

Report by Demographics

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

	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	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
Work Location																		
Headquarters	27.0%	25.2%	24.3%	41.3%	40.5%	40.4%	18.5%	19.5%	20.2%	8.4%	9.3%	9.6%	4.8%	5.5%	5.5%	178,315	155,747	156,528
Field	23.9%	22.5%	21.1%	41.5%	40.8%	40.6%	19.6%	20.2%	21.1%	9.6%	10.4%	11.1%	5.4%	6.1%	6.1%	279,859	229,747	240,382
Supervisory Status																		
Non-Supervisor	23.8%	22.0%	20.7%	41.1%	40.2%	40.1%	20.0%	21.0%	21.7%	9.5%	10.4%	10.9%	5.6%	6.4%	6.5%	303,527	253,309	261,272
Team Leader	22.9%	21.1%	20.6%	42.1%	41.9%	41.2%	20.1%	20.6%	21.5%	9.9%	10.7%	11.2%	5.0%	5.7%	5.6%	57,801	49,508	53,382
Supervisor	27.9%	26.8%	25.5%	43.5%	42.3%	43.3%	16.7%	17.9%	18.0%	8.2%	8.7%	9.3%	3.7%	4.2%	3.8%	62,926	52,254	52,523
Manager	35.4%	35.0%	33.5%	41.7%	41.4%	40.4%	13.3%	12.8%	14.9%	6.5%	7.0%	7.6%	3.2%	3.8%	3.7%	28,659	24,724	24,341
Senior Leader	51.2%	48.0%	46.6%	32.3%	33.8%	34.4%	9.9%	9.6%	10.5%	3.8%	4.6%	5.3%	2.8%	3.9%	3.2%	8,149	8,089	8,055
Sex																		
Male	26.0%	24.1%	22.7%	41.1%	40.4%	40.3%	18.5%	19.4%	20.3%	9.1%	10.0%	10.6%	5.2%	6.1%	6.1%	232,947	196,848	205,364
Female	24.1%	22.9%	22.0%	42.1%	41.3%	41.1%	19.8%	20.5%	21.1%	9.1%	9.9%	10.3%	5.0%	5.5%	5.5%	221,217	185,317	188,941
Hispanic or Latino																		
Yes	26.0%	25.0%	23.3%	40.1%	38.6%	38.3%	19.2%	19.8%	21.3%	9.1%	9.8%	10.0%	5.5%	6.7%	7.2%	39,645	33,604	33,968
No	25.1%	23.5%	22.3%	41.7%	41.0%	40.9%	19.0%	19.8%	20.6%	9.1%	9.9%	10.5%	5.0%	5.7%	5.7%	410,023	344,651	356,508
Race																		
American Indian/ Alaska Native	21.5%	19.8%	19.8%	38.9%	37.2%	38.3%	23.1%	24.6%	24.0%	10.1%	10.3%	10.7%	6.5%	8.2%	7.1%	9,375	7,834	8,371
Asian	27.5%	27.7%	26.2%	43.6%	42.0%	43.5%	18.3%	19.2%	19.3%	6.2%	7.0%	6.7%	4.3%	4.1%	4.3%	22,079	19,556	18,681
Black/African American	25.6%	24.4%	23.5%	41.5%	40.2%	40.3%	19.7%	20.3%	21.3%	7.9%	8.7%	8.7%	5.3%	6.4%	6.3%	64,472	58,004	60,258
Native Hawaiian/ Pacific Islander	24.4%	23.0%	23.0%	38.7%	39.6%	37.9%	22.9%	20.6%	25.2%	7.6%	10.5%	8.8%	6.4%	6.2%	5.1%	2,759	2,212	2,481
White	25.6%	23.9%	22.5%	41.9%	41.2%	41.0%	18.4%	19.2%	19.9%	9.4%	10.2%	11.0%	4.8%	5.5%	5.6%	318,778	264,468	274,106
Two or more races (Not Hispanic/ Latino)	21.1%	19.7%	18.1%	38.3%	36.4%	36.6%	22.0%	22.8%	24.1%	10.9%	12.1%	12.7%	7.6%	9.0%	8.5%	18,709	14,389	14,493

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	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	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
Age Group																		
25 and under	29.2%	29.3%	25.4%	42.4%	43.1%	45.2%	16.0%	15.1%	16.5%	7.3%	7.8%	9.1%	5.2%	4.8%	3.7%	3,755	2,736	2,668
26-29	27.3%	23.7%	21.4%	42.9%	43.1%	42.9%	16.4%	18.6%	19.0%	8.6%	9.0%	10.1%	4.8%	5.6%	6.7%	12,725	11,200	12,374
30-39	23.9%	22.4%	20.7%	42.3%	41.2%	41.4%	18.8%	19.7%	20.3%	9.3%	10.1%	11.0%	5.7%	6.6%	6.6%	89,497	74,642	73,073
40-49	24.2%	22.7%	21.8%	41.5%	40.6%	40.2%	19.3%	20.1%	20.9%	9.5%	10.2%	10.6%	5.5%	6.4%	6.4%	121,193	104,239	108,707
50-59	25.0%	23.6%	22.5%	41.1%	40.6%	40.2%	19.8%	20.3%	21.4%	9.1%	10.0%	10.5%	4.9%	5.5%	5.4%	169,282	143,849	150,165
60+	25.9%	24.5%	23.7%	40.9%	39.9%	40.4%	20.3%	21.1%	21.5%	8.7%	9.7%	9.7%	4.2%	4.9%	4.8%	77,930	62,073	64,208
Level of Education																		
Less than																		
High School	29.3%	25.8%	30.7%	34.1%	39.3%	37.2%	25.2%	24.3%	20.1%	6.2%	2.9%	4.7%	5.2%	7.6%	7.3%	443	364	413
H.S. Diploma/																		
GED or equiv	25.8%	25.5%	23.5%	42.5%	41.2%	41.5%	19.3%	19.9%	21.1%	7.8%	8.3%	8.7%	4.5%	5.1%	5.2%	19,521	16,324	19,394
Trade/Technical																		
Certificate	23.5%	22.0%	22.2%	41.1%	41.1%	39.8%	21.6%	21.2%	23.2%	8.3%	10.1%	9.5%	5.6%	5.5%	5.2%	10,814	8,215	9,603
Some College																		
(no degree)	23.5%	22.1%	21.2%	40.5%	39.2%	39.6%	21.1%	22.0%	22.2%	9.4%	10.0%	10.7%	5.4%	6.6%	6.4%	62,833	52,918	60,318
Associate's																		
Degree	23.6%	22.5%	21.2%	41.3%	40.2%	40.5%	20.8%	21.2%	21.7%	9.1%	9.9%	10.6%	5.3%	6.1%	6.0%	35,577	27,894	31,411
Bachelor's																		
Degree	24.6%	22.8%	21.6%	42.0%	41.3%	41.0%	18.8%	19.5%	20.6%	9.4%	10.6%	10.7%	5.2%	5.8%	6.1%	155,252	132,426	135,945
Master's Degree																		
Doctoral/	26.0%	24.3%	23.2%	41.8%	41.1%	40.9%	18.1%	19.2%	19.7%	9.1%	9.8%	10.6%	4.9%	5.6%	5.6%	119,528	101,911	98,272
Professional																		
Degree	29.6%	28.1%	26.7%	40.8%	40.3%	40.3%	16.2%	17.2%	17.9%	8.7%	9.1%	10.0%	4.6%	5.4%	5.0%	52,836	44,209	41,046
Pay Category																		
Federal Wage																		
System	20.7%	19.2%	19.3%	40.1%	41.0%	41.1%	22.8%	21.5%	23.3%	10.1%	10.8%	10.3%	6.3%	7.5%	5.9%	13,126	9,602	12,688
GS 1-6																		
GS 7-12	23.4%	22.9%	22.1%	39.8%	39.6%	39.8%	21.4%	21.9%	22.4%	9.2%	9.4%	9.5%	6.2%	6.2%	6.2%	27,543	18,752	22,001
GS 13-15	23.9%	22.3%	20.9%	42.1%	41.2%	40.8%	19.8%	20.6%	21.4%	9.1%	10.1%	10.6%	5.1%	5.9%	6.2%	193,278	153,607	166,744
SES																		
SL/ST	28.2%	26.3%	25.0%	41.8%	41.0%	40.7%	17.0%	18.0%	18.7%	8.7%	9.6%	10.3%	4.4%	5.1%	5.3%	184,693	169,760	162,567
Other	56.8%	57.8%	53.7%	30.0%	29.4%	31.0%	8.1%	7.5%	8.2%	3.2%	3.4%	4.5%	1.9%	1.9%	2.7%	5,687	5,768	5,715
	34.7%	32.2%	30.4%	37.9%	39.7%	38.4%	14.1%	14.7%	19.1%	7.5%	10.1%	8.5%	5.8%	3.4%	3.7%	2,006	1,572	1,539
	22.0%	20.3%	19.9%	40.4%	38.7%	39.9%	20.4%	21.5%	21.5%	10.8%	11.6%	12.1%	6.5%	7.9%	6.6%	31,257	25,899	25,658

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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	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	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
Time in Federal Government																		
< 1 year	39.8%	39.8%	37.3%	41.5%	41.6%	42.7%	11.6%	11.2%	13.0%	4.8%	5.2%	4.7%	2.4%	2.3%	2.3%	9,020	6,861	6,035
1-3 years	31.0%	28.6%	26.8%	42.3%	42.6%	42.7%	16.0%	16.9%	17.9%	6.9%	7.9%	8.6%	3.9%	3.9%	4.0%	45,382	29,982	28,289
4-5 years	25.5%	23.6%	21.6%	41.1%	41.6%	41.6%	19.6%	19.7%	20.8%	8.8%	9.5%	10.4%	5.0%	5.6%	5.5%	30,228	30,160	41,163
6-10 years	23.2%	21.5%	20.5%	41.8%	40.6%	40.9%	19.8%	20.9%	21.3%	9.8%	10.5%	11.0%	5.4%	6.5%	6.4%	108,981	91,992	87,979
11-14 years	22.2%	21.1%	20.1%	41.6%	39.6%	39.8%	20.4%	21.5%	21.6%	10.1%	10.9%	11.6%	5.8%	6.9%	6.9%	64,004	55,005	56,871
15-20 years	22.9%	21.7%	20.9%	40.7%	39.7%	39.3%	20.3%	20.6%	21.7%	10.0%	11.3%	11.1%	6.0%	6.8%	6.9%	66,478	51,881	48,849
> 20 years	25.6%	24.4%	23.4%	41.2%	40.7%	40.0%	19.2%	19.7%	20.8%	9.1%	9.7%	10.3%	4.8%	5.5%	5.5%	134,553	119,873	128,555
Time with Current Agency																		
< 1 year	37.3%	36.3%	34.8%	40.4%	40.5%	41.2%	13.1%	13.4%	14.3%	5.7%	6.3%	5.9%	3.4%	3.5%	3.7%	16,492	13,182	11,910
1-3 years	29.3%	27.2%	25.2%	41.3%	41.0%	41.0%	16.9%	17.9%	18.9%	7.9%	8.8%	9.6%	4.6%	5.1%	5.3%	69,968	47,797	44,621
4-5 years	24.3%	22.1%	20.8%	40.2%	40.8%	40.7%	20.3%	20.5%	21.4%	9.4%	10.3%	10.9%	5.8%	6.4%	6.2%	37,919	38,221	50,021
6-10 years	22.1%	20.3%	19.8%	41.7%	40.3%	40.3%	20.4%	21.5%	21.7%	10.0%	11.1%	11.3%	5.7%	6.8%	6.8%	114,060	98,314	96,005
11-20 years	22.5%	21.5%	20.6%	41.5%	40.0%	40.1%	20.5%	21.0%	21.6%	9.9%	10.9%	11.2%	5.6%	6.6%	6.5%	118,751	98,991	99,185
> 20 years	26.7%	25.9%	24.3%	42.2%	41.8%	41.1%	18.3%	19.0%	20.3%	8.6%	8.9%	9.7%	4.2%	4.5%	4.6%	99,970	87,930	94,752
Leaving																		
No	32.6%	31.0%	29.4%	46.1%	46.1%	46.3%	14.9%	15.6%	16.6%	4.7%	5.3%	5.7%	1.7%	2.1%	2.1%	316,463	259,929	263,866
Yes, to retire	20.9%	20.4%	20.0%	40.9%	39.5%	38.8%	22.3%	22.4%	23.8%	10.7%	11.9%	11.8%	5.3%	5.8%	5.6%	28,609	22,370	24,184
Yes, to other job in Govt	9.0%	8.5%	7.9%	33.0%	31.1%	30.5%	28.2%	28.8%	28.8%	18.2%	18.8%	19.7%	11.6%	12.8%	13.1%	70,951	70,856	73,653
Yes, to other job outside Govt	6.6%	5.8%	5.4%	27.1%	24.0%	23.2%	26.2%	27.4%	27.8%	22.9%	24.4%	25.3%	17.1%	18.4%	18.3%	19,461	13,816	15,889
Yes, other	6.8%	6.1%	5.8%	25.4%	25.1%	25.0%	30.9%	30.4%	31.1%	20.7%	21.3%	21.8%	16.2%	17.0%	16.3%	22,244	18,065	19,375
Retiring																		
Within 1 year	20.8%	20.0%	19.4%	38.5%	37.9%	36.6%	21.1%	22.0%	22.9%	12.2%	12.3%	13.5%	7.4%	7.7%	7.7%	17,191	13,624	14,911
Between 1-3 years	22.6%	21.1%	20.8%	40.9%	40.5%	39.8%	21.4%	21.7%	22.7%	10.1%	11.0%	10.9%	5.1%	5.6%	5.7%	47,365	38,113	40,070
Between 3-5 years	23.9%	22.6%	21.1%	41.4%	40.0%	40.3%	20.5%	21.4%	22.0%	9.3%	10.8%	11.0%	4.9%	5.4%	5.6%	51,396	42,325	43,583
5 or more years	25.9%	24.2%	22.9%	41.8%	41.1%	41.1%	18.5%	19.3%	20.1%	8.8%	9.6%	10.2%	5.0%	5.8%	5.8%	339,063	288,273	295,234

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

	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	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
Self-Identify as:																		
Heterosexual	26.5%	24.9%	23.5%	42.2%	41.5%	41.3%	18.2%	19.0%	19.9%	8.5%	9.3%	9.9%	4.6%	5.3%	5.3%	365,484	307,449	318,480
LGBT*	24.3%	23.1%	22.8%	39.2%	38.0%	37.6%	19.4%	20.2%	19.7%	10.6%	11.5%	12.1%	6.5%	7.1%	7.8%	13,584	11,364	11,064
Prefer not to say	17.5%	16.2%	15.3%	37.7%	36.1%	36.9%	24.6%	25.3%	25.5%	12.4%	13.7%	13.6%	7.8%	8.8%	8.7%	57,006	47,145	48,239
Military Service																		
No Prior Military Service	25.2%	23.7%	22.6%	42.4%	41.7%	41.4%	18.8%	19.5%	20.4%	8.8%	9.6%	10.1%	4.8%	5.5%	5.5%	325,888	278,445	281,951
Currently in Guard/Reserves	26.6%	25.2%	22.7%	39.6%	39.7%	39.9%	17.7%	17.3%	19.3%	9.6%	10.8%	11.5%	6.4%	7.0%	6.6%	7,433	6,172	7,012
Retired Separated/Discharged	27.5%	26.3%	24.7%	42.2%	40.8%	41.6%	18.0%	19.5%	20.2%	8.2%	8.9%	9.0%	4.1%	4.4%	4.4%	49,941	39,725	43,424
Disability																		
Yes	23.8%	22.2%	21.1%	37.5%	37.2%	36.7%	20.9%	21.6%	22.3%	10.5%	11.0%	12.0%	7.3%	7.9%	7.9%	69,589	51,794	53,641
No	25.5%	23.9%	22.6%	42.4%	41.5%	41.4%	18.7%	19.5%	20.3%	8.8%	9.7%	10.1%	4.6%	5.4%	5.5%	383,971	329,598	339,669

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
Work Location																					
Headquarters	16.8%	16.0%	15.1%	28.1%	27.4%	27.1%	26.4%	26.4%	26.9%	15.6%	15.8%	16.7%	13.2%	14.4%	14.3%	165,358	144,402	144,264	13,301	11,565	12,428
Field	14.0%	13.6%	12.3%	26.1%	25.9%	24.9%	27.3%	26.8%	27.7%	17.0%	17.5%	18.4%	15.6%	16.2%	16.6%	258,964	212,664	220,807	21,387	17,413	19,828
Supervisory Status																					
Non-Supervisor	14.7%	14.2%	13.1%	26.9%	26.2%	25.6%	27.0%	26.7%	27.3%	16.4%	16.8%	17.7%	15.0%	16.1%	16.4%	278,294	232,236	237,958	25,794	21,391	23,601
Team Leader	12.8%	11.9%	11.6%	25.3%	25.6%	24.6%	27.5%	26.9%	28.1%	18.1%	18.8%	19.4%	16.3%	16.9%	16.4%	53,407	45,768	48,933	4,480	3,816	4,499
Supervisor	16.0%	15.5%	13.8%	27.6%	27.6%	27.1%	27.0%	27.6%	28.0%	16.4%	16.5%	17.6%	13.0%	12.8%	13.5%	59,714	49,516	49,509	3,343	2,823	3,072
Manager	19.3%	19.3%	16.9%	28.6%	29.1%	27.3%	25.4%	25.6%	27.4%	15.2%	14.2%	16.2%	11.4%	11.7%	12.2%	27,559	23,785	23,304	1,160	986	1,074
Senior Leader	33.0%	30.7%	28.4%	28.6%	29.1%	27.8%	20.7%	21.5%	22.7%	10.0%	10.6%	11.9%	7.7%	8.2%	9.2%	7,965	7,897	7,797	203	215	261
Sex																					
Male	14.2%	13.5%	12.1%	25.4%	24.8%	24.0%	27.2%	27.0%	27.7%	16.9%	17.4%	18.5%	16.3%	17.3%	17.7%	216,799	183,128	190,114	16,530	13,936	15,437
Female	16.5%	16.0%	15.2%	29.0%	28.9%	28.3%	26.5%	26.3%	27.1%	15.7%	15.9%	16.6%	12.3%	12.8%	12.7%	203,940	170,938	172,672	17,728	14,713	16,487
Hispanic or Latino																					
Yes	21.3%	20.9%	19.9%	26.9%	27.6%	26.7%	23.6%	22.6%	23.8%	13.4%	13.3%	13.3%	14.7%	15.6%	16.3%	36,933	31,295	31,373	2,781	2,334	2,623
No	14.5%	13.9%	12.7%	27.0%	26.5%	25.8%	27.3%	27.2%	27.8%	16.7%	17.1%	18.2%	14.5%	15.3%	15.4%	379,740	319,226	328,012	31,044	25,934	28,870
Race																					
American Indian/ Alaska Native	17.0%	17.0%	16.8%	25.1%	25.0%	24.6%	27.2%	25.5%	25.5%	14.2%	14.2%	15.9%	16.5%	18.3%	17.1%	8,643	7,218	7,700	751	624	687
Asian	26.0%	26.2%	24.8%	36.3%	35.1%	36.3%	21.3%	20.4%	20.8%	7.9%	9.6%	9.2%	8.5%	8.6%	8.9%	20,716	18,348	17,424	1,408	1,212	1,289
Black/African American	19.9%	19.3%	18.5%	30.2%	30.2%	29.5%	26.1%	25.4%	26.7%	11.9%	12.3%	12.3%	11.9%	12.8%	12.9%	59,744	53,586	55,410	4,897	4,563	4,937
Native Hawaiian/ Pacific Islander	20.5%	23.5%	20.9%	28.5%	27.7%	30.1%	25.7%	24.9%	23.1%	11.1%	11.6%	11.9%	14.3%	12.2%	14.0%	2,577	2,061	2,283	179	155	195
White	13.3%	12.6%	11.4%	26.0%	25.5%	24.6%	27.7%	27.6%	28.2%	18.1%	18.3%	19.7%	15.0%	15.9%	16.1%	295,813	245,644	252,583	23,508	19,180	21,765
Two or more races (Not Hispanic/ Latino)	13.7%	12.5%	12.1%	22.3%	22.6%	21.4%	25.2%	25.6%	27.2%	17.5%	18.3%	18.6%	21.3%	21.0%	20.6%	17,013	13,056	13,096	1,713	1,345	1,399

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
Age Group																					
25 and under	21.1%	21.8%	18.8%	30.8%	31.6%	30.7%	21.7%	21.2%	23.3%	15.1%	13.6%	14.7%	11.3%	11.8%	12.4%	3,430	2,500	2,452	323	240	224
26-29	17.7%	15.8%	14.1%	28.7%	27.5%	26.0%	23.0%	22.4%	23.2%	16.6%	19.2%	19.9%	14.1%	15.0%	16.9%	11,670	10,337	11,333	1,057	872	1,034
30-39	14.6%	14.0%	12.8%	25.4%	25.4%	24.3%	24.0%	23.4%	24.3%	18.1%	18.9%	19.7%	17.9%	18.4%	18.9%	82,592	68,920	66,931	7,012	5,791	6,215
40-49	14.6%	14.2%	13.0%	25.9%	25.4%	25.2%	26.1%	26.1%	26.7%	17.5%	17.3%	18.1%	15.9%	17.0%	16.9%	112,251	96,607	100,024	9,193	7,779	8,808
50-59	14.7%	14.2%	13.2%	27.2%	26.9%	25.9%	28.8%	28.7%	29.5%	15.9%	16.0%	17.1%	13.4%	14.1%	14.3%	157,108	133,368	138,434	12,517	10,722	11,925
60+	15.8%	15.3%	14.1%	28.8%	27.9%	27.9%	30.3%	29.8%	30.7%	14.1%	15.1%	15.6%	11.1%	11.9%	11.7%	71,976	57,272	58,834	6,145	4,907	5,435
Level of Education																					
Less than																					
High School	29.4%	27.9%	29.7%	24.8%	23.9%	28.6%	25.0%	27.6%	16.9%	9.7%	11.8%	10.2%	11.1%	8.8%	14.7%	418	341	386	24	20	28
H.S. Diploma/	17.2%	18.1%	16.3%	28.0%	27.5%	27.5%	28.7%	27.7%	28.5%	12.9%	13.4%	14.3%	13.2%	13.3%	13.4%	18,250	15,243	18,089	1,323	1,094	1,317
GED or equiv	14.0%	14.2%	13.5%	25.5%	26.8%	24.5%	30.1%	28.3%	30.4%	15.9%	15.4%	16.3%	14.5%	15.3%	15.2%	9,971	7,563	8,823	852	660	784
Trade/Technical	15.2%	14.6%	13.7%	25.3%	24.6%	24.7%	28.5%	28.5%	28.9%	15.6%	15.9%	16.4%	15.4%	16.4%	16.3%	58,176	48,865	55,462	4,740	4,132	4,899
Certificate	15.1%	14.8%	13.5%	25.6%	24.6%	25.3%	28.0%	28.0%	28.3%	15.9%	16.4%	17.2%	15.4%	16.2%	15.8%	32,781	25,734	28,869	2,876	2,198	2,569
Some College	14.7%	14.1%	12.9%	27.2%	27.2%	25.8%	26.6%	26.1%	27.0%	16.8%	17.2%	18.5%	14.7%	15.4%	15.9%	144,252	123,045	125,233	11,274	9,560	10,851
(no degree)	15.4%	14.3%	13.2%	27.5%	26.9%	26.5%	25.6%	25.7%	26.3%	17.1%	17.8%	18.7%	14.4%	15.3%	15.4%	111,250	94,908	90,767	8,504	7,187	7,647
Associate's	15.2%	15.0%	13.3%	28.7%	28.4%	26.7%	25.6%	25.3%	26.8%	17.3%	17.1%	18.3%	13.2%	14.3%	14.8%	48,071	40,308	37,108	4,894	3,958	3,994
Degree																					
Degree	13.2%	12.5%	12.4%	22.6%	22.3%	23.0%	27.6%	28.5%	28.0%	17.4%	17.3%	18.6%	19.2%	19.3%	18.0%	12,194	8,875	11,664	947	730	1,024
Master's Degree	19.1%	18.8%	18.5%	28.1%	28.2%	27.3%	25.7%	24.8%	26.4%	13.0%	13.8%	13.7%	14.1%	14.4%	14.1%	25,119	17,077	20,030	2,470	1,678	2,015
Doctoral/	14.8%	14.1%	13.0%	26.5%	26.2%	25.6%	27.4%	27.1%	27.9%	16.6%	16.9%	17.4%	14.8%	15.6%	16.1%	177,586	141,026	152,067	16,029	12,786	14,818
Professional	15.0%	14.3%	12.6%	27.9%	27.5%	26.3%	26.5%	26.6%	27.2%	17.0%	17.2%	18.9%	13.6%	14.4%	15.0%	172,723	158,871	150,920	12,311	11,173	11,824
Degree	37.9%	38.9%	33.6%	29.2%	31.4%	29.4%	18.4%	16.4%	20.1%	8.9%	7.7%	10.3%	5.7%	5.6%	6.6%	5,562	5,645	5,550	137	137	168
Other	20.2%	18.0%	17.2%	29.4%	30.6%	25.1%	23.5%	21.2%	25.6%	13.8%	18.3%	19.3%	13.1%	11.9%	12.8%	1,851	1,466	1,439	165	109	102
Pay Category	13.2%	13.1%	12.0%	26.4%	24.7%	24.9%	27.0%	26.1%	27.2%	17.1%	18.1%	19.1%	16.3%	18.0%	16.8%	28,817	23,663	23,453	2,514	2,274	2,251
Federal Wage																					
System	13.2%	12.5%	12.4%	22.6%	22.3%	23.0%	27.6%	28.5%	28.0%	17.4%	17.3%	18.6%	19.2%	19.3%	18.0%	12,194	8,875	11,664	947	730	1,024
GS 1-6	19.1%	18.8%	18.5%	28.1%	28.2%	27.3%	25.7%	24.8%	26.4%	13.0%	13.8%	13.7%	14.1%	14.4%	14.1%	25,119	17,077	20,030	2,470	1,678	2,015
GS 7-12	14.8%	14.1%	13.0%	26.5%	26.2%	25.6%	27.4%	27.1%	27.9%	16.6%	16.9%	17.4%	14.8%	15.6%	16.1%	177,586	141,026	152,067	16,029	12,786	14,818
GS 13-15	15.0%	14.3%	12.6%	27.9%	27.5%	26.3%	26.5%	26.6%	27.2%	17.0%	17.2%	18.9%	13.6%	14.4%	15.0%	172,723	158,871	150,920	12,311	11,173	11,824
SES	37.9%	38.9%	33.6%	29.2%	31.4%	29.4%	18.4%	16.4%	20.1%	8.9%	7.7%	10.3%	5.7%	5.6%	6.6%	5,562	5,645	5,550	137	137	168
SL/ST	20.2%	18.0%	17.2%	29.4%	30.6%	25.1%	23.5%	21.2%	25.6%	13.8%	18.3%	19.3%	13.1%	11.9%	12.8%	1,851	1,466	1,439	165	109	102
Other	13.2%	13.1%	12.0%	26.4%	24.7%	24.9%	27.0%	26.1%	27.2%	17.1%	18.1%	19.1%	16.3%	18.0%	16.8%	28,817	23,663	23,453	2,514	2,274	2,251

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
Time in Federal Government																					
< 1 year	27.1%	26.4%	26.7%	35.9%	35.2%	33.8%	21.4%	20.7%	22.8%	9.3%	11.5%	10.1%	6.3%	6.3%	6.6%	7,944	6,141	5,358	1,085	732	695
1-3 years	20.1%	20.0%	18.2%	30.1%	30.0%	29.2%	25.7%	24.8%	25.6%	13.8%	14.0%	15.3%	10.3%	11.2%	11.7%	41,419	27,355	25,712	4,020	2,651	2,619
4-5 years	15.6%	14.6%	12.7%	26.6%	26.4%	26.0%	26.1%	26.3%	27.2%	16.3%	17.6%	18.5%	15.4%	15.1%	15.6%	27,779	27,718	37,730	2,510	2,468	3,469
6-10 years	13.7%	13.3%	12.4%	25.9%	25.4%	24.7%	26.3%	26.0%	26.4%	17.7%	18.0%	18.9%	16.4%	17.3%	17.6%	100,912	85,176	80,724	8,244	6,935	7,296
11-14 years	13.3%	12.9%	12.2%	25.4%	24.6%	24.1%	26.7%	26.6%	27.1%	17.5%	18.3%	18.9%	17.2%	17.7%	17.8%	59,482	51,011	52,465	4,649	4,067	4,472
15-20 years	13.7%	13.2%	12.5%	25.1%	25.0%	24.4%	27.2%	27.5%	27.4%	17.7%	16.9%	18.2%	16.3%	17.3%	17.5%	61,756	48,182	44,965	4,880	3,756	3,954
> 20 years	14.8%	14.2%	12.9%	27.4%	27.3%	26.4%	28.9%	28.4%	29.6%	15.8%	15.9%	17.0%	13.1%	14.1%	14.2%	125,501	111,751	118,921	9,329	8,366	9,794
Time with Current Agency																					
< 1 year	25.7%	24.8%	24.6%	33.9%	33.5%	31.9%	22.6%	21.9%	24.1%	9.9%	11.6%	11.2%	7.9%	8.2%	8.2%	14,651	11,879	10,632	1,863	1,332	1,300
1-3 years	18.9%	18.7%	16.9%	29.3%	28.8%	28.0%	25.8%	25.2%	25.7%	14.4%	14.7%	15.9%	11.5%	12.6%	13.5%	64,187	43,751	40,687	5,877	4,087	3,988
4-5 years	15.2%	14.0%	12.7%	25.8%	25.8%	25.4%	26.0%	26.4%	26.9%	17.1%	17.9%	18.6%	16.0%	16.0%	16.4%	35,073	35,326	45,854	2,923	2,928	4,207
6-10 years	13.2%	12.7%	11.9%	25.4%	24.9%	24.6%	26.5%	26.3%	26.9%	17.9%	18.3%	18.8%	17.0%	17.8%	17.8%	105,691	91,130	88,182	8,560	7,300	7,880
11-20 years	13.2%	13.0%	12.2%	25.4%	25.0%	24.4%	27.4%	27.3%	27.7%	17.6%	17.6%	18.6%	16.4%	17.1%	17.2%	110,390	91,922	91,539	8,626	7,198	7,772
> 20 years	14.5%	14.0%	12.7%	27.8%	27.7%	26.4%	29.3%	28.8%	30.0%	15.8%	15.9%	17.3%	12.5%	13.6%	13.6%	93,427	82,114	87,818	6,752	6,024	7,054
Leaving																					
No	18.6%	18.0%	16.6%	30.7%	30.7%	30.0%	27.7%	27.6%	28.5%	13.7%	13.9%	14.8%	9.3%	9.8%	10.2%	294,493	242,033	244,023	22,600	18,298	20,142
Yes, to retire	12.5%	12.5%	11.8%	26.8%	26.6%	25.6%	30.6%	29.7%	30.9%	16.6%	16.7%	17.7%	13.5%	14.5%	14.1%	26,624	20,833	22,416	2,028	1,565	1,797
Yes, to other job in Govt	8.1%	8.0%	7.3%	19.2%	18.5%	18.0%	24.5%	24.9%	24.9%	22.5%	22.6%	23.6%	25.7%	26.0%	26.1%	64,921	64,830	66,964	6,131	6,098	6,746
Yes, to other job outside Govt	5.2%	4.7%	4.4%	14.8%	12.7%	12.0%	21.6%	20.2%	21.5%	24.9%	26.0%	27.4%	33.5%	36.4%	34.8%	17,892	12,707	14,566	1,598	1,132	1,341
Yes, other	6.1%	6.1%	5.4%	14.0%	14.5%	14.1%	24.6%	23.8%	24.8%	23.7%	23.9%	24.1%	31.6%	31.7%	31.6%	20,029	16,333	17,259	2,238	1,750	2,126
Retiring																					
Within 1 year	12.2%	12.5%	10.7%	26.2%	25.6%	24.5%	29.3%	29.3%	30.5%	17.1%	16.4%	18.1%	15.3%	16.2%	16.2%	15,982	12,686	13,845	1,227	949	1,079
Between 1-3 years	12.8%	12.3%	12.1%	26.7%	26.8%	25.7%	30.9%	29.7%	30.9%	16.1%	17.2%	17.6%	13.4%	14.0%	13.8%	44,037	35,432	36,978	3,416	2,763	3,130
Between 3-5 years	13.4%	13.0%	11.9%	26.9%	26.6%	25.7%	29.6%	29.6%	30.5%	16.3%	16.6%	17.4%	13.8%	14.1%	14.5%	47,793	39,388	40,270	3,705	3,001	3,365
5 or more years	15.8%	15.1%	13.8%	26.9%	26.5%	25.9%	26.0%	25.8%	26.5%	16.5%	16.8%	17.8%	14.8%	15.7%	16.0%	313,781	266,853	271,318	25,917	21,813	24,222

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
Self-Identify as:																					
Heterosexual	15.9%	15.3%	14.1%	27.9%	27.8%	26.9%	27.0%	26.9%	27.5%	15.8%	16.1%	17.1%	13.3%	14.0%	14.4%	339,611	285,431	293,724	26,566	22,445	25,082
LGBT*	14.9%	16.0%	13.8%	25.2%	23.8%	22.1%	23.8%	23.7%	25.6%	18.1%	17.5%	19.3%	17.9%	19.1%	19.2%	12,577	10,591	10,247	1,038	783	827
Prefer not to say	10.7%	10.5%	9.7%	21.3%	20.1%	20.2%	27.0%	26.1%	27.3%	19.5%	20.4%	20.7%	21.5%	23.0%	22.1%	51,992	43,140	43,769	5,095	4,091	4,521
Military Service																					
No Prior Military Service	15.8%	15.2%	14.1%	28.6%	28.2%	27.5%	26.3%	26.1%	26.8%	16.1%	16.4%	17.3%	13.3%	14.0%	14.3%	301,977	258,133	259,377	24,550	20,703	22,870
Currently in Guard/Reserves	15.3%	14.5%	13.2%	23.8%	24.7%	23.8%	25.6%	25.9%	24.9%	17.4%	17.4%	18.9%	17.9%	17.6%	19.2%	6,886	5,730	6,421	561	442	593
Retired Separated/Discharged	14.3%	13.8%	12.3%	25.6%	25.0%	24.3%	29.9%	30.0%	30.8%	16.6%	16.6%	17.8%	13.6%	14.7%	14.9%	46,371	37,028	40,321	3,632	2,777	3,149
Disability																					
Yes	15.3%	14.7%	13.6%	23.1%	23.1%	22.3%	26.9%	26.2%	27.5%	16.3%	16.7%	17.4%	18.4%	19.4%	19.1%	64,184	47,751	49,196	5,531	4,114	4,519
No	15.1%	14.6%	13.4%	27.8%	27.3%	26.6%	26.9%	26.8%	27.4%	16.4%	16.8%	17.7%	13.7%	14.5%	14.9%	356,070	305,619	312,727	28,629	24,463	27,275

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
Work Location																					
Headquarters	45.1%	42.2%	40.9%	37.1%	38.2%	39.4%	9.0%	9.9%	10.0%	4.4%	4.9%	4.8%	4.4%	4.9%	4.9%	177,837	155,193	155,766	779	737	916
Field	39.8%	37.8%	35.9%	39.1%	39.7%	40.9%	10.4%	11.1%	11.5%	5.3%	5.7%	5.9%	5.4%	5.8%	5.8%	278,969	228,772	239,300	1,408	1,252	1,397
Supervisory Status																					
Non-Supervisor	41.0%	38.6%	36.9%	38.1%	38.8%	40.0%	10.3%	11.1%	11.6%	5.1%	5.5%	5.6%	5.5%	6.0%	5.9%	302,414	251,999	259,811	1,664	1,573	1,779
Team Leader	42.0%	40.0%	38.0%	38.3%	39.4%	40.5%	9.6%	10.0%	10.5%	5.1%	5.6%	5.8%	5.0%	5.0%	5.2%	57,674	49,399	53,176	210	180	251
Supervisor	42.0%	39.2%	38.2%	40.7%	41.5%	42.7%	9.1%	10.1%	9.9%	4.6%	5.2%	5.1%	3.7%	4.1%	4.0%	62,852	52,175	52,378	205	160	197
Manager	45.7%	44.2%	41.9%	38.3%	38.8%	40.5%	8.2%	8.4%	9.0%	4.6%	4.7%	4.8%	3.3%	3.8%	3.8%	28,644	24,684	24,315	78	76	79
Senior Leader	55.5%	51.1%	49.7%	31.7%	32.8%	34.3%	7.3%	8.4%	8.1%	2.5%	4.2%	4.3%	3.0%	3.6%	3.6%	8,125	8,091	8,024	38	22	33
Sex																					
Male	42.1%	39.3%	37.6%	38.9%	39.8%	41.1%	9.7%	10.6%	11.1%	4.7%	5.1%	5.2%	4.6%	5.1%	5.1%	232,326	196,099	204,543	998	938	1,051
Female	41.5%	39.5%	37.8%	37.6%	38.3%	39.4%	10.0%	10.5%	10.9%	5.3%	5.7%	5.9%	5.6%	5.9%	6.0%	220,544	184,588	187,928	1,123	1,001	1,220
Hispanic or Latino																					
Yes	39.6%	37.0%	35.6%	36.5%	37.2%	37.6%	11.1%	12.0%	12.8%	6.0%	6.5%	6.8%	6.8%	7.4%	7.3%	39,530	33,469	33,797	188	172	213
No	42.1%	39.8%	37.9%	38.5%	39.3%	40.7%	9.7%	10.4%	10.7%	4.9%	5.3%	5.4%	4.8%	5.2%	5.2%	408,875	343,332	354,859	1,896	1,735	2,040
Race																					
American Indian/ Alaska Native	32.0%	29.0%	29.9%	37.3%	37.4%	37.9%	14.1%	15.6%	15.1%	7.5%	7.8%	7.8%	9.1%	10.1%	9.3%	9,334	7,802	8,323	58	46	69
Asian	40.2%	38.6%	36.7%	40.0%	39.5%	42.1%	10.7%	12.3%	11.8%	4.4%	4.6%	4.7%	4.6%	5.0%	4.7%	22,009	19,444	18,606	127	124	121
Black/African American	39.6%	37.2%	35.2%	38.1%	39.1%	39.9%	11.2%	11.5%	12.2%	5.0%	5.3%	5.7%	6.2%	6.9%	7.0%	64,272	57,735	59,857	364	387	473
Native Hawaiian/ Pacific Islander	34.6%	35.5%	32.1%	37.1%	36.6%	40.2%	14.7%	12.0%	14.3%	5.2%	7.5%	5.2%	8.4%	8.4%	8.1%	2,737	2,206	2,464	25	12	16
White	43.3%	40.9%	39.1%	38.4%	39.2%	40.6%	9.0%	9.8%	10.2%	4.9%	5.3%	5.4%	4.4%	4.8%	4.7%	318,036	263,614	273,086	1,286	1,133	1,312
Two or more races (Not Hispanic/ Latino)	39.2%	36.4%	35.4%	37.0%	37.8%	37.8%	10.9%	12.0%	13.1%	5.8%	6.2%	6.2%	7.0%	7.6%	7.5%	18,601	14,289	14,374	124	113	125

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
Age Group																					
25 and under	47.5%	45.0%	43.7%	34.4%	34.9%	35.9%	8.5%	9.9%	9.4%	5.0%	4.8%	5.0%	4.5%	5.3%	6.1%	3,727	2,707	2,651	13	21	16
26-29	46.2%	44.7%	41.7%	35.6%	35.3%	37.1%	8.5%	8.6%	9.2%	4.8%	5.4%	6.0%	5.0%	6.0%	6.0%	12,638	11,126	12,277	51	53	53
30-39	45.4%	42.7%	41.1%	35.0%	36.6%	37.6%	8.6%	9.1%	9.3%	5.2%	5.5%	5.7%	5.8%	6.1%	6.2%	89,009	74,167	72,555	323	319	359
40-49	42.4%	40.2%	38.4%	37.7%	38.5%	39.6%	9.5%	9.9%	10.7%	5.1%	5.6%	5.4%	5.4%	5.8%	5.9%	120,619	103,648	108,033	501	481	573
50-59	39.7%	37.1%	35.3%	40.1%	40.9%	42.1%	10.5%	11.6%	11.9%	5.0%	5.3%	5.6%	4.8%	5.1%	5.0%	168,417	143,016	149,070	890	779	965
60+	36.0%	34.7%	33.0%	42.3%	41.7%	43.5%	12.3%	13.4%	13.5%	5.2%	5.5%	5.4%	4.3%	4.6%	4.5%	77,431	61,605	63,680	544	481	490
Level of Education																					
Less than																					
High School	30.8%	25.9%	29.4%	41.4%	40.0%	38.3%	17.9%	18.7%	18.3%	3.4%	5.8%	4.0%	6.5%	9.6%	10.1%	438	357	405	4	5	8
H.S. Diploma/																					
GED or equiv	35.9%	34.1%	32.0%	40.5%	42.3%	42.4%	13.0%	12.3%	13.4%	5.3%	5.6%	6.1%	5.2%	5.7%	6.2%	19,491	16,269	19,328	91	70	101
Trade/Technical																					
Certificate	34.0%	32.6%	29.7%	40.2%	40.9%	41.8%	13.1%	13.4%	14.5%	6.1%	6.2%	6.7%	6.6%	6.9%	7.3%	10,768	8,192	9,552	68	38	57
Some College																					
(no degree)	37.2%	34.6%	33.4%	39.3%	39.9%	40.6%	11.7%	12.5%	13.0%	5.8%	6.2%	6.5%	6.1%	6.7%	6.4%	62,602	52,695	60,005	338	304	386
Associate's																					
Degree	35.7%	34.7%	33.0%	40.3%	39.3%	40.6%	11.7%	12.9%	12.9%	6.1%	6.4%	6.7%	6.2%	6.7%	6.9%	35,467	27,749	31,254	196	191	203
Bachelor's																					
Degree	42.9%	40.6%	39.1%	38.4%	39.1%	40.7%	9.2%	10.0%	10.1%	4.7%	5.3%	5.0%	4.7%	5.1%	5.1%	154,856	131,912	135,334	661	661	738
Master's Degree																					
Doctoral/	46.0%	43.5%	41.8%	37.1%	38.4%	39.7%	8.2%	8.9%	9.2%	4.3%	4.6%	4.8%	4.3%	4.6%	4.5%	119,257	101,578	97,870	490	456	522
Professional																					
Degree	46.5%	43.7%	42.2%	35.7%	37.3%	38.6%	8.9%	9.6%	9.7%	4.6%	5.0%	5.0%	4.3%	4.4%	4.4%	52,633	44,012	40,825	291	237	277
Pay Category																					
Federal Wage																					
System	30.6%	28.2%	27.3%	41.0%	42.0%	43.2%	13.9%	15.0%	14.7%	7.0%	7.3%	7.2%	7.4%	7.5%	7.6%	13,056	9,542	12,626	94	61	79
GS 1-6																					
GS 7-12	34.4%	33.6%	31.3%	38.0%	38.3%	39.4%	13.1%	13.4%	14.3%	6.5%	6.8%	6.9%	8.0%	7.9%	8.2%	27,396	18,617	21,829	200	141	214
GS 13-15																					
SES	40.5%	38.3%	36.6%	39.1%	39.7%	40.9%	10.2%	10.9%	11.2%	5.1%	5.5%	5.6%	5.2%	5.6%	5.7%	192,640	152,902	165,823	993	898	1,106
SL/ST																					
Other	48.5%	45.7%	44.2%	37.0%	38.3%	39.6%	7.4%	8.2%	8.5%	3.8%	4.2%	4.2%	3.3%	3.7%	3.6%	184,364	169,270	162,020	647	706	723
	59.6%	58.1%	53.3%	30.9%	30.6%	33.2%	5.3%	6.5%	7.9%	2.7%	3.0%	3.0%	1.5%	1.7%	2.7%	5,675	5,772	5,701	22	11	19
	43.4%	40.2%	39.8%	34.3%	39.2%	39.7%	10.6%	12.4%	8.6%	4.2%	3.9%	6.5%	7.4%	4.2%	5.4%	2,000	1,568	1,534	14	4	7
	35.6%	32.8%	32.0%	39.0%	39.1%	40.0%	12.0%	12.6%	13.2%	6.5%	7.5%	7.5%	6.9%	8.0%	7.2%	31,133	25,782	25,523	186	156	167

SOURCE: Federal Employee Viewpoint Survey

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

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Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
Time in Federal Government																					
< 1 year	52.1%	51.2%	47.8%	35.0%	34.9%	37.7%	7.1%	8.0%	8.6%	3.3%	3.1%	3.4%	2.5%	2.8%	2.5%	8,966	6,830	6,003	56	43	52
1-3 years	46.3%	44.0%	41.6%	35.5%	36.4%	38.2%	9.4%	9.9%	10.3%	4.4%	4.6%	4.9%	4.4%	5.1%	5.0%	45,271	29,872	28,163	180	132	170
4-5 years	42.8%	41.2%	40.0%	36.9%	38.3%	39.8%	9.7%	9.5%	9.8%	5.4%	5.4%	5.3%	5.2%	5.4%	5.1%	30,147	30,046	41,015	146	135	183
6-10 years	42.1%	39.7%	37.5%	37.8%	38.6%	39.5%	9.5%	10.1%	10.9%	5.2%	5.7%	6.0%	5.5%	5.9%	6.0%	108,644	91,642	87,570	491	440	475
11-14 years	39.5%	36.7%	35.3%	39.0%	39.3%	40.8%	10.3%	11.3%	11.8%	5.5%	6.3%	5.9%	5.7%	6.4%	6.2%	63,843	54,787	56,604	278	288	342
15-20 years	39.1%	36.5%	35.1%	39.3%	40.2%	40.9%	10.4%	11.3%	11.7%	5.6%	6.0%	6.1%	5.6%	6.0%	6.2%	66,270	51,675	48,634	340	265	291
> 20 years	40.6%	38.4%	36.9%	40.1%	40.8%	41.9%	10.3%	11.3%	11.4%	4.6%	5.0%	5.1%	4.4%	4.6%	4.8%	134,168	119,377	127,913	687	692	803
Time with Current Agency																					
< 1 year	50.4%	48.9%	46.9%	34.8%	35.2%	37.1%	8.1%	8.6%	9.2%	3.5%	3.8%	3.5%	3.3%	3.5%	3.4%	16,396	13,109	11,839	115	97	99
1-3 years	45.7%	43.2%	40.8%	35.6%	36.8%	38.1%	9.2%	9.8%	10.2%	4.6%	4.9%	5.3%	4.9%	5.4%	5.5%	69,806	47,627	44,422	258	205	255
4-5 years	42.1%	40.3%	39.0%	37.4%	38.1%	39.9%	9.6%	10.0%	10.2%	5.5%	5.5%	5.4%	5.5%	6.1%	5.5%	37,806	38,093	49,845	181	157	220
6-10 years	40.9%	38.3%	36.7%	38.3%	39.2%	39.9%	9.9%	10.6%	11.3%	5.3%	5.8%	6.0%	5.6%	6.0%	6.2%	113,690	97,896	95,522	552	514	554
11-20 years	38.7%	36.1%	35.0%	39.8%	40.1%	41.2%	10.6%	11.6%	11.8%	5.6%	6.2%	6.0%	5.3%	6.0%	5.9%	118,439	98,599	98,724	562	516	592
> 20 years	41.4%	39.5%	37.3%	40.2%	41.0%	42.4%	9.9%	10.8%	11.1%	4.3%	4.6%	4.9%	4.1%	4.0%	4.3%	99,681	87,594	94,301	506	500	587
Leaving																					
No	48.1%	45.8%	43.6%	38.0%	39.1%	40.6%	8.0%	8.6%	9.2%	3.3%	3.8%	3.8%	2.5%	2.7%	2.9%	315,908	259,173	262,962	1,202	1,110	1,256
Yes, to retire	34.7%	32.1%	31.4%	42.4%	43.0%	44.4%	12.4%	13.7%	13.2%	5.8%	6.3%	6.2%	4.8%	5.0%	4.8%	28,501	22,287	24,063	169	127	150
Yes, to other job in Govt	29.1%	27.8%	26.8%	39.3%	39.5%	40.3%	13.1%	13.6%	13.8%	8.5%	8.6%	8.9%	10.0%	10.5%	10.2%	70,543	70,457	73,130	463	456	565
Yes, to other job outside Govt	29.3%	25.2%	25.8%	37.3%	37.1%	37.6%	12.7%	14.8%	14.4%	8.7%	9.5%	9.9%	11.9%	13.3%	12.3%	19,374	13,716	15,788	105	113	118
Yes, other	23.6%	22.4%	21.7%	35.6%	36.1%	36.5%	16.9%	17.0%	17.4%	9.8%	9.6%	10.2%	14.1%	15.0%	14.2%	22,045	17,894	19,163	225	174	219
Retiring																					
Within 1 year	34.7%	32.0%	31.7%	40.7%	41.7%	43.0%	12.5%	13.9%	12.8%	5.8%	6.2%	6.5%	6.3%	6.3%	5.9%	17,130	13,556	14,811	101	79	112
Between 1-3 years	36.0%	33.8%	32.2%	42.5%	42.5%	43.9%	11.9%	13.0%	13.2%	5.4%	5.9%	5.8%	4.3%	4.9%	4.8%	47,180	37,981	39,879	280	230	229
Between 3-5 years	37.5%	35.9%	33.5%	41.2%	41.6%	43.0%	11.2%	12.1%	12.8%	5.3%	5.5%	5.7%	4.7%	4.9%	5.0%	51,207	42,140	43,412	290	239	243
5 or more years	43.5%	41.0%	39.2%	37.4%	38.3%	39.5%	9.3%	9.9%	10.4%	4.8%	5.3%	5.4%	5.1%	5.5%	5.5%	338,176	287,170	293,877	1,470	1,401	1,687

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
Self-Identify as:																					
Heterosexual	43.0%	40.6%	38.7%	38.2%	39.0%	40.5%	9.4%	10.1%	10.5%	4.8%	5.2%	5.3%	4.6%	5.1%	5.1%	364,636	306,408	317,201	1,541	1,409	1,620
LGBT*	43.2%	41.3%	38.9%	35.1%	35.9%	37.0%	9.3%	9.4%	10.2%	6.0%	7.0%	6.8%	6.4%	6.5%	7.2%	13,550	11,313	11,015	60	56	69
Prefer not to say	33.9%	31.8%	30.7%	39.8%	39.9%	40.6%	12.9%	14.1%	14.2%	6.2%	6.8%	6.9%	7.3%	7.3%	7.7%	56,669	46,834	47,852	424	373	463
Military Service																					
No Prior Military Service	42.8%	40.4%	38.7%	37.9%	38.7%	39.9%	9.5%	10.2%	10.5%	4.9%	5.4%	5.5%	4.9%	5.3%	5.4%	324,965	277,363	280,599	1,513	1,413	1,664
Currently in Guard/Reserves	42.2%	40.0%	37.5%	36.9%	37.5%	39.6%	10.2%	9.9%	11.0%	5.0%	5.8%	5.7%	5.8%	6.8%	6.2%	7,416	6,146	6,977	29	29	41
Retired Separated/Discharged	42.0%	40.0%	37.5%	40.5%	40.9%	43.3%	9.7%	11.0%	10.9%	4.2%	4.2%	4.6%	3.6%	3.9%	3.7%	49,836	39,608	43,287	208	177	191
Disability																					
Yes	38.4%	36.4%	34.1%	37.3%	37.2%	38.8%	11.2%	12.3%	12.6%	5.9%	6.2%	6.7%	7.2%	8.0%	7.8%	69,307	51,513	53,336	413	320	380
No	42.6%	40.1%	38.4%	38.6%	39.5%	40.7%	9.5%	10.2%	10.6%	4.8%	5.2%	5.3%	4.5%	4.9%	5.0%	382,971	328,388	338,148	1,709	1,629	1,884

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
Work Location																					
Headquarters	34.6%	32.1%	30.9%	34.9%	35.6%	36.2%	15.4%	16.0%	16.5%	8.5%	9.1%	9.2%	6.7%	7.1%	7.2%	177,602	154,804	155,582	770	716	848
Field	30.5%	29.0%	27.6%	36.2%	36.6%	37.3%	16.8%	17.0%	17.4%	9.2%	9.6%	10.0%	7.2%	7.8%	7.7%	278,503	228,341	239,006	1,304	1,191	1,239
Supervisory Status																					
Non-Supervisor	28.1%	26.2%	24.7%	34.5%	34.6%	35.4%	19.0%	19.6%	20.0%	10.3%	10.9%	11.1%	8.1%	8.7%	8.7%	301,770	251,291	259,299	1,778	1,642	1,790
Team Leader	36.0%	33.9%	32.9%	38.5%	39.7%	40.1%	12.3%	12.3%	12.8%	7.1%	7.7%	8.1%	6.0%	6.3%	6.1%	57,659	49,341	53,216	125	127	144
Supervisor	39.7%	37.4%	36.5%	40.0%	41.0%	41.7%	10.6%	10.7%	11.2%	5.6%	6.1%	6.1%	4.1%	4.8%	4.5%	62,833	52,126	52,370	115	107	129
Manager	47.4%	46.0%	44.5%	36.1%	37.2%	37.7%	8.1%	8.2%	8.6%	4.9%	4.7%	5.4%	3.5%	3.9%	3.8%	28,608	24,683	24,309	47	30	34
Senior Leader	59.4%	55.6%	55.2%	27.3%	29.7%	29.9%	7.3%	6.5%	7.0%	3.1%	3.7%	3.9%	2.9%	4.4%	4.0%	8,131	8,069	8,028	20	21	15
Sex																					
Male	32.6%	30.2%	28.9%	36.6%	37.4%	37.8%	16.0%	16.4%	16.9%	8.4%	8.9%	9.2%	6.5%	7.1%	7.1%	231,955	195,750	204,305	968	864	941
Female	31.5%	30.1%	28.7%	34.6%	34.8%	35.7%	16.7%	17.0%	17.3%	9.6%	10.1%	10.3%	7.6%	8.0%	8.0%	220,187	184,096	187,641	1,075	1,011	1,149
Hispanic or Latino																					
Yes	32.0%	29.8%	28.1%	33.5%	33.5%	34.2%	16.8%	17.3%	18.0%	9.2%	10.0%	10.3%	8.6%	9.5%	9.4%	39,456	33,393	33,804	188	160	154
No	32.1%	30.3%	28.9%	36.0%	36.6%	37.2%	16.2%	16.5%	17.0%	8.9%	9.3%	9.6%	6.8%	7.3%	7.3%	408,235	342,581	354,352	1,826	1,693	1,901
Race																					
American Indian/ Alaska Native	25.6%	23.3%	23.7%	32.6%	32.8%	33.4%	19.7%	20.2%	20.3%	10.5%	11.6%	11.5%	11.6%	12.1%	11.2%	9,312	7,788	8,315	52	41	58
Asian	32.3%	30.8%	29.1%	38.2%	38.3%	40.1%	17.1%	17.8%	17.6%	6.6%	7.1%	7.1%	5.9%	6.1%	6.1%	21,930	19,335	18,503	164	190	186
Black/African American	32.6%	30.9%	29.3%	34.9%	35.2%	36.1%	16.0%	16.3%	16.5%	8.4%	8.9%	9.3%	8.1%	8.7%	8.9%	64,263	57,631	59,851	261	296	351
Native Hawaiian/ Pacific Islander	27.5%	29.4%	27.1%	36.9%	35.7%	37.0%	19.2%	15.3%	19.0%	7.0%	9.4%	7.7%	9.4%	10.2%	9.3%	2,737	2,198	2,464	19	10	12
White	32.6%	30.8%	29.3%	36.1%	36.7%	37.3%	15.8%	16.2%	16.7%	9.0%	9.4%	9.8%	6.4%	6.9%	6.8%	317,463	263,073	272,708	1,296	1,119	1,242
Two or more races (Not Hispanic/ Latino)	29.8%	26.8%	25.5%	32.5%	33.6%	33.7%	17.6%	18.1%	19.9%	10.1%	10.8%	10.8%	10.0%	10.7%	10.1%	18,587	14,252	14,363	118	116	98

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
Age Group																					
25 and under	33.1%	33.0%	31.2%	36.4%	38.6%	39.4%	15.8%	15.5%	15.2%	9.0%	8.0%	8.2%	5.6%	4.9%	6.1%	3,722	2,697	2,648	17	26	15
26-29	33.9%	31.8%	30.5%	36.4%	36.4%	37.6%	15.5%	15.8%	15.2%	8.3%	9.1%	9.5%	6.0%	6.8%	7.2%	12,634	11,093	12,250	51	58	70
30-39	33.5%	31.5%	30.0%	35.3%	36.0%	36.9%	14.9%	15.2%	15.2%	8.9%	9.4%	10.0%	7.3%	7.8%	7.9%	88,806	73,964	72,445	398	404	385
40-49	32.8%	30.9%	29.8%	35.6%	35.9%	36.5%	15.4%	15.7%	16.3%	8.8%	9.5%	9.5%	7.4%	7.9%	7.9%	120,381	103,449	107,868	528	446	558
50-59	31.2%	29.1%	27.7%	35.8%	36.9%	37.2%	17.1%	17.2%	18.0%	9.1%	9.3%	9.8%	6.9%	7.4%	7.3%	168,164	142,700	148,921	806	713	813
60+	27.6%	26.8%	25.3%	36.3%	35.6%	36.8%	19.9%	20.6%	21.1%	9.4%	9.9%	10.0%	6.7%	7.0%	6.8%	77,370	61,472	63,588	414	380	389
Level of Education																					
Less than																					
High School	28.5%	17.8%	25.2%	33.0%	39.3%	40.4%	22.1%	24.6%	17.3%	7.6%	8.9%	9.2%	8.8%	9.5%	8.0%	434	355	405	5	9	8
H.S. Diploma/																					
GED or equiv	28.8%	27.3%	25.5%	37.3%	38.1%	38.7%	19.9%	19.0%	20.1%	8.0%	8.8%	8.7%	6.1%	6.8%	7.0%	19,440	16,187	19,248	99	87	119
Trade/Technical																					
Certificate	25.1%	23.9%	22.2%	35.5%	36.0%	37.1%	21.0%	20.6%	20.5%	9.9%	10.4%	11.4%	8.4%	9.0%	8.7%	10,756	8,170	9,540	59	31	51
Some College																					
(no degree)	28.6%	26.6%	25.7%	34.8%	35.2%	35.9%	19.0%	19.4%	19.5%	9.8%	10.1%	10.6%	7.9%	8.7%	8.3%	62,522	52,544	59,926	304	276	329
Associate's																					
Degree	26.9%	25.8%	25.4%	35.9%	35.5%	35.4%	19.1%	19.3%	20.0%	9.9%	10.5%	10.4%	8.2%	8.8%	8.7%	35,393	27,699	31,185	183	159	193
Bachelor's																					
Degree	32.3%	30.5%	29.2%	36.9%	37.3%	38.0%	15.8%	16.2%	16.4%	8.5%	9.1%	9.3%	6.5%	6.9%	7.1%	154,551	131,664	135,187	713	657	704
Master's Degree																					
Doctoral/	36.0%	33.9%	32.3%	35.0%	36.0%	37.0%	13.6%	14.0%	14.4%	8.6%	8.9%	9.2%	6.7%	7.2%	7.0%	119,078	101,365	97,777	447	457	449
Professional																					
Degree	36.3%	34.4%	33.2%	34.0%	34.7%	35.1%	14.3%	14.7%	15.1%	8.7%	9.5%	9.5%	6.7%	6.7%	7.1%	52,618	43,936	40,805	245	218	229
Pay Category																					
Federal Wage																					
System	24.1%	21.9%	22.9%	34.6%	36.6%	37.0%	20.4%	19.9%	19.5%	11.4%	11.6%	10.9%	9.5%	10.1%	9.7%	13,043	9,539	12,611	78	40	54
GS 1-6																					
GS 7-12	23.5%	23.2%	21.7%	31.5%	31.4%	31.8%	22.5%	22.2%	23.4%	11.6%	12.2%	12.2%	10.9%	11.0%	10.9%	27,319	18,522	21,750	206	174	241
GS 13-15	29.2%	27.5%	26.1%	35.8%	36.2%	36.8%	17.9%	18.2%	18.4%	9.7%	10.1%	10.5%	7.5%	8.0%	8.1%	192,274	152,451	165,523	1,016	940	1,081
SES																					
SL/ST	39.6%	37.2%	35.6%	36.4%	37.2%	38.1%	12.1%	12.7%	13.2%	7.0%	7.5%	7.6%	4.9%	5.4%	5.4%	184,135	169,049	161,913	596	598	591
Other	65.2%	64.3%	61.0%	24.4%	25.5%	26.9%	5.1%	5.3%	6.4%	3.1%	2.6%	3.0%	2.2%	2.4%	2.7%	5,674	5,762	5,694	14	3	9
	39.3%	38.2%	38.3%	33.3%	34.0%	32.7%	12.8%	15.0%	14.6%	6.1%	8.0%	7.0%	8.5%	4.9%	7.5%	2,002	1,565	1,533	7	4	7
	29.3%	27.2%	26.6%	38.4%	38.4%	38.8%	16.3%	16.7%	17.2%	8.7%	9.4%	10.0%	7.3%	8.3%	7.3%	31,104	25,732	25,534	144	139	120

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
Time in Federal Government																					
< 1 year	37.5%	37.2%	34.2%	35.1%	35.1%	37.0%	16.1%	16.9%	18.2%	7.4%	7.3%	6.9%	4.0%	3.4%	3.8%	8,914	6,777	5,951	99	81	98
1-3 years	34.4%	32.7%	30.5%	34.3%	34.0%	36.4%	16.5%	17.7%	17.2%	8.6%	8.8%	9.3%	6.2%	6.8%	6.6%	45,149	29,756	28,120	207	184	168
4-5 years	32.0%	30.8%	29.6%	34.5%	35.8%	36.4%	16.5%	16.0%	16.7%	9.3%	9.7%	10.2%	7.7%	7.7%	7.1%	30,116	29,980	40,919	128	149	212
6-10 years	31.9%	29.6%	28.2%	35.4%	36.4%	36.6%	15.8%	16.3%	16.6%	9.5%	9.7%	10.3%	7.5%	8.0%	8.3%	108,479	91,469	87,512	478	421	432
11-14 years	30.9%	29.0%	27.5%	36.4%	36.2%	36.9%	15.9%	16.4%	17.2%	9.2%	10.2%	10.2%	7.6%	8.3%	8.3%	63,754	54,681	56,566	269	246	264
15-20 years	30.7%	28.6%	27.5%	36.0%	35.9%	36.7%	16.3%	16.8%	17.4%	9.3%	10.3%	10.1%	7.7%	8.4%	8.4%	66,206	51,590	48,582	282	215	256
> 20 years	31.9%	30.2%	29.1%	36.6%	37.4%	37.7%	17.0%	17.0%	17.5%	8.2%	8.6%	8.8%	6.3%	6.9%	6.8%	133,971	119,157	127,742	620	612	681
Time with Current Agency																					
< 1 year	36.7%	36.2%	34.3%	33.9%	34.6%	35.4%	16.8%	16.8%	18.1%	7.4%	7.6%	7.2%	5.1%	4.8%	5.0%	16,316	13,000	11,730	173	181	184
1-3 years	34.0%	32.1%	30.2%	33.7%	34.3%	35.5%	16.5%	17.2%	17.0%	9.0%	9.1%	9.7%	6.8%	7.3%	7.5%	69,630	47,449	44,387	306	268	234
4-5 years	31.5%	30.1%	28.9%	34.7%	35.2%	36.0%	16.0%	16.3%	17.0%	9.6%	9.8%	10.3%	8.2%	8.5%	7.8%	37,762	37,997	49,753	158	170	228
6-10 years	31.2%	28.5%	27.7%	35.6%	36.6%	36.4%	15.9%	16.6%	16.9%	9.6%	10.0%	10.5%	7.7%	8.3%	8.5%	113,588	97,783	95,452	473	417	491
11-20 years	30.4%	28.6%	27.4%	36.8%	36.5%	37.4%	16.5%	16.7%	17.3%	9.0%	10.2%	9.9%	7.2%	7.9%	7.9%	118,286	98,407	98,650	500	440	469
> 20 years	32.9%	31.6%	29.8%	37.1%	37.9%	38.8%	16.5%	16.5%	16.9%	7.7%	8.0%	8.4%	5.8%	6.1%	6.1%	99,541	87,462	94,187	455	423	487
Leaving																					
No	38.1%	36.3%	34.6%	37.6%	38.4%	39.1%	14.6%	14.9%	15.6%	6.3%	6.7%	6.9%	3.5%	3.7%	3.8%	315,297	258,509	262,533	1,282	1,200	1,299
Yes, to retire	26.6%	24.8%	24.0%	37.3%	38.0%	38.3%	20.4%	20.2%	21.1%	9.2%	10.0%	9.9%	6.5%	7.1%	6.7%	28,442	22,189	23,993	149	135	128
Yes, to other job in Govt	19.6%	18.6%	17.5%	31.7%	31.6%	32.6%	19.4%	19.6%	19.4%	14.9%	15.2%	15.8%	14.5%	14.9%	14.7%	70,556	70,367	73,096	355	362	443
Yes, to other job outside Govt	18.9%	16.4%	16.8%	31.3%	31.4%	32.3%	17.4%	18.2%	17.7%	15.6%	16.2%	15.7%	16.8%	17.9%	17.5%	19,338	13,743	15,790	99	65	94
Yes, other	15.9%	14.8%	14.0%	28.3%	29.3%	28.9%	21.4%	22.0%	22.6%	15.9%	15.1%	15.9%	18.5%	18.8%	18.5%	22,038	17,895	19,204	180	131	141
Retiring																					
Within 1 year	26.8%	24.8%	24.3%	35.6%	36.5%	36.8%	19.7%	19.8%	19.9%	9.5%	10.4%	10.6%	8.4%	8.6%	8.4%	17,095	13,510	14,785	87	81	85
Between 1-3 years	27.7%	26.4%	25.2%	37.5%	37.8%	37.9%	19.5%	19.3%	20.3%	8.8%	9.4%	9.8%	6.5%	7.0%	6.7%	47,144	37,860	39,796	204	223	213
Between 3-5 years	29.6%	27.8%	26.0%	36.8%	37.3%	38.0%	17.9%	18.3%	18.8%	9.0%	9.6%	10.2%	6.7%	7.0%	7.0%	51,187	42,101	43,348	224	163	194
5 or more years	33.2%	31.2%	29.9%	35.4%	36.0%	36.7%	15.5%	16.0%	16.3%	8.9%	9.3%	9.5%	7.0%	7.5%	7.6%	337,590	286,560	293,542	1,518	1,401	1,587

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
Self-Identify as:																					
Heterosexual	33.2%	31.3%	29.8%	36.1%	36.5%	37.3%	15.7%	16.1%	16.6%	8.6%	9.0%	9.3%	6.5%	7.1%	7.0%	364,100	305,742	316,825	1,444	1,363	1,465
LGBT*	33.5%	32.3%	29.7%	32.3%	33.6%	34.6%	15.4%	15.2%	15.0%	10.1%	10.4%	10.9%	8.7%	8.6%	9.7%	13,543	11,274	10,988	60	63	72
Prefer not to say	25.2%	23.3%	22.3%	34.0%	34.7%	35.0%	20.0%	20.2%	20.4%	10.9%	11.6%	11.8%	9.8%	10.2%	10.5%	56,564	46,744	47,816	412	353	393
Military Service																					
No Prior Military Service	32.7%	30.8%	29.4%	36.4%	36.8%	37.6%	15.7%	16.2%	16.5%	8.6%	9.2%	9.4%	6.6%	7.0%	7.1%	324,466	276,745	280,202	1,481	1,367	1,567
Currently in Guard/Reserves	32.3%	30.7%	28.5%	35.5%	35.0%	36.5%	15.5%	16.6%	16.4%	8.7%	9.0%	9.7%	8.0%	8.7%	8.9%	7,388	6,130	6,981	37	28	28
Retired Separated/Discharged	33.6%	32.1%	30.5%	36.0%	36.6%	36.7%	16.2%	16.6%	17.4%	8.1%	8.3%	9.1%	6.0%	6.3%	6.2%	49,785	39,550	43,249	167	150	143
Disability																					
Yes	28.7%	27.1%	25.6%	31.7%	32.0%	32.5%	18.4%	18.5%	19.1%	10.7%	11.1%	11.6%	10.6%	11.3%	11.2%	69,153	51,372	53,232	408	328	351
No	32.9%	30.8%	29.5%	36.6%	37.1%	37.8%	15.8%	16.3%	16.7%	8.5%	9.1%	9.3%	6.2%	6.7%	6.7%	382,436	327,731	337,768	1,610	1,535	1,704

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
Work Location																					
Headquarters	32.5%	30.1%	29.0%	34.8%	34.8%	35.3%	16.7%	17.5%	17.8%	8.6%	9.3%	9.8%	7.4%	8.3%	8.1%	175,925	152,861	153,523	1,799	1,778	1,973
Field	29.1%	27.2%	25.8%	35.7%	35.6%	36.0%	17.6%	18.3%	18.9%	9.4%	9.9%	10.4%	8.3%	9.1%	8.8%	276,280	225,676	236,497	2,634	2,496	2,524
Supervisory Status																					
Non-Supervisor	28.8%	26.8%	25.4%	35.2%	34.8%	35.4%	17.9%	18.8%	19.2%	9.4%	10.0%	10.6%	8.7%	9.6%	9.4%	299,256	248,400	256,385	3,266	3,146	3,317
Team Leader	31.1%	29.0%	28.2%	35.3%	35.9%	35.7%	16.7%	17.0%	18.1%	9.2%	9.9%	10.1%	7.6%	8.2%	7.9%	57,200	48,707	52,548	430	466	504
Supervisor	32.6%	30.1%	29.3%	37.3%	37.7%	38.1%	16.4%	16.9%	17.3%	7.9%	8.8%	9.0%	5.9%	6.6%	6.3%	62,255	51,482	51,755	461	428	464
Manager	37.5%	35.9%	33.6%	34.9%	35.5%	36.5%	14.5%	14.9%	15.8%	7.7%	8.0%	8.5%	5.4%	5.7%	5.6%	28,319	24,325	23,991	226	209	196
Senior Leader	49.4%	45.5%	44.5%	29.4%	31.2%	31.3%	11.8%	12.3%	13.2%	5.5%	5.2%	5.8%	3.9%	5.9%	5.2%	8,058	7,976	7,947	65	61	56
Sex																					
Male	30.6%	28.0%	26.8%	36.2%	36.2%	36.6%	17.0%	18.0%	18.7%	8.7%	9.3%	9.8%	7.5%	8.5%	8.2%	230,177	193,466	202,094	2,017	1,925	2,008
Female	30.2%	28.8%	27.3%	34.3%	34.1%	34.8%	17.4%	17.9%	18.3%	9.6%	10.1%	10.7%	8.5%	9.1%	8.9%	218,146	181,865	185,356	2,315	2,272	2,434
Hispanic or Latino																					
Yes	30.7%	28.4%	27.0%	33.2%	32.5%	32.8%	18.1%	18.6%	19.7%	8.9%	10.0%	10.4%	9.1%	10.5%	10.1%	39,158	33,015	33,392	374	349	376
No	30.4%	28.4%	27.0%	35.7%	35.7%	36.2%	17.1%	17.8%	18.4%	9.1%	9.6%	10.1%	7.8%	8.5%	8.3%	404,784	338,505	350,346	3,889	3,793	4,010
Race																					
American Indian/ Alaska Native	25.0%	23.1%	23.4%	33.0%	31.2%	32.5%	19.2%	21.4%	20.6%	10.6%	11.4%	11.4%	12.1%	12.9%	12.0%	9,242	7,688	8,198	106	83	104
Asian	31.1%	30.4%	28.6%	38.6%	37.2%	40.0%	17.5%	18.7%	17.9%	6.5%	7.0%	7.0%	6.3%	6.6%	6.5%	21,819	19,201	18,335	204	225	247
Black/African American	31.6%	29.6%	28.2%	34.8%	34.9%	35.2%	16.7%	17.2%	17.8%	8.2%	8.6%	9.4%	8.7%	9.8%	9.4%	63,708	56,994	59,174	565	612	676
Native Hawaiian/ Pacific Islander	28.9%	28.7%	26.9%	34.6%	34.1%	33.0%	19.5%	18.7%	21.6%	7.5%	8.0%	8.4%	9.5%	10.5%	10.1%	2,714	2,176	2,448	25	22	22
White	30.6%	28.5%	27.1%	35.8%	35.7%	36.1%	16.9%	17.6%	18.3%	9.3%	9.9%	10.5%	7.5%	8.2%	8.0%	314,761	259,875	269,604	2,972	2,787	2,919
Two or more races (Not Hispanic/ Latino)	29.2%	26.5%	24.4%	31.8%	31.6%	32.0%	18.1%	19.5%	21.1%	10.3%	10.5%	11.3%	10.5%	11.9%	11.2%	18,395	14,043	14,170	234	240	213

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
Age Group																					
25 and under	34.9%	34.5%	32.8%	38.6%	38.9%	39.8%	12.8%	14.1%	13.9%	7.6%	6.7%	7.0%	6.1%	5.7%	6.5%	3,691	2,662	2,619	33	46	36
26-29	34.6%	32.5%	30.3%	35.7%	34.9%	35.4%	14.4%	16.3%	15.6%	8.4%	8.3%	10.3%	6.9%	8.1%	8.5%	12,523	10,976	12,117	111	132	153
30-39	31.9%	29.8%	28.4%	34.5%	34.7%	34.7%	15.9%	16.3%	17.0%	9.3%	9.9%	10.6%	8.4%	9.4%	9.3%	88,046	73,110	71,652	925	908	908
40-49	30.8%	28.6%	27.5%	34.7%	34.8%	35.3%	16.8%	17.5%	17.9%	9.3%	9.8%	10.3%	8.4%	9.4%	9.0%	119,392	102,186	106,681	1,102	1,101	1,184
50-59	29.2%	27.0%	25.7%	35.5%	35.7%	36.1%	18.3%	19.1%	19.7%	9.2%	9.8%	10.3%	7.9%	8.5%	8.3%	166,612	140,932	147,050	1,709	1,589	1,720
60+	26.7%	25.7%	24.0%	37.4%	36.2%	37.5%	19.9%	21.0%	21.4%	8.8%	9.5%	9.7%	7.2%	7.6%	7.4%	76,718	60,712	62,818	781	708	747
Level of Education																					
Less than																					
High School	28.8%	21.9%	24.3%	31.8%	33.2%	40.3%	24.5%	25.7%	20.0%	6.5%	8.9%	8.3%	8.4%	10.3%	7.1%	431	344	397	6	13	9
H.S. Diploma/																					
GED or equiv	28.9%	27.1%	25.3%	37.4%	37.0%	37.8%	18.5%	19.2%	19.7%	7.8%	8.9%	9.2%	7.4%	7.8%	7.9%	19,314	16,057	19,065	143	136	182
Trade/Technical																					
Certificate	25.4%	24.3%	22.3%	35.6%	36.0%	35.6%	20.1%	19.7%	22.0%	9.7%	9.9%	10.9%	9.1%	10.1%	9.2%	10,678	8,064	9,447	110	79	73
Some College																					
(no degree)	28.3%	26.4%	25.6%	34.8%	34.7%	34.8%	19.0%	19.5%	20.1%	9.2%	9.8%	10.3%	8.6%	9.6%	9.2%	61,949	52,018	59,244	610	546	679
Associate's																					
Degree	26.9%	25.8%	25.1%	35.6%	35.4%	35.0%	18.5%	18.5%	19.8%	10.0%	10.3%	10.6%	8.9%	10.0%	9.4%	35,123	27,357	30,872	365	325	333
Bachelor's																					
Degree	30.6%	28.5%	27.1%	36.3%	36.0%	36.5%	16.8%	17.6%	18.1%	8.8%	9.4%	10.0%	7.5%	8.5%	8.2%	153,325	130,042	133,671	1,401	1,476	1,491
Master's Degree																					
Doctoral/	32.5%	30.2%	28.7%	34.4%	34.6%	35.6%	16.1%	17.0%	17.1%	9.3%	9.7%	10.2%	7.8%	8.4%	8.3%	117,992	100,059	96,553	1,163	1,161	1,172
Professional																					
Degree	33.7%	31.5%	29.9%	34.7%	34.3%	35.4%	15.6%	16.9%	16.9%	8.6%	9.7%	9.8%	7.4%	7.7%	8.1%	52,131	43,403	40,284	553	507	528
Pay Category																					
Federal Wage																					
System	23.5%	21.8%	21.5%	34.3%	35.3%	35.6%	20.4%	20.4%	20.7%	11.1%	10.9%	11.7%	10.6%	11.6%	10.6%	12,945	9,433	12,455	146	94	129
GS 1-6	26.7%	25.9%	24.3%	34.5%	34.4%	34.3%	18.9%	19.1%	20.8%	9.4%	9.7%	10.5%	10.6%	10.9%	10.2%	27,116	18,279	21,544	320	315	288
GS 7-12	29.3%	27.4%	26.1%	35.6%	35.3%	35.7%	17.5%	18.4%	18.9%	9.3%	9.7%	10.3%	8.2%	9.1%	9.0%	190,725	150,846	163,718	1,898	1,728	2,007
GS 13-15	34.3%	31.9%	30.4%	35.4%	35.5%	36.4%	15.7%	16.6%	16.9%	8.4%	9.0%	9.4%	6.2%	7.0%	6.9%	182,552	166,883	159,940	1,558	1,727	1,703
SES	52.5%	51.1%	46.4%	28.4%	28.5%	30.5%	11.0%	11.8%	13.1%	4.6%	5.0%	5.6%	3.5%	3.7%	4.4%	5,623	5,693	5,645	51	39	32
SL/ST	35.8%	32.7%	31.1%	31.6%	34.1%	34.7%	16.8%	16.5%	18.4%	6.2%	10.7%	8.0%	9.6%	6.0%	7.8%	1,986	1,540	1,509	19	16	18
Other	26.7%	24.2%	24.2%	36.3%	35.8%	36.3%	18.8%	19.1%	19.2%	9.3%	11.0%	11.3%	8.9%	9.9%	9.1%	30,748	25,366	25,210	378	335	307

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
Time in Federal Government																					
< 1 year	41.5%	41.0%	39.1%	35.9%	36.7%	37.8%	13.4%	12.8%	14.7%	5.5%	5.9%	4.6%	3.7%	3.7%	3.8%	8,805	6,615	5,838	187	208	184
1-3 years	35.5%	33.7%	31.5%	35.4%	35.3%	36.3%	15.2%	16.1%	16.2%	7.8%	7.6%	8.9%	6.2%	7.3%	7.1%	44,797	29,444	27,811	438	373	329
4-5 years	31.8%	29.7%	28.6%	34.4%	35.5%	35.7%	16.5%	16.8%	17.4%	8.8%	9.2%	10.2%	8.4%	8.8%	8.1%	29,846	29,637	40,443	311	323	478
6-10 years	30.1%	28.1%	26.7%	34.8%	34.8%	35.1%	17.0%	17.7%	18.3%	9.5%	10.1%	10.6%	8.6%	9.3%	9.3%	107,565	90,413	86,510	1,049	1,007	1,002
11-14 years	28.0%	26.1%	25.0%	35.8%	34.6%	35.2%	17.8%	18.6%	19.0%	9.7%	10.6%	11.2%	8.8%	10.0%	9.5%	63,223	54,020	55,958	590	569	588
15-20 years	28.2%	26.1%	25.0%	35.1%	34.7%	35.0%	18.2%	18.8%	19.4%	9.7%	10.5%	11.1%	8.8%	9.9%	9.5%	65,681	50,978	48,013	597	507	571
> 20 years	29.1%	27.1%	25.8%	36.4%	36.2%	36.8%	18.2%	19.1%	19.8%	8.9%	9.5%	9.7%	7.4%	8.1%	7.9%	132,780	117,706	126,251	1,250	1,277	1,359
Time with Current Agency																					
< 1 year	39.8%	38.7%	37.2%	34.6%	35.6%	36.0%	15.0%	14.1%	16.1%	5.7%	6.6%	5.9%	4.9%	5.0%	4.8%	16,049	12,664	11,459	403	456	395
1-3 years	34.6%	32.6%	30.6%	34.6%	34.8%	35.3%	15.6%	16.4%	16.5%	8.3%	8.3%	9.6%	7.0%	7.9%	8.0%	69,087	46,984	43,858	643	514	507
4-5 years	30.6%	28.8%	27.7%	34.5%	34.9%	35.3%	16.5%	17.1%	17.7%	9.4%	9.6%	10.4%	8.9%	9.6%	9.0%	37,435	37,577	49,167	391	370	531
6-10 years	29.2%	26.7%	26.0%	34.9%	34.9%	35.0%	17.3%	18.2%	18.7%	9.7%	10.4%	10.8%	8.9%	9.7%	9.4%	112,659	96,636	94,415	1,023	1,022	1,063
11-20 years	27.6%	25.7%	24.7%	36.0%	35.1%	35.4%	18.2%	19.0%	19.5%	9.7%	10.5%	11.0%	8.4%	9.6%	9.3%	117,340	97,289	97,578	1,032	953	1,056
> 20 years	29.5%	28.0%	26.0%	36.8%	36.7%	37.8%	18.1%	18.9%	19.6%	8.6%	9.1%	9.4%	6.9%	7.3%	7.2%	98,675	86,379	93,131	902	931	949
Leaving																					
No	36.3%	34.2%	32.5%	37.8%	38.3%	38.9%	15.2%	15.9%	16.6%	6.5%	6.9%	7.4%	4.2%	4.6%	4.6%	312,889	255,621	259,709	2,642	2,577	2,654
Yes, to retire	24.2%	22.5%	21.6%	37.7%	36.5%	37.3%	20.8%	21.8%	23.0%	9.8%	11.1%	10.4%	7.5%	8.1%	7.7%	28,225	21,961	23,758	265	229	242
Yes, to other job in Govt	18.4%	17.2%	16.5%	29.9%	29.1%	29.4%	21.1%	21.6%	21.8%	14.8%	15.1%	16.2%	15.7%	16.9%	16.2%	69,742	69,362	72,132	905	974	1,058
Yes, to other job outside Govt	16.7%	14.7%	14.6%	29.5%	26.7%	28.3%	19.9%	20.7%	20.5%	15.2%	17.3%	16.6%	18.7%	20.7%	20.0%	19,113	13,552	15,554	268	186	230
Yes, other	15.1%	13.9%	13.4%	26.2%	26.9%	26.7%	23.0%	23.1%	23.0%	15.5%	15.1%	16.4%	20.2%	21.0%	20.5%	21,833	17,620	18,908	324	288	325
Retiring																					
Within 1 year	24.5%	22.6%	21.7%	35.3%	34.9%	35.9%	20.5%	21.0%	21.9%	10.6%	11.9%	10.8%	9.1%	9.6%	9.7%	16,969	13,349	14,648	167	150	140
Between 1-3 years	25.4%	24.1%	22.7%	37.8%	36.7%	37.3%	20.2%	21.1%	21.8%	9.1%	10.0%	10.5%	7.5%	8.0%	7.7%	46,688	37,413	39,341	478	406	434
Between 3-5 years	27.5%	25.4%	23.6%	36.3%	36.7%	37.2%	19.1%	19.9%	20.8%	9.4%	10.0%	10.2%	7.7%	8.0%	8.2%	50,717	41,493	42,800	473	454	467
5 or more years	31.7%	29.5%	28.2%	35.1%	35.0%	35.5%	16.4%	17.2%	17.7%	8.9%	9.4%	10.1%	7.9%	8.8%	8.5%	334,804	283,217	290,204	3,219	3,203	3,392

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
Self-Identify as:																					
Heterosexual	31.5%	29.4%	27.9%	35.7%	35.7%	36.3%	16.7%	17.4%	18.0%	8.7%	9.3%	9.8%	7.4%	8.2%	8.0%	361,097	302,166	313,241	3,258	3,206	3,356
LGBT*	32.1%	29.5%	28.0%	32.3%	33.1%	33.2%	16.4%	16.9%	17.0%	9.9%	10.4%	11.9%	9.4%	10.1%	10.0%	13,403	11,155	10,872	148	134	144
Prefer not to say	23.5%	21.8%	20.7%	33.9%	33.0%	33.4%	20.2%	21.5%	21.9%	11.1%	11.8%	12.3%	11.2%	11.9%	11.6%	56,061	46,123	47,230	705	647	691
Military Service																					
No Prior Military Service	30.7%	28.6%	27.2%	35.9%	35.7%	36.4%	16.8%	17.7%	18.0%	9.0%	9.6%	10.1%	7.6%	8.4%	8.2%	321,689	273,437	277,042	3,099	3,092	3,264
Currently in Guard/Reserves	31.5%	29.6%	27.6%	35.6%	33.8%	35.7%	15.6%	16.4%	17.6%	8.2%	9.4%	9.7%	9.0%	10.7%	9.4%	7,319	6,060	6,883	81	68	86
Retired Separated/Discharged	31.7%	30.2%	28.7%	35.7%	35.6%	35.8%	17.7%	18.4%	19.5%	8.3%	8.6%	9.1%	6.7%	7.3%	7.0%	49,352	39,092	42,699	445	375	413
Disability																					
Yes	28.9%	27.0%	25.5%	32.4%	32.3%	32.3%	17.8%	18.3%	19.6%	9.9%	10.2%	11.0%	11.0%	12.1%	11.7%	68,603	50,809	52,607	744	627	645
No	30.7%	28.6%	27.3%	36.1%	36.0%	36.5%	17.0%	17.8%	18.3%	8.9%	9.5%	10.0%	7.2%	8.0%	7.9%	379,147	323,756	333,894	3,570	3,565	3,775

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
Work Location																					
Headquarters	35.6%	32.9%	31.6%	36.4%	36.6%	37.5%	19.0%	20.6%	20.9%	4.1%	4.4%	4.6%	4.9%	5.5%	5.4%	165,333	143,096	143,434	12,561	12,222	12,714
Field	31.2%	29.6%	27.9%	37.3%	37.7%	38.1%	21.4%	22.0%	22.9%	4.5%	4.8%	5.1%	5.6%	6.0%	6.0%	258,261	210,010	219,601	20,972	19,083	20,270
Supervisory Status																					
Non-Supervisor	30.9%	28.9%	27.2%	36.4%	36.5%	37.3%	21.9%	23.1%	23.7%	4.8%	5.0%	5.2%	6.0%	6.6%	6.6%	276,686	228,248	234,873	26,146	24,230	25,761
Team Leader	33.5%	31.1%	29.8%	37.5%	38.3%	38.0%	20.1%	20.9%	22.1%	3.8%	4.6%	5.1%	5.1%	5.0%	5.0%	53,555	45,410	49,090	4,097	3,977	4,182
Supervisor	35.6%	33.1%	32.4%	39.8%	41.0%	41.1%	17.6%	18.1%	18.8%	3.5%	3.9%	4.1%	3.4%	3.9%	3.6%	60,261	49,730	49,961	2,564	2,411	2,461
Manager	43.0%	41.7%	39.6%	37.2%	37.5%	39.3%	13.8%	14.1%	14.7%	3.1%	3.4%	3.3%	3.0%	3.3%	3.1%	27,782	23,923	23,630	819	760	685
Senior Leader	56.1%	53.3%	50.2%	30.0%	30.4%	32.5%	9.8%	10.5%	11.2%	1.6%	2.4%	2.9%	2.6%	3.5%	3.1%	7,988	7,971	7,879	139	124	142
Sex																					
Male	33.5%	31.0%	29.4%	37.7%	38.1%	38.6%	20.3%	21.5%	22.2%	3.8%	4.2%	4.6%	4.8%	5.2%	5.2%	215,699	180,375	187,955	16,774	15,925	17,032
Female	32.2%	30.6%	29.1%	36.0%	36.3%	37.0%	20.7%	21.4%	22.1%	5.1%	5.2%	5.4%	6.1%	6.5%	6.4%	204,637	170,050	173,057	16,060	14,755	15,355
Hispanic or Latino																					
Yes	32.5%	30.4%	29.0%	34.9%	34.2%	34.6%	20.5%	22.0%	22.4%	5.2%	5.8%	6.1%	6.9%	7.7%	7.9%	37,113	31,246	31,526	2,446	2,237	2,336
No	33.0%	31.0%	29.3%	37.2%	37.7%	38.3%	20.4%	21.3%	22.1%	4.3%	4.5%	4.8%	5.1%	5.5%	5.5%	379,362	315,830	326,210	29,802	27,917	29,529
Race																					
American Indian/ Alaska Native	26.0%	24.3%	23.7%	33.5%	32.7%	33.8%	23.3%	25.2%	24.9%	7.7%	7.1%	7.4%	9.5%	10.7%	10.2%	8,851	7,386	7,910	503	416	444
Asian	32.1%	30.6%	29.3%	39.7%	39.1%	40.7%	18.9%	20.5%	20.5%	4.4%	4.4%	4.3%	4.9%	5.4%	5.2%	20,792	18,276	17,428	1,247	1,215	1,221
Black/African American	31.7%	30.0%	27.8%	35.2%	35.3%	35.8%	20.9%	21.2%	22.4%	5.2%	5.7%	6.2%	7.0%	7.8%	7.8%	60,744	54,110	56,232	3,605	3,721	3,858
Native Hawaiian/ Pacific Islander	28.2%	29.2%	27.3%	37.1%	34.5%	34.9%	21.7%	21.5%	23.2%	4.7%	6.1%	7.0%	8.3%	8.8%	7.7%	2,620	2,081	2,346	129	125	128
White	33.8%	31.7%	30.1%	37.7%	38.2%	38.8%	20.0%	21.1%	21.8%	4.0%	4.3%	4.4%	4.5%	4.8%	4.8%	294,256	241,733	250,070	23,869	22,106	23,494
Two or more races (Not Hispanic/ Latino)	32.1%	29.5%	27.7%	33.1%	33.0%	33.9%	21.8%	23.7%	23.9%	5.0%	5.3%	6.2%	8.0%	8.6%	8.3%	17,108	13,026	13,084	1,553	1,328	1,353

