3.4%	46,480	37,381	39,271	851	705	751
Between 3-5 years	15.9%	14.8%	13.9%	54.8%	53.9%	54.3%	17.2%	18.2%	18.7%	8.9%	9.5%	9.6%	3.3%	3.6%	3.5%	50,545	41,551	42,799	831	733	748
5 or more years	17.3%	15.6%	15.0%	54.4%	54.5%	54.7%	16.1%	16.7%	17.2%	8.7%	9.4%	9.4%	3.4%	3.7%	3.7%	334,137	283,371	290,118	4,656	4,466	4,702

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.7%	15.2%	14.6%	54.2%	54.2%	54.4%	16.8%	17.3%	17.8%	8.9%	9.5%	9.5%	3.4%	3.8%	3.7%	469,308	393,750	406,662	7,233	6,753	7,091
Self-Identify as:																					
Heterosexual	17.7%	16.1%	15.3%	55.1%	55.2%	55.4%	15.7%	16.4%	17.0%	8.4%	8.9%	9.0%	3.1%	3.4%	3.3%	360,581	302,636	313,445	4,722	4,428	4,668
LGBT*	17.7%	15.2%	15.4%	51.8%	52.6%	51.2%	15.4%	16.7%	17.0%	10.8%	10.5%	11.5%	4.3%	5.0%	4.9%	13,379	11,156	10,869	196	180	178
Prefer not to say	12.2%	10.8%	10.6%	49.6%	49.0%	49.6%	21.4%	21.6%	21.7%	11.4%	12.7%	12.4%	5.4%	5.9%	5.6%	55,609	45,927	46,869	1,311	1,146	1,263
Military Service																					
No Prior Military Service	16.3%	14.8%	14.2%	55.0%	54.8%	54.9%	16.6%	17.1%	17.7%	8.9%	9.6%	9.6%	3.2%	3.7%	3.6%	320,635	273,270	276,561	4,991	4,756	4,998
Currently in Guard/Reserves	17.9%	16.6%	16.4%	55.4%	56.6%	55.5%	14.3%	14.5%	15.3%	8.4%	8.3%	8.8%	4.0%	4.0%	4.0%	7,361	6,107	6,938	63	50	64
Retired Separated/Discharged	19.9%	18.5%	17.8%	55.3%	55.4%	56.2%	14.8%	15.7%	15.6%	7.3%	7.9%	7.7%	2.7%	2.5%	2.6%	49,398	39,285	42,963	519	431	430
Disability																					
Yes	17.6%	16.0%	15.5%	50.4%	50.8%	51.1%	17.5%	18.3%	18.5%	9.8%	10.1%	10.1%	4.8%	4.8%	4.7%	68,423	50,758	52,587	1,129	974	994
No	16.8%	15.2%	14.5%	55.1%	55.0%	55.2%	16.3%	16.9%	17.4%	8.7%	9.3%	9.4%	3.1%	3.5%	3.5%	378,226	323,998	333,750	5,446	5,146	5,455

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
Work Location																					
Headquarters	13.1%	11.7%	10.7%	37.8%	35.9%	35.5%	23.5%	24.0%	24.6%	17.0%	18.8%	19.1%	8.6%	9.7%	10.0%	173,589	151,374	152,382	4,519	4,076	3,885
Field	10.6%	9.3%	8.4%	35.1%	34.1%	32.8%	24.6%	24.6%	25.3%	19.4%	20.5%	21.7%	10.4%	11.5%	11.8%	273,757	224,503	235,054	5,815	4,815	5,001
Supervisory Status																					
Non-Supervisor	10.9%	9.5%	8.6%	34.5%	33.0%	32.1%	25.0%	25.4%	25.9%	19.0%	20.4%	21.2%	10.6%	11.8%	12.2%	294,626	245,380	253,523	8,526	7,375	7,324
Team Leader	10.0%	8.8%	8.1%	35.0%	34.6%	33.0%	24.4%	24.1%	25.2%	20.2%	21.3%	22.2%	10.5%	11.3%	11.5%	56,705	48,579	52,387	1,025	855	919
Supervisor	12.5%	11.6%	10.5%	42.0%	39.3%	39.5%	22.6%	23.2%	23.4%	16.6%	18.2%	18.9%	6.4%	7.7%	7.7%	62,203	51,602	51,950	672	572	511
Manager	17.0%	15.3%	13.6%	44.1%	44.3%	42.6%	19.4%	19.6%	21.0%	14.2%	15.1%	16.5%	5.4%	5.7%	6.3%	28,486	24,532	24,166	167	139	155
Senior Leader	28.7%	26.7%	22.9%	44.0%	41.9%	44.9%	15.2%	15.7%	15.7%	8.3%	10.6%	12.2%	3.8%	5.1%	4.4%	8,117	8,056	7,986	38	50	49
Sex																					
Male	12.3%	10.8%	9.7%	37.1%	35.6%	34.7%	24.3%	24.4%	25.1%	17.1%	18.8%	19.7%	9.3%	10.5%	10.9%	228,561	192,983	201,559	4,175	3,528	3,565
Female	10.6%	9.6%	8.7%	35.1%	33.8%	33.0%	24.0%	24.5%	25.1%	20.2%	21.1%	22.0%	10.1%	11.0%	11.3%	215,015	179,737	183,410	5,925	5,199	5,171
Hispanic or Latino																					
Yes	12.0%	11.1%	10.0%	35.1%	33.7%	32.3%	24.7%	24.8%	26.2%	17.9%	18.7%	18.8%	10.2%	11.7%	12.7%	38,763	32,769	33,150	848	751	756
No	11.5%	10.2%	9.2%	36.4%	35.0%	34.2%	24.1%	24.4%	25.0%	18.5%	19.9%	20.8%	9.6%	10.6%	10.8%	400,514	336,202	348,194	9,080	7,832	7,801
Race																					
American Indian/ Alaska Native	10.4%	9.2%	8.7%	31.7%	31.9%	31.1%	26.8%	26.4%	27.0%	19.1%	19.3%	20.1%	12.1%	13.0%	13.1%	9,168	7,629	8,162	202	187	195
Asian	14.6%	13.6%	12.6%	42.4%	40.7%	41.2%	23.2%	23.8%	24.4%	12.4%	14.2%	13.6%	7.4%	7.7%	8.2%	21,668	19,149	18,277	402	359	395
Black/African American	12.2%	11.6%	10.7%	38.6%	36.6%	36.1%	24.1%	24.8%	25.4%	16.1%	16.9%	17.7%	9.1%	10.1%	10.1%	62,481	56,125	58,440	1,892	1,773	1,715
Native Hawaiian/ Pacific Islander	11.0%	10.3%	10.7%	36.2%	36.0%	34.8%	27.1%	24.7%	27.0%	16.3%	17.5%	17.8%	9.5%	11.6%	9.7%	2,701	2,173	2,426	52	36	45
White	11.5%	10.0%	8.9%	35.9%	34.7%	33.6%	24.0%	24.1%	24.8%	19.1%	20.7%	21.7%	9.4%	10.5%	11.0%	312,084	258,609	268,277	6,397	5,426	5,450
Two or more races (Not Hispanic/ Latino)	9.7%	8.5%	7.8%	30.6%	29.5%	28.1%	24.6%	25.0%	26.3%	20.8%	21.8%	22.9%	14.3%	15.2%	15.0%	18,182	13,981	14,112	507	382	358

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
Age Group																					
25 and under	14.5%	13.6%	11.3%	41.4%	41.9%	37.7%	23.2%	23.8%	24.4%	13.5%	13.4%	18.1%	7.4%	7.3%	8.5%	3,670	2,658	2,598	88	85	83
26-29	13.0%	10.9%	9.8%	37.3%	35.6%	33.6%	22.5%	23.7%	24.5%	17.7%	18.9%	21.2%	9.5%	10.9%	10.8%	12,466	10,949	12,164	258	252	236
30-39	10.7%	9.5%	8.6%	34.7%	33.4%	32.0%	23.2%	23.9%	24.5%	20.5%	21.5%	22.4%	10.9%	11.7%	12.5%	87,778	73,138	71,667	1,849	1,572	1,532
40-49	11.0%	9.8%	8.9%	35.3%	34.0%	33.4%	24.0%	24.0%	24.6%	19.3%	20.6%	21.3%	10.3%	11.5%	11.8%	118,901	101,995	106,596	2,580	2,318	2,321
50-59	11.5%	10.2%	9.3%	36.9%	35.5%	34.7%	24.8%	24.9%	25.6%	17.6%	19.2%	20.0%	9.1%	10.3%	10.4%	165,590	140,469	146,946	3,928	3,447	3,430
60+	11.8%	10.9%	9.7%	36.6%	35.0%	34.8%	26.2%	26.6%	27.1%	17.1%	18.4%	19.1%	8.3%	9.1%	9.3%	75,947	60,357	62,518	2,157	1,744	1,758
Level of Education																					
Less than																					
High School	18.9%	13.3%	12.0%	37.3%	34.9%	39.7%	25.7%	31.2%	26.5%	9.7%	13.3%	10.4%	8.4%	7.3%	11.5%	421	342	400	20	17	8
H.S. Diploma/																					
GED or equiv	11.1%	10.5%	9.4%	37.6%	37.0%	36.9%	28.9%	28.1%	28.7%	14.7%	16.0%	16.6%	7.7%	8.4%	8.3%	19,021	15,883	18,885	479	389	472
Trade/Technical																					
Certificate	8.9%	7.9%	7.5%	35.6%	34.7%	33.2%	28.6%	28.8%	30.0%	17.5%	18.8%	18.9%	9.4%	9.9%	10.4%	10,556	8,007	9,362	255	185	197
Some College																					
(no degree)	10.3%	9.2%	8.8%	34.2%	33.4%	32.9%	27.4%	27.6%	27.5%	18.2%	19.1%	19.8%	9.9%	10.8%	11.0%	61,225	51,469	58,848	1,485	1,316	1,380
Associate's																					
Degree	10.5%	10.1%	9.0%	35.2%	34.1%	33.6%	26.1%	25.4%	26.7%	18.5%	19.4%	20.1%	9.7%	11.0%	10.7%	34,740	27,145	30,602	792	680	763
Bachelor's																					
Degree	11.2%	9.9%	8.8%	36.7%	34.9%	34.0%	23.7%	24.3%	24.7%	18.8%	20.2%	21.4%	9.6%	10.8%	11.0%	151,763	129,304	132,783	3,361	2,894	2,920
Master's Degree																					
Doctoral/	12.8%	11.3%	10.1%	37.4%	35.9%	34.8%	21.6%	21.9%	22.8%	18.6%	20.3%	21.1%	9.6%	10.6%	11.2%	116,983	99,614	96,198	2,430	2,150	1,982
Professional																					
Degree	13.3%	11.6%	10.9%	35.1%	33.9%	32.0%	21.1%	21.5%	21.5%	19.5%	21.0%	22.4%	11.0%	11.9%	13.1%	51,462	42,966	39,977	1,350	1,169	1,031
Pay Category																					
Federal Wage																					
System	8.5%	7.6%	7.4%	32.3%	32.0%	33.2%	28.4%	28.1%	27.8%	19.4%	20.8%	20.6%	11.4%	11.6%	11.1%	12,949	9,466	12,517	173	124	153
GS 1-6																					
GS 7-12	11.2%	9.9%	9.7%	33.3%	33.6%	32.8%	25.7%	26.9%	27.7%	18.2%	18.0%	18.6%	11.6%	11.5%	11.2%	26,817	18,129	21,320	689	560	654
GS 13-15	10.8%	9.7%	8.7%	35.8%	34.2%	33.1%	25.0%	25.4%	25.9%	18.6%	19.8%	20.8%	9.8%	10.9%	11.4%	188,305	149,277	162,302	4,700	3,996	4,121
SES																					
SL/ST	13.1%	11.6%	10.3%	38.8%	37.2%	36.0%	22.2%	22.1%	22.9%	17.7%	19.6%	20.5%	8.3%	9.5%	10.3%	180,565	165,922	159,040	3,969	3,582	3,340
Other	34.1%	32.3%	28.3%	41.2%	42.9%	43.3%	12.8%	13.4%	14.0%	8.6%	8.4%	10.5%	3.3%	3.0%	4.0%	5,666	5,745	5,668	24	27	38
	15.9%	15.0%	13.4%	35.4%	34.7%	35.7%	20.6%	24.7%	16.1%	16.1%	17.4%	22.0%	11.8%	8.1%	12.8%	1,991	1,550	1,517	23	22	25
	9.5%	8.1%	7.5%	33.0%	30.8%	31.0%	24.3%	24.3%	25.4%	20.9%	22.7%	23.7%	12.3%	14.0%	12.4%	30,589	25,308	25,125	636	532	497

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
Time in Federal Government																					
< 1 year	20.0%	18.2%	17.1%	42.2%	43.4%	41.5%	21.0%	21.1%	23.2%	12.2%	12.8%	12.7%	4.6%	4.6%	5.5%	8,726	6,625	5,819	284	221	218
1-3 years	14.3%	12.7%	12.2%	39.0%	38.0%	35.7%	22.5%	24.2%	24.4%	16.3%	16.7%	18.4%	7.7%	8.3%	9.3%	44,367	29,225	27,617	945	700	643
4-5 years	11.9%	10.5%	9.3%	35.0%	34.3%	34.1%	23.2%	24.4%	24.7%	19.1%	20.1%	21.2%	10.8%	10.8%	10.7%	29,609	29,472	40,297	606	643	812
6-10 years	10.5%	9.4%	8.3%	34.6%	33.2%	32.4%	24.3%	24.3%	25.1%	19.9%	21.2%	21.8%	10.8%	11.9%	12.4%	106,613	89,911	86,017	2,237	1,926	1,808
11-14 years	10.2%	8.8%	7.9%	35.1%	33.3%	32.2%	24.5%	24.3%	25.2%	19.4%	21.4%	22.1%	10.8%	12.1%	12.5%	62,618	53,739	55,625	1,309	1,172	1,152
15-20 years	10.4%	9.3%	8.4%	34.5%	33.2%	33.0%	24.9%	24.7%	24.6%	19.4%	21.0%	21.7%	10.8%	11.8%	12.3%	64,928	50,562	47,769	1,519	1,204	1,056
> 20 years	11.6%	10.5%	9.5%	37.7%	36.1%	35.3%	24.9%	25.0%	25.8%	17.3%	18.6%	19.6%	8.4%	9.8%	9.8%	131,023	116,631	125,128	3,371	3,002	3,179
Time with Current Agency																					
< 1 year	19.8%	17.9%	17.5%	41.3%	41.8%	40.6%	19.9%	20.5%	22.1%	13.1%	13.8%	13.3%	5.9%	6.1%	6.4%	15,892	12,681	11,478	576	489	431
1-3 years	13.9%	12.6%	11.6%	38.2%	37.1%	34.7%	22.6%	23.9%	24.3%	16.9%	17.2%	19.2%	8.4%	9.1%	10.2%	68,349	46,578	43,555	1,522	1,130	1,002
4-5 years	11.4%	10.0%	8.8%	34.8%	33.6%	33.4%	23.5%	24.4%	24.7%	19.2%	20.5%	21.6%	11.1%	11.6%	11.5%	37,138	37,322	48,970	737	832	971
6-10 years	10.1%	8.6%	8.1%	34.0%	32.7%	31.9%	24.7%	24.7%	25.3%	20.2%	21.6%	22.1%	11.0%	12.3%	12.6%	111,560	96,039	93,829	2,380	2,075	2,005
11-20 years	9.9%	8.9%	8.1%	35.2%	33.4%	32.8%	25.2%	24.8%	25.4%	19.1%	21.2%	21.6%	10.6%	11.7%	12.1%	116,079	96,593	96,978	2,572	2,182	2,099
> 20 years	11.7%	10.8%	9.3%	38.2%	36.7%	36.1%	24.8%	25.0%	26.0%	17.2%	18.3%	19.6%	8.0%	9.1%	9.0%	97,422	85,667	92,279	2,442	2,125	2,308
Leaving																					
No	14.5%	13.1%	11.9%	41.7%	40.9%	39.9%	24.0%	24.4%	25.5%	14.6%	15.8%	16.6%	5.2%	5.8%	6.1%	309,014	253,392	257,423	7,146	6,072	6,073
Yes, to retire	9.9%	9.1%	8.3%	35.6%	34.0%	33.8%	26.8%	27.0%	27.2%	19.2%	20.2%	21.0%	8.5%	9.8%	9.6%	27,887	21,771	23,577	708	537	564
Yes, to other job in Govt	4.9%	4.7%	3.9%	24.8%	23.2%	22.4%	24.8%	24.7%	24.5%	26.9%	27.9%	29.1%	18.6%	19.5%	20.1%	69,330	69,204	72,062	1,506	1,514	1,470
Yes, to other job outside Govt	3.8%	3.1%	2.8%	20.9%	17.5%	16.7%	20.5%	20.8%	20.1%	29.6%	30.5%	32.5%	25.1%	28.2%	27.9%	19,104	13,532	15,642	313	266	231
Yes, other	3.9%	3.2%	3.0%	19.0%	18.4%	17.9%	23.9%	24.0%	23.5%	28.5%	28.8%	29.6%	24.7%	25.5%	26.0%	21,650	17,578	18,846	563	445	479
Retiring																					
Within 1 year	10.0%	9.0%	7.9%	33.8%	32.5%	32.6%	26.3%	26.7%	25.6%	19.1%	20.4%	21.7%	10.8%	11.4%	12.1%	16,769	13,258	14,520	416	323	352
Between 1-3 years	10.5%	9.5%	8.7%	36.1%	34.6%	33.9%	26.3%	26.3%	27.2%	18.3%	19.6%	20.5%	8.8%	10.1%	9.7%	46,115	37,092	39,074	1,198	954	936
Between 3-5 years	10.9%	9.7%	8.7%	36.7%	35.2%	34.3%	25.2%	26.3%	26.1%	18.3%	19.1%	20.4%	9.0%	9.7%	10.4%	50,161	41,302	42,501	1,167	944	1,011
5 or more years	11.8%	10.5%	9.5%	36.3%	34.9%	34.0%	23.7%	23.8%	24.7%	18.5%	19.9%	20.7%	9.8%	10.9%	11.2%	331,377	281,240	288,430	7,336	6,510	6,387

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.3%	10.1%	9.1%	36.0%	34.7%	33.8%	24.4%	24.6%	25.2%	18.5%	19.8%	20.7%	9.7%	10.7%	11.1%	465,394	390,805	404,200	10,900	9,449	9,417
Self-Identify as:																					
Heterosexual	12.2%	10.8%	9.7%	37.4%	36.1%	35.1%	24.0%	24.3%	25.0%	17.7%	19.0%	20.0%	8.8%	9.7%	10.1%	357,478	300,210	311,447	7,658	6,672	6,572
LGBT*	11.4%	9.9%	9.3%	32.0%	31.7%	29.4%	22.1%	22.9%	22.6%	21.1%	21.7%	23.2%	13.4%	13.8%	15.5%	13,303	11,082	10,829	270	255	224
Prefer not to say	7.8%	7.1%	6.3%	30.0%	27.6%	27.4%	25.6%	25.3%	26.2%	22.3%	23.8%	24.3%	14.3%	16.2%	15.8%	55,304	45,750	46,774	1,631	1,322	1,396
Military Service																					
No Prior Military Service	10.9%	9.8%	8.7%	36.2%	34.7%	33.9%	24.4%	24.5%	25.1%	19.0%	20.3%	21.2%	9.6%	10.8%	11.1%	317,870	271,176	274,843	7,630	6,683	6,672
Currently in Guard/Reserves	13.4%	11.4%	10.7%	38.4%	38.0%	36.8%	21.7%	23.2%	22.5%	15.9%	17.4%	19.0%	10.6%	10.1%	11.0%	7,299	6,076	6,908	116	78	91
Retired Separated/Discharged	14.8%	13.3%	12.3%	40.2%	39.1%	38.6%	23.3%	23.6%	24.5%	14.8%	16.2%	17.0%	6.9%	7.8%	7.7%	49,071	39,029	42,730	838	670	642
Disability																					
Yes	11.9%	10.7%	10.0%	33.3%	32.2%	31.4%	23.6%	23.9%	24.7%	18.7%	20.0%	20.2%	12.5%	13.2%	13.7%	68,042	50,468	52,402	1,501	1,227	1,164
No	11.5%	10.2%	9.1%	36.9%	35.4%	34.4%	24.3%	24.5%	25.2%	18.3%	19.7%	20.8%	9.0%	10.2%	10.5%	374,993	321,521	331,652	8,562	7,475	7,499

