

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

File Index

Report Navigation Notes:

File Index - Select any item number (e.g., Q1) to link to that specific item results.

Each individual item report includes a '**Return to the File Index**' link at the bottom of each item report.

Survey Items

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I feel encouraged to come up with new and better ways of doing things.
Q3	My work gives me a feeling of personal accomplishment.
Q4	I know what is expected of me on the job.
Q5	My workload is reasonable.
Q6	My talents are used well in the workplace.
Q7	I know how my work relates to the agency's goals.
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q9	The people I work with cooperate to get the job done.
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
Q11	In my work unit poor performers usually:
Q12	In my work unit, differences in performance are recognized in a meaningful way.
Q13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q14	Employees in my work unit meet the needs of our customers.
Q15	Employees in my work unit contribute positively to my agency's performance.
Q16	Employees in my work unit produce high-quality work.
Q17	Employees in my work unit adapt to changing priorities.
Q18	Employees in my work unit successfully collaborate.
Q19	Employees in my work unit achieve our goals.
Q20	Employees are recognized for providing high quality products and services.
Q21	Employees are protected from health and safety hazards on the job.
Q22	My agency is successful at accomplishing its mission.
Q23	I recommend my organization as a good place to work.
Q24	I believe the results of this survey will be used to make my agency a better place to work.

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Survey Items

Item	Item Text
Q25	My supervisor supports my need to balance work and other life issues.
Q26	My supervisor is committed to a workforce representative of all segments of society.
Q27	Supervisors in my work unit support employee development.
Q28	My supervisor listens to what I have to say.
Q29	My supervisor treats me with respect.
Q30	I have trust and confidence in my supervisor.
Q31	Overall, how good a job do you feel is being done by your immediate supervisor?
Q32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q33	My organization's senior leaders maintain high standards of honesty and integrity.
Q34	Managers communicate the goals of the organization.
Q35	Managers promote communication among different work units.
Q36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q37	I have a high level of respect for my organization's senior leaders.
Q38	Senior leaders demonstrate support for Work-Life programs.
Q39	How satisfied are you with your involvement in decisions that affect your work?
Q40	How satisfied are you with the information you receive from management on what's going on in your organization?
Q41	How satisfied are you with the recognition you receive for doing a good job?
Q42	Considering everything, how satisfied are you with your job?
Q43	Considering everything, how satisfied are you with your pay?
Q44	Considering everything, how satisfied are you with your organization?
Q45	Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite?
Q46	Please select the response that BEST describes your current teleworking schedule.
Q47_1	How has your organization supported you during the COVID-19 pandemic? Expanded Telework