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
Age Group																					
25 and under	35.5%	34.9%	34.1%	39.5%	40.0%	39.8%	16.6%	17.7%	16.0%	3.5%	3.3%	4.4%	4.8%	4.1%	5.7%	3,506	2,525	2,470	216	192	187
26-29	36.2%	32.5%	31.1%	38.3%	39.3%	39.0%	16.3%	18.6%	18.9%	4.5%	3.9%	5.5%	4.7%	5.7%	5.6%	11,725	10,220	11,141	923	905	1,143
30-39	34.7%	32.0%	30.5%	36.0%	37.0%	37.0%	19.1%	20.2%	21.1%	4.3%	4.5%	5.1%	5.8%	6.3%	6.3%	81,795	67,442	65,642	7,210	6,773	7,004
40-49	33.1%	31.1%	29.8%	36.4%	36.7%	37.5%	20.2%	21.3%	21.7%	4.6%	4.6%	4.9%	5.7%	6.2%	6.2%	111,865	95,200	99,253	8,761	8,443	8,965
50-59	31.8%	29.9%	28.1%	37.2%	37.3%	37.9%	21.5%	22.3%	23.6%	4.4%	4.9%	5.0%	5.2%	5.6%	5.5%	156,483	131,944	137,618	12,013	11,221	11,832
60+	29.2%	28.4%	26.8%	38.6%	37.9%	39.6%	23.2%	23.8%	24.0%	4.4%	5.0%	4.9%	4.6%	4.9%	4.7%	71,974	56,869	58,855	5,633	4,898	5,050
Level of Education																					
Less than																					
High School	28.4%	20.6%	23.0%	33.6%	35.2%	39.0%	26.2%	31.9%	24.3%	4.8%	5.7%	6.4%	7.0%	6.6%	7.4%	408	340	385	32	24	26
H.S. Diploma/																					
GED or equiv	28.4%	26.8%	25.3%	38.5%	39.9%	39.4%	23.0%	22.5%	23.6%	4.5%	5.1%	5.7%	5.6%	5.6%	6.0%	18,535	15,392	18,258	946	853	1,062
Trade/Technical																					
Certificate	26.3%	25.0%	22.9%	36.1%	36.8%	37.7%	25.2%	25.0%	25.6%	5.7%	6.0%	6.5%	6.8%	7.1%	7.2%	10,156	7,679	8,978	626	503	594
Some College																					
(no degree)	29.3%	27.6%	26.5%	36.2%	36.0%	36.4%	23.1%	24.0%	24.7%	5.2%	5.6%	5.8%	6.2%	6.9%	6.6%	58,860	49,228	56,049	3,811	3,527	4,119
Associate's																					
Degree	28.0%	26.9%	26.3%	37.0%	36.7%	36.5%	23.0%	23.1%	24.4%	5.4%	6.1%	5.7%	6.6%	7.1%	7.1%	33,349	25,838	29,136	2,141	1,971	2,200
Bachelor's																					
Degree	33.3%	31.1%	29.5%	37.9%	37.9%	39.0%	19.9%	21.4%	21.5%	4.0%	4.2%	4.6%	4.8%	5.3%	5.4%	143,093	121,097	123,847	11,795	10,997	11,798
Master's Degree																					
Doctoral/	36.4%	33.9%	32.4%	36.5%	37.4%	38.1%	18.2%	19.2%	20.3%	4.1%	4.1%	4.3%	4.9%	5.3%	5.0%	110,280	92,956	89,458	9,047	8,687	8,628
Professional																					
Degree	38.4%	36.8%	34.8%	35.7%	36.2%	37.4%	18.0%	18.7%	19.3%	3.6%	3.8%	3.8%	4.3%	4.4%	4.6%	48,058	39,719	36,749	4,687	4,376	4,211
Pay Category																					
Federal Wage																					
System	23.3%	22.1%	22.1%	36.3%	36.9%	36.8%	25.3%	25.2%	25.9%	6.8%	7.3%	7.1%	8.3%	8.4%	8.1%	12,293	8,948	11,854	807	621	797
GS 1-6																					
GS 7-12	27.1%	26.3%	24.9%	35.7%	35.7%	36.3%	23.3%	23.6%	24.2%	5.5%	6.0%	6.5%	8.3%	8.4%	8.1%	25,766	17,426	20,442	1,676	1,227	1,505
GS 13-15																					
SES	31.1%	28.9%	27.6%	37.1%	37.5%	37.9%	21.4%	22.5%	23.0%	4.8%	4.9%	5.2%	5.6%	6.2%	6.2%	178,416	140,359	152,041	14,387	12,762	14,268
SL/ST																					
Other	38.8%	36.3%	34.6%	37.2%	37.6%	38.5%	17.4%	18.7%	19.5%	3.2%	3.5%	3.5%	3.4%	3.8%	3.9%	170,630	155,336	148,378	13,723	14,065	13,875
	61.3%	62.4%	58.7%	26.6%	26.3%	29.1%	8.8%	8.1%	8.6%	1.7%	1.2%	1.8%	1.6%	1.9%	1.8%	5,585	5,695	5,588	87	69	104
	41.0%	41.0%	37.3%	35.5%	33.9%	34.8%	14.7%	18.3%	18.6%	2.4%	2.9%	4.5%	6.3%	3.9%	4.8%	1,880	1,461	1,446	121	106	91
	29.1%	27.3%	26.0%	37.9%	37.9%	38.5%	22.3%	23.0%	23.8%	4.6%	5.1%	5.6%	6.2%	6.7%	6.0%	28,726	23,585	23,429	2,468	2,231	2,188

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
Time in Federal Government																					
< 1 year	42.7%	42.1%	39.7%	37.5%	37.5%	40.3%	14.5%	15.1%	14.3%	2.9%	2.8%	2.8%	2.4%	2.6%	2.8%	8,277	6,260	5,452	717	585	584
1-3 years	36.9%	34.8%	33.0%	36.7%	37.2%	38.2%	18.0%	19.5%	19.4%	3.9%	3.5%	4.4%	4.4%	4.9%	4.9%	42,072	27,604	25,889	3,198	2,268	2,357
4-5 years	34.3%	31.8%	30.6%	35.8%	37.7%	37.9%	19.8%	20.6%	21.5%	4.4%	4.4%	4.7%	5.7%	5.7%	5.3%	27,970	27,519	37,449	2,212	2,562	3,623
6-10 years	32.9%	30.4%	28.8%	36.6%	37.0%	37.3%	20.3%	21.5%	22.3%	4.5%	4.7%	5.3%	5.7%	6.3%	6.2%	100,165	83,793	79,911	8,540	7,971	7,839
11-14 years	30.5%	28.8%	27.7%	37.7%	36.8%	37.8%	21.3%	22.8%	22.8%	4.6%	5.3%	5.4%	5.8%	6.4%	6.4%	59,164	50,274	51,881	4,729	4,583	4,854
15-20 years	30.6%	29.1%	27.0%	36.9%	36.6%	37.6%	21.8%	22.3%	23.5%	4.7%	5.2%	5.4%	6.0%	6.7%	6.5%	61,561	47,546	44,865	4,799	4,181	3,916
> 20 years	32.0%	30.2%	28.7%	37.4%	38.0%	38.3%	21.5%	21.9%	23.0%	4.3%	4.7%	4.6%	4.8%	5.2%	5.3%	125,061	110,501	118,455	9,165	9,014	9,762
Time with Current Agency																					
< 1 year	41.9%	40.8%	38.5%	35.9%	36.7%	38.4%	15.8%	16.1%	16.2%	3.0%	3.1%	3.4%	3.3%	3.3%	3.6%	15,114	12,000	10,810	1,335	1,157	1,077
1-3 years	36.6%	34.2%	32.4%	36.1%	36.5%	37.3%	18.4%	19.8%	20.0%	4.1%	3.9%	4.7%	4.8%	5.6%	5.6%	64,955	44,018	40,867	4,840	3,612	3,681
4-5 years	33.0%	30.8%	29.7%	36.1%	37.2%	37.7%	19.9%	20.8%	21.8%	4.5%	4.7%	4.8%	6.5%	6.5%	6.0%	35,099	34,955	45,590	2,745	3,158	4,306
6-10 years	31.8%	29.2%	28.2%	36.6%	37.0%	37.1%	20.9%	22.2%	22.9%	4.7%	5.0%	5.4%	6.0%	6.5%	6.4%	104,933	89,595	87,322	8,864	8,475	8,433
11-20 years	30.1%	28.4%	27.1%	37.7%	37.3%	38.1%	21.9%	22.7%	23.4%	4.7%	5.4%	5.2%	5.6%	6.3%	6.2%	109,924	90,731	90,857	8,608	7,954	8,122
> 20 years	32.5%	31.2%	29.1%	37.9%	38.5%	39.2%	21.2%	21.8%	22.7%	4.0%	4.2%	4.4%	4.3%	4.3%	4.7%	92,868	81,008	87,324	6,866	6,690	7,212
Leaving																					
No	38.3%	36.2%	34.3%	38.4%	39.2%	39.8%	17.8%	18.6%	19.6%	3.0%	3.2%	3.4%	2.6%	2.8%	2.9%	295,444	240,601	244,053	20,422	18,690	19,275
Yes, to retire	26.7%	25.7%	24.4%	39.3%	39.0%	39.6%	24.2%	24.6%	25.4%	5.0%	5.5%	5.5%	4.8%	5.2%	5.0%	26,522	20,582	22,307	2,010	1,699	1,801
Yes, to other job in Govt	21.5%	20.5%	19.3%	33.8%	33.1%	33.7%	25.8%	26.9%	27.2%	7.7%	7.9%	8.3%	11.2%	11.7%	11.6%	64,220	63,661	65,972	6,507	6,945	7,472
Yes, to other job outside Govt	22.4%	19.1%	19.1%	33.8%	32.6%	34.0%	23.8%	26.3%	26.1%	7.0%	7.9%	7.7%	12.9%	14.1%	13.2%	17,429	12,168	13,922	1,979	1,620	1,939
Yes, other	17.8%	16.6%	15.6%	29.7%	30.5%	31.2%	29.3%	29.2%	29.6%	8.3%	8.0%	8.8%	14.9%	15.7%	14.8%	19,803	15,864	16,959	2,366	2,139	2,365
Retiring																					
Within 1 year	26.8%	26.0%	24.8%	37.6%	37.8%	38.9%	24.4%	24.2%	24.2%	5.1%	5.7%	5.8%	6.1%	6.3%	6.3%	15,927	12,523	13,739	1,232	1,031	1,142
Between 1-3 years	28.4%	27.0%	25.5%	39.0%	38.6%	39.6%	23.3%	24.2%	24.8%	4.4%	5.1%	5.2%	4.8%	5.0%	4.9%	43,874	35,030	36,871	3,331	3,007	3,067
Between 3-5 years	30.1%	28.6%	26.4%	38.2%	38.1%	39.0%	22.2%	23.0%	24.4%	4.5%	5.1%	4.8%	5.0%	5.1%	5.3%	47,736	39,069	40,244	3,538	3,139	3,246
5 or more years	34.1%	31.9%	30.4%	36.6%	37.0%	37.5%	19.7%	20.8%	21.4%	4.3%	4.5%	4.8%	5.3%	5.8%	5.8%	313,493	263,850	269,570	24,885	23,639	25,038

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
Self-Identify as:																					
Heterosexual	33.8%	31.7%	30.0%	37.4%	37.7%	38.4%	19.7%	20.6%	21.6%	4.3%	4.5%	4.7%	4.8%	5.4%	5.4%	340,359	283,832	293,485	24,404	22,873	24,282
LGBT*	35.2%	33.0%	31.2%	32.7%	33.9%	33.9%	19.7%	20.5%	21.1%	4.9%	5.3%	6.6%	7.4%	7.3%	7.3%	12,610	10,425	10,164	969	898	890
Prefer not to say	26.6%	24.8%	23.9%	35.0%	35.0%	35.5%	25.2%	26.3%	26.6%	5.4%	5.9%	5.8%	7.8%	8.0%	8.2%	51,218	41,783	42,824	5,623	5,199	5,322
Military Service																					
No Prior Military Service	33.1%	31.0%	29.4%	37.3%	37.8%	38.3%	20.2%	21.1%	21.9%	4.3%	4.6%	4.9%	5.0%	5.5%	5.5%	300,906	254,568	257,245	24,240	23,083	24,030
Currently in Guard/Reserves	33.2%	31.9%	29.8%	38.8%	37.4%	38.1%	17.3%	19.4%	20.7%	4.4%	4.7%	4.6%	6.4%	6.6%	6.9%	6,956	5,762	6,512	454	385	485
Retired Separated/Discharged	34.7%	33.2%	31.6%	38.0%	37.8%	38.7%	19.6%	20.6%	21.3%	3.7%	3.9%	4.2%	4.1%	4.4%	4.2%	47,075	37,221	40,711	2,761	2,413	2,647
Disability																					
Yes	31.5%	29.8%	28.0%	34.1%	33.9%	34.3%	21.2%	22.2%	23.1%	5.3%	5.5%	6.0%	7.9%	8.6%	8.6%	64,595	47,749	49,472	4,820	3,882	4,025
No	33.2%	31.1%	29.5%	37.6%	38.0%	38.6%	20.3%	21.2%	22.0%	4.2%	4.5%	4.7%	4.7%	5.1%	5.2%	355,384	302,028	310,710	27,802	26,691	28,207

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
Work Location																					
Headquarters	30.4%	28.4%	26.9%	35.4%	35.4%	36.0%	17.9%	18.4%	19.1%	9.3%	10.0%	10.4%	7.0%	7.8%	7.6%	176,950	154,410	155,090	885	885	971
Field	27.0%	25.5%	24.1%	36.7%	36.5%	36.7%	18.6%	19.2%	20.1%	9.9%	10.4%	10.8%	7.8%	8.5%	8.3%	277,807	227,780	238,450	1,338	1,281	1,320
Supervisory Status																					
Non-Supervisor	27.1%	25.3%	23.8%	36.0%	35.6%	36.1%	18.9%	19.7%	20.3%	9.9%	10.5%	11.0%	8.1%	8.9%	8.8%	301,072	250,921	258,813	1,656	1,593	1,726
Team Leader	28.2%	26.6%	25.3%	36.4%	36.7%	36.2%	18.1%	18.0%	20.1%	10.1%	10.7%	10.8%	7.3%	7.9%	7.5%	57,469	49,131	53,001	222	233	252
Supervisor	30.4%	28.2%	27.2%	38.2%	38.5%	39.1%	17.2%	17.5%	18.2%	8.7%	9.4%	9.5%	5.5%	6.3%	5.9%	62,544	51,897	52,139	211	222	235
Manager	34.9%	33.5%	31.7%	35.4%	36.5%	36.8%	15.9%	16.0%	17.0%	8.6%	8.5%	9.0%	5.2%	5.5%	5.5%	28,489	24,571	24,217	97	103	78
Senior Leader	46.3%	42.4%	41.4%	31.8%	32.7%	32.9%	12.4%	13.2%	14.2%	5.6%	5.9%	7.0%	4.0%	5.8%	4.5%	8,087	8,047	7,989	42	33	33
Sex																					
Male	28.6%	26.4%	25.0%	37.0%	37.2%	37.4%	18.3%	18.9%	19.8%	9.1%	9.7%	10.1%	7.0%	7.8%	7.7%	231,507	195,363	203,820	954	946	1,003
Female	28.0%	26.9%	25.3%	35.2%	34.9%	35.3%	18.3%	18.7%	19.6%	10.4%	10.9%	11.3%	8.1%	8.7%	8.5%	219,327	183,553	187,131	1,214	1,183	1,260
Hispanic or Latino																					
Yes	29.7%	27.5%	26.3%	34.0%	33.7%	33.5%	18.3%	18.2%	19.8%	9.2%	10.6%	10.8%	8.8%	10.0%	9.6%	39,347	33,293	33,695	187	172	185
No	28.2%	26.6%	25.0%	36.5%	36.5%	36.9%	18.3%	18.9%	19.7%	9.7%	10.1%	10.6%	7.3%	8.0%	7.8%	407,072	341,776	353,491	1,951	1,928	2,048
Race																					
American Indian/ Alaska Native	24.1%	22.0%	22.7%	33.1%	31.6%	32.3%	20.5%	21.5%	21.7%	10.6%	12.0%	11.0%	11.8%	12.8%	12.4%	9,285	7,753	8,292	52	47	51
Asian	30.0%	29.0%	27.2%	38.9%	38.0%	40.4%	18.2%	19.5%	18.8%	6.8%	7.2%	7.0%	6.0%	6.4%	6.5%	21,887	19,340	18,496	138	145	157
Black/African American	30.0%	28.3%	26.7%	35.9%	36.1%	36.5%	17.3%	17.3%	18.1%	8.6%	9.0%	9.6%	8.2%	9.3%	9.2%	64,013	57,514	59,719	270	313	334
Native Hawaiian/ Pacific Islander	26.5%	28.6%	24.6%	36.7%	35.0%	35.1%	19.0%	17.3%	21.0%	8.7%	8.8%	9.1%	9.1%	10.4%	10.2%	2,728	2,198	2,460	13	10	14
White	28.3%	26.5%	25.0%	36.5%	36.5%	36.7%	18.2%	18.8%	19.9%	10.1%	10.6%	11.0%	7.0%	7.7%	7.5%	316,576	262,374	271,954	1,467	1,380	1,460
Two or more races (Not Hispanic/ Latino)	27.6%	24.8%	23.6%	33.0%	33.5%	33.1%	19.3%	19.8%	21.1%	9.8%	10.9%	12.0%	10.3%	11.1%	10.2%	18,535	14,227	14,334	123	119	106

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
Age Group																					
25 and under	32.1%	33.4%	29.9%	39.7%	40.2%	39.8%	12.6%	12.8%	15.3%	9.5%	8.5%	8.3%	6.0%	5.2%	6.7%	3,706	2,701	2,642	17	18	15
26-29	32.8%	30.6%	28.7%	37.5%	36.6%	36.6%	14.2%	16.3%	16.2%	9.3%	9.2%	10.6%	6.2%	7.3%	7.9%	12,605	11,074	12,229	44	55	65
30-39	30.2%	28.0%	26.5%	35.6%	36.0%	36.6%	16.2%	16.6%	16.8%	10.1%	10.6%	11.4%	8.0%	8.8%	8.6%	88,536	73,737	72,224	456	437	439
40-49	28.8%	27.1%	25.8%	36.1%	35.6%	36.0%	17.5%	18.2%	19.1%	9.7%	10.5%	10.6%	7.9%	8.6%	8.6%	120,017	103,116	107,503	553	556	606
50-59	27.0%	25.3%	23.7%	36.2%	36.4%	36.5%	19.7%	20.2%	21.3%	9.8%	10.1%	10.7%	7.3%	8.0%	7.8%	167,581	142,301	148,450	877	848	937
60+	24.5%	23.5%	22.2%	37.0%	36.3%	37.2%	22.3%	22.8%	23.7%	9.3%	10.2%	9.9%	6.8%	7.2%	7.0%	77,083	61,385	63,504	416	367	378
Level of Education																					
Less than																					
High School	26.5%	20.6%	24.0%	35.4%	34.2%	39.5%	22.4%	27.6%	20.3%	9.2%	8.0%	6.7%	6.5%	9.6%	9.4%	429	357	403	8	6	6
H.S. Diploma/	27.2%	25.4%	24.0%	38.6%	39.1%	38.9%	19.6%	19.5%	21.1%	7.7%	8.9%	8.6%	6.9%	7.1%	7.4%	19,380	16,185	19,255	73	64	90
GED or equiv	24.5%	23.2%	21.3%	35.6%	37.3%	36.0%	21.3%	20.0%	22.2%	10.1%	10.2%	11.4%	8.5%	9.3%	9.0%	10,726	8,156	9,514	54	39	40
Trade/Technical	26.7%	25.3%	23.9%	35.5%	35.1%	36.0%	20.0%	20.2%	20.9%	9.7%	10.5%	10.6%	8.1%	8.9%	8.6%	62,340	52,487	59,826	297	282	339
Certificate	25.5%	24.4%	23.9%	36.5%	35.6%	35.4%	19.4%	19.8%	20.8%	10.2%	10.7%	10.9%	8.4%	9.5%	9.0%	35,339	27,636	31,124	161	167	175
Some College	28.5%	26.4%	25.2%	37.1%	37.1%	37.1%	17.9%	18.5%	19.3%	9.4%	10.0%	10.6%	7.0%	7.9%	7.8%	154,169	131,340	134,801	714	722	771
(no degree)	30.0%	28.3%	26.3%	35.4%	35.4%	36.4%	17.1%	18.0%	18.7%	10.2%	10.3%	10.9%	7.3%	8.0%	7.7%	118,672	101,022	97,417	576	594	612
Associate's	30.9%	29.2%	27.5%	35.6%	35.1%	35.8%	17.3%	18.1%	18.7%	9.1%	10.4%	10.4%	7.1%	7.2%	7.6%	52,416	43,803	40,709	300	272	250
Degree																					
Degree																					
Master's Degree																					
Doctoral/																					
Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	21.9%	20.4%	20.8%	34.7%	36.0%	35.6%	21.7%	20.7%	21.4%	11.4%	12.0%	11.8%	10.3%	10.8%	10.4%	13,020	9,519	12,598	73	49	54
GS 1-6	25.8%	24.9%	23.3%	35.5%	34.6%	35.1%	19.5%	20.1%	21.0%	9.5%	10.3%	10.6%	9.7%	10.1%	9.9%	27,252	18,534	21,770	168	142	162
GS 7-12	27.4%	25.8%	24.4%	36.4%	36.3%	36.4%	18.5%	19.0%	20.0%	10.0%	10.3%	10.7%	7.8%	8.6%	8.5%	191,831	152,286	165,209	920	876	1,061
GS 13-15	31.6%	29.6%	27.7%	36.2%	36.1%	36.9%	17.2%	17.8%	18.6%	9.1%	9.8%	10.2%	5.9%	6.7%	6.5%	183,523	168,416	161,309	806	893	856
SES	49.7%	47.8%	42.8%	30.2%	30.7%	32.7%	11.9%	12.7%	14.4%	5.1%	5.5%	6.5%	3.2%	3.2%	3.6%	5,638	5,743	5,677	29	18	16
SL/ST	33.0%	28.4%	30.6%	31.9%	35.7%	34.6%	18.0%	19.0%	18.4%	7.2%	9.9%	8.8%	9.8%	6.9%	7.6%	1,996	1,557	1,523	11	9	11
Other	25.1%	23.1%	22.6%	38.0%	37.3%	37.7%	18.8%	20.1%	20.2%	10.0%	10.6%	11.3%	8.2%	9.0%	8.2%	30,956	25,631	25,448	191	168	138

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
Time in Federal Government																					
< 1 year	38.9%	39.8%	36.2%	37.6%	35.1%	40.1%	13.0%	14.5%	12.9%	6.6%	6.9%	7.0%	3.8%	3.7%	3.9%	8,922	6,775	5,950	73	79	82
1-3 years	33.5%	32.3%	30.4%	36.6%	36.0%	36.5%	15.3%	16.2%	17.0%	8.3%	8.6%	9.5%	6.2%	6.9%	6.6%	45,073	29,731	28,083	179	153	148
4-5 years	30.4%	27.9%	26.7%	35.5%	36.9%	36.9%	16.6%	17.1%	18.2%	9.8%	10.0%	10.5%	7.7%	8.1%	7.7%	30,002	29,902	40,850	149	158	220
6-10 years	28.1%	26.4%	24.9%	35.9%	35.8%	36.1%	17.9%	18.3%	19.3%	10.3%	10.7%	11.0%	7.9%	8.8%	8.8%	108,170	91,222	87,225	528	488	508
11-14 years	26.1%	24.6%	23.4%	36.4%	35.6%	36.3%	18.8%	19.7%	19.8%	10.2%	11.0%	11.6%	8.4%	9.0%	9.0%	63,571	54,551	56,388	291	303	305
15-20 years	26.3%	24.3%	23.0%	35.5%	35.9%	35.7%	19.8%	19.5%	21.1%	10.1%	11.0%	11.1%	8.2%	9.3%	9.1%	66,029	51,443	48,443	305	274	285
> 20 years	26.6%	25.0%	23.7%	36.8%	36.8%	36.9%	20.2%	20.7%	21.7%	9.4%	9.9%	10.2%	7.0%	7.7%	7.5%	133,480	118,844	127,409	695	709	760
Time with Current Agency																					
< 1 year	38.1%	37.7%	35.3%	35.6%	34.5%	37.4%	14.4%	15.4%	14.7%	7.0%	7.4%	7.8%	4.9%	5.0%	4.8%	16,283	12,987	11,716	163	181	173
1-3 years	32.7%	31.2%	29.2%	35.8%	35.5%	35.8%	15.9%	16.7%	17.4%	8.8%	9.0%	10.1%	6.9%	7.6%	7.6%	69,517	47,423	44,259	264	225	249
4-5 years	28.9%	26.9%	25.9%	35.7%	36.6%	36.3%	17.0%	17.5%	18.7%	10.2%	10.3%	10.6%	8.2%	8.7%	8.5%	37,632	37,903	49,647	178	185	243
6-10 years	27.2%	25.0%	24.2%	35.8%	35.9%	35.9%	18.3%	18.9%	19.6%	10.5%	11.1%	11.3%	8.2%	9.1%	8.9%	113,222	97,469	95,164	539	515	552
11-20 years	25.6%	24.1%	22.9%	36.5%	36.0%	36.2%	19.7%	20.0%	20.9%	10.2%	10.9%	11.3%	8.0%	9.0%	8.8%	117,938	98,190	98,387	555	534	544
> 20 years	26.9%	25.6%	23.7%	37.3%	37.3%	37.9%	20.2%	20.7%	21.8%	9.0%	9.5%	9.9%	6.5%	6.9%	6.7%	99,183	87,197	93,945	509	509	534
Leaving																					
No	33.8%	32.1%	30.2%	38.6%	39.0%	39.3%	16.4%	16.9%	18.1%	7.2%	7.7%	8.0%	4.0%	4.4%	4.4%	314,380	257,911	261,879	1,354	1,332	1,360
Yes, to retire	21.9%	20.1%	19.8%	37.3%	37.0%	37.0%	23.6%	24.0%	24.7%	10.2%	11.1%	11.1%	7.0%	7.8%	7.4%	28,352	22,145	23,953	155	140	135
Yes, to other job in Govt	17.4%	16.4%	15.5%	30.8%	30.3%	30.7%	21.7%	22.1%	22.2%	15.4%	15.4%	16.2%	14.8%	15.7%	15.3%	70,299	70,160	72,873	400	456	540
Yes, to other job outside Govt	15.9%	13.9%	14.0%	30.7%	28.8%	29.9%	20.1%	21.2%	21.6%	16.0%	17.2%	16.6%	17.1%	18.8%	18.0%	19,305	13,681	15,732	111	89	112
Yes, other	14.3%	13.4%	12.7%	28.1%	27.7%	28.5%	23.4%	24.0%	23.9%	15.6%	15.6%	16.3%	18.6%	19.3%	18.5%	21,987	17,858	19,137	182	139	163
Retiring																					
Within 1 year	22.0%	20.0%	19.6%	35.6%	35.7%	35.5%	23.3%	23.4%	23.9%	10.3%	11.6%	11.7%	8.7%	9.3%	9.1%	17,048	13,485	14,747	97	84	93
Between 1-3 years	23.5%	22.0%	20.6%	37.3%	37.2%	37.7%	22.2%	22.8%	24.0%	10.0%	10.4%	10.3%	7.0%	7.6%	7.4%	46,965	37,784	39,732	233	229	225
Between 3-5 years	25.4%	23.8%	21.8%	36.7%	37.0%	37.5%	20.9%	21.2%	22.4%	9.9%	10.3%	10.7%	7.1%	7.7%	7.6%	50,997	41,995	43,246	262	226	241
5 or more years	29.6%	27.8%	26.4%	36.1%	36.0%	36.3%	17.3%	17.9%	18.7%	9.5%	10.1%	10.6%	7.5%	8.2%	8.1%	336,675	285,835	292,737	1,575	1,593	1,716

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
Self-Identify as:																					
Heterosexual	29.4%	27.6%	25.9%	36.6%	36.5%	37.0%	17.8%	18.3%	19.3%	9.3%	9.9%	10.2%	7.0%	7.7%	7.5%	363,032	305,037	315,937	1,601	1,556	1,687
LGBT*	29.6%	28.4%	26.6%	34.4%	32.8%	33.2%	16.5%	18.0%	17.5%	10.5%	11.1%	13.0%	9.0%	9.6%	9.7%	13,503	11,244	10,978	61	63	66
Prefer not to say	22.2%	20.3%	19.7%	34.2%	34.5%	34.0%	21.5%	21.8%	22.9%	11.9%	12.2%	12.4%	10.3%	11.2%	11.0%	56,403	46,625	47,709	388	390	385
Military Service																					
No Prior Military Service	28.5%	26.6%	25.2%	36.8%	36.7%	37.1%	18.0%	18.7%	19.5%	9.6%	10.2%	10.5%	7.1%	7.8%	7.7%	323,462	275,983	279,458	1,609	1,626	1,710
Currently in Guard/Reserves	29.4%	27.9%	25.4%	36.8%	35.4%	36.8%	16.7%	17.1%	17.3%	8.6%	9.9%	11.1%	8.4%	9.7%	9.4%	7,383	6,116	6,940	30	31	32
Retired Separated/Discharged	29.6%	28.3%	26.8%	35.7%	36.1%	36.2%	19.2%	19.2%	20.4%	9.1%	9.3%	9.8%	6.4%	7.1%	6.7%	49,632	39,473	43,108	196	169	194
Disability																					
Yes	27.7%	26.3%	24.4%	33.1%	32.6%	33.1%	18.6%	19.1%	20.2%	10.4%	10.6%	11.1%	10.3%	11.5%	11.2%	69,007	51,288	53,116	379	340	355
No	28.5%	26.7%	25.3%	37.0%	36.9%	37.2%	18.2%	18.8%	19.6%	9.5%	10.1%	10.5%	6.8%	7.5%	7.4%	381,239	326,892	336,866	1,783	1,784	1,899

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
Work Location																					
Headquarters	33.1%	30.7%	28.7%	37.3%	37.3%	38.1%	15.7%	16.6%	17.4%	7.1%	7.9%	8.3%	6.8%	7.6%	7.5%	175,823	153,239	153,806	2,357	2,325	2,458
Field	28.7%	26.8%	25.0%	37.8%	37.7%	38.2%	17.3%	18.2%	18.9%	8.3%	9.0%	9.4%	7.9%	8.4%	8.5%	275,835	225,972	236,381	3,839	3,505	3,711
Supervisory Status																					
Non-Supervisor	28.5%	26.5%	24.6%	36.5%	36.0%	36.5%	17.9%	18.9%	19.7%	8.5%	9.4%	9.8%	8.5%	9.2%	9.3%	298,230	248,166	255,900	5,106	4,811	5,005
Team Leader	30.1%	27.6%	26.1%	37.8%	38.5%	39.0%	16.5%	17.3%	18.1%	8.3%	8.6%	9.1%	7.3%	7.9%	7.7%	57,152	48,886	52,643	618	581	675
Supervisor	33.7%	31.4%	29.7%	42.6%	42.8%	44.0%	13.9%	15.0%	15.2%	5.6%	6.1%	6.4%	4.1%	4.7%	4.7%	62,508	51,862	52,061	371	333	397
Manager	40.4%	38.7%	36.3%	41.5%	42.6%	43.6%	10.4%	10.7%	11.7%	4.4%	4.4%	5.0%	3.3%	3.6%	3.4%	28,561	24,612	24,221	94	94	97
Senior Leader	53.7%	50.5%	45.5%	32.7%	34.2%	37.5%	7.9%	7.9%	9.7%	3.0%	4.1%	4.2%	2.7%	3.3%	3.0%	8,091	8,051	7,987	39	40	40
Sex																					
Male	30.7%	28.1%	26.3%	38.4%	38.4%	39.0%	16.5%	17.6%	18.2%	7.5%	8.3%	8.7%	7.1%	7.7%	7.8%	230,101	194,023	202,417	2,695	2,549	2,615
Female	30.0%	28.5%	26.5%	36.7%	36.5%	37.2%	17.0%	17.6%	18.5%	8.3%	8.9%	9.3%	8.0%	8.5%	8.6%	217,723	182,035	185,272	3,351	3,109	3,431
Hispanic or Latino																					
Yes	30.3%	28.2%	25.8%	33.6%	33.4%	34.1%	18.4%	18.7%	19.7%	8.4%	9.2%	9.9%	9.3%	10.5%	10.6%	39,057	33,009	33,362	547	533	555
No	30.5%	28.4%	26.5%	38.1%	38.0%	38.7%	16.5%	17.4%	18.2%	7.7%	8.5%	8.8%	7.2%	7.7%	7.8%	404,409	339,258	350,631	5,385	5,028	5,386
Race																					
American Indian/ Alaska Native	24.6%	22.1%	21.9%	32.2%	31.6%	32.5%	20.7%	22.3%	21.1%	10.1%	11.2%	11.4%	12.4%	12.8%	13.1%	9,201	7,665	8,197	144	145	160
Asian	31.6%	30.2%	28.7%	39.9%	39.3%	40.5%	16.1%	17.0%	17.3%	6.2%	6.7%	6.9%	6.2%	6.7%	6.6%	21,770	19,205	18,392	297	291	281
Black/African American	30.4%	28.4%	26.6%	36.6%	36.5%	36.5%	17.2%	17.8%	18.8%	7.3%	8.0%	8.5%	8.4%	9.2%	9.6%	63,417	56,927	59,065	994	983	1,046
Native Hawaiian/ Pacific Islander	27.3%	28.4%	24.6%	35.3%	34.0%	33.3%	19.9%	19.1%	22.8%	7.8%	7.9%	8.8%	9.7%	10.6%	10.5%	2,696	2,183	2,433	52	28	38
White	31.0%	28.8%	26.7%	38.3%	38.2%	39.1%	16.1%	17.0%	17.8%	7.9%	8.6%	8.9%	6.8%	7.4%	7.4%	314,835	260,708	269,996	3,808	3,537	3,807
Two or more races (Not Hispanic/ Latino)	27.7%	25.6%	23.7%	34.3%	33.8%	33.9%	18.4%	19.0%	20.4%	9.1%	10.0%	10.9%	10.5%	11.6%	11.1%	18,348	14,077	14,167	344	292	302

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
Age Group																					
25 and under	36.6%	37.2%	33.4%	39.3%	39.6%	40.5%	12.8%	11.7%	13.6%	5.2%	6.6%	5.8%	6.1%	5.0%	6.6%	3,699	2,706	2,637	34	22	25
26-29	36.0%	33.6%	30.6%	37.1%	36.9%	37.6%	13.4%	14.7%	15.0%	6.6%	7.7%	8.4%	6.8%	7.2%	8.4%	12,589	11,048	12,196	82	99	94
30-39	32.5%	30.0%	27.8%	36.4%	36.6%	37.3%	15.0%	15.9%	16.4%	8.0%	9.0%	9.4%	8.1%	8.6%	9.0%	88,274	73,525	71,948	892	826	814
40-49	30.3%	28.3%	26.8%	37.0%	36.6%	37.4%	16.2%	17.7%	18.1%	8.3%	8.7%	9.0%	8.1%	8.7%	8.8%	119,403	102,482	106,792	1,438	1,410	1,544
50-59	29.0%	26.9%	24.8%	38.2%	38.3%	38.8%	17.9%	18.4%	19.7%	7.7%	8.5%	9.1%	7.2%	7.9%	7.7%	166,214	140,976	147,020	2,553	2,390	2,562
60+	26.7%	25.3%	23.5%	39.3%	38.9%	39.8%	19.8%	20.6%	21.2%	7.8%	8.4%	8.7%	6.4%	6.8%	6.8%	76,095	60,471	62,474	1,521	1,358	1,434
Level of Education																					
Less than																					
High School	25.7%	23.6%	22.5%	36.0%	28.9%	42.6%	23.1%	28.7%	18.8%	4.8%	9.8%	6.1%	10.3%	9.0%	10.0%	424	350	394	15	12	16
H.S. Diploma/																					
GED or equiv	26.2%	25.7%	23.4%	38.4%	37.8%	38.3%	20.7%	20.6%	21.4%	7.6%	8.6%	8.8%	7.0%	7.3%	8.0%	19,240	16,033	19,067	248	245	284
Trade/Technical																					
Certificate	24.3%	23.2%	20.3%	35.4%	35.8%	36.2%	21.1%	21.8%	22.2%	10.0%	10.0%	10.9%	9.2%	9.2%	10.4%	10,648	8,053	9,433	158	132	145
Some College																					
(no degree)	26.6%	25.0%	23.5%	35.9%	35.0%	35.9%	19.7%	20.8%	21.2%	8.9%	9.6%	10.1%	8.9%	9.5%	9.4%	61,786	51,983	59,148	945	859	1,021
Associate's																					
Degree	25.7%	24.9%	23.5%	37.4%	36.6%	36.0%	18.7%	18.3%	20.6%	9.0%	10.4%	10.0%	9.2%	9.8%	9.9%	35,029	27,374	30,858	541	468	511
Bachelor's																					
Degree	31.0%	28.4%	26.8%	38.5%	38.7%	39.3%	16.0%	17.1%	17.5%	7.5%	8.1%	8.6%	7.0%	7.7%	7.7%	153,210	130,401	133,743	1,971	1,911	2,021
Master's Degree																					
Doctoral/	33.8%	31.4%	29.1%	37.9%	38.3%	39.4%	14.4%	15.3%	16.0%	7.3%	7.8%	8.3%	6.6%	7.2%	7.2%	117,990	100,478	96,799	1,472	1,357	1,387
Professional																					
Degree	34.9%	32.7%	30.7%	37.4%	37.5%	38.7%	14.5%	15.1%	15.9%	6.9%	7.8%	7.7%	6.4%	6.9%	7.0%	52,109	43,411	40,301	729	746	708
Pay Category																					
Federal Wage																					
System	21.0%	19.7%	19.4%	35.3%	34.8%	34.9%	21.1%	21.6%	21.8%	10.9%	12.0%	11.7%	11.6%	12.0%	12.2%	12,951	9,426	12,474	171	144	171
GS 1-6																					
GS 7-12	25.6%	25.1%	22.4%	33.5%	32.9%	34.3%	19.8%	20.7%	21.6%	9.3%	10.1%	10.7%	11.7%	11.1%	10.9%	26,979	18,285	21,503	506	406	466
GS 13-15																					
SES	28.5%	26.6%	24.9%	37.3%	37.1%	37.3%	17.7%	18.4%	19.3%	8.5%	9.1%	9.6%	8.0%	8.8%	8.8%	190,301	150,892	163,591	2,798	2,528	2,863
SL/ST																					
Other	35.9%	33.1%	30.8%	39.2%	39.8%	41.2%	13.9%	14.9%	15.3%	6.1%	6.7%	7.1%	4.8%	5.5%	5.6%	182,436	167,372	160,242	2,180	2,258	2,186
	59.2%	59.2%	53.5%	31.5%	32.4%	35.8%	5.6%	5.3%	6.3%	2.1%	1.6%	2.5%	1.6%	1.5%	1.9%	5,667	5,755	5,675	17	15	26
	36.2%	33.2%	33.0%	35.0%	40.1%	38.6%	15.3%	14.1%	13.3%	4.7%	7.2%	8.8%	8.9%	5.4%	6.4%	1,988	1,548	1,501	23	21	37
	27.1%	24.6%	24.1%	39.0%	38.0%	38.2%	17.4%	18.9%	19.8%	8.2%	9.2%	9.3%	8.3%	9.2%	8.7%	30,829	25,469	25,234	429	390	388

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
Time in Federal Government																					
< 1 year	43.1%	42.8%	39.6%	37.6%	36.8%	39.4%	11.1%	12.0%	13.2%	4.5%	5.1%	4.4%	3.7%	3.3%	3.5%	8,869	6,747	5,906	139	116	133
1-3 years	35.5%	33.8%	31.3%	36.4%	36.1%	38.0%	14.7%	15.9%	15.9%	6.9%	7.5%	7.9%	6.5%	6.8%	6.9%	44,885	29,591	27,898	465	344	356
4-5 years	31.9%	29.5%	27.7%	36.0%	36.8%	37.7%	15.8%	16.7%	17.7%	7.9%	8.9%	8.8%	8.4%	8.1%	8.0%	29,930	29,785	40,634	312	360	486
6-10 years	29.8%	27.7%	25.7%	37.0%	36.7%	37.0%	16.5%	17.5%	18.4%	8.5%	9.2%	9.7%	8.2%	8.9%	9.2%	107,568	90,674	86,658	1,326	1,226	1,201
11-14 years	28.1%	26.0%	24.3%	37.3%	37.0%	37.6%	17.9%	18.7%	19.1%	8.4%	9.3%	10.0%	8.3%	9.0%	9.0%	63,117	54,162	55,923	854	794	882
15-20 years	27.8%	25.7%	24.2%	38.0%	37.3%	37.5%	17.7%	18.2%	19.5%	8.3%	9.5%	9.9%	8.2%	9.4%	8.9%	65,564	50,972	48,007	888	844	800
> 20 years	29.3%	27.4%	25.6%	39.4%	39.6%	40.0%	17.6%	18.3%	19.0%	7.3%	7.7%	8.1%	6.4%	7.0%	7.2%	132,260	117,593	125,998	2,165	2,100	2,303
Time with Current Agency																					
< 1 year	41.5%	40.8%	38.4%	36.2%	35.7%	37.9%	12.8%	13.3%	13.9%	4.7%	5.8%	5.3%	4.8%	4.3%	4.5%	16,174	12,903	11,619	306	275	281
1-3 years	34.7%	32.6%	30.3%	35.9%	36.1%	37.2%	15.1%	16.1%	16.4%	7.3%	7.7%	8.4%	7.0%	7.6%	7.7%	69,179	47,120	43,986	735	592	585
4-5 years	30.6%	28.3%	26.6%	36.2%	36.4%	37.5%	16.2%	17.1%	18.0%	8.2%	9.3%	9.2%	8.7%	8.9%	8.8%	37,484	37,749	49,345	419	448	622
6-10 years	28.8%	26.4%	24.9%	37.1%	36.9%	36.9%	17.1%	18.0%	18.9%	8.6%	9.5%	10.0%	8.4%	9.2%	9.4%	112,475	96,837	94,463	1,478	1,365	1,387
11-20 years	27.4%	25.5%	24.1%	38.3%	37.6%	38.1%	17.9%	18.8%	19.4%	8.4%	9.3%	9.6%	8.0%	8.8%	8.7%	117,086	97,326	97,470	1,629	1,549	1,600
> 20 years	29.9%	28.3%	25.8%	40.2%	40.5%	41.3%	17.2%	17.9%	18.7%	6.9%	7.2%	7.8%	5.8%	6.1%	6.4%	98,331	86,299	92,932	1,559	1,521	1,665
Leaving																					
No	36.4%	34.4%	32.0%	39.9%	40.3%	41.3%	14.4%	15.3%	16.2%	5.5%	5.9%	6.4%	3.8%	4.1%	4.2%	312,637	256,275	260,016	3,695	3,408	3,524
Yes, to retire	24.4%	22.7%	21.5%	40.7%	40.2%	40.4%	20.2%	20.9%	22.0%	8.2%	8.9%	9.1%	6.5%	7.3%	7.0%	28,016	21,872	23,626	536	436	486
Yes, to other job in Govt	17.9%	16.5%	15.3%	32.2%	31.6%	31.7%	21.4%	22.1%	22.2%	13.3%	14.1%	14.6%	15.1%	15.7%	16.2%	69,740	69,529	72,188	1,132	1,229	1,354
Yes, to other job outside Govt	17.5%	14.8%	14.5%	32.0%	30.5%	30.9%	19.3%	19.8%	20.8%	13.0%	15.2%	15.0%	18.1%	19.8%	18.7%	19,154	13,553	15,598	294	264	274
Yes, other	14.4%	13.3%	12.7%	28.8%	28.9%	28.6%	23.6%	23.2%	24.2%	13.5%	14.2%	14.6%	19.6%	20.4%	19.9%	21,739	17,608	18,852	459	416	487
Retiring																					
Within 1 year	24.8%	23.0%	21.5%	38.4%	38.4%	38.9%	20.3%	20.8%	21.6%	8.4%	9.4%	9.5%	8.0%	8.4%	8.5%	16,852	13,321	14,566	306	252	299
Between 1-3 years	25.9%	24.1%	22.1%	40.4%	40.2%	41.1%	19.2%	20.2%	20.9%	7.9%	8.2%	8.9%	6.5%	7.3%	7.0%	46,444	37,266	39,211	854	782	768
Between 3-5 years	27.3%	25.5%	23.2%	38.9%	39.2%	39.7%	19.1%	19.7%	20.6%	7.9%	8.3%	8.9%	6.7%	7.2%	7.5%	50,537	41,546	42,751	770	695	754
5 or more years	31.6%	29.4%	27.5%	37.1%	37.0%	37.7%	15.9%	16.8%	17.6%	7.8%	8.6%	8.9%	7.6%	8.2%	8.3%	334,846	284,092	290,700	4,106	3,942	4,207

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
Self-Identify as:																					
Heterosexual	31.5%	29.3%	27.2%	37.9%	38.0%	38.7%	16.2%	17.0%	17.8%	7.5%	8.2%	8.7%	6.9%	7.5%	7.6%	360,842	302,999	313,597	4,456	4,117	4,447
LGBT*	31.6%	30.0%	27.8%	35.2%	34.0%	35.7%	15.6%	16.8%	16.5%	8.6%	9.6%	9.8%	9.0%	9.6%	10.2%	13,433	11,202	10,879	166	144	167
Prefer not to say	23.4%	21.6%	20.3%	36.1%	35.3%	35.7%	20.2%	21.2%	21.8%	9.7%	10.3%	10.7%	10.5%	11.6%	11.5%	55,811	45,996	47,088	1,107	1,090	1,096
Military Service																					
No Prior Military Service	31.0%	28.9%	27.0%	38.4%	38.3%	38.9%	16.1%	16.9%	17.8%	7.6%	8.3%	8.6%	7.0%	7.6%	7.7%	321,362	273,948	277,133	4,357	4,152	4,434
Currently in Guard/Reserves	30.7%	28.8%	26.3%	37.1%	36.2%	37.4%	16.1%	16.5%	17.1%	7.6%	8.8%	10.1%	8.5%	9.8%	9.1%	7,342	6,089	6,924	75	72	81
Retired Separated/Discharged	31.0%	29.5%	27.3%	38.3%	38.0%	39.1%	17.3%	18.1%	18.8%	7.3%	8.0%	8.5%	6.1%	6.5%	6.3%	49,279	39,202	42,786	595	489	550
Disability																					
Yes	27.9%	26.4%	24.1%	33.7%	33.0%	33.9%	18.3%	19.2%	20.1%	9.2%	9.8%	10.3%	10.8%	11.5%	11.6%	68,341	50,773	52,527	1,154	937	998
No	30.9%	28.7%	26.8%	38.5%	38.5%	39.1%	16.3%	17.2%	18.0%	7.5%	8.3%	8.7%	6.7%	7.3%	7.4%	378,922	324,535	334,189	4,857	4,714	5,039

Report by Demographics

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

	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	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
Work Location																		
Headquarters	42.1%	39.8%	38.6%	37.1%	37.9%	38.8%	10.7%	11.2%	11.4%	6.3%	6.9%	6.9%	3.9%	4.3%	4.3%	178,517	155,795	156,572
Field	37.9%	35.9%	34.4%	39.0%	39.5%	40.6%	11.5%	12.3%	12.6%	7.1%	7.6%	7.8%	4.5%	4.7%	4.6%	280,183	229,853	240,448
Supervisory Status																		
Non-Supervisor	37.5%	35.2%	33.8%	38.4%	39.2%	40.1%	12.1%	12.9%	13.1%	7.2%	7.7%	8.0%	4.7%	5.0%	5.0%	303,859	253,366	261,327
Team Leader	40.5%	38.7%	37.4%	39.0%	39.2%	40.0%	10.2%	11.0%	11.4%	6.4%	7.1%	7.1%	3.8%	4.0%	4.1%	57,852	49,539	53,402
Supervisor	42.7%	40.4%	39.2%	39.1%	40.1%	41.4%	9.5%	9.9%	10.1%	5.7%	6.2%	6.1%	3.0%	3.4%	3.2%	63,028	52,289	52,537
Manager	48.4%	47.1%	45.1%	35.4%	35.9%	37.4%	8.3%	8.5%	8.7%	5.3%	5.3%	5.9%	2.7%	3.1%	3.0%	28,713	24,728	24,359
Senior Leader	59.9%	56.7%	53.9%	28.6%	29.2%	32.0%	5.9%	7.0%	7.6%	3.6%	4.5%	4.1%	2.0%	2.6%	2.4%	8,168	8,115	8,061
Sex																		
Male	40.2%	37.7%	36.4%	39.0%	39.8%	40.7%	10.6%	11.5%	11.8%	6.2%	6.7%	7.0%	4.0%	4.2%	4.2%	233,202	196,871	205,428
Female	38.6%	36.8%	35.4%	37.3%	37.9%	39.0%	11.9%	12.4%	12.6%	7.5%	8.0%	8.2%	4.6%	4.9%	4.9%	221,516	185,452	188,970
Hispanic or Latino																		
Yes	38.0%	36.3%	34.4%	37.1%	36.4%	37.7%	12.4%	13.6%	14.0%	7.4%	8.2%	8.3%	5.1%	5.5%	5.5%	39,687	33,618	33,981
No	39.8%	37.5%	36.2%	38.4%	39.3%	40.2%	11.0%	11.6%	11.9%	6.7%	7.2%	7.4%	4.1%	4.4%	4.3%	410,545	344,806	356,598
Race																		
American Indian/ Alaska Native	30.2%	28.7%	29.4%	37.0%	35.5%	36.4%	15.7%	17.5%	16.5%	10.1%	10.2%	10.4%	7.0%	8.2%	7.3%	9,383	7,832	8,373
Asian	38.3%	37.1%	35.4%	40.5%	40.8%	42.3%	12.1%	13.0%	12.7%	5.3%	5.5%	5.7%	3.8%	3.6%	4.0%	22,104	19,558	18,713
Black/African American	38.4%	36.2%	35.2%	38.9%	39.3%	39.8%	11.6%	12.4%	12.7%	6.4%	6.9%	7.3%	4.7%	5.2%	5.0%	64,597	58,064	60,273
Native Hawaiian/ Pacific Islander	34.6%	33.9%	31.4%	38.9%	37.9%	38.7%	14.6%	14.6%	15.8%	6.6%	7.6%	7.9%	5.2%	6.1%	6.2%	2,759	2,209	2,476
White	40.7%	38.5%	36.9%	38.2%	38.9%	40.1%	10.5%	11.2%	11.5%	6.7%	7.3%	7.4%	3.9%	4.1%	4.1%	319,176	264,580	274,183
Two or more races (Not Hispanic/ Latino)	37.2%	33.9%	33.1%	36.7%	37.7%	38.1%	12.2%	13.7%	13.7%	7.8%	8.6%	8.9%	6.1%	6.1%	6.2%	18,715	14,390	14,492

Report by Demographics

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

	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	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
Age Group																		
25 and under	45.7%	44.2%	41.0%	36.9%	39.0%	40.2%	8.6%	8.6%	9.1%	5.4%	4.7%	5.2%	3.5%	3.5%	4.5%	3,737	2,723	2,659
26-29	44.1%	42.0%	39.9%	36.1%	36.7%	39.2%	9.8%	10.9%	10.5%	6.2%	6.5%	6.1%	3.7%	4.0%	4.2%	12,662	11,141	12,292
30-39	41.8%	39.6%	38.0%	37.2%	37.9%	38.8%	10.0%	10.7%	11.1%	6.5%	7.2%	7.6%	4.6%	4.7%	4.6%	89,165	74,351	72,770
40-49	39.7%	37.5%	36.0%	37.7%	38.3%	39.7%	11.1%	11.9%	11.9%	7.0%	7.6%	7.6%	4.5%	4.7%	4.8%	120,845	103,879	108,295
50-59	37.8%	35.5%	34.2%	39.1%	39.9%	40.5%	12.0%	12.7%	13.2%	7.1%	7.4%	7.7%	4.1%	4.5%	4.5%	168,929	143,449	149,700
60+	35.7%	34.3%	33.2%	40.6%	40.4%	41.7%	13.0%	13.8%	13.8%	6.8%	7.3%	7.4%	3.9%	4.2%	3.9%	77,839	61,913	63,953
Level of Education																		
Less than																		
High School	31.1%	25.8%	26.5%	40.0%	38.5%	40.9%	16.2%	18.2%	18.9%	7.4%	7.6%	6.6%	5.3%	9.9%	7.1%	443	363	409
H.S. Diploma/																		
GED or equiv	35.3%	33.5%	31.7%	40.2%	40.8%	40.9%	13.4%	14.4%	14.9%	6.8%	6.8%	7.8%	4.3%	4.5%	4.7%	19,557	16,325	19,396
Trade/Technical																		
Certificate	30.9%	30.2%	28.6%	40.6%	40.6%	41.5%	14.5%	14.8%	15.3%	8.5%	9.2%	8.9%	5.4%	5.3%	5.8%	10,832	8,214	9,594
Some College																		
(no degree)	34.9%	32.9%	32.0%	39.2%	39.5%	40.2%	13.4%	14.2%	14.3%	7.6%	8.1%	8.4%	4.9%	5.3%	5.1%	62,890	52,956	60,333
Associate's																		
Degree	33.9%	32.1%	31.4%	39.8%	40.3%	40.7%	13.3%	13.8%	14.0%	8.2%	8.4%	8.4%	4.9%	5.4%	5.4%	35,634	27,912	31,421
Bachelor's																		
Degree	40.0%	37.7%	36.5%	38.9%	39.7%	40.8%	10.7%	11.3%	11.2%	6.3%	7.0%	7.2%	4.1%	4.3%	4.2%	155,410	132,457	135,950
Master's Degree																		
Doctoral/	43.3%	41.1%	39.7%	36.9%	38.1%	39.0%	9.7%	10.1%	10.6%	6.3%	6.7%	6.8%	3.8%	4.0%	4.0%	119,687	101,967	98,314
Professional																		
Degree	46.7%	45.0%	42.8%	35.2%	34.6%	36.7%	8.4%	9.9%	9.8%	6.0%	6.6%	6.7%	3.7%	3.8%	4.0%	52,925	44,230	41,088
Pay Category																		
Federal Wage																		
System	28.2%	28.0%	27.7%	42.3%	40.9%	41.9%	14.1%	16.0%	15.4%	9.0%	9.2%	8.8%	6.5%	5.9%	6.2%	13,133	9,607	12,697
GS 1-6	33.1%	32.0%	30.5%	37.7%	37.7%	38.6%	14.5%	15.2%	15.5%	8.7%	8.7%	9.1%	6.1%	6.4%	6.3%	27,577	18,746	22,014
GS 7-12	37.5%	35.3%	34.0%	39.0%	39.8%	40.6%	11.9%	12.5%	12.8%	7.1%	7.6%	7.9%	4.4%	4.8%	4.7%	193,477	153,641	166,762
GS 13-15	46.1%	43.4%	41.9%	36.6%	37.7%	38.9%	8.9%	9.4%	9.6%	5.3%	6.0%	6.1%	3.1%	3.4%	3.4%	184,950	169,886	162,629
SES	65.2%	64.0%	61.8%	25.6%	27.0%	28.0%	4.6%	4.2%	5.3%	3.2%	3.3%	3.3%	1.4%	1.5%	1.7%	5,698	5,781	5,719
SL/ST	45.1%	45.7%	45.5%	33.9%	32.6%	36.0%	9.2%	11.9%	8.2%	6.2%	6.8%	6.8%	5.6%	3.0%	3.5%	2,009	1,574	1,540
Other	35.8%	33.8%	33.3%	40.4%	40.5%	41.4%	11.7%	12.8%	12.6%	7.5%	8.1%	8.0%	4.6%	4.8%	4.6%	31,300	25,896	25,663

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	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	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
Time in Federal Government																		
< 1 year	50.5%	49.4%	47.7%	36.1%	36.3%	38.1%	7.4%	8.3%	8.8%	4.2%	4.1%	3.5%	1.8%	1.9%	1.9%	9,024	6,869	6,043
1-3 years	44.0%	42.2%	40.3%	36.7%	37.2%	38.7%	10.0%	10.8%	11.0%	5.9%	6.2%	6.5%	3.3%	3.6%	3.5%	45,430	29,987	28,308
4-5 years	40.9%	39.1%	37.9%	36.8%	38.3%	39.5%	11.0%	11.2%	11.1%	6.7%	6.9%	7.5%	4.6%	4.5%	4.1%	30,256	30,172	41,178
6-10 years	39.3%	37.2%	35.5%	38.2%	39.0%	39.9%	11.0%	11.7%	11.9%	7.1%	7.5%	7.8%	4.5%	4.7%	4.9%	109,062	91,995	87,985
11-14 years	37.3%	35.2%	33.9%	39.0%	38.9%	40.4%	11.5%	12.9%	12.7%	7.4%	8.0%	8.1%	4.8%	5.1%	5.0%	64,076	55,037	56,898
15-20 years	37.0%	34.9%	33.2%	38.9%	39.1%	40.2%	12.0%	12.5%	13.2%	7.5%	8.5%	8.2%	4.6%	5.0%	5.2%	66,574	51,897	48,890
> 20 years	38.5%	36.1%	35.2%	39.1%	40.1%	40.5%	11.8%	12.3%	12.8%	6.5%	7.0%	7.2%	4.0%	4.4%	4.3%	134,787	119,958	128,550
Time with Current Agency																		
< 1 year	48.3%	47.4%	45.3%	35.9%	36.1%	38.0%	8.7%	9.0%	9.9%	4.5%	4.9%	4.3%	2.6%	2.7%	2.7%	16,508	13,197	11,917
1-3 years	43.0%	41.1%	39.2%	36.6%	37.4%	38.0%	10.3%	11.0%	11.5%	6.4%	6.4%	7.1%	3.7%	4.0%	4.1%	70,041	47,801	44,648
4-5 years	39.8%	38.1%	36.9%	36.7%	37.9%	39.4%	11.4%	11.6%	11.5%	7.1%	7.5%	7.8%	5.0%	5.0%	4.5%	37,951	38,231	50,039
6-10 years	38.2%	35.6%	34.6%	38.6%	39.5%	40.1%	11.3%	12.3%	12.2%	7.2%	7.8%	8.0%	4.7%	4.9%	5.1%	114,137	98,312	96,000
11-20 years	36.8%	34.6%	33.5%	39.6%	39.5%	40.6%	11.8%	12.9%	13.0%	7.3%	8.1%	8.0%	4.5%	4.9%	4.9%	118,926	99,035	99,237
> 20 years	39.6%	37.6%	35.9%	39.1%	40.3%	41.0%	11.3%	11.7%	12.2%	6.3%	6.5%	6.9%	3.7%	3.9%	3.9%	100,155	88,020	94,770
Leaving																		
No	45.9%	43.8%	42.0%	38.4%	39.4%	40.5%	9.0%	9.6%	10.1%	4.5%	4.8%	5.0%	2.2%	2.3%	2.4%	316,926	260,084	264,004
Yes, to retire	33.7%	31.6%	30.6%	41.4%	41.9%	43.1%	13.7%	13.6%	14.1%	7.4%	8.2%	8.1%	3.7%	4.6%	4.0%	28,653	22,371	24,167
Yes, to other job in Govt	25.9%	24.8%	24.2%	38.2%	38.1%	38.9%	15.8%	16.4%	16.0%	11.7%	12.2%	12.4%	8.5%	8.5%	8.5%	70,971	70,852	73,633
Yes, to other job outside Govt	26.8%	24.0%	24.0%	38.0%	36.9%	37.7%	13.4%	15.5%	15.3%	12.1%	13.5%	13.3%	9.8%	10.1%	9.7%	19,463	13,818	15,900
Yes, other	22.2%	20.8%	20.5%	34.9%	35.7%	35.9%	17.6%	17.9%	18.1%	13.7%	13.9%	13.9%	11.7%	11.7%	11.6%	22,252	18,068	19,369
Retiring																		
Within 1 year	34.2%	31.4%	30.8%	39.3%	40.6%	42.0%	13.6%	13.6%	13.4%	8.0%	8.6%	8.7%	4.9%	5.8%	5.2%	17,210	13,612	14,892
Between 1-3 years	35.2%	33.1%	31.9%	41.2%	41.7%	42.3%	12.9%	13.2%	14.0%	6.9%	7.7%	7.7%	3.9%	4.2%	4.1%	47,453	38,156	40,064
Between 3-5 years	36.6%	34.8%	32.8%	39.6%	40.4%	41.7%	12.3%	12.9%	13.7%	7.4%	7.6%	7.7%	4.2%	4.3%	4.2%	51,477	42,351	43,592
5 or more years	40.7%	38.5%	37.2%	37.8%	38.5%	39.4%	10.7%	11.5%	11.6%	6.6%	7.1%	7.4%	4.2%	4.5%	4.5%	339,438	288,375	295,364

Report by Demographics

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

	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	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
Self-Identify as:																		
Heterosexual	40.7%	38.5%	37.0%	38.2%	39.1%	40.1%	10.7%	11.3%	11.6%	6.5%	6.9%	7.2%	3.9%	4.2%	4.2%	365,969	307,567	318,570
LGBT*	41.4%	39.1%	38.1%	36.0%	35.6%	36.5%	10.2%	11.4%	11.3%	7.4%	8.7%	8.9%	5.0%	5.2%	5.3%	13,608	11,358	11,071
Prefer not to say	31.6%	29.7%	28.5%	39.0%	39.0%	39.9%	14.6%	15.5%	15.7%	8.8%	9.7%	9.4%	6.0%	6.0%	6.4%	57,053	47,195	48,249
Military Service																		
No Prior Military Service	40.4%	38.0%	36.7%	38.1%	39.0%	39.9%	10.7%	11.5%	11.7%	6.7%	7.2%	7.2%	4.1%	4.3%	4.4%	326,309	278,559	282,009
Currently in Guard/Reserves	39.4%	37.2%	34.7%	38.6%	37.6%	40.3%	11.3%	12.4%	12.3%	6.2%	7.1%	7.6%	4.5%	5.7%	5.1%	7,440	6,169	7,013
Retired Separated/Discharged	40.5%	38.9%	37.1%	39.0%	39.6%	40.9%	11.3%	11.7%	12.0%	5.9%	6.2%	6.7%	3.3%	3.6%	3.4%	49,998	39,764	43,439
Disability																		
Yes	36.2%	34.5%	32.7%	36.6%	36.6%	37.7%	12.8%	13.6%	14.2%	8.4%	8.7%	9.1%	5.9%	6.6%	6.3%	69,668	51,820	53,660
No	40.3%	38.0%	36.6%	38.7%	39.5%	40.4%	10.8%	11.5%	11.7%	6.4%	7.0%	7.2%	3.9%	4.1%	4.1%	384,466	329,733	339,743

Report by Demographics

(49) My supervisor treats me with respect.

	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	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
Work Location																		
Headquarters	47.6%	45.4%	44.1%	36.0%	36.9%	37.9%	8.6%	9.4%	9.6%	4.3%	4.5%	4.6%	3.5%	3.8%	3.7%	178,010	155,325	156,161
Field	43.6%	41.7%	40.2%	38.6%	39.2%	40.4%	9.5%	10.1%	10.3%	4.6%	4.9%	5.2%	3.8%	4.0%	4.0%	279,473	229,137	239,928
Supervisory Status																		
Non-Supervisor	43.2%	41.1%	39.7%	38.2%	39.1%	40.1%	9.9%	10.6%	10.8%	4.8%	4.9%	5.2%	4.0%	4.3%	4.3%	303,026	252,523	260,702
Team Leader	46.2%	44.4%	42.7%	37.7%	38.2%	39.6%	8.4%	9.2%	9.5%	4.2%	4.6%	4.8%	3.5%	3.6%	3.4%	57,699	49,403	53,277
Supervisor	47.9%	45.9%	44.5%	37.5%	38.2%	39.5%	7.8%	8.1%	8.5%	3.9%	4.5%	4.4%	2.8%	3.3%	3.1%	62,868	52,150	52,419
Manager	54.2%	52.7%	51.3%	32.8%	33.4%	34.3%	6.6%	6.9%	7.4%	3.7%	4.0%	4.1%	2.7%	3.0%	2.9%	28,648	24,684	24,310
Senior Leader	65.1%	62.4%	59.3%	25.1%	25.7%	29.4%	5.2%	5.5%	5.9%	2.3%	3.2%	2.7%	2.4%	3.2%	2.7%	8,150	8,080	8,040
Sex																		
Male	46.3%	44.1%	42.6%	37.8%	38.7%	39.8%	8.5%	9.2%	9.6%	4.0%	4.3%	4.5%	3.3%	3.6%	3.5%	232,604	196,320	204,958
Female	43.5%	41.9%	40.4%	37.4%	37.9%	39.0%	9.9%	10.5%	10.6%	5.1%	5.3%	5.6%	4.1%	4.3%	4.4%	220,892	184,821	188,507
Hispanic or Latino																		
Yes	44.0%	42.4%	40.6%	37.3%	37.1%	38.8%	9.9%	11.0%	10.9%	4.6%	5.1%	5.3%	4.2%	4.4%	4.4%	39,585	33,479	33,892
No	45.3%	43.3%	41.8%	37.6%	38.5%	39.6%	9.0%	9.6%	9.9%	4.5%	4.7%	4.9%	3.6%	3.9%	3.8%	409,442	343,783	355,773
Race																		
American Indian/ Alaska Native	34.6%	32.5%	33.3%	38.2%	36.7%	38.0%	14.3%	16.4%	14.8%	7.0%	7.1%	7.3%	6.0%	7.3%	6.5%	9,369	7,812	8,350
Asian	43.8%	42.9%	40.5%	40.3%	39.5%	42.0%	9.0%	10.3%	10.1%	3.8%	4.0%	4.1%	3.2%	3.3%	3.2%	22,046	19,490	18,662
Black/African American	43.2%	41.4%	40.1%	38.4%	39.5%	39.8%	9.7%	10.0%	10.4%	4.5%	4.7%	5.2%	4.2%	4.4%	4.4%	64,395	57,826	60,060
Native Hawaiian/ Pacific Islander	38.1%	38.3%	35.9%	40.5%	36.7%	40.6%	12.3%	13.5%	13.2%	3.9%	5.4%	5.3%	5.2%	6.0%	5.1%	2,747	2,199	2,474
White	46.5%	44.6%	42.9%	37.2%	38.0%	39.3%	8.5%	9.2%	9.4%	4.4%	4.6%	4.8%	3.3%	3.6%	3.6%	318,327	263,839	273,616
Two or more races (Not Hispanic/ Latino)	43.2%	39.6%	38.5%	35.9%	37.8%	37.4%	10.5%	11.3%	12.8%	5.3%	5.7%	6.1%	5.1%	5.6%	5.2%	18,665	14,354	14,457

Report by Demographics

(49) My supervisor treats me with respect.

	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	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
Age Group																		
25 and under	52.7%	50.3%	48.0%	34.5%	37.8%	38.8%	7.1%	6.5%	7.6%	2.5%	2.8%	2.3%	3.2%	2.6%	3.3%	3,734	2,717	2,658
26-29	50.7%	49.5%	46.5%	35.6%	35.3%	38.3%	7.9%	8.5%	7.9%	3.4%	3.6%	4.1%	2.4%	3.1%	3.3%	12,651	11,121	12,272
30-39	48.1%	45.8%	44.3%	36.3%	37.4%	38.5%	8.0%	8.7%	9.0%	4.0%	4.3%	4.6%	3.6%	3.7%	3.7%	88,958	74,141	72,649
40-49	45.0%	43.0%	41.5%	37.6%	38.3%	39.2%	9.1%	9.7%	10.0%	4.5%	4.8%	5.1%	3.8%	4.2%	4.2%	120,571	103,620	108,095
50-59	43.0%	41.0%	39.5%	38.4%	39.2%	40.2%	10.0%	10.5%	11.0%	4.9%	5.1%	5.4%	3.8%	4.1%	4.0%	168,440	142,966	149,315
60+	41.4%	40.0%	38.7%	39.7%	39.5%	41.2%	10.6%	11.5%	11.4%	4.7%	5.1%	5.2%	3.6%	3.9%	3.5%	77,537	61,649	63,694
Level of Education																		
Less than																		
High School	34.3%	30.9%	30.9%	40.6%	39.6%	42.8%	14.9%	19.3%	16.9%	6.2%	3.6%	5.0%	4.1%	6.6%	4.3%	438	360	403
H.S. Diploma/	40.1%	38.3%	36.3%	40.9%	42.3%	42.3%	10.6%	11.7%	12.4%	4.8%	3.9%	5.0%	3.6%	3.8%	4.1%	19,479	16,233	19,322
GED or equiv	35.9%	35.9%	33.3%	42.2%	41.3%	42.9%	11.6%	12.5%	13.0%	5.4%	6.0%	6.1%	4.8%	4.3%	4.6%	10,802	8,188	9,564
Trade/Technical	40.0%	38.2%	37.1%	40.0%	40.3%	41.1%	11.0%	11.7%	12.0%	4.9%	5.4%	5.4%	4.2%	4.4%	4.3%	62,729	52,749	60,166
Certificate	39.1%	37.6%	36.7%	40.3%	40.8%	41.5%	10.9%	11.4%	11.5%	5.4%	5.4%	5.6%	4.3%	4.8%	4.6%	35,530	27,829	31,347
Some College	45.9%	43.7%	42.5%	37.8%	38.7%	40.0%	8.6%	9.4%	9.2%	4.2%	4.5%	4.7%	3.4%	3.7%	3.6%	155,041	132,083	135,670
(no degree)	49.0%	47.0%	45.7%	35.4%	36.6%	37.4%	8.0%	8.3%	8.7%	4.3%	4.6%	4.7%	3.3%	3.6%	3.6%	119,342	101,677	98,103
Associate's	53.1%	51.6%	49.6%	32.5%	32.4%	34.3%	7.1%	7.9%	8.0%	4.0%	4.4%	4.5%	3.3%	3.7%	3.6%	52,780	44,128	40,989
Degree																		
Degree																		
Master's Degree																		
Doctoral/																		
Professional																		
Degree																		
Pay Category																		
Federal Wage																		
System	33.5%	32.4%	32.3%	42.7%	43.1%	43.3%	12.1%	13.0%	12.8%	6.1%	6.3%	6.3%	5.5%	5.2%	5.3%	13,091	9,566	12,642
GS 1-6	38.3%	37.2%	35.8%	39.1%	39.6%	39.7%	11.8%	12.6%	13.3%	5.6%	5.3%	6.3%	5.2%	5.3%	5.0%	27,507	18,671	21,916
GS 7-12	43.2%	41.3%	39.7%	38.7%	39.6%	40.7%	9.7%	10.1%	10.4%	4.7%	4.9%	5.1%	3.7%	4.2%	4.1%	192,984	153,131	166,358
GS 13-15	51.7%	49.4%	47.8%	34.6%	35.6%	36.9%	7.2%	7.9%	8.1%	3.7%	4.0%	4.1%	2.8%	3.1%	3.1%	184,461	169,413	162,312
SES	70.6%	69.4%	67.3%	21.6%	22.1%	23.3%	3.9%	4.1%	4.6%	2.4%	2.3%	2.6%	1.6%	2.0%	2.2%	5,687	5,762	5,707
SL/ST	54.0%	53.3%	53.0%	30.7%	31.4%	31.3%	6.7%	7.5%	7.5%	3.7%	4.7%	4.4%	4.9%	3.1%	3.8%	2,006	1,571	1,536
Other	41.2%	39.6%	39.0%	40.1%	39.8%	41.1%	9.9%	11.1%	10.5%	4.7%	5.4%	5.5%	4.0%	4.1%	3.9%	31,187	25,826	25,610

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(49) My supervisor treats me with respect.

	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	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
Time in Federal Government																		
< 1 year	57.1%	56.1%	55.6%	32.9%	34.4%	34.9%	5.9%	5.7%	5.5%	2.4%	2.2%	2.2%	1.7%	1.6%	1.7%	9,010	6,847	6,025
1-3 years	50.4%	48.9%	47.0%	35.8%	36.2%	37.7%	7.5%	8.3%	8.6%	3.6%	3.8%	3.8%	2.8%	2.9%	2.8%	45,332	29,920	28,261
4-5 years	47.0%	45.3%	44.0%	36.2%	37.4%	39.1%	8.8%	9.4%	8.9%	4.3%	4.4%	4.8%	3.8%	3.5%	3.3%	30,199	30,104	41,105
6-10 years	45.1%	43.1%	41.2%	37.6%	38.6%	39.5%	9.1%	9.5%	10.0%	4.5%	4.7%	5.1%	3.8%	4.1%	4.2%	108,779	91,717	87,811
11-14 years	42.9%	40.9%	39.2%	38.5%	39.1%	40.4%	9.8%	10.5%	10.8%	4.9%	5.1%	5.4%	4.0%	4.4%	4.3%	63,911	54,857	56,766
15-20 years	42.0%	40.1%	38.4%	38.8%	39.0%	40.3%	10.1%	10.8%	11.1%	5.0%	5.4%	5.7%	4.0%	4.7%	4.5%	66,395	51,733	48,748
> 20 years	43.6%	41.6%	40.5%	38.3%	39.0%	39.8%	9.7%	10.4%	10.6%	4.7%	5.0%	5.1%	3.7%	4.0%	4.0%	134,356	119,558	128,191
Time with Current Agency																		
< 1 year	54.9%	53.4%	52.1%	33.4%	34.4%	35.9%	6.6%	6.8%	6.9%	2.9%	2.9%	2.9%	2.2%	2.4%	2.2%	16,467	13,169	11,890
1-3 years	49.1%	47.7%	45.5%	35.7%	36.2%	37.5%	8.0%	8.7%	9.1%	4.1%	3.9%	4.5%	3.1%	3.6%	3.4%	69,891	47,684	44,551
4-5 years	45.7%	43.8%	42.6%	36.2%	37.4%	39.0%	9.3%	9.7%	9.5%	4.6%	4.9%	5.0%	4.2%	4.2%	3.9%	37,869	38,129	49,918
6-10 years	43.7%	41.3%	40.3%	38.2%	39.2%	39.7%	9.5%	10.1%	10.4%	4.6%	5.0%	5.3%	4.1%	4.3%	4.4%	113,836	98,003	95,808
11-20 years	42.1%	40.1%	38.8%	39.2%	39.5%	40.6%	10.0%	10.8%	10.9%	4.9%	5.4%	5.4%	3.8%	4.2%	4.2%	118,583	98,710	98,975
> 20 years	44.7%	43.3%	41.4%	38.2%	38.9%	40.2%	9.2%	9.8%	10.1%	4.4%	4.5%	4.7%	3.4%	3.5%	3.6%	99,844	87,731	94,529
Leaving																		
No	51.8%	50.0%	48.0%	36.6%	37.6%	38.9%	7.0%	7.5%	7.9%	2.8%	3.0%	3.2%	1.8%	1.9%	2.0%	316,106	259,336	263,426
Yes, to retire	38.9%	37.5%	36.4%	41.4%	40.9%	42.6%	11.3%	11.5%	11.7%	5.1%	5.9%	5.8%	3.3%	4.3%	3.6%	28,520	22,271	24,054
Yes, to other job in Govt	31.2%	30.0%	29.2%	40.0%	40.1%	40.8%	13.5%	14.2%	14.1%	8.0%	8.2%	8.3%	7.4%	7.6%	7.5%	70,795	70,642	73,473
Yes, to other job outside Govt	32.7%	29.1%	29.9%	38.4%	39.5%	39.0%	11.9%	13.1%	13.4%	8.5%	9.4%	9.4%	8.5%	9.0%	8.2%	19,424	13,779	15,864
Yes, other	26.3%	25.1%	24.7%	37.1%	37.9%	38.8%	16.7%	17.2%	17.0%	9.3%	9.1%	9.3%	10.5%	10.7%	10.2%	22,199	17,991	19,321
Retiring																		
Within 1 year	39.3%	37.3%	36.1%	39.0%	39.7%	41.4%	11.5%	11.6%	11.3%	5.5%	6.0%	6.5%	4.7%	5.4%	4.7%	17,144	13,557	14,829
Between 1-3 years	40.4%	39.0%	37.3%	41.0%	40.4%	42.1%	10.4%	11.5%	11.5%	4.7%	5.3%	5.3%	3.4%	3.9%	3.7%	47,262	38,006	39,930
Between 3-5 years	42.1%	40.6%	38.3%	38.8%	39.7%	41.4%	10.3%	10.7%	11.3%	5.1%	5.2%	5.2%	3.8%	3.9%	3.8%	51,312	42,198	43,463
5 or more years	46.4%	44.3%	42.9%	37.0%	37.9%	38.8%	8.7%	9.4%	9.6%	4.3%	4.6%	4.8%	3.6%	3.9%	3.8%	338,633	287,556	294,768

Report by Demographics

(49) My supervisor treats me with respect.

	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	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
Self-Identify as:																		
Heterosexual	46.4%	44.4%	42.8%	37.4%	38.2%	39.4%	8.6%	9.2%	9.5%	4.3%	4.5%	4.7%	3.4%	3.7%	3.6%	365,002	306,643	317,837
LGBT*	46.8%	45.9%	44.4%	34.5%	34.3%	35.5%	9.0%	9.0%	9.9%	5.1%	6.0%	5.6%	4.5%	4.8%	4.7%	13,566	11,335	11,047
Prefer not to say	36.8%	34.7%	33.7%	39.6%	40.0%	40.7%	12.5%	13.5%	13.4%	5.9%	6.2%	6.5%	5.2%	5.5%	5.7%	56,905	47,016	48,118
Military Service																		
No Prior Military Service	46.0%	44.0%	42.4%	37.2%	38.0%	39.2%	8.8%	9.5%	9.7%	4.5%	4.7%	4.9%	3.5%	3.8%	3.9%	325,414	277,680	281,357
Currently in Guard/Reserves	45.5%	43.5%	39.5%	37.3%	37.0%	40.8%	8.8%	9.5%	10.0%	4.0%	4.9%	5.5%	4.3%	5.0%	4.2%	7,420	6,158	6,999
Retired Separated/Discharged	45.9%	44.7%	42.7%	38.4%	39.1%	40.1%	8.9%	9.1%	9.9%	4.0%	3.8%	4.4%	2.8%	3.2%	2.9%	49,863	39,650	43,333
Disability																		
Yes	41.1%	39.7%	37.9%	36.9%	37.1%	37.9%	11.0%	11.4%	12.2%	5.7%	6.0%	6.5%	5.3%	5.8%	5.6%	69,488	51,624	53,460
No	46.0%	43.9%	42.4%	37.8%	38.6%	39.8%	8.7%	9.4%	9.6%	4.2%	4.5%	4.7%	3.3%	3.6%	3.5%	383,436	328,768	339,019

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
Work Location																		
Headquarters	39.6%	37.0%	35.8%	40.7%	41.2%	42.4%	8.8%	9.6%	9.8%	7.4%	8.1%	8.2%	3.5%	4.1%	3.9%	178,060	155,328	156,180
Field	36.3%	34.1%	32.9%	42.7%	43.4%	44.5%	9.4%	10.1%	10.1%	7.7%	8.3%	8.4%	3.8%	4.2%	4.1%	279,459	229,229	239,939
Supervisory Status																		
Non-Supervisor	36.2%	33.7%	32.5%	43.0%	43.6%	44.7%	9.4%	10.1%	10.3%	7.6%	8.3%	8.3%	3.9%	4.3%	4.2%	303,085	252,643	260,702
Team Leader	38.1%	35.9%	34.7%	41.3%	41.9%	43.0%	9.0%	9.9%	9.9%	7.6%	8.3%	8.4%	3.9%	4.1%	4.0%	57,689	49,418	53,288
Supervisor	39.2%	36.8%	35.7%	41.1%	41.9%	43.0%	9.1%	9.6%	9.6%	7.6%	8.2%	8.5%	3.0%	3.4%	3.3%	62,859	52,137	52,440
Manager	44.4%	43.3%	41.9%	37.0%	36.8%	37.8%	8.0%	8.8%	9.0%	7.5%	7.5%	8.1%	3.0%	3.6%	3.2%	28,647	24,663	24,311
Senior Leader	55.3%	52.6%	50.4%	28.8%	30.7%	31.9%	7.5%	7.1%	7.9%	5.8%	6.2%	7.0%	2.4%	3.4%	2.8%	8,153	8,094	8,048
Sex																		
Male	38.3%	35.6%	34.5%	41.4%	42.2%	43.2%	9.3%	10.2%	10.3%	7.2%	7.9%	8.0%	3.7%	4.2%	4.0%	232,692	196,416	205,013
Female	36.6%	34.8%	33.4%	42.6%	43.1%	44.3%	8.9%	9.4%	9.6%	8.1%	8.6%	8.8%	3.7%	4.0%	3.9%	220,851	184,841	188,491
Hispanic or Latino																		
Yes	36.3%	34.0%	32.4%	39.9%	39.9%	41.4%	11.0%	11.4%	11.5%	8.2%	9.3%	9.5%	4.6%	5.5%	5.2%	39,599	33,497	33,911
No	37.8%	35.5%	34.2%	42.2%	42.9%	43.9%	8.9%	9.6%	9.8%	7.5%	8.1%	8.2%	3.6%	4.0%	3.8%	409,473	343,873	355,788
Race																		
American Indian/ Alaska Native	28.8%	27.2%	26.9%	41.9%	42.1%	42.4%	14.1%	14.0%	14.0%	9.7%	9.7%	10.0%	5.6%	6.9%	6.7%	9,359	7,803	8,348
Asian	36.8%	35.6%	34.1%	43.8%	43.5%	44.7%	10.8%	12.2%	11.6%	5.7%	5.7%	6.3%	2.9%	2.9%	3.3%	22,071	19,495	18,665
Black/African American	36.6%	34.3%	33.1%	42.8%	43.5%	44.4%	8.9%	9.2%	9.6%	7.6%	8.2%	8.5%	4.1%	4.8%	4.4%	64,384	57,836	60,106
Native Hawaiian/ Pacific Islander	31.2%	30.4%	29.2%	41.7%	41.2%	42.3%	14.4%	14.1%	15.8%	7.9%	8.9%	7.4%	4.8%	5.4%	5.1%	2,750	2,208	2,477
White	38.7%	36.3%	34.9%	41.6%	42.2%	43.5%	8.7%	9.4%	9.6%	7.6%	8.2%	8.3%	3.5%	3.9%	3.7%	318,386	263,925	273,604
Two or more races (Not Hispanic/ Latino)	35.5%	32.2%	31.6%	41.5%	42.0%	42.1%	9.7%	11.0%	11.1%	8.2%	9.3%	9.5%	5.2%	5.5%	5.7%	18,667	14,352	14,450

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
Age Group																		
25 and under	48.4%	46.1%	43.3%	38.9%	41.0%	42.4%	6.0%	6.0%	7.5%	4.2%	4.2%	3.8%	2.5%	2.8%	2.9%	3,729	2,720	2,653
26-29	44.7%	42.5%	40.8%	39.3%	39.2%	40.9%	7.1%	8.6%	7.6%	5.9%	6.6%	7.0%	3.0%	3.2%	3.8%	12,646	11,130	12,268
30-39	41.4%	38.7%	37.2%	39.9%	41.1%	42.5%	8.0%	8.4%	8.7%	6.9%	7.5%	7.7%	3.8%	4.3%	3.9%	88,968	74,159	72,625
40-49	37.9%	35.3%	34.3%	41.7%	42.4%	43.3%	8.9%	9.6%	9.8%	7.6%	8.3%	8.3%	3.8%	4.4%	4.3%	120,545	103,601	108,086
50-59	35.3%	33.1%	31.7%	42.9%	43.5%	44.5%	10.0%	10.5%	10.9%	8.1%	8.8%	8.9%	3.7%	4.2%	4.0%	168,467	143,002	149,294
60+	32.0%	30.5%	29.2%	45.0%	44.7%	46.0%	11.0%	12.5%	12.3%	8.3%	8.6%	8.9%	3.5%	3.7%	3.6%	77,563	61,701	63,794
Level of Education																		
Less than High School	27.1%	23.6%	25.4%	45.7%	44.8%	42.5%	16.3%	20.9%	21.1%	6.3%	3.4%	5.0%	4.5%	7.3%	6.0%	441	362	403
H.S. Diploma/ GED or equiv	32.9%	30.8%	28.9%	43.9%	44.7%	45.6%	11.5%	12.4%	12.5%	8.1%	7.8%	8.3%	3.6%	4.4%	4.6%	19,496	16,258	19,341
Trade/Technical Certificate	29.5%	28.5%	27.2%	45.1%	45.6%	46.3%	11.5%	12.5%	12.9%	9.1%	8.6%	8.9%	4.8%	4.7%	4.7%	10,815	8,198	9,577
Some College (no degree)	33.1%	31.1%	30.1%	43.1%	43.4%	44.2%	10.8%	11.8%	12.0%	8.7%	8.9%	9.1%	4.3%	4.8%	4.6%	62,694	52,812	60,185
Associate's Degree	32.1%	30.1%	29.6%	43.5%	43.4%	45.2%	11.1%	11.6%	11.4%	8.6%	9.7%	9.2%	4.7%	5.2%	4.5%	35,541	27,819	31,334
Bachelor's Degree	38.6%	36.0%	35.0%	42.4%	43.3%	44.2%	8.8%	9.1%	9.3%	7.0%	7.8%	7.8%	3.3%	3.8%	3.7%	155,043	132,078	135,665
Master's Degree	41.0%	38.5%	37.5%	40.2%	40.9%	41.9%	7.8%	8.5%	8.6%	7.4%	8.3%	8.2%	3.6%	3.8%	3.7%	119,385	101,698	98,123
Doctoral/ Professional Degree	43.8%	41.9%	39.9%	39.7%	39.7%	41.4%	7.2%	8.5%	8.1%	6.5%	6.8%	7.5%	2.8%	3.1%	3.1%	52,785	44,118	40,978
Pay Category																		
Federal Wage System	26.8%	25.3%	24.9%	43.5%	43.9%	44.8%	13.0%	13.8%	14.0%	10.4%	11.0%	10.6%	6.2%	6.0%	5.7%	13,107	9,578	12,660
GS 1-6	32.0%	30.7%	29.2%	43.0%	43.6%	45.0%	11.4%	11.9%	12.2%	8.7%	8.7%	8.9%	4.8%	5.2%	4.8%	27,491	18,673	21,952
GS 7-12	36.2%	33.8%	32.6%	43.0%	43.3%	44.3%	9.3%	10.0%	10.3%	7.7%	8.5%	8.4%	3.8%	4.4%	4.3%	192,974	153,196	166,390
GS 13-15	43.2%	40.6%	39.0%	40.1%	40.9%	42.1%	7.5%	8.3%	8.3%	6.4%	7.1%	7.5%	2.8%	3.2%	3.1%	184,504	169,416	162,261
SES	60.7%	59.6%	57.0%	26.3%	27.8%	29.6%	6.3%	5.5%	6.3%	5.0%	5.3%	5.2%	1.8%	1.8%	1.9%	5,687	5,772	5,710
SL/ST	41.7%	39.6%	41.2%	34.0%	38.7%	36.6%	9.5%	9.9%	9.5%	8.9%	7.5%	8.9%	5.9%	4.2%	3.8%	2,004	1,568	1,535
Other	33.7%	31.4%	31.9%	43.3%	44.7%	45.4%	10.2%	10.7%	10.0%	8.7%	8.9%	8.6%	4.1%	4.2%	4.1%	31,205	25,842	25,620

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
Time in Federal Government																		
< 1 year	49.3%	47.0%	47.5%	36.6%	38.1%	37.0%	6.9%	8.4%	7.7%	4.9%	4.4%	4.9%	2.3%	2.2%	2.8%	9,011	6,866	6,025
1-3 years	43.7%	41.4%	39.6%	39.2%	39.6%	42.2%	7.7%	8.3%	8.2%	6.5%	7.2%	6.9%	2.9%	3.5%	3.1%	45,313	29,925	28,252
4-5 years	40.0%	37.2%	36.5%	40.3%	41.7%	42.6%	8.4%	9.0%	9.2%	7.5%	8.1%	8.0%	3.7%	4.0%	3.6%	30,197	30,105	41,093
6-10 years	37.5%	35.4%	33.9%	42.0%	42.2%	43.7%	8.9%	9.7%	9.7%	7.6%	8.4%	8.5%	4.1%	4.3%	4.2%	108,798	91,784	87,841
11-14 years	35.3%	33.4%	32.2%	42.8%	43.2%	44.0%	9.8%	10.5%	10.6%	8.0%	8.5%	8.7%	4.1%	4.4%	4.5%	63,909	54,846	56,747
15-20 years	34.8%	32.3%	31.0%	42.9%	43.2%	44.7%	9.7%	10.9%	10.8%	8.5%	8.9%	9.0%	4.0%	4.7%	4.5%	66,421	51,739	48,760
> 20 years	35.5%	33.3%	32.1%	43.4%	44.2%	44.6%	10.1%	10.2%	10.9%	7.6%	8.2%	8.6%	3.4%	4.0%	3.8%	134,370	119,563	128,243
Time with Current Agency																		
< 1 year	46.3%	43.9%	43.3%	36.7%	38.2%	37.7%	8.4%	9.7%	9.8%	5.8%	5.3%	5.7%	2.9%	2.9%	3.6%	16,477	13,183	11,884
1-3 years	42.6%	40.0%	38.3%	39.5%	40.2%	42.1%	7.8%	8.5%	8.5%	7.0%	7.5%	7.6%	3.1%	3.8%	3.4%	69,871	47,678	44,576
4-5 years	38.3%	36.0%	35.4%	40.8%	41.9%	42.8%	8.9%	9.4%	9.4%	7.9%	8.4%	8.3%	4.1%	4.3%	4.1%	37,862	38,117	49,918
6-10 years	36.1%	33.8%	33.1%	42.4%	42.8%	43.9%	9.3%	10.0%	9.9%	7.9%	8.9%	8.7%	4.3%	4.5%	4.4%	113,847	98,089	95,822
11-20 years	34.6%	32.5%	31.3%	43.6%	43.7%	44.8%	9.9%	10.7%	10.8%	8.0%	8.7%	8.8%	3.9%	4.4%	4.3%	118,614	98,719	98,996
> 20 years	36.4%	34.5%	32.6%	43.4%	44.2%	44.9%	9.7%	10.0%	10.7%	7.4%	7.7%	8.3%	3.1%	3.6%	3.5%	99,863	87,714	94,521
Leaving																		
No	43.5%	41.3%	39.6%	40.6%	41.4%	42.7%	7.9%	8.8%	9.1%	5.8%	6.2%	6.3%	2.1%	2.4%	2.3%	316,160	259,450	263,468
Yes, to retire	29.8%	27.7%	27.1%	45.5%	45.9%	46.8%	11.8%	12.7%	12.5%	9.1%	9.4%	9.8%	3.8%	4.3%	3.8%	28,559	22,279	24,096
Yes, to other job in Govt	25.5%	24.1%	23.4%	44.7%	44.5%	45.5%	11.4%	11.3%	11.3%	11.4%	12.3%	12.4%	7.1%	7.8%	7.3%	70,764	70,615	73,459
Yes, to other job outside Govt	26.7%	23.5%	23.8%	44.2%	44.3%	45.1%	9.8%	10.3%	10.9%	11.7%	13.6%	11.9%	7.6%	8.2%	8.3%	19,420	13,773	15,861
Yes, other	21.8%	19.6%	19.9%	43.9%	45.0%	45.0%	13.2%	14.3%	13.7%	12.1%	12.5%	12.6%	8.9%	8.6%	8.8%	22,186	17,989	19,308
Retiring																		
Within 1 year	30.4%	27.6%	27.2%	44.2%	44.8%	46.2%	11.7%	12.4%	11.6%	9.3%	10.0%	10.5%	4.5%	5.2%	4.4%	17,155	13,562	14,857
Between 1-3 years	31.7%	29.9%	28.5%	45.4%	45.4%	46.2%	10.7%	11.8%	12.5%	8.5%	9.1%	9.0%	3.7%	3.8%	3.8%	47,280	38,014	39,938
Between 3-5 years	33.5%	31.7%	29.6%	43.6%	44.2%	45.2%	10.6%	11.3%	11.6%	8.6%	8.6%	9.3%	3.7%	4.2%	4.3%	51,329	42,227	43,486
5 or more years	39.2%	36.8%	35.6%	41.3%	41.9%	43.1%	8.6%	9.3%	9.4%	7.3%	8.0%	8.0%	3.6%	4.1%	3.9%	338,651	287,630	294,759