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
Work Location																					
Headquarters	15.5%	14.0%	12.8%	39.4%	37.8%	37.6%	21.5%	22.2%	22.6%	14.7%	16.1%	17.0%	8.8%	9.9%	10.0%	174,109	151,725	152,417	3,765	3,466	3,404
Field	12.4%	10.9%	10.1%	36.5%	35.2%	34.5%	22.8%	23.3%	23.7%	17.5%	18.6%	19.6%	10.8%	12.1%	12.1%	273,895	224,381	234,776	5,368	4,589	4,744
Supervisory Status																					
Non-Supervisor	12.3%	10.9%	9.9%	35.5%	33.7%	33.2%	23.4%	24.1%	24.4%	17.5%	18.8%	19.8%	11.2%	12.7%	12.7%	294,915	245,342	253,195	7,911	6,993	7,008
Team Leader	11.7%	10.0%	9.7%	36.6%	35.5%	35.0%	22.6%	23.4%	23.4%	18.1%	19.4%	20.0%	10.9%	11.6%	11.8%	56,840	48,677	52,439	832	682	734
Supervisor	16.1%	14.5%	13.3%	45.0%	44.5%	43.5%	20.2%	20.0%	21.4%	12.9%	14.2%	15.1%	5.8%	6.8%	6.6%	62,405	51,738	51,956	373	349	347
Manager	22.7%	20.8%	19.5%	47.7%	48.7%	47.3%	15.5%	15.9%	17.0%	9.9%	10.0%	11.3%	4.2%	4.6%	4.9%	28,526	24,572	24,196	83	79	79
Senior Leader	37.7%	34.6%	30.5%	42.9%	41.5%	45.1%	9.9%	12.6%	12.9%	5.9%	6.8%	7.6%	3.7%	4.5%	4.0%	8,112	8,061	7,992	28	30	38
Sex																					
Male	14.3%	12.6%	11.5%	38.2%	36.7%	36.1%	22.4%	22.9%	23.6%	15.4%	16.7%	17.6%	9.7%	11.1%	11.2%	228,869	192,961	201,407	3,503	3,116	3,100
Female	12.7%	11.4%	10.5%	36.8%	35.6%	35.1%	22.1%	22.7%	23.0%	17.9%	18.9%	19.9%	10.4%	11.3%	11.5%	215,324	179,980	183,314	5,451	4,781	4,893
Hispanic or Latino																					
Yes	13.9%	12.5%	11.4%	34.4%	33.0%	32.2%	22.1%	22.7%	23.0%	17.3%	17.8%	18.9%	12.3%	13.9%	14.5%	38,725	32,763	33,149	833	690	676
No	13.6%	12.1%	11.1%	38.1%	36.7%	36.1%	22.3%	22.8%	23.3%	16.3%	17.6%	18.5%	9.7%	10.9%	10.9%	401,162	336,406	347,908	7,969	7,097	7,174
Race																					
American Indian/ Alaska Native	11.5%	9.5%	9.0%	30.8%	28.7%	29.0%	23.2%	24.7%	25.9%	20.3%	20.6%	20.5%	14.3%	16.4%	15.6%	9,141	7,609	8,154	215	187	181
Asian	16.6%	15.9%	14.8%	41.7%	40.5%	41.1%	21.2%	22.3%	22.5%	12.3%	12.8%	12.9%	8.2%	8.6%	8.7%	21,656	19,096	18,247	400	386	405
Black/African American	14.4%	13.3%	12.4%	38.9%	37.3%	36.6%	22.2%	22.7%	23.4%	14.6%	15.8%	16.5%	9.8%	10.9%	11.1%	62,651	56,218	58,345	1,646	1,602	1,566
Native Hawaiian/ Pacific Islander	11.9%	10.9%	11.4%	35.3%	38.2%	34.3%	24.5%	21.3%	24.7%	18.0%	15.9%	18.0%	10.3%	13.8%	11.6%	2,702	2,159	2,412	47	53	55
White	13.6%	12.0%	10.9%	37.9%	36.5%	35.9%	22.1%	22.6%	23.2%	16.8%	18.1%	19.2%	9.5%	10.8%	10.9%	312,518	258,743	268,176	5,648	4,819	4,938
Two or more races (Not Hispanic/ Latino)	11.8%	9.6%	9.3%	31.5%	31.3%	30.1%	23.1%	23.7%	23.8%	18.7%	19.6%	20.9%	15.0%	15.8%	15.9%	18,213	13,999	14,095	419	346	333

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
Age Group																					
25 and under	17.4%	16.4%	15.0%	40.9%	39.4%	39.2%	20.1%	21.2%	20.9%	13.6%	13.5%	17.1%	8.0%	9.5%	7.9%	3,686	2,670	2,619	58	55	55
26-29	15.0%	13.4%	11.2%	39.1%	36.5%	35.6%	20.7%	21.2%	22.0%	15.7%	17.3%	19.2%	9.5%	11.6%	11.9%	12,508	11,011	12,193	186	187	165
30-39	12.8%	11.1%	10.1%	36.5%	34.8%	34.1%	20.9%	21.9%	22.3%	18.2%	19.5%	20.2%	11.6%	12.7%	13.3%	88,011	73,276	71,776	1,493	1,283	1,273
40-49	12.9%	11.4%	10.7%	37.0%	35.7%	35.3%	22.3%	22.7%	23.2%	17.0%	18.2%	18.8%	10.8%	12.1%	12.0%	118,992	102,028	106,444	2,312	2,080	2,169
50-59	13.7%	12.1%	11.2%	38.0%	36.8%	36.1%	23.0%	23.6%	24.2%	15.9%	17.0%	18.1%	9.4%	10.4%	10.4%	165,642	140,279	146,655	3,675	3,343	3,302
60+	13.7%	12.8%	11.6%	37.6%	36.5%	36.8%	25.0%	24.8%	25.0%	15.4%	16.5%	17.3%	8.3%	9.4%	9.3%	76,112	60,476	62,469	1,900	1,566	1,600
Level of Education																					
Less than																					
High School	17.8%	14.7%	14.1%	35.4%	34.7%	36.0%	25.0%	27.3%	25.5%	10.2%	11.1%	10.9%	11.7%	12.2%	13.5%	423	352	394	16	11	13
H.S. Diploma/																					
GED or equiv	12.4%	11.9%	10.8%	37.0%	36.1%	35.4%	24.4%	24.7%	25.4%	16.5%	16.9%	17.7%	9.8%	10.5%	10.7%	19,070	15,870	18,853	423	353	424
Trade/Technical																					
Certificate	10.1%	9.2%	9.4%	33.0%	32.7%	31.3%	25.8%	25.2%	26.7%	18.5%	19.7%	19.9%	12.6%	13.2%	12.8%	10,590	8,017	9,373	204	167	176
Some College																					
(no degree)	12.1%	10.6%	10.1%	33.9%	33.1%	32.3%	24.3%	24.3%	24.6%	18.1%	18.8%	19.9%	11.6%	13.2%	13.0%	61,308	51,543	58,766	1,332	1,194	1,271
Associate's																					
Degree	12.0%	10.7%	10.3%	34.1%	32.6%	32.9%	23.8%	23.7%	24.3%	18.2%	19.4%	19.9%	11.9%	13.6%	12.5%	34,803	27,183	30,597	709	602	680
Bachelor's																					
Degree	13.4%	11.9%	10.7%	38.6%	36.8%	36.3%	22.1%	22.9%	23.3%	16.3%	17.6%	18.6%	9.6%	10.8%	11.1%	151,806	129,262	132,703	3,096	2,695	2,739
Master's Degree																					
Doctoral/	15.3%	13.5%	12.2%	40.2%	38.9%	38.7%	20.7%	21.4%	21.8%	15.1%	16.4%	17.3%	8.7%	9.8%	10.0%	117,094	99,569	96,006	2,152	1,991	1,908
Professional																					
Degree	16.2%	14.6%	13.4%	39.0%	37.9%	37.4%	20.2%	21.0%	21.3%	15.5%	16.5%	17.6%	9.1%	9.9%	10.2%	51,716	43,158	40,112	1,068	942	809
Pay Category																					
Federal Wage																					
System	9.8%	8.6%	8.6%	30.6%	31.4%	29.9%	24.2%	24.4%	25.3%	20.8%	21.0%	21.5%	14.6%	14.6%	14.6%	12,955	9,466	12,495	139	96	136
GS 1-6																					
GS 7-12	12.3%	11.2%	10.6%	32.7%	32.0%	31.3%	23.3%	23.9%	24.9%	17.9%	18.6%	19.3%	13.8%	14.2%	13.9%	26,782	18,123	21,332	673	539	573
GS 13-15																					
SES	12.5%	11.1%	10.1%	36.4%	34.6%	34.5%	23.2%	23.8%	24.0%	17.3%	18.5%	19.3%	10.7%	11.9%	12.1%	188,529	149,327	162,126	4,290	3,655	3,880
SL/ST																					
Other	16.2%	14.3%	13.1%	42.4%	41.3%	40.4%	20.6%	21.0%	21.8%	13.9%	15.2%	16.3%	6.9%	8.2%	8.4%	181,032	166,071	158,963	3,310	3,206	3,004
	44.4%	42.4%	38.2%	41.2%	41.8%	42.3%	7.5%	9.0%	10.9%	4.3%	4.2%	5.8%	2.6%	2.7%	2.8%	5,664	5,755	5,677	13	8	23
	20.2%	17.2%	14.9%	37.5%	36.8%	40.1%	17.7%	25.2%	20.3%	11.9%	13.4%	16.0%	12.7%	7.5%	8.7%	1,983	1,557	1,522	20	13	21
	10.7%	9.4%	9.0%	34.5%	32.1%	32.2%	23.2%	23.3%	23.7%	19.1%	20.5%	21.6%	12.5%	14.8%	13.5%	30,582	25,309	25,135	592	495	444

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
Time in Federal Government																					
< 1 year	22.0%	21.0%	19.2%	43.8%	43.4%	42.5%	20.5%	20.7%	22.0%	9.2%	9.9%	11.8%	4.5%	5.0%	4.5%	8,529	6,486	5,694	444	357	322
1-3 years	16.5%	14.6%	13.6%	40.1%	37.9%	37.2%	21.2%	22.7%	22.9%	14.0%	16.0%	16.8%	8.2%	8.9%	9.5%	44,375	29,214	27,543	876	664	638
4-5 years	13.8%	12.0%	11.1%	36.0%	35.7%	35.9%	21.6%	22.6%	22.9%	17.6%	18.1%	18.9%	11.0%	11.6%	11.2%	29,672	29,491	40,230	506	571	756
6-10 years	12.4%	11.0%	9.9%	35.9%	34.5%	33.5%	22.5%	22.6%	23.4%	18.1%	19.3%	20.1%	11.1%	12.6%	13.1%	106,857	89,957	86,094	1,886	1,715	1,551
11-14 years	12.0%	10.4%	9.7%	36.1%	34.1%	33.4%	22.4%	23.3%	24.0%	18.0%	19.1%	20.2%	11.5%	13.1%	12.8%	62,689	53,860	55,605	1,181	935	1,052
15-20 years	12.2%	11.1%	10.3%	36.2%	35.0%	34.4%	22.9%	23.2%	23.3%	17.4%	18.3%	19.5%	11.2%	12.4%	12.4%	65,108	50,657	47,738	1,261	1,017	945
> 20 years	14.2%	12.8%	11.6%	39.6%	38.5%	38.1%	22.7%	23.1%	23.5%	15.0%	16.1%	17.1%	8.5%	9.7%	9.7%	131,283	116,713	125,144	2,950	2,772	2,846
Time with Current Agency																					
< 1 year	22.1%	20.3%	19.4%	42.4%	42.6%	41.0%	20.2%	20.3%	21.9%	9.5%	11.0%	12.1%	5.8%	5.9%	5.6%	15,524	12,354	11,093	903	797	772
1-3 years	16.3%	14.6%	13.1%	39.1%	37.1%	36.6%	21.2%	22.8%	22.7%	14.7%	16.0%	17.2%	8.6%	9.6%	10.4%	68,364	46,526	43,455	1,428	1,096	987
4-5 years	13.1%	11.4%	10.7%	36.0%	34.8%	34.8%	21.5%	22.7%	23.0%	17.8%	18.6%	19.5%	11.6%	12.5%	12.0%	37,197	37,389	48,924	642	694	869
6-10 years	11.9%	10.3%	9.6%	35.5%	33.9%	33.2%	22.7%	22.8%	23.6%	18.3%	19.9%	20.2%	11.5%	13.1%	13.4%	111,908	96,228	94,004	1,875	1,756	1,662
11-20 years	11.7%	10.6%	9.9%	36.4%	35.1%	34.4%	22.9%	23.4%	23.7%	17.8%	18.6%	19.7%	11.1%	12.3%	12.2%	116,376	96,845	97,016	2,151	1,748	1,819
> 20 years	14.4%	13.2%	11.6%	40.4%	39.5%	39.2%	22.7%	23.0%	23.5%	14.6%	15.5%	16.8%	7.9%	8.8%	8.8%	97,698	85,761	92,375	2,068	1,903	1,954
Leaving																					
No	17.1%	15.3%	14.2%	42.5%	41.8%	41.0%	21.6%	22.5%	23.2%	13.1%	14.0%	15.1%	5.6%	6.3%	6.4%	309,616	253,679	257,529	6,217	5,383	5,346
Yes, to retire	12.1%	11.1%	10.3%	36.8%	36.4%	36.6%	25.5%	25.1%	24.9%	16.8%	17.9%	18.8%	8.7%	9.5%	9.3%	27,950	21,827	23,559	602	481	502
Yes, to other job in Govt	6.1%	5.5%	4.7%	27.3%	25.5%	25.1%	23.7%	23.3%	23.7%	23.9%	25.1%	25.7%	19.1%	20.6%	20.8%	69,274	69,122	71,861	1,426	1,471	1,487
Yes, to other job outside Govt	5.0%	3.9%	3.7%	24.9%	20.3%	20.5%	20.9%	21.8%	21.5%	25.3%	27.3%	27.6%	23.8%	26.7%	26.7%	19,126	13,527	15,580	289	240	253
Yes, other	4.6%	4.3%	3.5%	22.2%	20.6%	20.7%	23.3%	23.2%	23.1%	25.1%	26.1%	27.2%	24.8%	25.7%	25.4%	21,672	17,567	18,810	513	408	458
Retiring																					
Within 1 year	12.3%	11.0%	10.0%	35.8%	35.9%	35.4%	24.4%	24.2%	23.7%	16.6%	17.8%	19.5%	10.9%	11.1%	11.3%	16,818	13,290	14,498	343	287	332
Between 1-3 years	12.8%	11.3%	10.5%	37.7%	36.3%	37.0%	24.6%	25.0%	24.8%	16.1%	17.4%	18.0%	8.8%	10.0%	9.6%	46,227	37,137	39,032	1,038	876	855
Between 3-5 years	12.8%	11.5%	10.6%	38.7%	36.9%	36.0%	23.4%	24.1%	24.5%	16.4%	17.3%	18.5%	8.8%	10.2%	10.4%	50,238	41,232	42,479	1,040	931	942
5 or more years	13.9%	12.3%	11.3%	37.6%	36.2%	35.6%	21.8%	22.4%	23.0%	16.5%	17.7%	18.6%	10.2%	11.4%	11.6%	331,782	281,447	288,268	6,534	5,811	5,847

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	11.9%	10.9%	37.4%	36.1%	35.6%	22.5%	23.1%	23.5%	16.6%	17.7%	18.7%	10.1%	11.2%	11.3%	465,997	390,973	403,880	9,657	8,551	8,603
Self-Identify as:																					
Heterosexual	14.3%	12.7%	11.6%	38.6%	37.3%	36.6%	21.9%	22.6%	23.1%	15.9%	17.0%	18.1%	9.2%	10.4%	10.5%	357,970	300,431	311,191	6,768	5,998	6,050
LGBT*	13.9%	12.4%	11.5%	35.4%	34.4%	33.6%	20.5%	20.5%	20.5%	17.5%	19.1%	20.2%	12.7%	13.6%	14.2%	13,308	11,138	10,809	266	186	207
Prefer not to say	9.4%	8.2%	7.7%	32.0%	30.3%	29.9%	24.8%	25.0%	25.5%	19.5%	20.7%	21.3%	14.3%	15.8%	15.6%	55,420	45,719	46,779	1,437	1,247	1,256
Military Service																					
No Prior Military Service	13.2%	11.8%	10.8%	38.3%	37.0%	36.4%	22.2%	22.6%	23.0%	16.6%	17.8%	18.7%	9.7%	10.9%	11.1%	318,600	271,565	274,999	6,586	5,879	5,874
Currently in Guard/Reserves	15.5%	14.4%	12.0%	38.1%	35.8%	35.6%	19.9%	20.6%	21.8%	16.1%	16.6%	18.5%	10.5%	12.5%	12.1%	7,272	6,036	6,884	130	103	101
Retired Separated/Discharged	16.6%	15.0%	13.8%	39.9%	38.7%	38.5%	22.3%	23.0%	23.6%	13.8%	15.0%	15.8%	7.4%	8.3%	8.3%	49,033	38,895	42,490	815	719	741
Disability																					
Yes	13.5%	12.0%	11.5%	33.1%	32.0%	30.8%	22.0%	22.8%	23.4%	17.7%	18.7%	19.6%	13.6%	14.5%	14.7%	67,958	50,435	52,263	1,487	1,203	1,147
No	13.7%	12.1%	11.0%	38.7%	37.2%	36.7%	22.3%	22.8%	23.3%	16.2%	17.4%	18.4%	9.2%	10.5%	10.6%	375,692	321,766	331,566	7,428	6,665	6,768

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
Work Location																					
Headquarters	13.4%	12.0%	10.8%	31.6%	30.1%	29.9%	27.7%	27.9%	28.0%	16.8%	17.9%	18.8%	10.6%	12.1%	12.4%	171,801	149,509	150,451	5,897	5,402	5,179
Field	10.5%	9.3%	8.3%	28.5%	27.4%	26.4%	28.2%	28.3%	28.8%	19.6%	20.6%	21.7%	13.1%	14.5%	14.7%	270,226	221,287	231,729	8,503	7,249	7,452
Supervisory Status																					
Non-Supervisor	10.3%	9.0%	8.1%	27.5%	26.0%	25.2%	29.1%	29.1%	29.6%	19.6%	20.6%	21.7%	13.5%	15.2%	15.4%	289,905	240,934	249,008	12,379	10,906	10,813
Team Leader	10.2%	8.9%	8.2%	29.1%	27.7%	27.5%	28.2%	28.3%	28.2%	19.6%	21.3%	22.0%	12.8%	13.8%	14.2%	56,325	48,218	51,984	1,282	1,065	1,131
Supervisor	14.0%	12.6%	11.3%	36.7%	35.5%	35.0%	26.3%	26.5%	27.2%	15.3%	16.5%	17.7%	7.7%	8.9%	8.8%	62,014	51,376	51,658	717	639	602
Manager	20.0%	18.4%	16.6%	40.6%	40.7%	39.3%	21.0%	22.2%	23.3%	12.8%	12.4%	14.0%	5.6%	6.3%	6.8%	28,400	24,464	24,112	161	134	136
Senior Leader	33.7%	31.0%	28.0%	38.5%	36.9%	39.2%	16.0%	17.3%	17.2%	7.3%	9.1%	10.1%	4.5%	5.7%	5.6%	8,090	8,032	7,938	34	40	55
Sex																					
Male	12.1%	10.5%	9.4%	29.9%	28.6%	27.7%	27.9%	27.9%	28.5%	17.8%	18.9%	20.0%	12.3%	14.0%	14.3%	226,665	191,095	199,543	5,433	4,749	4,761
Female	11.0%	10.0%	9.0%	29.5%	28.3%	27.8%	28.1%	28.5%	28.6%	19.5%	20.4%	21.5%	11.9%	12.8%	13.1%	211,568	176,555	180,172	8,770	7,734	7,695
Hispanic or Latino																					
Yes	12.1%	10.9%	9.8%	27.1%	25.7%	24.8%	27.6%	27.4%	27.9%	18.8%	19.6%	20.4%	14.4%	16.3%	17.1%	38,113	32,186	32,635	1,350	1,178	1,135
No	11.6%	10.3%	9.2%	30.1%	28.8%	28.1%	28.0%	28.2%	28.6%	18.4%	19.5%	20.6%	11.8%	13.2%	13.4%	395,892	331,758	343,471	12,641	11,118	11,137
Race																					
American Indian/ Alaska Native	10.1%	7.8%	8.0%	24.4%	22.0%	22.5%	28.2%	29.1%	28.4%	21.1%	22.8%	23.3%	16.2%	18.3%	17.8%	9,013	7,512	8,028	327	277	303
Asian	13.8%	12.9%	12.0%	32.9%	32.9%	32.9%	29.1%	29.2%	29.4%	14.2%	14.0%	15.0%	10.0%	11.0%	10.8%	21,219	18,637	17,832	815	799	794
Black/African American	12.3%	11.5%	10.2%	32.0%	30.0%	29.6%	28.6%	28.6%	28.9%	16.0%	17.3%	18.3%	11.2%	12.7%	13.0%	61,372	54,948	57,187	2,815	2,672	2,624
Native Hawaiian/ Pacific Islander	10.0%	9.6%	9.5%	28.0%	29.9%	28.7%	30.8%	28.1%	29.5%	19.0%	17.9%	19.1%	12.3%	14.5%	13.2%	2,651	2,134	2,380	96	63	86
White	11.7%	10.2%	9.1%	29.8%	28.6%	27.8%	27.6%	27.7%	28.4%	19.1%	20.2%	21.3%	11.8%	13.3%	13.5%	308,994	255,829	265,374	8,634	7,370	7,384
Two or more races (Not Hispanic/ Latino)	9.9%	8.5%	8.0%	24.6%	23.3%	21.8%	27.3%	28.1%	27.6%	20.4%	21.4%	23.0%	17.8%	18.6%	19.5%	18,004	13,792	13,916	631	509	486

Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
Age Group																					
25 and under	14.4%	12.8%	11.8%	32.0%	30.6%	29.3%	26.9%	26.6%	27.4%	15.8%	17.9%	20.1%	10.9%	12.3%	11.3%	3,659	2,638	2,595	92	98	74
26-29	12.6%	10.5%	9.1%	30.4%	28.4%	27.0%	25.2%	25.9%	26.8%	19.7%	20.5%	21.8%	12.1%	14.7%	15.3%	12,417	10,877	12,047	273	310	310
30-39	11.0%	9.6%	8.6%	28.4%	26.8%	26.3%	25.7%	26.4%	26.7%	20.7%	21.5%	22.5%	14.2%	15.7%	15.9%	87,017	72,391	70,998	2,394	2,109	2,001
40-49	11.2%	9.9%	9.0%	29.3%	27.8%	27.5%	27.7%	27.6%	28.2%	18.9%	20.3%	20.9%	12.9%	14.3%	14.5%	117,344	100,513	105,067	3,839	3,454	3,421
50-59	11.6%	10.3%	9.4%	30.3%	29.1%	28.2%	29.3%	29.6%	29.8%	17.8%	18.6%	20.0%	11.1%	12.5%	12.7%	163,234	138,234	144,521	5,736	5,060	5,171
60+	11.5%	10.6%	9.4%	29.6%	28.9%	28.4%	31.1%	30.2%	31.1%	17.5%	18.7%	19.4%	10.3%	11.7%	11.8%	74,934	59,510	61,583	2,853	2,290	2,312
Level of Education																					
Less than																					
High School	17.1%	13.0%	12.1%	30.4%	27.6%	29.5%	27.6%	35.2%	31.4%	13.3%	10.4%	14.0%	11.5%	13.7%	12.9%	416	338	383	19	18	17
H.S. Diploma/																					
GED or equiv	10.1%	10.1%	8.9%	29.8%	28.4%	27.8%	31.2%	31.1%	31.6%	18.2%	18.7%	19.1%	10.8%	11.7%	12.5%	18,674	15,589	18,541	721	593	676
Trade/Technical																					
Certificate	8.4%	7.6%	7.0%	26.3%	25.7%	24.6%	31.1%	29.9%	31.5%	20.1%	21.2%	21.7%	14.1%	15.5%	15.2%	10,435	7,907	9,235	328	250	294
Some College																					
(no degree)	10.4%	9.0%	8.4%	26.6%	25.8%	25.3%	30.1%	29.9%	30.1%	19.6%	20.3%	21.2%	13.3%	15.0%	15.0%	60,297	50,600	57,824	2,266	1,958	2,099
Associate's																					
Degree	10.1%	9.1%	8.6%	27.3%	25.9%	25.9%	29.4%	28.3%	29.2%	19.8%	21.4%	21.7%	13.4%	15.3%	14.5%	34,236	26,685	30,048	1,221	1,034	1,146
Bachelor's																					
Degree	11.5%	9.9%	8.8%	30.3%	28.9%	28.2%	28.0%	28.4%	28.8%	18.3%	19.6%	20.7%	11.9%	13.1%	13.5%	149,772	127,414	130,948	4,902	4,380	4,319
Master's Degree																					
Doctoral/	13.1%	11.7%	10.4%	32.0%	30.5%	29.8%	26.1%	26.5%	26.7%	17.6%	18.6%	20.0%	11.2%	12.5%	13.1%	115,801	98,407	95,016	3,317	2,995	2,858
Professional																					
Degree	13.8%	12.4%	11.4%	30.5%	29.6%	28.9%	25.2%	25.9%	25.5%	18.2%	18.5%	20.0%	12.3%	13.7%	14.1%	51,184	42,707	39,743	1,496	1,319	1,129
Pay Category																					
Federal Wage																					
System	8.1%	7.2%	6.7%	23.4%	22.6%	22.6%	29.1%	28.4%	29.8%	23.0%	23.8%	23.3%	16.4%	18.1%	17.7%	12,802	9,359	12,388	255	175	225
GS 1-6																					
GS 7-12	10.2%	9.2%	8.6%	25.4%	24.4%	24.4%	28.6%	29.6%	30.0%	20.0%	20.3%	20.8%	15.9%	16.4%	16.2%	26,261	17,743	20,875	1,148	848	961
GS 13-15	10.6%	9.3%	8.4%	28.4%	27.1%	26.4%	29.2%	29.3%	29.5%	19.1%	20.2%	21.3%	12.7%	14.2%	14.5%	185,536	146,676	159,449	6,977	6,038	6,284
SES																					
SL/ST	14.0%	12.5%	11.0%	34.1%	32.8%	31.9%	26.4%	26.6%	27.2%	16.3%	17.5%	18.7%	9.2%	10.6%	11.2%	179,018	164,190	157,424	5,039	4,791	4,406
Other	39.6%	37.9%	34.9%	38.3%	39.3%	39.1%	12.2%	13.6%	14.0%	6.3%	5.4%	7.8%	3.6%	3.7%	4.2%	5,648	5,743	5,645	16	13	30
	18.3%	16.9%	13.6%	30.3%	28.4%	32.1%	23.0%	27.4%	21.1%	13.9%	16.0%	19.3%	14.5%	11.2%	13.9%	1,975	1,537	1,510	31	26	20
	9.2%	7.8%	7.5%	27.4%	25.6%	25.5%	27.8%	27.7%	27.7%	20.9%	22.1%	23.3%	14.7%	16.7%	16.0%	30,286	25,026	24,891	867	738	671

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
Time in Federal Government																					
< 1 year	19.3%	17.7%	16.6%	34.5%	33.8%	33.1%	27.8%	28.5%	28.9%	11.7%	13.5%	14.7%	6.7%	6.3%	6.7%	8,288	6,306	5,497	687	528	521
1-3 years	13.9%	12.2%	11.7%	31.8%	29.7%	28.2%	26.9%	28.0%	28.5%	17.0%	18.4%	19.6%	10.4%	11.6%	12.0%	43,701	28,712	27,163	1,504	1,131	1,009
4-5 years	12.0%	10.2%	9.0%	27.7%	28.3%	27.8%	27.1%	27.6%	28.3%	19.4%	19.6%	20.8%	13.8%	14.3%	14.0%	29,277	29,094	39,764	857	919	1,186
6-10 years	10.5%	9.3%	8.0%	28.4%	26.7%	25.9%	27.8%	27.4%	28.0%	20.0%	21.3%	22.1%	13.4%	15.3%	15.9%	105,553	88,741	85,007	3,011	2,816	2,561
11-14 years	10.3%	9.0%	8.1%	28.3%	26.6%	26.0%	27.8%	28.0%	28.2%	19.9%	21.0%	22.0%	13.7%	15.4%	15.7%	62,009	53,178	55,037	1,788	1,541	1,542
15-20 years	10.6%	9.5%	8.7%	28.8%	27.4%	27.0%	28.1%	28.3%	28.2%	19.3%	20.1%	21.1%	13.2%	14.6%	15.0%	64,281	50,003	47,191	1,928	1,546	1,408
> 20 years	12.1%	10.9%	9.8%	31.6%	30.6%	29.9%	29.2%	29.1%	29.6%	16.9%	17.8%	19.1%	10.2%	11.5%	11.6%	129,396	115,005	123,298	4,637	4,176	4,425
Time with Current Agency																					
< 1 year	19.4%	17.3%	16.8%	33.3%	33.7%	32.0%	27.5%	27.5%	28.7%	11.8%	13.7%	14.7%	7.9%	7.9%	7.7%	15,037	11,937	10,731	1,395	1,188	1,119
1-3 years	13.9%	12.3%	11.3%	31.0%	29.1%	28.0%	26.9%	27.9%	28.2%	17.3%	18.3%	19.6%	10.9%	12.3%	13.0%	67,324	45,739	42,859	2,373	1,815	1,559
4-5 years	11.3%	9.8%	8.7%	27.9%	27.3%	27.3%	27.0%	27.8%	27.9%	19.5%	20.0%	21.3%	14.4%	15.0%	14.8%	36,784	36,925	48,418	999	1,090	1,357
6-10 years	10.1%	8.7%	7.9%	28.0%	26.2%	25.4%	27.9%	27.6%	28.3%	20.4%	21.7%	22.3%	13.7%	15.8%	16.1%	110,583	95,014	92,808	3,046	2,800	2,696
11-20 years	10.0%	9.1%	8.3%	28.8%	27.4%	27.0%	28.5%	28.4%	28.3%	19.5%	20.6%	21.5%	13.2%	14.5%	14.9%	115,012	95,627	95,887	3,305	2,785	2,775
> 20 years	12.4%	11.3%	9.7%	32.4%	31.6%	30.8%	29.2%	29.2%	29.9%	16.6%	17.4%	19.0%	9.5%	10.5%	10.6%	96,354	84,556	91,093	3,229	2,915	3,083
Leaving																					
No	14.8%	13.2%	11.9%	34.5%	33.7%	32.9%	28.6%	29.2%	29.8%	15.2%	16.3%	17.3%	6.9%	7.6%	8.1%	305,159	249,879	253,792	10,189	8,707	8,720
Yes, to retire	9.9%	8.9%	8.2%	29.1%	29.3%	28.4%	31.1%	30.2%	31.1%	19.4%	19.5%	21.0%	10.5%	12.0%	11.4%	27,546	21,490	23,197	924	726	775
Yes, to other job in Govt	4.8%	4.4%	3.8%	19.4%	17.9%	17.5%	27.0%	26.4%	26.3%	26.1%	26.9%	27.9%	22.7%	24.4%	24.5%	68,438	68,227	71,115	2,195	2,233	2,143
Yes, to other job outside Govt	3.8%	3.3%	2.9%	16.8%	12.9%	13.7%	22.0%	21.9%	21.5%	27.5%	28.3%	28.7%	29.8%	33.6%	33.2%	19,014	13,458	15,519	364	318	295
Yes, other	3.4%	3.3%	2.6%	15.8%	14.7%	13.9%	25.0%	24.5%	25.0%	26.2%	26.3%	27.8%	29.6%	31.3%	30.6%	21,483	17,353	18,639	684	607	624
Retiring																					
Within 1 year	9.7%	9.1%	7.9%	28.2%	28.3%	27.7%	30.0%	29.5%	29.4%	19.1%	19.1%	20.9%	13.0%	14.0%	14.1%	16,560	13,107	14,301	549	410	480
Between 1-3 years	10.7%	9.3%	8.5%	29.3%	28.8%	28.6%	31.1%	30.3%	30.7%	18.3%	19.5%	20.2%	10.7%	12.2%	12.1%	45,573	36,571	38,470	1,583	1,334	1,315
Between 3-5 years	11.1%	10.0%	9.0%	30.2%	28.9%	27.4%	29.6%	29.8%	30.6%	18.2%	19.2%	20.2%	10.8%	12.1%	12.9%	49,483	40,716	41,976	1,684	1,344	1,369
5 or more years	11.9%	10.5%	9.4%	29.8%	28.4%	27.7%	27.3%	27.6%	28.0%	18.6%	19.7%	20.7%	12.4%	13.8%	14.1%	327,473	277,439	284,514	10,419	9,389	9,260

Report by Demographics

(32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.4%	10.1%	9.1%	29.5%	28.3%	27.6%	28.2%	28.3%	28.7%	18.7%	19.7%	20.7%	12.2%	13.6%	13.8%	459,635	385,387	398,504	15,232	13,365	13,352
Self-Identify as:																					
Heterosexual	12.3%	10.8%	9.7%	30.6%	29.5%	28.6%	28.0%	28.2%	28.7%	18.0%	18.9%	20.1%	11.2%	12.5%	12.8%	353,138	296,136	307,082	11,044	9,728	9,690
LGBT*	12.2%	10.8%	9.8%	27.8%	26.0%	26.2%	24.7%	25.2%	23.2%	19.7%	22.0%	23.1%	15.5%	16.1%	17.6%	13,202	11,019	10,742	351	281	260
Prefer not to say	7.7%	6.8%	6.4%	24.9%	22.7%	22.2%	28.5%	28.5%	28.8%	21.8%	22.8%	23.3%	17.1%	19.2%	19.3%	54,703	45,080	46,119	2,067	1,794	1,847
Military Service																					
No Prior Military Service	11.3%	10.0%	9.1%	30.3%	29.0%	28.3%	27.9%	28.0%	28.3%	18.8%	19.9%	20.9%	11.7%	13.1%	13.4%	314,339	267,700	271,222	10,357	9,269	9,230
Currently in Guard/Reserves	13.1%	12.0%	10.3%	31.2%	29.3%	27.8%	25.4%	26.3%	27.5%	17.3%	17.8%	19.6%	13.0%	14.5%	14.8%	7,236	5,967	6,832	169	162	144
Retired Separated/Discharged	14.2%	12.8%	11.5%	32.6%	31.3%	30.8%	28.8%	29.3%	29.9%	15.5%	16.2%	17.7%	8.9%	10.4%	10.2%	48,309	38,308	41,988	1,425	1,193	1,183
Disability																					
Yes	11.3%	10.1%	9.4%	25.8%	24.6%	23.9%	27.6%	27.6%	28.0%	19.2%	20.1%	21.0%	16.2%	17.6%	17.7%	67,078	49,641	51,549	2,244	1,831	1,757
No	11.7%	10.3%	9.2%	30.7%	29.3%	28.5%	28.1%	28.3%	28.7%	18.3%	19.4%	20.5%	11.2%	12.7%	13.0%	370,663	317,284	327,235	11,896	10,608	10,640

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
Work Location																					
Headquarters	7.8%	6.9%	6.2%	20.8%	19.0%	18.3%	28.3%	27.8%	27.3%	22.9%	23.7%	24.5%	20.2%	22.7%	23.7%	162,229	141,486	143,087	15,137	13,135	12,042
Field	5.7%	4.8%	4.4%	17.0%	15.5%	14.8%	27.4%	26.2%	25.9%	25.0%	25.7%	26.5%	24.9%	27.7%	28.4%	260,861	213,494	224,240	17,710	14,615	14,321
Supervisory Status																					
Non-Supervisor	6.2%	5.3%	4.8%	17.7%	15.9%	15.4%	28.3%	27.2%	26.5%	24.0%	24.6%	25.6%	23.9%	27.1%	27.6%	275,190	228,830	237,662	26,854	22,566	21,391
Team Leader	5.4%	4.5%	4.1%	17.4%	16.4%	15.3%	26.2%	25.6%	25.6%	25.2%	25.9%	25.7%	25.7%	27.7%	29.2%	53,839	45,999	49,871	3,684	3,205	3,100
Supervisor	6.7%	6.2%	5.5%	21.3%	19.9%	18.2%	27.4%	26.6%	27.1%	25.4%	26.4%	26.8%	19.3%	21.0%	22.5%	60,811	50,295	50,633	1,839	1,597	1,479
Manager	9.1%	8.2%	7.1%	20.1%	20.2%	19.6%	27.6%	26.6%	26.1%	24.6%	25.2%	26.7%	18.6%	19.8%	20.5%	27,985	24,125	23,770	517	424	421
Senior Leader	17.9%	15.2%	13.8%	27.4%	25.9%	25.4%	24.1%	24.8%	25.0%	18.6%	19.0%	21.0%	12.1%	15.1%	14.8%	7,948	7,892	7,834	164	154	149
Sex																					
Male	6.7%	5.7%	5.1%	18.2%	16.4%	15.7%	28.1%	27.2%	26.6%	23.0%	23.6%	24.6%	24.1%	27.1%	28.1%	217,887	183,548	192,366	14,019	11,902	11,454
Female	6.2%	5.5%	5.0%	18.9%	17.5%	16.8%	27.3%	26.4%	26.2%	26.0%	26.7%	27.4%	21.7%	24.0%	24.6%	201,694	168,460	172,640	18,388	15,521	14,609
Hispanic or Latino																					
Yes	7.6%	6.8%	5.8%	17.9%	16.6%	15.7%	27.2%	26.4%	26.6%	23.1%	22.5%	23.6%	24.2%	27.6%	28.3%	36,577	31,007	31,473	2,883	2,342	2,211
No	6.4%	5.5%	5.0%	18.5%	17.0%	16.2%	27.8%	26.9%	26.4%	24.4%	25.2%	26.0%	22.9%	25.5%	26.3%	378,911	317,507	330,071	29,155	24,689	23,556
Race																					
American Indian/ Alaska Native	7.3%	6.6%	5.7%	18.7%	17.0%	16.7%	26.8%	26.6%	26.2%	21.9%	22.1%	23.4%	25.2%	27.7%	28.0%	8,719	7,232	7,787	609	549	518
Asian	9.9%	8.5%	8.5%	24.6%	24.0%	23.9%	29.6%	29.9%	30.2%	18.2%	19.5%	18.7%	17.8%	18.1%	18.8%	20,203	17,866	17,128	1,781	1,570	1,429
Black/African American	8.0%	7.5%	6.5%	21.9%	19.8%	19.5%	29.9%	29.0%	28.5%	21.7%	22.2%	23.3%	18.5%	21.5%	22.2%	59,026	52,967	55,180	5,089	4,578	4,407
Native Hawaiian/ Pacific Islander	7.2%	7.0%	6.4%	21.0%	19.3%	19.5%	29.7%	27.6%	30.7%	20.6%	22.5%	20.1%	21.6%	23.6%	23.3%	2,591	2,059	2,320	159	141	147
White	5.9%	5.0%	4.6%	17.5%	16.0%	15.1%	27.2%	26.1%	25.7%	25.5%	26.2%	27.1%	23.8%	26.7%	27.6%	295,716	244,605	254,911	21,616	18,018	17,183
Two or more races (Not Hispanic/ Latino)	6.1%	4.8%	4.9%	15.4%	13.6%	12.5%	25.8%	25.9%	25.0%	23.2%	23.4%	24.8%	29.5%	32.3%	32.8%	17,142	13,241	13,323	1,462	1,048	1,025

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
Age Group																					
25 and under	10.4%	10.8%	9.3%	24.8%	24.9%	23.5%	26.5%	23.5%	25.0%	19.1%	20.1%	21.4%	19.2%	20.8%	20.8%	3,360	2,397	2,382	391	327	290
26-29	8.7%	7.4%	6.2%	21.9%	19.7%	18.2%	23.4%	22.7%	22.8%	22.9%	22.4%	24.4%	23.1%	27.8%	28.3%	11,610	10,170	11,436	1,097	1,002	912
30-39	6.5%	5.7%	5.2%	17.9%	16.4%	15.4%	24.0%	23.3%	22.9%	24.3%	24.8%	25.2%	27.3%	29.7%	31.3%	82,360	68,528	67,549	7,010	5,867	5,332
40-49	6.4%	5.3%	4.9%	17.7%	16.2%	15.7%	26.7%	26.1%	25.8%	24.6%	25.2%	25.9%	24.6%	27.2%	27.7%	112,173	96,315	100,920	8,806	7,447	7,258
50-59	6.1%	5.3%	4.8%	18.4%	16.9%	16.0%	29.8%	28.7%	28.2%	24.4%	25.3%	26.2%	21.2%	23.7%	24.8%	157,348	133,147	139,663	11,434	9,833	9,504
60+	6.0%	5.4%	4.7%	18.4%	16.8%	16.9%	32.0%	30.9%	30.3%	24.6%	24.9%	26.5%	19.0%	21.9%	21.6%	72,215	57,251	59,479	5,457	4,443	4,208
Level of Education																					
Less than																					
High School	17.5%	11.3%	13.1%	20.6%	15.3%	11.2%	24.3%	23.1%	36.1%	19.2%	23.2%	18.8%	18.4%	27.2%	20.7%	412	333	381	28	23	19
H.S. Diploma/	6.4%	6.6%	5.9%	18.2%	16.8%	16.8%	29.9%	28.2%	27.8%	23.0%	23.8%	25.3%	22.4%	24.7%	24.2%	18,364	15,317	18,172	1,055	876	1,043
GED or equiv	5.2%	4.5%	4.0%	14.4%	14.2%	13.7%	27.6%	26.0%	25.6%	24.6%	25.5%	25.9%	28.2%	29.8%	30.9%	10,162	7,709	9,025	595	452	485
Trade/Technical	6.0%	4.8%	4.8%	16.1%	14.5%	14.3%	28.5%	27.3%	26.5%	24.3%	24.6%	25.4%	25.1%	28.8%	29.0%	58,640	49,163	56,411	3,855	3,309	3,381
Certificate	5.9%	5.3%	4.9%	16.9%	14.5%	14.9%	27.9%	26.6%	26.1%	23.7%	24.4%	25.0%	25.6%	29.2%	29.2%	33,198	25,929	29,220	2,207	1,745	1,926
Some College	6.3%	5.4%	4.9%	19.0%	17.5%	16.2%	27.6%	26.7%	26.5%	24.4%	25.2%	26.0%	22.8%	25.2%	26.3%	144,169	122,817	126,401	10,369	8,755	8,436
(no degree)	7.1%	6.1%	5.3%	19.8%	18.4%	17.5%	27.4%	26.6%	26.1%	24.5%	25.2%	26.2%	21.2%	23.7%	24.9%	109,740	93,255	90,470	9,234	7,912	7,060
Associate's	7.2%	6.7%	5.7%	20.2%	18.8%	18.4%	27.0%	26.8%	26.6%	24.5%	24.8%	25.5%	21.1%	22.9%	23.8%	47,343	39,433	36,895	5,245	4,469	3,848
Degree																					
Degree																					
Master's Degree																					
Doctoral/																					
Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	4.8%	3.7%	3.5%	11.1%	11.3%	10.1%	25.0%	23.7%	22.9%	25.4%	25.5%	26.7%	33.7%	35.9%	36.9%	12,507	9,153	12,068	551	380	504
GS 1-6	7.3%	6.5%	6.4%	17.7%	17.2%	16.9%	27.1%	25.1%	24.7%	21.5%	23.3%	23.8%	26.3%	27.9%	28.1%	25,249	17,048	20,157	2,166	1,539	1,681
GS 7-12	5.9%	5.2%	4.7%	17.3%	15.6%	15.2%	28.3%	27.5%	27.1%	24.7%	25.2%	25.8%	23.8%	26.5%	27.3%	178,104	141,030	153,901	14,241	11,408	11,416
GS 13-15	7.2%	6.1%	5.4%	20.8%	19.1%	17.8%	28.8%	28.0%	27.6%	24.5%	25.2%	26.5%	18.8%	21.5%	22.9%	170,391	156,276	150,366	13,403	12,343	10,957
SES	20.9%	19.3%	17.1%	29.9%	28.3%	27.6%	23.6%	25.3%	24.4%	16.2%	17.2%	20.2%	9.3%	9.9%	10.7%	5,586	5,665	5,578	74	65	85
SL/ST	11.3%	8.6%	8.0%	24.4%	24.7%	24.7%	26.4%	29.6%	24.6%	19.4%	19.4%	24.9%	18.4%	17.7%	17.8%	1,850	1,459	1,423	144	104	98
Other	5.4%	5.0%	4.7%	19.7%	16.7%	17.4%	23.6%	22.4%	22.9%	24.3%	24.7%	25.1%	26.9%	31.2%	29.9%	29,031	23,961	23,904	2,075	1,766	1,534

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
Time in Federal Government																					
< 1 year	13.9%	12.1%	11.2%	27.5%	24.7%	26.3%	32.6%	31.6%	31.5%	15.3%	19.4%	18.6%	10.7%	12.2%	12.4%	6,668	5,008	4,460	2,309	1,816	1,538
1-3 years	9.1%	8.3%	7.9%	23.0%	21.9%	21.0%	28.4%	27.9%	26.7%	20.5%	20.9%	22.2%	18.9%	21.1%	22.2%	40,617	26,560	25,255	4,569	3,209	2,829
4-5 years	7.3%	6.1%	5.5%	18.9%	16.8%	16.9%	26.2%	26.0%	25.4%	23.0%	24.4%	25.2%	24.6%	26.6%	27.0%	27,828	27,575	37,916	2,295	2,408	2,980
6-10 years	5.8%	5.3%	4.6%	17.6%	16.0%	15.1%	26.0%	24.9%	24.5%	24.8%	25.1%	25.7%	25.8%	28.8%	30.1%	100,939	85,034	81,710	7,481	6,320	5,582
11-14 years	5.6%	4.5%	4.1%	16.5%	14.9%	14.5%	26.6%	25.7%	25.2%	25.2%	25.8%	26.2%	26.1%	29.1%	30.0%	59,763	51,269	53,104	3,942	3,364	3,350
15-20 years	5.5%	4.8%	4.3%	16.8%	14.8%	14.2%	27.1%	26.3%	26.5%	25.8%	26.6%	27.0%	24.8%	27.5%	28.0%	62,048	48,258	45,686	4,135	3,221	2,799
> 20 years	6.1%	5.3%	4.7%	18.2%	17.2%	16.2%	30.5%	29.1%	28.8%	25.2%	25.6%	26.9%	20.1%	22.7%	23.4%	125,814	111,585	120,014	8,023	7,354	7,275
Time with Current Agency																					
< 1 year	12.8%	11.3%	11.2%	25.2%	23.0%	23.5%	33.0%	32.6%	32.0%	16.1%	19.1%	19.0%	12.9%	14.0%	14.3%	12,486	9,827	9,001	3,941	3,260	2,807
1-3 years	9.0%	8.0%	7.4%	22.1%	20.5%	19.7%	28.5%	28.1%	26.9%	21.2%	21.6%	22.9%	19.2%	21.8%	23.2%	62,852	42,621	40,093	6,769	4,832	4,185
4-5 years	6.7%	5.9%	5.1%	18.4%	16.4%	16.4%	26.5%	25.6%	25.3%	23.2%	25.0%	25.5%	25.1%	27.1%	27.7%	35,074	35,241	46,319	2,668	2,731	3,338
6-10 years	5.6%	4.8%	4.3%	16.9%	15.6%	14.6%	26.0%	24.7%	24.7%	25.1%	25.5%	26.0%	26.4%	29.4%	30.3%	106,483	91,581	89,764	7,020	6,041	5,488
11-20 years	5.1%	4.5%	4.1%	16.8%	14.9%	14.4%	27.0%	26.2%	25.9%	26.0%	26.3%	26.9%	25.1%	28.2%	28.7%	111,454	92,635	93,022	6,736	5,635	5,435
> 20 years	5.9%	5.2%	4.6%	18.2%	17.5%	16.3%	30.4%	29.2%	28.8%	25.5%	26.1%	27.3%	20.0%	22.1%	23.0%	93,954	82,196	88,826	5,514	5,074	5,005
Leaving																					
No	8.2%	7.2%	6.6%	21.6%	20.3%	19.3%	29.9%	29.3%	29.1%	23.3%	24.2%	25.1%	16.9%	19.1%	19.9%	291,734	238,715	243,478	23,354	19,450	18,307
Yes, to retire	4.9%	4.6%	4.1%	16.8%	16.3%	15.7%	31.2%	29.3%	28.9%	26.5%	26.9%	28.6%	20.6%	23.0%	22.7%	26,753	20,846	22,647	1,665	1,340	1,297
Yes, to other job in Govt	2.9%	2.6%	2.0%	12.0%	10.3%	10.2%	23.2%	22.1%	21.2%	26.3%	26.9%	27.1%	35.6%	38.2%	39.6%	65,679	65,565	68,452	4,857	4,727	4,575
Yes, to other job outside Govt	1.8%	1.6%	1.6%	9.3%	7.0%	6.9%	17.5%	14.9%	15.2%	25.7%	25.6%	25.5%	45.6%	50.9%	50.8%	18,181	12,935	14,948	1,162	799	827
Yes, other	2.2%	1.8%	1.7%	9.5%	8.3%	7.7%	21.7%	20.6%	20.3%	25.2%	24.6%	26.0%	41.4%	44.7%	44.3%	20,442	16,614	17,938	1,663	1,293	1,256
Retiring																					
Within 1 year	4.9%	4.3%	3.7%	17.0%	15.6%	15.1%	29.4%	29.4%	28.7%	26.4%	25.9%	27.8%	22.3%	24.7%	24.7%	16,114	12,690	13,955	986	809	808
Between 1-3 years	5.3%	4.6%	4.1%	17.0%	16.2%	15.9%	31.4%	29.6%	29.0%	25.9%	26.1%	27.6%	20.3%	23.5%	23.4%	44,202	35,375	37,450	2,876	2,431	2,225
Between 3-5 years	5.5%	4.6%	4.3%	18.1%	16.1%	15.2%	30.4%	29.0%	28.9%	24.8%	26.3%	27.3%	21.2%	24.0%	24.3%	47,829	39,361	40,598	3,270	2,675	2,579
5 or more years	6.8%	5.9%	5.3%	18.7%	17.1%	16.3%	26.9%	26.1%	25.7%	23.9%	24.6%	25.3%	23.7%	26.3%	27.4%	312,312	264,864	272,657	25,256	21,398	20,355

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.4%	5.5%	5.0%	18.3%	16.8%	16.1%	27.8%	26.9%	26.5%	24.4%	25.0%	25.8%	23.1%	25.7%	26.6%	440,033	368,966	383,014	34,307	29,028	27,671
Self-Identify as:																					
Heterosexual	6.8%	5.9%	5.3%	19.0%	17.6%	16.6%	28.0%	27.2%	26.8%	24.3%	24.9%	25.7%	21.9%	24.5%	25.6%	338,496	283,872	295,554	25,349	21,396	20,399
LGBT*	6.7%	5.6%	5.5%	17.5%	15.0%	15.7%	24.4%	23.5%	21.5%	23.8%	24.4%	25.9%	27.7%	31.5%	31.4%	12,425	10,408	10,214	1,061	890	775
Prefer not to say	4.6%	4.2%	3.7%	15.1%	13.0%	13.2%	27.2%	25.6%	25.2%	24.5%	25.4%	26.0%	28.6%	31.8%	31.8%	52,307	43,108	44,263	4,391	3,677	3,537
Military Service																					
No Prior Military Service	6.3%	5.5%	5.0%	19.2%	17.7%	16.8%	27.3%	26.2%	26.0%	24.9%	25.6%	26.4%	22.3%	25.0%	25.8%	300,618	256,236	260,678	23,655	20,223	19,020
Currently in Guard/Reserves	7.7%	6.9%	5.7%	18.9%	16.8%	16.2%	26.8%	26.3%	26.0%	22.0%	23.5%	23.9%	24.6%	26.6%	28.1%	6,885	5,695	6,511	517	438	455
Retired Separated/Discharged	7.7%	6.7%	5.9%	19.7%	17.8%	17.4%	31.9%	31.2%	30.5%	22.3%	22.8%	24.0%	18.4%	21.4%	22.2%	46,187	36,634	40,277	3,524	2,810	2,789
Disability																					
Yes	6.9%	6.1%	5.4%	16.1%	14.6%	14.3%	27.4%	26.4%	26.0%	23.0%	23.3%	24.0%	26.6%	29.8%	30.3%	64,431	47,660	49,694	4,841	3,669	3,465
No	6.4%	5.5%	5.0%	19.0%	17.4%	16.5%	27.9%	26.9%	26.5%	24.5%	25.3%	26.1%	22.2%	24.9%	25.8%	354,695	303,736	314,464	27,422	23,599	22,507

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
Work Location																					
Headquarters	19.3%	18.3%	17.5%	41.7%	41.4%	41.2%	25.4%	25.8%	26.7%	7.0%	7.3%	7.4%	6.5%	7.2%	7.3%	166,013	144,283	144,929	11,996	11,062	11,201
Field	16.9%	16.2%	15.3%	40.7%	40.9%	40.2%	27.9%	27.9%	28.7%	7.2%	7.4%	7.9%	7.2%	7.6%	7.9%	259,597	211,968	221,527	19,778	17,202	18,265
Supervisory Status																					
Non-Supervisor	16.4%	15.6%	14.7%	40.0%	39.7%	39.3%	28.4%	28.8%	29.3%	7.5%	7.6%	8.1%	7.8%	8.3%	8.6%	277,402	229,836	236,937	25,541	22,719	23,599
Team Leader	17.3%	16.4%	15.8%	41.4%	42.2%	40.9%	27.8%	27.2%	28.5%	7.1%	7.3%	7.5%	6.5%	6.9%	7.3%	53,785	45,947	49,544	3,913	3,464	3,721
Supervisor	20.3%	18.9%	18.0%	45.2%	45.4%	45.1%	23.1%	23.9%	24.9%	6.4%	6.7%	6.7%	5.0%	5.2%	5.3%	60,820	50,341	50,572	2,031	1,812	1,834
Manager	26.0%	25.2%	24.0%	45.0%	45.8%	44.6%	19.3%	18.7%	21.1%	5.9%	5.9%	6.0%	3.8%	4.5%	4.4%	28,148	24,242	23,859	485	445	465
Senior Leader	36.9%	34.6%	34.1%	39.9%	41.1%	41.9%	15.1%	15.1%	15.4%	4.6%	4.8%	4.9%	3.5%	4.4%	3.7%	8,062	8,001	7,952	85	77	91
Sex																					
Male	19.7%	18.6%	17.8%	41.4%	41.5%	40.7%	27.0%	27.4%	28.3%	5.8%	6.0%	6.4%	6.1%	6.4%	6.8%	216,287	181,624	189,535	16,343	14,729	15,436
Female	15.3%	14.7%	13.8%	40.9%	40.8%	40.6%	26.8%	26.8%	27.5%	8.9%	9.1%	9.3%	8.0%	8.7%	8.8%	205,903	171,800	174,774	14,884	13,056	13,585
Hispanic or Latino																					
Yes	17.4%	16.7%	15.5%	37.2%	37.0%	36.5%	27.0%	27.4%	27.5%	8.6%	8.9%	9.3%	9.8%	10.0%	11.3%	37,206	31,370	31,720	2,381	2,131	2,156
No	17.9%	17.0%	16.1%	41.7%	41.8%	41.3%	26.9%	27.0%	28.0%	7.0%	7.1%	7.5%	6.6%	7.1%	7.2%	380,999	318,632	329,228	28,380	25,199	26,440
Race																					
American Indian/ Alaska Native	14.0%	13.9%	12.6%	34.4%	33.1%	33.4%	29.5%	30.4%	31.0%	10.3%	9.9%	10.6%	11.8%	12.6%	12.4%	8,797	7,319	7,878	560	485	470
Asian	18.3%	17.5%	16.4%	43.2%	43.0%	43.5%	25.7%	25.1%	26.1%	6.4%	7.1%	6.9%	6.4%	7.2%	7.2%	20,720	18,318	17,451	1,313	1,189	1,213
Black/African American	15.0%	14.7%	13.3%	38.9%	37.6%	37.2%	24.6%	24.8%	25.5%	10.4%	10.8%	11.4%	11.1%	12.1%	12.6%	60,980	54,779	56,805	3,391	3,122	3,260
Native Hawaiian/ Pacific Islander	14.2%	13.0%	13.6%	35.6%	40.5%	36.5%	33.2%	28.6%	31.8%	7.9%	8.2%	9.1%	9.1%	9.8%	8.9%	2,597	2,069	2,303	152	134	159
White	18.8%	17.8%	17.0%	42.7%	43.0%	42.4%	27.2%	27.4%	28.3%	6.0%	6.2%	6.4%	5.3%	5.6%	5.8%	295,521	243,616	252,260	22,791	20,223	21,273
Two or more races (Not Hispanic/ Latino)	17.1%	16.6%	15.2%	34.3%	34.7%	33.9%	27.8%	27.1%	28.5%	9.2%	9.4%	9.9%	11.7%	12.2%	12.5%	17,320	13,303	13,382	1,345	1,062	1,055

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
Age Group																					
25 and under	21.3%	20.6%	19.9%	43.1%	45.1%	45.6%	23.8%	21.9%	22.2%	6.1%	6.2%	7.0%	5.7%	6.3%	5.3%	3,485	2,523	2,489	263	208	187
26-29	20.5%	19.1%	17.9%	42.3%	42.2%	42.2%	24.0%	25.3%	24.1%	7.0%	6.8%	8.0%	6.3%	6.7%	7.8%	11,664	10,234	11,188	1,037	961	1,191
30-39	17.9%	17.2%	16.2%	40.4%	40.4%	39.6%	26.3%	26.5%	27.5%	7.6%	8.0%	8.1%	7.7%	7.9%	8.5%	81,923	67,822	66,226	7,609	6,826	6,843
40-49	17.5%	16.8%	16.1%	40.8%	40.4%	40.2%	26.9%	27.1%	27.9%	7.2%	7.5%	7.6%	7.5%	8.2%	8.3%	112,545	96,217	100,367	8,731	7,974	8,367
50-59	17.5%	16.5%	15.7%	41.1%	41.3%	40.6%	27.5%	27.7%	28.6%	7.0%	7.1%	7.7%	6.8%	7.3%	7.4%	158,494	134,169	139,949	10,809	9,537	10,138
60+	16.8%	15.8%	14.8%	41.6%	42.1%	41.8%	28.8%	29.1%	29.7%	7.2%	7.0%	7.6%	5.6%	6.0%	6.1%	73,238	57,990	60,120	4,750	3,999	4,033
Level of Education																					
Less than																					
High School	19.8%	12.8%	14.7%	36.3%	37.8%	40.9%	29.4%	28.9%	26.1%	5.4%	9.2%	6.3%	9.2%	11.4%	12.0%	409	336	381	34	25	28
H.S. Diploma/																					
GED or equiv	14.3%	13.9%	13.1%	41.0%	40.4%	39.6%	32.1%	32.7%	32.8%	6.4%	6.4%	7.6%	6.2%	6.5%	6.9%	18,316	15,185	18,073	1,179	1,074	1,256
Trade/Technical																					
Certificate	13.2%	11.9%	12.5%	37.3%	39.4%	36.3%	34.1%	33.1%	34.6%	7.2%	7.6%	8.2%	8.2%	7.9%	8.4%	10,078	7,661	8,891	721	529	679
Some College																					
(no degree)	15.3%	14.5%	13.6%	38.4%	37.9%	37.4%	31.2%	31.5%	31.8%	7.3%	7.7%	8.3%	7.7%	8.5%	8.8%	58,446	49,061	55,883	4,240	3,712	4,242
Associate's																					
Degree	15.5%	15.0%	14.0%	39.7%	39.1%	39.2%	30.0%	29.9%	30.1%	7.1%	7.4%	8.2%	7.6%	8.5%	8.5%	33,056	25,724	28,994	2,470	2,082	2,318
Bachelor's																					
Degree	18.6%	17.8%	16.9%	42.3%	42.5%	41.8%	25.9%	25.8%	26.9%	6.7%	7.1%	7.2%	6.5%	6.9%	7.2%	144,087	122,246	125,318	10,885	9,866	10,332
Master's Degree																					
Doctoral/	19.8%	18.7%	17.9%	42.0%	42.2%	42.2%	23.7%	24.0%	24.7%	7.5%	7.6%	7.6%	6.9%	7.4%	7.5%	111,425	94,551	90,993	7,926	7,132	7,063
Professional																					
Degree	19.8%	19.3%	18.8%	42.5%	42.9%	42.8%	23.7%	24.2%	24.4%	7.9%	7.2%	7.7%	6.1%	6.4%	6.3%	48,732	40,546	37,665	4,045	3,564	3,306
Pay Category																					
Federal Wage																					
System	12.8%	12.0%	11.7%	35.9%	35.8%	35.0%	32.9%	33.8%	34.1%	8.0%	8.3%	9.0%	10.4%	10.0%	10.1%	12,304	8,955	11,822	809	615	854
GS 1-6																					
GS 7-12	14.9%	14.5%	13.7%	38.4%	37.6%	37.8%	30.0%	30.2%	30.7%	7.3%	8.2%	8.4%	9.4%	9.4%	9.3%	25,491	17,301	20,268	1,997	1,359	1,673
GS 13-15																					
SES	16.6%	15.7%	14.9%	40.7%	40.6%	40.1%	28.0%	28.2%	28.8%	7.4%	7.6%	8.0%	7.2%	7.8%	8.2%	178,835	140,922	152,801	14,044	12,253	13,440
SL/ST																					
Other	21.1%	20.0%	19.0%	43.5%	43.9%	43.3%	23.6%	23.8%	25.0%	6.5%	6.6%	6.7%	5.3%	5.7%	5.9%	172,103	157,594	150,737	12,314	11,841	11,485
	42.9%	41.4%	39.7%	40.2%	41.6%	40.5%	11.1%	10.8%	13.1%	3.4%	3.7%	4.4%	2.5%	2.6%	2.3%	5,642	5,717	5,664	38	38	44
	25.9%	22.7%	24.5%	42.4%	48.5%	44.4%	20.8%	20.0%	20.0%	5.5%	4.9%	6.7%	5.4%	3.9%	4.4%	1,898	1,506	1,474	114	67	63
	15.2%	15.0%	14.7%	40.5%	40.2%	40.3%	28.9%	28.7%	28.4%	7.6%	7.6%	8.1%	7.8%	8.5%	8.4%	28,907	23,858	23,762	2,307	1,959	1,844

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
Time in Federal Government																					
< 1 year	26.0%	25.6%	24.6%	46.1%	44.4%	46.9%	21.4%	22.7%	20.6%	3.7%	3.8%	4.8%	2.8%	3.5%	3.1%	8,006	6,125	5,342	983	720	695
1-3 years	20.6%	19.7%	19.0%	42.8%	43.0%	42.3%	25.7%	25.9%	26.3%	5.7%	6.2%	6.6%	5.3%	5.1%	5.9%	41,775	27,431	25,833	3,531	2,458	2,404
4-5 years	18.4%	17.2%	16.3%	39.1%	40.8%	41.0%	27.3%	27.7%	28.0%	7.7%	7.1%	7.5%	7.5%	7.2%	7.2%	27,871	27,654	37,472	2,327	2,449	3,568
6-10 years	17.0%	16.1%	15.2%	40.7%	40.2%	39.7%	27.5%	27.8%	28.9%	7.4%	7.7%	7.9%	7.3%	8.1%	8.3%	100,375	84,135	80,529	8,382	7,635	7,263
11-14 years	16.5%	15.6%	14.9%	39.9%	40.3%	39.5%	28.2%	28.1%	28.9%	7.5%	7.8%	8.0%	7.9%	8.3%	8.7%	59,372	50,846	52,545	4,518	4,037	4,204
15-20 years	16.8%	15.9%	15.2%	40.5%	39.9%	39.4%	27.4%	27.7%	28.3%	7.5%	7.8%	8.4%	7.8%	8.6%	8.8%	62,124	48,207	45,383	4,272	3,518	3,375
> 20 years	17.6%	17.1%	16.1%	42.0%	42.2%	41.3%	26.5%	26.5%	27.7%	7.4%	7.2%	7.7%	6.6%	7.0%	7.3%	126,605	112,160	120,143	7,723	7,400	7,989
Time with Current Agency																					
< 1 year	24.9%	24.6%	24.0%	44.7%	43.4%	44.0%	21.6%	22.7%	22.2%	4.8%	4.9%	5.4%	3.9%	4.4%	4.4%	14,690	11,764	10,531	1,764	1,400	1,363
1-3 years	20.2%	19.1%	18.2%	41.8%	41.6%	41.4%	25.7%	26.2%	26.5%	6.3%	6.8%	7.1%	6.0%	6.3%	6.8%	64,615	43,875	40,758	5,250	3,766	3,754
4-5 years	17.7%	16.5%	15.7%	38.9%	39.9%	40.2%	27.4%	27.4%	28.0%	7.7%	8.0%	7.9%	8.3%	8.2%	8.2%	35,032	35,108	45,815	2,809	3,030	4,076
6-10 years	16.5%	15.3%	14.8%	40.2%	40.2%	39.2%	27.9%	28.1%	29.2%	7.5%	7.9%	8.2%	7.9%	8.6%	8.6%	105,417	90,250	88,201	8,429	7,820	7,588
11-20 years	16.2%	15.7%	15.0%	40.7%	40.3%	39.7%	28.0%	28.3%	28.8%	7.5%	7.7%	8.0%	7.5%	8.0%	8.5%	110,802	91,985	92,130	7,768	6,751	6,839
> 20 years	18.2%	17.8%	16.4%	42.7%	43.4%	42.6%	26.3%	26.1%	27.4%	7.1%	6.6%	7.2%	5.8%	6.2%	6.3%	94,163	82,387	88,700	5,643	5,336	5,772
Leaving																					
No	20.7%	19.7%	18.6%	44.4%	44.7%	44.2%	25.4%	25.9%	26.8%	5.6%	5.7%	6.1%	3.9%	4.1%	4.4%	295,316	241,431	244,837	20,698	17,914	18,438
Yes, to retire	14.9%	14.4%	14.1%	41.5%	43.0%	40.8%	29.7%	29.2%	30.3%	7.6%	7.6%	8.3%	6.3%	5.9%	6.5%	26,830	20,860	22,599	1,721	1,426	1,506
Yes, to other job in Govt	11.9%	11.6%	10.9%	34.1%	33.9%	33.2%	29.6%	29.2%	30.0%	10.7%	11.0%	11.4%	13.7%	14.3%	14.6%	65,148	64,899	67,312	5,622	5,743	6,137
Yes, to other job outside Govt	12.5%	12.5%	12.2%	33.4%	31.6%	32.8%	28.4%	28.3%	28.8%	10.6%	10.9%	10.6%	15.1%	16.6%	15.8%	17,799	12,488	14,388	1,617	1,293	1,452
Yes, other	9.3%	9.3%	9.6%	29.2%	29.9%	30.2%	33.4%	32.6%	31.9%	11.1%	11.0%	11.1%	17.0%	17.3%	17.3%	20,143	16,237	17,401	2,040	1,773	1,907
Retiring																					
Within 1 year	15.2%	14.9%	14.0%	40.4%	42.2%	41.6%	29.5%	28.5%	29.0%	7.7%	7.6%	7.9%	7.2%	6.7%	7.5%	16,107	12,709	13,911	1,039	868	950
Between 1-3 years	15.8%	14.8%	14.5%	41.7%	42.5%	40.8%	29.0%	29.0%	30.1%	7.4%	7.1%	7.9%	6.0%	6.6%	6.8%	44,463	35,519	37,461	2,820	2,477	2,496
Between 3-5 years	16.8%	16.0%	14.5%	41.8%	41.2%	41.2%	27.7%	28.5%	29.3%	7.2%	7.6%	7.9%	6.6%	6.7%	7.1%	48,224	39,514	40,807	3,085	2,684	2,658
5 or more years	18.3%	17.4%	16.6%	41.1%	41.0%	40.6%	26.5%	26.7%	27.5%	7.1%	7.3%	7.6%	7.0%	7.6%	7.8%	314,020	265,778	271,577	24,494	21,835	22,975