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
Self-Identify as:																		
Heterosexual	38.7%	36.3%	34.9%	41.6%	42.2%	43.6%	8.8%	9.5%	9.7%	7.4%	8.0%	8.1%	3.5%	3.9%	3.8%	365,047	306,771	317,860
LGBT*	40.4%	38.0%	37.0%	38.8%	40.2%	41.1%	8.1%	8.3%	8.1%	8.6%	8.8%	9.0%	4.2%	4.7%	4.8%	13,569	11,323	11,047
Prefer not to say	30.3%	28.1%	27.6%	44.2%	44.9%	45.1%	11.6%	12.2%	12.5%	8.9%	9.5%	9.4%	4.9%	5.3%	5.3%	56,908	47,028	48,137
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	38.5%	36.1%	34.9%	42.4%	43.3%	44.3%	8.8%	9.3%	9.5%	7.0%	7.7%	7.8%	3.3%	3.6%	3.6%	325,463	277,759	281,416
Retired Separated/Discharged	37.0%	35.0%	31.9%	39.5%	38.7%	42.2%	10.0%	10.2%	10.9%	8.4%	9.5%	9.5%	5.2%	6.6%	5.6%	7,427	6,153	6,990
Disability																		
Yes	34.9%	33.0%	31.4%	40.6%	40.8%	41.7%	10.3%	10.9%	11.6%	9.1%	9.4%	9.7%	5.1%	5.9%	5.6%	69,486	51,643	53,518
No	38.2%	35.7%	34.5%	42.3%	42.9%	44.1%	8.9%	9.6%	9.7%	7.3%	8.0%	8.0%	3.4%	3.7%	3.6%	383,478	328,851	339,017

Report by Demographics

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

	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	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
Work Location																		
Headquarters	40.5%	38.2%	36.9%	30.7%	30.8%	31.6%	14.5%	15.3%	15.6%	7.4%	7.9%	8.3%	6.9%	7.8%	7.6%	178,217	155,529	156,271
Field	36.6%	34.6%	33.1%	32.1%	32.3%	32.6%	15.4%	16.0%	16.8%	8.3%	8.8%	9.3%	7.6%	8.3%	8.2%	279,695	229,479	240,100
Supervisory Status																		
Non-Supervisor	36.4%	34.2%	32.7%	31.4%	31.6%	32.0%	15.9%	16.6%	17.3%	8.4%	8.9%	9.3%	7.9%	8.7%	8.7%	303,359	252,926	260,860
Team Leader	38.4%	36.1%	34.8%	32.0%	32.0%	32.8%	14.7%	15.5%	15.9%	7.8%	8.5%	8.9%	7.2%	7.9%	7.6%	57,774	49,466	53,324
Supervisor	40.7%	38.8%	37.6%	33.4%	33.2%	34.2%	13.4%	14.3%	14.1%	7.0%	7.4%	7.8%	5.6%	6.4%	6.3%	62,891	52,213	52,468
Manager	46.6%	45.0%	43.5%	30.8%	30.9%	31.7%	11.5%	11.9%	12.4%	6.0%	6.5%	6.8%	5.2%	5.7%	5.6%	28,648	24,694	24,321
Senior Leader	59.6%	57.0%	53.3%	25.1%	25.0%	27.2%	8.1%	8.8%	10.2%	3.9%	4.6%	5.3%	3.3%	4.6%	4.0%	8,142	8,089	8,049
Sex																		
Male	39.3%	36.9%	35.5%	32.7%	32.9%	33.4%	14.2%	14.9%	15.6%	7.1%	7.8%	8.1%	6.7%	7.5%	7.5%	232,831	196,609	205,158
Female	36.6%	34.8%	33.3%	30.2%	30.2%	30.8%	16.2%	16.9%	17.2%	9.0%	9.4%	10.0%	8.1%	8.7%	8.6%	221,099	185,099	188,597
Hispanic or Latino																		
Yes	37.1%	35.0%	33.3%	30.2%	29.6%	30.4%	16.1%	16.8%	17.5%	8.4%	9.0%	9.5%	8.2%	9.6%	9.4%	39,638	33,541	33,928
No	38.3%	36.2%	34.7%	31.8%	32.0%	32.5%	14.9%	15.6%	16.2%	7.9%	8.4%	8.8%	7.2%	7.9%	7.8%	409,813	344,282	356,028
Race																		
American Indian/ Alaska Native	30.5%	28.6%	29.5%	28.5%	28.2%	28.8%	20.0%	18.6%	18.2%	9.9%	11.1%	10.9%	11.1%	13.3%	12.7%	9,353	7,812	8,358
Asian	38.2%	37.2%	35.7%	35.6%	35.2%	36.3%	14.4%	15.6%	15.5%	6.3%	6.2%	6.7%	5.5%	5.8%	5.8%	22,074	19,517	18,679
Black/African American	35.1%	33.4%	31.9%	31.2%	30.7%	30.9%	16.6%	17.7%	18.4%	8.4%	8.6%	9.4%	8.8%	9.6%	9.4%	64,440	57,913	60,112
Native Hawaiian/ Pacific Islander	34.1%	33.1%	31.0%	30.5%	31.4%	33.3%	17.9%	18.8%	18.2%	8.8%	6.7%	8.7%	8.6%	10.0%	8.7%	2,753	2,202	2,474
White	39.6%	37.4%	35.8%	31.8%	32.0%	32.7%	14.2%	14.8%	15.4%	7.7%	8.4%	8.7%	6.7%	7.4%	7.4%	318,679	264,254	273,802
Two or more races (Not Hispanic/ Latino)	35.6%	33.1%	31.7%	28.7%	28.9%	28.8%	17.0%	17.5%	19.0%	8.5%	9.3%	10.2%	10.2%	11.3%	10.3%	18,691	14,373	14,473

Report by Demographics

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

	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	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
Age Group																		
25 and under	44.6%	43.5%	40.6%	32.7%	33.8%	35.2%	11.2%	12.0%	12.6%	5.5%	5.9%	5.5%	6.0%	4.8%	6.0%	3,732	2,720	2,659
26-29	42.7%	40.1%	38.0%	31.0%	32.0%	32.0%	13.2%	13.4%	14.6%	6.8%	7.6%	8.2%	6.3%	6.9%	7.1%	12,663	11,135	12,274
30-39	39.7%	37.3%	35.8%	30.8%	31.1%	31.5%	13.9%	14.9%	15.3%	7.9%	8.4%	9.1%	7.6%	8.2%	8.3%	89,074	74,269	72,671
40-49	37.8%	35.7%	34.3%	31.4%	31.3%	31.8%	14.9%	15.6%	16.4%	8.3%	8.7%	8.9%	7.7%	8.7%	8.7%	120,678	103,751	108,150
50-59	36.7%	34.6%	33.1%	31.8%	32.1%	32.5%	16.0%	16.6%	17.2%	8.1%	8.6%	9.3%	7.4%	8.0%	7.9%	168,583	143,106	149,385
60+	35.6%	34.3%	32.7%	32.9%	32.3%	33.9%	17.1%	17.4%	17.7%	7.8%	8.5%	8.6%	6.6%	7.4%	7.0%	77,556	61,749	63,798
Level of Education																		
Less than High School	32.2%	23.3%	26.9%	31.9%	34.7%	35.3%	21.6%	26.4%	21.0%	6.2%	6.1%	8.0%	8.1%	9.5%	8.8%	438	361	403
H.S. Diploma/ GED or equiv	34.8%	33.4%	31.6%	33.7%	33.5%	34.0%	16.7%	18.1%	17.7%	7.7%	7.5%	8.8%	7.2%	7.5%	7.9%	19,510	16,285	19,342
Trade/Technical Certificate	31.7%	30.3%	27.7%	31.6%	32.0%	32.8%	18.2%	18.4%	19.1%	9.3%	9.9%	10.9%	9.2%	9.3%	9.5%	10,803	8,202	9,581
Some College (no degree)	34.3%	32.4%	31.6%	31.6%	31.3%	31.8%	17.1%	17.9%	18.2%	8.6%	9.1%	9.5%	8.4%	9.3%	9.0%	62,750	52,848	60,201
Associate's Degree	33.2%	31.6%	31.2%	32.0%	32.0%	31.7%	17.4%	17.5%	18.2%	8.9%	9.3%	9.7%	8.6%	9.6%	9.2%	35,548	27,843	31,367
Bachelor's Degree	38.5%	36.3%	35.0%	32.4%	32.5%	33.0%	14.5%	15.2%	15.8%	7.7%	8.3%	8.7%	6.9%	7.7%	7.5%	155,193	132,287	135,787
Master's Degree	41.0%	38.7%	37.1%	30.8%	31.3%	32.0%	13.9%	14.3%	15.0%	7.5%	8.3%	8.4%	6.9%	7.4%	7.5%	119,494	101,794	98,156
Doctoral/ Professional Degree	44.9%	42.8%	40.8%	29.6%	29.1%	30.4%	12.4%	13.5%	13.6%	6.9%	7.6%	8.1%	6.2%	6.9%	7.1%	52,849	44,172	41,022
Pay Category																		
Federal Wage System	28.0%	27.4%	27.1%	33.1%	32.6%	33.3%	18.2%	19.1%	18.4%	10.0%	9.9%	10.3%	10.8%	10.9%	10.8%	13,104	9,582	12,667
GS 1-6	32.8%	31.9%	30.2%	30.4%	30.6%	30.9%	18.0%	18.3%	19.4%	9.1%	9.3%	9.8%	9.7%	10.0%	9.7%	27,507	18,694	21,943
GS 7-12	36.4%	34.3%	32.9%	31.6%	31.9%	32.4%	15.8%	16.4%	17.1%	8.4%	8.7%	9.3%	7.7%	8.6%	8.4%	193,152	153,399	166,503
GS 13-15	43.7%	41.1%	39.5%	31.4%	31.6%	32.4%	12.7%	13.5%	13.9%	6.6%	7.5%	7.9%	5.6%	6.4%	6.4%	184,645	169,610	162,386
SES	64.7%	63.8%	59.8%	22.3%	23.0%	24.8%	6.9%	6.9%	7.9%	3.5%	3.4%	4.2%	2.6%	3.0%	3.4%	5,685	5,763	5,710
SL/ST	45.8%	45.9%	45.1%	27.5%	27.1%	27.6%	10.7%	12.6%	13.1%	7.7%	9.2%	7.6%	8.4%	5.2%	6.6%	2,010	1,573	1,538
Other	34.7%	32.6%	32.3%	33.4%	32.8%	32.9%	15.9%	16.6%	17.3%	8.3%	9.7%	9.2%	7.8%	8.3%	8.3%	31,242	25,867	25,635

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	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	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
Time in Federal Government																		
< 1 year	50.0%	49.5%	47.7%	30.7%	30.7%	31.8%	10.3%	11.5%	13.2%	5.3%	5.0%	4.0%	3.8%	3.3%	3.3%	9,011	6,860	6,031
1-3 years	43.5%	41.4%	39.3%	30.6%	31.4%	32.3%	13.0%	13.7%	14.5%	7.0%	7.0%	7.7%	5.9%	6.4%	6.2%	45,373	29,951	28,272
4-5 years	39.7%	37.6%	36.3%	30.3%	31.6%	32.6%	14.9%	14.7%	15.1%	7.8%	7.9%	8.4%	7.3%	8.1%	7.6%	30,235	30,141	41,119
6-10 years	37.7%	35.6%	34.2%	31.5%	31.8%	31.6%	14.9%	15.6%	16.2%	8.1%	8.6%	9.3%	7.8%	8.4%	8.6%	108,917	91,895	87,876
11-14 years	35.7%	33.8%	32.3%	32.2%	31.4%	32.2%	15.5%	16.5%	17.0%	8.5%	9.4%	9.5%	8.1%	8.9%	9.0%	63,970	54,918	56,805
15-20 years	35.6%	33.5%	31.6%	31.5%	31.3%	32.2%	16.2%	16.5%	17.4%	8.6%	9.5%	9.7%	8.0%	9.2%	9.0%	66,436	51,817	48,789
> 20 years	36.9%	34.8%	33.6%	32.4%	32.2%	32.8%	15.9%	16.7%	17.0%	7.8%	8.5%	8.9%	7.1%	7.8%	7.6%	134,461	119,689	128,309
Time with Current Agency																		
< 1 year	47.8%	46.6%	44.8%	30.4%	30.7%	31.2%	11.7%	12.6%	14.2%	5.3%	5.6%	5.3%	4.8%	4.5%	4.5%	16,490	13,186	11,895
1-3 years	42.2%	40.2%	38.1%	30.2%	31.3%	31.3%	13.7%	14.1%	15.1%	7.3%	7.2%	8.4%	6.5%	7.3%	7.2%	69,962	47,752	44,589
4-5 years	38.1%	36.3%	35.2%	30.8%	31.0%	32.1%	14.9%	15.1%	15.6%	8.3%	8.7%	8.7%	7.9%	9.0%	8.3%	37,898	38,161	49,942
6-10 years	36.6%	34.2%	33.3%	31.4%	31.7%	31.6%	15.3%	16.2%	16.5%	8.5%	9.0%	9.6%	8.2%	8.9%	8.9%	113,960	98,184	95,879
11-20 years	35.3%	33.2%	31.9%	32.3%	31.6%	32.7%	16.1%	16.9%	17.3%	8.5%	9.5%	9.5%	7.8%	8.7%	8.6%	118,684	98,854	99,043
> 20 years	37.8%	36.2%	34.4%	32.8%	32.8%	33.6%	15.4%	16.1%	16.6%	7.4%	7.9%	8.5%	6.6%	7.0%	7.0%	99,917	87,822	94,612
Leaving																		
No	44.9%	42.8%	40.9%	33.0%	33.6%	34.3%	12.8%	13.4%	14.2%	5.5%	5.9%	6.2%	3.9%	4.3%	4.4%	316,384	259,633	263,598
Yes, to retire	32.9%	30.9%	30.3%	33.6%	32.9%	34.2%	18.0%	18.5%	18.5%	8.6%	9.3%	9.8%	7.0%	8.4%	7.2%	28,552	22,324	24,112
Yes, to other job in Govt	23.3%	22.6%	21.6%	28.7%	28.0%	28.3%	19.8%	20.3%	20.6%	13.6%	13.7%	14.4%	14.5%	15.3%	15.0%	70,883	70,779	73,526
Yes, to other job outside Govt	25.4%	21.9%	21.8%	26.8%	26.1%	27.5%	18.2%	18.9%	18.1%	13.5%	15.9%	15.5%	16.1%	17.2%	17.1%	19,445	13,797	15,883
Yes, other	20.0%	19.1%	18.8%	25.6%	26.0%	25.0%	21.5%	21.5%	22.3%	14.0%	14.1%	15.1%	18.8%	19.3%	18.7%	22,211	18,034	19,329
Retiring																		
Within 1 year	32.9%	30.9%	30.2%	32.3%	31.9%	33.0%	17.2%	17.4%	17.6%	9.0%	10.2%	10.3%	8.5%	9.6%	9.0%	17,153	13,588	14,850
Between 1-3 years	34.4%	32.6%	31.0%	33.5%	33.0%	34.3%	16.9%	17.7%	18.0%	8.3%	9.0%	9.2%	6.9%	7.8%	7.5%	47,328	38,048	39,994
Between 3-5 years	35.6%	34.0%	31.9%	32.6%	32.6%	33.4%	16.3%	16.9%	17.8%	8.2%	8.8%	9.2%	7.3%	7.7%	7.7%	51,332	42,252	43,507
5 or more years	39.2%	37.0%	35.6%	31.3%	31.5%	31.9%	14.5%	15.3%	15.8%	7.8%	8.3%	8.7%	7.3%	8.0%	8.0%	338,976	287,990	294,930

Report by Demographics

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

	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	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
Self-Identify as:																		
Heterosexual	39.4%	37.2%	35.6%	31.7%	32.0%	32.6%	14.5%	15.2%	15.8%	7.6%	8.1%	8.6%	6.8%	7.6%	7.5%	365,370	307,104	318,075
LGBT*	38.7%	37.5%	36.0%	29.6%	28.8%	28.5%	14.5%	15.1%	15.7%	8.6%	9.3%	10.4%	8.5%	9.4%	9.3%	13,590	11,348	11,053
Prefer not to say	30.3%	28.6%	27.6%	31.3%	30.4%	30.9%	18.4%	19.5%	19.6%	9.9%	10.5%	10.9%	10.2%	11.1%	11.0%	56,923	47,077	48,164
Military Service																		
No Prior Military Service																		
Currently in Guard/Reserves	38.6%	36.4%	34.9%	31.8%	31.7%	32.3%	14.8%	15.8%	16.3%	7.9%	8.5%	8.8%	7.0%	7.6%	7.7%	325,767	278,121	281,573
Retired Separated/Discharged	38.7%	36.1%	34.1%	31.9%	31.8%	32.6%	13.9%	14.6%	15.6%	7.5%	7.6%	8.7%	7.9%	9.8%	9.0%	7,427	6,157	7,004
Disability																		
Yes	40.0%	38.6%	36.7%	32.2%	32.7%	33.1%	14.6%	14.5%	15.5%	7.0%	7.4%	8.0%	6.2%	6.8%	6.7%	49,901	39,671	43,370
No	35.3%	33.0%	32.1%	30.8%	31.2%	31.6%	16.2%	16.5%	17.0%	8.8%	9.2%	9.7%	9.0%	10.1%	9.6%	68,924	55,839	59,641
Disability																		
Yes	35.2%	33.9%	32.1%	29.4%	29.3%	29.6%	16.4%	16.1%	17.3%	9.0%	9.5%	10.1%	10.0%	11.1%	11.0%	69,525	51,695	53,573
No	38.8%	36.5%	35.0%	32.1%	32.2%	32.8%	14.7%	15.6%	16.1%	7.6%	8.2%	8.6%	6.7%	7.4%	7.4%	383,829	329,242	339,206

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
Work Location																		
Headquarters	44.6%	42.9%	41.4%	28.9%	29.0%	30.1%	15.9%	16.6%	17.1%	5.7%	6.4%	6.3%	4.8%	5.2%	5.1%	178,507	155,800	156,569
Field	41.1%	39.5%	38.1%	30.1%	30.4%	30.8%	17.1%	17.6%	18.4%	6.5%	6.9%	7.2%	5.2%	5.6%	5.6%	280,190	229,825	240,461
Supervisory Status																		
Non-Supervisor	41.6%	39.7%	38.3%	29.2%	29.6%	30.2%	17.2%	18.0%	18.5%	6.5%	6.9%	7.2%	5.5%	5.8%	5.8%	303,864	253,307	261,246
Team Leader	42.1%	40.4%	38.8%	30.1%	30.0%	30.5%	16.4%	17.2%	18.4%	6.5%	7.3%	7.1%	5.0%	5.2%	5.2%	57,865	49,557	53,429
Supervisor	43.3%	42.1%	40.8%	32.0%	31.8%	32.7%	15.7%	16.2%	16.5%	5.2%	5.7%	5.9%	3.7%	4.2%	4.1%	63,020	52,295	52,574
Manager	47.7%	47.0%	45.6%	30.1%	30.2%	31.0%	14.0%	13.9%	14.3%	4.6%	5.1%	5.2%	3.6%	3.7%	3.9%	28,709	24,749	24,382
Senior Leader	60.6%	57.9%	54.9%	24.2%	25.7%	26.2%	9.3%	9.2%	12.5%	3.3%	3.7%	3.3%	2.6%	3.5%	3.1%	8,172	8,109	8,060
Sex																		
Male	43.2%	41.5%	40.0%	30.2%	30.2%	30.8%	15.9%	16.6%	17.4%	5.9%	6.5%	6.6%	4.8%	5.2%	5.2%	233,291	196,950	205,488
Female	41.5%	39.8%	38.5%	29.0%	29.5%	30.1%	17.6%	18.1%	18.6%	6.6%	6.9%	7.2%	5.4%	5.7%	5.7%	221,490	185,398	188,947
Hispanic or Latino																		
Yes	41.4%	38.7%	36.8%	28.1%	28.5%	29.5%	17.7%	18.4%	19.4%	6.8%	7.8%	7.9%	6.0%	6.6%	6.3%	39,702	33,607	34,003
No	42.7%	41.1%	39.6%	29.9%	30.0%	30.7%	16.5%	17.1%	17.7%	6.1%	6.5%	6.7%	4.9%	5.3%	5.3%	410,613	344,860	356,630
Race																		
American Indian/ Alaska Native	34.9%	33.1%	33.8%	26.9%	26.5%	26.3%	20.9%	20.5%	21.0%	8.8%	10.4%	10.1%	8.6%	9.5%	8.8%	9,383	7,841	8,368
Asian	41.4%	40.5%	39.5%	32.2%	31.6%	33.0%	16.3%	17.7%	17.0%	5.7%	5.8%	5.7%	4.4%	4.3%	4.8%	22,133	19,562	18,718
Black/African American	40.7%	39.2%	37.8%	29.8%	29.9%	30.3%	18.2%	18.6%	19.2%	5.9%	6.5%	6.9%	5.3%	5.9%	5.8%	64,624	58,075	60,320
Native Hawaiian/ Pacific Islander	37.3%	38.9%	36.8%	29.3%	26.9%	29.6%	18.9%	19.9%	18.4%	7.2%	7.6%	8.5%	7.4%	6.7%	6.7%	2,756	2,214	2,481
White	43.7%	42.0%	40.4%	29.7%	29.9%	30.7%	15.8%	16.5%	17.3%	6.1%	6.5%	6.6%	4.7%	5.1%	5.0%	319,225	264,654	274,233
Two or more races (Not Hispanic/ Latino)	40.2%	37.5%	36.4%	27.9%	28.7%	28.8%	18.4%	18.7%	19.8%	6.8%	7.9%	8.2%	6.7%	7.2%	6.9%	18,720	14,393	14,482

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
Age Group																		
25 and under	47.4%	46.1%	44.2%	29.9%	33.3%	31.8%	13.8%	13.1%	15.4%	4.9%	4.5%	4.7%	4.0%	3.1%	3.9%	3,734	2,724	2,660
26-29	45.6%	42.8%	39.9%	28.6%	30.5%	32.3%	15.7%	15.6%	16.8%	6.0%	6.4%	6.5%	4.1%	4.7%	4.5%	12,665	11,137	12,293
30-39	42.2%	40.3%	38.7%	29.3%	29.8%	30.5%	16.9%	17.5%	18.1%	6.4%	6.7%	7.2%	5.3%	5.7%	5.6%	89,117	74,282	72,696
40-49	41.7%	40.1%	38.8%	29.7%	29.6%	30.2%	16.7%	17.5%	17.9%	6.5%	6.9%	7.1%	5.4%	5.9%	5.9%	120,750	103,748	108,146
50-59	41.9%	40.4%	38.8%	30.0%	30.1%	30.7%	16.8%	17.5%	18.3%	6.3%	6.8%	6.9%	5.1%	5.2%	5.3%	168,670	143,228	149,409
60+	42.4%	41.0%	39.9%	30.2%	30.1%	30.9%	17.2%	17.6%	18.0%	5.7%	6.4%	6.4%	4.5%	4.9%	4.7%	77,719	61,825	63,921
Level of Education																		
Less than																		
High School	43.7%	37.0%	37.4%	28.4%	27.6%	29.2%	16.5%	20.2%	18.6%	4.7%	5.8%	6.0%	6.6%	9.4%	8.8%	444	362	414
H.S. Diploma/																		
GED or equiv	42.3%	40.8%	39.2%	29.3%	29.8%	30.2%	17.5%	18.2%	18.5%	5.8%	6.4%	6.6%	5.1%	4.7%	5.5%	19,565	16,322	19,409
Trade/Technical																		
Certificate	38.7%	37.3%	34.7%	28.2%	29.0%	30.0%	19.5%	19.7%	20.4%	7.0%	7.7%	8.2%	6.6%	6.3%	6.8%	10,833	8,215	9,603
Some College																		
(no degree)	40.4%	38.7%	37.6%	29.0%	29.0%	29.7%	18.1%	18.5%	19.3%	6.8%	7.5%	7.4%	5.7%	6.3%	6.0%	62,858	52,932	60,314
Associate's																		
Degree	38.7%	37.3%	36.6%	29.9%	29.8%	30.2%	18.1%	18.4%	19.2%	7.4%	8.0%	7.8%	5.9%	6.4%	6.1%	35,653	27,918	31,417
Bachelor's																		
Degree	42.6%	40.7%	39.3%	30.6%	30.7%	31.2%	16.2%	16.9%	17.7%	6.0%	6.6%	6.6%	4.7%	5.1%	5.1%	155,438	132,503	136,001
Master's Degree																		
Doctoral/	43.5%	42.0%	40.3%	29.9%	30.2%	31.2%	16.0%	16.7%	17.0%	5.8%	6.0%	6.5%	4.7%	5.1%	5.0%	119,721	101,967	98,347
Professional																		
Degree	48.6%	47.0%	45.2%	27.5%	27.6%	28.6%	14.1%	15.2%	15.4%	5.5%	5.7%	6.0%	4.3%	4.5%	4.8%	52,926	44,227	41,038
Pay Category																		
Federal Wage																		
System	33.7%	32.9%	32.7%	29.7%	29.7%	30.3%	20.9%	20.7%	20.8%	8.2%	9.1%	8.7%	7.5%	7.7%	7.6%	13,140	9,610	12,700
GS 1-6	38.8%	37.6%	36.0%	28.2%	29.2%	29.7%	18.9%	18.4%	19.6%	7.2%	7.9%	7.9%	6.9%	6.9%	6.8%	27,578	18,756	22,033
GS 7-12	41.2%	39.6%	38.1%	29.8%	30.0%	30.7%	17.3%	17.9%	18.5%	6.5%	6.9%	7.1%	5.2%	5.6%	5.7%	193,497	153,642	166,778
GS 13-15	46.8%	44.9%	43.2%	29.9%	29.8%	30.6%	14.4%	15.3%	16.0%	5.1%	5.7%	5.9%	3.9%	4.3%	4.2%	184,969	169,888	162,631
SES	65.5%	65.3%	61.3%	22.4%	23.2%	24.7%	7.3%	7.1%	9.0%	2.8%	2.6%	2.6%	2.0%	1.8%	2.4%	5,702	5,782	5,717
SL/ST	50.7%	50.5%	46.1%	24.2%	24.8%	28.2%	12.9%	14.8%	15.1%	6.3%	6.4%	5.3%	5.9%	3.6%	5.3%	2,016	1,574	1,544
Other	39.7%	37.4%	37.1%	30.5%	31.0%	31.1%	17.7%	18.5%	19.1%	6.7%	7.3%	7.2%	5.4%	5.8%	5.5%	31,293	25,889	25,659

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
Time in Federal Government																		
< 1 year	53.1%	52.1%	51.0%	28.6%	29.4%	29.9%	11.7%	12.3%	13.0%	4.4%	3.6%	3.8%	2.3%	2.6%	2.3%	9,023	6,867	6,051
1-3 years	46.4%	44.7%	42.7%	28.6%	29.4%	30.6%	15.1%	16.0%	16.3%	5.7%	5.7%	6.0%	4.2%	4.2%	4.3%	45,448	30,007	28,322
4-5 years	43.5%	41.9%	39.8%	28.0%	29.2%	31.0%	16.9%	16.7%	17.3%	6.4%	6.8%	6.7%	5.2%	5.4%	5.1%	30,274	30,166	41,178
6-10 years	41.4%	40.0%	38.7%	29.9%	29.8%	29.8%	17.0%	17.6%	18.3%	6.4%	6.8%	7.4%	5.4%	5.8%	5.8%	109,099	92,021	88,010
11-14 years	39.8%	38.2%	37.1%	30.4%	29.7%	30.7%	17.5%	18.7%	18.9%	6.7%	7.2%	7.4%	5.7%	6.1%	5.9%	64,075	55,013	56,879
15-20 years	40.4%	38.7%	37.0%	29.9%	29.9%	30.6%	17.5%	17.8%	18.9%	6.7%	7.5%	7.2%	5.5%	6.1%	6.4%	66,597	51,882	48,909
> 20 years	42.9%	41.0%	39.6%	30.1%	30.4%	30.9%	16.5%	17.0%	17.9%	5.8%	6.5%	6.6%	4.8%	5.0%	5.1%	134,727	119,955	128,529
Time with Current Agency																		
< 1 year	50.6%	49.9%	48.9%	28.5%	29.2%	28.7%	13.3%	13.1%	14.5%	4.6%	4.6%	4.6%	3.0%	3.2%	3.3%	16,497	13,196	11,924
1-3 years	45.1%	43.7%	41.6%	28.5%	29.2%	29.9%	15.8%	16.2%	16.9%	5.9%	5.9%	6.5%	4.7%	5.0%	5.1%	70,058	47,826	44,668
4-5 years	42.1%	40.8%	39.0%	28.5%	28.8%	30.8%	17.0%	17.0%	17.7%	6.7%	7.3%	7.0%	5.7%	6.0%	5.6%	37,971	38,218	50,023
6-10 years	40.8%	38.8%	37.9%	29.8%	30.0%	30.1%	17.2%	18.2%	18.5%	6.6%	7.0%	7.5%	5.6%	6.0%	6.0%	114,177	98,334	96,022
11-20 years	40.2%	38.2%	37.2%	30.4%	30.2%	30.8%	17.5%	18.4%	18.9%	6.6%	7.4%	7.2%	5.3%	5.8%	5.8%	118,920	99,004	99,242
> 20 years	43.8%	42.5%	40.4%	30.4%	30.4%	31.3%	15.9%	16.4%	17.4%	5.5%	6.1%	6.2%	4.3%	4.5%	4.6%	100,132	88,006	94,759
Leaving																		
No	49.5%	48.0%	46.1%	30.3%	30.8%	31.7%	13.6%	14.0%	14.8%	4.0%	4.4%	4.6%	2.5%	2.7%	2.9%	316,999	260,155	264,104
Yes, to retire	39.0%	37.3%	37.1%	31.3%	31.3%	31.5%	18.6%	19.2%	19.3%	6.3%	7.3%	7.2%	4.8%	5.0%	4.9%	28,662	22,377	24,170
Yes, to other job in Govt	26.7%	25.9%	25.1%	28.4%	28.1%	28.3%	23.6%	24.2%	24.7%	11.0%	11.4%	11.5%	10.2%	10.5%	10.4%	70,976	70,847	73,611
Yes, to other job outside Govt	28.1%	25.1%	25.5%	26.6%	26.1%	26.5%	21.6%	23.6%	23.1%	11.9%	12.2%	12.5%	11.8%	12.9%	12.3%	19,469	13,817	15,890
Yes, other	23.8%	23.1%	22.5%	25.9%	27.3%	26.9%	24.5%	24.0%	25.2%	12.0%	12.0%	12.6%	13.8%	13.7%	12.8%	22,234	18,033	19,349
Retiring																		
Within 1 year	38.9%	36.6%	36.6%	30.0%	30.2%	30.3%	18.1%	19.3%	19.3%	6.8%	7.6%	7.5%	6.1%	6.2%	6.3%	17,218	13,620	14,903
Between 1-3 years	40.5%	39.2%	37.5%	31.3%	30.7%	31.9%	17.5%	18.3%	18.8%	6.0%	7.0%	6.8%	4.7%	4.8%	5.0%	47,424	38,157	40,080
Between 3-5 years	41.4%	39.9%	38.0%	30.4%	31.0%	31.2%	17.0%	17.3%	18.9%	6.5%	6.7%	6.9%	4.7%	5.1%	5.1%	51,461	42,337	43,611
5 or more years	43.1%	41.3%	39.9%	29.4%	29.6%	30.3%	16.4%	17.0%	17.6%	6.1%	6.6%	6.8%	5.0%	5.4%	5.4%	339,543	288,416	295,398

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
Self-Identify as:																		
Heterosexual	43.7%	41.9%	40.3%	29.6%	29.9%	30.7%	16.1%	16.8%	17.5%	5.9%	6.3%	6.5%	4.7%	5.1%	5.1%	366,064	307,663	318,673
LGBT*	41.9%	41.0%	39.1%	28.5%	27.2%	28.7%	16.7%	17.6%	17.7%	6.8%	7.6%	7.7%	6.1%	6.5%	6.8%	13,611	11,369	11,075
Prefer not to say	35.3%	34.1%	32.9%	30.0%	29.8%	30.1%	20.0%	20.3%	20.8%	7.8%	8.5%	8.9%	6.9%	7.2%	7.3%	57,055	47,160	48,231
Military Service																		
No Prior Military Service	43.0%	41.1%	39.6%	29.8%	30.1%	30.9%	16.5%	17.3%	17.7%	6.0%	6.5%	6.6%	4.8%	5.1%	5.1%	326,335	278,576	282,025
Currently in Guard/Reserves	41.8%	39.4%	36.8%	29.3%	30.4%	31.7%	16.2%	16.4%	17.8%	6.6%	6.9%	6.8%	6.1%	6.8%	6.9%	7,438	6,172	7,020
Retired Separated/Discharged	43.8%	43.3%	41.4%	30.5%	30.2%	30.7%	15.8%	16.0%	17.0%	5.6%	6.0%	6.5%	4.3%	4.6%	4.3%	50,020	39,769	43,464
Disability																		
Yes	39.9%	38.8%	37.1%	28.1%	28.2%	28.5%	17.8%	17.6%	18.8%	7.2%	7.8%	8.2%	7.1%	7.6%	7.4%	69,691	51,813	53,672
No	43.1%	41.2%	39.7%	30.0%	30.2%	31.0%	16.3%	17.2%	17.7%	6.0%	6.4%	6.6%	4.6%	4.9%	5.0%	384,517	329,787	339,792

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
Work Location																					
Headquarters	14.9%	13.6%	12.5%	32.8%	31.5%	30.9%	23.7%	23.8%	24.2%	16.1%	17.4%	18.3%	12.5%	13.8%	14.1%	174,441	153,080	153,868	4,034	2,689	2,686
Field	11.4%	10.4%	9.4%	29.2%	28.2%	27.1%	24.8%	24.0%	24.8%	18.5%	20.1%	20.9%	16.0%	17.3%	17.8%	272,141	225,271	235,680	8,055	4,557	4,833
Supervisory Status																					
Non-Supervisor	12.1%	10.8%	9.8%	29.9%	28.3%	27.5%	25.1%	24.7%	25.4%	17.6%	19.2%	20.0%	15.2%	16.9%	17.3%	293,835	247,206	255,002	9,971	6,099	6,326
Team Leader	11.1%	10.1%	9.4%	29.3%	28.8%	27.6%	24.2%	23.8%	24.3%	19.2%	20.4%	21.3%	16.2%	16.9%	17.4%	56,660	48,820	52,675	1,199	713	730
Supervisor	13.1%	12.4%	11.4%	33.3%	32.3%	31.4%	23.5%	23.2%	23.8%	17.6%	19.2%	19.8%	12.5%	12.8%	13.6%	62,213	51,870	52,115	824	422	429
Manager	18.3%	18.0%	16.1%	34.1%	35.9%	35.1%	21.2%	20.1%	20.9%	15.5%	15.4%	16.7%	10.8%	10.6%	11.1%	28,521	24,653	24,289	178	90	93
Senior Leader	37.8%	35.1%	31.3%	36.3%	36.6%	38.1%	12.6%	13.6%	14.3%	8.0%	9.0%	9.9%	5.3%	5.6%	6.3%	8,134	8,079	8,034	24	29	24
Sex																					
Male	12.7%	11.6%	10.5%	30.2%	29.0%	27.8%	24.4%	23.6%	24.4%	17.4%	18.9%	19.7%	15.4%	16.9%	17.5%	228,293	193,966	202,408	4,960	2,948	3,087
Female	12.9%	11.7%	10.7%	31.3%	30.2%	29.7%	24.5%	24.5%	25.0%	17.8%	19.1%	19.9%	13.5%	14.5%	14.8%	214,421	181,135	184,607	6,988	4,222	4,353
Hispanic or Latino																					
Yes	13.9%	12.6%	11.4%	29.0%	28.2%	27.3%	23.4%	22.6%	23.4%	17.2%	18.0%	18.4%	16.5%	18.6%	19.6%	38,789	33,066	33,400	914	541	603
No	12.7%	11.6%	10.5%	30.9%	29.7%	28.8%	24.5%	24.1%	24.8%	17.6%	19.1%	20.0%	14.3%	15.5%	15.9%	399,614	338,243	349,909	10,853	6,510	6,730
Race																					
American Indian/ Alaska Native	11.0%	10.0%	9.8%	27.5%	24.9%	26.0%	25.7%	25.9%	25.4%	17.7%	18.8%	19.5%	18.1%	20.4%	19.2%	9,112	7,656	8,193	276	174	191
Asian	16.0%	15.8%	14.6%	36.9%	36.2%	35.7%	24.0%	23.5%	25.0%	12.5%	12.6%	13.3%	10.6%	12.0%	11.3%	21,509	19,107	18,255	595	444	448
Black/African American	14.3%	13.4%	12.2%	33.9%	31.5%	31.4%	24.6%	25.1%	25.7%	14.6%	16.1%	16.4%	12.6%	13.8%	14.3%	62,702	56,675	58,926	1,835	1,394	1,369
Native Hawaiian/ Pacific Islander	13.2%	12.2%	11.9%	30.9%	32.0%	27.4%	26.5%	23.5%	28.2%	14.1%	16.5%	14.9%	15.2%	15.7%	17.5%	2,694	2,173	2,452	65	41	31
White	12.5%	11.3%	10.2%	30.1%	29.3%	28.1%	24.2%	23.5%	24.2%	18.5%	20.0%	21.1%	14.6%	15.9%	16.5%	311,235	260,175	269,589	7,928	4,380	4,627
Two or more races (Not Hispanic/ Latino)	11.5%	9.8%	9.1%	25.6%	24.4%	24.1%	24.1%	24.0%	24.4%	18.6%	20.4%	21.0%	20.2%	21.4%	21.3%	18,197	14,111	14,188	533	285	293

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
Age Group																					
25 and under	16.3%	15.9%	15.6%	35.8%	36.5%	33.5%	24.5%	20.7%	21.4%	14.4%	15.6%	16.9%	9.0%	11.3%	12.6%	3,561	2,637	2,580	127	60	57
26-29	15.0%	12.4%	10.8%	32.4%	31.1%	29.3%	21.5%	21.4%	22.5%	16.6%	19.1%	19.8%	14.5%	16.1%	17.7%	12,183	10,864	12,000	372	192	208
30-39	12.1%	11.0%	9.8%	29.0%	27.9%	26.8%	22.5%	22.5%	22.7%	19.1%	20.2%	21.4%	17.3%	18.4%	19.3%	86,082	72,533	70,936	2,367	1,320	1,277
40-49	12.3%	11.0%	10.1%	29.7%	28.9%	28.1%	23.8%	23.2%	23.9%	18.3%	19.6%	20.3%	15.9%	17.3%	17.6%	117,131	101,372	105,688	2,899	1,788	1,878
50-59	12.8%	11.8%	10.8%	31.3%	29.9%	29.1%	25.5%	25.0%	25.7%	17.2%	18.6%	19.4%	13.3%	14.8%	15.0%	163,527	139,929	145,947	4,410	2,761	2,888
60+	13.1%	12.2%	11.0%	31.5%	30.4%	30.1%	27.4%	26.5%	27.6%	16.1%	17.9%	18.3%	11.9%	13.0%	13.0%	75,119	60,236	62,244	2,351	1,453	1,519
Level of Education																					
Less than																					
High School	16.2%	11.5%	14.5%	30.7%	33.8%	37.4%	28.7%	24.7%	21.1%	12.2%	18.0%	12.7%	12.2%	12.0%	14.4%	417	350	393	28	14	19
H.S. Diploma/																					
GED or equiv	13.0%	13.0%	11.4%	32.6%	31.5%	31.3%	27.4%	26.8%	27.6%	14.7%	15.6%	16.5%	12.3%	13.1%	13.1%	18,932	15,935	18,944	600	385	456
Trade/Technical																					
Certificate	10.8%	10.1%	8.9%	29.8%	29.2%	27.7%	27.5%	26.3%	28.6%	17.3%	19.2%	18.0%	14.7%	15.2%	16.8%	10,488	8,037	9,406	333	179	183
Some College																					
(no degree)	12.0%	10.9%	10.2%	29.6%	27.8%	27.4%	25.8%	25.3%	26.3%	17.3%	19.0%	18.9%	15.3%	17.0%	17.1%	61,012	51,808	59,094	1,853	1,121	1,249
Associate's																					
Degree	12.0%	10.8%	10.2%	29.4%	28.3%	27.8%	25.8%	24.9%	25.6%	17.4%	18.5%	19.5%	15.5%	17.4%	16.8%	34,602	27,266	30,755	1,047	649	692
Bachelor's																					
Degree	12.3%	11.1%	10.0%	30.7%	29.5%	28.5%	24.5%	24.1%	24.3%	17.9%	19.4%	20.5%	14.5%	15.8%	16.7%	151,313	130,012	133,336	4,101	2,452	2,645
Master's Degree																					
Doctoral/	13.8%	12.5%	11.2%	31.7%	30.5%	29.3%	22.7%	22.5%	23.3%	17.6%	19.3%	20.7%	14.2%	15.3%	15.6%	116,929	100,261	96,749	2,746	1,696	1,583
Professional																					
Degree	14.4%	13.8%	12.7%	30.0%	30.0%	29.0%	22.0%	21.3%	21.6%	18.5%	19.0%	20.4%	15.0%	16.0%	16.3%	51,646	43,506	40,418	1,280	709	649
Pay Category																					
Federal Wage																					
System	9.3%	8.3%	8.0%	25.7%	24.5%	24.9%	24.7%	25.7%	26.7%	20.4%	20.6%	20.4%	20.0%	21.0%	20.0%	12,832	9,435	12,444	321	175	253
GS 1-6																					
GS 7-12	13.4%	11.8%	11.5%	29.9%	29.8%	29.3%	25.4%	26.3%	27.4%	15.7%	16.8%	16.9%	15.5%	15.3%	14.9%	26,488	18,127	21,335	1,070	612	689
GS 13-15																					
SES	12.3%	11.3%	10.2%	30.9%	29.4%	28.4%	25.2%	24.6%	25.2%	17.4%	19.0%	19.7%	14.2%	15.7%	16.5%	186,982	149,834	162,834	6,459	3,751	3,949
SL/ST																					
Other	14.0%	12.8%	11.3%	32.0%	31.3%	30.2%	23.2%	22.6%	23.0%	17.7%	19.0%	20.4%	13.1%	14.4%	15.2%	181,556	167,652	160,479	3,352	2,223	2,137
	42.1%	42.1%	38.9%	33.1%	36.1%	35.0%	11.3%	11.1%	12.2%	7.8%	6.2%	8.8%	5.7%	4.6%	5.1%	5,668	5,769	5,705	26	3	10
	22.3%	19.6%	17.1%	30.1%	27.9%	29.1%	17.1%	21.2%	19.5%	14.9%	16.7%	17.0%	15.5%	14.5%	17.2%	1,985	1,565	1,520	29	10	19
	9.4%	8.7%	8.3%	27.3%	25.3%	25.2%	24.7%	23.4%	24.4%	19.4%	21.5%	22.5%	19.1%	21.1%	19.6%	30,521	25,453	25,213	787	466	477

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
Time in Federal Government																					
< 1 year	23.2%	21.5%	21.1%	40.6%	39.7%	37.8%	20.1%	21.3%	22.6%	9.8%	11.9%	12.3%	6.3%	5.5%	6.3%	8,606	6,617	5,833	417	244	211
1-3 years	16.4%	15.0%	13.8%	34.2%	33.3%	32.3%	23.7%	23.0%	24.7%	15.0%	16.6%	16.9%	10.7%	12.1%	12.3%	44,040	29,369	27,733	1,369	605	589
4-5 years	13.4%	12.0%	11.0%	29.7%	29.9%	29.2%	24.1%	24.0%	24.2%	18.0%	18.9%	19.4%	14.9%	15.1%	16.2%	29,464	29,587	40,446	801	571	723
6-10 years	11.8%	10.7%	9.6%	29.9%	28.3%	27.3%	23.6%	23.5%	24.2%	18.4%	19.8%	21.0%	16.3%	17.6%	17.9%	106,349	90,400	86,447	2,727	1,591	1,547
11-14 years	11.2%	10.3%	9.2%	28.8%	27.7%	26.1%	24.1%	22.9%	23.7%	18.9%	20.4%	21.5%	17.1%	18.7%	19.5%	62,564	54,069	55,918	1,521	951	983
15-20 years	11.0%	10.7%	9.4%	28.9%	27.5%	27.0%	24.9%	23.9%	24.6%	18.6%	20.2%	20.6%	16.6%	17.8%	18.4%	64,988	50,947	48,002	1,585	958	892
> 20 years	12.7%	11.5%	10.5%	30.9%	30.1%	29.5%	26.1%	25.6%	26.0%	17.3%	18.4%	19.4%	13.0%	14.4%	14.6%	131,048	117,601	125,957	3,677	2,354	2,613
Time with Current Agency																					
< 1 year	23.3%	21.3%	21.1%	38.4%	38.2%	36.6%	20.5%	21.2%	22.4%	10.5%	12.3%	12.5%	7.4%	7.0%	7.4%	15,750	12,689	11,478	746	496	443
1-3 years	16.0%	14.7%	13.2%	33.5%	32.0%	31.4%	23.7%	23.3%	24.2%	15.4%	16.9%	17.5%	11.5%	13.0%	13.7%	68,038	46,868	43,738	1,970	918	900
4-5 years	12.6%	11.4%	10.6%	29.4%	28.7%	28.5%	24.0%	23.9%	24.1%	18.5%	19.7%	19.7%	15.6%	16.4%	17.1%	37,006	37,532	49,150	944	683	888
6-10 years	11.2%	9.9%	9.2%	29.1%	27.7%	26.6%	24.0%	23.7%	24.3%	18.8%	20.3%	21.3%	16.9%	18.4%	18.5%	111,372	96,623	94,373	2,798	1,680	1,637
11-20 years	10.7%	10.1%	9.2%	28.8%	27.7%	26.7%	25.0%	23.7%	24.4%	18.8%	20.4%	21.0%	16.6%	18.1%	18.6%	116,069	97,276	97,537	2,871	1,762	1,731
> 20 years	12.5%	11.6%	10.3%	31.3%	30.7%	29.9%	26.2%	25.9%	26.3%	17.3%	18.2%	19.7%	12.7%	13.6%	13.9%	97,365	86,313	92,880	2,731	1,702	1,901
Leaving																					
No	15.9%	14.9%	13.4%	35.3%	34.7%	33.8%	24.9%	24.6%	25.6%	14.8%	16.1%	17.1%	9.1%	9.7%	10.1%	308,481	255,084	258,982	8,402	4,974	5,042
Yes, to retire	10.4%	9.2%	9.4%	29.2%	28.9%	28.0%	27.9%	27.3%	27.4%	18.7%	20.0%	20.6%	13.9%	14.6%	14.6%	27,833	21,923	23,689	803	457	507
Yes, to other job in Govt	6.2%	5.4%	4.8%	21.7%	19.2%	18.5%	22.9%	22.7%	22.8%	23.8%	25.2%	25.8%	25.3%	27.5%	28.1%	69,242	69,633	72,323	1,741	1,204	1,311
Yes, to other job outside Govt	4.9%	3.7%	3.7%	15.7%	15.6%	13.8%	20.1%	18.0%	18.2%	24.8%	25.9%	27.3%	34.5%	36.8%	37.1%	19,049	13,621	15,680	426	197	222
Yes, other	4.7%	4.0%	3.7%	16.4%	15.3%	15.5%	22.8%	22.2%	22.0%	24.1%	25.0%	24.6%	32.0%	33.5%	34.2%	21,551	17,651	18,947	694	410	430
Retiring																					
Within 1 year	10.7%	9.5%	8.9%	28.1%	27.6%	27.5%	26.3%	26.9%	26.3%	19.1%	19.5%	20.1%	15.7%	16.5%	17.2%	16,736	13,370	14,623	470	265	289
Between 1-3 years	11.3%	10.2%	9.6%	29.8%	29.7%	28.2%	27.8%	26.3%	27.3%	17.7%	19.5%	19.9%	13.5%	14.3%	14.9%	46,113	37,335	39,240	1,307	809	863
Between 3-5 years	11.9%	10.9%	9.7%	31.2%	29.8%	28.7%	25.9%	25.5%	26.3%	17.5%	19.0%	20.2%	13.5%	14.8%	15.2%	50,204	41,562	42,810	1,270	794	788
5 or more years	13.1%	12.0%	10.9%	30.8%	29.5%	28.7%	23.7%	23.4%	24.0%	17.6%	18.9%	19.8%	14.8%	16.1%	16.6%	330,553	283,041	289,876	8,889	5,290	5,468

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
Self-Identify as:																					
Heterosexual	13.5%	12.3%	11.2%	31.7%	30.6%	29.6%	24.3%	24.0%	24.6%	17.0%	18.4%	19.3%	13.5%	14.6%	15.3%	356,834	302,159	313,067	9,096	5,392	5,554
LGBT*	11.7%	11.2%	10.0%	26.9%	27.7%	26.2%	22.2%	20.4%	22.0%	19.7%	20.6%	20.9%	19.5%	20.0%	20.8%	13,276	11,146	10,865	330	216	202
Prefer not to say	8.5%	7.8%	7.0%	24.7%	23.2%	22.5%	25.8%	24.4%	25.7%	20.4%	21.9%	22.6%	20.5%	22.8%	22.1%	55,156	46,042	47,015	1,909	1,147	1,267
Military Service																					
No Prior Military Service																					
Currently in Guard/Reserves	12.4%	11.3%	10.3%	30.9%	29.9%	29.0%	24.5%	24.1%	24.7%	17.9%	19.2%	20.1%	14.3%	15.5%	15.8%	317,186	273,078	276,484	9,022	5,408	5,557
Retired Separated/Discharged	14.6%	13.0%	12.5%	31.6%	31.6%	28.6%	22.6%	21.0%	22.7%	16.4%	16.9%	19.0%	14.9%	17.5%	17.3%	7,304	6,099	6,937	133	70	80
Disability																					
Yes	13.2%	11.9%	11.0%	28.0%	27.0%	26.3%	23.7%	23.6%	24.5%	17.4%	19.0%	18.8%	17.7%	18.6%	19.5%	67,859	50,709	52,524	1,856	1,094	1,151
No	12.7%	11.6%	10.5%	31.3%	30.1%	29.1%	24.6%	24.0%	24.7%	17.6%	18.9%	20.0%	13.8%	15.3%	15.7%	374,312	323,645	333,544	10,048	6,063	6,241

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
Work Location																					
Headquarters	21.4%	19.7%	18.4%	37.6%	36.3%	36.3%	22.3%	22.8%	23.8%	9.1%	9.9%	10.4%	9.7%	11.3%	11.1%	167,831	147,171	147,911	10,375	8,374	8,440
Field	16.8%	15.5%	14.2%	35.2%	34.0%	33.8%	24.9%	24.4%	25.1%	10.5%	11.8%	12.3%	12.6%	14.2%	14.5%	259,213	214,907	224,816	20,427	14,559	15,406
Supervisory Status																					
Non-Supervisor	17.1%	15.5%	14.2%	35.8%	34.1%	33.8%	24.8%	25.0%	25.8%	10.2%	11.4%	12.0%	12.1%	14.1%	14.2%	279,111	234,873	242,363	24,142	18,049	18,610
Team Leader	17.2%	15.8%	14.9%	35.5%	35.1%	34.8%	24.3%	23.7%	24.2%	10.5%	11.7%	12.2%	12.5%	13.7%	13.9%	54,167	46,768	50,384	3,581	2,692	2,961
Supervisor	20.3%	19.1%	17.8%	38.9%	37.8%	38.1%	22.1%	22.3%	23.0%	9.5%	10.7%	11.0%	9.3%	10.1%	10.1%	60,383	50,333	50,582	2,561	1,864	1,908
Manager	27.2%	27.6%	25.3%	37.2%	37.2%	38.3%	18.8%	18.0%	18.8%	8.9%	8.9%	9.2%	7.9%	8.4%	8.4%	28,011	24,262	23,883	641	451	477
Senior Leader	49.4%	44.6%	43.4%	30.7%	34.2%	34.2%	11.4%	10.9%	11.6%	3.9%	5.5%	5.4%	4.6%	4.8%	5.4%	8,088	8,042	7,993	59	58	59
Sex																					
Male	19.7%	18.1%	16.6%	36.2%	35.2%	34.8%	22.8%	22.7%	23.7%	9.6%	10.6%	11.2%	11.7%	13.4%	13.6%	218,463	185,676	193,750	14,408	10,971	11,517
Female	17.0%	15.8%	14.7%	36.3%	34.7%	34.8%	25.3%	25.3%	25.8%	10.4%	11.6%	12.2%	11.0%	12.6%	12.6%	205,197	173,522	176,786	15,776	11,523	11,901
Hispanic or Latino																					
Yes	18.9%	17.6%	15.8%	34.1%	33.4%	33.1%	23.8%	23.0%	24.1%	9.9%	10.5%	11.1%	13.2%	15.5%	16.0%	37,345	31,869	32,213	2,283	1,673	1,730
No	18.5%	17.1%	15.8%	36.5%	35.2%	35.1%	23.8%	23.9%	24.7%	9.9%	11.1%	11.6%	11.2%	12.7%	12.8%	382,346	323,784	334,853	27,410	20,468	21,355
Race																					
American Indian/ Alaska Native	14.0%	12.6%	12.1%	30.8%	27.9%	29.5%	26.6%	27.2%	28.4%	12.0%	13.9%	12.6%	16.6%	18.4%	17.4%	8,859	7,463	7,974	524	358	399
Asian	20.5%	19.7%	18.8%	41.0%	40.9%	40.6%	23.3%	22.4%	23.9%	7.2%	7.4%	7.8%	8.0%	9.7%	8.9%	20,847	18,475	17,671	1,212	1,032	1,012
Black/African American	17.3%	16.2%	14.7%	36.4%	33.8%	34.2%	25.6%	26.4%	27.0%	9.6%	10.6%	11.2%	11.1%	12.9%	12.9%	61,019	54,987	57,208	3,430	2,952	2,984
Native Hawaiian/ Pacific Islander	18.6%	16.6%	15.4%	34.5%	34.9%	33.1%	25.0%	23.6%	27.4%	10.0%	10.7%	10.8%	11.8%	14.1%	13.4%	2,611	2,116	2,388	137	97	88
White	19.2%	17.6%	16.3%	36.6%	35.7%	35.3%	23.1%	22.8%	23.6%	10.0%	11.2%	11.8%	11.1%	12.6%	12.9%	296,796	248,413	257,341	21,790	15,790	16,586
Two or more races (Not Hispanic/ Latino)	16.3%	14.3%	13.3%	31.3%	28.7%	29.2%	24.2%	25.5%	26.1%	11.8%	12.4%	13.0%	16.4%	19.2%	18.4%	17,348	13,498	13,486	1,336	886	966

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
Age Group																					
25 and under	24.4%	22.1%	21.6%	44.6%	46.2%	41.7%	17.8%	17.0%	19.6%	6.6%	6.3%	9.0%	6.6%	8.4%	8.1%	3,477	2,546	2,498	207	146	136
26-29	21.4%	18.9%	16.9%	40.4%	38.8%	38.8%	19.5%	19.7%	20.8%	8.8%	9.6%	10.5%	10.0%	13.0%	13.0%	11,724	10,411	11,482	809	637	701
30-39	17.9%	16.5%	14.8%	36.1%	35.0%	34.7%	22.7%	22.3%	23.3%	10.6%	11.6%	12.1%	12.7%	14.6%	15.1%	82,011	69,062	67,536	6,261	4,672	4,584
40-49	17.6%	16.0%	15.0%	35.1%	34.1%	34.2%	24.2%	23.7%	24.4%	10.4%	11.6%	11.9%	12.7%	14.5%	14.6%	111,916	97,096	101,071	7,906	5,925	6,349
50-59	18.4%	16.9%	15.9%	36.0%	34.4%	34.1%	24.6%	25.1%	25.7%	10.0%	11.2%	11.9%	11.0%	12.5%	12.4%	156,685	134,218	140,043	10,922	8,222	8,612
60+	19.1%	18.5%	16.7%	36.5%	35.3%	35.6%	26.0%	25.5%	26.8%	9.2%	10.2%	10.6%	9.2%	10.5%	10.2%	71,772	57,510	59,465	5,522	4,046	4,163
Level of Education																					
Less than High School	18.3%	12.4%	15.5%	30.6%	35.7%	38.3%	28.8%	23.9%	24.1%	11.7%	15.5%	8.0%	10.6%	12.5%	14.2%	406	343	387	35	20	22
H.S. Diploma/ GED or equiv	16.3%	15.9%	14.3%	36.5%	35.1%	35.2%	26.2%	26.1%	26.8%	10.0%	11.0%	11.8%	10.9%	11.8%	11.8%	18,533	15,605	18,576	970	682	791
Trade/Technical Certificate	14.0%	12.8%	11.3%	33.5%	33.5%	32.1%	28.1%	26.6%	28.3%	11.3%	13.4%	13.1%	13.1%	13.8%	15.2%	10,242	7,849	9,172	561	358	403
Some College (no degree)	16.2%	14.4%	13.6%	33.8%	32.1%	32.1%	25.8%	26.0%	26.6%	11.2%	12.1%	12.7%	13.0%	15.4%	15.0%	59,135	50,179	57,334	3,618	2,654	2,918
Associate's Degree	15.8%	14.9%	14.2%	33.7%	32.3%	32.4%	26.3%	25.2%	25.6%	10.9%	12.2%	12.9%	13.3%	15.4%	14.9%	33,499	26,386	29,715	2,072	1,459	1,688
Bachelor's Degree	18.0%	16.5%	15.1%	37.2%	35.7%	35.5%	23.8%	23.9%	24.7%	9.8%	11.0%	11.7%	11.1%	12.9%	13.0%	144,188	124,045	127,091	10,926	8,240	8,712
Master's Degree	21.1%	19.3%	18.0%	37.7%	36.6%	36.6%	21.7%	21.9%	22.8%	9.2%	10.5%	10.7%	10.4%	11.7%	11.8%	111,393	95,593	91,943	8,112	6,204	6,288
Doctoral/ Professional Degree	23.7%	23.5%	21.9%	36.4%	36.3%	36.5%	20.8%	20.2%	21.1%	8.8%	8.9%	9.2%	10.3%	11.1%	11.2%	48,746	41,162	38,262	4,080	3,004	2,759
Pay Category																					
Federal Wage System	12.2%	10.9%	10.8%	29.7%	28.8%	29.8%	26.7%	26.4%	26.2%	13.9%	14.4%	14.9%	17.5%	19.5%	18.2%	12,484	9,183	12,148	646	404	534
GS 1-6	16.9%	15.2%	14.7%	33.9%	33.7%	33.2%	25.9%	26.2%	27.2%	10.2%	10.9%	11.4%	13.1%	14.0%	13.5%	25,764	17,654	20,709	1,758	1,045	1,252
GS 7-12	17.3%	15.8%	14.6%	36.6%	35.1%	34.7%	24.8%	24.7%	25.4%	9.9%	11.3%	11.9%	11.4%	13.1%	13.5%	178,422	143,197	155,404	14,656	10,163	11,149
GS 13-15	21.7%	20.3%	18.6%	38.2%	37.2%	37.1%	21.6%	21.7%	22.6%	9.1%	10.0%	10.4%	9.4%	10.8%	11.3%	173,349	160,116	153,289	11,261	9,497	9,164
SES	54.6%	55.8%	53.4%	28.2%	29.1%	30.3%	9.1%	9.0%	8.4%	4.4%	2.9%	4.2%	3.8%	3.2%	3.7%	5,624	5,748	5,672	62	24	39
SL/ST	30.9%	27.5%	26.0%	31.7%	34.7%	35.5%	19.9%	20.2%	17.9%	6.9%	9.0%	8.5%	10.6%	8.7%	12.0%	1,947	1,522	1,490	65	50	50
Other	14.9%	13.9%	13.0%	33.4%	30.4%	32.2%	25.3%	24.5%	25.8%	11.4%	13.0%	13.2%	15.1%	18.2%	15.7%	29,129	24,304	24,111	2,097	1,579	1,543

SOURCE: Federal Employee Viewpoint Survey

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

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Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
Time in Federal Government																					
< 1 year	33.0%	29.1%	29.3%	43.4%	45.2%	43.3%	15.6%	16.6%	18.9%	4.1%	4.6%	4.8%	3.9%	4.5%	3.7%	8,311	6,381	5,594	698	473	443
1-3 years	23.4%	21.9%	20.5%	40.1%	38.9%	38.7%	21.9%	21.8%	23.2%	7.1%	8.4%	8.7%	7.4%	9.0%	8.9%	42,372	28,189	26,579	2,964	1,748	1,705
4-5 years	19.7%	18.0%	16.9%	35.5%	35.9%	36.8%	23.9%	23.4%	23.4%	9.8%	10.9%	11.0%	11.1%	11.7%	11.9%	28,165	28,339	38,594	2,063	1,785	2,547
6-10 years	17.7%	16.2%	14.8%	36.1%	34.5%	34.0%	23.4%	23.8%	24.5%	10.3%	11.5%	12.2%	12.5%	14.1%	14.6%	101,362	86,148	82,489	7,480	5,714	5,394
11-14 years	16.6%	15.5%	13.7%	34.1%	32.9%	32.9%	24.6%	23.6%	24.8%	11.1%	12.2%	12.6%	13.5%	15.8%	16.1%	59,660	51,687	53,454	4,312	3,229	3,387
15-20 years	15.8%	15.3%	14.0%	34.4%	32.9%	32.5%	25.1%	24.2%	25.1%	11.1%	12.2%	12.8%	13.6%	15.4%	15.6%	62,125	48,885	46,020	4,338	2,950	2,797
> 20 years	17.8%	16.4%	15.3%	36.0%	34.5%	34.5%	25.0%	25.3%	26.0%	10.4%	11.3%	12.0%	10.9%	12.4%	12.2%	125,695	112,842	120,833	8,791	6,909	7,545
Time with Current Agency																					
< 1 year	31.1%	28.4%	27.7%	41.8%	42.2%	41.2%	17.0%	18.8%	20.4%	5.1%	4.9%	5.4%	5.0%	5.7%	5.2%	15,119	12,171	10,989	1,356	997	921
1-3 years	22.8%	21.2%	19.5%	38.9%	37.7%	37.5%	22.1%	22.3%	23.3%	7.8%	8.9%	9.4%	8.4%	9.9%	10.4%	65,339	44,949	41,898	4,582	2,746	2,682
4-5 years	18.2%	16.9%	16.0%	35.3%	34.7%	35.4%	24.4%	23.6%	23.9%	10.4%	11.5%	11.4%	11.7%	13.2%	13.1%	35,442	35,915	46,985	2,463	2,266	2,999
6-10 years	16.7%	15.1%	14.1%	35.5%	33.7%	33.3%	24.0%	24.2%	24.9%	10.6%	12.0%	12.6%	13.2%	15.0%	15.2%	106,255	92,222	90,146	7,656	5,944	5,743
11-20 years	15.9%	15.1%	13.7%	34.2%	32.8%	32.9%	25.2%	24.1%	25.1%	11.2%	12.5%	12.7%	13.5%	15.5%	15.5%	110,875	93,286	93,399	7,849	5,614	5,731
> 20 years	18.0%	16.9%	15.5%	36.6%	35.5%	35.4%	24.9%	25.3%	25.9%	10.2%	10.9%	11.9%	10.3%	11.4%	11.4%	93,249	82,694	89,002	6,674	5,152	5,657
Leaving																					
No	22.6%	21.2%	19.5%	40.1%	39.3%	39.2%	22.8%	23.0%	24.0%	7.8%	8.9%	9.5%	6.7%	7.6%	7.8%	296,196	245,132	248,805	20,119	14,540	14,868
Yes, to retire	15.5%	14.7%	13.9%	35.2%	34.6%	34.3%	27.1%	26.7%	26.7%	11.4%	11.6%	13.0%	10.9%	12.4%	12.0%	26,590	21,034	22,733	1,982	1,313	1,423
Yes, to other job in Govt	10.0%	8.8%	8.2%	28.8%	26.5%	26.2%	25.6%	25.4%	25.9%	14.7%	15.8%	16.1%	20.9%	23.5%	23.6%	65,788	66,246	68,800	5,073	4,488	4,768
Yes, to other job outside Govt	9.2%	7.6%	7.7%	24.7%	23.6%	23.5%	23.5%	21.7%	23.1%	15.1%	16.7%	16.1%	27.4%	30.3%	29.6%	17,871	12,749	14,673	1,578	1,037	1,205
Yes, other	7.5%	6.8%	6.6%	22.4%	21.9%	21.6%	27.8%	26.2%	25.8%	15.5%	15.6%	16.7%	26.9%	29.6%	29.3%	20,358	16,645	17,882	1,857	1,380	1,462
Retiring																					
Within 1 year	16.0%	14.8%	13.8%	33.9%	33.6%	33.4%	26.2%	26.3%	26.0%	11.3%	11.6%	12.7%	12.6%	13.7%	14.2%	15,999	12,813	13,991	1,173	794	899
Between 1-3 years	16.7%	15.6%	14.6%	35.5%	35.1%	34.3%	26.2%	25.8%	26.8%	10.6%	11.5%	12.2%	11.0%	11.9%	12.1%	44,143	35,700	37,629	3,192	2,367	2,400
Between 3-5 years	17.7%	16.5%	14.7%	35.9%	33.9%	34.1%	25.1%	25.7%	26.5%	10.2%	11.5%	12.0%	11.1%	12.4%	12.7%	48,119	39,882	41,127	3,267	2,393	2,410
5 or more years	19.0%	17.5%	16.2%	36.4%	35.2%	35.0%	23.3%	23.2%	24.1%	9.8%	10.9%	11.4%	11.4%	13.2%	13.3%	316,135	270,956	277,258	22,702	16,976	17,752

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
Self-Identify as:																					
Heterosexual	19.5%	18.0%	16.6%	37.1%	35.9%	35.8%	23.4%	23.5%	24.1%	9.5%	10.7%	11.3%	10.5%	12.0%	12.3%	342,648	290,364	300,659	22,665	16,779	17,576
LGBT*	17.6%	17.3%	16.2%	33.3%	32.3%	31.6%	23.0%	22.2%	23.8%	11.2%	12.3%	11.6%	14.9%	15.8%	16.8%	12,664	10,632	10,381	923	709	682
Prefer not to say	12.9%	11.5%	10.7%	31.0%	29.4%	28.9%	26.9%	26.0%	28.0%	12.6%	13.7%	14.0%	16.6%	19.4%	18.4%	51,982	43,383	44,377	4,948	3,696	3,816
Military Service																					
No Prior Military Service	17.9%	16.6%	15.5%	37.0%	35.9%	35.7%	24.1%	23.9%	24.7%	10.0%	11.0%	11.5%	11.0%	12.6%	12.6%	302,855	261,011	264,138	22,770	17,064	17,523
Currently in Guard/Reserves	21.0%	18.3%	17.1%	36.8%	35.3%	36.6%	20.7%	21.1%	22.2%	9.3%	10.8%	10.3%	12.1%	14.4%	13.8%	7,044	5,921	6,693	386	240	314
Retired Separated/Discharged	23.4%	21.5%	19.6%	37.9%	36.7%	36.5%	22.2%	23.0%	24.0%	8.3%	9.4%	10.0%	8.2%	9.4%	9.8%	47,567	38,013	41,501	2,368	1,681	1,905
Disability																					
Yes	18.3%	16.5%	15.4%	32.2%	30.6%	30.6%	23.8%	24.4%	24.6%	10.7%	12.1%	12.6%	14.9%	16.5%	16.9%	65,215	48,899	50,565	4,337	2,843	3,021
No	18.6%	17.2%	15.9%	37.1%	35.9%	35.7%	23.9%	23.7%	24.6%	9.8%	10.9%	11.4%	10.6%	12.3%	12.4%	358,012	309,669	319,074	25,705	19,532	20,303

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
Work Location																					
Headquarters	24.2%	21.2%	20.0%	46.1%	44.5%	44.9%	18.2%	21.0%	21.5%	6.1%	7.0%	7.1%	5.4%	6.3%	6.5%	169,462	145,545	146,107	8,015	9,035	9,104
Field	21.2%	17.9%	16.6%	46.5%	45.4%	45.3%	20.0%	22.5%	23.3%	6.4%	7.0%	7.5%	6.0%	7.2%	7.4%	264,509	212,859	222,659	13,852	15,233	15,821
Supervisory Status																					
Non-Supervisor	20.9%	17.7%	16.4%	44.9%	43.4%	43.5%	20.8%	23.5%	24.2%	6.8%	7.6%	7.9%	6.6%	7.8%	8.0%	284,220	232,025	239,252	17,708	19,346	19,823
Team Leader	20.7%	17.5%	16.6%	47.4%	46.1%	45.9%	19.6%	22.7%	23.0%	6.7%	7.1%	7.5%	5.7%	6.6%	7.0%	55,002	46,196	49,818	2,493	2,975	3,159
Supervisor	25.5%	21.8%	20.6%	52.0%	50.9%	51.1%	15.0%	17.9%	18.4%	4.2%	5.3%	5.5%	3.3%	4.2%	4.3%	61,238	50,254	50,469	1,409	1,631	1,634
Manager	30.8%	29.0%	26.8%	50.8%	50.1%	50.7%	12.2%	13.2%	14.5%	3.6%	4.3%	4.5%	2.5%	3.5%	3.5%	28,192	24,098	23,745	344	445	433
Senior Leader	45.1%	42.3%	39.8%	39.7%	40.2%	41.8%	9.9%	10.4%	11.1%	2.9%	4.2%	4.3%	2.4%	2.8%	3.0%	8,044	7,989	7,929	69	66	66
Sex																					
Male	23.5%	20.3%	18.8%	46.9%	46.1%	46.1%	18.6%	20.9%	21.8%	5.7%	6.4%	6.7%	5.3%	6.4%	6.7%	221,684	184,175	192,157	10,076	11,119	11,540
Female	20.8%	17.7%	16.6%	45.7%	43.8%	44.0%	20.1%	23.2%	23.6%	7.0%	7.9%	8.2%	6.3%	7.4%	7.5%	208,840	171,485	174,527	11,270	12,597	12,890
Hispanic or Latino																					
Yes	22.5%	19.4%	18.3%	42.8%	42.1%	41.7%	19.7%	21.5%	21.7%	7.2%	7.8%	8.6%	7.7%	9.1%	9.7%	38,055	31,842	32,109	1,423	1,508	1,574
No	22.3%	19.2%	17.8%	46.9%	45.5%	45.7%	19.1%	21.9%	22.6%	6.1%	6.9%	7.2%	5.5%	6.6%	6.7%	388,383	320,358	331,220	19,574	21,807	22,435
Race																					
American Indian/ Alaska Native	16.5%	14.6%	14.3%	39.4%	36.0%	37.3%	25.1%	27.7%	27.0%	9.4%	9.5%	9.7%	9.7%	12.3%	11.7%	8,967	7,346	7,852	351	417	435
Asian	23.3%	21.0%	19.8%	46.5%	44.5%	46.1%	18.7%	21.1%	21.1%	5.9%	7.0%	7.0%	5.6%	6.5%	5.9%	21,275	18,623	17,815	735	796	762
Black/African American	20.0%	17.7%	16.2%	43.3%	41.7%	41.2%	21.0%	22.8%	24.1%	8.1%	8.7%	9.2%	7.6%	9.1%	9.2%	61,820	54,926	56,963	2,305	2,691	2,732
Native Hawaiian/ Pacific Islander	20.4%	18.8%	17.3%	42.4%	40.4%	39.4%	22.3%	22.5%	25.4%	6.8%	9.0%	9.2%	8.1%	9.4%	8.8%	2,640	2,114	2,361	98	82	95
White	23.3%	19.9%	18.6%	48.0%	46.9%	47.0%	18.3%	21.1%	21.8%	5.5%	6.3%	6.5%	4.8%	5.8%	6.0%	301,473	245,055	253,868	15,734	17,495	18,127
Two or more races (Not Hispanic/ Latino)	20.5%	17.1%	15.7%	41.7%	39.7%	39.7%	20.7%	23.2%	24.3%	7.7%	9.3%	9.4%	9.4%	10.7%	10.9%	17,706	13,402	13,454	904	886	901

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
Age Group																					
25 and under	28.2%	27.7%	25.5%	48.5%	46.6%	47.5%	14.1%	16.0%	15.7%	4.9%	5.2%	6.0%	4.4%	4.6%	5.2%	3,563	2,524	2,497	107	155	126
26-29	27.0%	22.9%	21.2%	47.0%	47.5%	46.8%	15.1%	17.4%	18.0%	5.7%	6.0%	7.0%	5.2%	6.1%	7.0%	11,981	10,339	11,383	501	668	748
30-39	23.4%	19.9%	17.8%	46.6%	45.5%	45.7%	17.3%	19.9%	21.2%	6.4%	7.2%	7.4%	6.4%	7.5%	7.8%	83,873	68,372	66,755	4,088	4,982	4,986
40-49	21.8%	18.5%	17.6%	46.0%	44.7%	44.7%	19.2%	21.9%	22.2%	6.6%	7.2%	7.7%	6.4%	7.7%	7.8%	113,685	95,910	100,019	5,621	6,420	6,648
50-59	21.4%	18.5%	17.4%	46.4%	44.9%	44.7%	20.4%	23.1%	23.8%	6.2%	7.0%	7.3%	5.6%	6.6%	6.7%	158,691	132,696	138,200	8,081	8,806	9,139
60+	21.2%	18.5%	17.1%	46.0%	44.3%	45.3%	22.2%	24.5%	25.2%	6.0%	7.0%	6.9%	4.7%	5.7%	5.5%	72,815	57,207	59,140	4,123	3,969	3,997
Level of Education																					
Less than High School	23.1%	18.7%	19.3%	39.7%	38.3%	38.1%	27.4%	26.6%	26.3%	3.4%	7.4%	6.9%	6.4%	9.1%	9.5%	406	337	379	30	25	25
H.S. Diploma/ GED or equiv	19.4%	18.2%	16.4%	45.9%	45.7%	45.2%	22.5%	23.6%	24.6%	6.5%	6.6%	7.2%	5.7%	6.0%	6.6%	18,738	15,436	18,363	706	752	872
Trade/Technical Certificate	17.8%	15.7%	14.8%	45.2%	43.0%	43.1%	22.4%	26.0%	26.2%	7.3%	7.9%	7.8%	7.3%	7.4%	8.1%	10,327	7,751	9,035	446	396	471
Some College (no degree)	19.9%	16.9%	16.3%	44.7%	43.1%	42.6%	22.1%	24.4%	25.1%	6.9%	7.6%	8.1%	6.4%	8.0%	8.0%	59,894	49,723	56,710	2,594	2,775	3,107
Associate's Degree	19.4%	17.5%	16.4%	45.7%	43.3%	42.8%	21.6%	24.2%	24.9%	6.5%	7.2%	7.8%	6.8%	7.8%	8.0%	33,912	26,134	29,488	1,473	1,545	1,652
Bachelor's Degree	22.6%	19.1%	17.7%	47.6%	46.5%	46.7%	18.6%	21.3%	22.0%	5.9%	6.6%	6.9%	5.4%	6.5%	6.7%	147,074	122,946	125,931	7,332	8,518	8,882
Master's Degree	24.2%	20.8%	19.3%	47.0%	45.8%	46.5%	17.3%	19.9%	20.3%	6.1%	7.1%	7.3%	5.4%	6.4%	6.4%	113,272	94,825	91,197	5,703	6,352	6,318
Doctoral/ Professional Degree	27.3%	23.5%	22.1%	45.2%	44.4%	45.1%	16.6%	19.3%	19.8%	5.9%	6.5%	6.8%	5.0%	6.2%	6.1%	49,389	40,386	37,487	3,229	3,540	3,263
Pay Category																					
Federal Wage System	16.3%	14.2%	14.3%	44.1%	42.8%	41.9%	23.2%	24.9%	26.1%	7.7%	8.6%	8.6%	8.8%	9.4%	9.2%	12,606	9,076	12,063	451	458	496
GS 1-6	20.4%	18.4%	17.3%	42.1%	41.0%	41.1%	22.1%	24.1%	24.8%	7.3%	7.7%	8.2%	8.2%	8.7%	8.6%	26,133	17,595	20,606	1,266	1,013	1,197
GS 7-12	21.0%	17.8%	16.6%	46.1%	44.8%	44.5%	20.2%	22.9%	23.6%	6.7%	7.3%	7.8%	6.0%	7.2%	7.5%	182,614	142,224	154,204	9,625	10,217	11,152
GS 13-15	25.8%	22.1%	20.4%	48.4%	47.4%	48.0%	16.6%	19.2%	19.9%	5.2%	6.1%	6.3%	4.0%	5.2%	5.5%	175,061	157,980	150,961	8,712	10,599	10,321
SES	50.7%	51.3%	48.5%	38.4%	37.6%	38.4%	6.9%	7.1%	8.5%	2.2%	2.4%	2.8%	1.8%	1.5%	1.7%	5,634	5,703	5,632	33	39	37
SL/ST	32.3%	28.4%	26.2%	43.2%	41.9%	43.5%	13.2%	19.8%	18.5%	4.4%	6.9%	5.6%	6.9%	2.9%	6.2%	1,918	1,484	1,461	87	74	63
Other	19.4%	16.4%	15.5%	46.8%	44.1%	45.7%	20.5%	23.5%	23.7%	6.4%	7.7%	7.2%	6.8%	8.5%	7.9%	29,632	24,023	24,005	1,493	1,667	1,494

SOURCE: Federal Employee Viewpoint Survey

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

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Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
Time in Federal Government																					
< 1 year	36.6%	33.1%	31.9%	46.0%	47.8%	47.6%	11.3%	13.5%	14.1%	3.6%	3.1%	4.1%	2.5%	2.5%	2.4%	8,571	6,410	5,645	412	412	357
1-3 years	28.0%	24.6%	23.1%	46.8%	46.0%	46.2%	15.8%	18.7%	19.2%	5.1%	5.8%	6.3%	4.3%	4.9%	5.2%	43,352	28,118	26,577	1,789	1,634	1,506
4-5 years	23.6%	20.2%	19.2%	45.2%	46.1%	46.5%	18.6%	20.8%	21.1%	6.8%	6.8%	7.0%	5.8%	6.1%	6.2%	28,715	28,084	38,206	1,378	1,861	2,655
6-10 years	21.5%	18.4%	16.9%	46.8%	45.0%	45.2%	18.9%	21.7%	22.6%	6.5%	7.2%	7.7%	6.3%	7.6%	7.7%	103,028	85,358	81,686	5,386	5,966	5,644
11-14 years	20.6%	17.6%	16.1%	46.0%	44.1%	44.7%	20.2%	23.2%	23.2%	6.7%	7.7%	7.6%	6.6%	7.5%	8.3%	60,695	51,213	52,854	2,993	3,409	3,567
15-20 years	19.9%	17.4%	16.0%	45.6%	43.5%	43.5%	21.0%	22.9%	23.9%	6.7%	7.8%	8.1%	6.7%	8.3%	8.4%	62,941	48,242	45,417	3,228	3,237	3,092
> 20 years	20.9%	17.8%	16.8%	46.8%	45.4%	45.0%	20.9%	23.3%	24.2%	6.1%	7.0%	7.3%	5.3%	6.5%	6.6%	127,279	111,391	119,262	6,561	7,605	8,035
Time with Current Agency																					
< 1 year	34.4%	31.3%	29.5%	44.6%	46.0%	46.1%	13.0%	14.9%	16.0%	4.4%	4.3%	5.1%	3.5%	3.5%	3.3%	15,602	12,296	11,140	818	806	686
1-3 years	26.8%	23.5%	21.8%	46.0%	45.0%	45.4%	16.7%	19.5%	20.0%	5.7%	6.2%	6.7%	4.8%	5.9%	6.1%	66,746	44,848	41,794	2,867	2,584	2,515
4-5 years	22.1%	19.0%	18.2%	44.8%	45.0%	45.3%	19.6%	21.4%	22.0%	7.1%	7.4%	7.5%	6.4%	7.1%	7.0%	36,027	35,571	46,418	1,722	2,369	3,188
6-10 years	20.6%	17.3%	16.2%	46.5%	44.8%	44.7%	19.6%	22.4%	23.2%	6.7%	7.6%	7.8%	6.6%	7.9%	8.1%	107,787	91,152	88,989	5,640	6,427	6,252
11-20 years	19.9%	17.1%	15.9%	46.2%	44.2%	44.5%	20.9%	23.5%	23.7%	6.5%	7.6%	7.7%	6.4%	7.7%	8.1%	112,441	92,083	92,275	5,752	6,160	6,163
> 20 years	21.4%	18.4%	17.0%	48.0%	46.5%	46.2%	20.3%	22.9%	24.0%	5.7%	6.5%	7.0%	4.7%	5.7%	5.8%	94,568	81,648	87,906	4,873	5,686	5,957
Leaving																					
No	26.8%	23.5%	21.8%	49.4%	48.7%	49.0%	16.6%	19.3%	20.3%	4.3%	4.9%	5.3%	2.9%	3.5%	3.6%	301,549	243,120	246,685	13,458	15,011	15,191
Yes, to retire	17.4%	15.2%	15.0%	47.0%	45.4%	45.6%	23.8%	25.2%	25.4%	6.6%	7.8%	7.7%	5.2%	6.4%	6.3%	26,986	20,835	22,389	1,480	1,381	1,544
Yes, to other job in Govt	12.9%	10.7%	9.8%	40.2%	38.1%	37.8%	24.2%	26.4%	26.7%	10.9%	11.6%	11.9%	11.8%	13.2%	13.9%	66,611	65,368	67,935	3,904	4,894	5,045
Yes, to other job outside Govt	13.4%	9.6%	9.5%	38.7%	36.4%	36.3%	23.4%	25.6%	25.8%	10.6%	11.5%	11.8%	13.8%	17.0%	16.5%	18,055	12,515	14,416	1,272	1,210	1,361
Yes, other	10.7%	8.1%	8.0%	34.2%	32.6%	32.5%	28.1%	30.6%	30.7%	11.4%	11.5%	11.6%	15.6%	17.2%	17.2%	20,509	16,322	17,501	1,586	1,580	1,674
Retiring																					
Within 1 year	17.7%	15.3%	14.8%	46.2%	44.3%	45.0%	23.1%	25.2%	24.9%	6.6%	7.7%	7.9%	6.4%	7.5%	7.3%	16,217	12,693	13,796	879	831	955
Between 1-3 years	19.1%	16.6%	15.5%	47.1%	45.5%	45.1%	22.5%	24.6%	25.4%	6.2%	7.2%	7.6%	5.2%	6.2%	6.3%	44,724	35,382	37,233	2,385	2,472	2,470
Between 3-5 years	20.5%	17.3%	15.9%	46.6%	45.1%	44.7%	21.3%	24.1%	25.3%	6.3%	7.1%	7.5%	5.3%	6.3%	6.7%	48,611	39,417	40,658	2,505	2,541	2,537
5 or more years	23.2%	19.9%	18.6%	46.4%	45.2%	45.4%	18.4%	21.1%	21.7%	6.2%	6.9%	7.2%	5.8%	6.9%	7.1%	321,692	268,259	274,450	15,719	17,964	18,518

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
Self-Identify as:																					
Heterosexual	23.2%	20.0%	18.6%	47.0%	45.9%	46.0%	18.5%	21.1%	21.9%	6.0%	6.7%	7.0%	5.3%	6.3%	6.5%	348,006	287,840	297,771	15,764	17,459	18,216
LGBT*	22.9%	19.5%	17.8%	43.3%	40.9%	41.9%	18.1%	21.6%	21.0%	8.3%	8.8%	9.7%	7.4%	9.3%	9.6%	12,897	10,591	10,292	615	700	687
Prefer not to say	16.8%	14.0%	13.1%	42.5%	39.9%	40.0%	24.5%	27.0%	27.8%	7.6%	8.8%	9.0%	8.6%	10.3%	10.1%	52,808	42,591	43,711	3,863	4,154	4,076
Military Service																					
No Prior Military Service	22.0%	18.8%	17.5%	47.2%	45.7%	45.7%	19.1%	21.8%	22.6%	6.2%	7.0%	7.3%	5.5%	6.7%	6.8%	307,993	257,884	260,767	16,260	18,565	18,964
Currently in Guard/Reserves	25.5%	21.8%	20.2%	46.7%	44.9%	46.3%	15.5%	19.0%	19.4%	6.0%	6.6%	6.6%	6.2%	7.7%	7.6%	7,162	5,865	6,694	235	263	261
Retired Separated/Discharged	25.2%	22.6%	21.0%	47.2%	45.9%	46.5%	18.0%	20.5%	21.3%	5.4%	6.2%	6.1%	4.2%	4.8%	5.1%	48,083	37,888	41,353	1,616	1,555	1,677
Disability																					
Yes	21.5%	18.8%	17.7%	41.4%	39.9%	39.4%	20.8%	23.2%	23.9%	7.8%	8.3%	8.9%	8.5%	9.8%	10.1%	66,181	48,561	50,284	3,061	2,827	2,883
No	22.5%	19.3%	17.9%	47.6%	46.2%	46.4%	18.9%	21.5%	22.3%	5.9%	6.7%	7.0%	5.1%	6.2%	6.4%	363,833	306,481	315,555	18,223	20,757	21,388

Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	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	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
Work Location																					
Headquarters	19.3%	17.5%	16.4%	45.1%	44.6%	44.9%	18.6%	19.5%	20.0%	10.1%	10.6%	10.8%	6.8%	7.7%	7.9%	174,912	153,002	153,847	2,644	1,946	1,962
Field	16.5%	14.8%	13.8%	44.9%	44.6%	44.1%	19.7%	20.2%	21.1%	10.8%	11.3%	11.8%	8.1%	9.1%	9.2%	274,200	225,692	236,268	4,374	2,961	3,129
Supervisory Status																					
Non-Supervisor	16.4%	14.7%	13.7%	44.3%	43.8%	43.7%	20.2%	20.9%	21.5%	10.8%	11.2%	11.7%	8.2%	9.3%	9.4%	296,134	247,882	255,791	5,903	4,088	4,270
Team Leader	14.9%	14.0%	12.9%	43.9%	43.5%	42.8%	20.1%	20.1%	21.9%	12.4%	13.0%	13.1%	8.8%	9.4%	9.3%	56,853	48,795	52,651	702	483	498
Supervisor	19.8%	17.3%	16.5%	48.5%	48.6%	48.3%	17.1%	18.4%	18.9%	9.4%	10.0%	10.1%	5.2%	5.8%	6.2%	62,354	51,730	52,038	373	296	296
Manager	27.7%	25.4%	23.2%	49.2%	49.4%	49.8%	13.2%	13.7%	14.5%	6.4%	7.0%	7.6%	3.4%	4.5%	4.8%	28,489	24,542	24,205	79	69	64
Senior Leader	39.8%	38.5%	34.4%	42.8%	42.3%	44.2%	10.6%	11.0%	12.2%	3.7%	5.4%	6.3%	3.0%	2.9%	3.0%	8,092	8,042	7,999	34	30	23
Sex																					
Male	17.8%	15.7%	14.6%	44.0%	43.7%	43.3%	19.4%	20.3%	21.0%	10.8%	11.3%	11.9%	8.0%	9.0%	9.2%	229,190	193,932	202,481	2,831	1,979	2,070
Female	17.4%	16.1%	15.0%	46.4%	45.9%	46.1%	19.0%	19.5%	20.2%	10.1%	10.6%	10.8%	7.1%	7.9%	7.9%	216,023	181,517	185,087	4,110	2,839	2,948
Hispanic or Latino																					
Yes	18.4%	16.7%	15.3%	42.6%	41.7%	41.8%	19.2%	20.3%	20.4%	10.5%	10.7%	11.6%	9.3%	10.6%	10.9%	38,872	33,005	33,369	621	412	419
No	17.5%	15.9%	14.7%	45.4%	45.0%	44.9%	19.2%	19.8%	20.7%	10.5%	11.0%	11.4%	7.3%	8.3%	8.4%	402,000	338,687	350,465	6,215	4,307	4,540
Race																					
American Indian/ Alaska Native	14.0%	12.3%	12.4%	38.6%	36.9%	38.7%	24.2%	24.0%	23.5%	12.2%	12.4%	12.6%	11.0%	14.4%	12.8%	9,098	7,621	8,156	229	170	180
Asian	20.1%	19.2%	17.8%	47.5%	46.5%	46.9%	18.1%	18.9%	19.7%	8.0%	8.4%	8.9%	6.2%	7.1%	6.7%	21,603	19,169	18,332	411	286	301
Black/African American	18.6%	17.6%	16.2%	47.5%	46.8%	47.0%	18.3%	19.1%	19.9%	8.4%	8.7%	8.8%	7.2%	7.8%	8.1%	63,103	56,874	59,091	1,064	830	864
Native Hawaiian/ Pacific Islander	16.7%	15.3%	15.7%	41.8%	43.7%	40.4%	22.5%	20.5%	23.1%	10.3%	10.4%	10.9%	8.7%	10.1%	9.8%	2,700	2,167	2,430	43	29	32
White	17.6%	15.7%	14.6%	44.9%	44.7%	44.4%	19.2%	19.7%	20.5%	11.1%	11.6%	12.0%	7.3%	8.3%	8.5%	312,979	260,272	269,862	4,431	2,959	3,110
Two or more races (Not Hispanic/ Latino)	16.1%	14.1%	13.0%	41.2%	39.7%	40.3%	19.9%	22.0%	23.1%	11.6%	12.5%	12.4%	11.2%	11.8%	11.3%	18,289	14,088	14,199	328	227	223

Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	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	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
Age Group																					
25 and under	23.1%	22.0%	21.8%	50.5%	48.5%	45.9%	12.5%	15.1%	17.1%	8.3%	8.3%	8.6%	5.7%	6.0%	6.6%	3,592	2,640	2,591	78	40	32
26-29	20.5%	18.2%	16.8%	46.4%	44.8%	45.4%	15.5%	17.1%	17.2%	10.1%	11.5%	10.6%	7.4%	8.4%	9.9%	12,307	10,874	12,003	183	133	141
30-39	17.3%	15.8%	14.1%	44.1%	43.8%	43.9%	18.1%	18.4%	19.5%	11.7%	12.0%	12.3%	8.8%	9.9%	10.2%	86,789	72,622	71,046	1,232	834	833
40-49	17.1%	15.2%	14.4%	44.5%	44.4%	44.1%	18.9%	19.6%	20.2%	11.1%	11.5%	11.8%	8.4%	9.3%	9.5%	117,675	101,350	105,721	1,700	1,230	1,277
50-59	17.3%	15.6%	14.6%	45.4%	44.7%	44.4%	20.3%	21.1%	21.8%	10.0%	10.7%	11.2%	7.0%	7.9%	8.0%	164,284	139,980	146,111	2,621	1,870	1,990
60+	17.4%	15.9%	14.9%	45.5%	45.4%	45.7%	21.6%	21.8%	22.7%	9.5%	9.9%	10.2%	6.0%	6.9%	6.5%	75,391	60,316	62,359	1,513	1,024	1,043
Level of Education																					
Less than																					
High School	16.1%	16.3%	16.7%	41.9%	45.4%	44.7%	26.1%	22.9%	22.2%	7.3%	8.1%	7.4%	8.6%	7.3%	8.9%	414	348	391	24	12	16
H.S. Diploma/																					
GED or equiv	16.2%	15.8%	14.3%	44.8%	44.8%	45.1%	22.5%	22.1%	23.0%	9.0%	9.3%	9.6%	7.5%	8.0%	8.1%	19,037	15,925	18,977	373	285	330
Trade/Technical																					
Certificate	14.6%	13.8%	12.4%	43.0%	42.6%	43.0%	23.1%	22.5%	24.0%	10.1%	11.8%	10.5%	9.2%	9.3%	10.1%	10,514	8,005	9,385	221	166	169
Some College																					
(no degree)	16.1%	14.5%	13.8%	43.0%	42.4%	42.5%	21.3%	22.6%	22.8%	10.8%	10.8%	11.4%	8.7%	9.6%	9.4%	61,311	51,805	59,093	1,190	822	923
Associate's																					
Degree	15.7%	15.0%	13.8%	43.9%	42.5%	43.0%	21.0%	21.2%	22.0%	10.9%	11.6%	11.5%	8.4%	9.6%	9.8%	34,748	27,261	30,685	658	491	557
Bachelor's																					
Degree	17.6%	15.7%	14.6%	46.1%	45.7%	45.5%	18.4%	19.3%	20.1%	10.6%	11.0%	11.3%	7.3%	8.2%	8.5%	152,337	130,330	133,805	2,225	1,473	1,578
Master's Degree																					
Doctoral/	18.7%	16.8%	15.6%	45.7%	45.4%	45.0%	18.0%	18.5%	19.1%	10.5%	11.3%	12.1%	7.1%	8.1%	8.1%	117,619	100,409	96,938	1,465	1,035	986
Professional																					
Degree	20.6%	18.3%	17.3%	45.3%	45.5%	45.0%	17.2%	17.8%	18.8%	10.3%	10.6%	11.2%	6.6%	7.8%	7.7%	51,859	43,433	40,333	801	557	518
Pay Category																					
Federal Wage																					
System	12.6%	11.4%	11.0%	39.4%	39.5%	40.3%	23.1%	23.6%	24.2%	13.2%	12.7%	12.6%	11.8%	12.7%	11.9%	12,815	9,371	12,421	256	165	218
GS 1-6																					
GS 7-12	17.6%	16.6%	15.4%	42.0%	43.0%	43.5%	21.4%	21.4%	22.5%	9.9%	10.0%	9.6%	9.1%	9.0%	9.0%	26,592	18,154	21,379	759	467	505
GS 13-15																					
SES	16.7%	15.2%	14.2%	45.5%	44.8%	44.7%	19.7%	20.5%	21.0%	10.4%	11.0%	11.3%	7.6%	8.6%	8.8%	188,806	150,345	163,379	3,517	2,432	2,624
SL/ST																					
Other	19.7%	17.4%	16.0%	46.5%	46.3%	45.7%	17.4%	18.1%	19.0%	10.2%	10.8%	11.6%	6.1%	7.3%	7.6%	182,112	167,609	160,541	1,894	1,422	1,348
	44.6%	46.7%	41.6%	41.2%	40.1%	42.8%	8.5%	7.5%	8.9%	3.8%	3.6%	4.4%	2.0%	2.1%	2.3%	5,651	5,743	5,682	21	10	8
	25.6%	21.6%	21.7%	42.4%	45.5%	42.7%	16.8%	17.0%	17.5%	8.8%	10.1%	11.0%	6.4%	5.7%	7.2%	1,975	1,550	1,515	28	15	17
	14.7%	13.0%	12.2%	43.6%	42.2%	42.7%	20.4%	21.5%	22.0%	11.8%	12.5%	12.7%	9.5%	10.9%	10.4%	30,620	25,420	25,194	516	361	368

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	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	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
Time in Federal Government																					
< 1 year	30.3%	28.2%	28.0%	48.0%	48.7%	48.5%	13.2%	13.0%	14.7%	5.1%	6.8%	5.8%	3.4%	3.2%	3.0%	8,733	6,694	5,920	242	137	101
1-3 years	22.1%	20.3%	18.9%	46.5%	46.2%	46.1%	17.0%	17.8%	19.0%	8.7%	9.2%	9.5%	5.7%	6.5%	6.5%	44,377	29,385	27,774	792	418	402
4-5 years	18.3%	16.0%	15.2%	43.8%	44.3%	44.8%	19.2%	19.4%	20.1%	10.7%	11.9%	11.2%	7.9%	8.4%	8.7%	29,587	29,632	40,436	501	384	549
6-10 years	16.4%	14.8%	13.7%	44.7%	43.8%	43.6%	19.1%	20.0%	20.7%	11.5%	11.8%	12.5%	8.4%	9.4%	9.6%	106,914	90,433	86,534	1,632	1,087	1,055
11-14 years	15.7%	14.0%	12.9%	43.1%	43.2%	42.2%	20.0%	20.4%	21.7%	12.3%	12.4%	12.7%	8.9%	10.1%	10.5%	62,817	54,002	55,937	892	688	704
15-20 years	15.7%	14.5%	13.2%	44.3%	43.1%	43.6%	20.1%	21.0%	21.1%	11.2%	11.6%	12.0%	8.8%	9.7%	10.1%	65,229	50,959	48,015	966	665	639
> 20 years	17.2%	15.7%	14.6%	46.4%	46.0%	45.7%	20.4%	20.7%	21.4%	9.5%	10.0%	10.7%	6.5%	7.7%	7.5%	131,911	117,862	126,277	2,019	1,518	1,668
Time with Current Agency																					
< 1 year	28.7%	26.7%	26.2%	46.4%	46.6%	47.1%	14.6%	15.2%	16.2%	6.1%	7.2%	6.6%	4.3%	4.4%	4.0%	16,002	12,862	11,649	419	267	218
1-3 years	21.3%	19.5%	18.0%	45.5%	45.1%	45.0%	17.5%	18.6%	19.2%	9.4%	9.6%	10.2%	6.3%	7.2%	7.7%	68,496	46,898	43,807	1,164	624	626
4-5 years	17.1%	15.1%	14.5%	43.3%	43.4%	44.1%	19.8%	19.9%	20.3%	11.3%	12.3%	11.7%	8.5%	9.3%	9.4%	37,166	37,568	49,142	582	462	643
6-10 years	15.8%	13.9%	13.2%	44.3%	43.6%	43.4%	19.5%	20.4%	21.1%	11.7%	12.1%	12.6%	8.8%	9.9%	9.8%	111,927	96,601	94,409	1,644	1,178	1,174
11-20 years	15.3%	14.1%	12.9%	44.2%	43.7%	43.4%	20.4%	20.8%	21.5%	11.5%	11.9%	12.2%	8.5%	9.6%	10.0%	116,502	97,243	97,563	1,720	1,251	1,223
> 20 years	17.4%	16.1%	14.7%	47.3%	47.0%	46.5%	19.9%	20.4%	21.4%	9.3%	9.7%	10.5%	6.1%	6.8%	6.9%	98,046	86,507	93,116	1,474	1,082	1,212
Leaving																					
No	21.6%	19.8%	18.3%	48.8%	48.8%	48.7%	17.5%	18.4%	19.3%	8.0%	8.3%	8.8%	4.2%	4.7%	4.9%	310,705	255,652	259,704	4,494	3,101	3,109
Yes, to retire	14.1%	12.9%	12.8%	44.8%	45.3%	44.7%	23.4%	22.5%	23.4%	10.8%	11.2%	11.5%	6.9%	8.1%	7.6%	27,926	21,940	23,706	517	336	356
Yes, to other job in Govt	9.0%	8.4%	7.6%	37.6%	36.6%	36.2%	22.3%	22.6%	23.0%	16.5%	16.5%	17.2%	14.6%	15.9%	16.1%	69,369	69,516	72,259	1,223	913	1,004
Yes, to other job outside Govt	8.2%	6.6%	6.1%	34.8%	33.1%	33.7%	20.5%	21.1%	22.1%	18.1%	19.2%	17.7%	18.4%	20.1%	20.5%	19,090	13,559	15,618	267	178	206
Yes, other	7.4%	6.2%	6.5%	32.4%	31.6%	31.7%	25.4%	25.1%	25.5%	16.1%	17.3%	16.4%	18.7%	19.8%	19.9%	21,586	17,616	18,865	512	346	422
Retiring																					
Within 1 year	14.2%	12.8%	13.0%	43.6%	44.9%	43.8%	22.9%	22.0%	22.7%	11.0%	11.3%	12.0%	8.3%	8.9%	8.6%	16,822	13,369	14,599	288	203	225
Between 1-3 years	15.5%	13.8%	13.4%	45.4%	45.7%	45.1%	21.8%	22.4%	22.8%	10.5%	10.5%	11.3%	6.8%	7.6%	7.4%	46,311	37,425	39,334	811	549	554
Between 3-5 years	16.4%	15.0%	13.6%	46.1%	44.9%	44.7%	20.6%	21.5%	22.3%	10.0%	10.8%	11.2%	6.9%	7.8%	8.1%	50,321	41,600	42,813	816	523	580
5 or more years	18.1%	16.4%	15.2%	45.0%	44.5%	44.4%	18.6%	19.3%	20.1%	10.6%	11.1%	11.4%	7.7%	8.7%	8.9%	332,635	283,262	290,362	5,026	3,530	3,637

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(56) Managers communicate the goals and priorities of the organization.

	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	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
Self-Identify as:																					
Heterosexual	18.5%	16.7%	15.5%	46.0%	45.6%	45.4%	18.5%	19.3%	20.1%	10.0%	10.5%	10.9%	6.9%	7.8%	8.1%	358,758	302,438	313,405	5,215	3,543	3,720
LGBT*	17.1%	15.8%	14.6%	42.9%	42.1%	41.6%	19.0%	18.0%	19.5%	11.9%	13.6%	13.6%	9.2%	10.4%	10.7%	13,324	11,177	10,889	194	136	133
Prefer not to say	12.1%	11.0%	10.1%	40.2%	38.9%	39.0%	23.4%	23.6%	24.5%	13.2%	13.4%	14.2%	11.1%	13.1%	12.2%	55,526	46,047	47,120	1,187	880	911
Military Service																					
No Prior Military Service																					
Currently in Guard/Reserves	17.4%	15.7%	14.7%	46.3%	45.8%	45.6%	19.0%	19.5%	20.4%	10.2%	10.8%	11.1%	7.1%	8.1%	8.2%	319,408	273,521	277,056	5,003	3,542	3,653
Retired Separated/Discharged	19.4%	17.1%	15.8%	44.5%	44.0%	44.2%	17.8%	17.6%	18.9%	10.1%	11.1%	11.8%	8.1%	10.2%	9.3%	7,301	6,065	6,919	98	63	75
Disability																					
Yes	17.6%	16.1%	15.2%	41.2%	41.2%	40.9%	19.9%	20.4%	21.1%	11.1%	11.6%	11.9%	10.1%	10.8%	10.8%	68,045	50,723	52,578	1,248	814	826
No	17.6%	15.9%	14.7%	46.0%	45.4%	45.2%	19.1%	19.8%	20.6%	10.4%	10.9%	11.3%	7.0%	8.1%	8.2%	376,622	324,026	334,017	5,659	3,975	4,187

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
Work Location																					
Headquarters	19.5%	17.6%	16.7%	45.0%	44.2%	44.1%	21.4%	22.8%	23.4%	8.3%	8.7%	9.1%	5.7%	6.7%	6.7%	166,910	145,172	145,918	10,490	9,682	9,716
Field	16.8%	15.1%	14.1%	44.6%	44.1%	43.5%	22.8%	23.8%	24.8%	8.7%	9.1%	9.6%	7.0%	7.9%	8.0%	259,689	212,590	222,570	18,712	15,831	16,606
Supervisory Status																					
Non-Supervisor	16.9%	15.0%	14.1%	44.2%	43.5%	43.0%	23.5%	24.5%	25.3%	8.5%	8.8%	9.4%	7.0%	8.1%	8.1%	278,138	231,292	238,799	23,734	20,458	21,040
Team Leader	15.2%	14.1%	13.2%	43.9%	43.1%	42.7%	23.2%	24.1%	25.2%	10.4%	10.7%	10.9%	7.4%	8.0%	8.0%	53,976	46,009	49,680	3,526	3,247	3,430
Supervisor	19.4%	17.0%	16.4%	48.0%	47.7%	47.2%	19.6%	21.3%	22.0%	8.4%	8.7%	9.0%	4.7%	5.3%	5.4%	60,810	50,364	50,550	1,826	1,597	1,688
Manager	27.4%	24.6%	22.8%	47.9%	48.1%	49.0%	14.9%	16.3%	16.9%	6.5%	7.0%	7.1%	3.2%	3.9%	4.2%	28,236	24,285	23,938	284	327	312
Senior Leader	39.1%	38.1%	35.2%	42.5%	42.3%	42.9%	11.9%	11.9%	13.0%	4.1%	4.9%	6.1%	2.4%	2.9%	2.8%	8,076	8,001	7,930	51	58	78
Sex																					
Male	18.0%	15.9%	15.0%	43.9%	43.2%	42.6%	22.4%	23.8%	24.5%	8.9%	9.3%	9.9%	6.8%	7.8%	8.0%	217,982	183,441	191,623	13,921	12,359	12,781
Female	17.7%	16.4%	15.3%	46.0%	45.6%	45.4%	22.1%	22.7%	23.8%	8.1%	8.4%	8.7%	6.1%	6.9%	6.8%	205,138	171,524	174,668	14,753	12,660	13,131
Hispanic or Latino																					
Yes	18.6%	16.8%	15.5%	42.0%	40.6%	40.7%	22.2%	23.8%	24.4%	9.0%	9.1%	9.5%	8.2%	9.7%	9.9%	37,194	31,511	31,839	2,253	1,884	1,955
No	17.8%	16.0%	15.1%	45.2%	44.7%	44.2%	22.2%	23.2%	24.2%	8.5%	8.9%	9.4%	6.3%	7.1%	7.1%	381,940	319,971	331,045	25,983	22,731	23,579
Race																					
American Indian/ Alaska Native	14.8%	12.8%	12.6%	38.2%	36.8%	37.6%	27.3%	27.2%	27.7%	10.1%	11.0%	10.7%	9.6%	12.2%	11.4%	8,796	7,323	7,867	533	464	473
Asian	20.0%	19.1%	17.9%	46.5%	45.9%	46.5%	20.9%	21.7%	22.0%	7.1%	6.8%	7.4%	5.5%	6.5%	6.2%	20,895	18,437	17,649	1,090	979	962
Black/African American	18.4%	17.2%	16.2%	47.0%	46.3%	45.6%	21.5%	22.4%	23.5%	6.8%	6.9%	7.7%	6.3%	7.1%	7.0%	61,038	54,732	56,855	3,138	3,005	3,056
Native Hawaiian/ Pacific Islander	16.4%	16.0%	15.2%	41.5%	41.0%	40.0%	24.7%	24.6%	26.4%	8.4%	8.8%	9.3%	9.0%	9.6%	9.1%	2,618	2,103	2,351	128	97	116
White	17.9%	16.0%	15.0%	44.9%	44.4%	43.9%	22.0%	23.2%	24.1%	8.9%	9.3%	9.8%	6.2%	7.1%	7.3%	296,293	244,909	253,935	20,821	18,057	18,769
Two or more races (Not Hispanic/ Latino)	16.9%	14.2%	13.5%	40.3%	39.4%	39.8%	23.7%	25.3%	26.4%	9.5%	10.1%	10.3%	9.6%	11.1%	10.0%	17,235	13,257	13,262	1,370	1,040	1,132

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
Age Group																					
25 and under	22.7%	23.0%	22.4%	50.6%	48.0%	46.5%	16.5%	17.6%	19.3%	5.7%	6.6%	6.2%	4.4%	4.8%	5.6%	3,457	2,508	2,468	208	171	156
26-29	20.7%	18.1%	17.6%	46.3%	46.3%	45.0%	17.5%	19.1%	19.0%	8.9%	8.8%	9.6%	6.6%	7.7%	8.9%	11,756	10,339	11,342	712	674	782
30-39	17.7%	16.1%	14.5%	44.5%	44.1%	43.7%	20.7%	21.1%	22.5%	9.4%	10.0%	10.2%	7.7%	8.7%	9.1%	82,108	68,351	66,862	5,721	4,972	4,882
40-49	17.6%	15.4%	14.8%	44.4%	43.7%	43.6%	21.9%	23.3%	23.8%	9.0%	9.4%	9.7%	7.1%	8.1%	8.1%	111,610	95,663	99,695	7,602	6,775	7,146
50-59	17.6%	15.8%	15.0%	44.8%	43.9%	43.5%	23.5%	24.8%	25.5%	8.1%	8.5%	9.3%	6.0%	6.9%	6.8%	156,279	132,487	138,308	10,499	9,281	9,660
60+	17.4%	16.0%	15.1%	44.8%	44.9%	44.2%	24.9%	25.7%	27.0%	7.8%	7.7%	8.3%	5.1%	5.8%	5.4%	71,651	56,965	58,972	5,295	4,366	4,408
Level of Education																					
Less than																					
High School	17.7%	17.3%	16.9%	41.5%	40.4%	47.0%	29.8%	27.0%	22.5%	5.2%	8.7%	5.0%	5.8%	6.5%	8.7%	408	338	384	33	25	24
H.S. Diploma/																					
GED or equiv	16.5%	16.3%	14.7%	44.5%	44.3%	43.8%	25.2%	25.7%	27.1%	7.4%	7.3%	7.7%	6.4%	6.4%	6.8%	18,403	15,291	18,233	1,012	915	1,051
Trade/Technical																					
Certificate	15.0%	14.5%	12.7%	43.4%	41.9%	42.8%	25.6%	26.7%	28.0%	8.4%	9.2%	7.8%	7.6%	7.6%	8.7%	10,028	7,643	8,980	710	522	586
Some College																					
(no degree)	16.5%	14.8%	14.0%	42.8%	42.2%	42.0%	25.1%	26.3%	27.0%	8.4%	8.4%	9.0%	7.3%	8.3%	8.0%	58,466	49,137	56,098	4,017	3,485	3,922
Associate's																					
Degree	16.0%	15.2%	14.4%	43.7%	42.4%	43.0%	25.0%	25.2%	25.3%	8.3%	8.7%	9.0%	7.1%	8.5%	8.3%	33,143	25,838	29,029	2,285	1,911	2,228
Bachelor's																					
Degree	18.0%	15.8%	15.1%	45.8%	45.4%	44.7%	21.5%	22.8%	23.6%	8.5%	8.8%	9.4%	6.2%	7.2%	7.3%	144,521	122,966	126,228	9,896	8,664	9,008
Master's Degree																					
Doctoral/	18.9%	16.8%	15.7%	45.5%	44.9%	44.4%	20.3%	21.2%	22.3%	9.1%	9.8%	10.6%	6.2%	7.2%	7.1%	112,070	95,285	91,818	6,873	6,086	5,893
Professional																					
Degree	21.0%	18.8%	18.0%	45.2%	44.8%	44.3%	19.7%	21.2%	21.7%	8.1%	8.5%	9.1%	5.9%	6.6%	6.9%	48,532	40,347	37,440	4,054	3,589	3,378
Pay Category																					
Federal Wage																					
System	13.0%	11.5%	11.4%	39.5%	39.6%	40.1%	27.5%	28.3%	28.2%	10.1%	9.9%	10.4%	9.8%	10.7%	9.9%	12,145	8,855	11,716	919	701	914
GS 1-6																					
GS 7-12	17.9%	17.3%	15.9%	42.1%	42.5%	42.7%	24.7%	24.6%	26.2%	7.4%	7.6%	7.5%	7.9%	8.0%	7.7%	25,426	17,340	20,415	1,945	1,289	1,466
GS 13-15																					
SES	17.2%	15.4%	14.6%	45.5%	44.9%	44.3%	22.6%	23.9%	24.5%	8.4%	8.4%	9.1%	6.4%	7.3%	7.5%	178,808	141,559	153,748	13,435	11,103	12,074
SL/ST																					
Other	19.7%	17.5%	16.3%	46.1%	45.3%	44.8%	20.1%	21.3%	22.3%	8.7%	9.4%	9.9%	5.4%	6.4%	6.6%	173,301	158,614	151,918	10,481	10,217	9,790
	44.6%	45.9%	41.7%	40.6%	39.3%	41.1%	9.1%	8.8%	10.7%	4.1%	4.2%	4.4%	1.7%	1.8%	2.1%	5,620	5,716	5,640	38	30	42
	25.2%	22.4%	20.9%	42.2%	45.0%	42.0%	17.7%	19.7%	20.3%	7.0%	8.3%	9.7%	8.0%	4.6%	7.2%	1,913	1,503	1,466	84	62	67
	14.9%	12.8%	12.4%	42.7%	41.2%	41.4%	24.4%	25.3%	26.2%	9.6%	10.6%	10.8%	8.4%	10.1%	9.2%	28,984	23,818	23,694	2,097	1,938	1,862

SOURCE: Federal Employee Viewpoint Survey

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

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Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
Time in Federal Government																					
< 1 year	31.0%	28.1%	27.9%	46.4%	48.0%	48.4%	15.4%	15.7%	16.2%	4.3%	5.5%	4.9%	2.9%	2.8%	2.7%	8,264	6,310	5,569	712	517	439
1-3 years	22.5%	20.6%	19.3%	46.5%	46.7%	46.1%	19.3%	20.0%	21.5%	6.8%	7.4%	7.6%	4.8%	5.3%	5.5%	42,341	27,841	26,349	2,778	1,943	1,800
4-5 years	18.6%	16.2%	15.5%	44.5%	44.4%	44.8%	21.5%	22.8%	22.7%	8.5%	9.3%	9.6%	6.9%	7.3%	7.4%	28,105	27,937	38,189	1,980	2,048	2,746
6-10 years	16.8%	15.1%	14.1%	44.6%	43.7%	43.0%	22.2%	23.3%	24.5%	9.2%	9.6%	10.1%	7.3%	8.3%	8.4%	101,111	85,209	81,465	7,261	6,244	6,079
11-14 years	15.9%	14.1%	13.4%	43.1%	42.4%	41.5%	23.2%	24.3%	25.3%	10.2%	10.3%	10.7%	7.6%	8.8%	9.1%	59,546	50,890	52,654	4,144	3,821	3,940
15-20 years	16.0%	14.6%	13.6%	43.7%	42.2%	42.9%	23.7%	25.2%	25.0%	9.1%	9.6%	10.0%	7.5%	8.4%	8.6%	61,918	48,103	45,276	4,240	3,426	3,291
> 20 years	17.4%	15.9%	14.9%	45.7%	45.2%	44.5%	23.5%	24.2%	25.4%	7.9%	7.9%	8.7%	5.6%	6.7%	6.4%	125,899	111,854	119,831	7,967	7,392	7,993
Time with Current Agency																					
< 1 year	29.2%	27.3%	26.4%	45.6%	46.3%	46.8%	16.8%	17.2%	18.0%	4.7%	5.6%	5.1%	3.6%	3.7%	3.7%	15,147	12,145	11,022	1,261	955	824
1-3 years	21.6%	19.6%	18.3%	45.6%	45.5%	44.9%	20.1%	21.0%	22.1%	7.3%	7.8%	8.3%	5.4%	6.1%	6.4%	65,381	44,478	41,557	4,212	2,996	2,845
4-5 years	17.5%	15.3%	14.8%	43.9%	43.4%	43.8%	22.1%	23.3%	23.4%	9.1%	9.8%	10.0%	7.4%	8.2%	8.0%	35,301	35,473	46,459	2,415	2,539	3,287
6-10 years	16.1%	14.2%	13.6%	44.0%	43.4%	42.7%	22.7%	23.9%	24.8%	9.5%	9.7%	10.3%	7.6%	8.8%	8.6%	105,846	90,922	88,818	7,577	6,830	6,660
11-20 years	15.5%	14.1%	13.4%	44.0%	42.8%	42.5%	23.8%	24.8%	25.3%	9.5%	9.9%	10.1%	7.3%	8.4%	8.6%	110,432	91,820	91,932	7,758	6,588	6,740
> 20 years	17.6%	16.3%	14.8%	46.5%	46.1%	45.5%	23.1%	24.1%	25.4%	7.6%	7.6%	8.5%	5.2%	6.0%	5.8%	93,662	82,099	88,394	5,806	5,389	5,863
Leaving																					
No	21.9%	20.0%	18.6%	48.4%	48.3%	48.0%	20.0%	21.2%	22.3%	6.3%	6.5%	7.0%	3.4%	4.0%	4.0%	296,895	243,088	246,833	17,968	15,426	15,647
Yes, to retire	13.9%	13.0%	13.0%	44.4%	44.3%	43.1%	26.6%	26.9%	27.9%	9.1%	8.8%	9.6%	6.0%	7.0%	6.4%	26,608	20,799	22,476	1,859	1,469	1,600
Yes, to other job in Govt	9.3%	8.4%	7.8%	37.9%	36.3%	35.9%	26.5%	27.3%	27.7%	13.5%	14.0%	14.5%	12.7%	14.0%	14.1%	64,972	64,834	67,456	5,572	5,542	5,797
Yes, to other job outside Govt	8.2%	6.7%	6.5%	34.4%	32.6%	31.7%	23.9%	25.1%	26.1%	16.0%	16.6%	16.5%	17.4%	19.0%	19.2%	17,746	12,497	14,398	1,615	1,228	1,394
Yes, other	7.7%	6.2%	6.5%	31.7%	31.9%	31.6%	30.1%	30.0%	29.8%	13.7%	14.0%	14.2%	16.8%	17.9%	17.9%	20,086	16,270	17,500	2,014	1,690	1,755
Retiring																					
Within 1 year	14.0%	13.2%	12.9%	43.6%	43.3%	42.2%	25.9%	26.6%	27.3%	9.3%	9.0%	10.1%	7.2%	7.9%	7.4%	15,988	12,670	13,872	1,111	881	965
Between 1-3 years	15.6%	14.0%	13.6%	44.5%	45.0%	43.5%	25.4%	26.1%	27.4%	8.4%	8.3%	8.9%	6.0%	6.5%	6.5%	44,123	35,344	37,251	2,999	2,609	2,619
Between 3-5 years	16.5%	14.9%	13.6%	45.0%	44.1%	43.4%	24.4%	25.9%	26.5%	8.2%	8.6%	9.5%	5.8%	6.5%	6.9%	47,974	39,472	40,649	3,171	2,638	2,690
5 or more years	18.5%	16.6%	15.6%	44.9%	44.3%	44.0%	21.4%	22.5%	23.4%	8.5%	9.0%	9.4%	6.6%	7.6%	7.6%	315,785	267,598	273,990	21,534	18,950	19,680

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
Self-Identify as:																					
Heterosexual	18.8%	16.8%	15.8%	45.8%	45.3%	44.7%	21.4%	22.7%	23.6%	8.1%	8.4%	9.0%	5.9%	6.7%	6.9%	342,224	287,094	297,388	21,455	18,656	19,470
LGBT*	17.8%	16.4%	15.0%	41.7%	40.9%	41.4%	22.5%	22.2%	22.8%	9.7%	11.0%	11.2%	8.3%	9.5%	9.6%	12,667	10,484	10,241	857	803	768
Prefer not to say	12.4%	11.4%	10.6%	39.8%	38.4%	38.6%	27.4%	27.3%	28.2%	10.6%	11.2%	11.6%	9.8%	11.7%	10.9%	51,841	42,675	43,743	4,839	4,200	4,220
Military Service																					
No Prior Military Service	17.5%	15.9%	15.0%	46.0%	45.3%	44.8%	21.8%	22.8%	23.8%	8.4%	8.8%	9.1%	6.2%	7.2%	7.3%	303,404	258,506	261,514	20,663	18,259	18,865
Currently in Guard/Reserves	19.7%	17.0%	16.4%	44.0%	44.3%	44.0%	20.7%	21.2%	20.9%	8.4%	9.0%	10.0%	7.2%	8.6%	8.6%	6,985	5,808	6,624	407	328	360
Retired Separated/Discharged	20.3%	18.2%	17.1%	44.9%	44.6%	43.8%	22.1%	23.5%	24.7%	7.8%	8.1%	9.0%	5.0%	5.5%	5.4%	47,094	37,337	40,857	2,675	2,210	2,365
Disability																					
Yes	18.2%	16.5%	15.6%	41.4%	41.1%	40.7%	23.0%	24.1%	24.9%	8.8%	9.2%	9.4%	8.6%	9.2%	9.3%	64,631	47,978	49,730	4,637	3,525	3,639
No	17.8%	16.0%	15.0%	45.6%	44.9%	44.4%	22.1%	23.2%	24.1%	8.5%	8.8%	9.4%	6.0%	7.1%	7.1%	358,067	306,362	315,729	23,892	21,357	22,114

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

(58) Managers promote communication among different work units.

	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	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
Work Location																					
Headquarters	18.3%	16.2%	15.0%	40.2%	38.6%	38.5%	20.3%	21.6%	22.5%	12.3%	13.4%	13.9%	8.9%	10.2%	10.1%	172,393	150,766	151,495	5,281	4,485	4,603
Field	15.3%	13.3%	12.3%	38.3%	37.2%	36.6%	22.0%	22.8%	23.5%	13.6%	14.7%	15.4%	10.8%	12.0%	12.3%	268,206	220,367	230,589	10,595	8,687	9,169
Supervisory Status																					
Non-Supervisor	15.2%	13.2%	12.2%	37.7%	36.2%	35.7%	22.6%	23.5%	24.3%	13.6%	14.7%	15.4%	10.9%	12.3%	12.4%	288,865	241,406	249,025	13,484	11,033	11,510
Team Leader	14.1%	12.7%	11.7%	38.0%	36.6%	36.6%	21.4%	22.7%	23.1%	14.8%	15.7%	16.3%	11.6%	12.2%	12.4%	55,973	48,021	51,774	1,616	1,363	1,477
Supervisor	18.9%	16.0%	15.2%	44.1%	43.3%	42.7%	18.9%	20.4%	21.2%	11.4%	12.4%	13.0%	6.8%	7.9%	8.0%	61,936	51,393	51,609	794	716	767
Manager	27.5%	24.1%	21.6%	46.0%	45.8%	46.2%	14.0%	14.7%	16.1%	8.1%	9.6%	10.0%	4.4%	5.7%	6.1%	28,436	24,524	24,151	128	142	146
Senior Leader	38.6%	37.1%	33.7%	41.7%	41.4%	42.3%	11.4%	11.2%	12.9%	4.6%	6.2%	7.4%	3.7%	4.0%	3.6%	8,065	8,037	7,994	43	46	40
Sex																					
Male	16.9%	14.6%	13.4%	39.0%	37.8%	37.2%	21.4%	22.4%	23.3%	12.7%	13.8%	14.5%	10.1%	11.3%	11.6%	224,958	190,218	198,477	7,251	6,070	6,434
Female	16.0%	14.3%	13.1%	39.2%	37.7%	37.7%	21.2%	22.2%	22.9%	13.6%	14.6%	15.1%	10.0%	11.2%	11.1%	211,869	177,806	181,155	8,419	6,885	7,173
Hispanic or Latino																					
Yes	17.0%	15.1%	14.0%	36.5%	35.6%	34.7%	21.6%	21.8%	23.1%	12.9%	14.0%	14.5%	12.0%	13.5%	13.8%	38,169	32,443	32,826	1,309	1,047	1,051
No	16.5%	14.4%	13.3%	39.4%	38.1%	37.8%	21.2%	22.4%	23.1%	13.1%	14.1%	14.8%	9.8%	11.0%	11.1%	394,429	331,938	343,194	14,138	11,654	12,360
Race																					
American Indian/ Alaska Native	13.3%	11.8%	11.5%	33.8%	31.5%	31.6%	24.9%	25.9%	25.9%	14.6%	14.6%	15.0%	13.4%	16.3%	16.1%	8,974	7,551	8,031	343	267	315
Asian	19.0%	17.9%	16.6%	42.5%	40.9%	41.9%	20.8%	22.5%	22.6%	9.7%	10.0%	10.4%	8.0%	8.7%	8.6%	21,293	18,815	18,054	715	637	603
Black/African American	17.6%	16.3%	15.1%	42.2%	40.8%	40.5%	20.6%	22.1%	22.8%	10.6%	10.9%	11.6%	9.0%	9.8%	10.0%	62,122	55,970	58,089	2,104	1,830	1,962
Native Hawaiian/ Pacific Islander	16.6%	14.8%	15.1%	36.4%	38.6%	34.8%	24.5%	22.0%	25.8%	11.5%	12.5%	13.0%	11.0%	12.1%	11.3%	2,657	2,151	2,406	81	57	69
White	16.4%	14.1%	12.9%	38.7%	37.5%	37.1%	21.1%	22.1%	22.9%	13.8%	15.1%	15.7%	9.9%	11.2%	11.4%	306,863	254,921	264,153	10,806	8,832	9,280
Two or more races (Not Hispanic/ Latino)	15.0%	12.6%	11.5%	35.1%	33.2%	32.9%	22.3%	22.7%	23.8%	13.3%	15.9%	16.1%	14.4%	15.6%	15.8%	17,894	13,778	13,846	750	558	591

Report by Demographics

(58) Managers promote communication among different work units.

	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	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
Age Group																					
25 and under	21.3%	19.8%	20.3%	44.4%	42.3%	41.7%	16.3%	17.6%	17.5%	9.9%	11.9%	12.8%	8.0%	8.4%	7.6%	3,534	2,577	2,539	140	113	88
26-29	18.6%	16.7%	15.0%	40.5%	39.1%	37.4%	17.5%	18.4%	20.3%	13.0%	14.0%	14.7%	10.4%	11.8%	12.5%	12,131	10,711	11,807	383	325	351
30-39	16.1%	14.2%	12.9%	38.2%	37.0%	36.7%	19.7%	20.6%	21.7%	14.4%	15.3%	15.5%	11.7%	12.9%	13.3%	85,240	71,292	69,650	2,813	2,332	2,323
40-49	16.3%	14.0%	13.0%	38.6%	37.6%	37.5%	20.8%	21.9%	22.3%	13.5%	14.5%	15.0%	10.9%	12.0%	12.3%	115,671	99,460	103,639	3,797	3,339	3,562
50-59	16.3%	14.2%	13.2%	39.6%	37.9%	37.3%	22.3%	23.4%	24.1%	12.5%	13.8%	14.8%	9.3%	10.6%	10.5%	160,895	137,138	143,060	6,008	4,939	5,212
60+	16.1%	14.3%	13.1%	38.7%	37.7%	37.7%	24.4%	25.4%	26.2%	12.4%	13.2%	13.9%	8.3%	9.5%	9.0%	73,627	58,738	60,800	3,337	2,616	2,700
Level of Education																					
Less than																					
High School	18.8%	14.6%	16.5%	37.1%	40.4%	38.9%	26.5%	27.1%	23.9%	8.7%	9.1%	9.6%	8.9%	8.7%	11.2%	410	340	393	28	21	20
H.S. Diploma/																					
GED or equiv	15.5%	15.3%	13.3%	40.6%	38.9%	39.0%	23.9%	24.3%	26.2%	11.0%	12.2%	11.9%	9.1%	9.3%	9.6%	18,732	15,634	18,634	675	585	696
Trade/Technical																					
Certificate	13.6%	12.7%	11.1%	38.2%	36.5%	35.9%	24.8%	25.7%	26.8%	12.1%	13.2%	13.9%	11.2%	11.9%	12.3%	10,321	7,866	9,175	431	330	383
Some College																					
(no degree)	15.3%	13.4%	12.6%	37.0%	36.0%	35.7%	23.5%	24.8%	25.2%	13.1%	13.6%	14.3%	11.1%	12.2%	12.2%	60,065	50,732	57,836	2,457	1,997	2,277
Associate's																					
Degree	14.8%	13.4%	12.7%	37.8%	36.0%	36.4%	23.7%	24.1%	24.4%	12.7%	14.1%	14.4%	11.0%	12.4%	12.0%	34,018	26,697	30,089	1,419	1,092	1,253
Bachelor's																					
Degree	16.4%	14.2%	13.2%	39.8%	38.5%	38.2%	20.8%	21.9%	22.3%	13.2%	14.3%	15.0%	9.8%	11.2%	11.4%	149,448	127,559	130,788	5,270	4,510	4,765
Master's Degree																					
Doctoral/	17.7%	15.4%	14.1%	40.2%	38.9%	38.2%	19.2%	20.4%	21.1%	13.4%	14.6%	15.7%	9.5%	10.8%	10.9%	115,714	98,794	95,246	3,435	2,826	2,808
Professional																					
Degree	18.9%	16.1%	14.9%	37.6%	37.0%	36.4%	20.0%	20.7%	22.4%	13.8%	15.1%	15.3%	9.7%	11.1%	11.1%	50,630	42,407	39,458	2,080	1,690	1,509
Pay Category																					
Federal Wage																					
System	12.2%	10.5%	10.4%	34.6%	33.0%	33.4%	24.1%	26.6%	27.3%	15.0%	14.4%	15.2%	14.1%	15.5%	13.7%	12,588	9,184	12,163	493	383	491
GS 1-6	16.3%	15.1%	14.0%	35.8%	35.8%	35.7%	24.1%	24.7%	25.7%	11.9%	12.8%	13.1%	11.9%	11.7%	11.5%	25,931	17,676	20,842	1,438	977	1,095
GS 7-12	15.4%	13.6%	12.6%	39.0%	37.5%	37.0%	21.9%	23.1%	23.6%	13.4%	14.4%	14.9%	10.3%	11.5%	11.8%	184,589	146,783	159,281	7,917	6,272	6,935
GS 13-15	18.7%	16.1%	14.7%	41.2%	40.1%	39.5%	19.3%	20.0%	21.0%	12.6%	14.0%	14.9%	8.2%	9.7%	10.0%	179,390	164,902	157,989	4,747	4,434	4,183
SES	44.6%	45.2%	40.9%	39.3%	38.5%	40.3%	8.5%	8.3%	10.2%	5.0%	5.3%	5.3%	2.7%	2.7%	3.3%	5,642	5,745	5,682	21	16	19
SL/ST	24.6%	19.6%	18.7%	35.2%	38.0%	34.3%	17.6%	21.7%	22.5%	10.9%	12.3%	14.3%	11.7%	8.4%	10.2%	1,950	1,548	1,508	50	23	31
Other	13.8%	11.6%	10.8%	37.6%	35.1%	35.6%	22.4%	23.7%	24.0%	13.8%	15.2%	15.9%	12.4%	14.5%	13.7%	29,963	24,825	24,597	1,174	1,012	1,020

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

(58) Managers promote communication among different work units.

	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	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
Time in Federal Government																					
< 1 year	28.3%	25.6%	25.0%	42.6%	43.4%	43.5%	16.3%	17.7%	18.6%	8.0%	8.7%	8.2%	4.7%	4.6%	4.6%	8,524	6,534	5,750	459	310	285
1-3 years	20.7%	18.2%	17.0%	40.9%	40.0%	39.2%	19.5%	20.4%	21.9%	10.8%	12.5%	13.0%	8.1%	9.0%	8.9%	43,568	28,770	27,192	1,651	1,118	1,034
4-5 years	17.1%	14.5%	14.0%	38.1%	37.5%	37.4%	20.8%	21.8%	22.0%	13.6%	14.7%	15.1%	10.5%	11.5%	11.5%	28,985	29,106	39,615	1,146	976	1,441
6-10 years	15.2%	13.5%	12.1%	38.4%	36.7%	36.1%	21.0%	22.3%	23.6%	14.1%	15.0%	15.4%	11.4%	12.5%	12.7%	104,749	88,597	84,679	3,810	3,134	3,072
11-14 years	14.7%	13.1%	11.6%	37.2%	36.2%	35.6%	22.0%	22.6%	23.0%	14.5%	15.3%	16.2%	11.6%	12.8%	13.6%	61,629	52,946	54,764	2,161	1,863	1,968
15-20 years	14.9%	13.1%	11.8%	38.1%	36.1%	36.8%	22.2%	23.4%	23.3%	13.5%	15.0%	15.5%	11.3%	12.4%	12.6%	64,019	49,986	47,084	2,261	1,715	1,633
> 20 years	16.3%	14.3%	13.3%	40.4%	39.2%	38.6%	22.4%	23.2%	24.0%	12.3%	13.2%	14.2%	8.6%	10.1%	10.0%	129,552	115,456	123,759	4,435	4,046	4,375
Time with Current Agency																					
< 1 year	27.6%	24.9%	24.1%	41.1%	42.2%	41.6%	16.7%	17.6%	19.4%	9.0%	9.2%	9.3%	5.6%	6.1%	5.7%	15,667	12,565	11,355	767	592	531
1-3 years	19.8%	17.6%	16.0%	40.1%	38.8%	38.4%	19.9%	21.0%	21.7%	11.5%	12.8%	13.7%	8.8%	9.8%	10.1%	67,264	46,036	42,944	2,436	1,610	1,563
4-5 years	16.1%	13.8%	13.3%	37.8%	36.5%	36.6%	21.0%	22.2%	22.6%	13.9%	15.0%	15.3%	11.2%	12.5%	12.2%	36,452	36,912	48,196	1,329	1,191	1,692
6-10 years	14.6%	12.7%	11.8%	37.9%	36.2%	36.0%	21.4%	22.7%	23.5%	14.4%	15.4%	15.8%	11.7%	13.0%	13.0%	109,702	94,614	92,339	3,940	3,383	3,403
11-20 years	14.4%	12.8%	11.5%	38.1%	36.7%	36.6%	22.5%	23.2%	23.5%	14.0%	15.0%	15.6%	11.0%	12.3%	12.8%	114,297	95,308	95,573	4,079	3,362	3,347
> 20 years	16.5%	14.5%	13.4%	41.3%	40.0%	39.2%	22.1%	23.1%	24.2%	12.0%	13.1%	14.1%	8.1%	9.2%	9.2%	96,228	84,722	91,258	3,308	2,955	3,226
Leaving																					
No	20.4%	18.2%	16.7%	43.1%	42.3%	41.9%	20.2%	21.5%	22.4%	10.5%	11.4%	12.2%	5.8%	6.6%	6.8%	304,998	250,721	254,454	10,388	8,431	8,724
Yes, to retire	13.0%	11.7%	11.6%	38.9%	37.6%	37.3%	25.4%	26.0%	26.3%	13.6%	14.1%	15.0%	9.1%	10.5%	9.9%	27,327	21,414	23,158	1,151	866	944
Yes, to other job in Govt	8.2%	7.0%	6.3%	30.8%	29.0%	28.7%	23.0%	23.8%	23.9%	19.0%	20.1%	20.5%	19.0%	20.1%	20.5%	67,986	68,188	70,881	2,660	2,461	2,568
Yes, to other job outside Govt	7.2%	5.3%	5.0%	27.3%	25.8%	25.2%	21.5%	20.5%	22.5%	20.0%	21.8%	21.4%	23.9%	26.6%	26.0%	18,743	13,230	15,257	654	546	605
Yes, other	6.5%	5.3%	5.4%	25.9%	24.3%	24.4%	25.1%	25.1%	25.5%	19.2%	20.3%	20.1%	23.3%	24.9%	24.6%	21,112	17,189	18,405	1,018	814	895
Retiring																					
Within 1 year	13.2%	11.8%	11.4%	37.7%	36.3%	36.5%	24.3%	25.7%	25.3%	13.9%	14.2%	15.5%	10.9%	12.0%	11.3%	16,418	13,055	14,291	686	526	574
Between 1-3 years	14.3%	12.5%	12.1%	39.5%	38.4%	36.8%	24.1%	25.2%	26.2%	13.1%	14.0%	15.0%	8.9%	10.0%	10.0%	45,366	36,507	38,424	1,770	1,492	1,514
Between 3-5 years	15.3%	13.3%	12.1%	39.4%	38.1%	37.4%	23.5%	24.4%	25.1%	12.9%	14.1%	14.8%	8.9%	10.2%	10.6%	49,337	40,735	41,908	1,862	1,426	1,539
5 or more years	17.0%	15.0%	13.7%	39.1%	37.8%	37.6%	20.5%	21.6%	22.4%	13.1%	14.2%	14.7%	10.3%	11.5%	11.7%	326,503	277,924	284,550	11,426	9,511	9,950

Report by Demographics

(58) Managers promote communication among different work units.

	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	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
Self-Identify as:																					
Heterosexual	17.4%	15.2%	14.0%	40.1%	38.9%	38.5%	20.8%	22.0%	22.7%	12.5%	13.6%	14.3%	9.2%	10.3%	10.6%	352,349	296,871	307,343	11,847	9,674	10,299
LGBT*	15.8%	14.6%	12.8%	35.5%	32.8%	33.0%	20.5%	20.3%	21.4%	15.3%	17.3%	18.0%	12.9%	15.0%	14.8%	13,099	10,965	10,670	443	364	373
Prefer not to say	11.4%	10.0%	9.2%	33.4%	31.6%	31.3%	24.9%	24.8%	26.0%	15.8%	16.9%	17.4%	14.5%	16.7%	16.1%	54,191	44,825	45,883	2,594	2,171	2,224
Military Service																					
No Prior Military Service	16.1%	14.1%	13.1%	39.8%	38.3%	37.9%	21.1%	22.0%	22.8%	13.3%	14.5%	14.9%	9.8%	11.1%	11.2%	313,451	268,149	271,435	11,220	9,408	9,722
Currently in Guard/Reserves	18.8%	16.7%	15.4%	40.2%	38.2%	38.5%	19.2%	20.7%	21.1%	11.6%	12.1%	13.5%	10.1%	12.3%	11.5%	7,177	5,976	6,801	227	175	194
Retired Separated/Discharged	19.2%	17.0%	15.4%	41.0%	40.1%	39.2%	21.1%	22.1%	23.6%	11.3%	12.3%	13.3%	7.4%	8.6%	8.5%	48,202	38,465	41,989	1,559	1,155	1,338
Disability																					
Yes	16.7%	14.6%	13.5%	35.2%	34.5%	34.0%	22.1%	22.9%	23.9%	13.2%	14.3%	14.9%	12.8%	13.8%	13.8%	66,622	49,600	51,432	2,730	2,041	2,062
No	16.4%	14.4%	13.3%	40.0%	38.5%	38.1%	21.1%	22.2%	23.0%	13.0%	14.1%	14.8%	9.4%	10.7%	10.9%	369,681	317,748	327,287	12,886	10,849	11,468

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
Work Location																					
Headquarters	19.7%	17.6%	16.4%	42.2%	41.1%	41.1%	20.1%	21.3%	22.1%	10.2%	11.0%	11.5%	7.7%	9.0%	8.9%	172,495	150,836	151,279	5,340	4,452	4,715
Field	16.5%	14.5%	13.3%	40.4%	39.6%	39.1%	22.0%	22.9%	23.8%	11.4%	12.3%	12.9%	9.7%	10.7%	10.9%	268,060	220,061	230,007	11,031	9,077	9,684
Supervisory Status																					
Non-Supervisor	16.2%	14.2%	13.1%	39.9%	38.8%	38.3%	22.8%	23.8%	24.6%	11.4%	12.3%	12.9%	9.7%	11.0%	11.1%	288,627	241,015	248,161	14,022	11,481	12,197
Team Leader	15.7%	14.0%	13.0%	40.5%	39.9%	39.8%	21.2%	22.3%	23.0%	12.3%	13.2%	13.6%	10.2%	10.6%	10.6%	56,063	48,149	51,807	1,597	1,280	1,424
Supervisor	20.4%	18.1%	16.8%	46.0%	45.4%	45.3%	18.2%	19.5%	20.6%	9.5%	10.1%	10.3%	5.9%	6.9%	6.9%	61,971	51,427	51,630	813	705	754
Manager	29.7%	26.2%	24.1%	46.1%	46.3%	46.5%	12.8%	14.8%	15.5%	7.2%	7.6%	8.5%	4.1%	5.1%	5.4%	28,481	24,534	24,140	119	140	152
Senior Leader	40.8%	39.8%	35.8%	40.6%	39.9%	42.1%	11.0%	10.7%	12.1%	4.2%	5.8%	6.7%	3.4%	3.8%	3.3%	8,093	8,036	7,999	33	47	35
Sex																					
Male	18.2%	16.0%	14.8%	41.1%	40.3%	39.8%	21.1%	22.2%	23.0%	10.7%	11.5%	12.3%	8.9%	10.1%	10.2%	225,059	190,235	198,332	7,425	6,150	6,507
Female	17.2%	15.4%	14.2%	41.1%	40.1%	40.0%	21.5%	22.5%	23.4%	11.2%	12.0%	12.5%	9.0%	9.9%	9.9%	211,737	177,571	180,516	8,731	7,153	7,698
Hispanic or Latino																					
Yes	18.2%	16.1%	14.8%	38.2%	37.3%	36.8%	21.6%	22.8%	23.4%	11.1%	11.3%	12.4%	11.0%	12.4%	12.4%	38,189	32,364	32,715	1,339	1,142	1,144
No	17.7%	15.7%	14.5%	41.5%	40.6%	40.3%	21.2%	22.2%	23.1%	10.9%	11.8%	12.3%	8.6%	9.7%	9.8%	394,397	331,791	342,556	14,574	11,919	12,857
Race																					
American Indian/ Alaska Native	14.0%	12.2%	12.4%	35.5%	33.4%	34.3%	25.4%	26.4%	25.3%	12.6%	13.5%	13.8%	12.5%	14.5%	14.2%	8,960	7,473	8,001	370	310	335
Asian	19.7%	18.9%	17.2%	44.3%	43.1%	44.2%	20.7%	21.8%	22.0%	8.3%	8.3%	9.0%	6.9%	8.0%	7.7%	21,288	18,877	18,009	720	606	624
Black/African American	18.5%	17.1%	15.9%	43.4%	42.6%	41.9%	21.1%	22.1%	23.3%	8.8%	9.2%	9.6%	8.2%	9.0%	9.3%	62,080	55,896	57,926	2,122	1,900	2,061
Native Hawaiian/ Pacific Islander	16.9%	15.9%	15.7%	38.3%	39.5%	35.6%	24.1%	23.3%	26.6%	10.0%	10.2%	11.1%	10.7%	11.1%	11.1%	2,662	2,127	2,391	87	70	74
White	17.8%	15.6%	14.3%	41.1%	40.2%	39.8%	20.9%	21.9%	22.9%	11.5%	12.5%	13.0%	8.7%	9.9%	10.0%	306,959	254,832	263,749	11,142	9,056	9,638
Two or more races (Not Hispanic/ Latino)	16.2%	13.5%	12.6%	36.5%	35.4%	35.3%	22.9%	23.7%	24.4%	11.8%	12.8%	13.9%	12.5%	14.5%	13.9%	17,880	13,787	13,828	775	556	611

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
Age Group																					
25 and under	22.3%	21.2%	21.4%	46.5%	46.5%	42.5%	16.9%	16.2%	19.8%	7.6%	9.0%	8.9%	6.7%	7.0%	7.3%	3,531	2,573	2,544	136	113	85
26-29	19.9%	17.6%	16.4%	42.7%	42.3%	40.6%	18.0%	18.7%	20.3%	10.5%	11.1%	11.7%	8.9%	10.2%	11.0%	12,110	10,688	11,798	398	347	375
30-39	17.4%	15.3%	14.0%	40.2%	39.7%	39.5%	20.1%	21.0%	21.9%	11.9%	12.8%	13.0%	10.3%	11.2%	11.6%	85,237	71,247	69,495	2,920	2,400	2,452
40-49	17.4%	15.4%	14.2%	40.7%	39.7%	39.5%	21.0%	22.2%	22.7%	11.3%	11.9%	12.6%	9.6%	10.8%	11.0%	115,598	99,344	103,517	3,973	3,516	3,637
50-59	17.6%	15.5%	14.4%	41.5%	40.4%	39.9%	22.0%	23.2%	24.1%	10.6%	11.5%	12.2%	8.3%	9.5%	9.4%	161,002	137,065	142,667	6,131	5,040	5,522
60+	17.3%	15.5%	14.3%	41.0%	40.2%	40.1%	23.9%	24.5%	25.7%	10.3%	11.2%	11.8%	7.5%	8.5%	8.1%	73,564	58,747	60,613	3,439	2,615	2,816
Level of Education																					
Less than																					
High School	17.0%	15.6%	15.0%	39.5%	39.0%	41.3%	28.1%	29.6%	22.6%	8.4%	9.2%	10.4%	7.0%	6.7%	10.7%	408	337	387	30	22	23
H.S. Diploma/																					
GED or equiv	15.9%	15.7%	13.9%	42.0%	40.9%	40.6%	24.4%	25.2%	26.7%	9.7%	9.9%	9.9%	7.9%	8.3%	8.8%	18,701	15,576	18,525	699	634	775
Trade/Technical																					
Certificate	14.0%	13.4%	11.8%	39.4%	37.8%	37.7%	26.4%	26.4%	27.5%	10.2%	12.1%	12.0%	10.1%	10.2%	11.0%	10,307	7,865	9,144	455	324	407
Some College																					
(no degree)	16.1%	14.1%	13.3%	38.9%	38.2%	37.5%	24.1%	25.2%	26.0%	11.1%	11.6%	12.2%	9.9%	11.0%	10.9%	59,956	50,680	57,604	2,647	2,061	2,445
Associate's																					
Degree	15.6%	14.1%	13.3%	39.6%	38.6%	38.5%	24.1%	24.3%	24.8%	11.1%	11.7%	12.3%	9.6%	11.3%	11.0%	33,962	26,611	29,942	1,504	1,181	1,360
Bachelor's																					
Degree	17.7%	15.5%	14.5%	42.0%	41.2%	40.8%	20.5%	21.8%	22.4%	11.1%	11.7%	12.4%	8.7%	9.9%	10.1%	149,314	127,355	130,607	5,556	4,757	4,976
Master's Degree																					
Doctoral/	19.3%	17.1%	15.7%	42.5%	41.4%	41.2%	18.9%	20.0%	20.8%	10.9%	11.9%	12.9%	8.3%	9.6%	9.4%	115,894	98,881	95,171	3,411	2,810	2,841
Professional																					
Degree	20.7%	18.3%	16.8%	39.9%	39.6%	39.4%	19.5%	19.7%	21.2%	11.1%	13.0%	12.8%	8.8%	9.3%	9.8%	50,764	42,480	39,473	1,990	1,623	1,481
Pay Category																					
Federal Wage																					
System	12.6%	11.0%	10.9%	36.7%	36.1%	36.2%	25.5%	27.5%	28.1%	12.8%	11.8%	12.8%	12.4%	13.6%	12.1%	12,539	9,179	12,140	533	393	506
GS 1-6	16.6%	15.4%	14.4%	36.9%	37.4%	37.0%	25.2%	25.6%	26.8%	10.5%	10.8%	11.1%	10.8%	10.8%	10.7%	25,876	17,601	20,650	1,531	1,043	1,267
GS 7-12	16.4%	14.5%	13.5%	41.0%	40.0%	39.3%	22.1%	23.4%	23.9%	11.4%	11.9%	12.7%	9.1%	10.2%	10.5%	184,254	146,432	158,658	8,409	6,685	7,455
GS 13-15	20.6%	18.1%	16.6%	43.5%	42.6%	42.4%	18.5%	19.4%	20.4%	10.1%	11.5%	12.0%	7.2%	8.4%	8.6%	179,732	165,075	158,048	4,623	4,306	4,099
SES	46.8%	48.4%	43.5%	38.1%	37.0%	39.5%	8.0%	7.6%	9.7%	4.7%	4.2%	4.4%	2.4%	2.8%	2.9%	5,648	5,756	5,683	22	13	20
SL/ST	27.2%	21.7%	20.5%	35.9%	40.7%	37.7%	16.2%	19.0%	17.9%	9.3%	11.0%	14.2%	11.4%	7.7%	9.7%	1,957	1,551	1,511	48	20	24
Other	15.0%	13.2%	12.1%	39.7%	37.8%	38.5%	22.5%	22.8%	23.9%	11.7%	13.2%	13.3%	11.0%	13.0%	12.1%	29,993	24,838	24,571	1,187	1,005	1,025

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
Time in Federal Government																					
< 1 year	29.5%	26.8%	25.7%	44.3%	45.2%	44.9%	15.8%	17.0%	18.4%	6.2%	7.1%	6.8%	4.2%	4.0%	4.3%	8,499	6,530	5,717	496	316	310
1-3 years	21.6%	19.3%	18.0%	42.3%	41.9%	41.1%	19.7%	20.6%	21.9%	9.3%	10.1%	11.1%	7.1%	8.0%	7.9%	43,571	28,757	27,148	1,690	1,131	1,068
4-5 years	17.9%	15.7%	15.0%	40.1%	40.1%	40.0%	21.3%	21.8%	22.3%	11.3%	12.2%	12.5%	9.4%	10.2%	10.1%	29,002	29,058	39,650	1,161	1,023	1,410
6-10 years	16.4%	14.6%	13.4%	40.6%	39.3%	38.8%	21.1%	22.5%	23.8%	11.8%	12.7%	12.9%	10.2%	11.0%	11.2%	104,755	88,525	84,470	3,935	3,256	3,215
11-14 years	15.9%	14.3%	12.9%	39.6%	38.6%	37.9%	22.1%	22.8%	23.6%	12.2%	12.8%	13.6%	10.2%	11.6%	12.1%	61,665	52,972	54,639	2,197	1,876	2,056
15-20 years	16.2%	14.3%	12.9%	40.2%	38.8%	39.3%	22.3%	23.5%	23.4%	11.2%	12.3%	13.3%	10.0%	11.0%	11.1%	63,997	49,944	46,943	2,323	1,804	1,763
> 20 years	17.9%	15.8%	14.7%	42.5%	41.6%	41.2%	21.9%	22.7%	23.6%	10.3%	11.0%	11.7%	7.5%	9.0%	8.9%	129,526	115,394	123,458	4,596	4,105	4,618
Time with Current Agency																					
< 1 year	28.4%	25.8%	25.3%	42.7%	44.1%	42.8%	16.9%	17.5%	19.3%	7.1%	7.4%	7.4%	4.9%	5.1%	5.3%	15,637	12,530	11,304	823	617	574
1-3 years	20.9%	18.9%	17.1%	41.7%	40.7%	40.1%	19.9%	21.1%	22.0%	9.8%	10.4%	11.6%	7.8%	8.9%	9.2%	67,281	45,973	42,896	2,474	1,675	1,594
4-5 years	16.9%	14.8%	14.3%	39.7%	39.1%	39.7%	21.6%	22.3%	22.5%	11.7%	12.6%	12.9%	10.1%	11.1%	10.7%	36,456	36,870	48,196	1,372	1,242	1,683
6-10 years	15.8%	13.7%	13.0%	40.2%	39.1%	38.6%	21.5%	22.7%	23.9%	12.0%	12.9%	13.1%	10.5%	11.6%	11.4%	109,714	94,548	92,092	4,062	3,514	3,574
11-20 years	15.8%	14.1%	12.8%	40.3%	39.2%	39.0%	22.7%	23.4%	23.7%	11.6%	12.4%	13.1%	9.7%	10.9%	11.3%	114,237	95,269	95,310	4,222	3,447	3,568
> 20 years	18.2%	16.3%	14.8%	43.5%	42.3%	41.9%	21.4%	22.4%	23.7%	10.1%	10.8%	11.5%	6.9%	8.1%	8.0%	96,270	84,732	91,051	3,386	2,961	3,406
Leaving																					
No	21.8%	19.8%	18.2%	45.0%	44.4%	44.1%	19.7%	21.0%	21.9%	8.5%	9.1%	9.9%	5.1%	5.7%	5.9%	305,114	250,772	254,086	10,555	8,509	9,031
Yes, to retire	14.1%	12.7%	12.6%	41.2%	41.0%	40.0%	24.9%	25.0%	25.5%	11.7%	11.7%	12.9%	8.1%	9.6%	9.0%	27,282	21,391	23,080	1,202	878	987
Yes, to other job in Govt	9.0%	7.8%	7.0%	33.3%	32.1%	31.9%	24.3%	24.7%	25.4%	16.7%	17.1%	17.5%	16.8%	18.3%	18.2%	67,981	67,983	70,639	2,781	2,671	2,759
Yes, to other job outside Govt	8.1%	6.1%	5.9%	30.4%	28.0%	27.9%	22.6%	22.0%	24.4%	17.2%	20.0%	18.0%	21.7%	23.9%	23.8%	18,708	13,223	15,223	711	560	616
Yes, other	7.3%	5.9%	5.9%	28.2%	27.6%	26.6%	26.4%	26.8%	27.4%	16.5%	17.7%	17.9%	21.5%	22.0%	22.2%	21,048	17,161	18,318	1,107	847	983
Retiring																					
Within 1 year	14.5%	12.7%	12.4%	39.7%	40.0%	39.2%	24.2%	24.3%	24.6%	11.8%	12.0%	13.1%	9.7%	11.1%	10.7%	16,424	13,036	14,230	705	524	613
Between 1-3 years	15.6%	13.9%	13.0%	41.6%	40.6%	39.8%	23.7%	24.9%	25.8%	11.1%	11.7%	12.4%	7.9%	8.9%	9.0%	45,383	36,532	38,324	1,806	1,488	1,580
Between 3-5 years	16.6%	14.6%	13.3%	41.7%	40.5%	39.8%	23.1%	23.9%	25.1%	10.7%	11.8%	12.5%	8.0%	9.2%	9.3%	49,308	40,695	41,794	1,935	1,472	1,631
5 or more years	18.3%	16.2%	14.9%	41.1%	40.2%	40.0%	20.6%	21.7%	22.6%	10.9%	11.8%	12.3%	9.1%	10.2%	10.3%	326,496	277,738	284,048	11,763	9,812	10,361

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	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%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
Self-Identify as:																					
Heterosexual	18.6%	16.5%	15.2%	42.1%	41.4%	40.9%	20.7%	21.8%	22.7%	10.5%	11.2%	11.8%	8.1%	9.1%	9.3%	352,525	296,740	306,802	12,062	9,922	10,700
LGBT*	17.0%	15.8%	14.2%	37.7%	35.0%	35.1%	21.0%	20.6%	22.1%	12.8%	15.1%	15.7%	11.6%	13.5%	12.9%	13,096	10,953	10,670	466	371	371
Prefer not to say	12.4%	10.9%	10.1%	35.5%	33.8%	33.8%	25.4%	25.7%	26.8%	13.5%	14.8%	14.8%	13.1%	14.9%	14.5%	54,018	44,797	45,733	2,806	2,225	2,381
Military Service																					
No Prior Military Service	17.4%	15.5%	14.4%	42.0%	40.8%	40.4%	21.0%	22.1%	22.9%	11.0%	11.9%	12.4%	8.7%	9.8%	9.9%	313,466	268,036	270,755	11,552	9,635	10,251
Currently in Guard/Reserves	19.4%	17.8%	16.6%	41.8%	41.8%	41.0%	19.2%	19.2%	21.0%	10.7%	10.5%	11.0%	9.0%	10.7%	10.4%	7,189	5,985	6,786	225	172	202
Retired Separated/Discharged	20.4%	18.2%	16.6%	42.7%	42.3%	41.8%	20.6%	21.7%	23.1%	9.5%	10.3%	11.0%	6.7%	7.5%	7.4%	48,248	38,450	42,007	1,566	1,196	1,302
Disability																					
Yes	17.6%	15.5%	14.4%	37.1%	36.6%	35.9%	22.4%	23.3%	24.3%	11.5%	12.1%	12.8%	11.5%	12.6%	12.5%	66,538	49,551	51,348	2,849	2,103	2,127
No	17.8%	15.8%	14.5%	42.1%	41.1%	40.7%	21.0%	22.1%	23.0%	10.8%	11.7%	12.3%	8.3%	9.5%	9.6%	369,762	317,586	326,591	13,217	11,126	11,997

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

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
Work Location																					
Headquarters	28.7%	26.9%	25.6%	34.9%	34.2%	34.8%	21.0%	21.9%	22.4%	8.1%	8.7%	9.0%	7.3%	8.2%	8.2%	168,885	148,065	148,441	9,397	7,639	8,028
Field	23.9%	22.2%	21.1%	34.3%	33.8%	33.7%	23.2%	24.0%	24.5%	9.7%	10.1%	10.7%	8.8%	9.9%	10.0%	262,947	216,268	225,835	16,946	13,461	14,564
Supervisory Status																					
Non-Supervisor	24.9%	23.1%	21.8%	34.3%	33.6%	33.7%	22.7%	23.6%	24.0%	9.4%	9.9%	10.5%	8.7%	9.9%	10.0%	283,289	236,643	243,497	20,280	16,586	17,711
Team Leader	23.5%	21.8%	21.0%	33.9%	33.8%	33.6%	24.0%	24.0%	25.2%	9.7%	10.6%	10.8%	8.9%	9.8%	9.5%	55,213	47,514	51,107	2,584	2,007	2,280
Supervisor	27.0%	24.9%	24.1%	36.4%	36.3%	36.3%	21.9%	22.8%	23.3%	8.1%	8.5%	9.2%	6.5%	7.5%	7.1%	60,542	50,387	50,601	2,399	1,884	1,919
Manager	33.2%	32.1%	30.5%	36.0%	35.1%	36.1%	18.6%	19.9%	19.9%	6.6%	7.1%	7.1%	5.5%	5.9%	6.5%	27,668	24,086	23,674	984	644	682
Senior Leader	48.7%	47.2%	43.6%	31.0%	31.5%	31.2%	12.2%	12.7%	15.5%	4.6%	4.4%	5.1%	3.5%	4.2%	4.5%	7,740	7,872	7,815	397	214	228
Sex																					
Male	25.8%	24.0%	22.6%	34.2%	33.8%	33.5%	22.2%	22.9%	23.7%	9.3%	9.7%	10.4%	8.4%	9.7%	9.7%	221,721	187,759	195,562	11,264	9,070	9,814
Female	25.7%	24.1%	23.0%	35.0%	34.4%	34.8%	22.6%	23.5%	23.8%	8.8%	9.3%	9.6%	7.9%	8.6%	8.7%	206,536	173,581	176,456	14,688	11,718	12,441
Hispanic or Latino																					
Yes	24.8%	23.2%	21.4%	31.9%	31.3%	31.7%	23.3%	23.8%	23.9%	10.1%	10.4%	11.3%	9.8%	11.3%	11.6%	37,602	31,944	32,240	2,076	1,637	1,728
No	26.0%	24.2%	23.0%	34.9%	34.4%	34.4%	22.3%	23.1%	23.7%	8.9%	9.4%	9.9%	8.0%	8.9%	9.0%	386,535	325,829	336,256	23,538	18,830	20,233
Race																					
American Indian/ Alaska Native	20.1%	18.3%	19.1%	29.8%	29.3%	29.4%	26.4%	26.0%	25.1%	11.8%	12.2%	12.9%	12.0%	14.3%	13.6%	8,811	7,355	7,882	578	478	495
Asian	26.3%	24.6%	24.5%	36.3%	36.1%	36.3%	23.0%	24.0%	23.8%	7.6%	8.0%	8.3%	6.8%	7.3%	7.1%	21,049	18,632	17,767	1,040	911	931
Black/African American	26.0%	25.0%	23.2%	35.8%	34.2%	34.5%	22.3%	23.2%	24.1%	8.0%	8.7%	9.0%	7.9%	8.9%	9.1%	60,458	54,450	56,448	4,011	3,580	3,807
Native Hawaiian/ Pacific Islander	23.0%	22.3%	22.3%	31.9%	35.1%	32.4%	23.4%	23.2%	24.4%	11.5%	9.4%	10.4%	10.3%	10.1%	10.5%	2,611	2,116	2,354	142	100	125
White	26.4%	24.3%	23.1%	34.7%	34.4%	34.3%	22.0%	22.8%	23.4%	9.0%	9.6%	10.2%	7.9%	8.9%	9.0%	301,315	250,987	259,608	17,532	13,486	14,507
Two or more races (Not Hispanic/ Latino)	23.3%	22.1%	20.4%	31.3%	29.8%	31.3%	23.2%	24.9%	24.5%	11.0%	10.5%	11.3%	11.2%	12.6%	12.5%	17,509	13,410	13,411	1,209	983	1,060

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
Age Group																					
25 and under	28.9%	29.9%	29.1%	41.1%	39.9%	38.1%	17.7%	17.5%	20.4%	7.4%	7.1%	7.1%	4.9%	5.6%	5.3%	3,420	2,486	2,440	258	203	195
26-29	28.2%	25.6%	22.8%	35.5%	35.4%	35.9%	20.5%	22.3%	22.0%	8.6%	8.1%	10.2%	7.2%	8.6%	9.1%	11,792	10,421	11,457	724	625	713
30-39	24.7%	23.1%	21.4%	34.0%	33.7%	34.0%	22.8%	23.6%	23.9%	9.7%	10.0%	10.7%	8.8%	9.6%	10.0%	83,107	69,631	67,762	5,104	4,037	4,207
40-49	25.0%	23.4%	22.3%	34.2%	33.3%	33.5%	22.4%	23.5%	24.0%	9.4%	9.8%	10.2%	9.0%	10.0%	10.0%	112,877	97,440	101,336	6,720	5,444	5,906
50-59	25.9%	23.9%	23.0%	34.8%	34.3%	34.2%	22.5%	23.2%	23.8%	8.9%	9.6%	10.0%	8.0%	9.1%	9.0%	157,847	134,392	139,978	9,503	7,877	8,470
60+	26.7%	25.1%	23.9%	34.7%	34.3%	34.4%	22.8%	23.0%	23.8%	8.5%	9.4%	9.7%	7.3%	8.3%	8.2%	72,214	57,845	59,734	4,960	3,724	3,891
Level of Education																					
Less than																					
High School	26.2%	24.7%	22.0%	33.9%	38.6%	32.8%	22.5%	19.0%	24.8%	9.3%	9.2%	6.1%	8.1%	8.6%	14.2%	403	328	384	39	36	31
H.S. Diploma/	25.4%	24.6%	23.1%	35.4%	34.5%	34.6%	22.2%	23.0%	23.8%	9.1%	9.3%	9.5%	7.9%	8.7%	9.0%	18,411	15,413	18,251	1,107	916	1,159
GED or equiv	21.8%	21.3%	19.3%	34.1%	32.3%	34.0%	24.7%	25.4%	24.1%	9.8%	10.1%	11.4%	9.6%	10.8%	11.2%	10,144	7,664	8,987	672	542	605
Trade/Technical	24.1%	22.1%	21.6%	33.4%	32.8%	32.7%	23.7%	24.1%	24.5%	9.8%	10.7%	11.1%	9.0%	10.3%	10.0%	59,004	49,791	56,595	3,816	3,136	3,707
Certificate	23.4%	21.9%	21.1%	34.0%	33.6%	33.1%	23.1%	23.1%	24.2%	10.2%	10.7%	10.9%	9.2%	10.7%	10.6%	33,247	26,130	29,576	2,347	1,756	1,846
Some College	25.3%	23.7%	22.3%	35.3%	34.7%	34.8%	22.5%	23.1%	23.8%	8.9%	9.5%	9.9%	8.0%	9.0%	9.1%	146,543	125,080	128,093	8,735	7,332	7,822
(no degree)	27.4%	25.0%	24.0%	34.8%	34.9%	34.7%	21.8%	23.2%	23.5%	8.4%	8.5%	9.4%	7.6%	8.4%	8.4%	113,425	96,979	93,185	6,135	4,904	5,081
Associate's	30.5%	28.7%	27.3%	33.5%	32.6%	33.3%	19.9%	21.4%	21.7%	8.2%	9.1%	9.1%	7.8%	8.2%	8.6%	49,527	41,929	38,873	3,319	2,272	2,169
Degree																					
Degree																					
Master's Degree																					
Doctoral/																					
Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	17.8%	16.5%	16.8%	31.2%	30.4%	30.3%	26.3%	26.7%	26.7%	12.5%	12.8%	13.1%	12.2%	13.5%	13.0%	12,416	9,112	12,076	715	496	608
GS 1-6	24.3%	23.3%	21.9%	33.0%	33.1%	33.7%	23.4%	23.1%	23.7%	9.3%	10.6%	10.6%	10.0%	9.9%	10.0%	25,231	17,140	20,246	2,311	1,604	1,767
GS 7-12	24.8%	23.0%	21.8%	34.9%	34.5%	34.4%	22.7%	23.6%	24.0%	9.3%	9.6%	10.2%	8.3%	9.4%	9.5%	180,806	143,733	155,660	12,471	9,871	11,067
GS 13-15	29.0%	27.0%	25.6%	35.4%	35.0%	35.1%	21.1%	21.9%	22.4%	7.8%	8.4%	9.0%	6.8%	7.7%	7.9%	176,512	162,433	155,371	8,215	7,295	7,186
SES	52.3%	53.5%	51.1%	29.6%	29.0%	29.2%	11.1%	11.5%	12.0%	3.7%	3.0%	4.0%	3.3%	3.1%	3.8%	5,391	5,632	5,575	288	132	132
SL/ST	35.2%	32.7%	30.4%	28.0%	29.9%	29.9%	21.0%	24.1%	22.6%	7.5%	8.0%	8.2%	8.3%	5.2%	8.9%	1,877	1,499	1,470	130	73	67
Other	22.6%	20.3%	20.0%	33.6%	31.5%	32.0%	23.5%	25.2%	25.8%	10.8%	11.4%	11.4%	9.5%	11.7%	10.8%	29,119	24,348	23,980	2,134	1,553	1,676

SOURCE: Federal Employee Viewpoint Survey

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

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Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
Time in Federal Government																					
< 1 year	37.9%	36.0%	36.7%	39.1%	40.5%	40.1%	15.8%	15.8%	14.6%	3.8%	4.8%	5.2%	3.4%	2.9%	3.4%	8,195	6,300	5,524	825	565	510
1-3 years	30.5%	28.8%	26.9%	36.4%	35.6%	36.5%	19.7%	21.3%	21.8%	7.6%	7.7%	8.2%	5.8%	6.7%	6.5%	42,328	28,087	26,356	3,056	1,884	1,936
4-5 years	25.9%	24.8%	23.4%	34.0%	34.6%	34.7%	22.3%	22.7%	23.3%	9.5%	9.4%	10.0%	8.2%	8.4%	8.5%	28,388	28,416	38,776	1,864	1,737	2,383
6-10 years	24.4%	22.8%	21.3%	34.5%	33.3%	33.4%	22.6%	24.1%	24.4%	9.7%	10.1%	10.8%	8.8%	9.7%	10.1%	102,726	86,939	83,046	6,230	5,030	4,901
11-14 years	23.3%	21.8%	20.7%	33.1%	32.7%	32.5%	24.0%	24.3%	24.9%	10.3%	10.5%	11.1%	9.3%	10.7%	10.9%	60,581	52,282	53,768	3,428	2,728	3,092
15-20 years	23.9%	22.0%	20.9%	33.4%	32.9%	32.5%	23.1%	23.5%	24.8%	10.0%	10.6%	10.9%	9.6%	10.9%	10.8%	62,825	49,164	46,244	3,674	2,696	2,637
> 20 years	26.1%	24.1%	23.2%	35.0%	34.7%	34.7%	22.7%	23.2%	23.6%	8.3%	9.2%	9.6%	7.8%	8.9%	8.9%	127,196	113,385	121,424	7,366	6,487	7,104
Time with Current Agency																					
< 1 year	36.2%	35.3%	35.7%	38.4%	38.6%	37.9%	16.6%	17.1%	16.2%	4.7%	5.1%	5.9%	4.1%	3.8%	4.3%	15,063	12,126	10,875	1,418	1,062	1,030
1-3 years	29.7%	27.7%	26.0%	35.7%	35.0%	35.3%	20.2%	21.4%	22.2%	7.9%	8.3%	8.8%	6.4%	7.5%	7.8%	65,518	44,878	41,794	4,457	2,907	2,818
4-5 years	24.5%	23.5%	22.7%	33.9%	33.9%	34.0%	23.0%	23.4%	23.8%	9.9%	9.7%	10.4%	8.7%	9.5%	9.1%	35,727	36,098	47,119	2,207	2,108	2,874
6-10 years	23.8%	21.7%	20.6%	33.9%	33.1%	33.3%	23.1%	24.4%	24.5%	10.0%	10.4%	11.1%	9.3%	10.3%	10.5%	107,678	92,993	90,683	6,361	5,270	5,276
11-20 years	23.5%	21.8%	21.0%	33.4%	32.7%	32.6%	23.8%	24.2%	24.9%	10.0%	10.5%	10.9%	9.3%	10.8%	10.6%	112,332	94,027	93,985	6,471	4,950	5,241
> 20 years	26.4%	24.8%	23.2%	35.5%	35.4%	35.5%	22.5%	22.8%	23.7%	8.1%	8.9%	9.3%	7.5%	8.2%	8.3%	94,574	83,257	89,502	5,391	4,699	5,259
Leaving																					
No	31.3%	29.5%	28.0%	37.8%	37.6%	37.7%	19.8%	20.9%	21.6%	6.5%	6.9%	7.5%	4.5%	5.1%	5.3%	299,201	246,299	249,459	17,359	13,639	14,432
Yes, to retire	22.4%	21.1%	20.1%	34.3%	34.8%	34.2%	25.1%	24.4%	26.0%	9.8%	10.2%	11.0%	8.4%	9.6%	8.7%	26,860	21,199	22,743	1,764	1,176	1,448
Yes, to other job in Govt	13.5%	12.7%	12.2%	28.1%	27.3%	27.1%	28.3%	28.6%	28.4%	14.6%	14.7%	15.3%	15.6%	16.7%	17.0%	66,725	66,715	69,358	4,182	4,096	4,246
Yes, to other job outside Govt	13.4%	11.1%	10.7%	24.5%	22.2%	23.2%	26.1%	27.0%	27.0%	16.0%	17.3%	17.5%	20.0%	22.4%	21.6%	18,192	13,009	14,960	1,256	806	930
Yes, other	11.6%	10.7%	10.3%	24.2%	23.6%	24.1%	28.2%	27.3%	28.5%	16.0%	16.5%	16.2%	20.1%	21.9%	21.0%	20,521	16,742	17,919	1,717	1,317	1,441
Retiring																					
Within 1 year	22.6%	21.2%	19.3%	32.8%	33.4%	33.2%	24.4%	24.4%	25.6%	10.4%	10.1%	11.6%	9.7%	11.0%	10.3%	16,148	12,919	14,041	1,056	701	879
Between 1-3 years	24.0%	22.5%	21.6%	34.9%	34.7%	34.1%	24.1%	23.9%	25.1%	9.1%	9.7%	10.2%	8.0%	9.2%	9.1%	44,565	35,939	37,744	2,781	2,203	2,329
Between 3-5 years	24.9%	22.8%	22.0%	35.3%	34.5%	34.3%	23.1%	24.2%	24.3%	8.6%	9.9%	10.3%	8.1%	8.6%	9.1%	48,584	39,996	41,283	2,813	2,344	2,326
5 or more years	26.3%	24.5%	23.2%	34.5%	34.0%	34.2%	22.0%	22.9%	23.4%	9.0%	9.4%	9.9%	8.1%	9.2%	9.3%	319,734	272,666	278,533	19,394	15,534	16,642

Report by Demographics

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
Self-Identify as:																					
Heterosexual	26.8%	24.9%	23.7%	35.1%	34.6%	34.6%	21.8%	22.8%	23.3%	8.6%	9.1%	9.7%	7.6%	8.6%	8.7%	345,738	291,684	301,440	19,836	15,766	17,021
LGBT*	25.1%	24.6%	22.0%	31.6%	30.9%	32.0%	23.2%	22.7%	23.0%	10.4%	10.8%	10.9%	9.7%	11.0%	12.1%	12,853	10,736	10,513	732	626	559
Prefer not to say	19.8%	17.9%	16.9%	31.4%	30.8%	31.4%	25.8%	26.0%	26.4%	11.3%	12.0%	12.3%	11.7%	13.3%	13.0%	52,808	43,798	44,686	4,181	3,350	3,566
Military Service																					
No Prior Military																					
Service	25.9%	24.0%	22.9%	35.2%	34.6%	34.7%	22.4%	23.3%	23.8%	8.8%	9.3%	9.7%	7.8%	8.8%	8.9%	306,556	262,773	265,307	19,374	15,608	16,601
Currently in																					
Guard/Reserves	25.9%	23.5%	22.4%	34.5%	34.1%	34.2%	21.9%	21.8%	23.7%	8.5%	9.9%	10.1%	9.3%	10.7%	9.6%	7,030	5,853	6,666	402	309	343
Retired	28.3%	26.7%	25.4%	35.8%	35.6%	35.0%	21.3%	21.8%	22.9%	8.2%	8.7%	9.2%	6.4%	7.3%	7.5%	47,809	38,147	41,680	2,120	1,613	1,740
Separated/																					
Discharged	23.6%	22.1%	20.7%	31.7%	31.1%	31.4%	23.4%	24.1%	24.4%	10.6%	11.0%	11.8%	10.8%	11.6%	11.8%	65,010	52,785	56,335	3,985	3,115	3,423
Disability																					
Yes	24.8%	23.4%	22.0%	31.6%	31.5%	30.9%	22.4%	22.7%	23.8%	10.2%	10.4%	11.3%	11.0%	12.0%	12.1%	65,421	48,697	50,414	4,178	3,114	3,219
No	26.0%	24.1%	22.9%	35.3%	34.6%	34.8%	22.4%	23.3%	23.7%	8.8%	9.4%	9.8%	7.6%	8.6%	8.7%	362,285	311,968	320,714	21,751	17,590	18,929

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
Work Location																					
Headquarters	25.1%	23.5%	22.0%	35.1%	34.0%	34.1%	21.6%	22.2%	22.9%	9.9%	11.2%	11.6%	8.3%	9.2%	9.5%	175,414	154,001	154,733	2,869	1,702	1,722
Field	19.9%	18.6%	17.4%	33.0%	32.2%	31.3%	24.4%	24.1%	25.1%	11.9%	13.2%	14.0%	10.8%	12.0%	12.2%	274,434	226,571	236,921	5,465	3,115	3,424
Supervisory Status																					
Non-Supervisor	21.0%	19.3%	18.0%	33.5%	32.3%	31.8%	24.2%	24.3%	25.1%	11.2%	12.6%	13.2%	10.2%	11.5%	11.9%	296,875	249,277	256,892	6,639	3,916	4,265
Team Leader	19.5%	18.7%	17.6%	33.4%	32.4%	31.7%	23.8%	23.5%	24.7%	12.4%	13.5%	14.5%	10.9%	11.9%	11.4%	56,945	49,050	52,917	864	465	473
Supervisor	23.1%	21.8%	20.6%	35.9%	35.2%	35.0%	21.9%	22.1%	23.0%	10.6%	12.0%	12.6%	8.5%	9.0%	8.9%	62,286	51,905	52,152	677	351	356
Manager	29.4%	28.6%	26.7%	34.7%	35.4%	35.4%	18.1%	18.2%	18.9%	10.1%	10.0%	10.7%	7.7%	7.7%	8.2%	28,499	24,621	24,235	179	93	105
Senior Leader	50.1%	46.6%	44.2%	30.1%	32.4%	32.3%	10.9%	11.0%	12.4%	4.9%	5.5%	6.1%	3.9%	4.5%	5.0%	8,109	8,075	8,031	42	20	21
Sex																					
Male	22.0%	20.5%	19.1%	33.5%	32.5%	31.7%	22.7%	22.6%	23.7%	11.2%	12.6%	13.4%	10.6%	11.8%	12.1%	229,589	194,793	203,147	3,457	2,012	2,232
Female	21.9%	20.4%	19.2%	34.4%	33.6%	33.4%	24.1%	24.3%	24.9%	10.9%	12.0%	12.6%	8.8%	9.8%	9.8%	216,465	182,569	185,958	4,722	2,707	2,870
Hispanic or Latino																					
Yes	24.3%	23.1%	21.1%	32.1%	31.9%	31.3%	22.7%	21.9%	23.4%	10.2%	10.8%	11.5%	10.8%	12.3%	12.8%	39,034	33,225	33,574	622	367	397
No	21.7%	20.2%	19.0%	34.1%	33.1%	32.6%	23.3%	23.5%	24.3%	11.2%	12.5%	13.2%	9.7%	10.7%	10.9%	402,668	340,350	351,819	7,429	4,251	4,605
Race																					
American Indian/ Alaska Native	20.0%	17.7%	18.2%	30.5%	28.7%	30.4%	26.1%	25.3%	25.6%	11.2%	12.6%	11.5%	12.2%	15.6%	14.2%	9,183	7,700	8,238	196	136	134
Asian	25.5%	24.4%	22.6%	37.5%	37.8%	38.8%	22.1%	21.8%	22.2%	7.8%	8.2%	8.3%	7.0%	7.9%	8.0%	21,693	19,253	18,387	388	291	293
Black/African American	24.0%	23.2%	21.7%	36.9%	35.1%	35.1%	22.7%	23.2%	23.8%	8.3%	9.3%	10.0%	8.2%	9.3%	9.4%	63,463	57,285	59,450	1,019	745	780
Native Hawaiian/ Pacific Islander	23.0%	21.4%	21.1%	35.0%	33.2%	32.5%	23.6%	24.0%	25.0%	9.2%	10.4%	10.3%	9.2%	11.0%	11.1%	2,704	2,180	2,450	49	30	28
White	21.7%	20.0%	18.6%	33.4%	32.6%	31.9%	23.1%	23.1%	24.0%	11.9%	13.3%	14.1%	10.0%	11.0%	11.4%	313,231	261,469	270,827	5,653	2,973	3,253
Two or more races (Not Hispanic/ Latino)	20.0%	18.5%	17.3%	29.9%	28.2%	28.0%	24.9%	25.4%	26.5%	11.9%	12.6%	14.2%	13.3%	15.3%	14.0%	18,341	14,173	14,219	370	213	257

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
Age Group																					
25 and under	32.5%	29.5%	28.4%	38.2%	38.9%	38.0%	17.8%	18.9%	19.0%	5.9%	6.5%	9.1%	5.7%	6.1%	5.4%	3,565	2,648	2,580	112	41	53
26-29	26.4%	24.1%	21.3%	35.6%	35.9%	33.8%	21.1%	20.6%	22.6%	9.1%	10.0%	11.7%	7.7%	9.4%	10.6%	12,212	10,866	12,001	298	174	165
30-39	21.3%	20.1%	18.6%	34.4%	33.7%	32.4%	22.6%	22.4%	23.8%	11.3%	12.6%	13.4%	10.5%	11.3%	11.8%	86,268	72,606	70,910	1,925	1,056	1,086
40-49	21.2%	19.6%	18.6%	33.3%	32.5%	32.1%	23.3%	23.4%	24.0%	11.5%	12.8%	13.4%	10.6%	11.7%	11.9%	117,422	101,590	105,837	2,205	1,303	1,385
50-59	21.8%	20.2%	19.0%	33.5%	32.4%	32.3%	24.0%	24.2%	24.7%	11.1%	12.4%	13.1%	9.6%	10.9%	10.9%	164,595	140,596	146,502	2,753	1,651	1,873
60+	21.7%	20.8%	19.2%	33.6%	32.2%	32.1%	24.5%	24.7%	26.0%	11.2%	12.4%	12.7%	9.0%	10.0%	10.1%	75,806	60,703	62,788	1,354	832	812
Level of Education																					
Less than																					
High School	24.3%	22.8%	19.8%	34.0%	38.7%	41.7%	26.3%	21.2%	17.8%	6.6%	8.9%	8.1%	8.8%	8.4%	12.6%	424	342	395	21	20	20
H.S. Diploma/	22.7%	22.5%	20.4%	35.1%	34.0%	34.4%	23.7%	24.2%	24.9%	9.4%	10.0%	10.6%	9.1%	9.4%	9.7%	19,165	16,080	19,096	349	229	301
GED or equiv	20.1%	19.5%	17.4%	33.0%	32.9%	30.9%	26.0%	24.5%	27.3%	10.3%	11.7%	12.0%	10.6%	11.4%	12.5%	10,585	8,068	9,455	211	145	133
Trade/Technical	21.4%	19.9%	18.9%	32.8%	31.5%	31.5%	24.5%	24.9%	25.1%	11.0%	12.0%	12.7%	10.3%	11.6%	11.8%	61,701	52,189	59,473	1,107	719	825
Certificate	21.2%	19.6%	18.9%	32.9%	31.5%	31.5%	24.5%	24.5%	24.7%	11.1%	12.6%	12.9%	10.4%	11.7%	11.9%	34,932	27,500	30,959	674	393	440
Some College	21.1%	19.5%	18.1%	34.5%	33.4%	32.6%	23.4%	23.3%	24.4%	11.4%	12.9%	13.6%	9.5%	10.9%	11.2%	152,442	130,739	134,102	2,855	1,642	1,771
(no degree)	23.1%	21.3%	19.9%	34.4%	33.5%	33.1%	22.2%	22.6%	23.5%	10.9%	12.2%	13.2%	9.5%	10.4%	10.3%	117,633	100,800	97,120	1,938	1,112	1,160
Associate's	23.7%	22.8%	21.7%	32.3%	32.6%	31.7%	21.5%	20.6%	21.9%	12.0%	13.0%	13.4%	10.6%	11.0%	11.3%	51,799	43,722	40,575	1,058	469	472
Degree																					
Degree	15.8%	14.5%	14.9%	30.6%	30.4%	28.8%	26.3%	25.9%	26.7%	13.2%	14.1%	15.0%	14.1%	15.1%	14.6%	12,914	9,471	12,505	215	129	176
Master's Degree	24.0%	22.6%	21.0%	32.8%	33.0%	33.1%	23.6%	24.1%	24.7%	9.6%	10.1%	10.4%	10.0%	10.1%	10.7%	26,708	18,275	21,494	806	457	513
Doctoral/	21.6%	20.1%	18.8%	34.2%	33.2%	32.6%	24.0%	24.0%	24.7%	10.9%	12.1%	12.9%	9.3%	10.6%	10.9%	189,103	151,133	164,059	4,178	2,442	2,617
Professional	23.2%	21.8%	20.0%	34.9%	33.8%	33.3%	21.7%	21.8%	22.7%	11.1%	12.5%	13.5%	9.1%	10.1%	10.5%	182,319	168,319	161,080	2,427	1,402	1,451
Degree	50.8%	52.2%	50.7%	28.7%	29.7%	29.1%	9.7%	9.7%	9.4%	5.9%	4.9%	6.1%	4.8%	3.4%	4.7%	5,643	5,767	5,707	43	4	5
Pay Category	30.3%	25.7%	26.0%	28.8%	32.1%	29.7%	19.2%	21.2%	20.5%	10.4%	12.6%	10.4%	11.3%	8.4%	13.3%	1,985	1,558	1,533	24	8	9
Federal Wage	17.7%	16.2%	15.8%	31.1%	29.1%	29.6%	25.1%	25.0%	26.5%	12.9%	14.9%	14.5%	13.2%	14.7%	13.6%	30,702	25,570	25,277	578	327	374
System																					
GS 1-6	24.0%	22.6%	21.0%	32.8%	33.0%	33.1%	23.6%	24.1%	24.7%	9.6%	10.1%	10.4%	10.0%	10.1%	10.7%	26,708	18,275	21,494	806	457	513
GS 7-12	21.6%	20.1%	18.8%	34.2%	33.2%	32.6%	24.0%	24.0%	24.7%	10.9%	12.1%	12.9%	9.3%	10.6%	10.9%	189,103	151,133	164,059	4,178	2,442	2,617
GS 13-15	23.2%	21.8%	20.0%	34.9%	33.8%	33.3%	21.7%	21.8%	22.7%	11.1%	12.5%	13.5%	9.1%	10.1%	10.5%	182,319	168,319	161,080	2,427	1,402	1,451
SES	50.8%	52.2%	50.7%	28.7%	29.7%	29.1%	9.7%	9.7%	9.4%	5.9%	4.9%	6.1%	4.8%	3.4%	4.7%	5,643	5,767	5,707	43	4	5
SL/ST	30.3%	25.7%	26.0%	28.8%	32.1%	29.7%	19.2%	21.2%	20.5%	10.4%	12.6%	10.4%	11.3%	8.4%	13.3%	1,985	1,558	1,533	24	8	9
Other	17.7%	16.2%	15.8%	31.1%	29.1%	29.6%	25.1%	25.0%	26.5%	12.9%	14.9%	14.5%	13.2%	14.7%	13.6%	30,702	25,570	25,277	578	327	374