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	16.8%	15.9%	41.0%	41.1%	40.6%	27.1%	27.4%	28.1%	7.2%	7.4%	7.7%	7.0%	7.4%	7.7%	442,361	370,140	381,978	33,267	29,591	30,877
Self-Identify as:																					
Heterosexual	18.3%	17.3%	16.4%	42.1%	42.1%	41.6%	26.3%	26.6%	27.4%	6.9%	7.1%	7.5%	6.4%	6.9%	7.1%	341,268	285,777	295,776	23,705	20,978	21,980
LGBT*	17.9%	17.3%	16.1%	38.3%	38.3%	37.8%	23.2%	23.2%	23.7%	10.0%	10.2%	10.5%	10.6%	11.0%	11.9%	12,791	10,593	10,300	785	728	744
Prefer not to say	14.5%	14.2%	13.3%	36.1%	36.0%	35.4%	31.4%	31.0%	32.1%	8.5%	8.6%	8.3%	9.5%	10.1%	10.9%	51,742	42,545	43,519	5,107	4,485	4,583
Military Service																					
No Prior Military Service	17.4%	16.8%	15.9%	42.3%	42.4%	41.8%	26.3%	26.2%	27.1%	7.4%	7.5%	7.8%	6.6%	7.1%	7.4%	302,932	257,458	260,321	22,386	20,271	20,866
Currently in Guard/Reserves	20.5%	18.8%	18.3%	41.4%	40.7%	40.3%	24.9%	26.7%	27.2%	6.5%	6.8%	6.2%	6.7%	6.9%	8.0%	6,908	5,705	6,495	499	448	500
Retired Separated/Discharged	20.1%	18.7%	17.5%	41.2%	41.1%	40.9%	27.6%	28.2%	29.1%	5.8%	6.1%	6.5%	5.4%	5.9%	6.1%	46,729	37,052	40,530	3,158	2,596	2,827
Disability																					
Yes	17.7%	16.9%	16.0%	36.6%	36.2%	35.7%	27.7%	27.5%	28.5%	7.9%	8.5%	8.7%	10.2%	10.8%	11.2%	64,935	48,100	49,804	4,553	3,549	3,705
No	17.8%	16.9%	16.1%	42.2%	42.3%	41.7%	26.8%	27.0%	27.8%	7.0%	7.1%	7.5%	6.2%	6.7%	6.9%	356,751	304,704	313,671	26,582	24,115	25,164

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
Work Location																					
Headquarters	27.1%	25.5%	24.6%	52.5%	52.9%	53.9%	12.4%	12.9%	13.1%	4.8%	5.3%	5.1%	3.2%	3.5%	3.2%	174,703	152,090	152,801	3,394	3,231	3,188
Field	23.5%	22.6%	21.7%	52.1%	52.3%	53.0%	13.1%	13.4%	13.7%	6.5%	6.8%	6.9%	4.7%	4.9%	4.8%	276,581	226,359	236,821	3,006	2,733	2,839
Supervisory Status																					
Non-Supervisor	22.6%	21.4%	20.4%	52.3%	52.4%	53.2%	14.0%	14.5%	14.7%	6.4%	6.8%	6.8%	4.7%	4.9%	4.8%	298,083	247,726	255,570	5,116	4,777	4,824
Team Leader	23.7%	22.2%	22.2%	52.6%	53.5%	53.3%	12.9%	13.0%	13.6%	6.6%	6.7%	6.9%	4.3%	4.5%	4.1%	56,970	48,704	52,524	745	684	702
Supervisor	29.9%	28.3%	27.8%	54.3%	54.9%	56.0%	9.5%	10.2%	10.0%	4.0%	4.0%	4.0%	2.3%	2.6%	2.2%	62,447	51,731	51,965	441	394	396
Manager	38.7%	38.1%	36.1%	49.7%	50.5%	52.0%	7.4%	6.7%	7.2%	2.7%	3.0%	3.2%	1.5%	1.6%	1.6%	28,532	24,562	24,204	103	112	95
Senior Leader	49.3%	47.5%	45.3%	41.8%	41.2%	44.6%	5.5%	6.5%	6.4%	1.8%	2.8%	2.3%	1.6%	2.1%	1.4%	8,123	8,055	7,989	27	32	36
Sex																					
Male	27.0%	25.3%	24.4%	51.6%	52.3%	53.0%	12.1%	12.5%	13.0%	5.4%	5.7%	5.7%	3.9%	4.2%	4.0%	230,202	193,920	202,294	2,518	2,370	2,454
Female	22.1%	21.4%	20.7%	53.3%	53.0%	53.8%	13.8%	14.0%	14.1%	6.5%	6.9%	7.0%	4.4%	4.6%	4.5%	217,299	181,385	184,885	3,682	3,418	3,407
Hispanic or Latino																					
Yes	23.6%	22.5%	21.8%	48.0%	48.1%	48.5%	14.6%	15.0%	15.0%	7.5%	7.7%	7.9%	6.2%	6.6%	6.7%	39,069	32,946	33,308	511	529	515
No	25.0%	23.9%	22.9%	52.9%	53.1%	54.0%	12.6%	12.9%	13.2%	5.7%	6.0%	6.0%	3.8%	4.1%	3.9%	404,133	338,571	350,147	5,540	5,159	5,263
Race																					
American Indian/ Alaska Native	20.5%	19.1%	19.2%	48.3%	49.2%	49.7%	17.2%	17.4%	17.6%	8.1%	7.3%	7.0%	5.9%	7.0%	6.6%	9,223	7,696	8,235	118	112	108
Asian	26.3%	26.2%	23.9%	53.2%	52.4%	55.2%	12.6%	13.3%	13.0%	4.3%	4.8%	4.4%	3.6%	3.3%	3.4%	21,741	19,133	18,342	338	369	323
Black/African American	23.3%	22.5%	21.7%	53.4%	52.8%	53.1%	13.3%	13.7%	14.0%	5.6%	5.9%	6.3%	4.4%	5.1%	4.9%	63,332	56,811	58,957	1,098	1,031	1,056
Native Hawaiian/ Pacific Islander	20.4%	21.9%	18.9%	49.7%	50.2%	50.7%	17.4%	15.0%	17.4%	7.1%	5.9%	6.5%	5.4%	7.0%	6.5%	2,717	2,183	2,434	36	27	32
White	25.8%	24.4%	23.5%	52.7%	53.1%	53.9%	12.1%	12.5%	12.8%	5.8%	6.2%	6.1%	3.7%	3.9%	3.7%	314,631	260,207	269,633	3,863	3,552	3,655
Two or more races (Not Hispanic/ Latino)	22.2%	20.9%	20.2%	47.6%	47.7%	48.3%	15.8%	16.0%	16.1%	7.6%	8.2%	8.5%	6.8%	7.2%	6.9%	18,378	14,084	14,154	293	268	295

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
Age Group																					
25 and under	28.2%	29.7%	28.5%	49.2%	49.5%	48.5%	12.6%	10.4%	12.1%	6.9%	6.3%	6.5%	3.1%	4.1%	4.4%	3,707	2,691	2,631	44	43	40
26-29	27.4%	25.5%	25.0%	50.8%	49.7%	49.4%	11.8%	13.1%	12.8%	5.4%	6.7%	7.7%	4.6%	5.0%	5.2%	12,531	10,981	12,156	181	210	207
30-39	24.8%	23.5%	22.8%	50.1%	50.5%	51.8%	12.9%	13.2%	13.0%	6.9%	7.2%	7.1%	5.2%	5.5%	5.3%	88,097	73,223	71,769	1,468	1,378	1,301
40-49	24.0%	22.9%	22.1%	52.3%	52.4%	53.3%	13.2%	13.5%	13.8%	6.1%	6.4%	6.2%	4.4%	4.8%	4.6%	119,495	102,454	106,827	1,841	1,696	1,776
50-59	24.9%	23.6%	22.6%	53.1%	53.9%	54.5%	12.8%	13.0%	13.7%	5.5%	5.7%	5.7%	3.6%	3.7%	3.5%	167,261	141,620	147,867	2,224	2,013	2,113
60+	23.5%	22.7%	21.7%	54.2%	53.8%	54.6%	13.5%	14.1%	14.3%	5.5%	6.0%	6.1%	3.3%	3.5%	3.4%	77,086	61,119	63,261	969	915	881
Level of Education																					
Less than																					
High School	26.6%	19.3%	24.8%	45.7%	54.6%	44.6%	17.5%	16.2%	18.9%	4.9%	3.6%	6.6%	5.2%	6.3%	5.1%	431	348	399	9	11	10
H.S. Diploma/																					
GED or equiv	20.1%	20.2%	19.3%	53.9%	54.2%	53.7%	15.4%	14.9%	15.7%	6.6%	6.3%	6.5%	4.1%	4.5%	4.8%	19,327	16,086	19,084	188	171	209
Trade/Technical																					
Certificate	19.1%	19.8%	18.8%	53.9%	54.1%	52.8%	14.7%	14.6%	15.5%	6.8%	6.6%	7.1%	5.5%	4.8%	5.7%	10,705	8,117	9,473	93	74	81
Some College																					
(no degree)	21.5%	20.5%	19.6%	51.2%	51.4%	52.1%	14.9%	15.1%	15.7%	7.2%	7.1%	7.5%	5.2%	5.8%	5.2%	62,045	52,113	59,438	687	637	655
Associate's																					
Degree	21.7%	21.2%	20.5%	52.7%	51.9%	53.5%	13.8%	14.1%	14.1%	6.6%	7.2%	6.8%	5.1%	5.6%	5.1%	35,250	27,517	30,912	309	303	368
Bachelor's																					
Degree	24.9%	23.6%	23.0%	52.6%	53.0%	53.8%	12.6%	12.8%	13.1%	5.8%	6.4%	6.1%	4.0%	4.1%	4.1%	153,077	130,216	133,603	2,000	1,820	1,934
Master's Degree																					
Doctoral/	28.2%	26.5%	25.7%	52.3%	52.9%	54.0%	11.2%	11.8%	11.7%	5.0%	5.3%	5.3%	3.3%	3.5%	3.2%	117,643	99,942	96,390	1,780	1,695	1,631
Professional																					
Degree	29.4%	28.0%	27.4%	51.7%	51.5%	52.3%	11.2%	12.0%	12.1%	4.7%	5.2%	5.2%	3.0%	3.2%	3.0%	51,632	42,993	39,919	1,182	1,137	1,041
Pay Category																					
Federal Wage																					
System	20.4%	19.5%	19.1%	51.4%	52.2%	52.4%	14.3%	14.2%	15.3%	7.7%	7.9%	7.3%	6.2%	6.1%	5.8%	13,058	9,535	12,598	38	47	45
GS 1-6																					
GS 7-12	20.8%	20.6%	19.6%	50.1%	50.6%	51.0%	15.9%	15.0%	15.9%	7.1%	7.4%	7.4%	6.1%	6.3%	6.0%	27,221	18,427	21,649	279	237	253
GS 13-15	23.2%	22.1%	21.1%	52.9%	52.9%	53.7%	13.2%	13.7%	13.9%	6.3%	6.7%	6.7%	4.4%	4.6%	4.6%	190,701	150,964	163,818	2,402	2,132	2,304
SES																					
SL/ST	29.5%	27.9%	27.1%	53.1%	53.5%	54.6%	10.9%	11.6%	11.7%	4.2%	4.4%	4.3%	2.3%	2.6%	2.3%	181,347	166,325	159,156	3,156	3,054	2,999
Other	54.9%	54.5%	50.2%	37.8%	38.4%	41.1%	5.1%	4.4%	5.9%	1.3%	1.7%	1.9%	1.0%	0.9%	0.9%	5,667	5,736	5,665	18	24	25
	34.1%	31.5%	30.0%	48.5%	51.8%	50.4%	10.3%	10.1%	11.3%	3.2%	3.7%	5.3%	3.9%	2.9%	2.9%	1,985	1,543	1,517	22	20	19
	20.2%	19.1%	18.9%	50.0%	50.3%	50.9%	14.8%	14.7%	14.5%	8.5%	8.9%	9.3%	6.5%	7.0%	6.4%	30,868	25,442	25,273	363	382	328

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
Time in Federal Government																					
< 1 year	33.9%	33.0%	31.3%	51.2%	51.4%	53.2%	9.1%	9.1%	9.6%	4.0%	4.3%	4.2%	1.7%	2.3%	1.7%	8,834	6,720	5,918	169	124	113
1-3 years	28.1%	27.2%	26.3%	52.0%	51.9%	52.1%	11.4%	11.8%	12.1%	5.1%	5.5%	6.0%	3.5%	3.7%	3.6%	44,731	29,439	27,779	597	442	421
4-5 years	25.7%	24.6%	23.6%	50.4%	51.4%	53.1%	13.2%	13.0%	12.9%	6.1%	6.6%	6.0%	4.5%	4.5%	4.3%	29,761	29,599	40,392	443	481	659
6-10 years	24.1%	22.6%	22.1%	52.0%	52.3%	52.2%	12.9%	13.4%	13.9%	6.5%	6.9%	6.9%	4.4%	4.8%	4.9%	107,244	90,303	86,346	1,548	1,467	1,323
11-14 years	23.5%	21.8%	20.8%	51.6%	51.6%	52.9%	13.4%	13.9%	13.8%	6.5%	7.2%	7.2%	4.9%	5.5%	5.3%	63,063	53,991	55,883	874	848	824
15-20 years	22.7%	21.5%	20.4%	52.3%	52.6%	53.9%	14.0%	14.5%	14.5%	6.3%	6.5%	6.6%	4.7%	4.9%	4.6%	65,507	50,882	47,941	906	817	763
> 20 years	24.8%	24.1%	23.0%	53.9%	54.2%	54.9%	12.7%	12.9%	13.6%	5.2%	5.3%	5.3%	3.4%	3.5%	3.2%	132,748	117,812	126,231	1,764	1,736	1,873
Time with Current Agency																					
< 1 year	33.1%	32.2%	31.0%	51.0%	51.0%	52.1%	9.4%	9.7%	10.3%	4.3%	4.5%	4.4%	2.3%	2.6%	2.2%	16,133	12,880	11,639	331	267	244
1-3 years	27.9%	26.5%	25.5%	51.5%	51.9%	52.3%	11.8%	12.3%	12.5%	5.2%	5.4%	5.9%	3.6%	3.8%	3.9%	68,858	46,878	43,760	1,015	755	731
4-5 years	25.0%	23.8%	23.0%	50.9%	51.4%	53.2%	13.3%	13.4%	13.3%	6.3%	6.7%	6.1%	4.4%	4.8%	4.3%	37,323	37,451	49,038	556	667	814
6-10 years	23.2%	21.7%	21.5%	52.3%	52.6%	52.4%	13.3%	13.6%	14.1%	6.6%	7.0%	7.0%	4.6%	5.1%	5.0%	112,215	96,512	94,170	1,664	1,546	1,476
11-20 years	22.7%	21.6%	20.7%	52.2%	52.3%	53.4%	13.8%	14.3%	14.2%	6.5%	6.8%	6.9%	4.8%	5.0%	4.8%	117,141	97,151	97,493	1,509	1,504	1,395
> 20 years	25.3%	24.6%	23.3%	54.3%	54.6%	55.5%	12.4%	12.5%	13.1%	5.0%	5.1%	5.2%	3.2%	3.2%	3.0%	98,767	86,589	93,172	1,187	1,144	1,298
Leaving																					
No	28.3%	27.0%	25.9%	53.6%	54.0%	54.7%	11.2%	11.5%	11.9%	4.5%	4.9%	4.9%	2.5%	2.6%	2.5%	312,636	256,022	259,857	3,626	3,276	3,280
Yes, to retire	21.0%	20.2%	20.1%	54.8%	55.0%	55.1%	14.5%	14.4%	14.7%	6.1%	6.4%	6.4%	3.7%	3.9%	3.7%	28,235	21,975	23,781	349	304	308
Yes, to other job in Govt	18.3%	18.1%	17.1%	50.5%	50.3%	51.1%	15.5%	15.9%	16.2%	8.6%	8.4%	8.4%	7.2%	7.3%	7.2%	69,419	69,100	71,823	1,385	1,507	1,522
Yes, to other job outside Govt	17.7%	16.1%	16.0%	46.7%	46.7%	48.4%	16.6%	16.2%	15.8%	9.5%	10.3%	10.6%	9.5%	10.7%	9.3%	19,038	13,459	15,502	374	317	343
Yes, other	14.3%	12.8%	13.1%	45.3%	46.2%	47.1%	19.6%	19.7%	19.3%	10.6%	10.5%	10.5%	10.2%	10.8%	10.0%	21,642	17,498	18,783	548	480	497
Retiring																					
Within 1 year	21.4%	21.2%	20.0%	53.6%	53.5%	54.6%	14.5%	14.3%	15.0%	5.8%	6.6%	6.4%	4.7%	4.4%	4.0%	16,941	13,381	14,651	226	192	199
Between 1-3 years	22.2%	21.1%	20.7%	54.6%	54.9%	55.1%	13.7%	14.1%	14.2%	5.8%	6.2%	6.4%	3.7%	3.7%	3.7%	46,795	37,502	39,415	533	491	539
Between 3-5 years	23.6%	22.6%	21.2%	53.9%	54.1%	54.7%	12.8%	13.4%	14.5%	6.0%	6.1%	6.1%	3.8%	3.8%	3.4%	50,794	41,644	42,899	578	560	551
5 or more years	25.5%	24.3%	23.4%	51.9%	52.1%	53.0%	12.6%	12.9%	13.1%	5.9%	6.2%	6.2%	4.1%	4.5%	4.3%	333,836	282,938	289,721	4,872	4,546	4,587

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.6%	23.4%	22.6%	52.3%	52.6%	53.4%	13.0%	13.3%	13.6%	6.0%	6.3%	6.3%	4.1%	4.4%	4.2%	469,234	393,340	406,232	6,752	6,278	6,356
Self-Identify as:																					
Heterosexual	25.8%	24.5%	23.6%	52.8%	53.1%	53.9%	12.1%	12.5%	12.8%	5.6%	5.9%	5.9%	3.7%	4.0%	3.8%	360,747	302,424	313,186	4,446	4,212	4,284
LGBT*	25.3%	24.8%	24.8%	49.2%	48.8%	49.5%	13.3%	12.8%	12.6%	6.9%	7.3%	7.5%	5.2%	6.3%	5.5%	13,351	11,086	10,825	225	234	215
Prefer not to say	19.0%	18.1%	17.3%	50.0%	49.9%	50.4%	17.3%	17.1%	17.7%	7.4%	8.1%	8.2%	6.3%	6.8%	6.4%	55,755	46,009	47,053	1,158	985	1,036
Military Service																					
No Prior Military Service	24.3%	23.2%	22.4%	52.6%	52.7%	53.4%	13.0%	13.3%	13.5%	6.0%	6.5%	6.4%	4.1%	4.3%	4.2%	320,728	273,027	276,406	4,844	4,606	4,655
Currently in Guard/Reserves	28.2%	28.1%	26.6%	50.9%	51.0%	52.1%	11.4%	11.1%	11.4%	5.3%	5.2%	5.5%	4.2%	4.6%	4.4%	7,350	6,071	6,932	70	78	66
Retired Separated/Discharged	28.9%	27.6%	26.2%	53.8%	54.3%	55.4%	10.6%	11.0%	11.4%	4.1%	4.5%	4.5%	2.6%	2.6%	2.4%	49,499	39,304	42,926	391	320	360
Disability																					
Yes	24.1%	23.4%	22.1%	48.5%	48.2%	49.1%	14.3%	14.7%	15.2%	6.9%	7.3%	7.3%	6.1%	6.5%	6.2%	68,528	50,849	52,702	999	797	759
No	25.1%	23.7%	22.9%	53.2%	53.6%	54.2%	12.4%	12.8%	13.1%	5.6%	6.0%	6.0%	3.7%	3.9%	3.8%	378,484	323,731	333,557	5,117	4,960	5,046

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
Work Location																					
Headquarters	26.5%	25.1%	23.5%	54.0%	54.4%	54.5%	12.3%	12.5%	13.5%	4.6%	4.9%	5.5%	2.7%	3.1%	3.0%	175,147	152,790	153,363	2,342	2,090	2,349
Field	22.9%	21.7%	20.6%	54.3%	54.3%	54.2%	13.3%	13.7%	14.4%	5.8%	6.2%	6.5%	3.7%	4.2%	4.3%	275,926	226,299	236,491	2,642	2,310	2,774
Supervisory Status																					
Non-Supervisor	22.9%	21.7%	20.4%	54.4%	54.3%	54.1%	13.5%	13.8%	14.8%	5.6%	6.0%	6.4%	3.6%	4.2%	4.2%	298,145	248,453	255,874	3,928	3,441	4,017
Team Leader	23.7%	22.0%	21.1%	54.4%	55.1%	55.1%	12.9%	13.3%	13.9%	5.5%	5.7%	6.4%	3.4%	3.8%	3.6%	56,950	48,737	52,535	583	518	618
Supervisor	26.3%	24.7%	23.5%	55.2%	55.3%	55.8%	11.5%	12.4%	12.6%	4.7%	5.1%	5.6%	2.3%	2.6%	2.5%	62,311	51,693	51,912	387	346	380
Manager	32.9%	32.1%	29.6%	51.7%	52.9%	53.6%	9.9%	9.0%	10.1%	3.8%	4.0%	4.6%	1.6%	2.0%	2.0%	28,423	24,514	24,159	101	91	118
Senior Leader	44.4%	42.5%	39.0%	44.4%	44.5%	47.5%	6.8%	7.3%	8.2%	3.0%	3.1%	3.2%	1.4%	2.7%	2.0%	8,084	8,037	7,987	20	30	29
Sex																					
Male	24.8%	23.0%	21.7%	53.4%	53.5%	53.5%	12.9%	13.5%	14.5%	5.3%	5.8%	6.3%	3.5%	4.1%	4.1%	229,870	193,924	202,207	2,157	2,025	2,293
Female	23.6%	22.9%	21.7%	55.4%	55.4%	55.6%	12.7%	12.8%	13.4%	5.4%	5.5%	5.9%	3.0%	3.4%	3.4%	217,329	181,944	185,139	2,710	2,285	2,726
Hispanic or Latino																					
Yes	23.6%	23.2%	21.8%	50.7%	49.6%	50.2%	14.6%	14.6%	15.1%	6.4%	6.7%	7.0%	4.7%	5.8%	5.9%	39,028	32,971	33,303	422	433	464
No	24.4%	23.0%	21.7%	54.7%	54.9%	54.9%	12.6%	13.0%	13.8%	5.2%	5.6%	6.0%	3.1%	3.5%	3.5%	403,827	339,104	350,337	4,346	3,800	4,467
Race																					
American Indian/ Alaska Native	19.9%	18.4%	18.8%	50.2%	49.6%	48.4%	17.1%	16.8%	18.7%	7.3%	9.0%	8.0%	5.5%	6.3%	6.2%	9,209	7,666	8,158	115	109	160
Asian	25.6%	25.0%	23.3%	54.3%	55.2%	56.1%	13.7%	13.3%	13.7%	4.1%	3.9%	4.2%	2.4%	2.6%	2.7%	21,643	19,125	18,269	347	317	332
Black/African American	25.4%	24.8%	23.5%	54.9%	54.8%	54.3%	11.9%	11.9%	13.5%	4.5%	4.8%	5.0%	3.2%	3.7%	3.7%	63,409	56,975	59,078	766	680	774
Native Hawaiian/ Pacific Islander	21.2%	22.0%	20.6%	53.0%	52.9%	52.5%	15.5%	15.2%	16.2%	5.9%	4.6%	5.4%	4.4%	5.3%	5.4%	2,710	2,177	2,445	33	24	19
White	24.5%	23.1%	21.6%	54.6%	54.6%	54.8%	12.5%	12.9%	13.7%	5.4%	5.8%	6.3%	3.0%	3.6%	3.6%	314,357	260,512	269,796	3,002	2,679	3,149
Two or more races (Not Hispanic/ Latino)	22.4%	19.6%	20.0%	50.5%	50.7%	50.3%	15.0%	16.1%	15.8%	6.8%	7.4%	8.0%	5.2%	6.1%	6.0%	18,351	14,112	14,146	254	212	248