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
Time in Federal Government																					
< 1 year	39.2%	37.6%	37.1%	37.4%	38.8%	37.7%	16.0%	15.8%	16.0%	4.3%	4.7%	5.8%	3.1%	3.0%	3.3%	8,734	6,716	5,875	282	150	168
1-3 years	29.2%	26.9%	25.4%	36.6%	36.4%	36.2%	20.4%	21.1%	21.9%	7.8%	8.9%	9.6%	5.9%	6.7%	6.9%	44,317	29,472	27,818	1,055	493	482
4-5 years	23.1%	21.9%	20.5%	33.4%	34.4%	34.1%	23.9%	22.8%	23.3%	10.5%	11.4%	12.5%	9.1%	9.5%	9.6%	29,574	29,720	40,575	668	438	579
6-10 years	20.7%	19.6%	18.1%	34.3%	32.6%	32.2%	23.0%	23.3%	24.4%	11.6%	13.0%	13.5%	10.5%	11.4%	11.8%	107,001	90,840	86,732	1,982	1,146	1,217
11-14 years	19.6%	18.1%	17.0%	32.1%	31.3%	29.9%	24.2%	23.8%	25.0%	12.4%	13.8%	14.6%	11.6%	13.0%	13.6%	62,976	54,344	56,183	1,052	642	669
15-20 years	18.9%	18.0%	17.0%	32.2%	31.3%	30.2%	24.6%	24.1%	24.9%	12.5%	13.6%	14.6%	11.7%	13.1%	13.3%	65,391	51,236	48,308	1,132	601	565
> 20 years	20.6%	19.2%	17.9%	33.6%	32.4%	32.3%	24.4%	24.6%	25.3%	11.5%	12.7%	13.3%	9.9%	11.0%	11.2%	132,384	118,525	126,982	2,154	1,335	1,476
Time with Current Agency																					
< 1 year	37.2%	35.6%	34.7%	36.5%	37.7%	36.8%	17.4%	17.0%	17.5%	5.2%	5.6%	6.6%	3.7%	4.0%	4.5%	15,942	12,858	11,574	542	336	329
1-3 years	27.9%	25.6%	23.8%	35.9%	35.4%	35.5%	21.0%	21.9%	22.2%	8.5%	9.5%	10.1%	6.7%	7.6%	8.3%	68,473	47,066	43,924	1,478	710	705
4-5 years	21.5%	20.8%	19.6%	33.5%	33.0%	32.9%	23.9%	23.3%	23.8%	11.2%	12.3%	13.0%	9.8%	10.7%	10.6%	37,187	37,711	49,371	745	495	649
6-10 years	19.7%	18.3%	17.3%	33.6%	32.0%	31.4%	23.6%	23.9%	24.9%	11.9%	13.6%	13.9%	11.3%	12.2%	12.4%	112,127	97,083	94,708	1,948	1,195	1,261
11-20 years	18.8%	17.5%	16.8%	32.2%	31.4%	30.3%	24.7%	24.1%	25.2%	12.6%	13.8%	14.5%	11.7%	13.2%	13.3%	116,868	97,855	98,035	1,962	1,076	1,120
> 20 years	20.4%	19.5%	17.8%	34.0%	33.0%	32.7%	24.3%	24.3%	25.4%	11.7%	12.7%	13.5%	9.7%	10.4%	10.6%	98,362	87,010	93,661	1,596	941	1,054
Leaving																					
No	26.7%	25.4%	23.7%	37.3%	36.8%	36.5%	21.7%	22.0%	23.0%	8.6%	9.5%	10.2%	5.7%	6.3%	6.6%	311,027	256,836	260,519	5,513	3,072	3,317
Yes, to retire	17.4%	16.7%	15.7%	31.7%	31.7%	30.8%	26.5%	25.6%	26.7%	13.4%	14.1%	15.1%	11.0%	12.0%	11.6%	28,137	22,129	23,893	439	249	279
Yes, to other job in Govt	12.4%	11.0%	10.4%	28.0%	26.0%	25.2%	26.5%	26.2%	26.8%	16.0%	17.8%	18.3%	17.1%	18.9%	19.3%	69,670	69,878	72,600	1,290	928	991
Yes, to other job outside Govt	9.3%	7.9%	7.2%	22.0%	21.3%	19.6%	24.6%	22.1%	25.2%	18.8%	22.0%	21.6%	25.3%	26.7%	26.4%	19,027	13,637	15,676	433	184	221
Yes, other	9.6%	8.9%	8.5%	21.5%	20.8%	20.6%	28.0%	27.5%	26.8%	17.7%	18.2%	19.4%	23.3%	24.7%	24.5%	21,692	17,716	19,039	562	329	334
Retiring																					
Within 1 year	17.5%	16.6%	15.2%	30.3%	30.5%	29.3%	25.0%	25.3%	26.0%	14.4%	14.2%	15.6%	12.7%	13.4%	13.8%	16,894	13,475	14,727	278	143	189
Between 1-3 years	18.6%	18.0%	16.7%	33.1%	31.6%	31.3%	25.8%	25.4%	26.8%	12.1%	13.8%	13.9%	10.4%	11.1%	11.4%	46,607	37,698	39,619	750	437	443
Between 3-5 years	20.1%	18.5%	17.3%	33.6%	32.0%	31.7%	24.6%	24.8%	25.7%	11.6%	13.7%	13.9%	10.1%	11.0%	11.5%	50,637	41,831	43,103	783	469	471
5 or more years	22.8%	21.2%	19.8%	34.1%	33.3%	32.8%	22.7%	22.9%	23.7%	10.8%	11.9%	12.7%	9.6%	10.7%	11.0%	332,764	284,565	291,212	6,379	3,640	3,954

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
Self-Identify as:																					
Heterosexual	23.1%	21.6%	20.2%	34.8%	33.9%	33.2%	22.6%	22.8%	23.6%	10.5%	11.8%	12.6%	9.0%	10.0%	10.4%	359,560	304,037	314,755	6,024	3,403	3,654
LGBT*	19.9%	19.8%	17.8%	30.0%	29.5%	30.3%	23.7%	23.0%	22.6%	12.9%	13.6%	14.8%	13.5%	14.1%	14.6%	13,348	11,228	10,946	247	129	121
Prefer not to say	15.6%	13.9%	13.2%	28.5%	27.8%	27.2%	27.4%	26.7%	28.0%	14.3%	15.5%	15.9%	14.2%	16.1%	15.6%	55,545	46,259	47,261	1,450	882	978
Military Service																					
No Prior Military Service	21.5%	20.1%	18.9%	34.3%	33.6%	33.0%	23.5%	23.4%	24.4%	11.2%	12.4%	13.1%	9.5%	10.4%	10.6%	319,569	274,771	278,007	6,352	3,610	3,841
Currently in Guard/Reserves	23.5%	22.0%	20.4%	35.0%	33.8%	33.0%	21.3%	20.5%	23.5%	9.3%	12.1%	11.5%	10.9%	11.7%	11.5%	7,317	6,101	6,917	114	68	90
Retired Separated/Discharged	25.8%	24.5%	22.7%	35.5%	34.1%	33.8%	21.8%	22.4%	23.0%	9.4%	10.8%	11.6%	7.5%	8.3%	8.8%	49,467	39,455	43,069	476	286	350
Disability																					
Yes	22.2%	20.7%	19.5%	31.2%	30.3%	29.3%	23.0%	23.4%	24.0%	11.3%	12.2%	13.3%	12.3%	13.4%	13.9%	68,417	51,052	52,858	1,186	732	789
No	21.9%	20.4%	19.1%	34.5%	33.5%	33.0%	23.4%	23.3%	24.3%	11.0%	12.4%	13.0%	9.2%	10.4%	10.6%	377,089	325,584	335,320	6,950	3,962	4,246

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
Work Location																					
Headquarters	24.7%	22.8%	21.3%	37.1%	36.6%	36.9%	23.1%	23.7%	24.9%	8.2%	9.2%	9.2%	7.0%	7.7%	7.8%	163,921	145,206	145,027	14,485	10,602	11,472
Field	19.5%	18.3%	16.7%	34.6%	34.4%	34.0%	26.4%	26.9%	28.3%	10.0%	10.4%	10.9%	9.5%	10.0%	10.2%	251,858	209,060	216,519	28,148	20,753	23,820
Supervisory Status																					
Non-Supervisor	20.8%	19.1%	17.6%	34.8%	34.3%	34.1%	26.0%	26.7%	27.9%	9.5%	10.1%	10.5%	9.0%	9.8%	10.0%	271,457	229,530	234,337	32,193	23,805	26,819
Team Leader	19.3%	18.2%	16.7%	35.3%	35.3%	35.0%	25.8%	25.8%	27.7%	10.2%	11.1%	11.1%	9.4%	9.7%	9.6%	52,510	45,598	48,857	5,327	3,940	4,518
Supervisor	22.6%	20.7%	19.7%	38.5%	38.6%	38.4%	23.7%	24.5%	25.7%	8.7%	9.3%	9.4%	6.5%	6.9%	6.8%	58,894	49,413	49,289	4,100	2,872	3,239
Manager	27.3%	26.7%	25.3%	38.3%	39.2%	38.9%	20.4%	20.0%	21.4%	8.3%	8.2%	8.2%	5.8%	5.8%	6.2%	27,491	23,857	23,405	1,191	887	965
Senior Leader	44.7%	40.8%	38.2%	33.9%	35.3%	36.2%	13.3%	14.4%	15.2%	4.0%	5.5%	6.0%	4.1%	3.9%	4.4%	7,952	7,965	7,911	203	143	142
Sex																					
Male	22.0%	20.2%	18.6%	35.9%	35.9%	35.4%	24.8%	25.2%	26.8%	8.8%	9.5%	9.8%	8.5%	9.2%	9.4%	213,089	181,621	187,857	20,028	15,282	17,485
Female	20.8%	19.6%	18.3%	35.1%	34.6%	34.5%	25.5%	26.3%	27.3%	10.1%	10.5%	10.9%	8.5%	9.0%	9.1%	199,363	169,806	171,483	21,965	15,609	17,403
Hispanic or Latino																					
Yes	22.0%	20.8%	18.1%	31.6%	32.5%	32.1%	25.7%	25.3%	27.2%	10.1%	10.0%	10.8%	10.7%	11.4%	11.9%	36,668	31,308	31,499	3,015	2,295	2,483
No	21.5%	19.9%	18.6%	36.0%	35.7%	35.4%	25.0%	25.7%	26.9%	9.2%	9.9%	10.2%	8.2%	8.8%	8.9%	371,830	316,747	324,524	38,458	28,073	31,909
Race																					
American Indian/ Alaska Native	16.9%	15.2%	15.0%	29.6%	28.1%	29.4%	30.0%	31.0%	31.5%	11.0%	11.5%	11.7%	12.6%	14.2%	12.5%	8,563	7,184	7,628	822	648	741
Asian	24.3%	22.4%	21.5%	38.4%	39.4%	39.3%	23.3%	23.2%	25.0%	7.3%	7.5%	7.4%	6.7%	7.5%	6.8%	20,637	18,441	17,514	1,453	1,113	1,178
Black/African American	22.6%	21.8%	20.3%	36.9%	35.1%	35.4%	24.3%	25.2%	26.2%	8.3%	9.0%	9.0%	7.9%	8.9%	9.1%	60,231	54,415	56,200	4,299	3,646	4,051
Native Hawaiian/ Pacific Islander	19.8%	18.5%	18.4%	32.9%	33.8%	32.6%	27.8%	27.1%	28.7%	9.7%	9.5%	9.3%	9.8%	11.1%	11.1%	2,556	2,082	2,315	194	137	163
White	21.6%	19.9%	18.3%	35.7%	35.8%	35.4%	25.0%	25.5%	26.8%	9.4%	10.1%	10.5%	8.2%	8.7%	9.0%	287,716	242,325	248,626	31,292	22,267	25,470
Two or more races (Not Hispanic/ Latino)	19.3%	17.6%	16.0%	30.7%	29.6%	29.9%	26.0%	27.6%	29.1%	11.0%	11.3%	12.0%	13.0%	13.9%	13.0%	16,829	13,030	13,040	1,888	1,364	1,438

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
Age Group																					
25 and under	25.6%	24.7%	23.8%	36.7%	36.7%	36.4%	21.0%	23.0%	23.5%	8.2%	9.5%	8.6%	8.4%	6.2%	7.7%	3,206	2,427	2,310	471	263	323
26-29	23.6%	21.8%	19.3%	34.5%	34.8%	34.4%	22.7%	22.8%	23.2%	9.9%	9.8%	11.6%	9.4%	10.8%	11.6%	11,220	10,038	11,022	1,300	1,008	1,151
30-39	20.7%	19.3%	17.4%	33.8%	34.0%	33.3%	23.6%	23.8%	25.6%	10.8%	11.5%	11.9%	11.0%	11.4%	11.8%	79,394	67,711	65,308	8,841	6,006	6,698
40-49	20.9%	19.2%	18.3%	34.9%	34.8%	34.6%	24.6%	25.1%	26.2%	10.0%	10.6%	10.5%	9.6%	10.3%	10.4%	108,885	94,923	98,050	10,796	8,029	9,204
50-59	21.8%	20.1%	18.7%	36.4%	36.1%	35.9%	26.0%	26.6%	27.9%	8.6%	9.3%	9.7%	7.2%	7.9%	7.8%	152,711	131,004	135,523	14,705	11,364	12,847
60+	21.3%	20.4%	18.5%	36.7%	36.0%	36.1%	28.3%	28.7%	30.3%	7.8%	8.4%	8.5%	5.9%	6.6%	6.5%	69,453	55,836	57,424	7,730	5,683	6,150
Level of Education																					
Less than																					
High School	21.8%	17.8%	17.8%	34.5%	37.5%	40.9%	31.3%	27.4%	21.9%	6.9%	7.3%	9.7%	5.4%	10.0%	9.8%	400	324	368	43	38	42
H.S. Diploma/																					
GED or equiv	20.2%	20.4%	18.0%	35.1%	34.4%	34.2%	28.2%	28.7%	30.4%	8.7%	8.6%	8.7%	7.8%	7.9%	8.6%	17,947	15,025	17,793	1,558	1,282	1,600
Trade/Technical																					
Certificate	17.3%	16.4%	14.9%	32.1%	32.8%	31.6%	31.2%	30.0%	32.4%	9.4%	10.0%	10.7%	10.1%	10.9%	10.5%	9,752	7,495	8,728	1,061	720	854
Some College																					
(no degree)	20.0%	18.2%	17.2%	32.7%	32.0%	32.2%	28.0%	29.1%	29.6%	9.6%	10.3%	10.7%	9.7%	10.4%	10.2%	57,225	48,621	54,930	5,574	4,312	5,347
Associate's																					
Degree	19.5%	18.5%	17.1%	32.9%	32.2%	32.3%	27.8%	28.2%	29.7%	10.3%	10.8%	10.3%	9.5%	10.3%	10.6%	32,262	25,412	28,484	3,343	2,480	2,918
Bachelor's																					
Degree	21.2%	19.7%	18.1%	36.6%	36.4%	36.0%	24.7%	25.0%	26.5%	9.2%	9.9%	10.2%	8.3%	8.9%	9.2%	141,088	121,436	123,346	14,292	11,029	12,541
Master's Degree																					
Doctoral/	23.6%	21.7%	20.1%	37.5%	37.3%	37.5%	22.3%	23.1%	24.1%	8.9%	9.5%	10.1%	7.6%	8.4%	8.2%	109,508	94,756	90,580	10,159	7,254	7,731
Professional																					
Degree	23.6%	22.3%	21.5%	35.1%	36.3%	35.6%	23.2%	22.9%	24.2%	9.7%	10.3%	10.1%	8.4%	8.2%	8.5%	46,599	40,251	36,959	6,297	3,972	4,104
Pay Category																					
Federal Wage																					
System	14.0%	13.2%	13.0%	30.2%	28.3%	29.0%	30.4%	32.2%	33.6%	12.2%	12.6%	12.0%	13.1%	13.6%	12.5%	11,880	8,754	11,530	1,237	842	1,145
GS 1-6																					
GS 7-12	20.0%	19.3%	17.7%	31.0%	30.8%	31.3%	28.9%	29.5%	31.0%	9.8%	9.5%	9.9%	10.4%	10.9%	10.2%	24,378	16,727	19,563	3,138	2,010	2,440
GS 13-15	21.0%	19.3%	18.0%	35.5%	35.4%	34.6%	26.0%	26.5%	27.7%	9.2%	9.8%	10.2%	8.4%	9.0%	9.5%	173,733	139,422	149,973	19,611	14,227	16,677
SES																					
SL/ST	24.7%	22.8%	21.1%	38.9%	39.0%	39.1%	21.8%	22.2%	23.2%	8.3%	9.0%	9.4%	6.4%	7.0%	7.2%	170,176	158,462	150,503	14,702	11,413	12,078
Other	46.9%	46.3%	42.9%	32.7%	34.5%	34.6%	12.2%	12.1%	13.0%	5.1%	4.3%	6.5%	3.2%	2.7%	3.0%	5,492	5,695	5,625	203	83	89
	29.9%	24.3%	25.9%	31.9%	36.4%	32.0%	21.1%	24.9%	25.4%	7.7%	8.7%	6.6%	9.4%	5.7%	10.2%	1,822	1,457	1,415	191	116	126
	15.7%	14.5%	13.4%	30.6%	28.9%	30.3%	28.2%	28.6%	30.1%	12.2%	13.5%	13.1%	13.4%	14.5%	13.3%	27,912	23,364	22,954	3,382	2,532	2,712

SOURCE: Federal Employee Viewpoint Survey

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

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
Time in Federal Government																					
< 1 year	34.6%	33.6%	32.7%	38.4%	38.9%	38.5%	18.3%	19.0%	20.2%	5.0%	5.4%	5.6%	3.7%	3.0%	3.0%	7,863	6,208	5,359	1,161	656	685
1-3 years	26.7%	24.5%	22.7%	36.0%	35.4%	35.7%	22.8%	24.4%	25.4%	7.8%	8.3%	8.8%	6.8%	7.3%	7.4%	40,738	27,402	25,629	4,668	2,570	2,667
4-5 years	22.3%	21.0%	19.6%	32.4%	34.4%	35.2%	26.0%	25.2%	25.8%	9.6%	10.4%	10.3%	9.7%	9.0%	9.1%	27,235	27,649	37,480	3,024	2,524	3,668
6-10 years	20.4%	18.9%	17.2%	35.0%	34.5%	34.1%	24.7%	25.7%	26.9%	10.2%	10.6%	11.2%	9.7%	10.4%	10.7%	98,874	84,564	80,017	10,141	7,475	7,942
11-14 years	19.4%	17.9%	16.3%	34.3%	33.7%	33.0%	25.4%	25.9%	28.0%	10.9%	11.3%	11.5%	10.0%	11.2%	11.3%	58,212	50,564	51,758	5,833	4,459	5,107
15-20 years	19.0%	18.0%	16.7%	34.6%	34.6%	33.6%	26.7%	26.7%	28.0%	10.0%	10.4%	11.0%	9.7%	10.3%	10.7%	60,515	47,592	44,418	6,046	4,272	4,454
> 20 years	21.2%	19.8%	18.4%	37.7%	37.1%	37.0%	26.2%	26.4%	27.9%	8.2%	9.2%	9.2%	6.7%	7.5%	7.5%	122,793	110,584	117,573	11,803	9,370	10,901
Time with Current Agency																					
< 1 year	33.6%	32.7%	31.8%	37.3%	38.5%	37.6%	19.1%	18.8%	20.1%	5.5%	5.9%	6.2%	4.5%	4.2%	4.4%	14,569	12,007	10,679	1,928	1,191	1,234
1-3 years	26.1%	24.1%	22.0%	35.7%	35.2%	35.2%	22.8%	24.3%	25.1%	8.2%	8.5%	9.2%	7.2%	8.1%	8.5%	63,547	44,126	40,761	6,450	3,672	3,862
4-5 years	20.9%	20.0%	18.9%	33.5%	33.7%	34.7%	25.7%	25.4%	26.0%	9.9%	11.1%	10.8%	9.9%	9.7%	9.6%	34,453	35,192	45,694	3,484	3,041	4,306
6-10 years	19.7%	17.8%	16.4%	34.7%	34.6%	33.8%	25.3%	26.1%	27.6%	10.3%	10.9%	11.3%	10.0%	10.6%	10.8%	103,571	90,392	87,429	10,545	7,958	8,569
11-20 years	18.8%	17.4%	16.5%	34.8%	34.4%	33.7%	26.5%	26.9%	28.3%	10.3%	10.8%	11.0%	9.6%	10.5%	10.6%	107,948	90,863	90,171	10,940	8,134	9,001
> 20 years	21.0%	20.2%	18.2%	38.2%	37.7%	37.6%	26.4%	26.4%	28.2%	8.0%	8.8%	9.0%	6.3%	6.9%	7.0%	90,830	80,805	86,399	9,161	7,198	8,324
Leaving																					
No	26.1%	24.7%	22.8%	38.8%	39.0%	38.7%	23.4%	24.0%	25.7%	7.0%	7.4%	7.8%	4.7%	4.9%	5.1%	288,442	239,903	241,015	28,293	20,142	22,849
Yes, to retire	17.7%	16.8%	15.3%	35.8%	36.1%	36.0%	30.0%	29.0%	30.7%	9.3%	10.1%	10.5%	7.1%	8.0%	7.4%	25,885	20,408	21,888	2,707	1,961	2,264
Yes, to other job in Govt	12.1%	10.8%	10.2%	29.3%	28.4%	28.1%	28.1%	28.9%	29.4%	14.3%	14.8%	15.1%	16.1%	17.0%	17.2%	64,458	65,092	67,199	6,504	5,773	6,426
Yes, to other job outside Govt	9.8%	8.3%	7.6%	24.9%	23.6%	25.0%	26.6%	26.7%	27.0%	16.5%	17.5%	17.2%	22.2%	23.9%	23.3%	17,145	12,425	14,286	2,323	1,408	1,608
Yes, other	8.7%	7.9%	7.9%	23.1%	22.7%	22.9%	30.4%	30.5%	31.1%	16.0%	16.7%	16.4%	21.6%	22.2%	21.8%	19,534	16,122	17,207	2,701	1,952	2,152
Retiring																					
Within 1 year	18.1%	16.9%	15.2%	34.4%	35.3%	35.1%	29.5%	28.7%	29.6%	9.6%	10.0%	11.3%	8.5%	9.0%	8.9%	15,534	12,455	13,496	1,643	1,163	1,394
Between 1-3 years	18.9%	17.9%	16.5%	36.5%	36.0%	35.5%	28.5%	29.0%	30.5%	8.9%	9.6%	9.9%	7.2%	7.6%	7.5%	42,933	34,851	36,396	4,440	3,308	3,651
Between 3-5 years	20.2%	18.6%	16.8%	36.7%	35.9%	36.0%	27.1%	27.8%	29.6%	8.8%	10.1%	9.5%	7.2%	7.6%	8.0%	46,827	38,859	39,789	4,603	3,475	3,794
5 or more years	22.2%	20.5%	19.1%	35.3%	35.2%	34.9%	24.2%	24.9%	26.1%	9.4%	9.9%	10.3%	8.8%	9.5%	9.6%	307,859	265,415	269,114	31,473	22,960	26,103

Report by Demographics

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
Self-Identify as:																					
Heterosexual	22.6%	20.9%	19.3%	36.2%	36.0%	35.6%	24.6%	25.2%	26.6%	8.9%	9.5%	9.8%	7.8%	8.4%	8.6%	333,801	284,348	291,850	31,956	23,246	26,581
LGBT*	19.5%	19.8%	17.2%	32.2%	31.6%	31.6%	24.6%	23.6%	25.3%	11.4%	12.2%	12.5%	12.3%	12.8%	13.4%	12,254	10,437	10,121	1,352	927	958
Prefer not to say	15.4%	13.9%	13.0%	31.8%	31.3%	31.5%	28.9%	29.3%	30.4%	11.7%	12.3%	12.4%	12.3%	13.2%	12.7%	50,375	42,163	42,662	6,647	5,016	5,567
Military Service																					
No Prior Military Service	20.9%	19.5%	18.2%	36.2%	35.9%	35.4%	25.0%	25.5%	26.9%	9.6%	10.1%	10.4%	8.3%	9.0%	9.1%	294,377	255,514	256,147	31,707	23,040	25,759
Currently in Guard/Reserves	23.4%	21.5%	19.3%	35.0%	36.1%	35.4%	23.2%	21.6%	25.9%	8.5%	10.1%	9.3%	10.0%	10.7%	10.1%	6,858	5,764	6,519	570	399	491
Retired Separated/Discharged	25.6%	24.2%	22.0%	38.0%	37.5%	37.8%	23.7%	24.6%	25.7%	6.9%	7.6%	8.3%	5.7%	6.1%	6.2%	46,763	37,416	40,588	3,213	2,344	2,815
Disability																					
Yes	21.3%	19.6%	18.2%	31.8%	31.6%	31.3%	25.6%	26.5%	27.9%	9.7%	10.5%	10.9%	11.6%	11.8%	11.8%	63,622	47,765	48,985	6,009	4,027	4,636
No	21.6%	20.1%	18.5%	36.4%	36.1%	35.8%	25.0%	25.5%	26.9%	9.2%	9.8%	10.1%	7.8%	8.6%	8.7%	348,351	303,039	309,500	35,879	26,733	30,113

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

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
Work Location																		
Headquarters	17.2%	16.2%	15.2%	38.4%	37.2%	37.5%	21.2%	21.8%	22.3%	16.8%	17.6%	18.1%	6.4%	7.2%	6.9%	178,395	155,705	156,510
Field	14.3%	13.3%	12.4%	36.9%	35.9%	35.6%	22.8%	23.2%	23.9%	18.5%	19.4%	20.1%	7.5%	8.2%	8.0%	280,069	229,702	240,344
Supervisory Status																		
Non-Supervisor	13.4%	12.3%	11.4%	36.0%	34.6%	34.3%	24.0%	24.7%	25.4%	18.8%	19.8%	20.4%	7.8%	8.7%	8.4%	303,704	253,171	261,180
Team Leader	15.1%	13.9%	13.4%	38.5%	38.0%	37.8%	20.9%	20.9%	21.5%	18.4%	19.4%	20.0%	7.2%	7.8%	7.3%	57,835	49,518	53,372
Supervisor	18.8%	17.9%	16.8%	42.7%	42.0%	42.3%	18.6%	19.1%	19.4%	15.4%	15.9%	16.4%	4.6%	5.1%	5.1%	62,985	52,252	52,530
Manager	27.7%	26.9%	24.9%	42.0%	42.1%	42.5%	13.8%	14.1%	14.8%	12.5%	12.2%	13.5%	4.0%	4.8%	4.3%	28,682	24,726	24,363
Senior Leader	44.0%	41.5%	38.6%	36.5%	36.4%	37.6%	9.5%	9.8%	11.0%	7.1%	8.5%	10.1%	2.9%	3.9%	2.7%	8,159	8,112	8,066
Sex																		
Male	16.4%	15.1%	14.1%	38.1%	36.9%	36.9%	21.7%	22.4%	22.9%	16.7%	17.7%	18.3%	7.1%	7.9%	7.8%	233,189	196,840	205,407
Female	14.1%	13.5%	12.7%	36.9%	36.0%	35.7%	22.8%	23.0%	23.8%	19.2%	19.9%	20.6%	7.0%	7.6%	7.2%	221,321	185,245	188,824
Hispanic or Latino																		
Yes	15.5%	14.3%	13.6%	35.4%	34.9%	34.0%	23.0%	23.2%	24.5%	18.2%	18.5%	18.8%	7.9%	9.1%	9.1%	39,680	33,591	33,982
No	15.5%	14.5%	13.5%	37.9%	36.7%	36.7%	22.0%	22.5%	23.1%	17.7%	18.7%	19.3%	6.9%	7.6%	7.3%	410,354	344,608	356,443
Race																		
American Indian/ Alaska Native	13.2%	11.6%	12.0%	34.1%	34.4%	35.5%	25.6%	26.5%	25.3%	18.5%	17.7%	18.1%	8.6%	9.7%	9.1%	9,382	7,829	8,379
Asian	17.6%	16.7%	16.1%	42.5%	42.6%	42.1%	22.6%	22.3%	23.7%	11.7%	12.6%	12.6%	5.5%	5.8%	5.5%	22,120	19,552	18,707
Black/African American	16.2%	15.3%	14.3%	38.3%	37.2%	37.1%	22.0%	22.3%	23.5%	16.7%	17.4%	17.8%	6.8%	7.8%	7.3%	64,513	57,982	60,217
Native Hawaiian/ Pacific Islander	14.2%	14.2%	13.6%	38.7%	37.8%	36.5%	25.2%	24.9%	26.6%	14.9%	15.0%	16.5%	7.0%	8.0%	6.7%	2,755	2,213	2,479
White	15.6%	14.6%	13.5%	37.6%	36.5%	36.4%	21.7%	22.2%	22.7%	18.2%	19.3%	20.0%	6.8%	7.5%	7.4%	319,071	264,468	274,122
Two or more races (Not Hispanic/ Latino)	12.8%	11.4%	11.2%	32.6%	31.1%	30.9%	23.6%	24.7%	25.6%	20.3%	21.3%	21.9%	10.6%	11.4%	10.4%	18,717	14,396	14,464

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
Age Group																		
25 and under	15.2%	15.4%	15.4%	42.4%	43.9%	41.9%	22.5%	19.8%	22.6%	13.6%	16.5%	16.0%	6.3%	4.4%	4.0%	3,649	2,671	2,622
26-29	15.2%	13.2%	13.0%	40.0%	37.4%	37.3%	22.3%	24.3%	23.2%	16.3%	17.7%	18.7%	6.2%	7.5%	7.7%	12,440	10,980	12,116
30-39	14.0%	13.2%	12.1%	37.3%	35.8%	36.0%	21.8%	22.9%	23.2%	19.0%	19.2%	20.2%	7.9%	8.9%	8.4%	87,841	73,375	71,657
40-49	15.1%	14.2%	13.4%	37.2%	36.8%	36.4%	21.9%	21.8%	22.9%	18.0%	19.0%	19.2%	7.7%	8.0%	8.1%	119,209	102,506	106,843
50-59	16.2%	15.0%	14.0%	37.6%	36.6%	36.2%	22.2%	22.5%	23.5%	17.4%	18.5%	19.3%	6.6%	7.5%	7.0%	167,006	141,888	147,953
60+	15.6%	14.7%	13.7%	36.5%	35.1%	35.8%	24.0%	24.6%	24.7%	17.5%	18.7%	19.0%	6.4%	7.0%	6.8%	77,085	61,385	63,475
Level of Education																		
Less than																		
High School	20.4%	12.0%	18.0%	35.2%	46.4%	37.3%	26.9%	26.0%	27.1%	11.1%	7.8%	11.9%	6.4%	7.8%	5.7%	443	363	411
H.S. Diploma/ GED or equiv	16.1%	15.2%	13.8%	39.1%	39.4%	39.6%	24.2%	23.9%	25.2%	15.0%	15.5%	15.5%	5.6%	6.0%	5.9%	19,537	16,312	19,402
Trade/Technical Certificate	12.9%	12.5%	11.6%	36.4%	35.0%	35.3%	25.8%	26.5%	26.0%	17.6%	18.2%	19.7%	7.3%	7.7%	7.5%	10,827	8,207	9,581
Some College (no degree)	14.7%	13.3%	13.0%	35.7%	35.2%	34.5%	24.4%	24.3%	25.1%	17.6%	18.8%	19.1%	7.6%	8.5%	8.3%	62,846	52,896	60,311
Associate's	13.8%	12.9%	12.7%	36.2%	34.8%	35.3%	23.8%	24.4%	24.8%	18.8%	19.9%	19.7%	7.3%	8.1%	7.5%	35,630	27,899	31,410
Degree	14.9%	14.0%	12.9%	38.3%	36.8%	36.8%	22.2%	23.0%	23.5%	17.8%	18.7%	19.4%	6.8%	7.6%	7.4%	155,333	132,380	135,885
Bachelor's	16.9%	15.9%	14.5%	38.5%	37.4%	37.4%	20.2%	20.5%	21.5%	17.7%	18.6%	19.6%	6.8%	7.5%	7.1%	119,631	101,916	98,286
Degree	16.9%	16.1%	15.4%	36.6%	35.8%	35.2%	19.7%	19.9%	19.9%	18.7%	19.6%	20.6%	8.2%	8.7%	8.9%	52,911	44,204	41,061
Master's Degree																		
Doctoral/ Professional																		
Degree																		
Pay Category																		
Federal Wage																		
System	12.1%	11.6%	11.6%	34.7%	33.8%	34.6%	24.5%	25.3%	25.5%	19.8%	19.8%	20.5%	8.9%	9.4%	7.8%	13,134	9,601	12,690
GS 1-6	12.8%	11.7%	11.7%	32.8%	33.2%	33.4%	26.1%	26.2%	26.9%	19.2%	19.5%	19.7%	9.1%	9.4%	8.4%	27,558	18,721	22,001
GS 7-12	13.9%	13.0%	12.2%	37.4%	35.8%	35.6%	23.2%	24.1%	24.6%	18.3%	19.1%	19.7%	7.1%	7.9%	7.9%	193,397	153,517	166,690
GS 13-15	18.7%	17.6%	16.1%	40.1%	39.4%	39.3%	19.3%	19.4%	20.1%	16.1%	17.2%	17.9%	5.8%	6.5%	6.6%	184,830	169,809	162,536
SES	48.5%	48.9%	44.4%	32.4%	33.7%	35.3%	8.5%	8.4%	8.6%	7.9%	6.9%	8.6%	2.6%	2.1%	3.0%	5,692	5,781	5,721
SL/ST	24.6%	20.8%	19.4%	30.7%	36.1%	35.8%	18.1%	17.6%	16.7%	15.7%	17.5%	19.9%	10.9%	8.1%	8.2%	2,014	1,574	1,542
Other	12.8%	11.4%	11.1%	35.4%	33.6%	33.8%	23.8%	23.3%	24.4%	19.9%	21.7%	22.4%	8.2%	9.9%	8.3%	31,280	25,894	25,672

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
Time in Federal Government																		
< 1 year	22.4%	20.3%	20.5%	43.0%	43.6%	41.0%	20.9%	21.2%	24.4%	10.4%	11.7%	11.4%	3.3%	3.2%	2.8%	9,023	6,851	6,047
1-3 years	17.1%	16.2%	15.2%	39.4%	38.3%	37.9%	22.1%	23.1%	23.5%	15.8%	16.2%	17.6%	5.5%	6.1%	5.8%	45,397	29,968	28,304
4-5 years	15.2%	14.2%	13.0%	35.8%	36.3%	36.5%	23.0%	23.1%	23.8%	18.5%	18.4%	19.3%	7.5%	7.9%	7.3%	30,246	30,152	41,151
6-10 years	14.1%	13.2%	12.1%	36.9%	35.1%	35.2%	22.0%	23.1%	23.7%	19.2%	20.0%	20.6%	7.8%	8.5%	8.4%	109,032	91,987	87,952
11-14 years	14.1%	13.2%	12.3%	36.4%	35.0%	34.9%	22.6%	22.8%	23.3%	18.9%	20.1%	20.6%	7.9%	9.0%	8.9%	64,062	54,976	56,856
15-20 years	14.2%	13.2%	12.4%	36.5%	35.2%	35.1%	22.5%	22.8%	23.7%	18.8%	20.0%	20.4%	8.0%	8.7%	8.4%	66,554	51,861	48,861
> 20 years	16.7%	15.5%	14.7%	38.3%	37.7%	37.6%	22.0%	21.9%	22.7%	16.6%	17.8%	18.3%	6.3%	7.1%	6.8%	134,651	119,890	128,498
Time with Current Agency																		
< 1 year	22.0%	20.5%	20.4%	41.4%	42.0%	40.0%	21.0%	21.3%	23.8%	11.7%	12.0%	12.2%	3.9%	4.3%	3.6%	16,494	13,172	11,913
1-3 years	17.1%	16.1%	15.0%	38.8%	37.4%	37.2%	22.0%	22.7%	23.2%	16.2%	16.9%	18.0%	5.9%	6.9%	6.7%	70,002	47,767	44,627
4-5 years	14.6%	13.7%	12.6%	35.9%	35.2%	35.9%	22.6%	23.2%	23.5%	18.9%	19.2%	20.0%	7.9%	8.6%	8.0%	37,931	38,205	50,011
6-10 years	13.7%	12.6%	11.7%	36.4%	34.8%	34.8%	22.4%	23.1%	23.9%	19.4%	20.8%	21.0%	8.1%	8.7%	8.5%	114,130	98,292	95,954
11-20 years	14.0%	13.1%	12.5%	36.6%	35.6%	35.2%	22.7%	22.9%	23.6%	18.9%	19.8%	20.2%	7.8%	8.5%	8.5%	118,875	98,949	99,183
> 20 years	17.1%	16.2%	15.0%	39.1%	38.5%	38.4%	21.6%	21.7%	22.4%	16.3%	17.0%	17.9%	5.9%	6.6%	6.3%	100,065	87,979	94,740
Leaving																		
No	19.5%	18.5%	17.3%	43.0%	42.3%	42.3%	20.9%	21.4%	22.3%	13.0%	13.8%	14.2%	3.6%	4.0%	3.9%	316,776	259,948	263,887
Yes, to retire	13.6%	12.7%	12.6%	36.4%	35.3%	35.5%	25.0%	25.0%	25.4%	19.0%	19.3%	19.9%	6.0%	7.6%	6.6%	28,637	22,354	24,194
Yes, to other job in Govt	6.6%	6.2%	5.6%	26.7%	25.6%	25.1%	24.9%	25.2%	25.7%	28.1%	28.4%	29.3%	13.8%	14.5%	14.3%	70,937	70,804	73,584
Yes, to other job outside Govt	5.4%	4.6%	4.4%	22.2%	19.9%	20.3%	22.1%	22.3%	22.3%	31.4%	32.9%	33.7%	18.9%	20.3%	19.3%	19,463	13,811	15,894
Yes, other	5.0%	4.6%	4.2%	20.5%	19.8%	20.0%	25.6%	25.4%	25.0%	30.0%	30.8%	31.9%	19.0%	19.5%	18.9%	22,229	18,059	19,357
Retiring																		
Within 1 year	13.6%	13.2%	12.5%	35.3%	33.4%	34.3%	23.5%	24.0%	23.5%	19.8%	20.2%	21.2%	7.8%	9.2%	8.5%	17,209	13,602	14,909
Between 1-3 years	14.5%	13.5%	13.0%	37.0%	35.8%	35.6%	24.1%	24.3%	25.0%	17.9%	19.3%	19.6%	6.5%	7.1%	6.9%	47,402	38,132	40,075
Between 3-5 years	15.5%	13.9%	12.9%	36.9%	36.4%	35.9%	23.1%	23.0%	24.2%	18.0%	19.4%	20.0%	6.5%	7.3%	6.9%	51,449	42,338	43,584
5 or more years	15.6%	14.6%	13.7%	37.9%	36.8%	36.7%	21.8%	22.3%	23.0%	17.6%	18.5%	19.1%	7.1%	7.8%	7.6%	339,310	288,215	295,185

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
Self-Identify as:																		
Heterosexual	16.4%	15.2%	14.2%	38.4%	37.5%	37.3%	21.7%	22.1%	22.9%	17.1%	17.9%	18.7%	6.5%	7.2%	6.9%	365,795	307,430	318,463
LGBT*	14.1%	14.0%	13.0%	35.7%	33.4%	33.6%	21.0%	21.7%	21.4%	20.1%	21.4%	21.9%	9.2%	9.4%	10.1%	13,604	11,361	11,079
Prefer not to say	10.3%	9.6%	9.0%	32.5%	30.7%	30.9%	25.4%	26.0%	26.3%	21.8%	22.7%	23.1%	10.1%	11.0%	10.7%	57,045	47,153	48,238
Military Service																		
No Prior Military																		
Service	14.7%	13.8%	13.0%	38.1%	37.0%	36.9%	22.4%	22.7%	23.3%	17.9%	19.0%	19.5%	6.9%	7.5%	7.3%	326,106	278,376	281,900
Currently in																		
Guard/Reserves	17.4%	16.5%	15.4%	37.9%	37.2%	37.0%	20.0%	21.2%	21.9%	17.7%	17.2%	17.6%	7.1%	7.9%	8.1%	7,433	6,166	7,012
Retired	20.1%	18.7%	17.2%	39.4%	38.4%	38.5%	20.3%	21.6%	22.3%	14.9%	15.4%	16.4%	5.3%	5.8%	5.6%	49,988	39,742	43,441
Separated/ Discharged	14.1%	13.0%	12.3%	34.3%	33.4%	32.9%	23.0%	23.3%	24.5%	19.7%	20.3%	20.9%	9.0%	10.0%	9.4%	69,043	55,896	59,722
Disability																		
Yes	15.1%	14.0%	13.5%	33.2%	32.2%	31.5%	22.4%	23.0%	23.9%	19.5%	20.2%	21.2%	9.8%	10.6%	10.0%	69,685	51,783	53,652
No	15.5%	14.5%	13.5%	38.5%	37.4%	37.3%	22.1%	22.6%	23.2%	17.4%	18.4%	18.9%	6.4%	7.2%	7.0%	384,227	329,558	339,611

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
Work Location																		
Headquarters	15.6%	14.2%	13.2%	37.9%	36.7%	36.6%	21.8%	22.6%	23.0%	17.4%	18.5%	19.1%	7.3%	8.0%	8.1%	178,142	155,400	156,272
Field	12.5%	11.4%	10.5%	36.0%	34.9%	34.7%	23.5%	23.9%	24.4%	19.5%	20.4%	21.1%	8.5%	9.3%	9.3%	279,593	229,166	239,993
Supervisory Status																		
Non-Supervisor	12.1%	10.9%	10.0%	35.8%	34.4%	34.1%	24.2%	24.7%	25.1%	19.3%	20.3%	21.1%	8.7%	9.7%	9.6%	303,184	252,628	260,799
Team Leader	11.6%	10.7%	9.8%	35.6%	34.7%	34.6%	23.2%	23.6%	24.3%	20.8%	21.8%	22.1%	8.8%	9.2%	9.2%	57,750	49,406	53,301
Supervisor	16.7%	15.0%	14.4%	41.4%	40.2%	40.1%	19.9%	21.4%	21.4%	16.4%	17.4%	18.0%	5.7%	6.1%	6.2%	62,909	52,143	52,430
Manager	25.5%	24.1%	22.3%	41.4%	42.7%	42.5%	15.6%	15.5%	16.6%	13.1%	12.9%	13.7%	4.4%	4.7%	5.0%	28,649	24,671	24,335
Senior Leader	42.4%	39.6%	36.3%	35.8%	35.8%	38.4%	10.4%	11.3%	12.9%	8.0%	9.6%	9.3%	3.4%	3.6%	3.1%	8,153	8,088	8,050
Sex																		
Male	14.2%	12.8%	11.8%	36.7%	35.5%	35.2%	22.9%	23.6%	24.0%	18.0%	19.0%	19.8%	8.2%	9.1%	9.2%	232,765	196,379	205,040
Female	13.0%	12.1%	11.1%	36.9%	35.9%	35.8%	22.8%	23.2%	23.9%	19.5%	20.4%	21.0%	7.8%	8.4%	8.3%	221,006	184,890	188,588
Hispanic or Latino																		
Yes	14.1%	13.0%	11.8%	34.5%	34.1%	33.4%	23.6%	23.9%	24.3%	18.9%	18.7%	20.1%	8.9%	10.3%	10.4%	39,594	33,506	33,910
No	13.7%	12.5%	11.5%	37.1%	35.9%	35.8%	22.7%	23.3%	23.9%	18.6%	19.7%	20.3%	7.9%	8.6%	8.6%	409,715	343,886	355,922
Race																		
American Indian/ Alaska Native	11.5%	9.5%	10.1%	31.9%	30.9%	31.9%	26.7%	25.9%	25.8%	20.0%	22.0%	20.9%	9.9%	11.7%	11.3%	9,359	7,818	8,362
Asian	15.5%	15.1%	13.9%	41.5%	40.7%	41.0%	24.0%	23.9%	25.2%	12.8%	14.2%	13.3%	6.2%	6.1%	6.6%	22,060	19,484	18,665
Black/African American	15.6%	14.4%	13.4%	40.3%	39.1%	39.3%	21.5%	22.1%	23.0%	15.8%	16.8%	16.8%	6.8%	7.5%	7.6%	64,429	57,890	60,138
Native Hawaiian/ Pacific Islander	13.1%	13.3%	12.7%	38.5%	37.2%	33.2%	23.1%	25.0%	29.6%	16.8%	17.0%	16.3%	8.5%	7.5%	8.1%	2,751	2,206	2,469
White	13.5%	12.3%	11.2%	36.3%	35.1%	34.9%	22.6%	23.2%	23.6%	19.5%	20.5%	21.4%	8.1%	8.9%	8.9%	318,531	263,877	273,700
Two or more races (Not Hispanic/ Latino)	11.8%	10.5%	9.6%	31.9%	30.0%	30.1%	24.1%	25.4%	26.0%	20.9%	21.9%	23.1%	11.3%	12.2%	11.3%	18,687	14,362	14,453

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
Age Group																		
25 and under	14.6%	13.7%	13.1%	38.1%	41.6%	39.3%	23.7%	22.4%	22.6%	16.3%	16.2%	17.9%	7.3%	6.1%	7.0%	3,644	2,663	2,619
26-29	13.3%	11.3%	11.5%	38.4%	35.3%	34.4%	20.8%	22.8%	23.0%	18.8%	20.5%	20.9%	8.6%	10.1%	10.2%	12,417	10,957	12,088
30-39	12.4%	11.4%	10.1%	35.4%	34.2%	34.1%	22.4%	22.9%	23.5%	20.4%	21.1%	21.8%	9.4%	10.3%	10.4%	87,695	73,238	71,558
40-49	13.4%	12.3%	11.6%	36.2%	35.4%	35.3%	22.8%	23.0%	23.3%	19.1%	20.0%	20.4%	8.6%	9.2%	9.4%	119,016	102,309	106,746
50-59	14.4%	12.8%	11.9%	37.3%	36.3%	35.9%	23.0%	23.7%	24.3%	18.0%	18.9%	20.0%	7.3%	8.3%	8.0%	166,728	141,553	147,707
60+	13.9%	13.1%	11.8%	37.3%	35.5%	36.2%	24.5%	25.1%	25.8%	17.4%	19.0%	18.9%	6.8%	7.2%	7.2%	76,927	61,171	63,275
Level of Education																		
Less than																		
High School	17.2%	10.4%	15.9%	36.9%	39.1%	34.8%	27.3%	31.8%	33.0%	11.4%	11.6%	10.1%	7.2%	6.9%	6.2%	442	359	405
H.S. Diploma/ GED or equiv	14.0%	13.4%	12.3%	38.4%	38.3%	37.8%	24.6%	23.7%	25.3%	16.0%	17.4%	17.5%	6.9%	7.3%	7.1%	19,498	16,255	19,352
Trade/Technical Certificate	11.1%	10.1%	9.6%	35.4%	34.7%	34.0%	26.1%	26.6%	26.7%	18.9%	19.6%	20.1%	8.6%	9.0%	9.6%	10,813	8,180	9,580
Some College (no degree)	12.9%	11.5%	10.9%	34.7%	34.2%	34.1%	24.8%	25.2%	25.4%	18.8%	19.5%	20.0%	8.7%	9.6%	9.5%	62,755	52,764	60,184
Associate's	12.1%	11.2%	10.8%	35.5%	33.9%	34.1%	24.8%	24.3%	25.3%	19.3%	21.2%	20.9%	8.4%	9.4%	8.9%	35,563	27,820	31,365
Degree	13.3%	12.2%	11.1%	37.4%	35.9%	35.8%	22.9%	23.5%	23.9%	18.6%	19.6%	20.4%	7.8%	8.8%	8.9%	155,063	132,124	135,716
Bachelor's	15.1%	13.9%	12.4%	37.8%	36.4%	36.6%	20.7%	21.9%	22.2%	18.8%	19.7%	20.6%	7.6%	8.1%	8.2%	119,464	101,699	98,140
Degree	15.1%	13.7%	12.9%	36.4%	35.7%	35.0%	21.0%	21.7%	21.7%	18.9%	19.7%	21.3%	8.7%	9.2%	9.1%	52,814	44,149	41,001
Master's Degree																		
Doctoral/ Professional																		
Degree																		
Pay Category																		
Federal Wage																		
System	10.3%	8.3%	9.0%	31.3%	31.9%	32.2%	26.6%	26.5%	26.9%	21.3%	22.5%	22.1%	10.5%	10.8%	9.8%	13,107	9,553	12,654
GS 1-6	12.6%	12.0%	11.2%	33.8%	33.5%	34.3%	25.8%	25.9%	26.2%	18.5%	18.9%	19.4%	9.3%	9.7%	8.8%	27,503	18,670	21,965
GS 7-12	12.4%	11.4%	10.5%	36.9%	35.4%	34.9%	23.6%	24.3%	24.8%	19.0%	20.0%	20.5%	8.2%	8.9%	9.3%	193,054	153,174	166,404
GS 13-15	16.4%	14.8%	13.5%	38.9%	37.7%	37.6%	20.4%	21.1%	21.4%	17.5%	18.6%	19.7%	6.9%	7.7%	7.8%	184,588	169,474	162,340
SES	46.3%	47.3%	42.6%	32.4%	35.1%	35.8%	9.5%	9.0%	10.2%	8.7%	6.2%	8.1%	3.1%	2.4%	3.3%	5,687	5,765	5,718
SL/ST	21.7%	19.6%	15.8%	33.3%	34.3%	35.9%	18.3%	19.8%	19.3%	17.7%	17.9%	21.1%	9.0%	8.4%	8.0%	2,013	1,572	1,540
Other	10.7%	9.6%	9.1%	34.5%	33.2%	33.6%	24.3%	24.5%	25.7%	21.1%	22.0%	22.2%	9.3%	10.6%	9.5%	31,218	25,848	25,638

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
Time in Federal Government																		
< 1 year	21.6%	20.1%	19.8%	43.0%	43.8%	44.1%	21.2%	20.0%	20.9%	11.0%	12.2%	12.0%	3.1%	3.9%	3.2%	8,997	6,850	6,038
1-3 years	15.8%	14.7%	13.6%	39.9%	39.0%	38.9%	21.7%	22.8%	23.2%	16.3%	16.6%	17.6%	6.2%	6.8%	6.7%	45,306	29,924	28,252
4-5 years	13.3%	11.9%	11.2%	35.5%	35.2%	35.0%	23.5%	23.3%	24.5%	19.3%	20.6%	20.5%	8.4%	8.9%	8.9%	30,217	30,095	41,103
6-10 years	12.4%	11.4%	10.2%	35.5%	34.2%	34.1%	22.9%	23.7%	24.1%	20.2%	21.0%	21.7%	9.0%	9.7%	9.9%	108,846	91,771	87,826
11-14 years	12.2%	10.8%	10.1%	35.0%	33.8%	33.6%	23.2%	24.1%	24.2%	20.5%	21.2%	21.8%	9.1%	10.1%	10.3%	63,953	54,873	56,796
15-20 years	12.6%	11.8%	10.7%	35.3%	33.7%	34.0%	23.8%	23.8%	24.1%	19.4%	20.8%	21.4%	9.0%	9.9%	9.7%	66,427	51,740	48,778
> 20 years	14.7%	13.4%	12.4%	38.1%	37.0%	36.5%	22.7%	23.3%	24.0%	17.4%	18.5%	19.3%	7.1%	7.8%	7.8%	134,478	119,588	128,280
Time with Current Agency																		
< 1 year	22.2%	20.8%	19.9%	41.4%	41.9%	42.7%	20.5%	20.5%	21.1%	12.1%	12.3%	12.1%	3.8%	4.6%	4.3%	16,458	13,168	11,902
1-3 years	15.9%	14.7%	13.4%	39.0%	37.7%	37.4%	21.6%	22.7%	22.9%	16.7%	17.3%	18.7%	6.7%	7.5%	7.6%	69,874	47,706	44,556
4-5 years	12.7%	11.4%	10.8%	35.4%	34.5%	34.5%	23.2%	23.6%	24.5%	19.7%	21.0%	20.7%	9.0%	9.5%	9.4%	37,895	38,104	49,946
6-10 years	11.9%	10.6%	9.9%	35.0%	33.6%	33.6%	23.2%	24.0%	24.2%	20.5%	21.6%	22.2%	9.4%	10.1%	10.1%	113,950	98,054	95,835
11-20 years	12.1%	11.1%	10.4%	35.2%	34.2%	34.0%	23.8%	24.1%	24.4%	20.0%	20.8%	21.4%	8.9%	9.8%	9.8%	118,655	98,757	99,031
> 20 years	14.8%	13.8%	12.3%	38.8%	37.7%	37.3%	22.6%	23.0%	24.0%	17.1%	18.2%	19.0%	6.7%	7.2%	7.3%	99,904	87,741	94,571
Leaving																		
No	17.2%	16.0%	14.8%	41.9%	41.1%	41.0%	21.8%	22.5%	23.2%	14.7%	15.4%	16.1%	4.3%	4.9%	4.9%	316,240	259,406	263,491
Yes, to retire	11.9%	10.8%	10.5%	36.3%	35.8%	35.4%	25.4%	25.5%	25.5%	19.3%	20.2%	20.5%	7.0%	7.8%	8.0%	28,581	22,273	24,108
Yes, to other job in Govt	6.1%	5.4%	4.8%	26.1%	24.9%	24.6%	25.0%	25.2%	25.1%	27.5%	28.2%	29.2%	15.3%	16.3%	16.3%	70,852	70,644	73,511
Yes, to other job outside Govt	4.9%	4.0%	3.6%	22.6%	20.5%	21.2%	21.9%	22.3%	23.5%	29.6%	31.4%	30.6%	20.9%	21.8%	21.1%	19,447	13,794	15,871
Yes, other	4.2%	3.9%	3.5%	21.0%	19.8%	20.2%	26.2%	26.8%	26.7%	28.7%	29.7%	29.8%	19.9%	19.9%	19.8%	22,188	18,016	19,331
Retiring																		
Within 1 year	12.0%	11.0%	10.2%	35.1%	34.4%	34.6%	24.5%	24.6%	24.2%	19.9%	20.9%	21.4%	8.5%	9.1%	9.6%	17,165	13,568	14,867
Between 1-3 years	13.0%	11.7%	11.2%	36.6%	35.7%	35.2%	24.7%	25.4%	25.3%	18.4%	19.4%	20.5%	7.4%	7.8%	7.8%	47,328	38,023	39,992
Between 3-5 years	13.7%	12.3%	10.8%	37.3%	35.7%	35.9%	23.3%	24.4%	25.0%	18.6%	19.7%	20.4%	7.0%	7.9%	7.9%	51,362	42,242	43,497
5 or more years	13.8%	12.7%	11.7%	36.8%	35.7%	35.5%	22.5%	23.0%	23.6%	18.7%	19.6%	20.2%	8.2%	9.0%	9.0%	338,781	287,623	294,794

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
Self-Identify as:																		
Heterosexual	14.5%	13.2%	12.2%	37.8%	36.8%	36.6%	22.3%	23.1%	23.5%	17.9%	18.9%	19.6%	7.3%	8.1%	8.2%	365,232	306,784	317,985
LGBT*	13.1%	12.4%	11.5%	33.5%	32.6%	32.1%	22.0%	21.9%	22.7%	21.1%	22.0%	22.3%	10.3%	11.0%	11.3%	13,573	11,328	11,052
Prefer not to say	8.9%	8.3%	7.5%	31.0%	29.3%	29.4%	26.1%	25.7%	26.9%	22.5%	23.8%	24.2%	11.6%	12.8%	11.9%	56,939	47,024	48,158
Military Service																		
No Prior Military																		
Service	13.1%	12.1%	11.1%	37.3%	36.2%	36.0%	23.0%	23.4%	23.9%	18.8%	19.9%	20.3%	7.8%	8.5%	8.6%	325,591	277,789	281,453
Currently in																		
Guard/Reserves	15.5%	14.4%	13.0%	37.6%	36.1%	36.3%	21.3%	22.5%	22.5%	17.5%	17.0%	19.3%	8.1%	10.0%	9.0%	7,424	6,165	7,010
Retired	17.3%	15.5%	14.4%	38.4%	37.8%	37.5%	22.0%	22.6%	23.2%	16.1%	17.3%	18.2%	6.2%	6.8%	6.7%	49,897	39,660	43,361
Separated/																		
Discharged	12.6%	11.5%	10.5%	33.8%	32.3%	32.4%	23.2%	24.2%	24.6%	20.3%	20.9%	21.7%	10.0%	11.1%	10.8%	68,938	55,756	59,644
Disability																		
Yes	13.6%	12.4%	11.7%	33.2%	32.2%	31.9%	23.0%	23.6%	24.3%	19.6%	20.4%	21.1%	10.5%	11.4%	11.0%	69,517	51,659	53,536
No	13.7%	12.5%	11.5%	37.6%	36.4%	36.2%	22.8%	23.4%	23.9%	18.4%	19.5%	20.1%	7.4%	8.2%	8.3%	383,671	328,857	339,120

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
Work Location																		
Headquarters	17.7%	16.4%	15.3%	35.6%	34.0%	34.2%	22.5%	22.9%	23.1%	15.2%	16.8%	17.3%	8.9%	9.9%	10.1%	177,836	155,108	155,747
Field	14.4%	13.3%	12.6%	34.0%	32.6%	32.5%	23.9%	24.2%	24.1%	17.3%	18.4%	19.3%	10.3%	11.4%	11.5%	279,169	228,748	239,318
Supervisory Status																		
Non-Supervisor	14.2%	13.0%	12.2%	33.7%	32.0%	32.0%	24.3%	24.6%	24.6%	17.2%	18.6%	19.3%	10.5%	11.9%	11.9%	302,745	252,204	260,066
Team Leader	14.6%	14.0%	13.0%	33.9%	32.7%	32.4%	22.9%	23.2%	23.4%	17.7%	18.8%	19.6%	10.9%	11.4%	11.5%	57,657	49,291	53,123
Supervisor	18.0%	16.5%	15.7%	38.8%	37.6%	37.9%	22.2%	22.8%	22.6%	14.2%	15.8%	16.4%	6.8%	7.3%	7.4%	62,798	52,041	52,303
Manager	24.9%	23.6%	22.3%	38.9%	38.7%	38.3%	18.6%	19.6%	20.0%	12.3%	11.9%	13.4%	5.4%	6.2%	6.1%	28,575	24,608	24,221
Senior Leader	40.9%	36.8%	34.1%	33.4%	34.9%	35.0%	13.8%	14.5%	15.6%	7.8%	8.2%	10.7%	4.1%	5.6%	4.7%	8,126	8,079	8,020
Sex																		
Male	16.1%	14.7%	13.7%	35.1%	33.7%	33.5%	23.7%	24.0%	24.4%	15.4%	16.8%	17.5%	9.6%	10.9%	10.9%	232,405	195,998	204,432
Female	15.1%	14.3%	13.5%	34.1%	32.6%	32.8%	22.9%	23.2%	22.9%	18.0%	19.1%	19.9%	9.9%	10.8%	10.9%	220,639	184,555	188,041
Hispanic or Latino																		
Yes	15.7%	14.6%	13.4%	32.0%	30.9%	30.5%	23.3%	23.5%	23.4%	17.9%	17.9%	19.2%	11.1%	13.1%	13.4%	39,541	33,439	33,848
No	15.7%	14.6%	13.7%	35.0%	33.5%	33.5%	23.3%	23.7%	23.7%	16.4%	17.7%	18.5%	9.6%	10.5%	10.6%	409,032	343,238	354,839
Race																		
American Indian/ Alaska Native	13.1%	11.5%	11.3%	30.1%	28.6%	29.3%	24.9%	24.6%	24.6%	19.6%	20.4%	20.5%	12.3%	14.9%	14.3%	9,345	7,790	8,333
Asian	17.3%	16.4%	15.6%	38.0%	37.0%	38.5%	25.0%	25.6%	24.5%	12.4%	13.2%	13.4%	7.3%	7.9%	7.9%	22,039	19,482	18,625
Black/African American	16.4%	15.5%	14.6%	35.1%	33.4%	33.3%	22.8%	22.8%	22.9%	15.6%	17.1%	17.8%	10.0%	11.1%	11.4%	64,358	57,801	59,987
Native Hawaiian/ Pacific Islander	14.6%	14.7%	13.3%	32.2%	31.6%	33.0%	26.7%	24.6%	26.2%	15.3%	17.2%	15.7%	11.2%	11.8%	11.7%	2,751	2,200	2,470
White	16.0%	14.7%	13.7%	35.0%	33.6%	33.4%	22.9%	23.3%	23.5%	16.8%	18.0%	18.8%	9.3%	10.4%	10.5%	318,004	263,368	272,842
Two or more races (Not Hispanic/ Latino)	12.7%	11.6%	10.9%	29.3%	27.6%	28.1%	24.8%	25.9%	25.0%	18.7%	19.4%	21.1%	14.6%	15.5%	14.9%	18,634	14,323	14,411

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
Age Group																		
25 and under	16.4%	17.9%	15.9%	38.3%	37.1%	36.2%	22.8%	22.0%	21.1%	13.3%	13.8%	15.3%	9.1%	9.2%	11.5%	3,636	2,661	2,611
26-29	15.9%	13.6%	13.5%	35.4%	33.9%	32.4%	23.0%	23.3%	22.6%	16.0%	16.9%	19.2%	9.7%	12.3%	12.2%	12,390	10,954	12,074
30-39	14.1%	13.1%	11.9%	33.9%	31.9%	32.2%	22.9%	23.8%	23.3%	17.8%	18.5%	19.8%	11.3%	12.6%	12.8%	87,589	73,138	71,410
40-49	15.2%	14.2%	13.6%	34.3%	33.1%	32.8%	23.2%	23.2%	23.4%	16.7%	18.1%	18.7%	10.6%	11.4%	11.5%	118,859	102,142	106,413
50-59	16.5%	14.9%	14.1%	34.7%	33.5%	33.4%	23.7%	23.8%	24.1%	16.2%	17.7%	18.2%	9.0%	10.1%	10.2%	166,388	141,172	147,202
60+	16.3%	15.3%	14.3%	34.9%	33.6%	34.2%	24.6%	24.9%	25.3%	15.9%	17.2%	17.4%	8.2%	8.9%	8.7%	76,779	61,059	63,028
Level of Education																		
Less than																		
High School	22.7%	18.2%	18.4%	28.9%	33.2%	33.3%	22.4%	24.4%	29.1%	15.8%	15.9%	11.3%	10.1%	8.3%	8.0%	438	359	409
H.S. Diploma/ GED or equiv	16.7%	15.9%	15.0%	36.2%	34.6%	34.5%	22.2%	22.4%	23.0%	15.6%	17.2%	17.2%	9.3%	9.8%	10.3%	19,470	16,236	19,301
Trade/Technical Certificate	13.5%	12.3%	11.6%	31.7%	31.1%	30.9%	24.9%	24.4%	25.6%	17.9%	19.6%	19.5%	12.0%	12.6%	12.4%	10,792	8,169	9,559
Some College (no degree)	15.1%	13.4%	13.0%	31.7%	30.9%	30.8%	24.1%	24.2%	23.8%	17.9%	18.9%	19.7%	11.2%	12.7%	12.7%	62,648	52,663	60,002
Associate's	13.8%	12.8%	12.8%	32.4%	30.3%	31.0%	23.9%	23.9%	24.2%	18.4%	20.0%	20.1%	11.4%	13.0%	11.9%	35,488	27,783	31,251
Degree	15.1%	14.1%	13.1%	35.9%	34.2%	34.1%	23.5%	24.1%	24.0%	16.3%	17.4%	18.4%	9.3%	10.3%	10.5%	154,841	131,915	135,273
Bachelor's	16.8%	15.6%	14.3%	35.6%	34.3%	34.3%	23.0%	23.5%	23.7%	15.6%	17.0%	17.8%	8.9%	9.6%	10.0%	119,254	101,520	97,895
Degree	17.7%	16.9%	16.1%	35.4%	34.2%	34.2%	22.3%	22.1%	22.3%	15.7%	16.9%	17.3%	8.9%	10.0%	10.0%	52,749	43,995	40,865
Master's Degree																		
Doctoral/ Professional Degree																		
Pay Category																		
Federal Wage																		
System	11.6%	10.9%	10.7%	29.4%	29.1%	29.5%	25.6%	24.2%	25.0%	19.5%	20.9%	20.8%	13.8%	15.0%	14.0%	13,087	9,550	12,608
GS 1-6	14.2%	13.3%	12.6%	29.6%	29.8%	29.9%	24.0%	23.7%	23.6%	18.6%	19.2%	20.2%	13.6%	14.0%	13.7%	27,458	18,625	21,872
GS 7-12	14.4%	13.3%	12.6%	34.4%	32.5%	32.5%	23.7%	24.4%	24.2%	17.4%	18.4%	19.0%	10.2%	11.3%	11.6%	192,773	152,949	165,999
GS 13-15	18.8%	17.3%	16.0%	37.9%	36.6%	36.6%	22.4%	22.7%	23.1%	13.9%	15.3%	16.3%	7.0%	8.0%	8.1%	184,280	169,105	161,824
SES	46.8%	44.4%	40.4%	33.0%	33.2%	33.9%	10.7%	11.5%	13.1%	6.2%	7.0%	8.2%	3.4%	3.9%	4.4%	5,670	5,750	5,689
SL/ST	24.9%	23.1%	22.2%	31.8%	32.8%	31.1%	18.8%	19.5%	22.2%	13.7%	16.6%	16.7%	10.9%	7.9%	7.7%	2,002	1,563	1,531
Other	12.0%	10.9%	10.6%	32.1%	29.8%	30.0%	24.8%	24.1%	24.0%	19.1%	21.2%	22.0%	12.0%	14.0%	13.4%	31,182	25,799	25,540

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
Time in Federal Government																		
< 1 year	23.0%	22.2%	20.7%	40.0%	40.8%	40.6%	24.2%	22.3%	24.1%	8.4%	10.5%	10.4%	4.3%	4.2%	4.3%	8,986	6,819	6,029
1-3 years	18.3%	17.4%	16.2%	36.5%	35.1%	35.0%	22.7%	23.5%	23.1%	14.5%	15.4%	16.7%	7.9%	8.6%	9.0%	45,255	29,860	28,184
4-5 years	15.2%	14.5%	13.6%	32.7%	32.8%	33.4%	24.1%	23.5%	23.6%	17.5%	18.0%	18.6%	10.4%	11.3%	10.8%	30,170	30,052	40,989
6-10 years	14.1%	13.1%	11.9%	33.6%	31.5%	31.5%	23.5%	24.0%	24.0%	17.7%	19.3%	20.0%	11.1%	12.1%	12.6%	108,736	91,662	87,625
11-14 years	13.8%	12.6%	11.8%	32.8%	31.6%	31.2%	24.2%	23.9%	24.3%	18.0%	19.4%	19.9%	11.2%	12.5%	12.7%	63,852	54,727	56,634
15-20 years	14.2%	13.2%	12.6%	33.9%	31.9%	31.9%	23.8%	24.6%	24.3%	17.5%	18.1%	19.6%	10.6%	12.2%	11.7%	66,332	51,675	48,616
> 20 years	17.2%	15.6%	15.0%	36.2%	35.0%	34.8%	22.7%	23.2%	23.4%	15.5%	16.8%	17.4%	8.3%	9.4%	9.4%	134,173	119,329	127,813
Time with Current Agency																		
< 1 year	22.2%	21.2%	20.5%	38.9%	38.4%	38.9%	24.7%	24.7%	25.0%	9.0%	10.4%	10.7%	5.2%	5.3%	4.9%	16,433	13,118	11,884
1-3 years	18.3%	17.0%	15.6%	35.7%	34.2%	34.4%	22.7%	23.7%	23.0%	14.9%	15.8%	17.0%	8.4%	9.3%	10.0%	69,784	47,587	44,428
4-5 years	14.7%	13.9%	13.3%	32.7%	32.1%	32.3%	23.7%	23.2%	24.0%	17.8%	19.0%	18.8%	11.1%	11.8%	11.6%	37,834	38,069	49,795
6-10 years	13.7%	12.4%	11.8%	33.1%	31.2%	31.1%	23.8%	24.1%	24.0%	18.0%	19.8%	20.4%	11.5%	12.6%	12.8%	113,796	97,924	95,583
11-20 years	13.9%	12.9%	12.1%	33.7%	32.2%	31.9%	23.8%	24.0%	24.2%	17.9%	18.7%	19.8%	10.7%	12.2%	11.9%	118,499	98,567	98,751
> 20 years	17.5%	16.2%	15.2%	37.0%	36.0%	35.8%	22.6%	22.9%	23.2%	15.2%	16.3%	17.0%	7.7%	8.7%	8.8%	99,678	87,560	94,215
Leaving																		
No	19.8%	18.6%	17.5%	39.7%	38.8%	38.7%	22.2%	22.6%	22.9%	13.0%	14.0%	14.9%	5.3%	5.9%	6.1%	315,755	258,898	262,719
Yes, to retire	14.6%	13.0%	13.0%	34.7%	34.2%	33.8%	25.4%	25.6%	25.8%	16.9%	18.0%	18.5%	8.5%	9.2%	9.0%	28,512	22,260	24,014
Yes, to other job in Govt	6.6%	6.2%	5.7%	23.9%	22.0%	22.1%	26.0%	25.8%	25.3%	24.5%	25.8%	26.5%	19.0%	20.2%	20.4%	70,745	70,510	73,321
Yes, to other job outside Govt	5.1%	4.5%	3.9%	21.5%	17.6%	18.5%	24.4%	23.8%	23.9%	26.2%	27.4%	27.8%	22.8%	26.8%	25.9%	19,414	13,759	15,812
Yes, other	5.0%	4.5%	4.0%	18.6%	17.5%	17.8%	26.6%	26.5%	27.0%	25.4%	25.9%	26.5%	24.4%	25.6%	24.7%	22,172	17,987	19,267
Retiring																		
Within 1 year	14.6%	13.4%	13.1%	33.9%	32.7%	33.6%	24.1%	24.9%	24.1%	17.1%	18.2%	18.4%	10.2%	10.7%	10.7%	17,134	13,553	14,796
Between 1-3 years	15.4%	13.8%	13.2%	35.2%	34.1%	33.7%	24.6%	25.0%	25.4%	16.3%	17.5%	18.2%	8.5%	9.5%	9.4%	47,229	37,938	39,854
Between 3-5 years	15.8%	14.1%	13.2%	35.3%	33.3%	33.6%	23.9%	24.5%	24.7%	16.3%	18.4%	18.9%	8.7%	9.7%	9.6%	51,264	42,138	43,309
5 or more years	15.7%	14.7%	13.7%	34.6%	33.2%	33.1%	23.1%	23.4%	23.4%	16.6%	17.7%	18.5%	10.0%	11.1%	11.2%	338,275	287,117	294,025

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
Self-Identify as:																		
Heterosexual	16.5%	15.2%	14.3%	35.4%	34.1%	33.9%	22.9%	23.2%	23.3%	16.0%	17.4%	18.1%	9.2%	10.2%	10.4%	364,673	306,205	317,071
LGBT*	15.9%	15.2%	13.9%	32.6%	30.5%	30.9%	21.4%	22.5%	21.6%	18.5%	18.4%	20.3%	11.6%	13.4%	13.2%	13,548	11,309	11,032
Prefer not to say	10.9%	10.2%	9.3%	30.6%	28.6%	29.0%	26.1%	26.6%	26.9%	19.4%	20.2%	20.8%	13.1%	14.4%	13.9%	56,822	46,947	47,975
Military Service																		
No Prior Military																		
Service	15.4%	14.3%	13.6%	35.7%	33.9%	33.9%	22.8%	23.2%	23.1%	16.8%	18.1%	18.7%	9.3%	10.6%	10.7%	325,056	277,257	280,658
Currently in																		
Guard/Reserves	16.5%	15.7%	14.6%	35.2%	33.9%	31.6%	22.5%	23.7%	24.1%	14.7%	15.7%	18.0%	11.1%	10.9%	11.7%	7,413	6,143	6,987
Retired	18.9%	17.3%	16.1%	35.3%	34.8%	34.9%	24.0%	24.6%	24.6%	14.1%	15.0%	15.9%	7.7%	8.2%	8.4%	49,809	39,556	43,250
Separated/																		
Discharged	14.1%	13.0%	12.0%	31.0%	30.1%	29.7%	24.7%	24.4%	25.2%	17.8%	18.9%	19.9%	12.5%	13.5%	13.2%	68,833	55,689	59,414
Disability																		
Yes	14.6%	13.4%	12.8%	29.6%	28.6%	28.2%	23.9%	23.9%	24.2%	18.4%	19.3%	20.1%	13.6%	14.8%	14.6%	69,418	51,571	53,380
No	15.9%	14.8%	13.8%	35.8%	34.2%	34.2%	23.2%	23.6%	23.7%	16.1%	17.4%	18.2%	8.9%	10.0%	10.2%	383,046	328,223	338,116

SOURCE: Federal Employee Viewpoint Survey

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*Lesbian, Gay, Bisexual, or Transgender

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
Work Location																		
Headquarters	14.0%	12.7%	11.9%	35.1%	33.5%	33.0%	28.1%	28.5%	29.0%	14.8%	16.3%	17.1%	8.0%	9.0%	9.1%	177,702	155,108	155,873
Field	10.8%	9.8%	9.0%	31.7%	30.6%	29.5%	30.2%	29.6%	30.1%	17.4%	18.9%	20.0%	9.9%	11.2%	11.3%	278,966	228,848	239,498
Supervisory Status																		
Non-Supervisor	11.1%	9.9%	9.1%	32.2%	30.4%	29.6%	30.7%	30.7%	31.1%	16.3%	18.1%	19.1%	9.6%	10.9%	11.1%	302,476	252,138	260,147
Team Leader	10.2%	9.2%	8.8%	31.8%	31.3%	29.8%	29.6%	28.6%	29.7%	18.3%	19.6%	20.6%	10.2%	11.3%	11.1%	57,588	49,350	53,179
Supervisor	13.4%	12.2%	11.4%	36.7%	35.7%	35.1%	26.5%	26.4%	27.2%	16.1%	17.6%	18.4%	7.3%	8.0%	8.0%	62,767	52,086	52,360
Manager	19.4%	18.5%	17.1%	36.8%	38.0%	37.2%	22.2%	21.8%	22.5%	15.2%	14.8%	15.9%	6.4%	7.0%	7.2%	28,594	24,662	24,302
Senior Leader	38.7%	34.5%	31.5%	35.2%	37.8%	38.8%	14.0%	14.4%	16.0%	8.5%	8.8%	9.9%	3.6%	4.6%	3.8%	8,125	8,087	8,026
Sex																		
Male	12.7%	11.3%	10.5%	33.1%	31.8%	30.7%	28.3%	28.1%	28.8%	16.2%	17.7%	18.9%	9.7%	11.1%	11.2%	232,336	196,146	204,690
Female	11.3%	10.4%	9.6%	33.0%	31.7%	31.2%	30.8%	30.5%	30.9%	16.5%	18.1%	18.9%	8.4%	9.2%	9.4%	220,379	184,526	188,086
Hispanic or Latino																		
Yes	12.9%	12.0%	10.7%	31.5%	30.5%	30.0%	28.8%	28.2%	28.4%	16.6%	17.7%	18.7%	10.2%	11.7%	12.1%	39,526	33,458	33,849
No	12.0%	10.9%	10.1%	33.3%	32.0%	31.1%	29.4%	29.2%	29.8%	16.3%	17.9%	18.9%	9.0%	10.1%	10.1%	408,730	343,344	355,150
Race																		
American Indian/ Alaska Native	11.1%	9.1%	9.0%	28.6%	27.0%	28.7%	30.8%	31.4%	30.0%	18.0%	18.8%	19.5%	11.6%	13.8%	12.9%	9,349	7,796	8,334
Asian	14.3%	13.7%	12.8%	37.5%	36.2%	36.8%	29.1%	29.4%	29.8%	12.3%	12.9%	12.9%	6.9%	7.7%	7.6%	22,040	19,467	18,629
Black/African American	13.1%	12.1%	11.3%	35.6%	33.9%	33.3%	29.2%	29.1%	29.9%	14.4%	15.8%	16.3%	7.6%	9.1%	9.2%	64,278	57,780	59,988
Native Hawaiian/ Pacific Islander	12.5%	11.7%	10.6%	31.7%	30.7%	31.0%	30.0%	31.3%	31.7%	16.5%	16.2%	15.2%	9.3%	10.0%	11.5%	2,740	2,203	2,472
White	12.1%	10.8%	10.0%	33.0%	31.8%	30.7%	29.0%	28.5%	29.2%	16.8%	18.6%	19.7%	9.1%	10.3%	10.4%	317,771	263,505	273,140
Two or more races (Not Hispanic/ Latino)	10.1%	9.0%	8.4%	28.0%	25.3%	25.1%	29.5%	31.4%	31.2%	19.0%	19.6%	21.3%	13.4%	14.7%	14.0%	18,642	14,342	14,430

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
Age Group																		
25 and under	14.4%	14.6%	13.6%	40.2%	42.1%	39.8%	27.8%	24.7%	25.2%	10.0%	11.4%	14.7%	7.6%	7.1%	6.6%	3,639	2,658	2,610
26-29	13.0%	10.9%	10.8%	36.4%	34.4%	32.7%	27.9%	28.8%	28.1%	14.9%	15.1%	18.0%	7.9%	10.8%	10.4%	12,391	10,937	12,075
30-39	11.1%	10.1%	9.2%	32.4%	31.2%	29.8%	28.9%	28.9%	29.7%	17.2%	18.4%	19.6%	10.4%	11.5%	11.8%	87,507	73,117	71,385
40-49	11.8%	10.6%	9.9%	32.3%	31.6%	30.7%	29.0%	28.6%	29.0%	16.9%	18.2%	19.2%	9.8%	10.9%	11.2%	118,718	102,147	106,472
50-59	12.4%	11.1%	10.3%	33.2%	31.5%	30.8%	29.8%	29.6%	30.1%	16.2%	18.1%	18.9%	8.5%	9.8%	9.8%	166,269	141,252	147,299
60+	12.3%	11.5%	10.3%	32.8%	31.1%	31.2%	30.9%	30.6%	31.3%	15.8%	17.8%	18.3%	8.1%	8.9%	8.9%	76,691	61,073	63,123
Level of Education																		
Less than																		
High School	18.9%	12.9%	13.0%	30.4%	36.5%	38.7%	27.9%	29.3%	25.3%	15.6%	11.4%	12.9%	7.3%	10.0%	10.1%	443	363	409
H.S. Diploma/ GED or equiv	13.0%	12.0%	11.1%	33.8%	34.4%	34.1%	30.4%	29.4%	29.6%	14.8%	15.4%	16.0%	7.9%	8.8%	9.1%	19,456	16,236	19,310
Trade/Technical Certificate	10.5%	9.6%	8.7%	31.7%	31.2%	29.1%	31.8%	30.6%	31.8%	16.3%	18.0%	19.4%	9.7%	10.5%	11.0%	10,759	8,164	9,537
Some College (no degree)	11.5%	10.3%	9.9%	31.5%	29.8%	29.6%	30.7%	30.4%	30.2%	16.7%	18.3%	19.1%	9.6%	11.1%	11.1%	62,611	52,692	60,066
Associate's	11.4%	10.3%	9.8%	31.8%	30.1%	29.8%	30.7%	29.9%	30.7%	16.5%	18.7%	19.0%	9.6%	11.0%	10.6%	35,468	27,776	31,277
Degree	11.6%	10.4%	9.5%	33.5%	31.9%	30.8%	29.6%	29.2%	30.1%	16.4%	18.3%	19.3%	9.0%	10.2%	10.4%	154,783	131,923	135,428
Bachelor's	12.9%	11.6%	10.7%	34.3%	32.9%	32.1%	27.9%	28.4%	28.7%	16.2%	17.4%	18.6%	8.6%	9.7%	9.9%	119,158	101,542	97,928
Degree	13.2%	12.7%	11.8%	32.3%	32.0%	30.4%	27.5%	26.9%	27.8%	16.9%	18.0%	19.3%	10.1%	10.5%	10.7%	52,670	44,050	40,914
Master's Degree																		
Doctoral/ Professional Degree																		
Pay Category																		
Federal Wage																		
System	9.5%	7.8%	7.9%	27.7%	28.1%	27.2%	30.8%	29.2%	30.9%	19.9%	21.0%	21.0%	12.1%	13.9%	13.1%	13,090	9,555	12,619
GS 1-6	12.3%	11.2%	10.8%	31.5%	30.9%	31.2%	31.2%	31.7%	31.0%	15.0%	16.0%	16.7%	9.9%	10.2%	10.3%	27,402	18,629	21,875
GS 7-12	11.4%	10.3%	9.6%	33.3%	31.6%	30.6%	30.4%	30.4%	30.6%	16.0%	17.7%	18.7%	8.9%	10.1%	10.5%	192,635	152,932	166,020
GS 13-15	13.5%	12.4%	11.0%	34.9%	33.6%	32.5%	27.3%	27.1%	27.8%	16.0%	17.7%	19.1%	8.2%	9.3%	9.6%	184,145	169,193	162,031
SES	40.9%	42.0%	37.8%	33.0%	35.4%	36.6%	12.7%	12.0%	13.3%	9.0%	7.4%	8.3%	4.4%	3.3%	4.0%	5,673	5,758	5,696
SL/ST	20.6%	16.1%	15.7%	29.8%	32.8%	31.8%	24.8%	28.3%	21.9%	14.3%	14.0%	20.1%	10.5%	8.9%	10.6%	2,002	1,566	1,536
Other	8.8%	8.0%	7.8%	29.5%	27.5%	27.5%	30.3%	29.4%	31.4%	19.6%	21.2%	21.1%	11.7%	14.0%	12.2%	31,144	25,811	25,592

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
Time in Federal Government																		
< 1 year	21.1%	20.3%	19.2%	43.2%	43.0%	43.1%	24.1%	25.0%	25.0%	8.0%	8.1%	9.8%	3.6%	3.7%	2.9%	8,974	6,830	6,021
1-3 years	15.4%	14.0%	12.9%	37.9%	36.3%	35.5%	27.9%	28.6%	29.3%	12.3%	13.8%	15.4%	6.5%	7.4%	7.0%	45,227	29,857	28,195
4-5 years	12.7%	11.1%	10.7%	32.2%	32.9%	32.1%	30.3%	30.1%	29.8%	15.9%	16.3%	17.9%	8.9%	9.6%	9.6%	30,123	30,034	41,026
6-10 years	11.1%	10.2%	9.1%	32.5%	30.5%	29.7%	29.3%	29.5%	30.2%	17.1%	18.8%	19.3%	10.0%	11.0%	11.7%	108,636	91,628	87,640
11-14 years	10.5%	9.4%	8.7%	31.0%	29.9%	28.5%	29.8%	28.9%	29.6%	18.3%	19.7%	20.8%	10.4%	12.1%	12.4%	63,814	54,822	56,636
15-20 years	10.6%	9.9%	9.1%	31.0%	29.6%	28.8%	29.6%	29.0%	29.4%	18.1%	19.4%	20.6%	10.6%	12.0%	12.0%	66,294	51,686	48,664
> 20 years	12.0%	10.8%	10.1%	32.8%	31.6%	30.9%	30.1%	29.3%	30.1%	16.5%	18.5%	19.2%	8.6%	9.7%	9.7%	134,082	119,369	128,011
Time with Current Agency																		
< 1 year	20.7%	19.5%	19.2%	41.0%	40.7%	40.2%	24.8%	25.6%	26.1%	8.9%	9.7%	10.3%	4.5%	4.5%	4.2%	16,415	13,132	11,867
1-3 years	15.1%	13.7%	12.3%	36.6%	34.8%	34.4%	28.1%	28.7%	28.9%	13.2%	14.8%	16.3%	6.9%	8.0%	8.2%	69,738	47,600	44,468
4-5 years	11.7%	10.6%	10.3%	32.3%	31.4%	31.0%	29.8%	30.0%	29.5%	16.7%	17.6%	18.7%	9.4%	10.4%	10.5%	37,798	38,045	49,820
6-10 years	10.6%	9.3%	8.8%	31.7%	29.9%	28.9%	29.6%	29.7%	30.4%	17.6%	19.5%	19.9%	10.6%	11.6%	12.0%	113,729	97,913	95,639
11-20 years	10.2%	9.5%	8.8%	30.8%	29.8%	28.7%	30.2%	29.0%	29.7%	18.3%	19.7%	20.7%	10.5%	12.0%	12.0%	118,373	98,625	98,815
> 20 years	12.1%	10.9%	9.9%	33.1%	32.4%	31.5%	30.1%	29.3%	30.2%	16.4%	18.0%	19.1%	8.3%	9.3%	9.3%	99,621	87,596	94,362
Leaving																		
No	15.4%	14.2%	13.1%	38.3%	37.4%	36.6%	28.4%	28.4%	29.3%	12.8%	14.1%	15.0%	5.1%	5.9%	6.0%	315,516	258,965	262,897
Yes, to retire	9.8%	8.6%	8.6%	30.4%	30.4%	29.5%	32.3%	31.1%	31.4%	18.3%	19.7%	20.6%	9.2%	10.2%	9.8%	28,490	22,263	24,073
Yes, to other job in Govt	5.2%	4.5%	4.1%	23.1%	21.0%	20.0%	31.6%	30.7%	30.6%	23.6%	25.5%	26.7%	16.5%	18.2%	18.6%	70,698	70,549	73,377
Yes, to other job outside Govt	3.7%	2.8%	2.9%	17.5%	15.3%	14.9%	28.5%	27.4%	28.5%	26.9%	29.0%	29.0%	23.4%	25.4%	24.7%	19,399	13,765	15,825
Yes, other	3.4%	3.2%	2.9%	16.6%	16.3%	15.6%	32.0%	30.9%	30.4%	25.7%	26.2%	27.4%	22.4%	23.4%	23.7%	22,131	17,993	19,272
Retiring																		
Within 1 year	10.1%	9.0%	8.4%	29.4%	29.5%	28.5%	30.5%	30.0%	29.7%	19.1%	20.2%	21.6%	10.9%	11.3%	11.7%	17,114	13,561	14,838
Between 1-3 years	10.6%	9.6%	9.1%	32.0%	30.7%	29.7%	31.3%	31.0%	31.3%	17.2%	19.0%	20.1%	8.8%	9.7%	9.8%	47,232	37,948	39,878
Between 3-5 years	11.6%	10.2%	9.4%	32.5%	31.0%	30.4%	30.4%	29.8%	30.4%	16.9%	19.3%	19.8%	8.7%	9.7%	10.0%	51,211	42,159	43,404
5 or more years	12.4%	11.3%	10.4%	33.5%	32.1%	31.2%	28.9%	28.8%	29.4%	16.1%	17.5%	18.5%	9.1%	10.3%	10.4%	338,016	287,196	294,171

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
Self-Identify as:																		
Heterosexual	12.9%	11.6%	10.7%	34.3%	33.1%	32.1%	28.9%	28.6%	29.2%	15.6%	17.2%	18.3%	8.3%	9.5%	9.7%	364,392	306,272	317,289
LGBT*	11.4%	10.5%	9.9%	29.3%	28.8%	27.8%	27.9%	27.9%	28.2%	19.7%	19.8%	21.7%	11.8%	13.0%	12.3%	13,567	11,317	11,031
Prefer not to say	7.5%	7.1%	6.4%	26.4%	24.1%	23.9%	32.5%	32.0%	32.9%	20.3%	21.9%	22.3%	13.3%	14.9%	14.6%	56,774	46,990	48,065
Military Service																		
No Prior Military																		
Service	11.3%	10.3%	9.7%	33.4%	32.1%	31.1%	30.0%	29.5%	30.2%	16.4%	18.1%	18.9%	9.0%	10.0%	10.1%	324,784	277,301	280,845
Currently in																		
Guard/Reserves	14.2%	12.5%	11.5%	34.8%	34.2%	33.2%	26.0%	24.9%	25.6%	15.5%	17.3%	18.8%	9.5%	11.1%	10.9%	7,411	6,147	6,993
Retired	16.2%	14.6%	13.3%	36.3%	35.1%	34.5%	27.2%	27.4%	28.2%	13.9%	15.3%	16.1%	6.4%	7.6%	7.9%	49,795	39,595	43,264
Separated/ Discharged	11.3%	10.0%	9.2%	29.7%	28.1%	27.4%	29.4%	29.6%	29.7%	18.1%	19.2%	20.8%	11.6%	13.1%	13.0%	68,818	55,716	59,522
Disability																		
Yes	12.5%	11.3%	10.5%	30.2%	28.7%	28.0%	28.6%	29.0%	29.0%	17.0%	18.2%	19.2%	11.7%	12.8%	13.3%	69,368	51,574	53,422
No	12.0%	10.9%	10.0%	33.8%	32.5%	31.5%	29.5%	29.1%	29.8%	16.2%	17.8%	18.8%	8.5%	9.7%	9.8%	382,746	328,338	338,388