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
Age Group																					
25 and under	28.6%	27.4%	27.5%	51.3%	51.8%	51.2%	11.8%	11.4%	11.9%	6.0%	5.2%	5.4%	2.3%	4.2%	4.0%	3,693	2,700	2,615	48	33	45
26-29	26.5%	24.5%	23.6%	52.8%	51.6%	52.4%	11.2%	12.8%	12.6%	5.7%	6.7%	6.7%	3.8%	4.5%	4.8%	12,490	11,025	12,163	186	128	176
30-39	23.3%	21.8%	21.1%	52.2%	52.4%	52.2%	13.5%	13.7%	14.4%	6.6%	7.0%	7.3%	4.4%	5.2%	5.1%	88,168	73,480	71,886	1,109	952	1,051
40-49	23.5%	22.0%	21.1%	53.8%	53.8%	53.7%	13.1%	13.7%	14.4%	5.9%	6.2%	6.6%	3.7%	4.3%	4.2%	119,586	102,598	106,974	1,378	1,248	1,491
50-59	24.5%	23.4%	21.6%	55.3%	55.7%	55.9%	12.7%	12.9%	13.9%	4.7%	5.0%	5.5%	2.8%	3.0%	3.1%	167,012	141,791	147,886	1,743	1,539	1,826
60+	24.1%	23.5%	21.5%	56.1%	56.0%	56.5%	13.4%	13.5%	14.4%	4.3%	4.6%	5.1%	2.2%	2.5%	2.6%	76,958	61,125	63,176	787	747	798
Level of Education																					
Less than																					
High School	24.7%	24.5%	21.4%	46.8%	51.5%	49.1%	19.7%	13.9%	17.3%	3.5%	2.3%	6.4%	5.2%	7.8%	5.8%	429	347	393	11	9	13
H.S. Diploma/																					
GED or equiv	22.0%	22.9%	21.2%	56.1%	55.1%	55.5%	14.5%	13.5%	14.5%	4.5%	5.2%	5.1%	3.0%	3.3%	3.7%	19,265	16,031	19,084	158	157	195
Trade/Technical																					
Certificate	20.1%	21.1%	18.4%	55.2%	54.5%	54.6%	14.9%	15.0%	16.1%	5.9%	5.4%	6.3%	3.9%	4.0%	4.7%	10,669	8,082	9,447	89	75	98
Some College																					
(no degree)	23.2%	21.8%	20.7%	53.2%	53.8%	53.9%	14.1%	14.2%	14.7%	5.7%	5.7%	6.4%	3.8%	4.5%	4.3%	61,974	52,112	59,376	558	511	614
Associate's																					
Degree	22.3%	21.6%	21.3%	54.4%	53.7%	53.6%	13.8%	14.3%	14.7%	5.7%	6.1%	6.3%	3.8%	4.4%	4.1%	35,127	27,479	30,915	315	263	333
Bachelor's																					
Degree	24.1%	22.5%	21.3%	54.8%	54.8%	54.8%	12.4%	13.0%	13.8%	5.4%	5.9%	6.3%	3.3%	3.8%	3.8%	153,001	130,444	133,749	1,539	1,356	1,570
Master's Degree																					
Doctoral/	26.4%	24.9%	23.4%	54.0%	54.5%	54.6%	11.8%	11.9%	12.9%	5.1%	5.3%	5.9%	2.8%	3.3%	3.2%	117,596	100,208	96,443	1,389	1,190	1,387
Professional																					
Degree	25.7%	24.2%	22.2%	53.4%	53.5%	53.6%	13.0%	13.6%	14.6%	5.2%	5.7%	6.4%	2.7%	3.0%	3.2%	51,771	43,214	40,013	827	780	843
Pay Category																					
Federal Wage																					
System	19.3%	17.9%	18.4%	52.7%	53.1%	53.3%	16.2%	16.7%	16.7%	7.1%	7.0%	7.0%	4.7%	5.2%	4.7%	12,946	9,453	12,475	118	90	138
GS 1-6																					
GS 7-12	22.3%	22.4%	20.9%	51.5%	51.3%	53.0%	15.1%	14.6%	14.8%	6.3%	6.3%	6.4%	4.8%	5.4%	5.0%	27,053	18,361	21,524	349	241	328
GS 13-15	23.6%	22.5%	21.2%	54.8%	54.7%	54.6%	12.9%	13.2%	14.0%	5.4%	5.7%	6.2%	3.4%	3.9%	4.0%	190,359	151,018	163,762	2,028	1,724	2,085
SES																					
SL/ST	26.9%	25.2%	23.5%	54.7%	54.9%	55.0%	11.5%	12.1%	13.2%	4.6%	5.1%	5.6%	2.3%	2.7%	2.7%	181,781	166,986	159,704	2,073	1,985	2,189
Other	47.8%	46.8%	41.7%	42.0%	43.7%	45.7%	6.4%	6.4%	8.0%	2.8%	2.2%	3.2%	1.0%	0.9%	1.3%	5,653	5,744	5,673	8	11	18
	32.0%	24.8%	23.8%	49.4%	55.7%	53.3%	12.0%	12.5%	13.5%	3.8%	4.2%	5.0%	2.8%	2.8%	4.3%	1,982	1,540	1,507	15	22	19
	20.7%	19.0%	18.9%	54.4%	54.6%	53.6%	14.2%	14.5%	15.3%	6.2%	6.8%	7.4%	4.5%	5.0%	4.8%	30,782	25,485	25,237	325	284	312

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
Time in Federal Government																					
< 1 year	33.3%	33.1%	30.1%	51.2%	50.4%	52.1%	10.0%	9.7%	11.0%	3.8%	4.7%	5.0%	1.7%	2.1%	1.8%	8,775	6,711	5,877	202	113	154
1-3 years	27.3%	25.8%	24.7%	52.8%	52.6%	52.0%	11.9%	12.2%	13.5%	5.0%	5.8%	6.0%	3.0%	3.6%	3.8%	44,625	29,470	27,738	531	356	425
4-5 years	24.2%	23.4%	22.8%	52.5%	53.3%	53.9%	13.2%	13.1%	13.3%	6.4%	5.9%	6.1%	3.7%	4.2%	3.8%	29,748	29,645	40,443	350	360	522
6-10 years	23.6%	22.0%	20.6%	53.6%	54.0%	53.9%	13.2%	13.4%	14.0%	5.8%	6.1%	6.9%	3.7%	4.5%	4.6%	107,299	90,507	86,459	1,191	1,064	1,105
11-14 years	22.8%	21.0%	19.7%	53.9%	54.2%	54.0%	13.6%	14.2%	15.1%	6.0%	6.4%	6.9%	3.8%	4.3%	4.4%	63,061	54,148	55,963	657	569	673
15-20 years	21.9%	20.8%	19.8%	54.6%	54.4%	54.1%	14.0%	14.3%	15.3%	5.8%	6.3%	6.6%	3.8%	4.2%	4.1%	65,470	50,969	47,943	712	583	660
> 20 years	24.7%	23.8%	22.1%	56.4%	56.1%	56.3%	12.3%	12.7%	13.8%	4.2%	4.6%	5.1%	2.4%	2.7%	2.7%	132,613	117,931	126,272	1,302	1,319	1,560
Time with Current Agency																					
< 1 year	32.0%	31.6%	29.2%	50.8%	50.2%	51.9%	10.8%	10.6%	11.5%	4.2%	5.0%	5.0%	2.3%	2.6%	2.5%	15,978	12,850	11,537	422	269	341
1-3 years	27.0%	25.2%	23.9%	52.3%	52.6%	52.4%	12.1%	12.6%	13.5%	5.4%	5.8%	6.2%	3.2%	3.8%	4.0%	68,812	46,963	43,747	819	570	681
4-5 years	23.8%	22.9%	22.3%	52.7%	53.6%	53.6%	13.4%	13.3%	13.6%	6.4%	5.8%	6.5%	3.7%	4.3%	4.0%	37,324	37,551	49,127	415	461	621
6-10 years	22.9%	21.1%	20.3%	54.0%	54.5%	53.9%	13.4%	13.6%	14.4%	5.9%	6.2%	6.8%	3.8%	4.6%	4.6%	112,345	96,742	94,392	1,201	1,097	1,165
11-20 years	22.2%	21.2%	20.0%	55.0%	54.5%	54.5%	13.6%	14.3%	15.1%	5.6%	6.1%	6.5%	3.6%	3.9%	4.0%	117,114	97,410	97,499	1,122	1,011	1,209
> 20 years	24.8%	24.2%	22.0%	56.9%	56.5%	57.1%	12.1%	12.4%	13.6%	4.0%	4.5%	5.0%	2.2%	2.5%	2.4%	98,567	86,578	93,188	932	928	1,062
Leaving																					
No	27.6%	26.2%	24.7%	55.2%	55.6%	55.7%	11.1%	11.4%	12.5%	4.1%	4.5%	4.8%	1.9%	2.3%	2.2%	312,250	256,268	259,798	2,896	2,419	2,934
Yes, to retire	21.5%	20.8%	20.0%	57.2%	56.5%	57.4%	14.1%	14.4%	14.4%	4.6%	5.4%	5.3%	2.7%	2.8%	2.9%	28,190	21,988	23,766	251	251	262
Yes, to other job in Govt	18.0%	17.4%	16.1%	52.1%	52.0%	51.5%	16.0%	16.1%	16.9%	8.0%	8.0%	8.8%	6.0%	6.5%	6.8%	69,530	69,343	72,060	1,028	1,055	1,175
Yes, to other job outside Govt	15.9%	13.9%	14.6%	49.1%	48.9%	49.2%	16.9%	17.9%	17.2%	9.6%	9.4%	10.6%	8.4%	9.9%	8.4%	19,027	13,471	15,484	322	279	314
Yes, other	13.2%	12.7%	12.2%	49.9%	49.8%	49.7%	19.4%	19.6%	19.4%	9.3%	8.9%	10.1%	8.1%	9.1%	8.6%	21,668	17,600	18,847	439	352	393
Retiring																					
Within 1 year	21.7%	21.1%	19.8%	56.3%	55.2%	56.8%	13.8%	14.9%	14.7%	4.8%	5.4%	5.4%	3.4%	3.3%	3.3%	16,939	13,373	14,642	151	158	169
Between 1-3 years	22.8%	21.8%	20.4%	56.8%	56.7%	56.8%	13.4%	13.8%	14.3%	4.4%	5.0%	5.5%	2.5%	2.7%	3.0%	46,692	37,561	39,400	421	381	431
Between 3-5 years	23.5%	22.8%	20.4%	56.0%	56.3%	56.2%	12.9%	12.8%	14.7%	4.8%	5.1%	5.9%	2.8%	3.0%	2.9%	50,672	41,672	42,894	492	437	491
5 or more years	24.7%	23.2%	22.1%	53.6%	53.8%	53.7%	12.7%	13.1%	13.9%	5.6%	5.9%	6.3%	3.4%	4.0%	4.0%	333,773	283,462	289,951	3,775	3,298	3,909

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.0%	22.8%	21.5%	54.3%	54.4%	54.4%	13.0%	13.3%	14.1%	5.4%	5.7%	6.2%	3.3%	3.8%	3.8%	468,960	393,948	406,396	5,276	4,677	5,444
Self-Identify as:																					
Heterosexual	25.3%	24.0%	22.5%	54.6%	54.8%	55.0%	12.1%	12.5%	13.3%	5.1%	5.3%	5.8%	2.9%	3.4%	3.4%	360,391	302,835	313,307	3,500	3,057	3,644
LGBT*	25.0%	23.3%	22.1%	50.4%	51.2%	50.5%	14.1%	13.0%	14.2%	6.1%	7.0%	7.7%	4.4%	5.4%	5.5%	13,353	11,132	10,844	167	160	167
Prefer not to say	18.2%	17.0%	16.4%	52.9%	51.8%	51.3%	16.8%	17.4%	18.4%	7.0%	7.9%	7.9%	5.1%	5.9%	5.9%	55,757	46,060	47,069	938	819	909
Military Service																					
No Prior Military Service	23.9%	22.8%	21.7%	55.3%	55.1%	55.2%	12.6%	13.0%	13.7%	5.2%	5.6%	6.0%	3.0%	3.5%	3.4%	320,784	273,719	276,726	3,631	3,272	3,792
Currently in Guard/Reserves	26.2%	23.7%	22.0%	51.0%	51.0%	52.0%	11.9%	13.2%	13.6%	6.6%	6.7%	6.6%	4.2%	5.4%	5.8%	7,328	6,071	6,904	78	64	70
Retired Separated/Discharged	27.6%	26.4%	24.4%	54.1%	54.7%	54.9%	11.7%	11.7%	12.9%	4.1%	4.5%	5.0%	2.5%	2.7%	2.7%	49,325	39,255	42,867	394	290	367
Disability																					
Yes	24.2%	23.2%	21.7%	50.1%	49.9%	50.0%	14.5%	14.7%	15.4%	6.3%	6.6%	7.2%	4.8%	5.7%	5.7%	68,373	50,829	52,632	865	621	702
No	24.4%	23.0%	21.7%	55.2%	55.3%	55.3%	12.4%	12.8%	13.7%	5.1%	5.5%	5.9%	2.9%	3.4%	3.4%	378,289	324,329	333,794	3,965	3,637	4,247

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
Work Location																					
Headquarters	20.6%	19.5%	18.0%	36.6%	35.5%	34.9%	21.1%	21.4%	22.5%	10.6%	11.2%	11.8%	11.2%	12.3%	12.8%	167,128	145,105	145,935	10,592	9,951	9,828
Field	18.3%	17.4%	15.8%	35.7%	35.0%	34.0%	21.5%	21.7%	22.6%	11.5%	12.1%	12.9%	13.0%	13.9%	14.7%	264,810	216,109	226,288	14,103	12,707	13,095
Supervisory Status																					
Non-Supervisor	16.7%	15.6%	14.1%	35.1%	34.0%	32.9%	22.9%	23.2%	24.1%	11.7%	12.6%	13.3%	13.6%	14.7%	15.6%	282,564	234,023	241,632	19,892	18,181	18,439
Team Leader	17.7%	16.4%	15.3%	36.1%	35.7%	34.3%	21.2%	21.7%	23.1%	12.4%	12.6%	13.4%	12.5%	13.6%	13.9%	54,715	46,564	50,446	2,888	2,745	2,696
Supervisor	24.7%	23.6%	22.1%	40.4%	40.3%	40.0%	18.0%	17.8%	19.0%	8.8%	9.5%	9.9%	8.1%	8.8%	9.1%	61,137	50,567	50,767	1,597	1,487	1,529
Manager	34.0%	33.9%	31.9%	38.4%	38.7%	38.8%	14.3%	13.7%	14.2%	7.0%	6.7%	7.8%	6.4%	6.9%	7.3%	28,177	24,271	23,902	403	340	360
Senior Leader	47.0%	45.2%	41.4%	33.7%	32.2%	35.7%	9.4%	11.4%	11.5%	4.6%	5.2%	6.0%	5.2%	6.0%	5.4%	8,049	7,987	7,914	79	78	97
Sex																					
Male	20.6%	19.1%	17.6%	36.6%	35.8%	34.9%	21.0%	21.3%	22.3%	10.3%	11.0%	11.8%	11.5%	12.9%	13.4%	221,015	185,621	193,950	11,273	10,430	10,701
Female	17.3%	16.9%	15.3%	35.5%	34.7%	33.8%	21.8%	22.0%	22.9%	12.3%	12.7%	13.4%	13.2%	13.7%	14.6%	207,410	172,674	176,016	12,947	11,822	11,881
Hispanic or Latino																					
Yes	18.8%	18.3%	16.4%	32.9%	32.2%	30.8%	22.0%	22.0%	23.4%	11.4%	11.6%	12.2%	14.9%	16.0%	17.1%	37,572	31,640	31,965	1,935	1,785	1,825
No	19.3%	18.2%	16.6%	36.5%	35.7%	34.9%	21.2%	21.5%	22.5%	11.1%	11.7%	12.5%	11.9%	12.9%	13.5%	386,765	323,134	334,533	21,921	20,104	20,431
Race																					
American Indian/ Alaska Native	14.8%	13.4%	12.1%	29.6%	29.6%	27.6%	23.4%	25.0%	25.1%	13.1%	13.0%	15.0%	19.0%	19.0%	20.1%	8,929	7,460	7,980	409	332	363
Asian	19.3%	19.1%	17.5%	40.4%	39.4%	39.1%	22.5%	22.7%	24.2%	8.7%	8.9%	9.2%	9.0%	9.9%	10.0%	20,716	18,129	17,392	1,274	1,324	1,223
Black/African American	16.9%	16.5%	14.6%	34.6%	33.7%	32.5%	24.1%	24.1%	25.3%	10.8%	11.4%	12.2%	13.5%	14.2%	15.4%	60,386	54,130	56,267	3,865	3,634	3,632
Native Hawaiian/ Pacific Islander	15.6%	15.9%	15.7%	34.5%	34.7%	32.3%	26.3%	25.5%	26.1%	10.5%	9.3%	11.8%	13.1%	14.5%	14.1%	2,647	2,122	2,370	98	85	97
White	20.4%	19.2%	17.6%	37.0%	36.2%	35.5%	20.2%	20.3%	21.6%	11.1%	11.8%	12.4%	11.3%	12.5%	13.0%	301,716	248,813	257,993	16,056	14,598	15,025
Two or more races (Not Hispanic/ Latino)	16.0%	14.4%	14.2%	29.9%	29.2%	27.5%	22.0%	22.9%	22.7%	13.1%	13.7%	15.1%	19.0%	19.7%	20.5%	17,556	13,409	13,495	1,089	928	898

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
Age Group																					
25 and under	20.7%	21.3%	19.7%	39.7%	39.3%	37.8%	17.7%	17.4%	18.4%	11.2%	10.8%	11.3%	10.7%	11.2%	12.7%	3,559	2,549	2,485	177	171	173
26-29	20.3%	18.9%	17.0%	37.5%	34.2%	34.2%	19.4%	20.3%	20.4%	11.1%	12.7%	13.4%	11.8%	13.9%	15.1%	11,955	10,427	11,525	719	726	810
30-39	18.0%	17.0%	15.6%	35.7%	34.4%	32.8%	20.3%	20.6%	21.9%	12.2%	12.8%	13.7%	13.8%	15.2%	16.0%	83,768	69,403	67,960	5,584	5,067	4,958
40-49	18.4%	17.5%	16.2%	35.0%	34.6%	33.7%	21.6%	21.4%	22.3%	11.5%	12.2%	12.8%	13.4%	14.2%	15.0%	114,364	97,811	102,027	6,686	6,142	6,407
50-59	19.4%	18.3%	16.7%	36.3%	35.5%	35.0%	21.9%	22.6%	23.5%	10.7%	11.2%	11.9%	11.6%	12.4%	13.0%	160,318	135,356	141,583	8,699	8,114	8,223
60+	19.5%	19.0%	17.1%	36.5%	36.3%	35.9%	23.4%	22.9%	24.1%	10.4%	10.8%	11.7%	10.1%	10.9%	11.2%	73,964	58,527	60,628	3,879	3,413	3,398
Level of Education																					
Less than																					
High School	20.9%	13.8%	16.5%	31.2%	35.7%	33.4%	25.2%	24.7%	27.4%	9.3%	10.5%	8.1%	13.4%	15.2%	14.6%	416	337	381	25	22	26
H.S. Diploma/																					
GED or equiv	15.9%	16.3%	14.1%	36.9%	35.7%	35.6%	24.3%	24.8%	25.7%	11.1%	10.9%	11.3%	11.8%	12.2%	13.4%	18,604	15,469	18,364	844	764	910
Trade/Technical																					
Certificate	14.7%	13.8%	12.7%	33.8%	33.9%	31.5%	24.7%	24.0%	26.2%	11.7%	12.8%	14.5%	15.0%	15.6%	15.1%	10,330	7,803	9,096	455	372	451
Some College																					
(no degree)	16.4%	15.8%	14.3%	33.3%	32.0%	31.5%	24.5%	24.4%	25.2%	11.9%	12.4%	12.9%	13.9%	15.4%	16.1%	59,636	50,022	57,050	2,940	2,659	2,991
Associate's																					
Degree	16.4%	15.9%	14.8%	34.0%	33.2%	32.2%	23.2%	23.1%	24.3%	11.9%	12.7%	13.1%	14.4%	15.2%	15.6%	33,872	26,364	29,610	1,599	1,394	1,652
Bachelor's																					
Degree	19.2%	17.9%	16.4%	37.2%	36.3%	35.4%	20.9%	21.3%	22.3%	10.9%	11.8%	12.4%	11.8%	12.8%	13.5%	146,312	123,979	127,280	8,418	7,897	8,094
Master's Degree																					
Doctoral/	21.4%	20.3%	18.8%	36.8%	36.4%	35.7%	19.6%	19.8%	20.4%	10.8%	11.3%	12.1%	11.4%	12.3%	12.9%	112,356	95,220	91,835	6,800	6,291	6,008
Professional																					
Degree	24.5%	23.8%	22.1%	38.1%	37.4%	36.5%	17.1%	17.3%	18.3%	10.2%	10.6%	11.7%	10.1%	10.8%	11.4%	49,407	41,045	38,293	3,277	2,990	2,596
Pay Category																					
Federal Wage																					
System	13.3%	12.8%	11.9%	30.9%	31.2%	29.6%	24.2%	23.5%	25.4%	13.8%	14.0%	15.0%	17.8%	18.5%	18.1%	12,623	9,164	12,153	462	386	484
GS 1-6																					
GS 7-12	16.0%	16.1%	14.0%	32.6%	31.9%	32.0%	23.4%	23.4%	25.0%	12.1%	12.8%	12.7%	16.0%	15.8%	16.3%	26,152	17,695	20,675	1,262	948	1,205
GS 13-15	17.4%	16.4%	14.9%	36.2%	35.0%	33.9%	22.4%	22.7%	23.6%	11.3%	12.1%	12.8%	12.8%	13.8%	14.8%	181,865	143,533	155,916	10,703	9,436	10,053
SES																					
SL/ST	23.4%	22.2%	20.4%	38.4%	37.8%	37.1%	19.0%	19.3%	20.3%	10.0%	10.4%	11.2%	9.3%	10.3%	10.9%	173,750	158,842	152,312	10,369	10,214	9,577
Other	54.9%	55.0%	50.4%	29.4%	29.9%	31.7%	7.4%	7.6%	8.9%	4.5%	3.8%	4.8%	3.8%	3.7%	4.2%	5,628	5,721	5,614	42	33	54
	29.7%	27.7%	24.7%	37.2%	39.5%	40.9%	16.0%	16.4%	14.5%	6.7%	8.3%	10.7%	10.4%	8.1%	9.2%	1,945	1,506	1,478	66	61	58
	16.3%	15.2%	14.3%	34.0%	33.0%	33.0%	22.2%	22.2%	22.4%	13.0%	13.3%	14.2%	14.5%	16.2%	16.0%	29,599	24,346	24,171	1,568	1,451	1,405

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
Time in Federal Government																					
< 1 year	27.9%	27.0%	25.5%	43.1%	41.3%	41.3%	16.9%	18.7%	18.8%	6.4%	7.5%	8.0%	5.7%	5.4%	6.5%	8,252	6,186	5,366	749	638	658
1-3 years	22.5%	20.9%	19.4%	38.2%	37.4%	36.3%	20.1%	20.5%	22.3%	9.7%	10.4%	10.9%	9.6%	10.9%	11.1%	42,611	27,869	26,355	2,595	1,977	1,838
4-5 years	19.6%	18.6%	16.8%	34.8%	34.7%	35.1%	21.1%	21.5%	22.2%	11.7%	12.0%	12.3%	12.9%	13.2%	13.6%	28,514	28,116	38,384	1,636	1,910	2,596
6-10 years	17.8%	16.9%	15.4%	35.5%	34.2%	33.2%	21.4%	21.8%	22.2%	11.7%	12.5%	13.5%	13.6%	14.6%	15.6%	102,477	86,065	82,382	6,079	5,538	5,202
11-14 years	17.4%	16.1%	15.1%	34.8%	33.5%	32.3%	21.6%	21.8%	22.5%	12.2%	13.2%	13.6%	14.0%	15.4%	16.5%	60,471	51,721	53,604	3,357	3,061	3,034
15-20 years	17.6%	17.2%	15.2%	34.9%	33.9%	33.2%	21.7%	21.6%	22.8%	11.9%	12.4%	13.1%	13.9%	15.0%	15.7%	62,976	48,877	46,056	3,310	2,790	2,595
> 20 years	19.9%	19.1%	17.2%	36.7%	36.7%	35.6%	22.2%	21.9%	23.4%	10.5%	10.7%	11.6%	10.8%	11.6%	12.1%	127,237	112,711	120,882	6,842	6,660	7,009
Time with Current Agency																					
< 1 year	26.8%	26.0%	24.3%	40.7%	39.4%	39.6%	18.4%	19.6%	19.8%	6.9%	8.1%	8.9%	7.1%	6.9%	7.4%	14,910	11,780	10,553	1,525	1,341	1,314
1-3 years	21.9%	20.1%	18.7%	37.0%	36.4%	35.1%	20.4%	20.8%	22.3%	10.2%	10.8%	11.4%	10.5%	11.9%	12.5%	65,687	44,485	41,537	4,024	3,088	2,891
4-5 years	18.6%	17.6%	16.0%	34.6%	33.8%	33.9%	20.8%	21.9%	22.6%	12.1%	12.3%	12.8%	13.9%	14.3%	14.7%	35,827	35,724	46,787	1,965	2,318	2,995
6-10 years	17.2%	15.9%	15.0%	35.0%	34.1%	32.7%	21.8%	22.0%	22.6%	12.0%	12.8%	13.6%	14.0%	15.2%	16.1%	107,528	92,233	90,041	6,120	5,661	5,551
11-20 years	17.3%	16.7%	15.3%	35.1%	33.8%	33.0%	22.1%	21.9%	22.8%	11.9%	12.7%	13.3%	13.6%	14.8%	15.6%	112,551	93,289	93,719	5,875	5,315	5,060
> 20 years	20.7%	20.3%	17.8%	37.8%	37.9%	37.2%	21.5%	21.3%	23.0%	10.1%	10.2%	11.2%	9.9%	10.4%	10.9%	94,662	82,826	89,261	4,946	4,749	5,034
Leaving																					
No	23.1%	22.1%	20.2%	40.3%	39.8%	38.8%	20.4%	20.8%	22.3%	8.9%	9.5%	10.3%	7.2%	7.7%	8.4%	298,985	244,110	247,924	16,472	14,748	14,815
Yes, to retire	17.1%	16.6%	15.7%	36.4%	36.5%	36.4%	24.7%	23.6%	24.3%	11.3%	11.7%	12.4%	10.5%	11.7%	11.2%	27,142	21,168	22,872	1,375	1,124	1,205
Yes, to other job in Govt	10.6%	10.3%	8.9%	26.3%	25.6%	24.7%	23.3%	22.8%	23.3%	16.2%	16.7%	17.5%	23.5%	24.7%	25.6%	66,600	66,043	68,859	4,063	4,479	4,426
Yes, to other job outside Govt	10.8%	9.1%	9.4%	26.3%	24.3%	24.1%	20.0%	21.0%	20.3%	16.4%	17.1%	17.6%	26.5%	28.5%	28.6%	18,279	12,874	14,781	1,105	893	1,039
Yes, other	8.3%	7.6%	7.3%	23.2%	22.6%	22.2%	23.5%	23.8%	23.2%	16.9%	16.6%	17.2%	28.1%	29.4%	30.2%	20,710	16,705	17,941	1,451	1,268	1,335
Retiring																					
Within 1 year	17.5%	17.2%	15.2%	35.0%	35.6%	36.3%	23.5%	22.6%	22.8%	11.3%	12.0%	12.4%	12.7%	12.7%	13.3%	16,313	12,898	14,077	832	668	761
Between 1-3 years	18.2%	17.0%	16.1%	37.0%	36.9%	35.3%	23.2%	23.1%	24.3%	10.8%	11.4%	12.4%	10.7%	11.7%	12.0%	44,888	35,889	37,909	2,309	2,075	1,971
Between 3-5 years	19.0%	18.2%	16.0%	36.2%	35.6%	34.8%	22.2%	22.2%	23.9%	11.3%	11.8%	12.5%	11.3%	12.2%	12.7%	48,830	39,942	41,170	2,405	2,191	2,212
5 or more years	19.4%	18.4%	16.8%	36.1%	35.1%	34.2%	20.9%	21.2%	22.2%	11.1%	11.8%	12.5%	12.5%	13.5%	14.3%	319,269	269,740	276,359	18,668	17,320	17,606

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.9%	18.0%	16.4%	35.9%	35.2%	34.3%	21.6%	21.8%	22.8%	11.2%	11.8%	12.6%	12.3%	13.3%	14.0%	448,936	375,254	387,840	25,809	23,720	24,090
Self-Identify as:																					
Heterosexual	20.1%	19.0%	17.3%	36.8%	36.1%	35.3%	21.0%	21.3%	22.3%	10.6%	11.3%	12.1%	11.4%	12.3%	13.1%	346,014	289,354	299,904	18,284	16,875	17,221
LGBT*	19.1%	18.8%	17.3%	33.6%	32.9%	30.7%	19.0%	19.4%	20.3%	13.5%	12.9%	14.5%	14.7%	15.9%	17.2%	12,829	10,647	10,382	730	659	636
Prefer not to say	13.8%	13.2%	12.0%	32.0%	30.4%	29.4%	24.0%	23.8%	25.0%	13.5%	14.2%	14.7%	16.8%	18.4%	18.9%	52,954	43,506	44,576	3,846	3,426	3,437
Military Service																					
No Prior Military Service	18.7%	18.0%	16.4%	36.9%	36.0%	35.0%	21.2%	21.1%	22.5%	11.3%	12.0%	12.6%	11.9%	12.8%	13.5%	306,412	260,272	263,633	18,321	16,946	17,006
Currently in Guard/Reserves	21.7%	20.2%	18.6%	36.5%	35.6%	34.5%	18.9%	19.6%	21.2%	10.4%	10.4%	11.2%	12.5%	14.3%	14.5%	7,093	5,864	6,672	304	275	313
Retired Separated/Discharged	23.2%	21.6%	20.1%	37.7%	36.7%	37.1%	21.1%	21.9%	22.2%	9.0%	9.9%	10.3%	9.0%	9.9%	10.3%	47,779	37,823	41,380	2,001	1,760	1,880
Disability																					
Yes	18.3%	17.3%	16.0%	31.4%	30.6%	29.3%	21.8%	22.1%	23.4%	12.0%	12.4%	13.2%	16.6%	17.7%	18.2%	65,977	48,734	50,673	3,386	2,843	2,710
No	19.4%	18.4%	16.7%	37.2%	36.3%	35.5%	21.2%	21.4%	22.4%	10.9%	11.6%	12.3%	11.2%	12.3%	13.0%	361,993	308,953	318,414	20,697	19,274	19,772

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
Work Location																					
Headquarters	28.3%	26.4%	25.4%	42.0%	41.6%	41.8%	17.4%	18.0%	18.5%	5.5%	6.1%	6.3%	6.8%	7.9%	8.0%	162,404	140,424	141,514	14,818	13,923	13,842
Field	26.0%	24.5%	23.0%	42.3%	41.7%	42.0%	18.3%	19.1%	19.7%	5.9%	6.4%	6.8%	7.7%	8.3%	8.6%	256,323	207,978	218,112	21,809	19,557	20,658
Supervisory Status																					
Non-Supervisor	23.5%	21.8%	20.6%	42.1%	41.2%	41.4%	20.0%	21.0%	21.4%	6.2%	6.8%	7.1%	8.3%	9.2%	9.5%	271,637	223,402	231,306	29,884	27,342	28,008
Team Leader	26.0%	24.0%	22.9%	42.8%	43.1%	42.7%	17.8%	18.3%	19.2%	6.0%	6.7%	7.1%	7.3%	8.0%	8.1%	52,910	44,951	48,618	4,538	4,141	4,398
Supervisor	33.9%	32.0%	31.2%	44.7%	44.7%	45.1%	12.5%	13.3%	13.8%	4.4%	4.7%	4.9%	4.5%	5.2%	5.0%	60,670	49,985	50,323	1,957	1,824	1,863
Manager	44.8%	44.1%	41.8%	38.9%	39.4%	41.1%	9.0%	8.4%	9.1%	3.5%	3.7%	3.6%	3.8%	4.3%	4.4%	28,090	24,143	23,824	432	388	396
Senior Leader	56.9%	53.9%	50.8%	29.9%	31.6%	34.2%	8.1%	7.7%	8.4%	2.0%	2.9%	3.0%	3.1%	3.9%	3.6%	8,043	7,971	7,902	78	79	102
Sex																					
Male	29.3%	27.0%	25.8%	41.5%	41.6%	41.7%	17.0%	17.8%	18.3%	5.2%	5.8%	6.2%	7.0%	7.7%	7.9%	215,051	179,649	188,084	16,598	15,340	15,914
Female	23.6%	22.8%	21.3%	43.2%	42.0%	42.4%	19.1%	19.8%	20.5%	6.3%	6.8%	7.0%	7.8%	8.6%	8.9%	200,449	166,072	169,540	19,315	17,537	17,972
Hispanic or Latino																					
Yes	25.9%	24.7%	22.9%	39.5%	37.8%	38.4%	18.8%	20.1%	20.5%	6.4%	7.0%	7.3%	9.4%	10.4%	10.9%	36,481	30,576	31,065	2,889	2,645	2,613
No	27.0%	25.4%	24.0%	42.6%	42.2%	42.5%	17.8%	18.4%	19.1%	5.6%	6.2%	6.5%	7.0%	7.8%	8.0%	375,142	311,832	323,249	32,470	29,707	30,805
Race																					
American Indian/ Alaska Native	19.2%	17.6%	16.3%	35.7%	37.1%	36.5%	23.5%	23.1%	24.6%	8.5%	9.0%	8.8%	13.0%	13.3%	13.7%	8,673	7,215	7,719	630	530	594
Asian	25.4%	24.2%	23.0%	46.6%	46.2%	46.7%	17.9%	18.5%	19.6%	4.1%	5.1%	4.7%	5.9%	6.0%	6.0%	20,381	17,821	17,110	1,596	1,575	1,482
Black/African American	21.4%	21.0%	19.4%	40.0%	39.0%	38.2%	21.8%	21.8%	22.7%	6.8%	7.2%	8.2%	10.0%	11.0%	11.5%	58,949	52,567	54,614	4,967	4,811	5,015
Native Hawaiian/ Pacific Islander	20.3%	20.7%	19.1%	41.1%	39.7%	39.1%	23.9%	21.5%	24.7%	6.2%	7.0%	7.1%	8.4%	11.1%	10.0%	2,560	2,040	2,298	170	148	162
White	29.1%	27.2%	25.8%	43.3%	42.9%	43.4%	16.2%	17.2%	17.7%	5.2%	5.8%	6.0%	6.1%	6.9%	7.0%	292,316	239,724	249,208	24,774	22,397	23,209
Two or more races (Not Hispanic/ Latino)	23.9%	21.0%	20.8%	34.7%	34.5%	34.6%	20.7%	21.6%	21.7%	8.1%	8.9%	9.3%	12.6%	14.0%	13.6%	16,951	12,849	12,988	1,620	1,411	1,380

Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
Age Group																					
25 and under	35.3%	33.4%	32.2%	46.3%	48.6%	46.8%	10.9%	10.1%	12.6%	3.6%	3.6%	4.7%	3.9%	4.2%	3.7%	3,520	2,525	2,488	229	205	188
26-29	32.3%	29.9%	28.7%	44.6%	43.5%	44.5%	13.5%	15.0%	14.3%	4.3%	5.4%	5.9%	5.3%	6.2%	6.6%	11,647	10,127	11,128	1,046	1,054	1,230
30-39	27.9%	25.7%	24.5%	43.3%	43.4%	43.0%	16.0%	17.1%	17.8%	5.5%	5.9%	6.4%	7.3%	8.0%	8.4%	81,019	66,527	65,270	8,289	7,829	7,671
40-49	26.2%	24.4%	23.5%	41.5%	41.4%	41.3%	18.2%	18.8%	19.4%	5.9%	6.3%	6.5%	8.2%	9.1%	9.3%	110,787	94,359	98,644	9,968	9,174	9,594
50-59	25.8%	24.5%	22.9%	41.8%	41.0%	41.3%	19.1%	19.9%	20.5%	5.9%	6.5%	6.9%	7.4%	8.1%	8.4%	155,374	130,633	136,837	12,957	11,776	12,377
60+	24.9%	24.2%	22.4%	41.9%	41.0%	42.2%	20.7%	20.9%	21.6%	6.0%	6.7%	6.8%	6.7%	7.2%	7.1%	71,828	56,430	58,703	5,632	4,915	4,904
Level of Education																					
Less than High School	24.9%	19.6%	20.8%	37.2%	42.8%	37.8%	27.7%	21.2%	30.4%	3.6%	4.8%	3.8%	6.5%	11.6%	7.2%	406	333	373	32	24	28
H.S. Diploma/ GED or equiv	21.9%	21.3%	19.6%	43.5%	44.3%	43.5%	22.9%	21.6%	23.4%	5.1%	5.6%	6.0%	6.6%	7.1%	7.5%	18,117	14,921	17,791	1,247	1,182	1,383
Trade/Technical Certificate	20.3%	19.3%	17.6%	41.2%	41.5%	40.3%	22.5%	22.6%	24.6%	7.4%	7.7%	7.7%	8.7%	8.9%	9.8%	9,983	7,554	8,789	751	567	732
Some College (no degree)	23.0%	21.2%	20.3%	40.0%	39.2%	39.4%	22.2%	23.2%	23.5%	6.3%	6.9%	7.1%	8.5%	9.4%	9.8%	57,679	47,984	54,999	4,628	4,311	4,796
Associate's Degree	22.3%	21.7%	21.3%	41.6%	39.9%	39.8%	21.0%	21.7%	22.0%	6.3%	7.1%	7.4%	8.8%	9.6%	9.5%	32,734	25,348	28,570	2,580	2,246	2,565
Bachelor's Degree	27.4%	25.5%	24.1%	43.3%	43.0%	43.2%	17.0%	17.8%	18.3%	5.5%	6.1%	6.5%	6.9%	7.6%	7.9%	141,728	119,597	122,957	12,574	11,676	12,122
Master's Degree	30.0%	28.1%	27.0%	42.1%	41.7%	42.5%	15.3%	16.1%	16.1%	5.6%	6.0%	6.4%	7.0%	8.0%	8.0%	109,249	92,070	89,037	9,684	9,002	8,636
Doctoral/ Professional Degree	33.2%	32.1%	30.4%	42.7%	43.0%	43.7%	13.2%	13.6%	14.2%	4.8%	4.9%	5.1%	6.1%	6.4%	6.5%	48,003	39,763	36,993	4,642	4,085	3,831
Pay Category																					
Federal Wage System	19.5%	18.4%	17.3%	38.8%	38.7%	38.7%	22.4%	23.0%	23.8%	7.6%	8.4%	8.5%	11.8%	11.6%	11.6%	12,248	8,843	11,744	770	653	835
GS 1-6	21.6%	20.8%	19.3%	38.9%	39.0%	39.6%	22.1%	22.3%	22.9%	6.7%	7.2%	7.4%	10.7%	10.7%	10.8%	25,365	17,076	20,031	1,921	1,425	1,770
GS 7-12	24.5%	22.7%	21.5%	42.7%	42.0%	41.6%	19.2%	20.1%	20.8%	6.0%	6.6%	7.1%	7.7%	8.7%	9.0%	175,812	137,581	149,749	16,194	14,475	15,754
GS 13-15	32.5%	30.9%	29.4%	43.1%	43.1%	43.7%	14.3%	14.9%	15.3%	4.9%	5.2%	5.4%	5.2%	6.0%	6.2%	168,987	154,043	147,807	14,743	14,318	13,663
SES	64.0%	64.7%	59.8%	27.7%	27.1%	31.1%	4.9%	4.4%	5.3%	1.6%	2.0%	1.9%	1.9%	1.9%	1.9%	5,642	5,714	5,651	32	35	45
SL/ST	39.2%	36.0%	35.4%	38.8%	42.7%	43.3%	11.8%	14.2%	11.8%	3.6%	3.7%	3.8%	6.5%	3.6%	5.8%	1,904	1,473	1,464	101	80	64
Other	24.1%	22.5%	21.8%	42.7%	41.1%	42.8%	19.4%	20.7%	20.3%	5.9%	6.7%	6.6%	8.0%	9.0%	8.5%	28,513	23,336	23,311	2,566	2,300	2,207

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
Time in Federal Government																					
< 1 year	38.9%	36.7%	37.3%	46.0%	45.7%	45.0%	10.7%	12.6%	12.1%	2.2%	2.5%	3.3%	2.2%	2.5%	2.3%	8,064	6,130	5,342	915	686	675
1-3 years	31.9%	29.5%	28.2%	43.8%	43.9%	44.4%	15.0%	16.4%	16.7%	4.2%	4.6%	5.1%	5.1%	5.7%	5.6%	41,563	27,056	25,572	3,605	2,699	2,581
4-5 years	27.7%	26.1%	25.4%	42.3%	42.7%	42.8%	17.2%	17.8%	18.1%	5.4%	5.6%	6.1%	7.4%	7.8%	7.6%	27,574	27,155	37,071	2,493	2,773	3,887
6-10 years	26.2%	24.2%	22.8%	42.4%	41.8%	41.8%	17.8%	19.0%	19.4%	5.8%	6.5%	7.1%	7.8%	8.5%	8.9%	99,044	82,578	79,171	9,306	8,686	8,247
11-14 years	25.1%	23.3%	22.1%	41.3%	40.7%	41.0%	18.8%	19.7%	20.0%	6.5%	7.0%	7.0%	8.4%	9.3%	9.9%	58,342	49,698	51,606	5,300	4,827	4,919
15-20 years	24.5%	23.5%	21.8%	40.7%	39.9%	40.8%	19.6%	19.5%	20.2%	6.4%	7.1%	7.1%	8.8%	10.0%	10.2%	60,973	47,097	44,567	5,081	4,267	3,976
> 20 years	25.9%	25.0%	23.4%	42.2%	41.5%	41.6%	19.0%	19.3%	20.3%	6.0%	6.4%	6.6%	7.0%	7.8%	8.0%	123,863	109,066	117,127	9,735	9,422	10,178
Time with Current Agency																					
< 1 year	37.0%	34.2%	34.2%	43.7%	43.8%	43.3%	12.8%	14.7%	14.5%	2.9%	3.5%	4.0%	3.6%	3.9%	4.0%	14,651	11,631	10,470	1,766	1,438	1,378
1-3 years	30.5%	28.1%	26.9%	42.8%	42.5%	42.9%	15.9%	17.1%	17.5%	4.9%	5.2%	5.8%	5.9%	7.1%	7.0%	63,981	43,134	40,342	5,641	4,272	4,046
4-5 years	26.4%	24.6%	24.1%	41.3%	41.9%	41.8%	18.0%	18.1%	18.7%	6.1%	6.6%	6.8%	8.2%	8.8%	8.7%	34,749	34,487	45,108	2,950	3,457	4,619
6-10 years	25.2%	23.0%	22.0%	41.9%	41.4%	41.2%	18.4%	19.5%	20.1%	6.1%	6.7%	7.2%	8.4%	9.2%	9.5%	103,703	88,360	86,636	9,644	9,095	8,734
11-20 years	24.3%	23.4%	22.0%	41.5%	40.6%	41.3%	19.5%	19.9%	20.3%	6.4%	7.0%	6.9%	8.3%	9.1%	9.5%	108,805	89,833	90,352	9,221	8,192	8,152
> 20 years	27.2%	26.6%	24.5%	42.9%	42.4%	43.0%	18.1%	18.3%	19.3%	5.5%	5.9%	6.2%	6.3%	6.7%	7.0%	92,187	80,162	86,481	7,090	6,796	7,400
Leaving																					
No	31.4%	29.9%	28.2%	45.3%	45.1%	45.3%	15.6%	16.5%	17.4%	3.9%	4.4%	4.6%	3.8%	4.1%	4.5%	291,591	237,035	241,104	23,172	20,653	21,120
Yes, to retire	22.3%	22.0%	21.3%	43.1%	42.3%	42.6%	21.6%	21.2%	21.6%	6.4%	7.0%	7.2%	6.6%	7.5%	7.3%	26,397	20,403	22,137	1,984	1,667	1,766
Yes, to other job in Govt	17.0%	15.6%	14.9%	34.8%	34.4%	34.7%	22.9%	23.1%	22.8%	9.9%	10.4%	11.0%	15.4%	16.5%	16.6%	63,457	62,809	65,530	6,941	7,316	7,506
Yes, to other job outside Govt	18.4%	16.0%	16.1%	36.5%	35.6%	35.4%	19.5%	20.1%	20.7%	9.6%	9.5%	10.9%	16.1%	18.8%	16.9%	17,466	12,136	14,043	1,860	1,554	1,749
Yes, other	13.3%	12.2%	11.8%	31.5%	31.5%	31.9%	25.2%	25.0%	25.8%	10.7%	11.2%	10.5%	19.3%	20.2%	20.1%	19,645	15,756	17,000	2,412	2,110	2,205
Retiring																					
Within 1 year	22.8%	22.2%	21.3%	41.8%	42.2%	41.8%	20.6%	20.6%	20.5%	6.7%	6.5%	7.7%	8.0%	8.5%	8.6%	15,837	12,387	13,649	1,217	1,043	1,086
Between 1-3 years	24.1%	22.9%	21.7%	42.3%	41.5%	42.4%	20.6%	21.0%	21.6%	6.0%	7.0%	6.6%	7.0%	7.6%	7.7%	43,596	34,676	36,661	3,415	3,001	2,999
Between 3-5 years	25.0%	24.0%	21.9%	42.0%	41.3%	41.7%	19.4%	20.4%	21.2%	6.4%	6.7%	7.1%	7.3%	7.6%	8.2%	47,311	38,632	39,845	3,699	3,151	3,346
5 or more years	27.7%	25.8%	24.6%	42.3%	41.9%	42.0%	17.2%	18.0%	18.6%	5.5%	6.1%	6.5%	7.3%	8.2%	8.4%	309,516	260,149	266,960	27,682	25,732	26,484