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
Work Location																		
Headquarters	12.3%	11.8%	10.9%	26.3%	25.4%	25.7%	27.5%	27.2%	26.9%	19.0%	19.8%	20.4%	14.8%	15.8%	16.2%	177,900	155,234	155,905
Field	10.4%	9.6%	9.2%	25.9%	25.6%	24.7%	27.7%	27.2%	27.7%	20.0%	20.3%	20.8%	16.1%	17.2%	17.6%	279,318	229,001	239,561
Supervisory Status																		
Non-Supervisor	9.7%	9.0%	8.4%	24.5%	23.8%	23.3%	28.2%	27.6%	27.9%	20.6%	21.1%	21.7%	17.1%	18.4%	18.8%	302,875	252,434	260,258
Team Leader	9.6%	9.0%	8.6%	25.7%	25.4%	24.7%	27.1%	26.8%	27.4%	20.9%	21.5%	21.7%	16.8%	17.2%	17.6%	57,672	49,375	53,224
Supervisor	13.8%	12.8%	12.2%	31.4%	31.1%	30.9%	27.6%	27.4%	27.7%	17.0%	17.4%	18.0%	10.3%	11.3%	11.2%	62,812	52,073	52,332
Manager	21.5%	20.7%	19.9%	33.5%	34.2%	34.1%	24.3%	24.4%	24.3%	13.1%	12.8%	13.2%	7.6%	8.0%	8.5%	28,613	24,660	24,292
Senior Leader	36.8%	34.9%	32.3%	30.1%	30.9%	31.1%	19.1%	19.3%	20.4%	8.5%	8.1%	10.0%	5.5%	6.7%	6.3%	8,128	8,076	8,017
Sex																		
Male	11.8%	10.8%	10.2%	26.7%	26.1%	25.3%	27.3%	27.0%	27.5%	18.7%	19.1%	19.7%	15.6%	17.0%	17.2%	232,537	196,245	204,735
Female	10.3%	10.1%	9.3%	25.4%	25.0%	24.9%	27.9%	27.4%	27.3%	20.9%	21.3%	21.8%	15.5%	16.2%	16.7%	220,718	184,698	188,137
Hispanic or Latino																		
Yes	12.5%	11.9%	10.7%	25.9%	25.7%	24.6%	25.9%	25.3%	25.2%	19.1%	19.2%	20.5%	16.5%	18.0%	18.9%	39,546	33,475	33,840
No	11.0%	10.4%	9.8%	26.2%	25.7%	25.3%	27.7%	27.4%	27.6%	19.6%	20.1%	20.6%	15.4%	16.5%	16.7%	409,259	343,593	355,252
Race																		
American Indian/ Alaska Native	10.3%	9.8%	9.4%	24.7%	24.0%	25.1%	29.0%	27.9%	29.1%	18.8%	20.0%	19.7%	17.2%	18.3%	16.7%	9,345	7,812	8,340
Asian	13.9%	13.0%	12.8%	32.6%	32.0%	32.7%	28.9%	29.0%	28.4%	14.4%	14.9%	15.2%	10.1%	11.0%	11.0%	22,040	19,468	18,609
Black/African American	12.1%	11.6%	10.8%	27.1%	26.5%	26.2%	25.3%	24.2%	24.6%	19.4%	20.1%	20.6%	16.2%	17.5%	17.8%	64,377	57,868	59,982
Native Hawaiian/ Pacific Islander	12.2%	11.5%	10.4%	27.0%	27.9%	28.6%	29.6%	29.3%	29.2%	16.7%	17.7%	17.1%	14.5%	13.7%	14.6%	2,749	2,203	2,473
White	11.1%	10.3%	9.7%	26.0%	25.5%	24.9%	27.8%	27.5%	27.8%	20.0%	20.3%	20.8%	15.2%	16.3%	16.8%	318,208	263,647	273,251
Two or more races (Not Hispanic/ Latino)	9.4%	8.8%	7.9%	21.5%	20.7%	19.7%	26.7%	26.4%	27.1%	20.5%	21.2%	22.7%	21.9%	23.0%	22.5%	18,656	14,349	14,438

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
Age Group																		
25 and under	14.6%	17.7%	14.5%	33.1%	33.5%	31.8%	23.3%	23.0%	23.8%	16.5%	15.5%	15.2%	12.5%	10.2%	14.7%	3,635	2,666	2,614
26-29	13.4%	11.5%	11.7%	29.8%	29.6%	26.8%	24.1%	24.0%	23.0%	18.4%	18.5%	20.0%	14.2%	16.4%	18.3%	12,396	10,940	12,075
30-39	10.9%	10.6%	9.9%	26.3%	26.0%	25.0%	24.4%	23.8%	24.3%	20.4%	20.5%	21.3%	18.0%	19.1%	19.6%	87,589	73,161	71,420
40-49	11.4%	10.5%	10.0%	25.8%	25.5%	24.8%	26.0%	25.7%	25.8%	20.0%	20.7%	21.2%	16.8%	17.6%	18.1%	118,869	102,184	106,493
50-59	10.9%	10.2%	9.4%	25.7%	25.1%	24.9%	29.1%	28.5%	28.9%	19.7%	20.3%	20.7%	14.7%	16.0%	16.2%	166,461	141,399	147,367
60+	10.4%	9.8%	8.9%	25.3%	24.3%	25.2%	33.1%	33.0%	33.7%	18.6%	18.9%	19.0%	12.6%	13.9%	13.3%	76,826	61,129	63,102
Level of Education																		
Less than																		
High School	17.8%	12.3%	14.7%	28.7%	37.1%	32.5%	28.3%	23.4%	27.3%	13.8%	13.0%	11.4%	11.4%	14.2%	14.1%	440	362	408
H.S. Diploma/																		
GED or equiv	12.3%	12.1%	10.9%	29.3%	29.2%	28.9%	29.1%	28.2%	29.1%	17.1%	17.6%	18.1%	12.3%	12.8%	13.0%	19,479	16,243	19,307
Trade/Technical																		
Certificate	10.2%	9.3%	8.1%	24.4%	25.4%	24.4%	28.0%	27.2%	28.7%	20.6%	20.6%	20.9%	16.8%	17.5%	17.9%	10,798	8,190	9,536
Some College																		
(no degree)	10.5%	9.7%	9.2%	24.4%	24.0%	23.5%	27.8%	27.1%	27.8%	20.1%	20.7%	20.9%	17.1%	18.5%	18.5%	62,653	52,749	60,107
Associate's																		
Degree	9.9%	9.3%	9.5%	24.7%	23.9%	23.6%	28.5%	27.6%	27.7%	20.2%	21.0%	20.8%	16.6%	18.1%	18.4%	35,528	27,793	31,302
Bachelor's																		
Degree	11.0%	10.3%	9.5%	27.2%	26.8%	26.1%	27.4%	27.0%	26.9%	19.4%	19.6%	20.9%	15.1%	16.3%	16.7%	154,947	132,002	135,438
Master's Degree																		
Doctoral/	11.9%	11.1%	10.4%	26.1%	25.3%	25.0%	25.9%	25.9%	26.1%	20.4%	21.0%	21.1%	15.8%	16.6%	17.3%	119,369	101,632	97,985
Professional																		
Degree	11.8%	11.7%	11.2%	25.7%	24.7%	24.5%	30.5%	30.4%	30.7%	18.0%	18.3%	19.0%	14.0%	15.0%	14.6%	52,698	44,040	40,879
Pay Category																		
Federal Wage																		
System	9.1%	8.2%	8.2%	23.6%	24.2%	23.3%	26.9%	25.4%	27.5%	20.6%	21.7%	20.6%	19.9%	20.4%	20.4%	13,092	9,565	12,635
GS 1-6	10.3%	9.9%	9.4%	22.5%	22.9%	23.3%	25.0%	24.8%	25.5%	20.9%	21.3%	21.2%	21.4%	21.1%	20.6%	27,473	18,688	21,916
GS 7-12	10.0%	9.3%	8.7%	25.2%	24.5%	23.7%	27.1%	26.8%	26.8%	20.7%	21.1%	21.9%	17.0%	18.2%	18.8%	192,849	153,037	166,101
GS 13-15	13.2%	12.4%	11.5%	28.5%	28.1%	27.7%	28.4%	28.1%	28.6%	18.1%	18.5%	19.0%	11.8%	12.8%	13.2%	184,361	169,311	162,017
SES	41.6%	41.9%	37.9%	29.5%	29.8%	29.5%	19.2%	18.6%	21.1%	6.1%	6.1%	6.8%	3.6%	3.7%	4.7%	5,678	5,753	5,685
SL/ST	19.4%	17.1%	16.5%	26.2%	27.4%	32.4%	32.1%	32.2%	29.2%	12.5%	13.1%	14.0%	9.8%	10.2%	7.9%	2,008	1,561	1,536
Other	9.3%	8.6%	8.5%	25.9%	24.8%	25.0%	30.2%	29.5%	29.0%	19.1%	19.5%	20.6%	15.4%	17.6%	17.0%	31,202	25,809	25,584

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
Time in Federal Government																		
< 1 year	19.3%	18.7%	18.6%	33.7%	33.7%	34.4%	29.0%	28.6%	28.0%	11.3%	12.1%	12.1%	6.7%	6.9%	6.9%	8,990	6,838	6,026
1-3 years	14.0%	13.5%	12.5%	29.6%	28.6%	28.3%	27.0%	27.6%	27.4%	17.2%	17.6%	18.5%	12.3%	12.7%	13.4%	45,261	29,853	28,198
4-5 years	11.6%	10.7%	9.9%	25.1%	25.2%	24.8%	26.5%	26.2%	25.7%	20.6%	20.5%	22.0%	16.2%	17.4%	17.6%	30,175	30,063	41,049
6-10 years	10.1%	9.5%	8.9%	24.8%	24.2%	23.7%	26.2%	25.5%	26.1%	20.9%	21.5%	21.6%	18.0%	19.2%	19.7%	108,753	91,766	87,674
11-14 years	9.8%	9.3%	9.0%	24.7%	24.5%	23.6%	27.2%	26.0%	26.5%	20.8%	21.6%	21.8%	17.4%	18.5%	19.1%	63,891	54,837	56,714
15-20 years	10.2%	9.5%	8.8%	24.8%	24.7%	24.1%	27.2%	26.8%	27.4%	20.7%	20.8%	21.7%	17.0%	18.2%	17.9%	66,363	51,705	48,663
> 20 years	11.1%	10.5%	9.8%	26.7%	26.1%	25.8%	30.1%	29.6%	30.0%	18.7%	19.0%	19.5%	13.4%	14.7%	14.9%	134,279	119,457	127,965
Time with Current Agency																		
< 1 year	18.5%	18.6%	18.1%	32.1%	31.8%	32.2%	29.3%	28.5%	28.5%	11.8%	12.9%	13.1%	8.3%	8.2%	8.1%	16,455	13,121	11,872
1-3 years	13.7%	12.8%	11.9%	28.0%	27.2%	26.8%	26.9%	27.5%	27.0%	18.3%	18.3%	19.4%	13.1%	14.3%	14.9%	69,794	47,608	44,472
4-5 years	10.7%	10.2%	9.5%	25.0%	24.0%	23.9%	25.9%	25.6%	25.5%	20.8%	21.3%	22.3%	17.6%	18.9%	18.9%	37,851	38,109	49,871
6-10 years	9.7%	8.9%	8.6%	24.1%	23.8%	23.2%	26.3%	25.5%	26.0%	21.4%	22.3%	22.0%	18.6%	19.6%	20.1%	113,836	98,050	95,656
11-20 years	9.7%	9.1%	8.7%	25.1%	25.1%	24.1%	27.8%	26.9%	27.5%	20.7%	21.0%	21.5%	16.8%	17.9%	18.1%	118,543	98,669	98,836
> 20 years	11.4%	11.0%	9.9%	27.6%	26.9%	26.8%	30.5%	30.3%	30.8%	18.0%	18.2%	18.9%	12.6%	13.5%	13.7%	99,759	87,644	94,353
Leaving																		
No	14.7%	14.0%	13.2%	32.0%	31.8%	31.4%	29.2%	29.2%	29.5%	15.9%	16.2%	16.8%	8.3%	8.8%	9.1%	315,876	259,099	262,978
Yes, to retire	8.8%	8.2%	8.1%	25.2%	25.3%	25.3%	34.8%	34.4%	34.9%	18.8%	18.7%	19.2%	12.5%	13.3%	12.5%	28,543	22,304	24,051
Yes, to other job in Govt	3.6%	3.3%	2.9%	12.7%	12.5%	11.6%	21.8%	21.0%	20.9%	29.5%	29.5%	29.9%	32.4%	33.8%	34.6%	70,804	70,643	73,384
Yes, to other job outside Govt	2.8%	2.4%	2.4%	11.5%	10.4%	10.2%	20.5%	19.9%	20.6%	28.4%	28.5%	28.7%	36.8%	38.7%	38.2%	19,404	13,781	15,840
Yes, other	2.5%	2.4%	2.3%	11.0%	10.3%	10.5%	24.8%	23.9%	23.8%	26.1%	27.2%	27.4%	35.5%	36.1%	35.9%	22,176	17,987	19,289
Retiring																		
Within 1 year	8.9%	8.6%	7.7%	23.8%	24.0%	24.5%	33.6%	33.5%	33.5%	19.2%	18.8%	19.0%	14.5%	15.2%	15.3%	17,152	13,583	14,842
Between 1-3 years	9.5%	8.9%	8.5%	25.2%	25.1%	24.9%	33.4%	32.8%	33.5%	18.8%	19.1%	19.4%	13.1%	14.0%	13.6%	47,263	38,006	39,862
Between 3-5 years	10.2%	9.4%	8.5%	26.1%	24.8%	24.8%	30.5%	30.4%	31.1%	19.2%	20.2%	20.7%	13.9%	15.3%	15.0%	51,317	42,157	43,411
5 or more years	11.6%	10.9%	10.3%	26.3%	25.9%	25.3%	26.2%	25.8%	26.0%	19.8%	20.2%	20.8%	16.1%	17.2%	17.7%	338,400	287,398	294,280

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
Self-Identify as:																		
Heterosexual	11.8%	11.0%	10.3%	27.0%	26.5%	25.9%	27.3%	27.0%	27.2%	19.2%	19.6%	20.3%	14.7%	15.8%	16.2%	364,840	306,565	317,385
LGBT*	10.8%	11.2%	10.0%	24.1%	23.5%	23.6%	24.1%	24.0%	24.5%	21.9%	22.0%	21.2%	19.1%	19.3%	20.8%	13,565	11,318	11,032
Prefer not to say	7.4%	7.1%	6.7%	21.3%	20.5%	20.9%	29.7%	28.3%	28.9%	21.6%	22.9%	22.2%	19.9%	21.2%	21.3%	56,864	46,982	48,078
Military Service																		
No Prior Military																		
Service	10.9%	10.4%	9.8%	27.1%	26.6%	26.2%	27.8%	27.2%	27.4%	19.7%	19.9%	20.5%	14.6%	15.8%	16.2%	325,181	277,483	280,902
Currently in																		
Guard/Reserves	13.0%	11.9%	11.8%	26.9%	27.0%	24.8%	24.0%	24.1%	24.2%	18.7%	18.9%	20.2%	17.4%	18.1%	19.1%	7,408	6,147	6,991
Retired	13.0%	12.1%	11.1%	26.1%	25.5%	25.0%	29.1%	28.7%	29.8%	18.2%	19.4%	19.5%	13.6%	14.4%	14.7%	49,883	39,655	43,281
Separated/																		
Discharged	10.4%	9.4%	9.0%	23.0%	22.3%	22.0%	26.2%	26.1%	26.5%	20.6%	21.1%	21.6%	19.8%	21.1%	20.9%	68,875	55,760	59,549
Disability																		
Yes	10.7%	9.9%	9.4%	21.8%	21.1%	20.6%	26.0%	25.8%	26.3%	20.7%	21.2%	21.6%	20.8%	22.0%	22.2%	69,449	51,626	53,474
No	11.2%	10.6%	9.9%	27.1%	26.6%	26.0%	27.9%	27.4%	27.7%	19.4%	19.8%	20.4%	14.3%	15.5%	16.0%	383,235	328,557	338,416

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
Work Location																		
Headquarters	17.0%	15.7%	14.6%	39.3%	38.4%	38.4%	22.8%	23.6%	24.1%	13.7%	14.3%	14.7%	7.2%	8.0%	8.2%	177,806	155,195	155,914
Field	14.2%	13.1%	12.5%	39.3%	38.6%	38.3%	22.8%	23.4%	23.5%	15.4%	16.1%	16.6%	8.3%	8.8%	9.1%	279,084	228,969	239,654
Supervisory Status																		
Non-Supervisor	14.2%	13.1%	12.3%	38.8%	37.7%	37.4%	23.0%	23.8%	24.0%	15.3%	16.0%	16.6%	8.7%	9.4%	9.6%	302,677	252,358	260,340
Team Leader	14.4%	13.1%	12.6%	39.1%	38.9%	39.0%	23.5%	23.7%	24.1%	15.2%	16.0%	15.9%	7.8%	8.4%	8.4%	57,634	49,338	53,201
Supervisor	16.7%	15.6%	14.5%	42.6%	41.5%	41.9%	22.0%	23.4%	23.4%	13.3%	13.7%	14.0%	5.3%	5.9%	6.2%	62,769	52,115	52,338
Manager	23.0%	21.0%	20.3%	40.5%	41.4%	40.9%	20.7%	21.0%	21.5%	11.2%	11.7%	11.9%	4.5%	4.9%	5.4%	28,588	24,651	24,280
Senior Leader	37.1%	33.9%	30.6%	37.2%	36.9%	36.4%	15.7%	16.3%	19.5%	6.9%	8.5%	9.1%	3.2%	4.3%	4.3%	8,126	8,081	8,042
Sex																		
Male	15.8%	14.3%	13.5%	39.0%	38.2%	38.1%	22.6%	23.4%	23.7%	14.4%	15.2%	15.6%	8.1%	8.9%	9.1%	232,343	196,172	204,771
Female	14.6%	13.9%	13.1%	40.0%	39.2%	38.9%	22.8%	23.4%	23.6%	15.1%	15.6%	16.1%	7.5%	7.9%	8.2%	220,572	184,684	188,167
Hispanic or Latino																		
Yes	15.9%	14.8%	13.5%	37.3%	36.7%	35.9%	22.3%	22.6%	23.6%	14.9%	15.7%	16.2%	9.5%	10.3%	10.8%	39,551	33,481	33,850
No	15.3%	14.1%	13.3%	39.7%	38.8%	38.8%	22.8%	23.5%	23.7%	14.7%	15.3%	15.8%	7.6%	8.3%	8.5%	408,890	343,482	355,295
Race																		
American Indian/ Alaska Native	13.6%	11.5%	11.7%	34.1%	33.2%	33.9%	24.8%	26.4%	25.9%	16.7%	16.8%	17.2%	10.7%	12.2%	11.3%	9,356	7,802	8,341
Asian	17.2%	16.3%	14.9%	41.8%	42.3%	43.1%	24.1%	23.8%	24.2%	11.3%	11.7%	11.5%	5.6%	5.9%	6.4%	22,036	19,455	18,647
Black/African American	17.0%	15.9%	15.3%	41.0%	40.2%	39.9%	20.9%	21.5%	21.9%	13.2%	13.7%	14.2%	7.9%	8.7%	8.9%	64,321	57,843	60,032
Native Hawaiian/ Pacific Islander	15.1%	14.6%	14.5%	37.5%	36.6%	37.5%	24.9%	24.4%	24.4%	13.8%	15.8%	15.0%	8.7%	8.6%	8.5%	2,736	2,200	2,468
White	15.2%	14.0%	13.1%	39.5%	38.7%	38.5%	22.7%	23.4%	23.7%	15.1%	15.8%	16.3%	7.6%	8.1%	8.5%	317,898	263,600	273,235
Two or more races (Not Hispanic/ Latino)	12.8%	12.0%	11.4%	35.3%	32.7%	32.9%	23.3%	24.6%	25.1%	17.1%	17.6%	18.5%	11.5%	13.1%	12.1%	18,658	14,343	14,416

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
Age Group																		
25 and under	21.5%	20.4%	18.6%	39.7%	41.0%	41.3%	19.1%	18.9%	21.3%	13.4%	11.4%	12.8%	6.2%	8.3%	6.1%	3,640	2,667	2,610
26-29	17.5%	15.4%	15.9%	39.8%	39.7%	39.2%	19.7%	20.6%	20.1%	14.7%	16.1%	15.9%	8.4%	8.3%	9.0%	12,380	10,950	12,066
30-39	14.7%	13.9%	12.9%	38.9%	37.8%	38.0%	20.9%	22.3%	22.0%	16.3%	16.3%	17.0%	9.3%	9.7%	10.2%	87,507	73,152	71,385
40-49	15.1%	13.8%	13.2%	38.8%	38.3%	37.7%	22.3%	22.9%	23.1%	15.3%	15.8%	16.5%	8.5%	9.2%	9.5%	118,806	102,173	106,534
50-59	15.4%	14.0%	13.2%	39.6%	38.6%	38.5%	23.7%	24.1%	24.7%	14.2%	15.3%	15.5%	7.2%	8.0%	8.1%	166,362	141,387	147,390
60+	14.7%	13.9%	12.8%	40.2%	39.2%	39.6%	25.5%	26.2%	26.6%	13.3%	13.9%	14.1%	6.3%	6.7%	7.0%	76,748	61,065	63,152
Level of Education																		
Less than																		
High School	21.7%	17.7%	17.8%	37.6%	41.9%	41.8%	24.7%	21.9%	24.1%	8.2%	11.5%	8.7%	7.8%	7.0%	7.6%	441	361	411
H.S. Diploma/ GED or equiv	15.5%	15.1%	14.0%	42.4%	42.1%	42.0%	23.9%	23.6%	24.3%	11.6%	12.3%	12.9%	6.6%	7.0%	6.8%	19,470	16,272	19,316
Trade/Technical Certificate	13.9%	12.2%	12.5%	40.9%	40.2%	38.0%	23.1%	25.0%	26.0%	13.7%	14.6%	14.7%	8.5%	7.9%	8.9%	10,785	8,177	9,551
Some College (no degree)	14.4%	12.9%	12.3%	38.0%	37.8%	37.8%	23.9%	24.5%	24.8%	15.1%	15.4%	15.7%	8.6%	9.4%	9.5%	62,655	52,736	60,083
Associate's	13.9%	12.9%	12.7%	38.9%	37.9%	37.9%	23.0%	23.9%	23.6%	15.3%	16.2%	16.3%	8.8%	9.0%	9.5%	35,523	27,778	31,317
Degree	14.6%	13.6%	12.6%	39.7%	38.8%	38.7%	22.4%	22.9%	23.1%	15.4%	16.0%	16.6%	7.9%	8.7%	9.0%	154,853	132,038	135,521
Bachelor's	16.6%	15.4%	14.3%	39.0%	37.9%	37.7%	21.8%	22.7%	23.2%	14.8%	15.8%	16.3%	7.8%	8.3%	8.6%	119,138	101,557	97,953
Degree	17.7%	16.6%	15.9%	40.5%	39.1%	39.3%	23.2%	24.4%	24.0%	12.8%	13.3%	13.9%	5.9%	6.6%	6.9%	52,697	44,018	40,878
Master's Degree																		
Doctoral/ Professional																		
Degree																		
Pay Category																		
Federal Wage																		
System	12.5%	11.3%	11.4%	36.9%	36.4%	38.1%	23.8%	25.6%	25.1%	16.1%	16.2%	15.6%	10.7%	10.5%	9.9%	13,087	9,564	12,635
GS 1-6	15.6%	14.6%	13.5%	38.4%	38.8%	38.0%	23.2%	23.2%	24.4%	13.6%	14.0%	14.8%	9.2%	9.4%	9.2%	27,450	18,658	21,920
GS 7-12	14.0%	12.9%	12.4%	38.7%	37.9%	37.3%	22.6%	23.3%	23.5%	16.0%	16.5%	17.1%	8.8%	9.4%	9.8%	192,743	153,088	166,159
GS 13-15	17.3%	15.9%	14.6%	40.7%	39.5%	39.6%	22.5%	23.3%	23.8%	13.4%	14.3%	14.7%	6.1%	6.9%	7.3%	184,196	169,219	162,003
SES	41.0%	40.0%	36.1%	36.1%	35.8%	36.0%	15.3%	16.1%	18.4%	5.8%	5.9%	7.1%	1.8%	2.3%	2.3%	5,680	5,750	5,703
SL/ST	23.4%	21.0%	17.3%	38.2%	35.9%	39.3%	23.4%	24.6%	22.8%	8.3%	13.2%	15.1%	6.6%	5.3%	5.6%	2,001	1,566	1,535
Other	13.7%	12.8%	12.7%	40.9%	39.9%	41.0%	23.8%	24.0%	23.7%	14.4%	15.3%	15.2%	7.2%	8.0%	7.4%	31,159	25,808	25,570

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
Time in Federal Government																		
< 1 year	25.2%	22.7%	22.8%	41.2%	42.2%	40.6%	17.0%	17.1%	18.8%	11.4%	12.1%	12.4%	5.2%	6.0%	5.5%	8,995	6,841	6,025
1-3 years	18.8%	17.9%	16.9%	40.2%	39.7%	39.7%	20.0%	21.1%	21.0%	13.9%	13.9%	15.0%	7.1%	7.4%	7.4%	45,229	29,889	28,228
4-5 years	16.0%	14.3%	13.9%	37.8%	38.7%	37.8%	22.0%	22.4%	22.7%	15.7%	15.9%	16.8%	8.5%	8.7%	8.9%	30,161	30,069	41,024
6-10 years	14.1%	13.2%	12.3%	39.0%	37.4%	37.9%	22.2%	23.4%	23.2%	15.9%	16.7%	16.7%	8.7%	9.3%	10.0%	108,664	91,702	87,711
11-14 years	13.8%	12.5%	12.1%	38.5%	38.1%	37.5%	23.5%	24.1%	24.2%	15.5%	16.1%	16.8%	8.8%	9.2%	9.4%	63,825	54,819	56,660
15-20 years	13.8%	12.7%	12.0%	38.5%	37.0%	37.3%	24.0%	24.8%	24.6%	15.4%	16.3%	16.5%	8.3%	9.3%	9.6%	66,313	51,673	48,691
> 20 years	15.2%	14.3%	13.1%	40.6%	39.8%	39.4%	24.4%	24.4%	25.4%	13.2%	14.0%	14.6%	6.6%	7.5%	7.6%	134,177	119,433	128,008
Time with Current Agency																		
< 1 year	24.2%	22.0%	21.4%	39.2%	39.7%	39.5%	17.6%	18.2%	19.1%	12.4%	12.9%	13.1%	6.6%	7.1%	6.9%	16,447	13,154	11,887
1-3 years	18.3%	17.2%	16.2%	39.1%	38.2%	38.5%	20.3%	21.4%	21.3%	14.5%	14.8%	15.6%	7.8%	8.5%	8.5%	69,758	47,605	44,480
4-5 years	15.2%	13.5%	13.2%	38.0%	37.9%	37.1%	22.1%	23.1%	23.0%	15.9%	16.3%	16.9%	8.8%	9.2%	9.7%	37,831	38,098	49,841
6-10 years	13.6%	12.5%	11.9%	38.7%	37.3%	37.8%	22.6%	23.7%	23.4%	16.1%	16.9%	16.8%	8.9%	9.5%	10.1%	113,737	97,974	95,666
11-20 years	13.5%	12.4%	12.0%	39.2%	38.5%	37.7%	24.4%	24.7%	25.0%	15.0%	15.7%	16.3%	7.9%	8.7%	9.0%	118,414	98,636	98,850
> 20 years	15.3%	14.7%	13.2%	41.4%	40.6%	40.5%	24.6%	24.6%	25.6%	12.6%	13.4%	14.1%	6.1%	6.7%	6.7%	99,706	87,638	94,390
Leaving																		
No	19.1%	17.8%	16.7%	43.8%	43.5%	43.4%	21.2%	22.0%	22.3%	11.7%	12.1%	12.7%	4.2%	4.5%	4.8%	315,661	259,078	263,044
Yes, to retire	12.3%	11.4%	11.3%	39.9%	39.6%	39.4%	27.3%	27.3%	27.5%	14.0%	14.2%	14.7%	6.5%	7.5%	7.1%	28,524	22,272	24,064
Yes, to other job in Govt	7.5%	7.0%	6.5%	29.9%	28.5%	28.1%	24.6%	25.3%	25.4%	22.0%	22.6%	22.8%	15.9%	16.6%	17.2%	70,701	70,620	73,355
Yes, to other job outside Govt	6.1%	5.2%	5.1%	28.2%	25.7%	25.1%	24.2%	25.6%	26.4%	22.6%	23.7%	24.0%	18.8%	19.9%	19.4%	19,403	13,765	15,830
Yes, other	5.2%	5.1%	4.8%	24.3%	24.6%	25.1%	29.5%	28.8%	27.9%	22.4%	22.8%	22.9%	18.6%	18.8%	19.2%	22,165	17,994	19,291
Retiring																		
Within 1 year	12.8%	11.7%	11.0%	38.7%	37.9%	38.9%	26.4%	26.9%	26.6%	14.0%	14.9%	14.9%	8.3%	8.7%	8.6%	17,140	13,564	14,836
Between 1-3 years	13.2%	12.5%	11.8%	40.2%	40.2%	39.1%	26.3%	25.8%	26.8%	13.7%	14.3%	14.6%	6.5%	7.1%	7.6%	47,231	37,959	39,921
Between 3-5 years	14.6%	13.2%	11.8%	40.0%	39.3%	38.9%	24.8%	24.9%	26.0%	14.0%	15.1%	15.6%	6.7%	7.5%	7.7%	51,247	42,181	43,411
5 or more years	15.8%	14.6%	13.8%	39.3%	38.3%	38.3%	21.8%	22.8%	22.9%	15.0%	15.6%	16.0%	8.1%	8.7%	9.0%	338,157	287,346	294,281

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
Self-Identify as:																		
Heterosexual	16.0%	14.8%	13.9%	40.3%	39.5%	39.3%	22.1%	22.9%	23.2%	14.2%	14.9%	15.3%	7.4%	7.9%	8.2%	364,561	306,420	317,432
LGBT*	15.5%	14.5%	13.3%	34.6%	34.7%	34.8%	23.5%	22.8%	23.0%	17.0%	17.8%	17.7%	9.4%	10.2%	11.2%	13,551	11,329	11,045
Prefer not to say	10.7%	9.9%	9.3%	34.8%	33.4%	33.6%	26.5%	26.6%	26.9%	17.4%	18.3%	18.5%	10.6%	11.8%	11.7%	56,800	46,993	48,053
Military Service																		
No Prior Military																		
Service	15.0%	14.1%	13.2%	40.7%	39.8%	39.6%	22.7%	23.3%	23.6%	14.5%	15.1%	15.7%	7.1%	7.7%	8.0%	324,916	277,468	280,904
Currently in																		
Guard/Reserves	16.3%	14.5%	14.6%	38.5%	38.3%	38.2%	20.8%	22.0%	21.8%	15.4%	14.7%	15.5%	9.0%	10.5%	9.9%	7,413	6,150	6,997
Retired	17.6%	16.1%	15.2%	39.3%	38.0%	38.2%	22.5%	23.9%	24.2%	13.7%	14.7%	14.8%	6.9%	7.3%	7.7%	49,833	39,613	43,311
Separated/																		
Discharged	14.3%	12.9%	12.2%	35.6%	35.3%	35.0%	23.0%	23.5%	23.9%	16.3%	16.9%	17.2%	10.8%	11.4%	11.7%	68,831	55,723	59,564
Disability																		
Yes	14.9%	13.6%	13.0%	34.1%	33.2%	33.3%	22.9%	23.9%	23.9%	16.7%	17.1%	17.4%	11.4%	12.2%	12.3%	69,417	51,598	53,467
No	15.4%	14.3%	13.4%	40.6%	39.7%	39.5%	22.7%	23.3%	23.6%	14.3%	15.1%	15.5%	7.1%	7.7%	8.0%	382,906	328,507	338,501

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
Work Location																		
Headquarters	24.3%	22.9%	21.9%	44.6%	44.0%	44.3%	16.4%	17.0%	17.3%	9.8%	10.6%	11.0%	5.0%	5.5%	5.5%	177,967	155,254	155,879
Field	22.4%	20.9%	19.9%	45.3%	44.9%	44.7%	16.8%	17.5%	18.1%	10.3%	10.9%	11.5%	5.2%	5.7%	5.8%	279,362	229,079	239,524
Supervisory Status																		
Non-Supervisor	21.6%	20.1%	19.1%	44.7%	44.1%	44.1%	17.3%	18.4%	18.7%	10.7%	11.2%	11.8%	5.6%	6.2%	6.3%	302,943	252,427	260,244
Team Leader	21.8%	20.4%	20.1%	46.2%	45.8%	45.3%	16.9%	17.3%	17.7%	10.1%	11.4%	11.6%	5.0%	5.0%	5.2%	57,703	49,394	53,179
Supervisor	25.5%	24.1%	23.2%	47.2%	47.2%	47.2%	15.0%	15.4%	16.1%	8.8%	9.4%	9.7%	3.5%	3.9%	3.8%	62,814	52,131	52,317
Manager	33.3%	32.9%	30.9%	44.2%	44.3%	44.3%	11.9%	12.0%	12.7%	7.5%	7.1%	8.7%	3.1%	3.7%	3.4%	28,642	24,669	24,280
Senior Leader	50.7%	47.4%	44.0%	35.0%	35.5%	38.6%	7.6%	7.7%	9.2%	4.2%	6.1%	5.3%	2.4%	3.3%	2.9%	8,121	8,085	8,022
Sex																		
Male	24.0%	22.2%	21.2%	44.4%	44.0%	43.8%	16.3%	17.2%	17.6%	10.1%	10.8%	11.5%	5.2%	5.8%	5.9%	232,573	196,265	204,709
Female	22.0%	21.2%	20.2%	46.2%	45.6%	45.7%	16.8%	17.4%	18.0%	10.1%	10.6%	10.9%	4.9%	5.3%	5.3%	220,797	184,761	188,084
Hispanic or Latino																		
Yes	24.3%	23.3%	22.1%	43.7%	42.6%	42.6%	17.0%	17.4%	18.1%	9.6%	10.2%	10.7%	5.5%	6.5%	6.6%	39,564	33,484	33,838
No	23.1%	21.7%	20.7%	45.3%	44.9%	44.9%	16.5%	17.2%	17.7%	10.1%	10.8%	11.3%	5.0%	5.5%	5.5%	409,337	343,668	355,158
Race																		
American Indian/ Alaska Native	22.4%	20.4%	21.4%	42.6%	41.4%	42.5%	19.1%	20.4%	20.0%	9.6%	9.9%	10.2%	6.3%	7.9%	6.0%	9,352	7,804	8,349
Asian	23.2%	21.9%	21.5%	47.6%	48.0%	48.6%	17.6%	17.6%	18.0%	7.8%	8.3%	7.7%	3.7%	4.2%	4.2%	22,057	19,494	18,638
Black/African American	24.7%	23.5%	22.7%	45.0%	44.4%	44.5%	16.3%	16.9%	17.2%	8.9%	9.3%	9.8%	5.0%	5.8%	5.7%	64,354	57,838	59,978
Native Hawaiian/ Pacific Islander	22.5%	21.6%	20.7%	44.5%	45.4%	42.9%	19.0%	18.1%	21.0%	8.6%	9.0%	9.0%	5.4%	5.8%	6.4%	2,748	2,209	2,469
White	23.4%	22.0%	20.7%	45.4%	44.9%	44.9%	16.0%	16.7%	17.2%	10.3%	11.0%	11.7%	4.9%	5.4%	5.5%	318,277	263,740	273,151
Two or more races (Not Hispanic/ Latino)	19.5%	17.8%	17.4%	41.5%	40.6%	40.3%	19.2%	20.1%	21.6%	12.4%	13.3%	13.0%	7.5%	8.2%	7.7%	18,647	14,347	14,408

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
Age Group																		
25 and under	21.9%	24.3%	19.5%	45.7%	45.5%	49.8%	15.3%	15.3%	15.9%	10.7%	10.1%	9.9%	6.5%	4.8%	5.1%	3,646	2,664	2,610
26-29	20.7%	19.1%	18.7%	46.0%	44.4%	43.2%	17.2%	18.3%	18.4%	11.0%	11.5%	12.5%	5.1%	6.7%	7.3%	12,398	10,976	12,070
30-39	20.1%	19.0%	17.7%	44.9%	44.4%	44.3%	17.4%	18.0%	18.6%	11.3%	11.9%	13.0%	6.2%	6.8%	6.5%	87,605	73,221	71,422
40-49	22.4%	20.8%	20.0%	44.6%	44.5%	44.5%	17.1%	17.5%	17.9%	10.7%	11.3%	11.6%	5.3%	5.9%	6.0%	118,894	102,191	106,478
50-59	24.2%	22.7%	21.8%	45.3%	44.6%	44.7%	16.2%	17.3%	17.7%	9.6%	10.3%	10.6%	4.7%	5.1%	5.2%	166,482	141,387	147,284
60+	26.1%	24.8%	24.0%	45.3%	44.9%	45.1%	16.1%	16.6%	17.2%	8.6%	9.2%	9.4%	3.9%	4.5%	4.4%	76,850	61,125	63,103
Level of Education																		
Less than																		
High School	31.7%	26.5%	27.6%	36.0%	43.6%	39.3%	20.0%	19.4%	21.4%	6.8%	5.2%	5.3%	5.3%	5.2%	6.4%	442	363	408
H.S. Diploma/ GED or equiv	26.7%	25.7%	24.4%	45.3%	45.6%	46.1%	15.9%	16.7%	16.5%	7.7%	7.5%	8.2%	4.3%	4.6%	4.8%	19,499	16,260	19,289
Trade/Technical Certificate	23.4%	21.5%	21.8%	45.3%	45.3%	44.1%	16.6%	17.7%	19.0%	9.1%	10.5%	9.9%	5.6%	5.0%	5.1%	10,798	8,181	9,548
Some College (no degree)	23.6%	21.7%	21.0%	43.6%	43.5%	43.6%	18.0%	18.3%	18.8%	9.6%	10.4%	10.5%	5.2%	6.2%	6.1%	62,676	52,732	60,035
Associate's	22.4%	21.5%	20.9%	44.8%	44.1%	43.9%	17.7%	18.1%	18.4%	10.0%	10.4%	11.0%	5.1%	5.9%	5.8%	35,538	27,792	31,284
Degree	21.9%	20.6%	19.3%	45.8%	45.2%	45.3%	16.7%	17.5%	17.9%	10.5%	11.1%	11.8%	5.2%	5.6%	5.7%	154,948	132,009	135,458
Bachelor's	23.1%	21.7%	20.5%	45.4%	44.7%	44.7%	16.0%	16.9%	17.4%	10.5%	11.2%	11.9%	5.0%	5.6%	5.5%	119,331	101,678	97,959
Degree	26.2%	24.8%	23.9%	44.8%	44.2%	44.0%	14.1%	15.0%	15.6%	10.0%	10.7%	11.2%	4.8%	5.2%	5.3%	52,777	44,105	40,908
Master's Degree																		
Doctoral/ Professional																		
Degree																		
Pay Category																		
Federal Wage																		
System	20.8%	19.4%	19.9%	42.8%	43.7%	43.8%	20.1%	19.6%	19.6%	10.2%	10.8%	11.2%	6.2%	6.5%	5.5%	13,099	9,563	12,646
GS 1-6	21.1%	20.9%	20.4%	42.4%	42.5%	42.6%	18.7%	18.9%	19.4%	10.8%	10.8%	10.9%	7.0%	7.0%	6.6%	27,476	18,668	21,884
GS 7-12	21.9%	20.5%	19.4%	45.3%	44.9%	44.6%	17.1%	18.0%	18.5%	10.5%	10.9%	11.5%	5.2%	5.7%	6.0%	192,890	153,114	166,062
GS 13-15	25.7%	24.1%	22.8%	46.2%	45.5%	45.5%	14.7%	15.4%	16.0%	9.2%	10.2%	10.8%	4.1%	4.8%	4.8%	184,406	169,335	162,003
SES	56.0%	56.5%	52.2%	31.5%	30.9%	32.9%	6.8%	7.1%	7.8%	4.0%	3.9%	4.7%	1.6%	1.6%	2.3%	5,669	5,765	5,701
SL/ST	33.9%	32.1%	28.0%	41.8%	43.0%	44.9%	10.4%	11.4%	13.2%	8.5%	10.3%	10.8%	5.4%	3.2%	3.1%	2,005	1,564	1,533
Other	20.7%	18.7%	18.6%	44.9%	43.3%	44.5%	17.5%	18.8%	18.7%	11.3%	12.1%	12.2%	5.7%	7.0%	6.0%	31,226	25,816	25,559

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
Time in Federal Government																		
< 1 year	34.0%	33.6%	32.1%	44.3%	45.7%	45.9%	12.5%	11.9%	13.2%	6.2%	5.6%	6.1%	3.0%	3.1%	2.7%	9,008	6,851	6,014
1-3 years	26.5%	25.2%	23.8%	45.5%	45.5%	45.3%	14.8%	15.9%	16.3%	8.9%	9.2%	10.2%	4.3%	4.2%	4.4%	45,273	29,912	28,201
4-5 years	22.6%	22.0%	19.8%	43.5%	44.0%	44.6%	17.6%	16.9%	17.7%	10.9%	11.3%	12.3%	5.5%	5.8%	5.6%	30,197	30,100	41,014
6-10 years	20.8%	19.5%	18.6%	45.2%	44.2%	44.1%	17.3%	18.3%	18.5%	11.1%	11.7%	12.4%	5.6%	6.3%	6.4%	108,754	91,766	87,683
11-14 years	21.0%	19.5%	18.8%	45.0%	44.0%	44.0%	17.5%	18.7%	18.8%	10.8%	11.4%	12.1%	5.7%	6.4%	6.2%	63,893	54,847	56,693
15-20 years	22.0%	20.4%	19.8%	44.2%	43.9%	43.4%	17.5%	17.7%	18.7%	10.8%	11.8%	11.5%	5.5%	6.3%	6.5%	66,349	51,688	48,649
> 20 years	24.9%	23.4%	22.4%	45.9%	45.4%	45.4%	15.8%	16.5%	17.1%	9.0%	9.7%	9.9%	4.4%	4.9%	5.0%	134,356	119,439	127,954
Time with Current Agency																		
< 1 year	31.8%	31.4%	29.8%	43.3%	43.9%	44.8%	13.1%	13.3%	14.0%	7.6%	7.2%	7.6%	4.1%	4.2%	3.7%	16,472	13,168	11,860
1-3 years	25.5%	24.3%	22.5%	44.7%	44.0%	44.1%	15.1%	16.6%	16.7%	9.7%	10.0%	11.1%	4.9%	5.1%	5.5%	69,823	47,659	44,475
4-5 years	21.7%	20.7%	19.2%	43.5%	43.6%	43.9%	17.5%	17.6%	18.3%	11.4%	11.7%	12.4%	5.9%	6.5%	6.2%	37,846	38,130	49,828
6-10 years	20.3%	18.7%	18.4%	45.0%	44.3%	43.8%	17.8%	18.6%	18.9%	11.2%	12.1%	12.5%	5.7%	6.3%	6.5%	113,816	98,033	95,662
11-20 years	21.7%	20.1%	19.5%	45.1%	44.6%	44.4%	17.6%	18.2%	18.4%	10.4%	11.1%	11.7%	5.2%	6.0%	6.0%	118,548	98,662	98,832
> 20 years	25.8%	24.6%	23.2%	46.7%	46.3%	46.5%	15.1%	15.7%	16.7%	8.5%	9.0%	9.2%	3.9%	4.3%	4.3%	99,833	87,643	94,311
Leaving																		
No	30.2%	28.9%	27.7%	50.9%	50.9%	51.1%	12.8%	13.5%	13.9%	4.8%	5.1%	5.5%	1.4%	1.7%	1.8%	316,029	259,240	262,953
Yes, to retire	21.1%	19.9%	19.1%	45.1%	44.6%	45.0%	18.1%	18.3%	19.0%	10.7%	11.8%	11.6%	5.0%	5.4%	5.3%	28,546	22,261	24,073
Yes, to other job in Govt	7.5%	7.0%	6.3%	34.0%	33.3%	32.7%	25.1%	25.5%	26.0%	21.4%	21.7%	22.5%	11.9%	12.5%	12.5%	70,759	70,622	73,335
Yes, to other job outside Govt	5.1%	4.1%	3.6%	26.6%	25.0%	23.7%	23.1%	23.1%	24.2%	27.1%	27.8%	29.4%	18.0%	20.0%	19.2%	19,403	13,777	15,835
Yes, other	5.7%	5.4%	4.9%	26.5%	25.5%	26.2%	27.2%	27.1%	27.0%	23.7%	24.6%	24.6%	17.0%	17.4%	17.3%	22,168	18,009	19,262
Retiring																		
Within 1 year	20.7%	19.8%	18.6%	42.4%	41.2%	42.5%	17.2%	17.8%	17.7%	12.2%	13.3%	13.5%	7.5%	7.9%	7.8%	17,163	13,547	14,832
Between 1-3 years	22.4%	20.9%	20.3%	45.9%	45.3%	44.9%	17.2%	18.0%	18.6%	10.0%	10.8%	10.8%	4.5%	5.0%	5.4%	47,273	38,007	39,865
Between 3-5 years	23.8%	21.9%	21.0%	45.9%	45.3%	45.1%	16.2%	17.5%	18.3%	9.7%	10.6%	10.7%	4.4%	4.8%	5.0%	51,302	42,191	43,383
5 or more years	23.3%	21.9%	20.9%	45.1%	44.7%	44.7%	16.5%	17.1%	17.5%	10.0%	10.6%	11.2%	5.1%	5.6%	5.6%	338,495	287,473	294,229

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
Self-Identify as:																		
Heterosexual	24.4%	22.9%	21.8%	45.7%	45.4%	45.3%	15.7%	16.4%	17.1%	9.5%	10.1%	10.6%	4.6%	5.2%	5.2%	364,893	306,587	317,347
LGBT*	21.6%	21.2%	20.7%	43.6%	42.0%	41.3%	16.6%	17.7%	16.7%	11.3%	12.5%	13.8%	6.8%	6.6%	7.5%	13,575	11,330	11,025
Prefer not to say	16.3%	14.9%	14.4%	41.7%	40.5%	41.3%	21.3%	22.6%	22.0%	13.1%	13.9%	14.2%	7.5%	8.1%	8.0%	56,859	46,993	48,009
Military Service																		
No Prior Military																		
Service	22.5%	21.3%	20.3%	46.4%	45.8%	45.6%	16.5%	17.0%	17.7%	9.9%	10.6%	11.0%	4.7%	5.3%	5.3%	325,298	277,608	280,839
Currently in																		
Guard/Reserves	23.3%	20.9%	20.8%	42.6%	44.1%	42.6%	16.3%	17.1%	17.8%	11.0%	10.8%	12.0%	6.9%	7.1%	6.9%	7,412	6,155	6,994
Retired	27.7%	25.8%	24.8%	44.5%	44.5%	45.1%	15.0%	16.6%	16.1%	8.8%	8.9%	9.8%	4.0%	4.2%	4.2%	49,873	39,656	43,277
Separated/ Discharged	22.0%	20.5%	19.5%	41.9%	41.2%	41.5%	17.7%	18.6%	18.8%	11.6%	12.4%	12.9%	6.9%	7.3%	7.4%	68,850	55,714	59,510
Disability																		
Yes	22.6%	20.9%	20.5%	40.5%	40.8%	40.2%	17.9%	18.9%	18.8%	11.6%	11.6%	12.8%	7.5%	7.8%	7.8%	69,464	51,625	53,445
No	23.3%	22.0%	20.9%	46.2%	45.5%	45.5%	16.2%	16.9%	17.5%	9.7%	10.5%	10.9%	4.5%	5.1%	5.2%	383,306	328,639	338,366

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
Work Location																		
Headquarters	19.1%	17.9%	16.9%	42.9%	41.7%	41.7%	16.8%	16.9%	17.2%	14.2%	15.3%	15.8%	7.1%	8.2%	8.4%	178,090	155,433	156,153
Field	17.5%	16.3%	15.7%	42.6%	41.3%	40.8%	16.5%	16.8%	17.3%	15.1%	16.2%	16.7%	8.3%	9.4%	9.6%	279,569	229,320	239,922
Supervisory Status																		
Non-Supervisor	16.5%	15.1%	14.6%	42.3%	40.6%	40.4%	17.4%	17.8%	18.1%	15.4%	16.8%	17.0%	8.5%	9.8%	9.9%	303,157	252,696	260,697
Team Leader	16.5%	15.6%	15.2%	42.3%	41.8%	41.0%	16.8%	16.7%	17.1%	15.8%	16.5%	17.1%	8.5%	9.4%	9.6%	57,718	49,452	53,276
Supervisor	22.2%	21.3%	19.6%	45.6%	44.9%	44.9%	14.3%	14.6%	15.1%	12.5%	13.0%	13.9%	5.4%	6.2%	6.5%	62,874	52,197	52,416
Manager	28.4%	27.7%	26.4%	43.8%	43.8%	42.4%	12.7%	11.9%	13.3%	10.7%	11.5%	12.3%	4.4%	5.1%	5.6%	28,641	24,688	24,318
Senior Leader	37.3%	34.5%	30.4%	37.0%	36.2%	37.4%	11.2%	11.5%	13.1%	9.6%	11.8%	13.5%	4.9%	6.0%	5.7%	8,162	8,094	8,026
Sex																		
Male	18.6%	17.0%	16.2%	42.4%	41.4%	40.6%	17.0%	17.1%	17.8%	14.2%	15.4%	16.1%	7.9%	9.1%	9.4%	232,804	196,514	205,030
Female	17.5%	16.8%	16.1%	43.2%	41.5%	41.8%	16.0%	16.5%	16.6%	15.5%	16.5%	16.7%	7.8%	8.7%	8.8%	220,875	184,921	188,435
Hispanic or Latino																		
Yes	18.9%	18.1%	17.0%	39.2%	38.7%	38.5%	16.8%	16.5%	17.3%	15.6%	15.9%	16.2%	9.4%	10.9%	10.9%	39,618	33,525	33,900
No	18.0%	16.8%	16.1%	43.2%	41.8%	41.4%	16.5%	16.8%	17.2%	14.7%	15.9%	16.4%	7.6%	8.7%	8.9%	409,590	344,016	355,772
Race																		
American Indian/ Alaska Native	16.7%	15.0%	15.6%	38.4%	36.4%	36.8%	19.3%	20.9%	19.7%	16.2%	17.5%	16.4%	9.5%	10.3%	11.5%	9,370	7,809	8,351
Asian	15.2%	14.8%	14.1%	41.6%	41.7%	40.9%	20.9%	20.4%	21.2%	14.6%	14.9%	15.5%	7.8%	8.2%	8.4%	22,058	19,484	18,651
Black/African American	17.8%	16.5%	15.7%	41.1%	39.7%	39.1%	16.3%	16.6%	17.0%	15.6%	16.7%	17.6%	9.1%	10.6%	10.6%	64,362	57,907	60,087
Native Hawaiian/ Pacific Islander	14.9%	12.8%	15.8%	38.0%	40.3%	37.6%	18.8%	18.5%	20.0%	17.4%	16.5%	16.2%	10.9%	11.9%	10.4%	2,757	2,202	2,468
White	19.0%	17.8%	16.9%	43.9%	42.5%	42.3%	15.7%	16.0%	16.5%	14.2%	15.5%	15.9%	7.1%	8.2%	8.4%	318,487	264,051	273,628
Two or more races (Not Hispanic/ Latino)	14.2%	13.5%	12.7%	38.2%	36.4%	36.9%	18.9%	20.0%	19.2%	17.3%	17.4%	18.8%	11.4%	12.7%	12.4%	18,692	14,352	14,448

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
Age Group																		
25 and under	13.8%	15.5%	14.6%	39.4%	38.6%	39.5%	20.0%	18.3%	17.2%	17.4%	16.6%	18.1%	9.3%	11.0%	10.7%	3,646	2,668	2,614
26-29	14.7%	13.7%	14.0%	39.9%	38.0%	39.6%	18.5%	19.3%	18.7%	16.8%	17.4%	16.6%	10.2%	11.6%	11.1%	12,412	10,980	12,098
30-39	16.1%	15.4%	14.8%	41.5%	40.6%	40.5%	17.3%	17.2%	17.8%	15.7%	16.3%	16.6%	9.4%	10.5%	10.4%	87,724	73,277	71,558
40-49	17.9%	16.9%	16.4%	43.2%	41.3%	41.4%	16.2%	16.6%	16.8%	14.6%	16.1%	16.0%	8.2%	9.1%	9.4%	119,028	102,378	106,673
50-59	19.5%	17.7%	16.8%	43.3%	42.5%	41.5%	16.2%	16.6%	17.1%	14.2%	15.3%	16.2%	6.9%	7.9%	8.4%	166,572	141,546	147,579
60+	18.5%	17.5%	16.0%	42.6%	40.9%	40.9%	17.2%	17.0%	18.0%	14.9%	16.3%	16.9%	6.8%	8.3%	8.2%	76,818	61,131	63,141
Level of Education																		
Less than																		
High School	20.1%	11.8%	17.7%	38.9%	41.0%	32.7%	20.0%	19.1%	22.7%	11.8%	15.4%	14.5%	9.2%	12.7%	12.5%	441	360	407
H.S. Diploma/																		
GED or equiv	18.1%	16.9%	16.2%	40.6%	40.2%	39.6%	17.4%	17.3%	18.0%	15.7%	16.0%	16.6%	8.2%	9.5%	9.7%	19,468	16,252	19,326
Trade/Technical																		
Certificate	14.5%	12.3%	12.1%	37.9%	37.0%	36.6%	18.5%	19.2%	20.0%	18.2%	19.3%	19.4%	10.8%	12.3%	11.8%	10,800	8,182	9,564
Some College																		
(no degree)	16.4%	15.1%	14.5%	39.3%	37.4%	37.8%	18.0%	18.1%	18.0%	16.7%	18.0%	18.3%	9.6%	11.4%	11.3%	62,712	52,771	60,118
Associate's																		
Degree	15.5%	14.3%	14.2%	39.8%	38.6%	37.8%	17.7%	17.3%	18.2%	17.1%	18.2%	18.6%	10.0%	11.7%	11.3%	35,540	27,804	31,337
Bachelor's																		
Degree	18.3%	17.5%	16.8%	44.3%	42.7%	42.8%	16.0%	16.3%	16.8%	14.1%	15.2%	15.2%	7.3%	8.2%	8.4%	155,088	132,222	135,708
Master's Degree																		
Doctoral/	20.4%	18.9%	17.9%	45.1%	44.4%	43.9%	15.4%	16.0%	16.2%	12.6%	13.9%	14.7%	6.4%	6.9%	7.3%	119,456	101,777	98,110
Professional																		
Degree	17.9%	16.8%	16.0%	41.9%	41.6%	40.3%	17.1%	16.5%	17.7%	16.0%	16.6%	17.4%	7.1%	8.5%	8.6%	52,812	44,161	41,006
Pay Category																		
Federal Wage																		
System	14.1%	13.0%	13.1%	37.1%	38.0%	37.1%	20.0%	18.6%	18.9%	17.8%	18.6%	18.8%	11.1%	11.8%	12.0%	13,106	9,575	12,656
GS 1-6	8.9%	8.3%	7.6%	30.1%	28.3%	29.1%	19.8%	20.2%	20.6%	24.3%	24.9%	25.3%	17.0%	18.3%	17.4%	27,458	18,646	21,912
GS 7-12	15.5%	14.5%	13.9%	43.3%	41.5%	41.2%	17.5%	18.1%	18.4%	15.8%	16.9%	17.0%	8.0%	9.1%	9.5%	193,050	153,229	166,320
GS 13-15	25.3%	23.6%	22.6%	47.5%	47.1%	46.5%	13.7%	13.9%	14.5%	9.7%	10.8%	11.4%	3.8%	4.6%	4.9%	184,549	169,573	162,331
SES	40.9%	39.6%	34.5%	37.1%	35.6%	35.4%	10.0%	10.3%	12.6%	8.4%	9.3%	11.9%	3.6%	5.2%	5.6%	5,694	5,772	5,706
SL/ST	23.4%	25.7%	21.2%	39.5%	38.0%	39.7%	17.1%	15.9%	14.3%	13.6%	13.2%	17.7%	6.3%	7.2%	7.2%	2,005	1,572	1,530
Other	14.1%	13.4%	13.2%	37.4%	34.6%	36.0%	17.8%	17.2%	17.5%	18.7%	20.3%	20.2%	12.0%	14.6%	13.1%	31,225	25,860	25,626

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
Time in Federal Government																		
< 1 year	15.7%	16.3%	15.5%	42.1%	38.5%	38.6%	18.6%	19.6%	18.8%	15.9%	17.0%	17.5%	7.7%	8.6%	9.6%	9,008	6,850	6,042
1-3 years	14.8%	14.0%	14.1%	40.2%	38.4%	38.2%	18.2%	19.2%	19.1%	17.6%	18.1%	18.9%	9.2%	10.3%	9.8%	45,325	29,923	28,254
4-5 years	15.5%	14.6%	14.0%	39.8%	39.7%	40.5%	18.0%	17.7%	18.1%	17.3%	17.6%	17.9%	9.5%	10.4%	9.5%	30,205	30,120	41,109
6-10 years	16.7%	15.5%	15.0%	43.1%	41.3%	40.8%	17.0%	17.1%	17.7%	15.2%	16.6%	16.7%	8.1%	9.4%	9.8%	108,886	91,864	87,812
11-14 years	18.0%	16.5%	15.8%	42.8%	41.7%	41.2%	16.6%	16.6%	17.2%	14.3%	15.7%	16.0%	8.2%	9.4%	9.8%	63,957	54,880	56,762
15-20 years	19.0%	17.9%	16.6%	43.3%	41.9%	41.9%	15.9%	16.6%	16.7%	14.2%	15.0%	15.7%	7.6%	8.6%	9.1%	66,400	51,763	48,758
> 20 years	21.6%	19.9%	18.6%	43.9%	43.2%	42.2%	15.2%	15.3%	16.2%	12.9%	14.3%	14.9%	6.4%	7.4%	8.0%	134,350	119,610	128,160
Time with Current Agency																		
< 1 year	17.7%	17.6%	16.2%	41.9%	40.5%	40.8%	18.2%	18.3%	18.1%	15.1%	15.7%	16.4%	7.1%	8.0%	8.5%	16,476	13,171	11,902
1-3 years	16.2%	14.8%	14.5%	41.1%	39.4%	39.2%	17.5%	18.7%	18.6%	16.6%	17.4%	18.2%	8.6%	9.8%	9.4%	69,892	47,714	44,552
4-5 years	15.9%	15.2%	14.6%	40.7%	39.9%	40.6%	17.9%	17.4%	17.9%	16.1%	17.0%	17.2%	9.4%	10.5%	9.7%	37,870	38,147	49,925
6-10 years	16.9%	15.7%	15.3%	43.2%	41.5%	40.7%	16.9%	17.0%	17.7%	14.9%	16.4%	16.6%	8.0%	9.4%	9.7%	113,944	98,146	95,796
11-20 years	18.7%	17.4%	16.3%	42.9%	41.9%	41.7%	16.2%	16.4%	16.8%	14.3%	15.4%	15.9%	7.8%	8.9%	9.3%	118,651	98,759	98,988
> 20 years	21.8%	20.3%	19.0%	44.2%	43.4%	42.4%	14.8%	14.8%	15.9%	12.9%	14.2%	14.8%	6.3%	7.3%	7.9%	99,816	87,757	94,496
Leaving																		
No	22.0%	20.7%	19.7%	46.4%	45.5%	45.0%	15.0%	15.5%	15.9%	12.1%	13.2%	13.8%	4.4%	5.1%	5.5%	316,219	259,522	263,442
Yes, to retire	19.7%	18.5%	17.3%	43.7%	43.5%	42.5%	16.5%	15.6%	17.2%	13.5%	15.1%	15.0%	6.5%	7.3%	7.8%	28,534	22,306	24,055
Yes, to other job in Govt	9.0%	9.0%	8.5%	36.2%	34.4%	34.7%	20.0%	19.8%	20.0%	20.7%	21.6%	21.4%	14.0%	15.2%	15.3%	70,851	70,682	73,477
Yes, to other job outside Govt	6.9%	6.3%	5.9%	27.5%	25.0%	25.5%	18.9%	18.3%	18.1%	24.6%	24.5%	25.6%	22.2%	25.9%	24.9%	19,430	13,797	15,864
Yes, other	7.4%	6.8%	7.2%	29.9%	28.9%	28.5%	22.5%	21.7%	22.4%	20.9%	21.6%	22.5%	19.4%	21.0%	19.5%	22,194	18,016	19,301
Retiring																		
Within 1 year	20.8%	19.6%	18.1%	42.9%	41.7%	42.4%	15.3%	15.5%	16.1%	13.3%	14.8%	14.7%	7.7%	8.4%	8.7%	17,133	13,577	14,832
Between 1-3 years	19.7%	18.0%	17.4%	43.8%	43.5%	42.1%	16.3%	15.6%	16.8%	13.7%	15.1%	15.6%	6.5%	7.8%	8.1%	47,277	38,034	39,926
Between 3-5 years	19.6%	17.8%	16.4%	44.2%	42.3%	41.4%	15.9%	16.7%	17.5%	13.8%	15.6%	16.7%	6.6%	7.6%	8.0%	51,311	42,240	43,463
5 or more years	17.6%	16.6%	15.9%	42.4%	41.1%	41.0%	16.7%	17.0%	17.3%	15.1%	16.0%	16.5%	8.1%	9.2%	9.4%	338,815	287,785	294,771

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
Self-Identify as:																		
Heterosexual	18.8%	17.6%	16.8%	43.2%	42.1%	41.6%	16.0%	16.3%	16.8%	14.5%	15.5%	16.1%	7.4%	8.5%	8.7%	365,180	306,952	317,854
LGBT*	18.2%	17.7%	16.0%	40.1%	39.2%	38.8%	16.6%	16.1%	15.6%	15.9%	16.8%	18.0%	9.2%	10.2%	11.5%	13,575	11,331	11,049
Prefer not to say	13.8%	13.0%	12.1%	40.2%	38.1%	38.5%	19.7%	19.6%	20.2%	16.1%	18.0%	17.7%	10.2%	11.3%	11.5%	56,913	47,021	48,132
Military Service																		
No Prior Military																		
Service	17.8%	16.9%	16.1%	43.1%	41.9%	41.4%	16.5%	16.5%	17.1%	14.9%	15.9%	16.3%	7.7%	8.8%	9.0%	325,530	277,931	281,359
Currently in																		
Guard/Reserves	15.9%	14.5%	15.4%	40.7%	38.8%	38.8%	16.8%	17.9%	16.5%	16.6%	18.8%	18.5%	10.0%	10.1%	10.9%	7,420	6,158	7,001
Retired	21.1%	19.7%	18.5%	45.8%	44.2%	44.5%	15.7%	16.6%	16.4%	11.9%	13.3%	14.2%	5.5%	6.3%	6.5%	49,888	39,667	43,343
Separated/																		
Discharged	17.0%	15.3%	14.7%	39.5%	38.4%	38.0%	17.3%	17.7%	18.3%	16.4%	17.4%	17.7%	9.8%	11.3%	11.3%	68,928	55,777	59,597
Disability																		
Yes	16.4%	15.1%	14.1%	38.7%	37.1%	36.9%	18.0%	18.0%	18.7%	16.7%	18.1%	18.3%	10.3%	11.7%	12.0%	69,506	51,676	53,501
No	18.5%	17.3%	16.5%	43.7%	42.4%	41.9%	16.2%	16.5%	17.0%	14.4%	15.4%	16.0%	7.3%	8.4%	8.6%	383,584	329,016	338,989

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
Work Location																		
Headquarters	19.6%	17.8%	16.7%	43.2%	41.8%	41.9%	19.8%	20.7%	21.4%	11.6%	12.9%	13.1%	5.8%	6.8%	6.9%	178,097	155,504	156,211
Field	16.4%	14.8%	13.7%	42.0%	40.6%	40.4%	21.0%	21.8%	22.3%	13.5%	14.7%	15.3%	7.1%	8.1%	8.4%	279,576	229,472	239,991
Supervisory Status																		
Non-Supervisor	16.6%	14.7%	13.7%	42.1%	40.5%	40.2%	21.4%	22.2%	22.8%	13.0%	14.3%	14.8%	7.0%	8.2%	8.4%	303,155	252,876	260,763
Team Leader	15.2%	14.0%	13.4%	42.2%	40.8%	40.6%	21.2%	22.1%	22.6%	14.3%	15.2%	15.3%	7.0%	7.8%	8.0%	57,742	49,453	53,289
Supervisor	19.7%	17.8%	16.3%	44.8%	43.6%	44.8%	18.7%	19.6%	19.7%	11.8%	13.5%	13.3%	5.0%	5.6%	5.8%	62,905	52,210	52,435
Manager	26.3%	25.1%	23.3%	43.8%	43.8%	43.1%	15.5%	15.5%	16.5%	10.0%	10.5%	11.6%	4.5%	5.1%	5.5%	28,659	24,707	24,324
Senior Leader	43.7%	41.1%	37.4%	36.2%	37.1%	38.3%	10.7%	9.8%	13.0%	6.3%	7.7%	7.6%	3.1%	4.3%	3.6%	8,135	8,091	8,038
Sex																		
Male	18.3%	16.3%	15.1%	41.7%	40.3%	40.1%	20.2%	21.0%	21.7%	12.9%	14.2%	14.8%	6.9%	8.1%	8.3%	232,783	196,635	205,091
Female	16.8%	15.5%	14.5%	43.7%	42.3%	42.2%	20.9%	21.7%	22.2%	12.5%	13.6%	13.9%	6.1%	6.8%	7.1%	220,934	185,019	188,492
Hispanic or Latino																		
Yes	19.0%	17.3%	16.0%	40.5%	39.1%	39.0%	20.7%	21.0%	21.6%	12.5%	13.6%	13.9%	7.3%	8.9%	9.6%	39,600	33,537	33,902
No	17.5%	15.9%	14.8%	42.8%	41.5%	41.3%	20.5%	21.3%	21.9%	12.8%	14.0%	14.5%	6.4%	7.4%	7.5%	409,636	344,239	355,887
Race																		
American Indian/ Alaska Native	16.1%	13.9%	14.3%	37.2%	35.7%	37.2%	24.5%	25.7%	24.6%	13.6%	14.1%	14.6%	8.6%	10.6%	9.4%	9,365	7,821	8,357
Asian	18.7%	17.5%	16.7%	46.0%	45.9%	46.4%	20.9%	20.9%	21.8%	9.6%	10.5%	9.6%	4.8%	5.2%	5.5%	22,055	19,521	18,652
Black/African American	18.7%	17.3%	16.2%	44.2%	42.1%	42.3%	19.9%	20.9%	21.8%	11.0%	12.2%	12.1%	6.2%	7.5%	7.5%	64,364	57,908	60,120
Native Hawaiian/ Pacific Islander	16.3%	14.9%	15.0%	39.8%	38.5%	39.9%	24.6%	25.8%	25.3%	12.3%	13.0%	12.2%	7.0%	7.7%	7.6%	2,753	2,208	2,475
White	17.9%	16.1%	14.8%	42.7%	41.4%	41.1%	20.0%	20.8%	21.4%	13.1%	14.3%	15.1%	6.4%	7.3%	7.7%	318,561	264,202	273,715
Two or more races (Not Hispanic/ Latino)	14.6%	13.2%	11.8%	37.0%	35.3%	35.6%	23.5%	22.9%	24.6%	15.0%	17.2%	17.4%	9.9%	11.3%	10.5%	18,685	14,369	14,450

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
Age Group																		
25 and under	19.9%	20.5%	16.4%	46.1%	46.2%	47.3%	17.2%	18.4%	20.8%	11.0%	9.9%	9.4%	5.9%	4.9%	6.1%	3,644	2,667	2,615
26-29	16.9%	15.2%	13.8%	45.2%	43.3%	42.1%	19.7%	20.3%	21.8%	12.7%	13.1%	14.2%	5.5%	8.1%	8.1%	12,407	10,981	12,092
30-39	15.7%	14.6%	13.2%	42.6%	40.8%	40.6%	21.0%	21.9%	22.2%	13.4%	14.4%	15.3%	7.4%	8.4%	8.7%	87,718	73,309	71,519
40-49	17.3%	15.5%	14.5%	42.0%	40.9%	41.0%	20.4%	20.9%	21.4%	13.3%	14.6%	14.7%	7.0%	8.1%	8.4%	119,032	102,400	106,690
50-59	18.3%	16.3%	15.4%	42.5%	41.0%	40.8%	20.5%	21.6%	22.1%	12.5%	13.8%	14.3%	6.2%	7.3%	7.4%	166,590	141,606	147,633
60+	18.9%	16.9%	15.9%	42.0%	41.0%	40.8%	21.4%	21.9%	22.9%	12.0%	13.6%	13.7%	5.7%	6.6%	6.7%	76,830	61,226	63,226
Level of Education																		
Less than																		
High School	22.8%	16.7%	14.8%	35.3%	40.5%	41.0%	26.0%	28.2%	25.4%	9.0%	7.2%	9.4%	6.9%	7.4%	9.4%	443	358	408
H.S. Diploma/																		
GED or equiv	18.7%	18.1%	16.2%	43.3%	42.6%	42.4%	21.1%	21.1%	21.9%	11.0%	11.5%	12.4%	5.8%	6.7%	7.1%	19,476	16,280	19,350
Trade/Technical																		
Certificate	16.7%	14.2%	13.8%	41.2%	41.4%	39.6%	22.4%	23.2%	23.8%	12.4%	13.9%	14.8%	7.4%	7.3%	8.0%	10,795	8,191	9,562
Some College																		
(no degree)	17.1%	15.1%	14.4%	40.1%	38.8%	39.2%	22.6%	23.2%	23.4%	13.0%	14.3%	14.3%	7.2%	8.6%	8.7%	62,723	52,821	60,183
Associate's																		
Degree	16.4%	15.0%	14.3%	41.3%	39.6%	39.9%	22.0%	23.1%	22.9%	13.3%	14.1%	14.6%	7.0%	8.2%	8.3%	35,562	27,850	31,352
Bachelor's																		
Degree	17.0%	15.4%	14.0%	43.3%	41.9%	41.7%	20.3%	21.0%	21.7%	13.0%	14.2%	14.7%	6.5%	7.6%	7.9%	155,088	132,305	135,750
Master's Degree																		
Doctoral/	18.5%	16.9%	15.5%	43.5%	41.8%	41.7%	19.3%	20.3%	21.2%	12.6%	13.9%	14.5%	6.2%	7.1%	7.1%	119,469	101,798	98,092
Professional																		
Degree	19.7%	17.8%	17.3%	43.0%	42.0%	41.6%	18.6%	19.2%	19.7%	12.3%	14.2%	14.4%	6.3%	6.9%	7.1%	52,805	44,152	40,983
Pay Category																		
Federal Wage																		
System	13.9%	11.9%	12.0%	37.8%	37.0%	38.0%	24.6%	25.7%	25.1%	14.4%	15.2%	16.1%	9.2%	10.1%	8.7%	13,114	9,588	12,657
GS 1-6																		
GS 7-12	16.1%	15.2%	14.2%	40.2%	39.9%	39.6%	23.0%	23.6%	24.6%	13.0%	13.4%	13.3%	7.8%	8.0%	8.3%	27,483	18,703	21,952
GS 13-15																		
SES	16.6%	15.1%	14.0%	42.8%	41.5%	41.0%	21.1%	22.0%	22.5%	12.9%	13.8%	14.4%	6.6%	7.7%	8.2%	193,033	153,381	166,432
SL/ST																		
Other	20.3%	18.3%	16.8%	44.1%	42.6%	42.5%	18.3%	19.0%	19.8%	11.8%	13.6%	14.0%	5.5%	6.5%	6.9%	184,592	169,588	162,297
	49.4%	49.6%	45.5%	33.3%	34.4%	35.2%	8.7%	8.4%	9.8%	6.0%	5.3%	6.3%	2.6%	2.4%	3.2%	5,678	5,765	5,703
	26.7%	23.3%	20.4%	38.2%	40.0%	39.5%	17.7%	15.9%	18.6%	10.2%	15.1%	15.7%	7.2%	5.6%	5.8%	2,007	1,568	1,538
	14.1%	12.3%	11.9%	40.9%	37.8%	39.2%	22.0%	22.8%	23.2%	14.9%	17.3%	16.7%	8.1%	9.8%	8.9%	31,234	25,864	25,606

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
Time in Federal Government																		
< 1 year	30.1%	28.6%	26.9%	46.0%	48.1%	47.9%	14.9%	14.5%	15.6%	6.4%	5.8%	7.4%	2.6%	2.9%	2.3%	9,008	6,855	6,040
1-3 years	21.4%	19.6%	18.1%	45.6%	44.8%	44.7%	18.1%	19.8%	20.9%	10.2%	10.8%	11.4%	4.6%	5.0%	5.0%	45,308	29,952	28,258
4-5 years	17.2%	15.9%	14.3%	42.2%	41.9%	42.4%	21.6%	21.4%	22.0%	12.8%	13.9%	14.4%	6.2%	6.9%	6.9%	30,222	30,132	41,094
6-10 years	15.8%	14.4%	13.4%	42.4%	40.3%	40.0%	21.2%	22.1%	22.7%	13.6%	15.0%	15.1%	7.1%	8.2%	8.8%	108,851	91,898	87,804
11-14 years	15.6%	14.2%	13.1%	41.2%	39.3%	39.2%	21.4%	22.4%	22.8%	14.3%	15.2%	15.6%	7.5%	8.9%	9.3%	63,982	54,938	56,797
15-20 years	16.2%	14.5%	13.9%	40.6%	39.2%	39.1%	21.7%	22.0%	22.3%	13.8%	15.1%	15.5%	7.7%	9.1%	9.3%	66,423	51,791	48,776
> 20 years	18.5%	16.5%	15.4%	42.6%	41.4%	41.1%	20.2%	20.9%	21.7%	12.3%	13.9%	14.4%	6.3%	7.2%	7.4%	134,385	119,681	128,243
Time with Current Agency																		
< 1 year	28.7%	26.6%	25.8%	44.7%	46.1%	45.5%	15.5%	15.6%	16.8%	7.2%	7.7%	8.5%	3.9%	4.0%	3.5%	16,467	13,179	11,903
1-3 years	21.0%	19.1%	17.1%	44.1%	42.6%	43.1%	18.6%	20.6%	21.0%	11.0%	11.7%	12.4%	5.3%	6.1%	6.3%	69,893	47,723	44,556
4-5 years	16.3%	14.8%	13.9%	41.6%	41.1%	41.0%	21.7%	21.7%	22.2%	13.5%	14.5%	15.0%	7.0%	7.9%	7.9%	37,896	38,171	49,931
6-10 years	15.1%	13.6%	12.9%	41.8%	39.6%	39.6%	21.7%	22.6%	23.0%	13.9%	15.6%	15.4%	7.5%	8.6%	9.1%	113,930	98,182	95,792
11-20 years	15.7%	14.3%	13.5%	41.3%	39.8%	39.5%	21.5%	22.0%	22.4%	14.0%	15.2%	15.5%	7.4%	8.8%	9.0%	118,684	98,850	99,028
> 20 years	18.9%	17.3%	15.7%	43.5%	42.5%	42.1%	20.0%	20.4%	21.6%	11.9%	13.2%	14.0%	5.7%	6.5%	6.6%	99,834	87,814	94,567
Leaving																		
No	23.2%	21.4%	19.9%	49.4%	48.6%	48.7%	17.3%	18.4%	19.2%	7.6%	8.6%	8.9%	2.5%	3.0%	3.3%	316,210	259,641	263,482
Yes, to retire	14.7%	13.5%	13.0%	40.8%	39.7%	38.7%	23.0%	23.0%	24.1%	14.5%	16.1%	16.6%	7.0%	7.7%	7.6%	28,541	22,322	24,088
Yes, to other job in Govt	5.6%	5.1%	4.5%	29.1%	27.1%	26.7%	27.9%	27.8%	27.7%	23.4%	24.4%	25.1%	14.1%	15.6%	15.9%	70,887	70,741	73,500
Yes, to other job outside Govt	4.0%	3.1%	2.6%	21.8%	18.9%	18.5%	25.0%	24.9%	25.9%	28.2%	29.7%	30.0%	21.1%	23.3%	22.9%	19,444	13,813	15,867
Yes, other	4.0%	3.4%	3.2%	21.2%	20.5%	20.9%	28.8%	27.7%	27.4%	26.1%	27.1%	27.3%	19.9%	21.2%	21.1%	22,196	18,024	19,324
Retiring																		
Within 1 year	14.8%	13.7%	12.9%	38.7%	37.6%	36.6%	21.6%	22.2%	22.8%	15.6%	16.8%	17.8%	9.3%	9.7%	9.8%	17,148	13,575	14,854
Between 1-3 years	16.5%	14.4%	13.6%	41.2%	40.3%	39.6%	22.3%	22.5%	23.5%	13.4%	15.3%	15.3%	6.6%	7.5%	8.0%	47,281	38,071	39,985
Between 3-5 years	17.2%	15.4%	14.3%	42.5%	40.6%	40.2%	20.9%	22.1%	23.0%	13.2%	14.7%	15.0%	6.1%	7.1%	7.5%	51,320	42,264	43,479
5 or more years	18.0%	16.4%	15.1%	43.0%	41.5%	41.6%	20.2%	21.0%	21.5%	12.5%	13.6%	14.1%	6.4%	7.5%	7.7%	338,830	287,945	294,788

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
Self-Identify as:																		
Heterosexual	18.7%	17.0%	15.7%	43.6%	42.4%	42.1%	19.6%	20.5%	21.2%	12.0%	13.2%	13.8%	6.0%	6.9%	7.2%	365,213	307,060	317,944
LGBT*	16.8%	16.2%	14.7%	39.7%	37.8%	38.2%	20.8%	21.5%	21.0%	15.4%	16.0%	16.1%	7.3%	8.5%	10.0%	13,589	11,347	11,049
Prefer not to say	11.4%	10.1%	9.4%	36.8%	34.1%	34.6%	25.5%	26.1%	26.6%	16.6%	18.3%	18.2%	9.7%	11.4%	11.1%	56,906	47,113	48,155
Military Service																		
No Prior Military																		
Service	17.1%	15.6%	14.6%	43.8%	42.3%	42.0%	20.5%	21.2%	22.0%	12.5%	13.8%	14.2%	6.1%	7.1%	7.3%	325,554	278,054	281,399
Currently in																		
Guard/Reserves	18.7%	17.1%	15.6%	40.9%	40.3%	40.2%	20.2%	19.8%	20.5%	12.1%	14.2%	14.5%	8.0%	8.6%	9.2%	7,420	6,165	7,006
Retired	21.3%	19.3%	17.9%	43.3%	41.9%	42.8%	19.0%	20.7%	20.6%	11.3%	12.3%	12.8%	5.1%	5.7%	5.9%	49,899	39,690	43,357
Separated/																		
Discharged	16.5%	14.6%	13.6%	38.3%	37.0%	37.0%	21.6%	22.3%	22.8%	14.7%	15.8%	16.3%	8.9%	10.3%	10.4%	68,924	55,852	59,656
Disability																		
Yes	17.3%	15.4%	14.5%	38.0%	37.0%	36.5%	21.5%	22.8%	23.0%	14.1%	14.8%	15.6%	9.1%	9.9%	10.4%	69,516	51,708	53,532
No	17.8%	16.1%	14.9%	43.6%	42.1%	41.9%	20.3%	21.0%	21.7%	12.4%	13.8%	14.2%	6.0%	7.1%	7.3%	383,610	329,195	339,072

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
Work Location															
Headquarters	52.1%	49.5%	46.7%	18.6%	18.8%	19.2%	22.1%	24.1%	25.9%	7.2%	7.6%	8.2%	177,719	155,301	156,169
Field	37.4%	35.2%	32.8%	23.9%	23.3%	22.6%	29.3%	31.7%	34.1%	9.4%	9.8%	10.6%	278,844	229,094	239,701
Supervisory Status															
Non-Supervisor	42.3%	39.8%	37.1%	20.6%	20.2%	19.8%	27.9%	30.2%	32.7%	9.2%	9.7%	10.5%	302,437	252,440	260,522
Team Leader	41.5%	39.5%	36.7%	22.1%	21.4%	21.7%	27.7%	30.4%	32.3%	8.7%	8.7%	9.3%	57,618	49,399	53,254
Supervisor	43.8%	41.7%	39.6%	26.6%	26.5%	26.1%	22.7%	24.7%	26.4%	6.9%	7.1%	7.9%	62,706	52,131	52,375
Manager	45.1%	43.3%	41.2%	29.1%	28.7%	29.7%	20.2%	22.2%	22.6%	5.6%	5.8%	6.4%	28,547	24,677	24,304
Senior Leader	54.3%	49.0%	47.8%	23.5%	23.0%	23.8%	15.9%	21.5%	21.0%	6.4%	6.4%	7.4%	8,107	8,084	8,031
Sex															
Male	39.9%	37.9%	35.1%	23.9%	23.1%	23.0%	27.0%	29.7%	31.7%	9.1%	9.4%	10.3%	232,157	196,258	204,843
Female	46.0%	43.1%	40.8%	19.5%	19.8%	19.2%	26.4%	28.5%	30.9%	8.1%	8.6%	9.1%	220,387	184,783	188,371
Hispanic or Latino															
Yes	33.0%	30.8%	27.6%	19.5%	18.6%	18.0%	36.0%	38.3%	41.0%	11.5%	12.3%	13.5%	39,522	33,501	33,883
No	43.6%	41.2%	38.7%	22.3%	22.0%	21.8%	25.7%	28.1%	30.2%	8.4%	8.6%	9.4%	408,589	343,673	355,533
Race															
American Indian/ Alaska Native	27.2%	25.3%	23.3%	20.4%	19.5%	18.8%	40.0%	41.6%	44.3%	12.3%	13.7%	13.6%	9,335	7,812	8,353
Asian	46.5%	43.7%	41.8%	15.4%	16.0%	15.0%	26.3%	28.1%	30.0%	11.9%	12.2%	13.2%	22,020	19,496	18,640
Black/African American	44.6%	40.7%	37.9%	18.1%	18.3%	18.2%	29.2%	32.3%	34.4%	8.2%	8.7%	9.4%	64,196	57,814	60,058
Native Hawaiian/ Pacific Islander	24.1%	23.7%	23.6%	18.2%	18.5%	17.6%	41.4%	45.2%	44.5%	16.2%	12.6%	14.3%	2,741	2,202	2,469
White	42.6%	40.7%	38.0%	23.6%	23.2%	22.8%	25.4%	27.6%	29.8%	8.3%	8.5%	9.4%	317,748	263,794	273,445
Two or more races (Not Hispanic/ Latino)	38.2%	35.6%	32.8%	22.4%	22.3%	21.7%	30.9%	32.3%	35.2%	8.5%	9.8%	10.3%	18,651	14,347	14,456

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
Age Group															
25 and under	28.2%	27.0%	26.7%	22.5%	19.9%	18.9%	30.6%	33.1%	37.4%	18.7%	19.9%	17.0%	3,625	2,669	2,609
26-29	35.2%	33.9%	31.8%	20.7%	21.1%	19.4%	30.2%	30.6%	33.6%	13.9%	14.4%	15.1%	12,377	10,948	12,069
30-39	41.3%	38.9%	35.6%	21.9%	21.2%	21.5%	27.0%	29.4%	31.9%	9.7%	10.5%	11.0%	87,419	73,163	71,398
40-49	41.4%	38.9%	36.8%	22.9%	22.7%	22.2%	27.3%	29.7%	31.7%	8.4%	8.7%	9.2%	118,536	102,112	106,430
50-59	44.6%	42.1%	39.6%	22.1%	21.8%	21.6%	25.7%	28.3%	30.0%	7.6%	7.8%	8.8%	165,938	141,198	147,278
60+	44.6%	42.2%	39.4%	20.2%	20.1%	19.5%	27.0%	29.2%	31.5%	8.3%	8.5%	9.6%	76,532	61,011	63,025
Level of Education															
Less than															
High School	18.6%	21.3%	15.7%	17.6%	17.1%	20.4%	39.2%	39.8%	36.3%	24.6%	21.8%	27.6%	442	360	409
H.S. Diploma/															
GED or equiv	26.0%	24.6%	21.5%	23.1%	21.5%	20.8%	35.7%	38.6%	41.2%	15.2%	15.3%	16.4%	19,371	16,224	19,256
Trade/Technical															
Certificate	18.4%	16.6%	15.4%	29.0%	26.9%	25.4%	40.3%	43.4%	44.3%	12.2%	13.0%	14.9%	10,779	8,178	9,554
Some College															
(no degree)	29.5%	27.4%	25.1%	25.4%	24.6%	24.0%	34.7%	37.5%	39.5%	10.4%	10.4%	11.4%	62,528	52,738	60,104
Associate's															
Degree	25.8%	24.1%	22.3%	26.4%	25.8%	25.4%	37.2%	39.5%	40.7%	10.6%	10.6%	11.6%	35,476	27,823	31,320
Bachelor's															
Degree	46.0%	43.6%	41.4%	21.6%	21.3%	20.8%	24.5%	26.6%	28.9%	7.9%	8.5%	8.9%	154,767	132,069	135,607
Master's Degree															
Doctoral/	53.8%	51.2%	48.9%	19.5%	19.7%	19.8%	20.3%	22.5%	24.2%	6.5%	6.7%	7.1%	119,144	101,654	98,077
Professional															
Degree	57.6%	56.3%	55.4%	16.2%	16.4%	16.0%	18.3%	19.1%	19.7%	7.9%	8.3%	8.9%	52,670	44,089	40,969
Pay Category															
Federal Wage															
System	5.5%	5.3%	4.9%	33.7%	31.7%	28.7%	45.7%	48.5%	49.8%	15.0%	14.4%	16.5%	13,039	9,543	12,604
GS 1-6	13.0%	11.8%	10.4%	26.7%	26.2%	24.5%	45.3%	46.5%	49.0%	15.0%	15.5%	16.2%	27,409	18,648	21,901
GS 7-12	37.9%	34.9%	32.6%	23.6%	23.0%	22.7%	29.7%	32.9%	34.8%	8.8%	9.2%	9.9%	192,606	153,203	166,305
GS 13-15	66.0%	64.2%	61.6%	15.5%	15.9%	16.2%	13.4%	14.7%	16.4%	5.0%	5.2%	5.7%	184,060	169,318	162,220
SES	67.7%	65.4%	64.9%	17.3%	18.2%	17.7%	10.1%	11.0%	11.4%	5.0%	5.4%	6.0%	5,654	5,754	5,692
SL/ST	44.0%	42.0%	38.5%	20.5%	21.8%	22.1%	23.6%	24.2%	26.7%	11.9%	12.0%	12.8%	2,008	1,567	1,541
Other	28.2%	26.2%	24.6%	26.5%	25.9%	24.9%	33.3%	35.5%	37.5%	12.1%	12.4%	12.9%	31,143	25,795	25,562

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
Time in Federal Government															
< 1 year	27.5%	23.7%	20.1%	23.5%	23.7%	25.3%	33.5%	35.2%	38.4%	15.5%	17.4%	16.3%	9,004	6,849	6,039
1-3 years	30.8%	27.8%	27.1%	24.0%	23.6%	21.9%	32.5%	35.5%	37.6%	12.7%	13.1%	13.4%	45,254	29,900	28,255
4-5 years	35.9%	34.7%	35.3%	23.5%	23.5%	22.7%	30.7%	31.7%	31.9%	9.9%	10.1%	10.1%	30,142	30,084	41,074
6-10 years	42.3%	39.1%	35.2%	23.0%	22.4%	22.7%	26.5%	29.5%	32.0%	8.2%	9.0%	10.0%	108,575	91,753	87,756
11-14 years	40.7%	38.2%	34.6%	23.0%	22.0%	22.1%	27.8%	31.0%	33.7%	8.4%	8.7%	9.6%	63,756	54,847	56,715
15-20 years	43.1%	40.4%	36.9%	22.2%	22.2%	21.4%	26.8%	29.1%	32.4%	7.9%	8.3%	9.3%	66,240	51,714	48,721
> 20 years	52.6%	50.4%	47.3%	18.7%	18.9%	18.7%	21.9%	23.8%	25.9%	6.8%	7.0%	8.1%	134,005	119,462	128,067
Time with Current Agency															
< 1 year	32.4%	28.8%	25.5%	23.5%	22.8%	24.0%	31.4%	34.8%	37.2%	12.7%	13.7%	13.3%	16,451	13,148	11,903
1-3 years	36.3%	32.7%	32.1%	22.7%	23.0%	21.5%	30.2%	33.1%	34.8%	10.8%	11.2%	11.7%	69,747	47,664	44,533
4-5 years	39.9%	39.3%	37.7%	22.1%	21.8%	21.8%	29.0%	29.6%	30.8%	8.9%	9.3%	9.7%	37,795	38,098	49,888
6-10 years	43.3%	40.1%	36.3%	22.6%	22.2%	22.5%	26.1%	29.1%	31.6%	8.0%	8.7%	9.6%	113,608	98,026	95,765
11-20 years	42.1%	39.8%	36.4%	22.5%	21.9%	21.4%	27.2%	29.9%	32.7%	8.3%	8.4%	9.5%	118,353	98,712	98,912
> 20 years	51.7%	49.9%	46.6%	19.3%	19.4%	19.0%	21.8%	23.5%	26.0%	7.1%	7.2%	8.4%	99,557	87,658	94,399
Leaving															
No	44.7%	42.1%	38.8%	21.7%	21.4%	21.1%	24.4%	26.9%	29.5%	9.2%	9.6%	10.6%	315,359	259,203	263,167
Yes, to retire	44.1%	40.9%	38.8%	21.0%	21.3%	20.6%	26.8%	29.7%	31.5%	8.1%	8.0%	9.0%	28,475	22,269	24,037
Yes, to other job in Govt	38.6%	37.7%	36.0%	23.1%	22.3%	22.5%	31.3%	32.5%	34.0%	7.0%	7.5%	7.5%	70,692	70,669	73,465
Yes, to other job outside Govt	38.1%	33.7%	34.4%	22.8%	23.2%	21.9%	31.3%	35.9%	35.2%	7.8%	7.2%	8.5%	19,388	13,782	15,869
Yes, other	32.4%	29.9%	29.4%	21.8%	21.8%	21.2%	36.3%	38.0%	39.0%	9.5%	10.3%	10.4%	22,142	17,999	19,323
Retiring															
Within 1 year	43.2%	40.9%	38.6%	21.7%	22.3%	21.1%	27.2%	29.7%	31.7%	7.9%	7.1%	8.5%	17,101	13,558	14,824
Between 1-3 years	44.8%	41.9%	38.6%	21.0%	21.0%	20.2%	26.5%	29.3%	31.6%	7.7%	7.9%	9.5%	47,146	37,988	39,929
Between 3-5 years	43.4%	41.2%	38.7%	22.2%	21.7%	21.2%	27.0%	29.3%	31.6%	7.3%	7.8%	8.6%	51,185	42,177	43,446
5 or more years	42.2%	39.9%	37.3%	22.1%	21.8%	21.6%	26.7%	29.0%	31.0%	9.0%	9.4%	10.0%	337,953	287,534	294,553

Report by Demographics

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
Self-Identify as:															
Heterosexual	42.3%	40.0%	37.3%	22.1%	21.9%	21.5%	27.0%	29.2%	31.5%	8.6%	8.9%	9.7%	364,261	306,652	317,696
LGBT*	45.7%	43.5%	41.7%	21.9%	21.8%	22.2%	24.2%	26.2%	27.8%	8.2%	8.5%	8.3%	13,560	11,323	11,035
Prefer not to say	42.1%	39.9%	37.3%	21.5%	20.9%	20.8%	26.8%	29.5%	31.3%	9.6%	9.8%	10.5%	56,778	47,010	48,087
Military Service															
No Prior Military Service															
Currently in															
Guard/Reserves	47.8%	45.6%	43.0%	18.6%	18.3%	18.2%	24.7%	26.8%	28.9%	8.8%	9.2%	9.9%	324,710	277,636	281,151
Retired	28.4%	25.8%	22.2%	28.8%	27.7%	25.5%	33.1%	36.0%	40.7%	9.6%	10.6%	11.6%	7,400	6,158	7,001
Separated/	35.0%	31.6%	28.9%	28.2%	28.7%	28.2%	29.5%	32.6%	34.4%	7.4%	7.1%	8.5%	49,783	39,657	43,335
Discharged	32.5%	30.1%	27.3%	27.7%	27.1%	26.7%	30.7%	33.4%	35.8%	9.1%	9.4%	10.2%	68,740	55,711	59,571
Disability															
Yes	35.5%	31.8%	28.7%	25.1%	26.1%	25.8%	31.1%	34.2%	36.2%	8.3%	7.9%	9.2%	69,312	51,639	53,479
No	44.1%	41.9%	39.2%	21.3%	20.8%	20.5%	25.9%	28.1%	30.4%	8.8%	9.2%	9.9%	382,634	328,675	338,741

Report by Demographics

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
Work Location																											
Headquarters	7.1%	6.1%	5.3%	18.6%	16.9%	15.9%	5.4%	5.6%	5.4%	14.2%	14.6%	13.5%	20.3%	20.8%	21.7%	4.0%	4.5%	5.1%	17.7%	19.0%	20.1%	12.8%	12.6%	13.1%	177,629	155,017	155,437
Field	6.1%	5.4%	4.6%	10.1%	8.9%	8.1%	4.2%	4.2%	4.0%	10.3%	10.2%	9.7%	35.9%	36.0%	37.5%	3.6%	4.0%	4.5%	17.9%	19.3%	19.6%	11.8%	11.9%	12.1%	277,434	227,526	237,287
Supervisory Status																											
Non-Supervisor	7.8%	6.9%	5.8%	14.2%	12.9%	11.9%	4.1%	4.1%	4.0%	9.5%	9.6%	9.1%	29.4%	29.8%	30.9%	3.8%	4.3%	4.9%	19.0%	20.3%	21.2%	12.1%	12.2%	12.3%	300,791	250,688	257,710
Team Leader	4.8%	4.2%	3.7%	12.5%	11.2%	10.2%	5.3%	5.4%	5.0%	13.2%	13.3%	12.3%	31.8%	31.7%	33.6%	4.2%	4.4%	5.0%	17.5%	19.3%	19.0%	10.7%	10.6%	11.1%	57,482	49,206	52,909
Supervisor	3.1%	2.6%	2.3%	10.9%	9.5%	8.4%	6.2%	6.1%	5.7%	16.6%	16.8%	15.9%	32.8%	32.9%	34.3%	3.4%	3.8%	4.0%	14.2%	15.5%	15.8%	12.8%	12.8%	13.6%	62,673	51,981	52,138
Manager	2.3%	2.0%	2.0%	8.4%	7.4%	6.3%	6.4%	6.4%	5.9%	21.1%	20.3%	18.7%	30.6%	31.0%	33.0%	2.8%	3.3%	3.6%	14.1%	15.4%	15.5%	14.3%	14.2%	15.1%	28,580	24,655	24,243
Senior Leader	2.5%	2.2%	2.0%	7.4%	6.1%	5.6%	8.3%	7.8%	7.7%	27.3%	25.7%	24.8%	23.7%	26.5%	27.0%	2.3%	1.9%	3.1%	9.3%	11.6%	11.3%	19.2%	18.2%	18.5%	8,138	8,104	8,036
Sex																											
Male	4.9%	4.2%	3.5%	10.4%	9.4%	8.6%	4.6%	4.6%	4.3%	12.2%	12.2%	11.1%	34.4%	34.7%	36.4%	4.2%	4.6%	5.0%	15.9%	16.9%	17.4%	13.5%	13.5%	13.7%	232,093	195,899	204,021
Female	8.5%	7.5%	6.5%	16.8%	14.9%	13.7%	4.8%	4.8%	4.7%	11.1%	11.2%	11.0%	24.6%	25.0%	25.7%	3.3%	3.6%	4.3%	20.5%	22.3%	23.1%	10.5%	10.5%	11.0%	218,848	183,161	185,860
Hispanic or Latino																											
Yes	5.1%	4.7%	3.7%	10.5%	9.0%	8.5%	3.8%	3.8%	3.5%	8.2%	8.0%	7.4%	36.4%	35.8%	37.7%	3.7%	3.6%	4.3%	20.3%	22.7%	23.1%	12.1%	12.3%	11.8%	39,236	33,105	33,331
No	6.6%	5.7%	4.9%	13.4%	12.1%	11.0%	4.8%	4.8%	4.6%	12.1%	12.2%	11.5%	29.5%	29.9%	31.2%	3.8%	4.2%	4.7%	17.6%	18.8%	19.5%	12.2%	12.2%	12.6%	407,379	342,180	352,902
Race																											
American Indian/ Alaska Native	4.6%	4.3%	3.3%	7.6%	6.4%	6.1%	2.7%	2.7%	2.4%	7.3%	6.8%	6.4%	33.4%	34.1%	35.4%	5.5%	6.0%	6.3%	24.3%	24.8%	24.5%	14.7%	15.0%	15.6%	9,203	7,680	8,197
Asian	8.3%	7.5%	7.1%	18.0%	15.8%	15.2%	4.6%	4.7%	4.6%	9.7%	10.8%	10.0%	24.0%	24.0%	24.7%	4.0%	4.3%	4.8%	17.3%	18.5%	18.2%	14.1%	14.5%	15.3%	21,949	19,413	18,509
Black/African American	7.8%	6.6%	5.6%	17.4%	15.2%	13.7%	3.9%	4.0%	3.9%	8.8%	8.6%	8.4%	24.9%	25.9%	26.4%	3.0%	3.4%	4.1%	22.0%	23.9%	25.1%	12.3%	12.6%	12.8%	64,107	57,617	59,539
Native Hawaiian/ Pacific Islander	4.3%	4.1%	3.4%	7.6%	5.6%	6.3%	2.5%	2.4%	3.2%	6.1%	7.7%	6.2%	35.8%	32.0%	34.7%	4.2%	4.8%	5.2%	25.7%	28.4%	26.8%	13.8%	15.1%	14.2%	2,724	2,189	2,437
White	6.1%	5.3%	4.5%	11.9%	10.9%	10.0%	5.0%	4.9%	4.7%	12.8%	12.9%	12.1%	31.9%	32.1%	33.5%	3.9%	4.3%	4.8%	16.3%	17.6%	18.2%	12.1%	11.9%	12.3%	316,857	262,653	271,561
Two or more races (Not Hispanic/ Latino)	6.0%	4.9%	4.5%	11.8%	10.1%	9.2%	3.9%	4.3%	4.3%	9.8%	10.7%	9.4%	31.5%	31.6%	33.8%	4.1%	4.2%	4.9%	21.7%	23.2%	23.5%	11.1%	11.1%	10.4%	18,611	14,299	14,338

Report by Demographics

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
Age Group																											
25 and under	1.7%	1.8%	2.1%	6.8%	6.2%	7.0%	3.8%	3.5%	4.6%	10.9%	11.4%	10.1%	34.5%	34.9%	34.0%	2.8%	3.4%	3.5%	22.7%	21.8%	24.1%	16.6%	17.1%	14.6%	3,615	2,652	2,584
26-29	3.5%	3.6%	2.8%	11.2%	9.9%	10.0%	4.3%	4.3%	4.5%	10.8%	11.6%	10.8%	35.5%	36.4%	36.4%	3.1%	3.7%	4.2%	19.4%	19.9%	20.3%	12.1%	10.8%	11.2%	12,331	10,903	11,988
30-39	6.1%	5.4%	4.6%	14.4%	12.8%	11.4%	4.9%	5.2%	4.7%	11.3%	11.1%	10.3%	32.3%	32.9%	35.2%	3.1%	3.0%	3.6%	18.9%	20.5%	20.8%	9.0%	9.2%	9.5%	87,186	72,842	70,936
40-49	6.5%	5.8%	4.9%	14.0%	12.4%	11.5%	4.6%	4.7%	4.6%	11.0%	11.2%	10.6%	32.7%	33.0%	34.0%	3.2%	3.4%	4.0%	18.0%	19.7%	20.2%	9.8%	9.8%	10.2%	118,074	101,580	105,559
50-59	6.7%	5.9%	5.1%	12.8%	11.6%	10.6%	4.8%	4.7%	4.5%	12.5%	12.6%	12.0%	27.9%	28.1%	29.0%	4.2%	4.8%	5.2%	17.7%	18.9%	19.8%	13.4%	13.5%	13.8%	165,157	140,211	145,719
60+	7.2%	6.1%	5.2%	11.7%	10.9%	9.7%	4.2%	4.1%	3.9%	11.7%	11.9%	11.0%	26.0%	26.4%	27.8%	5.1%	5.9%	6.6%	16.0%	17.0%	17.4%	18.2%	17.9%	18.3%	76,051	60,551	62,274
Level of Education																											
Less than High School	3.9%	6.9%	9.5%	4.2%	4.9%	7.2%	4.1%	1.8%	1.1%	4.9%	5.3%	4.4%	27.0%	27.9%	24.3%	5.4%	3.2%	3.9%	20.6%	18.6%	26.3%	29.8%	31.4%	23.3%	436	347	399
H.S. Diploma/ GED or equiv	4.9%	4.8%	3.6%	7.7%	6.6%	5.7%	2.5%	2.4%	2.3%	5.9%	5.4%	5.5%	39.6%	38.3%	39.8%	5.0%	4.4%	5.4%	17.7%	20.6%	20.9%	16.7%	17.4%	16.8%	19,089	15,890	18,702
Trade/Technical Certificate	3.9%	3.1%	2.8%	4.8%	4.5%	3.6%	2.1%	1.8%	1.6%	4.5%	4.6%	4.4%	49.5%	50.4%	50.4%	4.8%	4.7%	5.6%	19.0%	19.4%	19.8%	11.5%	11.5%	11.9%	10,582	8,023	9,358
Some College (no degree)	5.4%	4.6%	3.9%	9.0%	7.8%	6.9%	2.6%	2.8%	2.5%	7.1%	6.8%	6.6%	41.1%	41.0%	41.2%	4.2%	4.7%	5.4%	19.2%	21.0%	21.8%	11.4%	11.5%	11.6%	61,978	52,128	59,119
Associate's Degree	4.7%	4.2%	3.5%	7.3%	6.5%	5.8%	2.4%	2.2%	2.1%	6.4%	6.3%	6.1%	43.7%	42.7%	44.1%	4.3%	5.1%	5.5%	20.0%	21.8%	22.2%	11.3%	11.0%	10.8%	35,063	27,485	30,821
Bachelor's Degree	7.0%	6.2%	5.3%	14.0%	12.5%	11.7%	4.9%	5.0%	4.9%	12.5%	12.5%	11.7%	27.9%	28.6%	29.9%	3.7%	4.1%	4.8%	17.8%	19.0%	19.3%	12.2%	12.1%	12.4%	154,487	131,629	134,841
Master's Degree	6.8%	5.8%	5.0%	16.9%	15.3%	14.6%	6.3%	6.4%	6.2%	16.0%	16.7%	15.9%	20.2%	20.4%	21.4%	3.5%	4.0%	4.1%	18.1%	19.2%	20.1%	12.2%	12.2%	12.8%	119,211	101,559	97,805
Doctoral/ Professional Degree	8.8%	7.9%	7.4%	19.3%	18.1%	17.3%	7.4%	7.5%	7.5%	16.1%	16.7%	16.5%	21.1%	21.5%	21.9%	2.3%	2.5%	2.7%	12.4%	13.1%	13.2%	12.5%	12.6%	13.7%	52,709	44,069	40,898
Pay Category																											
Federal Wage System	1.1%	1.2%	1.0%	1.3%	1.1%	1.1%	0.7%	0.7%	0.8%	1.9%	2.2%	2.1%	70.6%	69.4%	67.5%	4.3%	4.0%	5.1%	11.0%	12.8%	12.5%	9.2%	8.6%	9.8%	12,923	9,430	12,418
GS 1-6	3.7%	3.4%	3.1%	2.7%	2.5%	2.0%	1.0%	1.1%	1.0%	3.1%	2.9%	2.8%	45.3%	44.8%	44.6%	4.6%	4.6%	5.4%	26.2%	27.8%	27.9%	13.4%	13.0%	13.1%	26,725	18,108	21,098
GS 7-12	6.0%	5.2%	4.3%	11.4%	9.6%	8.9%	3.5%	3.6%	3.4%	9.0%	8.7%	8.1%	30.0%	30.7%	31.9%	4.5%	5.0%	5.7%	23.2%	24.5%	25.0%	12.5%	12.7%	12.6%	191,406	151,740	164,145
GS 13-15	9.7%	8.4%	7.5%	21.9%	20.5%	19.2%	7.8%	7.9%	7.8%	19.1%	19.7%	18.9%	16.2%	16.1%	17.5%	2.8%	3.3%	3.4%	10.4%	11.7%	12.6%	12.2%	12.2%	13.1%	184,576	169,581	162,217
SES	1.9%	1.7%	1.3%	7.7%	6.8%	6.0%	10.9%	11.3%	10.2%	38.8%	38.2%	38.2%	17.2%	18.7%	18.5%	0.7%	1.3%	1.6%	4.0%	3.9%	3.9%	18.9%	18.2%	20.3%	5,690	5,777	5,711
SL/ST	3.5%	3.8%	2.8%	9.3%	7.0%	6.9%	8.4%	7.1%	7.5%	17.1%	21.2%	16.5%	31.9%	35.7%	36.4%	2.7%	2.8%	4.0%	12.7%	10.4%	12.6%	14.3%	12.0%	13.4%	2,004	1,569	1,536
Other	3.1%	2.9%	2.4%	6.9%	6.2%	5.8%	4.1%	3.7%	3.5%	10.0%	9.9%	9.7%	46.7%	47.4%	47.9%	2.7%	3.1%	3.0%	15.6%	16.4%	17.1%	10.9%	10.5%	10.6%	30,936	25,579	25,304

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
Time in Federal Government																											
< 1 year	2.4%	2.1%	2.0%	7.4%	6.1%	5.5%	3.3%	2.9%	2.9%	9.9%	8.7%	7.9%	37.0%	37.3%	37.7%	3.4%	3.8%	4.1%	23.1%	25.0%	27.4%	13.5%	14.1%	12.5%	8,908	6,767	5,936
1-3 years	4.0%	3.4%	3.5%	9.9%	8.2%	8.3%	3.4%	3.6%	3.3%	9.1%	8.7%	8.6%	37.1%	38.3%	39.3%	3.5%	3.7%	3.9%	21.2%	22.9%	21.8%	11.8%	11.1%	11.3%	44,943	29,663	27,970
4-5 years	6.0%	5.1%	4.4%	11.5%	10.8%	10.9%	4.0%	4.2%	4.3%	9.9%	10.7%	10.5%	34.6%	35.3%	33.5%	4.0%	3.8%	4.7%	19.7%	19.9%	20.7%	10.4%	10.1%	10.9%	30,019	29,939	40,742
6-10 years	6.8%	6.0%	4.9%	13.7%	12.3%	10.8%	4.5%	4.6%	4.3%	11.3%	10.9%	9.9%	30.8%	31.5%	34.1%	3.6%	3.9%	4.4%	18.9%	20.3%	21.0%	10.4%	10.4%	10.7%	108,301	91,323	87,084
11-14 years	6.2%	5.2%	4.4%	13.1%	11.3%	9.9%	4.6%	4.6%	4.5%	11.4%	11.6%	10.6%	32.4%	33.5%	35.9%	3.8%	4.0%	4.5%	17.5%	19.2%	19.4%	11.0%	10.6%	10.9%	63,566	54,536	56,215
15-20 years	6.5%	5.5%	4.5%	13.2%	12.2%	10.9%	5.1%	4.9%	4.4%	11.8%	11.8%	10.6%	31.7%	31.4%	33.8%	3.6%	4.5%	4.7%	16.8%	18.4%	19.4%	11.2%	11.4%	11.7%	66,004	51,395	48,241
> 20 years	7.9%	7.1%	6.0%	15.1%	13.5%	12.5%	5.5%	5.4%	5.2%	14.2%	14.4%	13.8%	22.1%	22.2%	23.1%	4.1%	4.7%	5.4%	15.0%	16.5%	17.6%	16.0%	16.3%	16.4%	133,509	118,865	126,969
Time with Current Agency																											
< 1 year	2.9%	2.5%	2.2%	9.5%	7.7%	7.0%	3.7%	3.4%	3.2%	10.2%	9.6%	8.8%	31.8%	31.3%	32.2%	3.5%	4.2%	4.4%	24.9%	27.2%	28.6%	13.4%	14.1%	13.6%	16,336	13,028	11,741
1-3 years	4.7%	3.9%	3.9%	12.1%	10.5%	10.0%	4.0%	4.0%	3.9%	10.0%	10.0%	9.8%	32.3%	33.6%	34.3%	3.4%	3.7%	3.9%	21.5%	23.1%	22.7%	11.9%	11.1%	11.6%	69,424	47,374	44,188
4-5 years	6.6%	6.0%	4.7%	13.1%	12.0%	11.7%	4.3%	4.6%	4.5%	10.8%	11.9%	11.0%	31.2%	31.8%	31.8%	4.0%	3.6%	4.5%	19.4%	19.6%	20.8%	10.5%	10.5%	11.0%	37,684	37,976	49,513
6-10 years	7.1%	6.2%	5.1%	13.9%	12.5%	11.1%	4.6%	4.7%	4.5%	11.7%	11.1%	9.9%	30.3%	31.1%	33.6%	3.6%	4.1%	4.5%	18.1%	19.8%	20.4%	10.6%	10.5%	10.9%	113,321	97,638	95,030
11-20 years	6.4%	5.4%	4.5%	12.8%	11.8%	10.3%	4.9%	4.7%	4.4%	11.7%	11.7%	11.0%	32.8%	32.9%	34.9%	3.8%	4.1%	4.8%	16.3%	17.8%	18.4%	11.4%	11.5%	11.7%	117,920	98,058	97,989
> 20 years	7.8%	7.0%	6.0%	14.2%	12.5%	11.6%	5.4%	5.4%	5.1%	14.2%	14.6%	13.9%	23.3%	23.5%	24.2%	4.4%	5.0%	5.6%	14.1%	15.3%	16.6%	16.5%	16.8%	16.9%	99,174	87,200	93,569
Leaving																											
No	7.2%	6.4%	5.4%	13.6%	11.9%	10.7%	4.8%	4.8%	4.5%	12.2%	12.2%	11.5%	30.4%	30.7%	32.4%	3.6%	4.1%	4.7%	15.1%	16.5%	17.1%	13.0%	13.4%	13.6%	314,292	257,778	260,798
Yes, to retire	7.4%	5.9%	5.2%	11.2%	10.9%	9.4%	4.2%	4.0%	4.0%	11.1%	11.2%	10.4%	26.6%	27.3%	29.2%	5.0%	6.1%	6.1%	15.9%	17.1%	17.5%	18.6%	17.7%	18.2%	28,328	22,151	23,836
Yes, to other job in Govt	4.3%	4.0%	3.2%	13.5%	12.9%	12.3%	4.4%	4.7%	4.6%	10.6%	11.0%	10.1%	29.2%	29.1%	29.6%	3.8%	3.9%	4.3%	25.1%	25.7%	26.9%	9.1%	8.7%	8.9%	70,496	70,401	73,021
Yes, to other job outside Govt	4.8%	3.8%	3.4%	11.7%	9.8%	9.4%	5.0%	4.3%	5.0%	11.9%	12.0%	11.8%	31.7%	33.9%	33.5%	4.0%	3.8%	4.4%	22.7%	25.2%	23.9%	8.1%	7.1%	8.5%	19,352	13,698	15,757
Yes, other	4.8%	4.2%	3.8%	9.9%	8.9%	8.5%	3.6%	3.5%	3.5%	9.6%	9.5%	9.3%	33.3%	33.8%	34.7%	3.7%	4.2%	4.8%	25.5%	26.0%	25.9%	9.7%	9.9%	9.6%	21,927	17,813	19,060
Retiring																											
Within 1 year	6.9%	5.7%	5.4%	11.0%	11.1%	8.9%	4.0%	4.0%	3.9%	11.1%	10.8%	10.5%	27.3%	27.8%	29.1%	4.8%	5.9%	5.8%	16.5%	17.5%	18.4%	18.4%	17.1%	18.0%	17,015	13,485	14,713
Between 1-3 years	7.2%	6.0%	5.1%	12.0%	10.6%	9.5%	4.3%	4.3%	4.0%	12.2%	12.4%	11.4%	27.2%	27.7%	29.0%	4.9%	5.2%	6.2%	16.1%	17.5%	18.4%	16.3%	16.1%	16.3%	46,956	37,734	39,503
Between 3-5 years	6.5%	5.6%	5.0%	12.0%	10.7%	9.8%	4.8%	4.5%	4.3%	12.0%	12.3%	11.6%	29.5%	29.2%	30.0%	4.3%	5.2%	5.6%	16.9%	18.4%	19.0%	14.1%	14.1%	14.8%	50,997	41,971	43,020
5 or more years	6.3%	5.6%	4.7%	13.5%	12.1%	11.2%	4.7%	4.8%	4.6%	11.7%	11.7%	11.0%	30.8%	31.1%	32.6%	3.5%	3.8%	4.3%	18.3%	19.6%	20.1%	11.2%	11.3%	11.5%	336,939	286,167	292,392

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(73) Please select the response below that BEST describes your current teleworking situation.

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	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
Self-Identify as:																											
Heterosexual	6.4%	5.6%	4.8%	13.1%	11.6%	10.7%	4.6%	4.6%	4.4%	11.6%	11.7%	10.9%	30.6%	30.9%	32.4%	3.7%	4.2%	4.7%	17.7%	19.1%	19.7%	12.3%	12.3%	12.5%	363,341	305,362	315,343
LGBT*	6.8%	6.0%	5.8%	15.1%	13.6%	12.7%	5.4%	5.8%	5.4%	12.0%	12.4%	12.1%	28.1%	28.3%	28.9%	3.3%	3.3%	4.3%	18.8%	19.8%	20.0%	10.5%	10.7%	10.8%	13,544	11,303	10,998
Prefer not to say	6.7%	5.6%	4.9%	12.9%	11.9%	10.9%	4.7%	4.8%	4.4%	11.6%	11.6%	11.0%	28.8%	28.9%	30.2%	4.2%	4.4%	4.9%	18.8%	20.1%	20.7%	12.5%	12.7%	12.9%	56,439	46,657	47,578
Military Service																											
No Prior Military Service	7.5%	6.7%	5.8%	15.8%	14.1%	13.1%	5.5%	5.5%	5.3%	12.6%	13.0%	12.4%	26.5%	26.7%	28.0%	3.3%	3.8%	4.2%	16.7%	18.0%	18.6%	12.1%	12.2%	12.7%	323,489	276,135	278,697
Currently in Guard/Reserves	3.0%	2.4%	1.7%	7.6%	6.0%	5.0%	2.7%	3.2%	3.0%	8.9%	8.7%	7.7%	40.5%	40.5%	41.7%	3.5%	3.6%	4.0%	22.8%	24.8%	26.0%	10.9%	10.8%	10.8%	7,388	6,132	6,959
Retired	3.6%	2.9%	2.5%	7.8%	6.7%	5.9%	3.2%	3.2%	3.0%	11.7%	11.0%	10.0%	32.6%	33.1%	35.3%	5.7%	6.3%	6.9%	20.4%	22.1%	22.2%	15.0%	14.7%	14.4%	49,686	39,510	43,094
Separated/Discharged	5.4%	4.6%	3.6%	8.9%	8.3%	7.2%	3.3%	3.2%	3.0%	9.0%	8.5%	7.9%	39.4%	40.2%	41.3%	4.0%	3.9%	4.8%	19.3%	20.6%	21.4%	10.7%	10.8%	10.8%	68,539	55,504	59,113
Disability																											
Yes	6.8%	5.7%	4.6%	9.8%	8.5%	7.7%	3.2%	3.1%	2.8%	9.1%	8.5%	7.8%	31.9%	32.8%	33.9%	4.6%	5.0%	5.8%	23.1%	25.0%	26.0%	11.5%	11.3%	11.4%	69,039	51,337	52,974
No	6.4%	5.6%	4.9%	13.9%	12.4%	11.4%	5.0%	5.0%	4.8%	12.3%	12.4%	11.7%	29.8%	30.1%	31.5%	3.6%	4.0%	4.5%	16.7%	18.0%	18.6%	12.4%	12.4%	12.7%	381,345	327,023	335,979

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
Work Location												
Headquarters	36.1%	35.7%	35.5%	48.4%	47.5%	47.4%	15.6%	16.8%	17.1%	177,782	154,954	155,868
Field	32.4%	32.2%	31.8%	46.2%	44.7%	45.2%	21.5%	23.1%	23.0%	279,031	228,559	239,377
Supervisory Status												
Non-Supervisor	34.3%	34.2%	33.9%	46.6%	45.4%	45.7%	19.0%	20.4%	20.5%	302,518	251,887	260,137
Team Leader	34.0%	33.6%	33.5%	45.7%	44.8%	45.0%	20.3%	21.6%	21.4%	57,651	49,287	53,167
Supervisor	32.4%	32.2%	31.4%	47.7%	46.2%	46.6%	19.9%	21.5%	22.0%	62,818	52,034	52,314
Manager	29.4%	27.9%	28.3%	51.1%	50.0%	49.4%	19.6%	22.1%	22.3%	28,604	24,610	24,280
Senior Leader	24.2%	24.4%	23.3%	59.6%	55.2%	56.3%	16.3%	20.4%	20.4%	8,130	8,071	8,019
Sex												
Male	33.4%	33.1%	32.8%	47.4%	46.0%	46.3%	19.2%	20.9%	20.9%	232,325	195,892	204,663
Female	33.9%	33.7%	33.4%	46.6%	45.5%	45.7%	19.5%	20.7%	20.8%	220,572	184,376	188,035
Hispanic or Latino												
Yes	30.0%	29.4%	28.8%	47.6%	46.4%	47.1%	22.3%	24.1%	24.0%	39,554	33,412	33,831
No	34.1%	33.8%	33.5%	47.0%	45.7%	46.0%	18.9%	20.4%	20.5%	408,887	342,989	355,073
Race												
American Indian/ Alaska Native	31.2%	29.8%	30.5%	45.7%	43.8%	42.8%	23.1%	26.3%	26.7%	9,343	7,794	8,350
Asian	34.1%	33.9%	34.9%	47.2%	46.1%	45.9%	18.7%	20.0%	19.2%	22,018	19,474	18,611
Black/African American	35.1%	34.6%	33.8%	47.6%	46.9%	47.9%	17.3%	18.5%	18.3%	64,336	57,775	59,984
Native Hawaiian/ Pacific Islander	27.8%	29.4%	29.4%	47.3%	42.5%	43.6%	24.9%	28.1%	26.9%	2,744	2,202	2,465
White	33.5%	33.3%	32.9%	47.2%	45.7%	45.9%	19.3%	20.9%	21.2%	317,895	263,140	273,056
Two or more races (Not Hispanic/ Latino)	32.6%	32.2%	32.3%	44.7%	43.8%	43.5%	22.7%	23.9%	24.2%	18,665	14,300	14,421

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
Age Group												
25 and under	27.5%	27.1%	29.9%	51.9%	52.3%	48.8%	20.6%	20.6%	21.2%	3,627	2,659	2,605
26-29	31.2%	31.6%	32.1%	47.6%	43.9%	44.7%	21.2%	24.5%	23.2%	12,361	10,925	12,061
30-39	32.0%	32.1%	31.0%	45.5%	44.6%	45.3%	22.5%	23.3%	23.8%	87,395	72,971	71,282
40-49	31.9%	31.2%	31.4%	47.1%	46.1%	46.1%	21.0%	22.7%	22.5%	118,561	101,796	106,153
50-59	36.1%	35.8%	35.6%	46.7%	45.4%	45.5%	17.2%	18.9%	19.0%	165,916	140,779	146,872
60+	34.5%	34.5%	33.9%	49.3%	48.0%	48.6%	16.2%	17.5%	17.6%	76,473	60,798	62,915
Level of Education												
Less than												
High School	29.0%	32.2%	35.8%	47.2%	42.1%	45.3%	23.8%	25.7%	18.9%	441	361	408
H.S. Diploma/ GED or equiv	31.1%	31.1%	30.4%	47.7%	47.3%	47.9%	21.2%	21.6%	21.7%	19,440	16,212	19,289
Trade/Technical												
Certificate	28.6%	28.4%	27.8%	46.1%	42.4%	44.6%	25.3%	29.2%	27.6%	10,785	8,179	9,543
Some College												
(no degree)	31.5%	30.9%	30.7%	45.2%	44.4%	45.0%	23.3%	24.7%	24.3%	62,642	52,624	60,040
Associate's												
Degree	30.9%	30.6%	29.8%	44.9%	43.8%	44.8%	24.2%	25.6%	25.4%	35,464	27,738	31,262
Bachelor's												
Degree	34.7%	35.0%	34.8%	47.0%	45.3%	45.4%	18.3%	19.6%	19.8%	154,825	131,784	135,413
Master's Degree												
Doctoral/ Professional	37.3%	36.5%	36.7%	46.9%	45.8%	45.7%	15.9%	17.7%	17.6%	119,222	101,439	97,937
Degree	29.3%	29.2%	28.5%	53.7%	53.0%	53.1%	17.0%	17.8%	18.4%	52,716	43,990	40,892
Pay Category												
Federal Wage												
System	27.0%	27.6%	26.8%	42.2%	40.3%	41.7%	30.8%	32.1%	31.6%	13,082	9,551	12,638
GS 1-6	19.0%	19.6%	19.2%	50.4%	48.7%	49.8%	30.6%	31.7%	30.9%	27,463	18,631	21,863
GS 7-12	34.9%	34.5%	34.4%	46.3%	45.1%	45.1%	18.8%	20.4%	20.4%	192,690	152,741	165,997
GS 13-15	39.4%	39.2%	39.1%	47.8%	46.6%	46.6%	12.9%	14.2%	14.3%	184,213	168,994	161,978
SES	21.1%	20.0%	19.3%	63.4%	60.9%	61.7%	15.6%	19.0%	19.0%	5,664	5,760	5,695
SL/ST	18.1%	25.8%	22.0%	62.0%	52.9%	56.7%	19.9%	21.3%	21.4%	2,009	1,564	1,532
Other	25.4%	24.1%	24.0%	45.8%	45.6%	46.1%	28.8%	30.2%	29.9%	31,153	25,788	25,563

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
Time in Federal Government												
< 1 year	26.6%	26.2%	24.5%	51.9%	50.3%	53.0%	21.6%	23.5%	22.5%	8,996	6,836	6,018
1-3 years	27.7%	26.5%	27.0%	49.7%	48.6%	48.1%	22.6%	24.9%	24.9%	45,245	29,838	28,211
4-5 years	29.4%	30.7%	31.7%	47.4%	45.3%	46.2%	23.3%	24.1%	22.1%	30,152	30,015	41,018
6-10 years	33.5%	33.2%	32.2%	46.2%	44.8%	45.2%	20.3%	22.0%	22.6%	108,688	91,585	87,623
11-14 years	32.9%	32.0%	31.0%	46.2%	45.6%	46.1%	20.8%	22.4%	22.9%	63,841	54,742	56,642
15-20 years	33.5%	32.9%	31.9%	46.6%	46.0%	46.4%	19.9%	21.1%	21.7%	66,328	51,574	48,648
> 20 years	39.2%	38.9%	38.8%	46.7%	45.4%	45.3%	14.1%	15.6%	15.9%	134,083	119,223	127,941
Time with Current Agency												
< 1 year	29.4%	30.2%	28.9%	49.4%	48.2%	49.7%	21.2%	21.5%	21.4%	16,464	13,137	11,870
1-3 years	30.7%	29.5%	29.7%	47.9%	46.8%	46.4%	21.4%	23.7%	23.9%	69,763	47,589	44,498
4-5 years	31.5%	32.7%	32.9%	46.9%	44.5%	45.4%	21.6%	22.8%	21.7%	37,815	38,013	49,818
6-10 years	34.1%	33.7%	33.0%	46.0%	44.6%	44.9%	19.9%	21.7%	22.1%	113,724	97,849	95,605
11-20 years	33.2%	32.7%	31.7%	46.7%	45.7%	46.5%	20.0%	21.6%	21.8%	118,489	98,462	98,781
> 20 years	38.7%	38.2%	38.1%	47.6%	46.8%	46.3%	13.7%	15.0%	15.6%	99,616	87,466	94,308
Leaving												
No	33.9%	33.5%	33.0%	49.2%	48.0%	48.3%	16.8%	18.6%	18.7%	315,664	258,739	262,896
Yes, to retire	36.9%	36.1%	36.6%	46.8%	46.3%	45.8%	16.3%	17.5%	17.6%	28,486	22,225	24,042
Yes, to other job in Govt	34.1%	34.6%	34.4%	41.3%	40.4%	40.5%	24.5%	25.0%	25.1%	70,735	70,453	73,291
Yes, to other job outside Govt	29.3%	28.4%	29.2%	42.8%	42.3%	43.0%	27.9%	29.3%	27.8%	19,405	13,735	15,819
Yes, other	28.9%	28.8%	28.5%	42.6%	42.1%	42.2%	28.5%	29.1%	29.3%	22,117	17,945	19,266
Retiring												
Within 1 year	35.7%	35.4%	36.6%	46.6%	45.5%	45.4%	17.7%	19.1%	18.0%	17,111	13,526	14,833
Between 1-3 years	36.5%	35.7%	35.2%	47.0%	46.0%	46.1%	16.5%	18.4%	18.7%	47,149	37,873	39,846
Between 3-5 years	35.6%	35.9%	35.1%	46.6%	44.7%	45.3%	17.8%	19.4%	19.5%	51,209	42,093	43,407
5 or more years	33.0%	32.8%	32.4%	47.1%	45.9%	46.1%	19.9%	21.3%	21.4%	338,277	286,961	294,110

Report by Demographics

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
Self-Identify as:												
Heterosexual	33.7%	33.3%	33.0%	47.3%	46.1%	46.4%	19.0%	20.6%	20.7%	364,587	306,000	317,272
LGBT*	32.5%	33.1%	34.0%	46.7%	45.3%	44.5%	20.7%	21.6%	21.5%	13,542	11,309	11,038
Prefer not to say	33.4%	33.9%	33.5%	45.2%	43.2%	44.0%	21.4%	22.9%	22.6%	56,778	46,881	47,984
Military Service												
No Prior Military												
Service	34.0%	33.9%	33.8%	47.6%	46.4%	46.4%	18.3%	19.8%	19.8%	324,901	277,039	280,760
Currently in												
Guard/Reserves	33.6%	34.2%	32.1%	43.0%	42.6%	43.9%	23.4%	23.3%	24.0%	7,416	6,149	7,000
Retired	35.7%	34.6%	34.0%	47.0%	45.8%	46.2%	17.3%	19.5%	19.8%	49,865	39,562	43,275
Separated/												
Discharged	30.8%	30.8%	30.2%	45.7%	44.1%	45.1%	23.5%	25.0%	24.8%	68,811	55,619	59,506
Disability												
Yes	33.7%	33.2%	32.3%	44.8%	43.4%	44.3%	21.5%	23.3%	23.4%	69,417	51,481	53,408
No	33.6%	33.5%	33.2%	47.6%	46.3%	46.4%	18.8%	20.3%	20.4%	382,905	328,035	338,296

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
Work Location												
Headquarters	26.9%	27.0%	27.9%	64.3%	63.8%	63.5%	8.8%	9.2%	8.6%	177,426	154,597	155,393
Field	26.2%	26.8%	27.2%	60.4%	59.3%	59.1%	13.3%	13.9%	13.8%	278,636	228,013	238,773
Supervisory Status												
Non-Supervisor	26.1%	26.6%	26.9%	61.8%	61.0%	60.9%	12.0%	12.4%	12.2%	301,944	251,249	259,293
Team Leader	26.6%	26.7%	28.1%	61.3%	60.6%	59.8%	12.1%	12.7%	12.1%	57,589	49,212	53,066
Supervisor	27.2%	27.7%	28.1%	62.2%	61.0%	60.6%	10.6%	11.4%	11.3%	62,721	51,908	52,237
Manager	27.6%	27.6%	28.4%	63.5%	62.4%	61.7%	8.8%	9.9%	9.9%	28,559	24,569	24,225
Senior Leader	29.8%	31.5%	32.2%	62.8%	61.4%	60.1%	7.4%	7.1%	7.7%	8,115	8,051	7,998
Sex												
Male	27.1%	27.5%	27.8%	62.0%	61.1%	60.8%	10.9%	11.4%	11.4%	231,946	195,492	204,150
Female	25.7%	26.1%	26.9%	61.8%	60.9%	60.6%	12.6%	13.1%	12.5%	220,182	183,862	187,441
Hispanic or Latino												
Yes	27.7%	27.0%	27.9%	58.4%	58.2%	57.9%	13.9%	14.9%	14.2%	39,462	33,294	33,730
No	26.4%	26.9%	27.4%	62.3%	61.3%	61.0%	11.3%	11.8%	11.6%	408,244	342,211	354,108
Race												
American Indian/ Alaska Native	26.0%	28.9%	29.8%	57.1%	54.0%	52.6%	17.0%	17.1%	17.6%	9,322	7,765	8,323
Asian	24.7%	24.5%	24.7%	63.5%	63.1%	63.5%	11.8%	12.4%	11.7%	22,008	19,431	18,557
Black/African American	31.6%	32.1%	32.7%	58.7%	57.7%	57.4%	9.7%	10.1%	9.9%	64,032	57,380	59,548
Native Hawaiian/ Pacific Islander	24.1%	27.2%	29.3%	59.3%	56.6%	55.9%	16.6%	16.2%	14.8%	2,735	2,192	2,456
White	25.6%	25.9%	26.4%	62.9%	62.1%	61.7%	11.5%	12.0%	11.9%	317,547	262,763	272,555
Two or more races (Not Hispanic/ Latino)	26.5%	27.9%	27.9%	58.6%	57.7%	57.1%	15.0%	14.4%	15.0%	18,641	14,285	14,408

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
Age Group												
25 and under	22.9%	21.1%	23.5%	63.6%	66.6%	61.3%	13.4%	12.3%	15.1%	3,625	2,652	2,597
26-29	25.3%	24.3%	25.7%	60.5%	62.0%	60.2%	14.1%	13.7%	14.1%	12,364	10,920	12,037
30-39	26.0%	26.3%	26.7%	60.4%	59.7%	59.4%	13.6%	14.0%	13.9%	87,346	72,956	71,277
40-49	27.3%	27.0%	27.8%	60.8%	60.5%	60.0%	11.9%	12.4%	12.2%	118,479	101,692	106,069
50-59	27.0%	27.9%	28.7%	62.2%	60.7%	60.6%	10.7%	11.4%	10.7%	165,608	140,328	146,365
60+	24.6%	25.7%	25.4%	65.6%	64.1%	64.3%	9.8%	10.2%	10.3%	76,097	60,432	62,402
Level of Education												
Less than												
High School	21.9%	25.9%	33.4%	59.1%	57.1%	53.9%	19.1%	17.0%	12.7%	430	356	399
H.S. Diploma/												
GED or equiv	24.5%	25.1%	25.9%	64.2%	63.6%	62.5%	11.3%	11.2%	11.5%	19,349	16,094	19,174
Trade/Technical												
Certificate	25.4%	26.3%	27.4%	61.6%	60.2%	59.8%	13.0%	13.5%	12.8%	10,734	8,121	9,477
Some College												
(no degree)	25.9%	27.2%	27.0%	61.6%	59.9%	60.1%	12.5%	13.0%	12.9%	62,411	52,375	59,738
Associate's												
Degree	25.7%	26.7%	27.3%	61.3%	59.7%	59.6%	13.0%	13.6%	13.1%	35,386	27,634	31,164
Bachelor's												
Degree	26.9%	27.1%	27.6%	61.1%	60.5%	60.1%	12.0%	12.4%	12.3%	154,642	131,577	135,126
Master's Degree												
Doctoral/	29.3%	29.1%	30.3%	60.3%	59.8%	59.3%	10.4%	11.1%	10.4%	119,113	101,321	97,795
Professional												
Degree	20.4%	20.3%	20.9%	69.5%	69.2%	68.4%	10.2%	10.6%	10.7%	52,685	43,939	40,816
Pay Category												
Federal Wage												
System	26.9%	29.1%	29.9%	58.8%	57.3%	56.9%	14.3%	13.6%	13.2%	13,033	9,490	12,556
GS 1-6	22.0%	23.8%	25.1%	62.8%	61.0%	60.5%	15.2%	15.2%	14.4%	27,305	18,480	21,718
GS 7-12	28.3%	28.5%	28.7%	59.7%	59.0%	58.8%	12.0%	12.5%	12.5%	192,295	152,404	165,458
GS 13-15	27.0%	27.3%	28.2%	64.0%	62.9%	62.8%	8.9%	9.8%	9.0%	184,074	168,773	161,715
SES	28.3%	30.1%	31.3%	67.5%	65.5%	63.9%	4.2%	4.4%	4.8%	5,673	5,754	5,681
SL/ST	17.2%	18.2%	18.6%	72.9%	72.4%	72.7%	10.0%	9.4%	8.7%	2,004	1,555	1,530
Other	19.0%	18.2%	18.8%	65.6%	66.1%	65.0%	15.4%	15.7%	16.2%	31,105	25,658	25,511

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
Time in Federal Government												
< 1 year	25.8%	25.1%	25.6%	65.0%	64.8%	65.5%	9.2%	10.1%	8.8%	8,985	6,830	6,014
1-3 years	25.0%	24.4%	25.6%	63.4%	63.7%	62.5%	11.6%	11.8%	11.9%	45,215	29,802	28,171
4-5 years	24.7%	25.6%	27.2%	62.3%	61.5%	61.0%	13.0%	12.9%	11.9%	30,122	29,959	40,950
6-10 years	26.4%	26.8%	26.7%	61.5%	60.8%	60.7%	12.1%	12.3%	12.6%	108,533	91,384	87,448
11-14 years	26.6%	26.5%	26.9%	61.0%	60.5%	60.1%	12.3%	13.0%	13.0%	63,737	54,596	56,508
15-20 years	27.5%	28.0%	28.8%	60.7%	59.5%	58.8%	11.8%	12.4%	12.3%	66,145	51,445	48,483
> 20 years	27.1%	28.1%	28.5%	62.4%	60.6%	60.6%	10.5%	11.3%	10.8%	133,805	118,878	127,409
Time with Current Agency												
< 1 year	27.6%	27.5%	27.6%	62.5%	61.4%	62.6%	9.9%	11.1%	9.8%	16,427	13,123	11,841
1-3 years	26.0%	25.5%	26.5%	61.9%	62.0%	61.0%	12.1%	12.5%	12.5%	69,716	47,505	44,410
4-5 years	25.7%	26.6%	27.9%	61.3%	60.4%	60.2%	13.0%	13.0%	11.9%	37,772	37,951	49,750
6-10 years	26.5%	26.8%	27.0%	61.5%	60.8%	60.4%	12.0%	12.4%	12.7%	113,552	97,614	95,414
11-20 years	26.7%	27.4%	27.6%	61.5%	60.3%	60.1%	11.8%	12.3%	12.3%	118,203	98,205	98,435
> 20 years	26.7%	27.5%	28.1%	63.3%	61.7%	61.5%	10.0%	10.8%	10.4%	99,423	87,226	93,924
Leaving												
No	27.3%	27.6%	28.1%	63.1%	62.4%	62.0%	9.6%	10.0%	9.9%	315,142	258,065	262,132
Yes, to retire	25.3%	26.7%	27.3%	64.8%	62.3%	61.8%	9.9%	11.0%	10.9%	28,396	22,109	23,870
Yes, to other job in Govt	26.6%	27.1%	27.8%	57.3%	56.7%	56.5%	16.1%	16.2%	15.7%	70,626	70,377	73,211
Yes, to other job outside Govt	20.6%	20.8%	21.7%	61.5%	60.3%	60.5%	17.8%	18.9%	17.8%	19,400	13,733	15,819
Yes, other	21.2%	21.9%	22.1%	60.3%	59.3%	59.7%	18.5%	18.9%	18.2%	22,078	17,905	19,199
Retiring												
Within 1 year	25.0%	26.2%	27.2%	64.7%	62.3%	61.4%	10.3%	11.5%	11.4%	17,050	13,487	14,717
Between 1-3 years	26.8%	26.9%	26.7%	63.1%	62.4%	62.3%	10.1%	10.7%	11.0%	47,008	37,718	39,636
Between 3-5 years	27.0%	28.5%	28.6%	62.1%	59.7%	60.8%	10.9%	11.8%	10.7%	51,089	41,919	43,173
5 or more years	26.5%	26.7%	27.4%	61.6%	60.9%	60.5%	11.9%	12.3%	12.2%	337,852	286,439	293,613

Report by Demographics

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
Self-Identify as:												
Heterosexual	27.0%	27.4%	27.9%	61.9%	61.0%	60.6%	11.1%	11.6%	11.5%	364,001	305,255	316,366
LGBT*	24.9%	24.5%	25.5%	62.7%	63.4%	63.0%	12.5%	12.1%	11.5%	13,549	11,300	11,018
Prefer not to say	23.8%	24.5%	25.2%	61.3%	60.3%	60.2%	14.9%	15.3%	14.6%	56,645	46,768	47,837
Military Service												
No Prior Military												
Service	25.5%	25.8%	26.4%	63.0%	62.1%	61.8%	11.5%	12.1%	11.8%	324,447	276,427	280,002
Currently in												
Guard/Reserves	39.6%	40.8%	41.2%	47.5%	45.2%	46.5%	13.0%	14.0%	12.3%	7,408	6,151	6,978
Retired	29.1%	30.3%	30.4%	60.9%	59.6%	59.5%	10.0%	10.1%	10.1%	49,740	39,469	43,155
Separated/												
Discharged	26.1%	26.3%	27.1%	60.9%	60.3%	59.8%	13.0%	13.4%	13.1%	68,635	55,453	59,332
Disability												
Yes	26.5%	26.9%	27.7%	59.9%	59.2%	58.8%	13.6%	13.9%	13.5%	69,232	51,362	53,170
No	26.5%	26.9%	27.4%	62.4%	61.4%	61.0%	11.1%	11.7%	11.5%	382,320	327,254	337,438

SOURCE: Federal Employee Viewpoint Survey

*Lesbian, Gay, Bisexual, or Transgender

**Unweighted count of responses to a question.

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
Work Location												
Headquarters	12.3%	12.3%	12.8%	82.9%	82.4%	82.0%	4.9%	5.3%	5.2%	176,762	153,454	153,939
Field	14.0%	14.4%	14.5%	80.8%	80.3%	80.1%	5.3%	5.3%	5.4%	277,488	226,403	236,743
Supervisory Status												
Non-Supervisor	13.2%	13.5%	13.8%	81.3%	80.7%	80.5%	5.5%	5.8%	5.7%	300,715	249,347	256,945
Team Leader	11.9%	12.2%	12.4%	82.4%	82.2%	81.7%	5.7%	5.6%	5.8%	57,371	48,821	52,592
Supervisor	15.1%	15.3%	15.3%	81.5%	81.2%	81.0%	3.4%	3.5%	3.7%	62,464	51,616	51,761
Manager	14.6%	15.1%	15.1%	82.6%	81.6%	81.7%	2.7%	3.2%	3.2%	28,489	24,425	24,053
Senior Leader	14.3%	15.6%	15.0%	82.7%	80.4%	80.9%	3.0%	3.9%	4.1%	8,088	7,998	7,930
Sex												
Male	12.0%	12.5%	12.4%	82.9%	82.2%	82.1%	5.1%	5.3%	5.5%	231,126	194,157	202,402
Female	15.2%	15.2%	15.8%	79.7%	79.5%	78.9%	5.1%	5.3%	5.3%	219,239	182,498	185,719
Hispanic or Latino												
Yes	17.7%	17.1%	18.3%	76.1%	76.3%	75.3%	6.2%	6.6%	6.4%	39,280	33,032	33,384
No	12.9%	13.3%	13.4%	82.2%	81.6%	81.4%	5.0%	5.2%	5.2%	406,674	339,823	351,010
Race												
American Indian/ Alaska Native	18.2%	19.7%	20.9%	74.2%	71.5%	70.4%	7.6%	8.8%	8.7%	9,279	7,736	8,212
Asian	12.7%	12.8%	12.7%	79.6%	79.4%	79.3%	7.7%	7.8%	7.9%	21,911	19,267	18,432
Black/African American	19.8%	19.6%	20.2%	75.7%	75.5%	74.8%	4.5%	4.9%	5.0%	63,780	56,800	58,718
Native Hawaiian/ Pacific Islander	14.9%	14.6%	17.4%	75.9%	75.5%	74.0%	9.2%	10.0%	8.6%	2,727	2,177	2,441
White	11.8%	12.1%	12.2%	83.6%	83.1%	82.9%	4.6%	4.8%	4.9%	316,352	261,113	270,536
Two or more races (Not Hispanic/ Latino)	13.3%	15.0%	15.3%	79.1%	77.9%	76.8%	7.7%	7.1%	7.9%	18,550	14,171	14,243

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
Age Group												
25 and under	6.4%	7.8%	9.3%	84.0%	83.4%	81.6%	9.6%	8.7%	9.1%	3,591	2,643	2,588
26-29	8.6%	9.9%	9.0%	83.3%	81.9%	82.6%	8.1%	8.2%	8.3%	12,287	10,844	11,984
30-39	11.8%	12.0%	12.3%	81.8%	81.2%	80.9%	6.4%	6.7%	6.8%	86,889	72,479	70,833
40-49	14.9%	14.7%	15.2%	80.1%	80.3%	79.8%	5.0%	5.0%	5.0%	117,936	101,024	105,117
50-59	14.0%	14.4%	14.7%	81.7%	81.0%	80.7%	4.3%	4.6%	4.5%	164,994	139,171	144,838
60+	12.9%	13.6%	13.4%	82.7%	81.8%	81.6%	4.4%	4.7%	5.1%	75,995	59,980	61,796
Level of Education												
Less than												
High School	18.5%	22.3%	29.9%	65.4%	64.8%	59.7%	16.2%	12.9%	10.4%	439	362	389
H.S. Diploma/ GED or equiv	18.8%	18.6%	19.0%	75.6%	76.3%	74.9%	5.5%	5.1%	6.1%	19,312	15,983	18,928
Trade/Technical	15.4%	16.4%	16.4%	78.3%	76.2%	76.3%	6.3%	7.4%	7.3%	10,698	8,052	9,398
Certificate	16.9%	17.3%	17.3%	77.7%	77.0%	76.9%	5.4%	5.6%	5.8%	62,136	51,954	59,145
Some College	14.9%	15.4%	15.7%	78.9%	77.8%	77.8%	6.2%	6.7%	6.5%	35,271	27,405	30,861
(no degree)	13.1%	13.4%	13.2%	82.0%	81.6%	81.9%	4.9%	5.0%	4.9%	154,005	130,626	133,995
Associate's	11.6%	11.7%	12.1%	83.9%	83.5%	83.2%	4.5%	4.8%	4.7%	118,660	100,616	96,914
Degree	7.5%	7.4%	7.5%	87.2%	87.4%	86.9%	5.2%	5.2%	5.6%	52,453	43,677	40,558
Degree												
Master's Degree												
Doctoral/ Professional												
Degree												
Pay Category												
Federal Wage												
System	14.8%	15.7%	16.4%	77.1%	76.8%	75.2%	8.1%	7.5%	8.4%	12,959	9,425	12,433
GS 1-6	14.0%	15.1%	15.6%	75.7%	74.8%	73.8%	10.2%	10.0%	10.5%	27,214	18,379	21,499
GS 7-12	15.0%	15.2%	15.3%	80.0%	79.5%	79.4%	4.9%	5.3%	5.2%	191,556	151,236	163,907
GS 13-15	11.3%	11.4%	11.5%	85.5%	85.1%	85.1%	3.2%	3.5%	3.4%	183,335	167,555	160,383
SES	9.4%	10.0%	10.6%	88.3%	88.1%	86.9%	2.2%	1.9%	2.4%	5,654	5,706	5,635
SL/ST	6.1%	7.4%	7.7%	87.5%	87.5%	87.1%	6.4%	5.0%	5.2%	2,001	1,559	1,519
Other	11.4%	11.7%	11.9%	82.1%	81.5%	81.7%	6.5%	6.8%	6.4%	30,982	25,525	25,306

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
Time in Federal Government												
< 1 year	8.6%	8.7%	9.8%	84.7%	84.8%	83.6%	6.6%	6.4%	6.6%	8,938	6,781	5,942
1-3 years	9.7%	10.0%	10.3%	83.3%	82.5%	82.2%	7.0%	7.5%	7.5%	44,997	29,625	27,891
4-5 years	10.5%	10.8%	10.9%	82.4%	82.2%	82.4%	7.1%	7.0%	6.6%	30,008	29,767	40,643
6-10 years	12.1%	12.6%	12.9%	82.2%	81.4%	80.9%	5.6%	6.0%	6.1%	108,050	90,818	86,807
11-14 years	14.0%	14.0%	14.2%	81.0%	81.0%	80.7%	5.1%	5.0%	5.1%	63,494	54,235	56,117
15-20 years	16.0%	16.0%	17.1%	79.7%	79.5%	78.3%	4.3%	4.5%	4.7%	65,917	51,064	48,030
> 20 years	15.9%	16.3%	16.1%	80.7%	80.1%	80.2%	3.4%	3.6%	3.8%	133,353	117,852	126,050
Time with Current Agency												
< 1 year	10.8%	10.3%	11.5%	83.0%	83.1%	82.3%	6.2%	6.6%	6.2%	16,365	13,024	11,727
1-3 years	10.5%	10.9%	11.1%	82.9%	81.9%	81.5%	6.6%	7.1%	7.3%	69,397	47,206	44,016
4-5 years	11.4%	11.9%	11.9%	81.8%	81.1%	81.6%	6.8%	7.0%	6.5%	37,611	37,723	49,338
6-10 years	12.9%	13.1%	13.6%	81.7%	81.2%	80.6%	5.4%	5.7%	5.9%	113,078	96,944	94,619
11-20 years	15.3%	15.4%	15.7%	80.3%	80.1%	79.7%	4.4%	4.5%	4.6%	117,753	97,473	97,629
> 20 years	15.7%	15.9%	15.7%	81.3%	81.0%	80.9%	3.0%	3.1%	3.3%	99,101	86,485	92,941
Leaving												
No	13.2%	13.5%	13.8%	82.9%	82.3%	81.9%	3.9%	4.1%	4.3%	313,954	256,204	259,828
Yes, to retire	15.1%	16.0%	16.1%	80.7%	79.7%	79.4%	4.2%	4.4%	4.5%	28,295	21,961	23,673
Yes, to other job in Govt	14.1%	14.0%	14.4%	78.4%	78.5%	78.3%	7.5%	7.5%	7.3%	70,359	69,888	72,531
Yes, to other job outside Govt	10.3%	10.6%	10.8%	80.3%	79.9%	80.5%	9.4%	9.5%	8.7%	19,290	13,614	15,677
Yes, other	13.0%	13.3%	13.1%	77.5%	77.0%	77.5%	9.5%	9.7%	9.3%	21,963	17,764	19,029
Retiring												
Within 1 year	14.5%	15.5%	15.3%	80.6%	79.4%	79.9%	4.9%	5.2%	4.8%	17,004	13,373	14,574
Between 1-3 years	14.9%	14.9%	14.9%	81.4%	81.0%	80.6%	3.7%	4.1%	4.6%	46,869	37,407	39,235
Between 3-5 years	14.5%	15.2%	15.3%	81.6%	80.5%	80.1%	3.9%	4.3%	4.6%	50,939	41,550	42,739
5 or more years	12.9%	13.2%	13.5%	81.6%	81.2%	80.9%	5.4%	5.6%	5.6%	336,426	284,521	291,152

Report by Demographics

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
Self-Identify as:												
Heterosexual	13.4%	13.7%	13.9%	81.8%	81.2%	81.0%	4.8%	5.1%	5.1%	362,545	303,013	313,570
LGBT*	15.2%	15.7%	15.8%	79.3%	79.6%	79.7%	5.5%	4.6%	4.5%	13,495	11,247	10,942
Prefer not to say	13.8%	13.7%	14.5%	79.4%	79.3%	78.6%	6.7%	7.0%	6.9%	56,468	46,457	47,432
Military Service												
No Prior Military												
Service	13.9%	14.2%	14.3%	81.5%	81.1%	81.0%	4.5%	4.7%	4.7%	323,142	274,492	277,638
Currently in												
Guard/Reserves	10.6%	11.4%	11.2%	79.0%	77.8%	78.3%	10.4%	10.8%	10.5%	7,373	6,097	6,905
Retired	10.1%	10.9%	10.9%	84.2%	83.0%	82.9%	5.6%	6.0%	6.2%	49,550	39,109	42,680
Separated/												
Discharged	14.3%	14.4%	15.1%	79.8%	79.6%	78.9%	5.9%	6.0%	6.0%	68,419	55,088	58,810
Disability												
Yes	15.9%	16.1%	16.5%	77.3%	76.5%	76.1%	6.7%	7.4%	7.4%	68,938	50,918	52,624
No	12.8%	13.2%	13.4%	82.5%	81.9%	81.6%	4.7%	4.9%	5.0%	380,853	324,968	334,554

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
Work Location												
Headquarters	4.1%	4.3%	4.5%	83.3%	82.4%	82.4%	12.7%	13.3%	13.1%	177,229	154,757	155,597
Field	3.0%	3.3%	3.4%	77.7%	77.1%	76.8%	19.2%	19.6%	19.8%	278,440	228,476	239,190
Supervisory Status												
Non-Supervisor	3.4%	3.7%	3.8%	79.7%	79.0%	78.8%	16.9%	17.3%	17.4%	301,769	251,717	259,762
Team Leader	3.5%	3.8%	3.8%	79.3%	78.4%	78.5%	17.3%	17.8%	17.7%	57,487	49,272	53,134
Supervisor	3.5%	3.5%	3.6%	79.9%	79.6%	78.9%	16.6%	16.9%	17.5%	62,684	51,964	52,267
Manager	3.1%	3.2%	3.2%	82.0%	80.7%	80.4%	15.0%	16.1%	16.4%	28,523	24,611	24,260
Senior Leader	3.6%	4.1%	3.6%	84.6%	83.3%	83.2%	11.9%	12.5%	13.2%	8,099	8,055	8,016
Sex												
Male	3.1%	3.3%	3.4%	80.9%	80.0%	79.8%	16.0%	16.7%	16.9%	231,798	195,783	204,420
Female	3.9%	4.1%	4.3%	78.4%	77.9%	77.7%	17.7%	17.9%	18.0%	219,986	184,218	187,807
Hispanic or Latino												
Yes	4.0%	4.3%	4.7%	76.0%	74.5%	74.5%	19.9%	21.1%	20.8%	39,434	33,375	33,763
No	3.4%	3.6%	3.7%	80.3%	79.6%	79.4%	16.3%	16.8%	16.9%	407,907	342,773	354,689
Race												
American Indian/ Alaska Native	3.6%	4.3%	4.7%	73.8%	70.9%	69.8%	22.6%	24.8%	25.5%	9,320	7,778	8,328
Asian	4.8%	5.1%	5.1%	78.8%	78.2%	77.9%	16.4%	16.7%	17.0%	21,960	19,416	18,590
Black/African American	5.2%	5.5%	5.8%	81.2%	80.0%	79.8%	13.6%	14.5%	14.4%	63,999	57,589	59,751
Native Hawaiian/ Pacific Islander	4.9%	5.0%	5.2%	76.1%	76.4%	75.6%	19.0%	18.6%	19.2%	2,749	2,197	2,464
White	2.9%	3.1%	3.1%	80.3%	79.6%	79.4%	16.8%	17.3%	17.5%	317,305	263,166	272,946
Two or more races (Not Hispanic/ Latino)	3.5%	3.9%	4.3%	75.0%	75.8%	74.9%	21.6%	20.3%	20.8%	18,624	14,315	14,396

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
Age Group												
25 and under	2.3%	2.5%	2.8%	80.8%	80.5%	79.0%	16.9%	17.0%	18.2%	3,621	2,656	2,602
26-29	4.1%	4.4%	3.5%	75.7%	74.2%	74.7%	20.2%	21.3%	21.8%	12,344	10,927	12,041
30-39	5.6%	5.7%	5.6%	71.5%	70.5%	70.3%	22.9%	23.7%	24.1%	87,275	72,980	71,264
40-49	3.6%	3.6%	3.9%	78.0%	77.6%	77.8%	18.5%	18.8%	18.3%	118,335	101,746	106,122
50-59	2.3%	2.8%	3.0%	84.3%	83.4%	83.2%	13.3%	13.8%	13.8%	165,356	140,618	146,688
60+	2.4%	2.8%	2.8%	85.6%	85.0%	84.3%	12.0%	12.2%	12.8%	76,198	60,670	62,672
Level of Education												
Less than												
High School	6.5%	11.2%	16.2%	70.6%	71.7%	63.3%	22.9%	17.2%	20.5%	433	353	401
H.S. Diploma/												
GED or equiv	4.3%	4.6%	4.7%	80.1%	79.5%	79.1%	15.6%	15.9%	16.2%	19,375	16,174	19,248
Trade/Technical												
Certificate	3.5%	4.0%	4.5%	79.2%	78.1%	78.7%	17.3%	17.9%	16.8%	10,744	8,149	9,507
Some College												
(no degree)	3.4%	3.9%	4.2%	79.7%	78.4%	78.2%	16.9%	17.7%	17.6%	62,415	52,554	59,942
Associate's												
Degree	3.5%	4.1%	3.9%	79.0%	78.2%	78.3%	17.5%	17.7%	17.8%	35,364	27,707	31,217
Bachelor's												
Degree	3.2%	3.2%	3.3%	79.3%	78.7%	78.3%	17.5%	18.1%	18.4%	154,492	131,768	135,288
Master's Degree												
Doctoral/	3.8%	3.9%	4.1%	80.9%	80.0%	79.8%	15.4%	16.1%	16.1%	118,973	101,425	97,857
Professional												
Degree	2.9%	3.1%	2.9%	80.4%	80.8%	80.9%	16.7%	16.1%	16.2%	52,599	43,933	40,852
Pay Category												
Federal Wage												
System	4.2%	5.0%	5.5%	78.0%	77.4%	77.0%	17.8%	17.6%	17.5%	13,031	9,523	12,619
GS 1-6	4.8%	5.2%	5.3%	76.1%	75.3%	75.2%	19.1%	19.4%	19.5%	27,323	18,587	21,812
GS 7-12	3.5%	3.8%	3.8%	78.9%	78.1%	77.7%	17.5%	18.1%	18.5%	192,235	152,741	165,802
GS 13-15	3.1%	3.1%	3.3%	83.0%	82.4%	82.4%	13.9%	14.4%	14.3%	183,816	168,853	161,801
SES	2.1%	2.4%	2.1%	89.6%	88.0%	88.1%	8.3%	9.6%	9.8%	5,649	5,749	5,692
SL/ST	0.9%	2.1%	4.4%	87.4%	84.9%	83.7%	11.7%	13.1%	11.9%	1,998	1,564	1,532
Other	2.7%	2.8%	2.6%	76.1%	75.3%	76.2%	21.2%	21.9%	21.2%	31,056	25,737	25,540

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
Time in Federal Government												
< 1 year	4.0%	4.2%	4.1%	83.2%	82.1%	82.5%	12.9%	13.7%	13.4%	8,975	6,829	6,016
1-3 years	4.0%	4.2%	4.4%	80.3%	78.6%	77.9%	15.7%	17.2%	17.6%	45,144	29,836	28,199
4-5 years	3.9%	4.2%	4.0%	77.8%	77.8%	78.4%	18.3%	18.1%	17.6%	30,102	30,026	40,965
6-10 years	3.8%	4.0%	4.2%	77.8%	77.4%	76.9%	18.4%	18.5%	18.8%	108,470	91,537	87,571
11-14 years	3.7%	3.9%	3.6%	77.9%	77.0%	77.4%	18.4%	19.1%	19.0%	63,671	54,678	56,573
15-20 years	3.2%	3.4%	3.5%	79.0%	78.7%	78.0%	17.9%	17.9%	18.4%	66,119	51,542	48,582
> 20 years	2.5%	2.9%	3.2%	83.5%	82.5%	82.0%	14.0%	14.6%	14.8%	133,684	119,088	127,708
Time with Current Agency												
< 1 year	4.6%	5.1%	4.8%	81.4%	80.6%	82.1%	14.0%	14.4%	13.1%	16,425	13,124	11,845
1-3 years	4.2%	4.5%	4.4%	80.2%	78.6%	77.9%	15.6%	17.0%	17.7%	69,592	47,545	44,452
4-5 years	3.8%	4.2%	4.1%	78.1%	77.7%	78.2%	18.2%	18.1%	17.7%	37,754	38,042	49,754
6-10 years	3.6%	3.8%	4.1%	78.1%	77.8%	77.3%	18.4%	18.4%	18.6%	113,483	97,792	95,539
11-20 years	3.2%	3.3%	3.3%	78.8%	78.3%	78.1%	18.0%	18.4%	18.5%	118,131	98,383	98,623
> 20 years	2.3%	2.7%	3.0%	83.9%	83.0%	82.3%	13.8%	14.2%	14.7%	99,334	87,360	94,180
Leaving												
No	3.4%	3.7%	3.7%	81.6%	81.0%	80.7%	15.0%	15.3%	15.6%	314,855	258,485	262,550
Yes, to retire	2.6%	3.2%	3.3%	83.4%	82.2%	82.0%	13.9%	14.7%	14.6%	28,370	22,170	23,997
Yes, to other job in Govt	3.9%	4.2%	4.2%	75.5%	74.9%	75.0%	20.6%	20.9%	20.7%	70,597	70,498	73,290
Yes, to other job outside Govt	2.7%	2.5%	2.9%	72.9%	72.6%	71.9%	24.4%	24.9%	25.2%	19,362	13,747	15,823
Yes, other	3.4%	3.3%	3.9%	73.9%	72.9%	72.8%	22.7%	23.8%	23.3%	22,086	17,925	19,211
Retiring												
Within 1 year	2.4%	3.3%	3.0%	82.9%	81.3%	82.2%	14.7%	15.4%	14.8%	17,041	13,500	14,785
Between 1-3 years	2.3%	2.6%	2.8%	84.6%	83.9%	82.5%	13.2%	13.5%	14.7%	46,991	37,849	39,786
Between 3-5 years	2.3%	2.8%	2.7%	83.5%	82.8%	82.4%	14.1%	14.3%	14.9%	51,081	42,046	43,269
5 or more years	3.8%	3.9%	4.0%	78.6%	77.9%	77.9%	17.6%	18.1%	18.1%	337,514	286,804	293,928

Report by Demographics

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
Self-Identify as:												
Heterosexual	3.5%	3.8%	3.8%	80.4%	79.4%	79.3%	16.1%	16.8%	16.9%	363,653	305,802	316,897
LGBT*	2.6%	2.7%	3.2%	79.7%	80.6%	79.3%	17.7%	16.7%	17.5%	13,529	11,290	11,029
Prefer not to say	3.3%	3.3%	3.7%	76.3%	76.3%	76.4%	20.5%	20.4%	20.0%	56,664	46,857	47,937
Military Service												
No Prior Military												
Service	3.5%	3.6%	3.7%	79.4%	78.8%	78.5%	17.2%	17.6%	17.7%	324,192	276,831	280,443
Currently in												
Guard/Reserves	5.5%	5.7%	5.2%	73.3%	72.3%	72.3%	21.2%	21.9%	22.5%	7,388	6,143	6,987
Retired	2.8%	3.1%	3.1%	85.2%	84.2%	84.2%	12.0%	12.7%	12.7%	49,663	39,548	43,216
Separated/												
Discharged	3.7%	4.1%	4.2%	78.0%	77.0%	77.2%	18.4%	18.9%	18.6%	68,634	55,606	59,446
Disability												
Yes	3.7%	3.8%	4.2%	78.7%	77.8%	77.5%	17.6%	18.4%	18.3%	69,192	51,490	53,314
No	3.4%	3.6%	3.7%	80.1%	79.4%	79.2%	16.5%	16.9%	17.2%	381,985	327,752	337,933

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
Work Location												
Headquarters	2.5%	2.6%	2.9%	84.6%	83.7%	83.7%	12.9%	13.6%	13.5%	177,296	154,914	155,750
Field	2.0%	2.1%	2.1%	79.1%	78.5%	78.1%	18.9%	19.4%	19.8%	278,575	228,731	239,377
Supervisory Status												
Non-Supervisor	2.2%	2.3%	2.3%	81.1%	80.4%	80.1%	16.8%	17.3%	17.5%	301,855	251,955	259,991
Team Leader	2.0%	2.2%	2.3%	80.7%	79.8%	79.7%	17.3%	18.0%	18.0%	57,563	49,327	53,158
Supervisor	2.3%	2.4%	2.6%	81.1%	80.8%	80.2%	16.6%	16.8%	17.3%	62,665	52,050	52,319
Manager	2.2%	2.3%	2.6%	83.0%	81.1%	80.9%	14.8%	16.6%	16.5%	28,546	24,640	24,302
Senior Leader	3.5%	4.2%	3.4%	84.3%	83.0%	83.3%	12.3%	12.8%	13.3%	8,117	8,059	8,013
Sex												
Male	2.0%	2.2%	2.2%	82.2%	81.2%	81.0%	15.8%	16.6%	16.8%	231,944	195,994	204,555
Female	2.4%	2.5%	2.6%	79.9%	79.4%	79.1%	17.8%	18.0%	18.3%	220,012	184,427	188,022
Hispanic or Latino												
Yes	2.8%	2.8%	3.0%	77.8%	76.5%	76.4%	19.4%	20.7%	20.6%	39,452	33,412	33,787
No	2.1%	2.3%	2.3%	81.6%	80.9%	80.6%	16.3%	16.8%	17.1%	408,083	343,144	355,012
Race												
American Indian/ Alaska Native	3.3%	3.7%	3.7%	74.1%	71.1%	70.2%	22.6%	25.2%	26.1%	9,309	7,794	8,334
Asian	3.3%	3.3%	3.5%	80.0%	79.5%	79.4%	16.8%	17.2%	17.1%	21,944	19,463	18,603
Black/African American	4.2%	4.3%	4.4%	81.9%	81.2%	80.8%	13.9%	14.5%	14.9%	64,011	57,656	59,893
Native Hawaiian/ Pacific Islander	3.2%	4.5%	4.1%	77.5%	77.4%	76.2%	19.3%	18.1%	19.7%	2,736	2,202	2,461
White	1.6%	1.7%	1.8%	81.8%	81.0%	80.7%	16.6%	17.3%	17.5%	317,482	263,398	273,101
Two or more races (Not Hispanic/ Latino)	2.0%	2.4%	2.4%	76.7%	77.1%	76.7%	21.3%	20.5%	20.9%	18,634	14,332	14,419

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
Age Group												
25 and under	1.5%	1.1%	1.8%	81.9%	82.5%	79.8%	16.5%	16.4%	18.4%	3,618	2,649	2,594
26-29	1.1%	1.5%	1.0%	79.5%	78.4%	78.9%	19.4%	20.1%	20.1%	12,341	10,912	12,032
30-39	1.4%	1.5%	1.5%	77.9%	77.1%	76.5%	20.8%	21.4%	22.0%	87,225	73,004	71,203
40-49	2.0%	2.0%	2.3%	80.0%	79.6%	79.5%	18.0%	18.4%	18.2%	118,362	101,904	106,121
50-59	2.6%	2.7%	2.9%	83.0%	82.1%	81.9%	14.5%	15.2%	15.2%	165,507	140,773	146,876
60+	3.1%	3.3%	3.3%	84.0%	83.2%	82.6%	13.0%	13.5%	14.2%	76,267	60,758	62,899
Level of Education												
Less than												
High School	6.9%	10.8%	16.1%	68.7%	66.8%	64.2%	24.4%	22.4%	19.7%	437	360	405
H.S. Diploma/												
GED or equiv	4.5%	4.6%	4.4%	80.0%	79.9%	79.6%	15.6%	15.5%	16.0%	19,385	16,197	19,285
Trade/Technical												
Certificate	3.1%	3.3%	3.6%	79.9%	78.2%	79.4%	17.0%	18.4%	17.0%	10,742	8,172	9,537
Some College												
(no degree)	2.7%	2.9%	3.1%	80.2%	79.2%	78.9%	17.1%	18.0%	18.0%	62,454	52,638	59,985
Associate's												
Degree	2.5%	2.8%	2.6%	79.8%	79.2%	79.2%	17.6%	18.0%	18.2%	35,413	27,760	31,268
Bachelor's												
Degree	2.0%	1.9%	1.9%	80.7%	80.3%	79.8%	17.3%	17.8%	18.3%	154,551	131,891	135,408
Master's Degree												
Doctoral/	1.8%	2.0%	2.1%	82.8%	81.6%	81.4%	15.5%	16.4%	16.4%	118,989	101,487	97,910
Professional												
Degree	1.2%	1.2%	1.2%	83.0%	83.3%	83.1%	15.8%	15.4%	15.7%	52,604	43,960	40,845
Pay Category												
Federal Wage												
System	3.2%	3.5%	3.9%	79.1%	78.2%	78.2%	17.7%	18.3%	17.9%	13,068	9,553	12,618
GS 1-6	3.6%	3.7%	4.0%	77.3%	77.0%	76.3%	19.1%	19.3%	19.8%	27,372	18,638	21,876
GS 7-12	2.2%	2.3%	2.3%	80.3%	79.6%	79.1%	17.5%	18.1%	18.6%	192,234	152,868	165,925
GS 13-15	1.8%	1.9%	1.9%	84.4%	83.6%	83.7%	13.8%	14.6%	14.4%	183,883	169,015	161,964
SES	1.9%	2.6%	2.0%	89.8%	88.7%	87.9%	8.3%	8.7%	10.1%	5,675	5,748	5,691
SL/ST	0.8%	1.7%	2.4%	88.0%	85.0%	86.1%	11.2%	13.3%	11.4%	1,999	1,555	1,530
Other	1.7%	1.9%	1.9%	77.6%	77.1%	77.6%	20.8%	21.0%	20.5%	31,080	25,784	25,538

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
Time in Federal Government												
< 1 year	2.2%	2.4%	2.5%	85.0%	84.2%	84.7%	12.7%	13.4%	12.8%	8,964	6,835	6,008
1-3 years	2.0%	2.2%	2.3%	83.0%	81.8%	80.9%	15.0%	16.0%	16.9%	45,158	29,848	28,168
4-5 years	1.8%	1.9%	1.9%	80.7%	80.4%	81.1%	17.6%	17.6%	16.9%	30,126	30,022	40,993
6-10 years	1.8%	1.9%	2.1%	80.7%	80.2%	79.8%	17.5%	17.9%	18.1%	108,477	91,631	87,613
11-14 years	2.1%	2.0%	2.0%	80.1%	79.5%	79.1%	17.9%	18.5%	18.9%	63,708	54,784	56,619
15-20 years	2.2%	2.5%	2.6%	79.8%	79.2%	78.7%	18.0%	18.2%	18.7%	66,145	51,606	48,640
> 20 years	2.8%	2.9%	3.0%	81.9%	81.1%	80.7%	15.3%	16.0%	16.3%	133,774	119,221	127,913
Time with Current Agency												
< 1 year	2.4%	3.1%	3.1%	83.7%	83.0%	84.0%	13.8%	13.9%	12.9%	16,408	13,141	11,850
1-3 years	2.1%	2.4%	2.3%	82.8%	81.5%	80.7%	15.1%	16.1%	17.0%	69,597	47,591	44,419
4-5 years	1.9%	2.1%	2.1%	80.5%	80.0%	80.7%	17.6%	17.9%	17.2%	37,775	38,036	49,800
6-10 years	1.9%	1.9%	2.2%	80.5%	80.0%	79.6%	17.6%	18.1%	18.3%	113,544	97,908	95,598
11-20 years	2.2%	2.3%	2.3%	79.7%	79.3%	79.0%	18.1%	18.4%	18.7%	118,203	98,508	98,765
> 20 years	2.6%	2.8%	2.8%	82.4%	81.6%	80.9%	15.0%	15.6%	16.2%	99,389	87,468	94,307
Leaving												
No	2.3%	2.4%	2.5%	83.1%	82.5%	82.1%	14.6%	15.1%	15.4%	314,971	258,822	262,846
Yes, to retire	3.0%	3.3%	3.6%	81.8%	80.2%	80.2%	15.1%	16.5%	16.3%	28,426	22,215	24,048
Yes, to other job in Govt	1.9%	2.1%	2.0%	77.2%	76.6%	76.9%	20.9%	21.3%	21.0%	70,598	70,513	73,279
Yes, to other job outside Govt	1.1%	1.1%	1.1%	74.7%	74.1%	73.9%	24.2%	24.8%	25.0%	19,375	13,758	15,815
Yes, other	1.8%	1.6%	1.9%	75.1%	75.1%	74.3%	23.1%	23.3%	23.8%	22,089	17,935	19,231
Retiring												
Within 1 year	2.8%	3.3%	3.4%	81.2%	79.4%	80.1%	16.0%	17.2%	16.5%	17,075	13,533	14,828
Between 1-3 years	2.7%	3.0%	3.0%	82.8%	81.9%	80.8%	14.5%	15.0%	16.2%	47,053	37,905	39,873
Between 3-5 years	2.7%	2.9%	2.9%	82.2%	81.6%	80.8%	15.0%	15.5%	16.2%	51,096	42,071	43,360
5 or more years	2.0%	2.1%	2.2%	80.8%	80.2%	80.0%	17.2%	17.7%	17.8%	337,616	287,097	294,041

Report by Demographics

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
Self-Identify as:												
Heterosexual	2.2%	2.3%	2.4%	81.9%	81.0%	80.8%	15.9%	16.7%	16.9%	363,862	306,108	317,165
LGBT*	2.0%	2.1%	2.4%	80.1%	80.8%	79.1%	18.0%	17.1%	18.5%	13,541	11,308	11,029
Prefer not to say	2.5%	2.5%	2.7%	76.8%	76.6%	76.6%	20.7%	20.9%	20.6%	56,645	46,922	48,005
Military Service												
No Prior Military												
Service	2.1%	2.2%	2.3%	80.8%	80.3%	80.0%	17.0%	17.5%	17.6%	324,264	277,130	280,714
Currently in												
Guard/Reserves	2.1%	2.3%	2.5%	77.7%	75.4%	75.2%	20.2%	22.2%	22.3%	7,392	6,150	6,977
Retired	2.3%	2.4%	2.4%	85.1%	84.4%	84.0%	12.6%	13.2%	13.5%	49,741	39,580	43,244
Separated/												
Discharged	2.2%	2.4%	2.5%	79.8%	78.9%	78.8%	17.9%	18.6%	18.7%	68,668	55,655	59,484
Disability												
Yes	2.8%	2.9%	3.2%	79.2%	78.1%	77.9%	17.9%	19.0%	19.0%	69,265	51,560	53,383
No	2.0%	2.2%	2.2%	81.7%	81.0%	80.6%	16.3%	16.8%	17.1%	382,110	328,094	338,204

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
Work Location																					
Headquarters	43.1%	39.7%	38.9%	37.9%	38.9%	39.3%	10.2%	11.2%	11.9%	6.2%	7.0%	7.1%	2.6%	3.1%	2.9%	110,979	99,468	90,950	1,954	1,897	2,036
Field	42.5%	40.2%	38.7%	38.4%	39.2%	39.8%	11.4%	12.4%	13.3%	5.4%	5.9%	5.9%	2.4%	2.4%	2.4%	121,716	101,827	96,500	4,084	3,669	4,215
Supervisory Status																					
Non-Supervisor	44.7%	41.8%	40.6%	36.9%	38.1%	38.6%	10.3%	11.1%	12.0%	5.6%	6.2%	6.2%	2.5%	2.7%	2.6%	152,378	131,474	122,145	4,376	4,146	4,666
Team Leader	39.5%	36.5%	35.8%	40.0%	40.8%	40.6%	11.7%	13.0%	13.7%	6.0%	6.9%	7.2%	2.9%	2.9%	2.8%	29,585	26,217	25,326	730	653	789
Supervisor	37.1%	34.7%	33.0%	41.8%	41.8%	42.7%	12.1%	13.8%	14.9%	6.5%	6.8%	7.0%	2.5%	2.8%	2.4%	31,803	26,568	24,518	765	669	732
Manager	38.4%	37.7%	35.5%	40.2%	40.0%	41.3%	13.2%	13.5%	14.1%	6.1%	6.3%	6.7%	2.0%	2.4%	2.4%	14,879	12,774	11,602	309	283	262
Senior Leader	48.3%	46.5%	43.4%	36.9%	35.4%	37.8%	10.3%	12.3%	12.5%	3.3%	3.9%	4.9%	1.2%	1.9%	1.5%	4,777	4,809	4,419	107	90	100
Sex																					
Male	40.5%	37.6%	36.1%	39.7%	40.5%	41.1%	12.0%	13.2%	14.2%	5.4%	6.0%	6.0%	2.4%	2.7%	2.5%	107,433	92,310	86,438	2,603	2,475	2,608
Female	45.2%	42.6%	41.6%	36.5%	37.5%	37.8%	9.6%	10.5%	11.2%	6.1%	6.8%	6.9%	2.6%	2.7%	2.6%	121,856	105,950	98,456	3,531	3,240	3,824
Hispanic or Latino																					
Yes	44.1%	42.0%	39.6%	35.7%	35.8%	37.2%	11.8%	12.9%	14.5%	5.7%	6.1%	5.8%	2.7%	3.2%	2.9%	16,875	14,165	12,854	642	643	777
No	42.8%	40.0%	38.8%	38.3%	39.3%	39.7%	10.7%	11.7%	12.5%	5.7%	6.4%	6.5%	2.5%	2.7%	2.5%	209,983	182,109	170,196	5,350	4,935	5,513
Race																					
American Indian/ Alaska Native	35.9%	35.9%	33.6%	38.7%	36.0%	37.9%	15.0%	18.0%	18.6%	6.9%	7.4%	6.3%	3.5%	2.7%	3.6%	2,521	2,119	1,951	190	164	183
Asian	43.7%	40.5%	38.1%	41.3%	41.8%	42.6%	9.5%	12.1%	13.3%	3.8%	3.9%	4.3%	1.6%	1.8%	1.6%	12,940	11,680	10,230	365	311	353
Black/African American	47.9%	44.7%	43.6%	34.7%	35.6%	36.5%	9.0%	10.1%	10.7%	5.6%	6.5%	6.5%	2.9%	3.0%	2.8%	35,476	32,167	29,808	823	870	1,015
Native Hawaiian/ Pacific Islander	39.1%	34.5%	33.0%	33.1%	38.5%	42.2%	20.5%	17.7%	17.7%	5.1%	4.8%	5.1%	2.2%	4.5%	2.0%	907	739	776	39	31	55
White	42.2%	39.5%	38.3%	38.6%	39.6%	40.1%	11.0%	11.9%	12.6%	5.8%	6.4%	6.5%	2.3%	2.6%	2.5%	158,684	136,035	128,135	4,014	3,657	4,053
Two or more races (Not Hispanic/ Latino)	40.6%	36.7%	36.9%	36.9%	38.8%	37.3%	12.3%	13.2%	14.7%	6.5%	7.2%	7.5%	3.6%	4.1%	3.6%	8,733	6,879	6,197	229	207	229

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
Age Group																					
25 and under	41.8%	46.2%	41.9%	39.6%	37.6%	40.8%	11.7%	9.2%	12.3%	6.2%	5.6%	3.9%	0.7%	1.3%	1.1%	1,361	1,123	1,050	56	55	47
26-29	43.1%	38.3%	39.1%	39.1%	42.6%	40.0%	10.2%	10.2%	12.3%	5.6%	5.7%	6.4%	2.1%	3.2%	2.2%	6,009	5,710	5,885	171	162	167
30-39	43.2%	41.0%	39.9%	37.3%	38.5%	38.4%	9.7%	10.2%	11.1%	6.8%	7.1%	7.7%	3.1%	3.1%	2.9%	48,174	40,837	36,034	988	974	976
40-49	43.1%	40.8%	39.4%	37.9%	38.2%	39.2%	10.4%	11.4%	11.9%	6.0%	6.7%	6.6%	2.6%	2.9%	2.9%	61,899	53,811	50,927	1,510	1,337	1,577
50-59	42.7%	39.3%	38.0%	38.2%	39.1%	39.9%	11.4%	12.7%	13.6%	5.3%	6.3%	6.0%	2.4%	2.6%	2.5%	83,014	72,921	68,692	2,356	2,309	2,648
60+	41.0%	38.0%	36.7%	39.4%	40.3%	40.7%	12.8%	14.4%	15.2%	4.9%	5.1%	5.5%	1.9%	2.1%	1.9%	35,163	29,413	27,114	1,363	1,155	1,344
Level of Education																					
Less than																					
High School	38.4%	31.8%	26.1%	25.6%	52.9%	38.0%	29.4%	13.6%	27.5%	4.0%	1.3%	7.2%	2.7%	0.3%	1.1%	110	92	97	11	16	16
H.S. Diploma/ GED or equiv	42.9%	42.3%	37.6%	36.1%	34.2%	34.7%	13.2%	15.5%	20.0%	5.3%	5.7%	5.3%	2.5%	2.4%	2.4%	5,648	4,963	5,125	438	398	592
Trade/Technical Certificate	38.6%	37.9%	35.0%	34.8%	35.5%	37.3%	18.7%	19.5%	20.5%	5.3%	5.4%	4.7%	2.6%	1.7%	2.7%	2,572	2,085	2,123	216	196	230
Some College (no degree)	43.1%	39.4%	37.5%	35.5%	36.2%	37.8%	13.2%	14.4%	15.4%	5.2%	6.7%	6.2%	3.0%	3.2%	3.1%	22,336	19,280	19,391	1,065	973	1,283
Associate's Degree	41.4%	38.8%	36.5%	35.8%	38.0%	39.2%	14.5%	14.1%	15.6%	5.7%	6.0%	6.2%	2.5%	3.1%	2.5%	11,040	8,920	8,872	654	535	692
Bachelor's Degree	42.5%	40.6%	39.6%	38.9%	39.3%	39.5%	10.5%	11.2%	12.0%	5.8%	6.2%	6.4%	2.3%	2.6%	2.5%	81,423	70,202	66,808	1,808	1,701	1,856
Master's Degree	42.8%	39.6%	38.8%	38.5%	39.6%	40.2%	9.9%	11.1%	11.5%	6.1%	7.0%	6.8%	2.7%	2.7%	2.7%	73,038	63,422	57,240	1,293	1,273	1,251
Doctoral/ Professional Degree	44.5%	40.5%	39.4%	38.8%	40.6%	41.1%	9.4%	10.9%	11.1%	5.3%	5.5%	6.4%	2.0%	2.5%	2.0%	34,366	30,371	26,250	708	640	586
Pay Category																					
Federal Wage System	31.1%	27.7%	23.3%	32.4%	36.6%	33.8%	27.7%	28.2%	34.5%	6.2%	4.7%	5.3%	2.6%	2.7%	3.0%	1,076	894	972	216	180	269
GS 1-6	37.6%	30.9%	29.9%	34.8%	34.5%	34.7%	21.4%	25.7%	28.8%	4.0%	6.5%	4.2%	2.2%	2.4%	2.3%	3,595	2,503	2,707	842	640	875
GS 7-12	42.5%	40.2%	38.8%	37.9%	38.5%	39.3%	11.5%	12.1%	13.0%	5.6%	6.5%	6.2%	2.5%	2.8%	2.6%	77,444	61,381	59,932	2,935	2,750	3,208
GS 13-15	43.9%	41.0%	40.1%	38.3%	39.4%	39.7%	9.4%	10.7%	10.9%	5.9%	6.3%	6.7%	2.5%	2.6%	2.5%	131,804	119,953	108,973	1,571	1,588	1,517
SES	50.2%	49.3%	44.7%	36.2%	36.2%	38.6%	8.9%	9.5%	11.2%	3.9%	3.9%	4.2%	0.8%	1.0%	1.3%	3,725	3,741	3,487	63	61	62
SL/ST	44.0%	42.5%	32.9%	40.4%	35.3%	43.5%	10.0%	13.9%	16.8%	3.9%	5.9%	4.8%	1.7%	2.4%	2.0%	1,105	979	897	45	37	26
Other	36.8%	33.9%	32.4%	39.8%	42.2%	42.0%	13.6%	14.2%	15.9%	6.7%	6.6%	6.8%	3.1%	3.2%	2.9%	12,369	10,487	9,315	549	512	535