Report by Demographics

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.5%	25.0%	23.6%	42.2%	41.7%	41.9%	18.2%	18.9%	19.5%	5.7%	6.3%	6.6%	7.4%	8.1%	8.3%	435,144	361,746	374,659	38,233	35,073	36,134
Self-Identify as:																					
Heterosexual	27.8%	26.1%	24.7%	42.8%	42.4%	42.6%	17.2%	18.0%	18.5%	5.4%	6.0%	6.3%	6.8%	7.5%	7.8%	336,445	279,863	290,679	26,933	24,785	25,622
LGBT*	27.6%	26.6%	25.2%	39.4%	38.1%	38.6%	16.0%	17.3%	17.6%	7.5%	7.3%	7.7%	9.5%	10.7%	10.8%	12,375	10,218	10,072	1,137	1,045	947
Prefer not to say	20.4%	18.8%	17.9%	38.9%	38.0%	38.2%	23.2%	23.3%	24.3%	7.2%	8.1%	7.9%	10.4%	11.7%	11.8%	50,755	41,490	42,430	5,833	5,178	5,413
Military Service																					
No Prior Military Service	26.6%	25.2%	23.8%	43.9%	43.4%	43.6%	17.6%	18.3%	19.0%	5.4%	5.9%	6.1%	6.5%	7.2%	7.5%	297,054	250,895	254,433	26,886	25,037	25,528
Currently in Guard/Reserves	31.6%	28.7%	27.0%	39.9%	40.6%	40.9%	15.4%	15.3%	16.6%	5.5%	5.8%	6.3%	7.6%	9.7%	9.2%	6,963	5,723	6,516	442	402	459
Retired Separated/Discharged	30.3%	28.6%	27.3%	41.3%	40.6%	41.4%	16.8%	18.0%	17.9%	5.2%	5.8%	6.4%	6.3%	7.0%	7.0%	46,657	36,871	40,360	2,945	2,446	2,766
Disability																					
Yes	24.4%	22.5%	21.5%	35.3%	34.7%	34.3%	19.9%	20.6%	21.0%	7.9%	8.6%	9.1%	12.5%	13.7%	14.1%	64,009	47,149	48,990	5,114	4,110	4,213
No	27.4%	25.8%	24.4%	43.8%	43.3%	43.5%	17.4%	18.2%	18.9%	5.2%	5.8%	6.1%	6.1%	6.9%	7.2%	351,085	297,977	307,841	30,615	28,614	29,492

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
Work Location																					
Headquarters	26.8%	24.5%	23.7%	52.1%	52.3%	52.8%	14.8%	16.0%	16.3%	4.0%	4.5%	4.6%	2.2%	2.7%	2.6%	175,156	152,637	153,090	2,797	2,731	2,894
Field	22.5%	20.5%	19.6%	52.5%	52.0%	51.9%	16.8%	17.6%	18.5%	5.1%	5.9%	6.0%	3.1%	3.9%	3.9%	275,017	225,133	235,362	4,352	4,047	4,329
Supervisory Status																					
Non-Supervisor	22.6%	20.4%	19.5%	52.5%	52.0%	52.1%	17.0%	18.3%	18.9%	4.8%	5.5%	5.6%	3.0%	3.7%	3.9%	296,947	246,909	254,325	6,010	5,715	6,031
Team Leader	22.6%	20.5%	20.0%	53.1%	53.2%	52.7%	16.4%	17.4%	17.8%	5.2%	5.5%	6.2%	2.7%	3.4%	3.3%	57,026	48,755	52,531	681	654	714
Supervisor	27.0%	25.1%	24.2%	53.4%	53.7%	54.1%	13.7%	13.6%	14.6%	3.9%	4.9%	4.8%	1.9%	2.7%	2.3%	62,403	51,746	51,948	409	383	404
Manager	34.1%	32.1%	31.1%	49.9%	50.7%	50.6%	10.6%	10.9%	11.8%	3.8%	4.2%	4.2%	1.7%	2.0%	2.2%	28,529	24,612	24,213	96	68	99
Senior Leader	50.6%	47.5%	44.4%	38.3%	38.7%	42.6%	7.0%	8.4%	8.3%	2.3%	3.4%	3.4%	1.8%	2.0%	1.3%	8,100	8,060	8,015	20	24	28
Sex																					
Male	25.3%	22.6%	21.8%	51.7%	51.7%	51.5%	15.3%	16.3%	17.0%	4.9%	5.6%	5.9%	2.8%	3.8%	3.8%	229,640	193,575	201,828	2,938	2,831	2,987
Female	22.7%	21.3%	20.4%	53.4%	52.9%	53.2%	16.9%	18.0%	18.5%	4.4%	4.9%	4.9%	2.6%	2.9%	3.0%	216,747	181,055	184,178	4,008	3,768	4,057
Hispanic or Latino																					
Yes	23.9%	22.2%	21.5%	49.6%	48.4%	48.2%	17.9%	18.3%	18.6%	4.9%	6.1%	6.6%	3.7%	5.0%	5.1%	38,967	32,922	33,216	598	556	604
No	24.3%	22.1%	21.2%	52.8%	52.7%	52.8%	15.7%	16.8%	17.5%	4.6%	5.2%	5.3%	2.6%	3.2%	3.2%	403,102	337,956	349,120	6,208	5,928	6,314
Race																					
American Indian/ Alaska Native	18.4%	16.8%	17.8%	47.1%	47.4%	45.9%	23.6%	22.2%	23.9%	6.3%	6.9%	7.1%	4.5%	6.7%	5.2%	9,167	7,633	8,164	176	168	178
Asian	24.2%	23.0%	22.1%	53.2%	52.5%	53.7%	16.3%	17.3%	17.7%	3.8%	4.1%	3.7%	2.5%	3.0%	2.7%	21,696	19,177	18,279	328	310	350
Black/African American	24.6%	22.9%	22.2%	51.6%	51.9%	51.4%	17.2%	17.6%	18.6%	3.7%	4.1%	4.2%	2.9%	3.5%	3.6%	62,988	56,490	58,601	1,281	1,277	1,318
Native Hawaiian/ Pacific Islander	20.2%	20.8%	20.2%	50.4%	49.7%	48.9%	20.1%	19.5%	20.2%	5.1%	5.4%	6.4%	4.2%	4.6%	4.2%	2,696	2,170	2,416	54	29	50
White	24.8%	22.4%	21.4%	53.0%	52.8%	53.0%	14.9%	16.1%	16.7%	4.8%	5.6%	5.7%	2.5%	3.1%	3.2%	314,138	259,966	269,167	4,197	4,001	4,277
Two or more races (Not Hispanic/ Latino)	21.4%	19.3%	18.6%	49.5%	47.8%	48.5%	19.1%	20.7%	20.8%	5.8%	6.4%	6.8%	4.2%	5.9%	5.3%	18,247	14,022	14,058	426	350	370

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
Age Group																					
25 and under	29.3%	28.3%	26.7%	52.8%	54.1%	54.1%	12.1%	12.3%	12.9%	3.8%	2.8%	3.5%	1.9%	2.5%	2.9%	3,706	2,703	2,650	49	42	25
26-29	26.4%	23.1%	21.5%	53.4%	52.7%	53.6%	13.5%	15.3%	15.2%	4.2%	5.4%	5.8%	2.5%	3.4%	3.9%	12,578	11,064	12,196	143	138	180
30-39	22.7%	20.2%	19.5%	52.7%	53.0%	52.6%	16.3%	17.1%	17.5%	5.2%	5.7%	6.2%	3.1%	4.0%	4.2%	88,354	73,473	71,818	1,209	1,204	1,255
40-49	23.1%	21.2%	20.5%	52.4%	52.0%	52.0%	16.4%	17.1%	18.0%	5.0%	5.7%	5.7%	3.0%	3.9%	3.9%	119,494	102,462	106,636	1,804	1,762	1,981
50-59	24.5%	22.5%	21.6%	52.5%	52.3%	52.4%	16.3%	17.1%	18.0%	4.2%	5.1%	5.1%	2.5%	3.0%	2.9%	166,348	140,972	147,157	2,868	2,660	2,759
60+	24.7%	23.0%	21.8%	51.5%	50.5%	51.5%	16.9%	18.6%	18.9%	4.6%	5.0%	5.0%	2.5%	3.0%	2.8%	76,308	60,573	62,625	1,511	1,352	1,420
Level of Education																					
Less than High School	24.8%	22.1%	20.2%	48.2%	46.9%	42.7%	19.0%	22.8%	24.1%	3.8%	2.4%	6.2%	4.3%	5.7%	6.7%	422	341	393	19	16	15
H.S. Diploma/ GED or equiv	22.8%	21.8%	21.0%	52.0%	52.5%	51.9%	18.0%	18.3%	18.9%	3.7%	4.1%	4.4%	3.4%	3.3%	3.7%	19,144	15,927	18,891	305	323	380
Trade/Technical Certificate	20.3%	19.7%	18.8%	52.4%	50.6%	50.4%	19.7%	20.6%	21.2%	4.6%	5.5%	6.2%	2.9%	3.5%	3.4%	10,586	8,036	9,374	182	144	171
Some College (no degree)	22.8%	20.9%	20.6%	51.3%	50.9%	50.7%	18.2%	19.2%	19.4%	4.8%	5.0%	5.3%	3.0%	4.0%	4.0%	61,522	51,654	58,868	1,110	1,072	1,194
Associate's Degree	21.6%	21.3%	20.4%	52.5%	50.6%	51.2%	18.2%	18.5%	19.0%	4.8%	5.6%	5.6%	3.0%	4.0%	3.8%	34,905	27,287	30,633	614	541	651
Bachelor's Degree	23.9%	21.4%	20.7%	53.0%	52.9%	52.9%	15.7%	16.6%	17.3%	4.8%	5.6%	5.6%	2.7%	3.5%	3.5%	152,492	129,774	133,062	2,499	2,398	2,498
Master's Degree	26.0%	23.5%	22.3%	52.9%	53.1%	53.5%	14.2%	15.3%	16.0%	4.5%	5.1%	5.4%	2.4%	2.9%	2.8%	117,737	100,136	96,442	1,637	1,557	1,576
Doctoral/ Professional Degree	27.5%	24.4%	23.1%	50.8%	51.4%	51.7%	13.9%	15.0%	15.9%	4.9%	6.1%	6.0%	2.9%	3.2%	3.2%	52,179	43,496	40,384	638	611	616
Pay Category																					
Federal Wage System	19.6%	17.4%	18.0%	51.3%	51.8%	51.3%	20.1%	20.7%	21.3%	5.3%	5.7%	5.8%	3.7%	4.4%	3.7%	12,873	9,410	12,436	220	160	207
GS 1-6	21.5%	20.3%	19.7%	48.8%	49.5%	49.2%	20.1%	20.5%	21.1%	5.5%	5.3%	5.7%	4.1%	4.5%	4.3%	26,840	18,163	21,356	588	472	533
GS 7-12	22.8%	21.0%	20.1%	53.1%	52.3%	52.2%	16.6%	17.7%	18.2%	4.7%	5.4%	5.6%	2.8%	3.6%	3.9%	189,344	149,873	162,451	3,517	3,309	3,673
GS 13-15	27.6%	24.9%	23.7%	52.9%	53.2%	53.4%	13.1%	14.1%	14.9%	4.3%	5.1%	5.2%	2.1%	2.7%	2.7%	182,172	167,090	159,814	2,313	2,365	2,362
SES	56.1%	55.1%	52.1%	34.4%	36.7%	38.2%	6.0%	5.2%	6.6%	2.4%	2.1%	2.1%	1.2%	0.9%	1.0%	5,664	5,767	5,705	8	4	8
SL/ST	30.5%	28.1%	25.6%	45.7%	48.8%	46.8%	13.7%	14.7%	16.8%	5.9%	5.7%	7.4%	4.2%	2.6%	3.4%	1,990	1,553	1,529	13	12	11
Other	20.8%	18.5%	18.3%	52.2%	51.3%	52.9%	18.7%	19.6%	19.7%	5.0%	6.4%	5.7%	3.3%	4.3%	3.4%	30,806	25,435	25,198	398	404	373

SOURCE: Federal Employee Viewpoint Survey

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

Page 154

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
Time in Federal Government																					
< 1 year	35.5%	32.5%	31.9%	50.8%	53.0%	52.2%	9.7%	11.2%	11.4%	2.7%	2.1%	3.1%	1.3%	1.3%	1.3%	8,848	6,738	5,930	156	116	96
1-3 years	28.1%	25.3%	24.6%	52.7%	53.1%	52.9%	13.6%	14.9%	15.1%	3.6%	4.3%	4.8%	2.1%	2.4%	2.5%	44,735	29,521	27,816	567	398	411
4-5 years	24.2%	22.3%	21.6%	51.1%	53.0%	53.0%	16.7%	16.5%	17.2%	5.1%	5.1%	5.3%	2.9%	3.1%	3.0%	29,785	29,642	40,366	424	470	678
6-10 years	22.7%	20.7%	19.6%	52.8%	52.2%	52.4%	16.5%	17.7%	18.2%	5.0%	5.6%	5.9%	2.9%	3.8%	3.9%	107,144	90,146	86,158	1,640	1,612	1,558
11-14 years	22.4%	20.1%	19.2%	52.4%	51.6%	52.1%	17.0%	18.1%	18.7%	5.2%	6.1%	5.9%	3.0%	4.1%	4.1%	62,897	53,945	55,632	996	944	1,045
15-20 years	22.2%	20.5%	19.6%	52.1%	50.9%	50.6%	17.2%	18.2%	19.0%	5.3%	6.1%	6.3%	3.3%	4.3%	4.5%	65,315	50,801	47,725	1,051	933	968
> 20 years	24.6%	22.9%	21.8%	52.4%	52.3%	52.3%	16.1%	16.7%	17.8%	4.3%	5.1%	5.2%	2.5%	3.1%	3.0%	131,973	117,269	125,661	2,276	2,275	2,428
Time with Current Agency																					
< 1 year	34.1%	31.3%	30.7%	50.2%	51.5%	51.4%	11.0%	12.8%	12.8%	3.2%	2.8%	3.4%	1.6%	1.7%	1.7%	16,140	12,884	11,645	330	277	230
1-3 years	27.4%	24.6%	23.7%	52.1%	52.4%	52.4%	14.3%	15.6%	16.1%	4.0%	4.6%	4.9%	2.3%	2.7%	2.9%	68,870	46,955	43,783	957	726	726
4-5 years	23.6%	21.5%	20.9%	51.4%	52.8%	52.6%	16.9%	17.0%	17.6%	5.2%	5.3%	5.7%	3.0%	3.4%	3.2%	37,308	37,501	48,961	564	625	909
6-10 years	22.0%	19.8%	19.2%	52.9%	52.2%	52.3%	17.0%	18.1%	18.4%	5.1%	5.9%	5.9%	3.1%	4.0%	4.1%	112,060	96,305	93,929	1,787	1,769	1,764
11-20 years	22.2%	20.4%	19.8%	52.5%	51.4%	51.3%	17.1%	18.1%	18.8%	5.2%	6.0%	5.9%	3.0%	4.1%	4.1%	116,695	96,987	97,072	1,869	1,733	1,793
> 20 years	25.0%	23.5%	21.8%	52.7%	52.5%	52.9%	15.7%	16.2%	17.3%	4.2%	5.0%	5.2%	2.5%	2.8%	2.8%	98,184	86,163	92,732	1,571	1,568	1,721
Leaving																					
No	28.9%	26.8%	25.7%	54.4%	54.6%	54.9%	12.4%	13.4%	14.1%	2.9%	3.5%	3.6%	1.3%	1.7%	1.8%	312,268	255,883	259,344	3,696	3,458	3,696
Yes, to retire	20.7%	19.6%	19.2%	52.4%	51.9%	51.1%	18.6%	19.5%	20.2%	5.3%	5.5%	6.0%	3.0%	3.6%	3.5%	27,975	21,833	23,605	525	447	471
Yes, to other job in Govt	14.4%	13.0%	12.4%	49.7%	48.8%	48.5%	22.9%	23.6%	24.2%	8.1%	8.4%	8.8%	4.9%	6.1%	6.1%	69,106	68,877	71,525	1,684	1,798	1,916
Yes, to other job outside Govt	11.8%	9.1%	9.1%	43.8%	42.2%	43.1%	24.6%	25.7%	25.6%	11.1%	12.6%	12.7%	8.6%	10.4%	9.5%	19,016	13,416	15,446	429	379	411
Yes, other	10.9%	9.4%	9.3%	43.2%	42.8%	42.5%	28.4%	28.0%	27.9%	9.6%	10.7%	11.1%	8.0%	9.1%	9.1%	21,433	17,380	18,638	757	629	641
Retiring																					
Within 1 year	20.8%	19.6%	19.4%	50.7%	50.7%	50.3%	18.5%	19.5%	19.9%	6.0%	5.7%	6.2%	4.0%	4.5%	4.2%	16,819	13,304	14,549	309	256	298
Between 1-3 years	22.5%	20.8%	20.0%	52.4%	51.7%	51.8%	17.7%	18.7%	19.5%	4.7%	5.5%	5.4%	2.6%	3.3%	3.3%	46,394	37,244	39,112	837	748	773
Between 3-5 years	23.6%	21.9%	21.1%	52.8%	51.7%	51.5%	16.5%	17.6%	19.0%	4.6%	5.6%	5.4%	2.5%	3.3%	3.1%	50,454	41,469	42,692	828	727	739
5 or more years	24.6%	22.4%	21.4%	52.5%	52.4%	52.6%	15.6%	16.6%	17.1%	4.6%	5.3%	5.5%	2.7%	3.4%	3.5%	333,538	282,804	289,199	5,020	4,860	5,193

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.9%	21.8%	21.0%	52.4%	52.1%	52.2%	16.3%	17.2%	17.8%	4.7%	5.4%	5.5%	2.8%	3.4%	3.5%	467,844	392,488	404,808	7,610	7,188	7,655
Self-Identify as:																					
Heterosexual	25.3%	23.1%	22.1%	52.9%	53.0%	52.9%	15.0%	16.0%	16.7%	4.4%	4.9%	5.1%	2.4%	3.1%	3.1%	360,054	302,101	312,421	4,858	4,651	5,039
LGBT*	24.3%	22.4%	20.6%	50.4%	49.3%	50.3%	16.3%	17.5%	17.9%	5.5%	6.5%	6.5%	3.6%	4.3%	4.7%	13,354	11,122	10,855	224	203	184
Prefer not to say	17.5%	15.9%	14.9%	49.4%	47.7%	48.5%	22.1%	23.2%	23.5%	6.5%	7.6%	7.5%	4.5%	5.5%	5.6%	55,399	45,685	46,682	1,456	1,337	1,418
Military Service																					
No Prior Military Service	23.2%	21.1%	20.3%	53.1%	52.7%	52.6%	16.3%	17.3%	18.1%	4.7%	5.5%	5.6%	2.7%	3.4%	3.5%	320,171	272,751	275,684	5,152	5,003	5,344
Currently in Guard/Reserves	26.6%	24.2%	23.9%	51.9%	52.4%	52.5%	14.2%	15.3%	14.4%	4.7%	4.3%	5.3%	2.7%	3.8%	3.9%	7,349	6,096	6,914	70	69	79
Retired Separated/Discharged	29.7%	28.2%	26.7%	52.9%	52.7%	54.1%	12.4%	13.6%	13.7%	3.3%	3.5%	3.8%	1.7%	1.9%	1.7%	49,350	39,221	42,867	480	420	420
Disability																					
Yes	24.4%	22.9%	21.8%	48.8%	48.4%	48.6%	17.6%	18.4%	19.0%	5.3%	5.8%	6.2%	3.8%	4.5%	4.4%	68,143	50,533	52,323	1,294	1,100	1,152
No	24.1%	21.9%	21.0%	53.3%	53.0%	53.0%	15.6%	16.6%	17.3%	4.5%	5.2%	5.4%	2.5%	3.2%	3.3%	377,741	323,380	332,752	5,589	5,463	5,825

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

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