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
Time in Federal Government																					
< 1 year	43.4%	43.0%	41.8%	37.9%	37.9%	36.0%	12.3%	12.6%	15.7%	4.5%	4.7%	4.6%	1.8%	1.9%	1.9%	3,184	2,590	1,986	219	196	160
1-3 years	44.5%	41.9%	40.1%	36.9%	37.2%	38.6%	11.0%	12.7%	13.3%	5.7%	5.9%	5.7%	1.8%	2.2%	2.3%	18,963	13,542	11,763	744	538	534
4-5 years	42.6%	39.4%	38.7%	37.8%	39.0%	39.2%	11.0%	12.2%	12.5%	6.0%	6.6%	7.0%	2.7%	2.8%	2.7%	14,035	15,412	19,752	405	467	679
6-10 years	42.3%	38.9%	38.3%	38.2%	39.1%	39.9%	10.7%	12.0%	12.1%	6.2%	6.9%	6.9%	2.6%	3.2%	2.8%	55,886	48,341	40,608	1,370	1,280	1,362
11-14 years	41.3%	39.0%	36.4%	38.3%	38.8%	40.0%	11.0%	12.4%	13.4%	6.4%	6.9%	7.4%	2.9%	2.9%	2.8%	32,489	27,476	25,312	843	842	928
15-20 years	41.7%	38.7%	36.9%	38.2%	39.6%	40.1%	11.3%	12.3%	13.3%	6.1%	6.7%	6.7%	2.8%	2.8%	3.0%	33,160	25,870	21,463	910	764	841
> 20 years	44.0%	41.6%	40.2%	38.2%	39.2%	39.3%	10.6%	11.1%	12.6%	5.0%	5.7%	5.6%	2.2%	2.4%	2.3%	73,757	66,917	65,671	1,798	1,751	2,074
Time with Current Agency																					
< 1 year	43.0%	40.0%	39.8%	36.4%	37.4%	36.0%	12.5%	13.7%	15.1%	5.8%	6.0%	6.1%	2.3%	2.9%	2.9%	6,525	5,422	4,354	364	325	284
1-3 years	43.2%	40.8%	39.4%	36.8%	37.0%	37.9%	11.1%	12.6%	12.8%	6.2%	6.5%	7.0%	2.6%	3.1%	3.0%	32,845	23,944	20,364	1,018	771	748
4-5 years	42.5%	39.7%	38.7%	37.1%	38.1%	38.6%	10.6%	12.0%	12.4%	6.7%	6.9%	7.3%	3.1%	3.3%	3.0%	19,067	20,723	24,858	480	545	753
6-10 years	41.9%	38.6%	38.2%	38.2%	39.8%	40.1%	10.9%	11.8%	12.2%	6.3%	6.9%	6.8%	2.8%	2.9%	2.7%	59,516	51,878	45,066	1,413	1,351	1,443
11-20 years	42.0%	39.3%	37.2%	39.1%	39.4%	40.3%	10.9%	11.9%	13.2%	5.6%	6.8%	6.7%	2.3%	2.6%	2.7%	59,530	49,427	43,818	1,592	1,520	1,703
> 20 years	44.6%	42.3%	40.4%	38.3%	39.5%	39.8%	10.5%	11.1%	12.7%	4.6%	5.0%	5.1%	2.0%	2.1%	1.9%	53,306	48,182	47,591	1,346	1,261	1,549
Leaving																					
No	47.6%	45.0%	43.6%	37.3%	38.5%	39.0%	9.5%	10.3%	11.3%	4.2%	4.6%	4.6%	1.4%	1.5%	1.5%	165,249	138,610	126,782	4,309	3,921	4,513
Yes, to retire	41.1%	38.5%	36.4%	38.9%	39.7%	41.7%	12.4%	13.4%	14.0%	5.5%	5.7%	6.0%	2.1%	2.7%	1.8%	13,078	10,338	10,150	419	355	417
Yes, to other job in Govt	30.1%	28.5%	28.6%	39.9%	40.3%	39.9%	13.6%	14.6%	14.6%	10.4%	10.9%	11.3%	6.0%	5.7%	5.5%	33,734	36,145	34,134	854	912	959
Yes, to other job outside Govt	30.3%	26.3%	26.4%	40.6%	41.5%	40.9%	14.8%	15.7%	16.0%	9.6%	10.6%	11.5%	4.7%	6.0%	5.2%	9,735	6,832	7,455	240	219	224
Yes, other	28.2%	25.5%	24.4%	39.8%	38.9%	39.8%	16.5%	18.8%	20.2%	9.9%	11.4%	9.9%	5.5%	5.4%	5.8%	9,333	7,909	7,751	404	363	391
Retiring																					
Within 1 year	42.2%	38.9%	37.7%	37.4%	39.9%	39.4%	12.1%	12.5%	14.2%	5.5%	5.7%	6.3%	2.8%	3.0%	2.4%	7,833	6,282	6,220	231	212	248
Between 1-3 years	41.3%	38.6%	36.0%	38.7%	39.6%	41.1%	12.5%	13.4%	14.8%	5.4%	6.0%	5.8%	2.1%	2.5%	2.4%	22,358	18,505	17,468	674	632	729
Between 3-5 years	41.6%	38.6%	37.1%	39.6%	40.3%	39.9%	11.4%	12.7%	14.6%	5.2%	5.9%	6.2%	2.3%	2.4%	2.2%	24,545	20,832	19,340	742	631	747
5 or more years	43.2%	40.5%	39.4%	37.9%	38.8%	39.3%	10.5%	11.5%	12.1%	5.9%	6.5%	6.5%	2.5%	2.8%	2.6%	175,047	152,944	141,834	4,432	4,159	4,541

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
Self-Identify as:																					
Heterosexual	44.1%	41.3%	40.0%	37.6%	38.7%	39.2%	10.4%	11.3%	12.0%	5.6%	6.2%	6.3%	2.3%	2.5%	2.5%	183,688	159,205	148,652	4,621	4,267	4,885
LGBT*	43.5%	39.8%	40.3%	37.5%	38.5%	39.2%	9.4%	12.0%	11.5%	6.0%	6.8%	6.2%	3.6%	2.9%	2.8%	7,537	6,510	5,816	150	147	152
Prefer not to say	36.1%	33.0%	31.7%	40.2%	41.0%	41.4%	13.8%	14.9%	16.3%	6.8%	7.4%	7.4%	3.2%	3.7%	3.1%	28,173	23,759	22,100	935	844	901
Military Service																					
No Prior Military																					
Service	44.0%	41.2%	40.0%	38.2%	39.2%	39.5%	9.9%	10.9%	11.7%	5.7%	6.1%	6.3%	2.3%	2.5%	2.4%	180,845	158,553	147,382	4,582	4,241	4,739
Currently in																					
Guard/Reserves	41.5%	39.1%	35.7%	34.7%	35.9%	36.4%	14.5%	14.1%	17.6%	5.8%	7.6%	6.2%	3.5%	3.2%	4.1%	2,444	2,011	1,879	84	93	101
Retired	39.5%	34.8%	33.3%	38.6%	40.3%	41.6%	13.7%	15.3%	15.5%	5.5%	6.7%	6.9%	2.7%	2.8%	2.7%	17,639	14,123	13,383	592	549	597
Separated/																					
Discharged	40.1%	38.1%	36.5%	37.5%	37.3%	38.3%	12.9%	13.8%	15.2%	6.3%	7.3%	6.8%	3.3%	3.6%	3.2%	27,022	22,358	21,012	831	707	897
Disability																					
Yes	41.5%	37.8%	36.4%	35.9%	36.6%	37.6%	12.7%	14.0%	15.2%	6.4%	7.6%	7.1%	3.5%	4.1%	3.8%	28,518	21,680	19,558	971	775	919
No	43.1%	40.5%	39.2%	38.4%	39.4%	39.7%	10.5%	11.5%	12.3%	5.6%	6.2%	6.3%	2.3%	2.5%	2.4%	200,191	176,104	164,813	5,166	4,885	5,478

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
Work Location																					
Headquarters	52.9%	51.4%	50.4%	38.3%	39.3%	40.3%	6.1%	6.4%	6.4%	1.9%	2.0%	2.1%	0.8%	1.0%	0.8%	68,077	60,720	60,668	1,258	1,252	1,084
Field	48.9%	47.5%	46.0%	40.8%	41.6%	42.0%	7.1%	7.3%	8.1%	2.2%	2.5%	2.7%	1.0%	1.0%	1.2%	101,544	85,401	87,771	2,028	1,869	1,744
Supervisory Status																					
Non-Supervisor	50.7%	49.2%	48.1%	39.5%	40.4%	40.8%	6.8%	7.0%	7.4%	2.0%	2.4%	2.6%	1.0%	1.0%	1.1%	115,630	100,314	101,490	2,384	2,268	2,083
Team Leader	49.2%	47.6%	46.1%	40.9%	42.0%	42.2%	6.5%	7.4%	8.0%	2.5%	2.1%	2.7%	0.9%	0.9%	1.0%	21,131	18,455	19,838	372	350	340
Supervisor	49.1%	47.6%	46.1%	41.6%	42.6%	44.1%	6.5%	6.2%	7.3%	2.0%	2.6%	1.9%	0.8%	0.9%	0.7%	22,381	18,401	18,106	373	361	296
Manager	53.0%	53.0%	48.9%	38.6%	38.8%	41.9%	5.9%	5.9%	6.4%	2.1%	1.5%	2.0%	0.4%	0.8%	0.7%	9,437	7,899	7,948	121	137	94
Senior Leader	60.0%	55.6%	55.2%	32.3%	32.3%	33.6%	5.8%	8.4%	8.0%	1.7%	2.7%	2.5%	0.3%	0.8%	0.8%	1,953	1,853	1,905	40	48	29
Sex																					
Male	48.9%	47.1%	45.6%	41.0%	42.1%	42.9%	7.1%	7.5%	8.1%	2.0%	2.3%	2.4%	0.9%	1.0%	1.0%	82,322	70,431	73,075	1,624	1,569	1,357
Female	52.8%	51.6%	50.6%	38.2%	38.9%	39.3%	6.0%	6.2%	6.6%	2.1%	2.3%	2.5%	0.9%	0.9%	1.0%	85,476	74,121	74,062	1,612	1,537	1,443
Hispanic or Latino																					
Yes	49.9%	47.8%	47.0%	38.3%	38.8%	39.5%	8.2%	9.1%	9.5%	2.3%	2.6%	2.8%	1.3%	1.7%	1.2%	13,517	11,602	11,624	341	364	319
No	50.7%	49.2%	47.9%	39.9%	40.8%	41.5%	6.5%	6.7%	7.2%	2.0%	2.3%	2.4%	0.9%	0.9%	1.0%	152,468	131,385	133,988	2,853	2,697	2,456
Race																					
American Indian/ Alaska Native	39.5%	38.2%	39.0%	45.5%	43.7%	44.9%	10.4%	14.7%	11.7%	3.1%	2.2%	2.9%	1.6%	1.2%	1.5%	3,107	2,681	2,817	90	79	78
Asian	49.3%	48.6%	47.3%	40.5%	42.1%	42.1%	7.6%	7.1%	8.4%	1.6%	1.5%	1.2%	0.9%	0.7%	0.9%	8,216	7,534	7,232	243	225	210
Black/African American	53.3%	51.3%	50.5%	37.3%	38.4%	38.8%	6.6%	7.3%	7.5%	1.7%	2.1%	2.2%	1.0%	0.9%	1.1%	26,217	24,018	24,336	533	659	590
Native Hawaiian/ Pacific Islander	42.6%	46.1%	42.6%	40.8%	39.9%	42.3%	12.6%	11.0%	10.2%	1.8%	1.9%	3.3%	2.3%	1.1%	1.5%	917	756	879	25	26	12
White	50.8%	49.4%	48.0%	40.1%	40.9%	41.6%	6.2%	6.4%	7.0%	2.1%	2.4%	2.5%	0.8%	0.9%	0.9%	115,401	97,915	100,290	2,097	1,835	1,651
Two or more races (Not Hispanic/ Latino)	48.5%	43.8%	43.1%	38.7%	41.2%	42.7%	8.4%	9.2%	9.4%	3.1%	3.6%	3.2%	1.3%	2.3%	1.6%	7,000	5,500	5,473	113	116	122

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
Age Group																					
25 and under	57.9%	55.5%	55.8%	33.4%	34.9%	34.3%	6.5%	5.9%	7.7%	2.0%	3.5%	1.7%	0.1%	0.1%	0.5%	1,179	934	856	25	16	15
26-29	56.6%	52.4%	53.1%	34.5%	36.7%	36.9%	5.6%	6.6%	6.4%	2.4%	3.0%	2.3%	0.9%	1.4%	1.3%	4,422	4,212	4,687	80	84	66
30-39	52.5%	50.6%	48.6%	37.4%	38.3%	39.7%	6.3%	7.0%	7.5%	2.6%	2.6%	3.0%	1.1%	1.4%	1.2%	31,864	26,891	25,436	529	488	402
40-49	49.9%	48.9%	48.5%	39.9%	40.2%	40.5%	7.1%	7.3%	7.3%	2.1%	2.4%	2.6%	1.0%	1.1%	1.2%	41,243	35,959	37,428	738	772	687
50-59	50.4%	48.7%	46.9%	40.5%	41.8%	42.5%	6.3%	6.6%	7.3%	2.0%	2.2%	2.4%	0.8%	0.8%	0.9%	64,752	56,492	58,066	1,226	1,229	1,096
60+	46.8%	45.9%	44.6%	43.0%	43.7%	44.2%	7.8%	7.6%	8.5%	1.6%	2.0%	1.9%	0.8%	0.8%	0.8%	28,674	23,856	24,155	764	622	633
Level of Education																					
Less than																					
High School	42.6%	33.2%	30.4%	51.2%	42.9%	40.3%	5.8%	18.5%	25.3%	0.4%	2.4%	1.2%	0.0%	3.0%	2.8%	123	127	156	6	8	10
H.S. Diploma/ GED or equiv	44.4%	45.3%	43.1%	41.4%	40.9%	42.3%	10.5%	10.5%	11.0%	2.4%	2.2%	2.3%	1.3%	1.1%	1.3%	6,945	6,033	6,814	194	178	204
Trade/Technical Certificate	41.2%	39.4%	38.3%	43.5%	45.7%	44.9%	10.4%	10.2%	12.2%	3.0%	3.5%	3.2%	1.9%	1.2%	1.4%	3,534	2,867	3,236	119	85	109
Some College (no degree)	47.3%	44.9%	44.0%	40.6%	42.0%	42.6%	8.8%	9.4%	9.4%	2.1%	2.4%	2.6%	1.2%	1.3%	1.4%	22,463	19,485	21,912	509	474	472
Associate's Degree	45.7%	44.5%	43.2%	42.3%	43.3%	42.8%	8.6%	8.2%	9.6%	2.3%	2.8%	3.1%	1.1%	1.2%	1.3%	12,313	10,035	11,010	286	284	279
Bachelor's Degree	51.2%	49.8%	49.4%	40.1%	41.0%	41.3%	5.9%	6.2%	6.3%	2.0%	2.1%	2.3%	0.7%	0.9%	0.8%	60,053	52,041	53,051	1,017	999	847
Master's Degree	53.7%	52.7%	50.9%	38.4%	39.0%	39.9%	5.1%	5.3%	6.0%	2.0%	2.1%	2.3%	0.8%	0.9%	0.8%	46,781	40,345	38,687	771	746	624
Doctoral/ Professional Degree	54.6%	52.0%	49.2%	36.1%	37.8%	40.0%	6.2%	6.4%	6.7%	2.2%	2.8%	2.8%	0.8%	0.9%	1.2%	16,553	14,399	13,008	375	360	288
Pay Category																					
Federal Wage System	38.6%	37.0%	34.7%	43.9%	43.6%	46.5%	12.7%	13.8%	13.5%	3.2%	3.8%	3.4%	1.6%	1.8%	1.9%	3,874	3,082	3,932	147	96	119
GS 1-6	41.4%	37.9%	36.5%	41.3%	42.6%	43.4%	12.9%	14.3%	14.8%	2.6%	3.3%	3.5%	1.9%	1.9%	1.8%	6,149	4,696	5,365	310	268	273
GS 7-12	49.2%	48.1%	47.4%	40.9%	41.5%	41.5%	6.9%	7.0%	7.5%	2.2%	2.4%	2.5%	0.9%	1.0%	1.1%	73,131	59,882	63,858	1,460	1,399	1,349
GS 13-15	55.6%	53.5%	52.2%	37.5%	39.1%	39.9%	4.6%	4.9%	5.2%	1.7%	1.8%	2.0%	0.6%	0.7%	0.6%	74,741	68,741	66,023	1,081	1,139	875
SES	66.3%	65.6%	61.9%	28.0%	29.0%	32.2%	4.3%	3.4%	4.0%	1.1%	1.7%	1.3%	0.4%	0.3%	0.6%	1,279	1,218	1,195	22	15	16
SL/ST	46.0%	48.3%	43.7%	45.4%	45.8%	42.1%	6.9%	5.1%	8.6%	1.5%	0.6%	4.5%	0.2%	0.3%	1.1%	420	399	383	9	17	15
Other	44.6%	44.2%	41.6%	42.3%	42.1%	43.3%	8.9%	9.1%	10.2%	2.8%	3.2%	3.8%	1.4%	1.5%	1.1%	9,605	7,728	7,594	243	210	184

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
Time in Federal Government																					
< 1 year	54.9%	55.8%	53.7%	37.6%	34.2%	37.0%	5.6%	8.2%	7.6%	1.6%	1.3%	1.3%	0.3%	0.4%	0.4%	2,702	2,189	1,765	76	73	47
1-3 years	52.6%	49.9%	49.8%	37.3%	38.8%	38.7%	7.4%	7.6%	8.4%	1.8%	2.6%	2.1%	0.8%	1.1%	1.1%	14,451	9,996	9,262	376	271	241
4-5 years	51.0%	50.9%	49.5%	38.5%	39.1%	40.0%	6.9%	6.6%	6.8%	2.6%	2.4%	2.8%	1.0%	1.0%	1.0%	10,057	10,740	14,962	239	255	307
6-10 years	50.4%	48.9%	47.3%	39.6%	40.4%	41.2%	6.8%	6.8%	7.4%	2.2%	2.6%	2.9%	1.0%	1.3%	1.2%	39,545	34,484	32,150	714	743	607
11-14 years	49.9%	46.7%	45.2%	39.7%	41.8%	42.6%	7.1%	8.2%	8.3%	2.4%	2.3%	2.7%	0.9%	0.9%	1.1%	22,948	19,646	19,867	430	425	412
15-20 years	48.1%	46.1%	44.7%	41.4%	42.1%	42.5%	7.3%	8.2%	8.9%	2.2%	2.5%	2.8%	1.0%	1.0%	1.1%	23,965	18,836	17,315	486	434	337
> 20 years	50.9%	50.0%	48.5%	40.6%	41.3%	42.0%	5.9%	6.0%	6.6%	1.8%	1.9%	2.0%	0.8%	0.8%	0.8%	55,899	50,052	53,202	960	946	888
Time with Current Agency																					
< 1 year	54.9%	52.4%	51.0%	36.4%	37.7%	39.1%	6.4%	7.4%	6.8%	2.0%	1.9%	2.2%	0.4%	0.7%	1.0%	5,419	4,532	3,914	137	140	97
1-3 years	52.4%	50.4%	49.1%	38.0%	39.0%	39.8%	6.9%	6.9%	7.7%	1.9%	2.5%	2.3%	0.8%	1.1%	1.1%	24,227	17,035	15,670	516	403	344
4-5 years	50.6%	50.0%	49.6%	38.8%	40.1%	39.6%	6.7%	6.4%	7.1%	2.7%	2.5%	2.7%	1.2%	1.0%	1.0%	13,313	14,257	18,647	269	315	357
6-10 years	49.6%	48.1%	46.9%	40.4%	41.2%	41.5%	6.8%	7.2%	7.7%	2.2%	2.5%	2.7%	1.0%	1.1%	1.1%	41,948	37,218	35,805	780	763	680
11-20 years	49.4%	47.2%	45.6%	40.4%	41.5%	42.5%	7.1%	7.9%	8.2%	2.1%	2.4%	2.7%	0.9%	1.0%	1.1%	43,170	36,226	35,623	845	820	688
> 20 years	50.9%	50.2%	48.3%	40.6%	41.4%	42.3%	5.9%	5.9%	6.6%	1.8%	1.8%	2.0%	0.8%	0.7%	0.8%	40,957	36,227	38,428	719	684	648
Leaving																					
No	55.0%	53.7%	52.0%	37.6%	38.6%	39.3%	5.5%	5.7%	6.3%	1.4%	1.5%	1.7%	0.5%	0.5%	0.6%	117,310	98,331	97,874	2,229	2,078	1,888
Yes, to retire	46.1%	45.2%	42.7%	43.8%	45.0%	46.3%	7.5%	7.0%	7.9%	1.9%	2.3%	2.3%	0.7%	0.5%	0.7%	11,400	8,965	9,675	263	207	230
Yes, to other job in Govt	42.0%	40.8%	41.2%	44.3%	44.8%	44.5%	8.5%	8.6%	8.7%	3.3%	3.9%	4.0%	1.8%	1.9%	1.6%	26,733	27,708	28,923	448	561	452
Yes, to other job outside Govt	38.8%	37.0%	36.8%	43.9%	43.6%	45.0%	9.5%	10.2%	10.6%	5.6%	6.3%	5.1%	2.2%	2.9%	2.5%	6,339	4,481	5,231	132	100	106
Yes, other	35.2%	33.5%	33.0%	44.7%	45.0%	45.1%	12.7%	14.7%	14.5%	5.1%	4.4%	4.5%	2.4%	2.3%	3.0%	7,342	6,181	6,566	208	175	152
Retiring																					
Within 1 year	46.9%	45.8%	43.6%	42.0%	44.5%	46.2%	7.7%	6.8%	7.2%	2.6%	2.4%	2.2%	0.8%	0.5%	0.7%	6,721	5,392	5,914	163	129	138
Between 1-3 years	47.6%	45.9%	45.2%	42.8%	44.0%	43.6%	7.1%	7.1%	8.2%	1.7%	2.1%	2.2%	0.8%	0.9%	0.8%	18,640	15,120	15,810	393	376	363
Between 3-5 years	48.6%	46.7%	46.1%	41.2%	43.8%	42.7%	7.2%	6.6%	7.7%	2.2%	2.1%	2.6%	0.9%	0.8%	0.9%	19,793	16,799	17,001	413	356	320
5 or more years	51.4%	50.0%	48.6%	39.1%	39.7%	40.6%	6.5%	6.9%	7.3%	2.1%	2.4%	2.5%	0.9%	1.0%	1.1%	123,160	107,512	108,448	2,266	2,210	1,968

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
Self-Identify as:																					
Heterosexual	51.7%	50.1%	48.9%	39.3%	40.2%	40.8%	6.3%	6.5%	7.0%	2.0%	2.3%	2.3%	0.8%	0.9%	0.9%	134,929	116,063	118,507	2,518	2,460	2,216
LGBT*	53.7%	50.7%	49.9%	35.5%	38.5%	38.8%	6.8%	7.6%	7.1%	2.7%	2.1%	2.9%	1.3%	1.2%	1.2%	5,043	4,359	4,200	83	78	67
Prefer not to say	43.4%	42.4%	41.1%	43.7%	43.9%	44.1%	8.9%	9.7%	9.9%	2.7%	2.6%	3.4%	1.3%	1.4%	1.5%	21,136	17,979	18,226	507	415	420
Military Service																					
No Prior Military																					
Service	52.0%	50.7%	49.6%	38.9%	39.9%	40.4%	6.0%	6.3%	6.8%	2.1%	2.2%	2.4%	0.9%	0.9%	0.9%	122,691	107,060	107,400	2,236	2,201	1,985
Currently in																					
Guard/Reserves	50.3%	46.6%	44.7%	38.4%	38.5%	43.8%	7.6%	9.3%	7.6%	2.6%	3.8%	3.0%	1.1%	1.9%	0.9%	2,595	2,120	2,388	62	64	46
Retired	49.7%	48.7%	46.7%	41.5%	41.7%	42.9%	6.6%	6.9%	7.5%	1.6%	1.9%	2.1%	0.6%	0.9%	0.8%	18,540	14,961	16,007	371	337	327
Separated/																					
Discharged	46.2%	43.9%	42.4%	41.4%	43.1%	43.2%	8.9%	8.9%	9.7%	2.5%	2.9%	3.1%	1.1%	1.2%	1.5%	23,303	19,648	20,538	536	469	428
Disability																					
Yes	47.0%	45.7%	43.9%	40.5%	41.4%	41.6%	8.7%	8.5%	10.0%	2.4%	2.9%	3.2%	1.4%	1.4%	1.4%	25,781	20,036	20,169	569	524	464
No	51.4%	49.7%	48.5%	39.6%	40.5%	41.2%	6.2%	6.6%	6.9%	2.0%	2.2%	2.3%	0.8%	0.9%	0.9%	141,758	124,218	126,570	2,672	2,576	2,354

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
Work Location																					
Headquarters	35.3%	33.1%	32.4%	48.4%	49.6%	50.1%	13.2%	13.9%	14.5%	2.3%	2.5%	2.3%	0.7%	0.8%	0.7%	46,575	40,307	41,865	2,808	2,740	2,719
Field	29.6%	28.4%	27.5%	50.3%	50.8%	50.9%	16.1%	16.6%	17.6%	3.1%	3.1%	3.0%	0.9%	1.1%	1.0%	70,562	60,084	62,128	4,657	4,410	4,453
Supervisory Status																					
Non-Supervisor	32.0%	30.3%	29.4%	49.3%	49.8%	50.4%	15.0%	15.9%	16.6%	2.8%	2.9%	2.7%	0.9%	1.0%	0.9%	75,971	64,787	66,828	5,233	4,960	5,043
Team Leader	29.5%	27.1%	27.6%	49.9%	52.2%	51.1%	16.4%	16.6%	17.6%	3.2%	3.1%	3.1%	1.1%	1.0%	0.7%	15,441	13,335	14,632	875	812	897
Supervisor	30.9%	30.0%	28.7%	51.2%	51.9%	51.7%	14.7%	14.9%	16.2%	2.6%	2.5%	2.6%	0.5%	0.7%	0.8%	16,171	13,658	13,911	958	912	844
Manager	33.3%	33.4%	30.6%	50.3%	50.4%	53.0%	13.3%	12.5%	13.4%	2.8%	2.9%	2.2%	0.4%	0.7%	0.7%	7,851	6,795	6,785	384	371	337
Senior Leader	44.6%	40.7%	39.9%	41.8%	44.3%	41.5%	10.5%	11.7%	14.9%	2.4%	2.3%	2.7%	0.7%	0.9%	1.0%	2,357	2,420	2,448	107	138	119
Sex																					
Male	31.0%	29.3%	28.3%	49.4%	50.4%	50.6%	15.7%	16.3%	17.4%	2.9%	2.9%	2.8%	0.9%	1.1%	0.9%	59,772	51,797	53,967	3,995	3,736	3,753
Female	32.9%	31.4%	30.7%	49.8%	50.4%	50.6%	14.0%	14.7%	15.3%	2.6%	2.8%	2.6%	0.7%	0.8%	0.8%	56,516	48,026	49,398	3,408	3,331	3,388
Hispanic or Latino																					
Yes	32.1%	30.3%	29.9%	48.2%	48.3%	48.4%	15.2%	16.9%	17.1%	3.2%	3.0%	3.1%	1.3%	1.5%	1.4%	10,570	8,909	8,941	803	774	703
No	31.8%	30.2%	29.3%	49.7%	50.6%	50.9%	14.9%	15.4%	16.3%	2.8%	2.8%	2.7%	0.8%	0.9%	0.8%	104,681	89,899	93,587	6,533	6,223	6,342
Race																					
American Indian/ Alaska Native	28.5%	24.9%	25.0%	48.1%	48.9%	47.9%	18.7%	21.9%	22.1%	3.9%	3.2%	3.4%	0.9%	1.2%	1.7%	2,379	2,071	2,298	178	161	198
Asian	31.8%	29.4%	28.2%	50.4%	50.5%	51.2%	15.6%	16.9%	17.8%	1.6%	2.2%	2.0%	0.6%	1.0%	0.7%	5,345	4,626	4,442	485	442	434
Black/African American	35.1%	34.4%	32.3%	49.1%	47.8%	49.6%	13.0%	15.0%	15.3%	1.9%	2.1%	1.9%	0.8%	0.8%	0.8%	19,808	18,001	18,925	1,373	1,430	1,536
Native Hawaiian/ Pacific Islander	28.2%	26.5%	24.3%	48.9%	52.0%	47.7%	20.2%	19.3%	23.9%	2.0%	0.6%	3.3%	0.8%	1.7%	0.8%	680	580	676	58	65	46
White	31.5%	29.6%	29.0%	49.6%	51.2%	51.1%	15.0%	15.1%	16.3%	3.1%	3.1%	2.9%	0.8%	0.9%	0.8%	79,017	66,859	69,337	4,611	4,362	4,320
Two or more races (Not Hispanic/ Latino)	29.0%	27.9%	26.8%	50.1%	48.3%	51.0%	16.3%	18.6%	17.1%	3.5%	3.3%	4.0%	1.1%	2.0%	1.0%	4,919	3,891	3,972	314	290	256

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
Age Group																					
25 and under	40.4%	35.0%	37.4%	45.0%	48.0%	48.0%	10.2%	11.5%	10.9%	3.1%	0.5%	2.4%	1.3%	4.9%	1.4%	816	564	567	50	48	48
26-29	36.7%	33.2%	34.4%	45.8%	48.5%	46.4%	12.6%	13.8%	14.6%	4.2%	3.7%	3.3%	0.7%	0.8%	1.3%	3,092	2,570	2,935	188	189	177
30-39	34.0%	31.8%	30.7%	46.8%	47.8%	48.7%	14.5%	14.5%	15.6%	3.6%	4.3%	3.9%	1.1%	1.5%	1.2%	22,221	18,453	17,998	1,288	1,218	1,113
40-49	30.9%	29.7%	29.8%	50.2%	50.8%	50.5%	15.0%	15.6%	15.8%	3.0%	2.8%	2.9%	1.0%	1.1%	1.0%	31,457	27,435	28,746	1,790	1,784	1,767
50-59	31.6%	30.1%	28.6%	50.4%	51.7%	51.7%	14.9%	15.3%	16.8%	2.4%	2.2%	2.2%	0.7%	0.7%	0.6%	43,123	37,961	39,769	2,828	2,639	2,876
60+	28.5%	27.4%	25.6%	51.7%	50.6%	52.4%	17.3%	19.1%	19.7%	1.9%	2.3%	1.7%	0.5%	0.6%	0.5%	18,123	14,903	15,494	1,532	1,436	1,372
Level of Education																					
Less than																					
High School	36.0%	31.4%	21.3%	47.6%	46.0%	55.7%	15.9%	16.4%	21.5%	0.4%	2.5%	0.3%	0.0%	3.7%	1.3%	110	91	116	8	8	12
H.S. Diploma/ GED or equiv	26.6%	26.9%	23.9%	47.5%	51.0%	53.7%	21.9%	19.6%	19.6%	3.0%	1.6%	2.0%	1.0%	0.8%	0.8%	4,450	3,887	4,554	425	371	432
Trade/Technical Certificate	23.5%	23.9%	21.3%	49.0%	48.5%	49.1%	23.3%	22.8%	26.4%	3.1%	3.3%	2.6%	1.2%	1.5%	0.7%	2,614	2,077	2,424	222	190	230
Some College (no degree)	28.7%	26.1%	27.2%	50.4%	51.4%	50.1%	17.2%	18.6%	19.2%	2.7%	2.8%	2.4%	1.0%	1.1%	1.1%	15,560	13,634	15,677	1,171	1,097	1,241
Associate's Degree	28.5%	26.9%	26.7%	50.3%	51.4%	51.8%	17.2%	18.0%	18.0%	2.9%	2.5%	2.7%	1.1%	1.2%	0.8%	8,978	7,436	8,428	675	622	692
Bachelor's Degree	32.5%	30.8%	29.8%	49.3%	50.2%	50.6%	14.5%	15.0%	15.7%	2.9%	3.0%	3.0%	0.8%	0.9%	0.9%	40,598	35,282	36,089	2,516	2,368	2,362
Master's Degree	35.4%	34.5%	33.1%	49.3%	49.4%	50.3%	12.0%	12.4%	13.1%	2.6%	2.9%	2.7%	0.7%	0.8%	0.7%	33,301	28,410	27,928	1,769	1,817	1,614
Doctoral/ Professional Degree	31.4%	30.0%	30.3%	50.8%	51.9%	50.0%	14.3%	14.2%	16.0%	2.9%	3.1%	2.9%	0.6%	0.8%	0.8%	11,364	9,453	8,860	672	670	605
Pay Category																					
Federal Wage System	23.4%	23.0%	20.7%	49.3%	49.9%	54.4%	21.6%	21.8%	21.5%	3.7%	3.1%	2.2%	2.0%	2.1%	1.2%	3,290	2,608	3,442	298	243	328
GS 1-6	25.6%	23.5%	23.8%	50.5%	50.1%	50.9%	20.4%	22.1%	21.7%	2.4%	3.0%	2.7%	1.0%	1.4%	0.9%	6,076	4,499	5,431	624	481	557
GS 7-12	31.9%	30.4%	30.0%	49.9%	50.4%	50.0%	14.8%	15.4%	16.4%	2.7%	2.8%	2.8%	0.8%	1.0%	0.9%	50,600	40,743	44,369	3,402	3,014	3,268
GS 13-15	35.4%	33.5%	32.6%	49.1%	50.5%	50.6%	12.3%	12.7%	13.4%	2.6%	2.6%	2.7%	0.6%	0.6%	0.6%	49,099	45,619	43,952	2,482	2,776	2,483
SES	50.4%	47.8%	48.4%	39.8%	41.3%	40.8%	8.1%	8.3%	8.7%	1.4%	2.4%	1.6%	0.3%	0.2%	0.5%	1,569	1,642	1,704	57	83	69
SL/ST	32.9%	31.2%	34.5%	49.5%	47.6%	45.4%	15.2%	19.0%	16.4%	2.2%	1.4%	1.9%	0.1%	0.8%	1.9%	415	328	323	20	23	27
Other	23.2%	21.3%	19.9%	49.6%	52.2%	52.5%	21.5%	21.1%	23.1%	4.4%	4.2%	3.3%	1.3%	1.2%	1.1%	6,030	4,941	4,835	605	541	453

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
Time in Federal Government																					
< 1 year	38.7%	37.9%	33.6%	48.3%	45.9%	50.7%	11.3%	14.1%	13.4%	1.6%	1.7%	1.9%	0.1%	0.3%	0.5%	2,131	1,623	1,441	180	140	124
1-3 years	33.6%	31.3%	31.3%	47.9%	49.9%	49.1%	15.2%	15.1%	15.9%	2.7%	2.7%	2.8%	0.6%	1.1%	0.8%	10,875	7,120	6,964	805	583	571
4-5 years	32.4%	31.7%	31.7%	48.3%	49.5%	48.3%	15.6%	15.4%	16.2%	2.7%	2.4%	2.8%	1.0%	1.0%	1.0%	7,180	7,427	10,402	505	572	740
6-10 years	32.3%	30.0%	28.9%	49.2%	49.8%	50.5%	14.3%	15.5%	16.6%	3.1%	3.4%	3.1%	1.1%	1.4%	1.0%	26,835	23,024	21,968	1,761	1,669	1,552
11-14 years	30.3%	28.4%	27.1%	49.4%	51.4%	50.6%	15.9%	16.0%	18.0%	3.5%	3.2%	3.1%	1.0%	1.0%	1.1%	16,241	14,050	14,577	1,021	1,044	1,048
15-20 years	28.9%	27.9%	25.9%	51.2%	52.2%	53.2%	16.1%	16.1%	16.7%	3.1%	3.0%	3.2%	0.7%	0.9%	1.0%	17,976	14,300	13,414	1,159	995	937
> 20 years	32.1%	30.9%	30.1%	50.2%	50.3%	51.1%	14.8%	15.7%	16.2%	2.2%	2.4%	2.1%	0.7%	0.6%	0.6%	36,065	33,016	35,451	2,068	2,165	2,251
Time with Current Agency																					
< 1 year	37.4%	37.8%	36.5%	47.5%	46.0%	49.6%	12.9%	13.5%	11.6%	1.9%	2.3%	1.9%	0.3%	0.4%	0.4%	4,114	3,346	2,977	325	259	290
1-3 years	35.1%	32.9%	32.0%	47.6%	48.5%	48.6%	13.8%	14.9%	15.7%	2.7%	2.6%	2.8%	0.7%	1.1%	0.9%	17,317	11,760	11,362	1,191	923	832
4-5 years	32.8%	32.1%	31.8%	48.3%	49.4%	48.1%	15.0%	14.9%	16.4%	2.8%	2.5%	2.8%	1.0%	1.1%	1.0%	9,390	9,714	12,945	640	715	921
6-10 years	31.5%	29.1%	28.3%	49.3%	50.5%	50.8%	14.9%	15.7%	16.8%	3.2%	3.4%	3.1%	1.1%	1.3%	0.9%	28,420	24,946	24,391	1,836	1,788	1,641
11-20 years	28.9%	27.5%	26.4%	50.8%	52.1%	52.2%	16.5%	16.3%	17.4%	3.1%	3.2%	2.9%	0.7%	0.9%	1.0%	31,017	26,405	26,414	1,962	1,924	1,867
> 20 years	31.4%	30.2%	29.2%	50.9%	51.0%	51.6%	14.9%	15.9%	16.5%	2.2%	2.2%	2.1%	0.6%	0.7%	0.5%	26,690	24,117	25,821	1,501	1,502	1,621
Leaving																					
No	34.4%	32.7%	31.7%	49.2%	50.4%	50.4%	13.7%	14.2%	15.2%	2.2%	2.2%	2.2%	0.5%	0.5%	0.6%	83,737	69,966	70,967	5,071	4,778	4,763
Yes, to retire	27.3%	25.9%	24.1%	51.5%	50.1%	54.3%	17.7%	21.3%	18.9%	2.7%	1.9%	2.2%	0.8%	0.8%	0.6%	6,979	5,702	6,312	528	521	512
Yes, to other job in Govt	27.5%	26.7%	26.2%	51.1%	50.9%	50.8%	16.0%	16.4%	17.8%	4.0%	4.2%	3.9%	1.4%	1.8%	1.3%	17,796	18,037	19,212	1,180	1,300	1,315
Yes, to other job outside Govt	22.8%	20.7%	21.1%	47.7%	50.1%	50.8%	20.7%	19.6%	21.3%	6.6%	6.2%	4.5%	2.2%	3.3%	2.4%	3,911	2,813	3,345	268	219	233
Yes, other	20.9%	20.1%	19.9%	47.5%	49.6%	48.4%	24.4%	23.2%	24.4%	4.9%	4.7%	5.1%	2.3%	2.4%	2.2%	4,596	3,901	4,201	416	328	362
Retiring																					
Within 1 year	27.9%	26.3%	24.1%	50.7%	49.8%	54.4%	17.6%	21.0%	18.9%	2.7%	1.8%	1.9%	1.1%	1.0%	0.6%	4,140	3,323	3,860	305	306	302
Between 1-3 years	28.5%	26.3%	25.6%	51.5%	52.3%	52.9%	17.1%	18.3%	18.8%	2.4%	2.4%	2.1%	0.6%	0.7%	0.6%	12,231	10,084	10,385	877	792	776
Between 3-5 years	28.9%	27.5%	26.6%	51.7%	52.3%	52.0%	16.0%	16.9%	18.5%	2.7%	2.7%	2.3%	0.8%	0.6%	0.6%	13,701	11,673	11,941	873	824	867
5 or more years	32.8%	31.2%	30.4%	49.0%	49.9%	50.0%	14.5%	14.9%	15.8%	2.9%	3.0%	2.9%	0.9%	1.1%	0.9%	86,549	74,758	77,162	5,345	5,152	5,151

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
Self-Identify as:																					
Heterosexual	32.6%	30.9%	30.0%	49.5%	50.4%	50.7%	14.4%	14.9%	16.0%	2.7%	2.8%	2.6%	0.8%	0.9%	0.8%	95,488	82,017	85,177	5,842	5,650	5,712
LGBT*	33.1%	31.2%	30.2%	48.4%	49.8%	49.3%	13.7%	14.9%	15.0%	3.5%	3.3%	4.2%	1.3%	0.8%	1.2%	3,396	2,778	2,792	206	158	166
Prefer not to say	26.2%	24.8%	24.5%	49.8%	50.3%	50.5%	19.3%	20.0%	19.8%	3.6%	3.5%	3.6%	1.2%	1.4%	1.5%	13,153	11,098	11,615	1,042	980	982
Military Service																					
No Prior Military																					
Service	31.8%	30.2%	29.7%	50.2%	51.0%	51.0%	14.6%	15.0%	15.8%	2.7%	2.9%	2.8%	0.7%	0.9%	0.8%	82,373	71,116	72,139	5,006	4,795	4,816
Currently in																					
Guard/Reserves	31.5%	34.9%	30.9%	48.7%	46.5%	50.0%	14.6%	13.5%	15.5%	3.9%	3.6%	2.6%	1.3%	1.5%	1.0%	2,600	2,294	2,735	151	184	175
Retired	34.9%	32.4%	30.8%	49.0%	49.8%	51.0%	13.3%	14.9%	15.8%	2.1%	2.1%	1.8%	0.7%	0.9%	0.6%	13,490	11,247	12,560	959	873	888
Separated/ Discharged	29.4%	27.6%	26.7%	48.3%	49.6%	49.3%	17.6%	18.4%	19.4%	3.5%	3.2%	3.3%	1.2%	1.1%	1.3%	17,364	14,725	15,539	1,260	1,164	1,209
Disability																					
Yes	31.5%	28.7%	28.0%	47.1%	48.6%	48.1%	17.4%	18.5%	20.0%	3.0%	3.0%	2.7%	1.1%	1.3%	1.2%	17,246	13,290	14,068	1,331	1,085	1,116
No	31.9%	30.6%	29.6%	50.1%	50.8%	51.1%	14.4%	15.0%	15.8%	2.8%	2.8%	2.7%	0.8%	0.9%	0.8%	98,982	86,342	89,201	6,078	5,991	6,023

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
Work Location																					
Headquarters	31.7%	28.6%	28.4%	47.1%	46.7%	47.1%	17.2%	20.4%	20.2%	2.5%	2.7%	2.8%	1.4%	1.6%	1.6%	21,541	18,544	19,460	2,918	2,992	3,341
Field	28.2%	26.3%	25.2%	48.8%	49.2%	49.4%	18.7%	20.0%	21.1%	2.8%	2.9%	2.8%	1.5%	1.6%	1.5%	37,972	32,264	34,419	4,735	4,863	5,124
Supervisory Status																					
Non-Supervisor	28.7%	26.2%	26.1%	47.9%	48.0%	47.6%	19.0%	21.0%	21.4%	2.8%	3.1%	3.1%	1.7%	1.8%	1.8%	39,105	33,304	35,492	5,391	5,516	5,954
Team Leader	26.8%	25.6%	22.4%	49.3%	48.5%	50.5%	19.4%	21.7%	23.1%	3.3%	2.9%	2.7%	1.1%	1.3%	1.3%	6,706	5,920	6,465	918	935	1,066
Supervisor	29.9%	27.7%	26.8%	50.5%	51.3%	51.6%	16.2%	17.7%	18.6%	2.4%	2.2%	2.0%	0.9%	1.1%	0.9%	8,974	7,356	7,654	953	944	1,042
Manager	36.9%	33.9%	31.4%	47.5%	48.3%	52.0%	13.4%	14.2%	14.0%	1.7%	2.5%	1.4%	0.5%	0.9%	1.2%	4,190	3,653	3,670	347	385	388
Senior Leader	48.5%	41.8%	39.1%	38.3%	42.7%	41.0%	10.4%	14.3%	16.4%	0.9%	0.6%	1.8%	1.8%	0.6%	1.7%	1,016	1,043	1,066	102	122	106
Sex																					
Male	27.8%	25.2%	23.7%	48.3%	48.0%	49.1%	19.8%	22.4%	22.9%	2.5%	2.8%	2.7%	1.6%	1.7%	1.6%	25,562	22,417	23,588	3,737	3,882	4,149
Female	31.0%	29.3%	28.6%	48.2%	48.9%	48.3%	16.6%	17.5%	18.6%	2.9%	2.9%	2.9%	1.3%	1.4%	1.5%	33,721	28,304	30,202	3,819	3,882	4,266
Hispanic or Latino																					
Yes	30.2%	27.9%	26.4%	45.5%	46.2%	48.1%	19.3%	21.0%	20.7%	3.1%	2.8%	2.6%	2.0%	2.1%	2.2%	6,556	5,578	5,896	866	882	836
No	29.2%	27.0%	26.2%	48.7%	48.8%	48.8%	18.0%	19.9%	20.7%	2.6%	2.9%	2.8%	1.4%	1.5%	1.4%	52,238	44,634	47,467	6,613	6,758	7,497
Race																					
American Indian/ Alaska Native	26.5%	27.0%	22.4%	45.7%	46.2%	47.9%	22.8%	23.8%	25.2%	3.2%	1.8%	2.2%	1.8%	1.2%	2.3%	1,686	1,499	1,713	204	190	254
Asian	29.2%	25.5%	21.5%	46.3%	46.3%	49.9%	20.7%	24.0%	25.7%	2.3%	2.5%	2.2%	1.5%	1.7%	0.7%	2,429	2,193	2,124	497	504	496
Black/African American	31.3%	29.4%	28.4%	48.5%	48.4%	48.0%	17.2%	18.7%	19.7%	1.8%	2.2%	2.6%	1.2%	1.2%	1.4%	12,644	11,204	12,073	1,439	1,555	1,872
Native Hawaiian/ Pacific Islander	22.9%	26.1%	21.3%	43.2%	40.6%	51.2%	32.1%	27.7%	23.7%	1.2%	2.4%	1.9%	0.6%	3.2%	1.9%	411	329	402	58	62	63
White	29.2%	27.0%	26.3%	48.9%	49.0%	49.1%	17.5%	19.5%	20.2%	3.0%	3.2%	2.9%	1.4%	1.4%	1.5%	37,300	31,360	33,196	4,644	4,743	5,009
Two or more races (Not Hispanic/ Latino)	28.1%	24.1%	23.9%	44.6%	47.8%	47.3%	21.1%	21.1%	23.0%	4.6%	3.4%	3.2%	1.7%	3.7%	2.6%	2,586	2,188	2,250	347	324	329

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
Age Group																					
25 and under	35.2%	34.6%	24.1%	35.3%	42.5%	45.2%	25.7%	17.9%	27.8%	1.7%	1.3%	2.0%	2.1%	3.7%	0.9%	221	163	186	59	36	49
26-29	31.9%	29.0%	35.9%	40.2%	43.7%	41.6%	21.7%	19.9%	15.6%	5.6%	5.2%	4.5%	0.6%	2.1%	2.3%	956	842	939	198	180	185
30-39	30.9%	29.6%	27.0%	46.4%	45.8%	48.6%	17.3%	19.6%	19.4%	3.4%	3.3%	3.4%	2.0%	1.7%	1.7%	9,671	7,924	8,132	1,319	1,244	1,165
40-49	30.3%	27.5%	27.7%	48.7%	49.2%	48.9%	16.6%	18.5%	19.1%	3.0%	3.2%	2.6%	1.5%	1.6%	1.8%	16,571	14,413	15,500	1,906	1,909	2,164
50-59	28.8%	26.6%	25.3%	49.0%	49.4%	48.6%	18.7%	20.3%	21.9%	2.1%	2.4%	2.8%	1.3%	1.3%	1.5%	23,562	20,517	21,796	2,863	3,169	3,462
60+	26.0%	23.5%	22.2%	49.5%	48.7%	49.9%	21.2%	23.6%	24.5%	2.4%	2.4%	2.2%	0.9%	1.8%	1.2%	9,658	7,972	8,367	1,494	1,498	1,649
Level of Education																					
Less than																					
High School	36.4%	32.3%	19.1%	42.7%	46.7%	60.1%	20.4%	21.0%	20.1%	0.0%	0.0%	0.0%	0.5%	0.0%	0.7%	79	79	95	15	5	15
H.S. Diploma/ GED or equiv	26.7%	26.7%	23.2%	49.8%	50.2%	51.8%	20.4%	19.6%	22.0%	1.6%	2.6%	1.5%	1.4%	1.0%	1.5%	3,461	3,078	3,579	403	410	532
Trade/Technical	23.4%	24.6%	22.7%	48.3%	47.8%	49.2%	23.1%	22.2%	24.4%	2.5%	4.1%	2.3%	2.7%	1.2%	1.3%	1,704	1,408	1,575	244	203	267
Certificate	28.2%	24.6%	25.5%	48.9%	49.3%	49.2%	19.2%	22.2%	21.0%	2.3%	2.5%	2.8%	1.4%	1.4%	1.5%	10,664	9,413	10,795	1,310	1,313	1,496
Some College	26.2%	25.2%	25.7%	49.4%	48.4%	47.6%	19.8%	21.9%	22.6%	3.2%	3.1%	2.3%	1.4%	1.5%	1.8%	5,375	4,514	5,039	689	685	818
(no degree)	29.5%	27.6%	26.6%	48.5%	49.1%	49.2%	17.5%	19.1%	19.9%	3.0%	2.6%	2.9%	1.5%	1.6%	1.4%	20,233	17,500	18,202	2,485	2,642	2,725
Associate's	32.9%	30.3%	28.4%	46.5%	46.1%	46.6%	16.6%	18.6%	20.2%	2.6%	3.3%	3.2%	1.4%	1.8%	1.6%	14,205	11,786	11,765	1,819	1,897	1,977
Degree	32.5%	28.6%	26.5%	46.4%	47.8%	49.0%	16.9%	17.4%	18.5%	3.4%	3.3%	3.8%	0.9%	2.8%	2.2%	3,893	3,190	3,072	681	667	652
Bachelor's																					
Degree																					
Master's Degree																					
Doctoral/ Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	24.7%	22.4%	20.9%	46.4%	48.8%	51.7%	24.7%	24.7%	22.7%	2.6%	2.8%	3.2%	1.7%	1.2%	1.6%	1,766	1,441	1,915	322	261	374
GS 1-6	22.8%	24.1%	23.1%	47.8%	45.6%	46.0%	24.3%	25.7%	25.5%	3.1%	3.2%	2.9%	2.1%	1.4%	2.5%	3,883	2,889	3,561	576	486	628
GS 7-12	28.3%	26.2%	25.6%	49.3%	49.5%	48.9%	18.0%	19.7%	21.2%	3.0%	2.9%	2.8%	1.4%	1.7%	1.5%	28,703	23,555	25,862	3,551	3,447	3,952
GS 13-15	35.2%	31.9%	30.4%	47.2%	47.2%	48.7%	14.2%	17.1%	17.4%	2.1%	2.6%	2.3%	1.1%	1.3%	1.2%	21,299	19,556	19,063	2,588	2,996	2,920
SES	58.5%	56.8%	51.7%	32.6%	34.6%	37.1%	7.6%	6.9%	9.3%	1.1%	1.4%	1.5%	0.1%	0.3%	0.3%	546	579	604	52	80	63
SL/ST	42.4%	40.7%	35.7%	33.8%	43.8%	37.4%	14.8%	13.7%	24.8%	4.2%	1.2%	0.0%	4.8%	0.6%	2.1%	122	113	118	18	16	25
Other	23.9%	20.4%	22.4%	48.1%	51.0%	48.6%	23.0%	23.5%	23.3%	2.9%	3.1%	3.9%	2.0%	2.1%	1.8%	3,390	2,886	3,013	550	540	522

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
Time in Federal Government																					
< 1 year	30.6%	38.7%	32.5%	44.7%	39.8%	38.4%	19.8%	20.2%	26.0%	2.5%	0.7%	2.0%	2.4%	0.6%	1.2%	681	511	490	161	140	147
1-3 years	28.4%	28.3%	26.5%	44.7%	44.7%	45.6%	21.9%	22.5%	23.7%	3.3%	3.1%	3.3%	1.7%	1.4%	0.9%	3,908	2,573	2,584	811	564	643
4-5 years	29.1%	28.8%	25.7%	45.3%	44.9%	46.8%	21.2%	22.1%	22.3%	3.4%	2.7%	3.3%	0.9%	1.5%	2.0%	2,920	2,924	4,065	502	631	836
6-10 years	29.1%	26.1%	25.8%	48.8%	47.7%	48.6%	17.7%	20.6%	20.9%	3.0%	3.7%	3.1%	1.5%	2.0%	1.7%	12,461	10,691	10,505	1,799	1,758	1,784
11-14 years	28.8%	26.4%	25.5%	47.6%	48.5%	48.5%	18.7%	20.7%	20.6%	2.8%	2.9%	3.4%	2.0%	1.5%	2.0%	8,247	7,181	7,752	1,008	1,102	1,115
15-20 years	28.4%	26.6%	25.2%	50.1%	49.7%	50.2%	17.2%	19.1%	20.1%	2.9%	2.7%	2.7%	1.4%	1.8%	1.8%	10,096	8,006	7,857	1,127	1,077	1,096
> 20 years	30.6%	27.4%	26.8%	48.9%	50.5%	49.8%	17.3%	18.6%	20.1%	2.0%	2.4%	2.1%	1.1%	1.2%	1.2%	21,547	19,264	20,961	2,276	2,582	2,901
Time with Current Agency																					
< 1 year	31.5%	35.1%	31.5%	46.3%	43.4%	42.7%	18.8%	19.3%	22.3%	1.8%	1.2%	2.5%	1.7%	1.1%	1.0%	1,570	1,199	1,173	332	293	326
1-3 years	30.2%	28.8%	27.2%	44.7%	44.2%	44.4%	20.7%	22.4%	24.2%	3.0%	3.2%	3.0%	1.4%	1.4%	1.3%	6,822	4,721	4,590	1,247	930	987
4-5 years	30.1%	27.9%	25.5%	45.4%	45.8%	47.6%	20.2%	21.4%	21.9%	3.5%	3.4%	3.2%	0.9%	1.4%	1.8%	4,130	4,191	5,553	646	790	1,024
6-10 years	28.4%	25.5%	25.9%	49.0%	48.5%	48.3%	18.1%	20.8%	20.9%	2.9%	3.3%	3.1%	1.6%	1.9%	1.8%	13,913	12,199	12,302	1,937	1,995	2,018
11-20 years	28.2%	26.4%	25.3%	49.5%	49.3%	49.9%	17.8%	19.7%	20.2%	2.9%	2.7%	2.9%	1.6%	1.9%	1.8%	17,220	14,553	15,158	1,948	2,003	2,093
> 20 years	30.9%	27.7%	26.7%	48.9%	51.1%	50.9%	16.9%	17.8%	19.3%	2.1%	2.4%	2.1%	1.2%	1.1%	1.1%	15,945	14,032	15,254	1,544	1,820	2,027
Leaving																					
No	32.2%	30.0%	29.0%	48.4%	48.8%	48.8%	16.3%	18.4%	19.2%	2.1%	1.9%	2.1%	0.9%	0.9%	0.8%	40,674	33,966	35,490	5,011	5,078	5,462
Yes, to retire	26.6%	23.2%	21.5%	50.4%	50.7%	53.0%	19.8%	21.8%	22.1%	2.4%	2.9%	2.2%	0.7%	1.4%	1.2%	4,282	3,469	3,853	542	522	578
Yes, to other job in Govt	23.7%	22.0%	21.7%	49.1%	48.4%	48.3%	21.0%	22.6%	23.1%	4.1%	4.6%	4.1%	2.2%	2.3%	2.7%	9,709	9,678	10,506	1,372	1,585	1,700
Yes, to other job outside Govt	22.0%	20.6%	18.8%	45.9%	46.0%	44.6%	22.1%	22.0%	25.3%	5.5%	6.1%	5.7%	4.5%	5.4%	5.6%	2,008	1,462	1,672	276	252	286
Yes, other	20.8%	19.1%	17.9%	42.8%	42.8%	45.6%	28.3%	27.7%	27.9%	4.3%	5.6%	4.8%	3.9%	4.7%	3.8%	2,952	2,441	2,617	453	397	441
Retiring																					
Within 1 year	28.9%	24.8%	21.6%	48.5%	49.3%	51.5%	18.0%	20.6%	22.3%	3.1%	3.0%	2.5%	1.5%	2.3%	2.0%	2,469	1,992	2,295	317	320	359
Between 1-3 years	26.7%	24.9%	24.0%	50.4%	50.0%	50.8%	19.3%	21.5%	21.8%	2.3%	2.5%	2.3%	1.2%	1.1%	1.2%	6,882	5,614	5,936	868	873	976
Between 3-5 years	26.7%	25.0%	24.7%	50.7%	50.7%	48.3%	19.3%	20.8%	23.3%	2.1%	2.1%	2.3%	1.2%	1.4%	1.5%	7,311	6,267	6,617	887	1,011	1,062
5 or more years	30.1%	27.9%	27.0%	47.6%	47.9%	48.4%	17.9%	19.6%	20.2%	2.9%	3.0%	2.9%	1.5%	1.6%	1.6%	42,719	36,826	38,890	5,492	5,554	5,955

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
Self-Identify as:																					
Heterosexual	30.1%	27.6%	26.9%	48.4%	48.9%	48.9%	17.6%	19.6%	20.2%	2.6%	2.7%	2.6%	1.4%	1.3%	1.4%	47,738	40,956	43,566	6,056	6,208	6,742
LGBT*	32.4%	31.5%	30.0%	45.4%	46.3%	46.2%	16.0%	15.9%	18.6%	4.1%	4.5%	3.5%	2.2%	1.6%	1.7%	2,021	1,634	1,650	182	180	198
Prefer not to say	24.5%	23.7%	21.0%	48.5%	45.6%	48.9%	22.3%	24.1%	24.2%	3.1%	3.9%	3.5%	1.7%	2.7%	2.5%	7,577	6,397	6,769	1,052	1,008	1,122
Military Service																					
No Prior Military																					
Service	30.3%	28.0%	27.0%	48.3%	49.2%	49.5%	17.1%	18.4%	19.4%	2.9%	2.9%	2.7%	1.4%	1.5%	1.4%	44,370	38,075	39,883	5,212	5,398	5,710
Currently in																					
Guard/Reserves	27.9%	27.6%	27.4%	48.2%	42.1%	40.9%	21.6%	25.7%	25.2%	1.8%	2.5%	3.8%	0.5%	2.1%	2.8%	747	631	697	152	158	192
Retired	28.2%	25.9%	23.9%	47.3%	45.1%	48.8%	21.3%	25.4%	23.9%	2.0%	2.2%	2.1%	1.3%	1.3%	1.3%	4,779	4,108	4,459	928	921	1,059
Separated/																					
Discharged	27.4%	24.7%	24.9%	48.6%	48.6%	47.1%	19.7%	21.8%	22.8%	2.5%	3.2%	3.4%	1.9%	1.7%	1.8%	9,153	7,672	8,505	1,256	1,211	1,372
Disability																					
Yes	27.6%	26.0%	24.8%	46.8%	45.7%	45.7%	20.2%	21.6%	23.2%	3.4%	4.2%	3.8%	2.1%	2.5%	2.6%	11,043	8,713	9,080	1,386	1,173	1,352
No	29.9%	27.5%	26.6%	48.7%	49.1%	49.5%	17.6%	19.6%	20.1%	2.5%	2.5%	2.5%	1.2%	1.3%	1.3%	48,235	41,990	44,687	6,191	6,588	7,025

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
Work Location																					
Headquarters	37.2%	37.2%	33.5%	37.3%	37.7%	39.0%	20.5%	20.5%	23.3%	3.5%	3.1%	2.6%	1.5%	1.5%	1.6%	5,565	5,033	4,990	2,019	1,853	1,950
Field	32.1%	30.4%	30.6%	40.0%	40.0%	40.5%	23.4%	25.4%	24.8%	2.9%	2.5%	2.6%	1.7%	1.7%	1.4%	6,223	5,442	5,553	2,742	2,391	2,532
Supervisory Status																					
Non-Supervisor	33.7%	32.8%	31.4%	38.6%	38.7%	38.9%	22.6%	23.7%	25.7%	3.4%	3.0%	2.3%	1.7%	1.9%	1.7%	7,940	6,905	7,006	3,286	2,931	3,166
Team Leader	34.6%	34.4%	31.1%	40.3%	40.5%	41.1%	20.4%	21.6%	22.7%	2.8%	2.5%	4.3%	1.9%	1.0%	0.9%	1,571	1,454	1,467	615	488	539
Supervisor	35.3%	30.7%	32.7%	39.9%	41.1%	42.5%	21.9%	24.8%	21.3%	2.1%	2.3%	2.2%	0.8%	1.1%	1.3%	1,526	1,319	1,368	572	579	534
Manager	35.5%	40.6%	37.0%	37.8%	36.1%	41.8%	21.2%	20.1%	17.8%	3.2%	2.1%	2.9%	2.3%	1.1%	0.5%	631	608	563	260	214	220
Senior Leader	50.8%	37.1%	43.4%	24.6%	34.8%	33.5%	23.2%	25.2%	17.3%	0.3%	1.4%	0.8%	1.1%	1.5%	5.0%	210	229	213	80	79	69
Sex																					
Male	34.0%	32.0%	30.4%	37.8%	38.1%	40.4%	24.6%	25.9%	25.5%	2.3%	2.6%	2.2%	1.4%	1.5%	1.5%	5,121	4,589	4,665	2,306	1,974	2,073
Female	34.9%	34.9%	33.1%	39.8%	39.7%	39.2%	19.5%	20.8%	23.2%	3.9%	2.9%	3.0%	1.8%	1.7%	1.5%	6,651	5,851	5,871	2,398	2,217	2,372
Hispanic or Latino																					
Yes	34.7%	32.3%	30.9%	36.4%	39.6%	39.5%	24.2%	23.7%	25.2%	2.5%	2.1%	1.8%	2.1%	2.3%	2.6%	1,267	1,063	1,125	463	409	421
No	34.5%	33.5%	31.9%	39.1%	39.0%	39.9%	21.7%	23.1%	24.2%	3.2%	2.8%	2.7%	1.5%	1.5%	1.3%	10,415	9,280	9,314	4,215	3,729	3,983
Race																					
American Indian/ Alaska Native	29.6%	32.8%	32.3%	39.1%	32.5%	38.0%	23.3%	30.3%	23.9%	5.4%	1.5%	2.6%	2.7%	2.9%	3.2%	268	250	259	86	87	105
Asian	36.4%	32.8%	28.5%	41.1%	38.0%	44.1%	19.9%	25.9%	24.7%	2.0%	2.3%	1.5%	0.7%	1.0%	1.1%	869	790	705	284	278	280
Black/African American	32.4%	34.4%	32.0%	40.7%	38.7%	40.7%	22.1%	22.7%	24.4%	2.8%	2.1%	1.9%	2.0%	2.1%	1.1%	2,629	2,368	2,563	978	940	1,077
Native Hawaiian/ Pacific Islander	23.9%	35.8%	35.6%	33.0%	43.1%	26.7%	37.0%	20.9%	35.6%	6.0%	0.2%	2.1%	0.0%	0.0%	0.0%	102	79	99	15	34	27
White	35.2%	32.9%	32.4%	38.3%	40.0%	39.4%	21.7%	23.1%	24.0%	3.5%	2.9%	2.8%	1.3%	1.2%	1.3%	6,951	6,143	6,036	2,959	2,480	2,595
Two or more races (Not Hispanic/ Latino)	41.0%	36.5%	31.5%	29.3%	36.6%	38.3%	24.4%	20.2%	23.1%	1.3%	5.5%	2.3%	4.0%	1.3%	4.9%	478	416	406	179	172	187

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
Age Group																					
25 and under	36.4%	39.2%	49.5%	32.2%	31.6%	26.9%	22.7%	27.2%	23.5%	8.8%	0.0%	0.0%	0.0%	2.0%	0.0%	67	46	46	12	17	24
26-29	39.6%	36.8%	37.9%	31.5%	37.7%	38.3%	22.2%	14.3%	16.8%	3.7%	8.9%	3.1%	2.9%	2.3%	3.9%	349	292	306	90	76	80
30-39	38.7%	38.1%	38.9%	41.1%	41.7%	39.1%	13.6%	14.1%	15.9%	4.6%	4.1%	4.0%	2.0%	2.1%	2.1%	3,996	3,511	3,166	673	562	569
40-49	35.3%	34.6%	32.9%	40.9%	38.8%	42.6%	19.6%	22.3%	21.2%	2.7%	2.4%	2.3%	1.5%	1.8%	1.0%	3,377	2,893	3,024	1,149	1,033	1,085
50-59	29.6%	26.9%	24.3%	35.1%	38.2%	37.1%	32.3%	33.0%	35.9%	1.8%	0.7%	1.7%	1.3%	1.1%	1.1%	2,910	2,751	2,959	1,957	1,767	1,917
60+	24.4%	27.1%	21.7%	35.7%	34.0%	42.0%	38.0%	36.9%	34.3%	1.2%	1.7%	0.9%	0.7%	0.3%	1.1%	1,350	1,186	1,258	1,028	910	931
Level of Education																					
Less than																					
High School	47.1%	33.4%	29.8%	39.8%	52.6%	53.1%	13.1%	12.2%	14.0%	0.0%	0.0%	0.4%	0.0%	1.9%	2.7%	32	27	47	8	10	7
H.S. Diploma/ GED or equiv	30.5%	28.7%	25.6%	37.5%	39.2%	47.1%	28.6%	29.9%	25.1%	2.2%	1.3%	1.4%	1.1%	0.8%	0.9%	614	568	655	293	207	255
Trade/Technical	27.6%	26.3%	23.7%	39.7%	38.0%	40.5%	27.8%	32.3%	31.4%	2.7%	2.9%	0.7%	2.1%	0.6%	3.7%	286	249	297	114	113	143
Certificate	29.4%	29.1%	30.4%	37.8%	38.0%	38.8%	29.8%	29.8%	27.2%	1.9%	2.3%	2.1%	1.1%	0.8%	1.4%	1,582	1,464	1,698	759	695	809
Some College	31.6%	29.5%	31.0%	39.1%	40.3%	35.5%	24.6%	25.0%	29.9%	3.7%	2.4%	2.3%	1.0%	2.9%	1.3%	914	797	880	421	371	431
(no degree)	34.8%	33.9%	33.5%	37.5%	39.2%	37.7%	22.6%	22.1%	24.9%	3.1%	2.9%	2.3%	2.1%	1.9%	1.5%	3,394	2,978	3,010	1,520	1,370	1,435
Associate's	38.4%	38.0%	33.6%	40.4%	39.1%	41.9%	16.1%	18.8%	19.8%	3.6%	3.1%	3.3%	1.6%	1.0%	1.4%	3,440	2,922	2,870	1,188	1,055	1,050
Degree	36.7%	37.6%	35.5%	39.8%	39.3%	41.8%	17.2%	15.7%	17.1%	4.4%	4.0%	3.9%	1.9%	3.3%	1.6%	1,570	1,474	1,141	455	414	361
Bachelor's																					
Degree																					
Master's Degree																					
Doctoral/ Professional																					
Degree																					
Pay Category																					
Federal Wage																					
System	27.3%	28.1%	29.9%	41.9%	39.1%	41.8%	26.6%	29.6%	24.3%	3.3%	2.0%	2.3%	1.0%	1.2%	1.8%	431	336	489	183	123	175
GS 1-6	30.8%	27.7%	27.3%	39.9%	38.6%	38.1%	22.5%	27.0%	29.9%	4.0%	3.4%	2.5%	2.8%	3.3%	2.2%	998	717	895	345	245	336
GS 7-12	33.7%	33.8%	32.1%	37.6%	38.9%	38.2%	23.8%	23.1%	25.8%	3.2%	2.7%	2.2%	1.7%	1.5%	1.6%	4,807	4,163	4,406	2,072	1,796	2,034
GS 13-15	38.8%	37.8%	34.1%	39.5%	39.2%	42.6%	17.7%	19.5%	19.3%	2.9%	2.4%	3.1%	1.1%	1.1%	0.8%	4,645	4,402	4,021	1,780	1,736	1,652
SES	61.5%	62.6%	51.0%	20.6%	21.8%	24.7%	14.0%	14.3%	21.9%	2.4%	1.3%	1.7%	1.5%	0.0%	0.7%	115	117	113	47	52	44
SL/ST	38.9%	55.5%	55.3%	40.8%	18.6%	19.4%	16.8%	25.9%	20.9%	0.0%	0.0%	0.9%	3.5%	0.0%	3.6%	32	37	53	19	17	21
Other	31.3%	23.3%	27.8%	40.2%	43.7%	42.8%	24.4%	27.2%	24.4%	2.6%	3.9%	3.8%	1.5%	1.9%	1.3%	813	703	609	346	277	231

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
Time in Federal Government																					
< 1 year	37.4%	43.6%	38.5%	41.0%	34.5%	32.0%	18.5%	19.6%	24.3%	2.3%	1.7%	1.0%	0.7%	0.6%	4.2%	252	235	197	94	68	72
1-3 years	31.3%	30.0%	33.5%	40.0%	41.8%	36.8%	21.4%	20.2%	24.1%	5.3%	4.1%	2.9%	2.0%	3.8%	2.6%	1,427	966	926	450	268	300
4-5 years	34.7%	36.2%	35.7%	39.4%	42.2%	39.8%	18.9%	17.6%	19.6%	4.7%	2.4%	2.6%	2.3%	1.7%	2.2%	952	1,009	1,239	284	295	438
6-10 years	38.2%	34.4%	33.4%	39.0%	40.6%	40.9%	17.9%	19.5%	21.3%	3.1%	3.9%	3.2%	1.8%	1.6%	1.3%	3,316	2,815	2,686	1,048	929	911
11-14 years	35.7%	35.6%	32.4%	39.8%	37.0%	42.3%	19.9%	23.1%	21.7%	3.2%	2.6%	2.4%	1.5%	1.7%	1.2%	1,757	1,623	1,554	649	598	575
15-20 years	31.8%	30.4%	27.5%	41.6%	38.3%	42.8%	23.5%	28.1%	26.1%	1.7%	2.1%	2.5%	1.5%	1.0%	1.1%	1,594	1,328	1,231	717	588	561
> 20 years	30.6%	30.8%	27.5%	34.1%	36.2%	38.1%	32.4%	31.3%	31.5%	1.8%	1.1%	2.0%	1.0%	0.6%	0.9%	2,571	2,505	2,756	1,561	1,506	1,658
Time with Current Agency																					
< 1 year	42.3%	35.5%	35.7%	37.3%	37.3%	37.5%	18.1%	22.7%	22.1%	1.8%	1.5%	0.6%	0.3%	3.0%	4.1%	529	481	410	172	146	171
1-3 years	34.1%	35.2%	32.2%	40.1%	39.7%	37.9%	19.2%	19.2%	24.5%	4.5%	4.0%	2.9%	2.1%	1.9%	2.5%	2,186	1,639	1,486	731	477	487
4-5 years	34.6%	33.9%	35.2%	38.4%	42.4%	37.8%	20.1%	20.0%	22.1%	4.5%	2.1%	3.5%	2.4%	1.6%	1.4%	1,157	1,203	1,507	366	383	561
6-10 years	36.4%	32.2%	33.2%	39.4%	39.9%	40.8%	19.8%	22.4%	22.1%	3.0%	4.0%	2.4%	1.5%	1.5%	1.5%	3,300	2,827	2,771	1,143	1,044	1,027
11-20 years	32.4%	32.7%	29.4%	39.9%	38.1%	42.7%	23.5%	25.7%	24.5%	2.7%	1.9%	2.6%	1.5%	1.6%	0.8%	2,822	2,542	2,502	1,258	1,095	1,087
> 20 years	30.2%	32.9%	27.7%	34.6%	36.2%	38.8%	32.9%	29.1%	30.6%	1.4%	1.0%	2.3%	1.0%	0.8%	0.7%	1,816	1,744	1,878	1,088	1,083	1,152
Leaving																					
No	38.3%	35.9%	34.6%	37.3%	38.9%	38.3%	21.0%	21.7%	24.1%	2.5%	2.2%	2.2%	0.8%	1.3%	0.8%	8,322	7,251	7,041	3,267	2,842	2,894
Yes, to retire	21.3%	29.9%	18.9%	38.9%	36.5%	46.1%	37.4%	32.9%	33.4%	0.9%	0.4%	0.6%	1.5%	0.3%	1.0%	558	472	560	365	331	307
Yes, to other job in Govt	29.1%	28.4%	28.0%	41.9%	41.8%	42.5%	21.8%	23.5%	23.4%	4.3%	4.1%	3.4%	2.8%	2.1%	2.7%	1,901	1,917	2,099	772	745	878
Yes, to other job outside Govt	30.4%	34.0%	26.0%	40.0%	32.9%	41.3%	18.7%	22.2%	22.0%	5.5%	5.7%	5.1%	5.4%	5.2%	5.6%	463	349	371	144	107	134
Yes, other	22.1%	24.2%	27.1%	42.0%	36.0%	40.6%	25.8%	32.7%	24.8%	6.0%	4.2%	4.3%	4.2%	2.9%	3.2%	562	479	498	229	213	274
Retiring																					
Within 1 year	24.5%	36.4%	22.7%	33.7%	29.7%	39.4%	39.5%	31.1%	35.8%	0.6%	1.3%	0.1%	1.8%	1.5%	1.9%	308	258	311	216	203	187
Between 1-3 years	22.6%	24.0%	23.2%	36.2%	36.9%	39.3%	37.0%	37.5%	35.4%	2.1%	0.8%	1.5%	2.0%	0.8%	0.7%	832	708	743	590	502	518
Between 3-5 years	25.1%	23.7%	22.9%	38.5%	36.2%	38.9%	33.5%	37.9%	35.0%	2.2%	1.4%	2.4%	0.7%	0.8%	0.7%	864	756	829	597	540	581
5 or more years	36.3%	34.9%	33.7%	39.2%	39.8%	39.8%	19.4%	20.5%	22.1%	3.4%	3.0%	2.8%	1.7%	1.7%	1.6%	9,722	8,652	8,554	3,341	2,952	3,143

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
Self-Identify as:																					
Heterosexual	34.8%	34.2%	32.6%	38.9%	38.9%	39.7%	21.6%	22.7%	24.0%	3.1%	2.7%	2.5%	1.6%	1.6%	1.3%	9,722	8,615	8,651	3,803	3,340	3,592
LGBT*	36.4%	37.8%	36.8%	42.6%	29.8%	34.9%	15.9%	26.9%	23.2%	1.1%	5.3%	1.5%	4.0%	0.2%	3.6%	246	223	217	135	108	96
Prefer not to say	30.3%	27.1%	25.8%	38.6%	40.9%	41.5%	26.1%	27.8%	27.6%	3.4%	2.8%	2.8%	1.6%	1.5%	2.3%	1,374	1,179	1,258	608	542	598
Military Service																					
No Prior Military																					
Service	35.4%	34.8%	33.4%	38.5%	39.1%	39.7%	21.1%	21.9%	22.9%	3.3%	2.9%	2.7%	1.6%	1.5%	1.3%	8,636	7,771	7,611	3,261	2,978	3,111
Currently in																					
Guard/Reserves	29.5%	37.3%	35.2%	45.9%	34.6%	43.0%	21.8%	18.4%	18.8%	1.2%	6.5%	1.8%	1.7%	3.1%	1.2%	304	267	284	88	62	91
Retired	33.1%	28.4%	26.1%	38.0%	37.7%	42.3%	25.7%	31.2%	29.8%	2.4%	2.1%	1.2%	0.8%	0.6%	0.6%	1,004	789	934	595	496	548
Separated/																					
Discharged	33.0%	31.0%	29.5%	38.4%	40.9%	38.9%	23.2%	23.9%	26.5%	3.4%	2.1%	2.7%	1.9%	2.2%	2.5%	1,745	1,510	1,619	771	615	663
Disability																					
Yes	34.1%	29.4%	27.9%	35.9%	37.3%	38.7%	25.4%	28.4%	29.0%	2.3%	2.3%	2.1%	2.2%	2.7%	2.3%	1,912	1,440	1,596	878	631	744
No	34.6%	34.1%	32.8%	39.5%	39.6%	40.1%	21.2%	22.1%	23.2%	3.3%	2.8%	2.5%	1.4%	1.3%	1.3%	9,845	8,958	8,906	3,857	3,573	3,710

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
Work Location																					
Headquarters	32.1%	33.5%	28.1%	38.4%	36.2%	40.9%	27.2%	27.9%	29.4%	1.4%	1.5%	0.7%	1.0%	0.9%	1.0%	3,808	3,368	3,510	1,911	1,574	1,571
Field	28.9%	27.9%	25.6%	37.4%	37.9%	39.0%	30.8%	32.1%	32.3%	2.0%	1.6%	1.9%	1.0%	0.5%	1.1%	4,672	3,820	3,776	2,482	2,015	2,130
Supervisory Status																					
Non-Supervisor	28.9%	29.3%	26.4%	38.7%	36.3%	38.6%	30.0%	31.7%	32.6%	1.7%	1.9%	1.4%	0.8%	0.8%	1.0%	5,731	4,738	4,721	3,062	2,497	2,606
Team Leader	30.4%	27.6%	23.5%	36.9%	42.4%	41.3%	29.1%	28.6%	33.4%	1.8%	1.2%	1.1%	1.7%	0.3%	0.7%	958	849	950	542	395	468
Supervisor	32.3%	30.9%	26.7%	37.5%	40.2%	43.2%	27.9%	27.4%	26.9%	1.2%	0.9%	1.7%	1.2%	0.6%	1.4%	1,151	956	989	555	476	444
Manager	33.0%	41.0%	33.4%	36.5%	34.8%	45.2%	26.9%	22.8%	19.1%	2.1%	0.7%	0.8%	1.6%	0.6%	1.5%	521	481	473	231	182	164
Senior Leader	48.2%	43.2%	42.3%	23.3%	28.0%	29.8%	26.5%	28.5%	25.2%	1.1%	0.0%	0.4%	0.9%	0.3%	2.3%	206	202	211	71	76	64
Sex																					
Male	30.7%	30.4%	26.1%	35.8%	34.3%	39.1%	31.0%	33.3%	32.7%	1.4%	1.2%	1.2%	1.1%	0.7%	1.0%	3,635	3,114	3,229	2,024	1,678	1,682
Female	30.1%	30.7%	26.9%	39.6%	40.4%	40.9%	27.5%	26.4%	29.4%	2.0%	2.0%	1.6%	0.9%	0.6%	1.2%	4,832	4,038	4,051	2,334	1,859	1,983
Hispanic or Latino																					
Yes	29.8%	32.7%	26.6%	35.6%	35.3%	38.3%	31.6%	28.7%	31.9%	2.5%	1.7%	0.7%	0.5%	1.6%	2.5%	916	730	781	437	358	341
No	30.4%	30.4%	26.5%	38.1%	37.7%	40.1%	29.0%	29.9%	31.1%	1.5%	1.5%	1.5%	1.0%	0.5%	0.8%	7,465	6,363	6,430	3,876	3,126	3,291
Race																					
American Indian/ Alaska Native	31.1%	27.5%	37.2%	32.0%	39.2%	38.6%	31.1%	29.0%	22.7%	3.7%	1.1%	1.0%	2.1%	3.3%	0.5%	268	230	261	95	68	82
Asian	37.6%	35.8%	25.6%	39.7%	41.7%	45.2%	21.9%	20.8%	27.3%	0.7%	1.7%	0.9%	0.2%	0.0%	1.0%	543	494	432	286	204	228
Black/African American	33.8%	33.6%	28.8%	39.6%	39.3%	43.8%	24.5%	25.6%	25.2%	1.1%	1.1%	1.7%	1.0%	0.4%	0.5%	2,384	2,062	2,114	949	801	849
Native Hawaiian/ Pacific Islander	24.3%	34.5%	22.8%	28.5%	41.8%	38.7%	44.7%	23.7%	37.4%	0.7%	0.0%	0.0%	1.7%	0.0%	1.2%	97	67	82	20	33	24
White	26.9%	28.4%	25.4%	37.4%	35.1%	36.8%	32.6%	34.1%	35.2%	2.0%	1.9%	1.2%	1.0%	0.5%	1.4%	4,544	3,720	3,827	2,641	2,136	2,196
Two or more races (Not Hispanic/ Latino)	31.4%	28.1%	25.0%	35.3%	37.0%	38.1%	29.9%	32.5%	34.3%	2.3%	1.0%	1.0%	1.1%	1.4%	1.6%	340	302	286	175	134	133

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
Age Group																					
25 and under	46.6%	41.9%	59.8%	17.6%	34.3%	19.0%	35.8%	17.4%	21.2%	0.0%	6.4%	0.0%	0.0%	0.0%	0.0%	37	29	28	15	17	26
26-29	47.1%	34.7%	39.3%	17.6%	30.8%	36.3%	29.8%	29.3%	19.4%	4.8%	5.2%	0.8%	0.7%	0.0%	4.3%	107	95	102	77	72	67
30-39	36.4%	41.5%	32.9%	29.5%	28.1%	34.0%	31.8%	29.0%	30.8%	0.8%	1.1%	0.8%	1.5%	0.3%	1.5%	894	688	679	633	487	522
40-49	30.8%	30.6%	26.8%	38.5%	35.5%	40.1%	28.2%	32.1%	30.9%	1.6%	1.2%	1.5%	0.9%	0.6%	0.6%	1,909	1,627	1,740	1,062	865	950
50-59	28.4%	27.0%	24.7%	39.9%	40.8%	40.0%	28.4%	29.8%	32.8%	2.0%	1.3%	1.5%	1.3%	1.0%	1.0%	3,764	3,284	3,290	1,787	1,490	1,554
60+	27.5%	29.0%	24.0%	39.8%	38.5%	42.9%	30.5%	29.9%	30.5%	1.7%	2.4%	1.3%	0.4%	0.3%	1.2%	2,012	1,652	1,624	973	780	700
Level of Education																					
Less than																					
High School	39.3%	36.8%	32.1%	42.9%	22.8%	51.5%	17.8%	39.5%	11.5%	0.0%	0.0%	0.4%	0.0%	0.8%	4.5%	30	22	42	10	6	4
H.S. Diploma/ GED or equiv	31.2%	31.6%	25.5%	36.8%	43.2%	44.3%	29.2%	24.5%	27.2%	1.4%	0.6%	2.0%	1.5%	0.1%	0.9%	675	563	616	273	211	225
Trade/Technical Certificate	25.5%	32.1%	24.0%	40.3%	38.9%	39.7%	32.6%	28.6%	34.4%	1.2%	0.2%	0.8%	0.4%	0.2%	1.1%	294	236	264	111	93	109
Some College (no degree)	29.1%	26.1%	25.0%	37.5%	36.9%	43.7%	31.8%	33.5%	29.3%	1.2%	2.8%	1.0%	0.3%	0.8%	1.0%	1,512	1,314	1,531	693	568	694
Associate's Degree	29.1%	27.4%	28.9%	39.4%	35.0%	35.7%	28.4%	35.4%	33.0%	2.1%	1.8%	1.5%	1.0%	0.5%	0.8%	793	663	696	361	297	325
Bachelor's Degree	30.2%	31.0%	27.1%	36.8%	36.4%	39.1%	29.9%	30.7%	31.4%	1.9%	1.4%	1.4%	1.2%	0.5%	1.0%	2,585	2,227	2,098	1,440	1,106	1,181
Master's Degree	32.0%	36.0%	28.4%	39.1%	35.8%	36.2%	25.8%	26.5%	33.6%	1.7%	1.0%	1.2%	1.4%	0.7%	0.5%	2,029	1,694	1,645	1,088	908	864
Doctoral/ Professional Degree	32.5%	25.5%	23.2%	33.5%	43.7%	34.6%	30.5%	23.9%	35.1%	3.0%	3.5%	2.8%	0.5%	3.5%	4.4%	622	489	440	430	398	320
Pay Category																					
Federal Wage System	26.2%	26.9%	26.9%	40.3%	36.9%	41.9%	32.0%	34.9%	30.0%	0.8%	1.3%	0.7%	0.7%	0.0%	0.4%	354	246	371	153	110	134
GS 1-6	32.0%	27.8%	24.7%	37.0%	38.1%	45.0%	28.4%	31.6%	27.5%	1.3%	2.1%	1.6%	1.4%	0.5%	1.2%	795	535	682	295	193	270
GS 7-12	29.9%	30.4%	25.7%	37.9%	36.1%	39.3%	29.4%	31.3%	32.7%	1.9%	1.5%	1.1%	0.9%	0.8%	1.2%	3,559	2,938	3,029	1,961	1,517	1,676
GS 13-15	32.7%	33.3%	28.7%	38.4%	37.6%	37.4%	26.6%	26.9%	31.3%	1.1%	1.4%	1.6%	1.2%	0.8%	1.0%	3,171	2,921	2,660	1,654	1,467	1,358
SES	52.3%	62.5%	43.9%	21.3%	23.0%	34.6%	19.4%	13.2%	20.1%	7.0%	0.8%	0.7%	0.0%	0.5%	0.7%	109	117	106	33	51	41
SL/ST	35.4%	41.0%	55.9%	20.8%	32.5%	4.8%	43.9%	26.5%	38.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	24	30	29	20	19	14
Other	24.1%	21.7%	26.9%	35.3%	47.6%	39.0%	35.7%	27.5%	31.6%	4.2%	2.4%	1.6%	0.6%	0.9%	0.9%	523	412	432	300	232	219

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
Time in Federal Government																					
< 1 year	45.6%	50.3%	38.9%	30.0%	26.3%	28.4%	23.1%	23.3%	32.3%	0.0%	0.2%	0.4%	1.4%	0.0%	0.0%	135	108	102	93	63	66
1-3 years	32.4%	31.0%	27.9%	31.1%	38.0%	35.5%	35.3%	29.1%	35.7%	1.0%	1.3%	0.8%	0.2%	0.6%	0.2%	665	443	421	394	228	289
4-5 years	35.7%	36.8%	29.5%	35.0%	36.1%	40.6%	25.0%	26.7%	28.2%	3.2%	0.4%	0.7%	1.0%	0.0%	1.0%	427	401	557	256	264	356
6-10 years	30.2%	29.6%	25.9%	35.9%	35.3%	41.2%	31.6%	32.7%	30.5%	1.1%	1.8%	1.1%	1.1%	0.6%	1.4%	1,600	1,276	1,228	963	769	761
11-14 years	28.8%	27.4%	24.1%	39.2%	35.3%	38.0%	28.3%	33.9%	33.7%	2.6%	2.6%	2.5%	1.1%	0.8%	1.7%	1,021	858	915	598	476	478
15-20 years	26.2%	26.6%	25.6%	40.3%	38.3%	42.0%	30.2%	32.6%	29.9%	2.1%	1.8%	1.2%	1.2%	0.8%	1.3%	1,280	1,049	949	665	501	481
> 20 years	30.1%	30.8%	26.2%	40.1%	40.0%	40.7%	27.1%	27.1%	30.8%	1.6%	1.3%	1.5%	1.1%	0.8%	0.8%	3,447	3,086	3,151	1,470	1,288	1,299
Time with Current Agency																					
< 1 year	39.9%	40.1%	34.3%	34.8%	35.1%	36.8%	24.1%	24.6%	26.6%	0.5%	0.0%	0.4%	0.7%	0.2%	1.9%	305	266	238	173	115	150
1-3 years	33.9%	32.8%	25.5%	31.0%	36.7%	34.0%	33.2%	29.0%	39.3%	1.0%	0.9%	1.2%	0.8%	0.5%	0.1%	1,150	806	722	658	398	449
4-5 years	33.0%	33.3%	30.3%	36.2%	36.5%	39.9%	25.4%	29.1%	28.8%	3.6%	0.9%	0.6%	1.7%	0.1%	0.4%	595	591	752	341	350	440
6-10 years	29.5%	28.6%	25.6%	37.6%	36.2%	41.7%	30.4%	31.8%	29.3%	1.4%	2.5%	1.6%	1.1%	0.9%	1.7%	1,810	1,504	1,503	1,046	833	876
11-20 years	27.0%	27.5%	25.3%	41.2%	37.4%	39.4%	29.2%	32.3%	32.2%	2.1%	2.1%	1.5%	0.6%	0.8%	1.6%	2,147	1,868	1,882	1,161	928	870
> 20 years	28.8%	30.6%	26.1%	40.8%	39.1%	42.1%	27.3%	28.4%	29.8%	1.9%	1.1%	1.6%	1.3%	0.8%	0.5%	2,478	2,137	2,185	1,027	948	922
Leaving																					
No	34.3%	34.0%	29.7%	37.0%	37.3%	38.8%	27.1%	27.1%	29.7%	1.2%	1.0%	1.2%	0.4%	0.5%	0.6%	6,095	5,024	4,983	3,023	2,424	2,387
Yes, to retire	23.9%	25.8%	23.2%	43.6%	43.5%	47.7%	29.6%	29.3%	27.1%	1.3%	1.1%	0.9%	1.5%	0.3%	1.1%	765	640	703	322	257	260
Yes, to other job in Govt	20.5%	22.0%	18.9%	37.5%	35.5%	39.3%	36.9%	38.3%	37.0%	3.0%	3.1%	2.3%	2.0%	1.1%	2.5%	1,132	1,115	1,174	699	638	723
Yes, to other job outside Govt	15.6%	15.5%	19.9%	45.1%	38.1%	37.2%	28.2%	41.3%	37.9%	6.4%	3.8%	0.6%	4.7%	1.4%	4.4%	166	152	163	146	90	127
Yes, other	20.0%	22.4%	16.8%	35.1%	34.1%	41.1%	38.3%	38.3%	39.2%	3.2%	3.1%	2.4%	3.5%	2.1%	0.5%	352	273	269	214	176	218
Retiring																					
Within 1 year	26.9%	35.3%	27.3%	38.7%	40.3%	43.5%	32.1%	23.2%	26.3%	2.1%	0.8%	0.9%	0.2%	0.4%	2.0%	435	350	408	190	154	154
Between 1-3 years	24.9%	24.7%	24.8%	41.8%	41.4%	42.1%	29.6%	30.9%	30.5%	1.7%	2.7%	1.8%	2.0%	0.3%	0.8%	1,157	970	955	541	441	405
Between 3-5 years	25.0%	24.5%	23.7%	43.8%	39.5%	41.0%	29.5%	33.6%	33.3%	1.2%	1.7%	1.3%	0.5%	0.7%	0.7%	1,212	1,016	1,056	577	474	445
5 or more years	32.7%	32.3%	27.8%	35.7%	36.0%	38.8%	28.8%	29.6%	31.1%	1.8%	1.4%	1.3%	1.0%	0.8%	1.0%	5,666	4,827	4,830	3,043	2,489	2,665

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Demographics

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			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	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
Self-Identify as:																					
Heterosexual	31.2%	31.0%	27.6%	37.5%	37.0%	39.3%	28.8%	30.1%	31.0%	1.7%	1.4%	1.2%	0.9%	0.6%	0.8%	6,794	5,732	5,839	3,480	2,833	2,956
LGBT*	30.6%	38.1%	30.4%	46.1%	33.9%	39.0%	18.6%	22.5%	25.6%	2.1%	3.1%	1.0%	2.6%	2.4%	4.0%	226	199	198	128	94	88
Prefer not to say	26.3%	26.0%	20.7%	38.8%	42.1%	42.9%	31.8%	29.3%	32.9%	2.2%	1.9%	1.5%	0.9%	0.7%	2.0%	1,187	979	991	577	457	484
Military Service																					
No Prior Military																					
Service	30.7%	30.4%	27.3%	38.6%	38.8%	39.7%	28.1%	28.3%	30.6%	1.7%	2.0%	1.3%	0.9%	0.5%	1.1%	6,147	5,304	5,229	3,084	2,534	2,587
Currently in																					
Guard/Reserves	28.2%	44.6%	31.5%	30.0%	27.9%	30.4%	41.1%	25.2%	37.3%	0.0%	0.6%	0.8%	0.6%	1.7%	0.0%	151	102	120	77	56	76
Retired	31.6%	30.3%	23.8%	39.3%	36.5%	40.9%	26.9%	32.2%	33.0%	1.7%	0.4%	1.6%	0.5%	0.6%	0.8%	917	682	772	494	435	469
Separated/																					
Discharged	29.0%	28.8%	25.4%	34.5%	34.2%	40.9%	32.9%	34.9%	31.0%	2.1%	1.2%	1.4%	1.6%	0.9%	1.2%	1,197	1,000	1,090	693	502	520
Disability																					
Yes	32.2%	28.8%	25.0%	34.5%	37.3%	38.0%	29.9%	31.1%	32.9%	1.8%	2.1%	2.1%	1.5%	0.8%	1.9%	1,736	1,244	1,324	761	540	603
No	29.8%	31.0%	27.1%	38.8%	37.4%	40.3%	28.9%	29.6%	30.6%	1.7%	1.4%	1.1%	0.9%	0.6%	0.8%	6,727	5,921	5,945	3,611	3,020	3,070

SOURCE: Federal Employee Viewpoint Survey

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NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

*Lesbian, Gay, Bisexual, or Transgender

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



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