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Survey Items

Item	Item Text
Q47_2	How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities
Q47_3	How has your organization supported you during the COVID-19 pandemic? Expanded leave policies
Q47_4	How has your organization supported you during the COVID-19 pandemic? Clear guidance on COVID-19 vaccination protocols
Q47_5	How has your organization supported you during the COVID-19 pandemic? Appropriate physical health resources at my agency worksite
Q47_6	How has your organization supported you during the COVID-19 pandemic? Timely communication about possible COVID-19 exposure at my agency worksite
Q47_7	How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite
Q47_8	How has your organization supported you during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite
Q47_9	How has your organization supported you during the COVID-19 pandemic? Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness
Q47_10	How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite
Q47_11	How has your organization supported you during the COVID-19 pandemic? Clear guidance on quarantine requirements after any COVID-19 exposure
Q48	My organization's senior leaders demonstrate commitment to employee health and safety.
Q49	My organization's senior leaders support policies and procedures to protect employee health and safety.
Q50	My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.
Q51	My supervisor shows concern for my health and safety.
Q52	My supervisor supports my efforts to stay healthy and safe while working.
Q53	My supervisor creates an environment where I can voice my concerns about staying healthy and safe.
Q54	Does the type of work you do require you to be physically present at a worksite?
Q55	My agency's leadership updates employees about return to the worksite planning.
Q56	In plans to return more employees to the worksite, my organization has made employee safety a top priority.
Q57	Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.6 %	41.6 %	15.3 %	10.9 %	5.6 %	291,074
Work Location						
Headquarters	30.6 %	41.5 %	13.5 %	9.9 %	4.6 %	90,042
Field	22.8 %	41.1 %	16.5 %	12.6 %	7.0 %	112,535
Full-time telework	31.8 %	43.3 %	13.1 %	8.0 %	3.8 %	69,158
Supervisory Status						
Senior Leader	52.6 %	33.0 %	7.8 %	4.4 %	2.2 %	6,603
Manager	34.8 %	42.5 %	11.9 %	7.6 %	3.2 %	24,926
Supervisor	26.7 %	44.6 %	14.5 %	10.0 %	4.2 %	46,383
Team Leader	26.0 %	42.8 %	14.4 %	11.8 %	5.0 %	33,130
Non-Supervisor	25.2 %	40.8 %	16.0 %	11.6 %	6.6 %	161,731
Sex						
Male	27.3 %	41.7 %	14.7 %	10.4 %	5.8 %	139,546
Female	27.3 %	41.8 %	14.8 %	11.0 %	5.0 %	123,267
Hispanic or Latino						
Yes	26.9 %	38.4 %	15.6 %	11.1 %	8.0 %	24,765
No	27.3 %	42.3 %	14.7 %	10.6 %	5.2 %	239,333
Race						
American Indian/Alaska Native	21.5 %	38.7 %	18.6 %	12.5 %	8.7 %	4,293
Asian	30.3 %	43.5 %	14.6 %	7.0 %	4.7 %	14,213
Black/African American	29.6 %	39.5 %	13.9 %	10.5 %	6.4 %	36,450
Native Hawaiian/Pacific Islander	25.9 %	40.7 %	15.2 %	12.6 %	5.5 %	1,346
White	27.3 %	42.5 %	14.5 %	10.7 %	5.0 %	187,986
Two or more races (Not Hispanic/Latino)	23.4 %	38.4 %	17.5 %	12.1 %	8.6 %	11,875
Age Group						
25 and under	29.5 %	49.0 %	10.8 %	8.2 %	2.5 %	3,032
26-29 years old	28.6 %	44.8 %	11.7 %	10.1 %	4.8 %	7,315
30-39 years old	26.2 %	41.1 %	13.9 %	11.9 %	6.9 %	48,820
40-49 years old	26.1 %	41.4 %	14.8 %	11.5 %	6.2 %	72,007
50-59 years old	28.3 %	41.9 %	14.9 %	10.0 %	4.9 %	88,544
60 or older	28.2 %	41.7 %	16.7 %	9.3 %	4.1 %	44,545

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.6 %	41.6 %	15.3 %	10.9 %	5.6 %	291,074
Level of Education						
Less than High School	18.5 %	55.5 %	10.0 %	10.3 %	5.8 %	139
H.S. Diploma/GED or equiv	23.0 %	42.0 %	18.1 %	10.9 %	6.0 %	8,387
Trade/Technical Certificate	20.8 %	39.5 %	19.0 %	13.0 %	7.7 %	4,569
Some College (no degree)	23.6 %	39.6 %	17.4 %	12.3 %	7.2 %	28,158
Associate's Degree	23.2 %	39.4 %	17.2 %	13.0 %	7.2 %	16,577
Bachelor's Degree	26.2 %	42.9 %	14.9 %	10.8 %	5.3 %	92,745
Master's Degree	30.9 %	42.2 %	12.8 %	9.4 %	4.8 %	84,463
Doctoral/Professional Degree	32.2 %	42.0 %	12.8 %	9.2 %	3.9 %	32,759
Pay Category						
Federal Wage System	17.3 %	38.1 %	19.2 %	15.4 %	10.0 %	6,783
GS 1-6	20.2 %	36.8 %	19.5 %	15.4 %	8.0 %	8,228
GS 7-12	24.4 %	41.0 %	16.0 %	12.1 %	6.5 %	99,314
GS 13-15	31.7 %	43.7 %	12.8 %	8.2 %	3.5 %	132,907
SES	57.3 %	30.9 %	7.0 %	3.0 %	1.7 %	4,429
SL/ST	41.3 %	38.0 %	11.6 %	5.9 %	3.3 %	1,132
Other	24.3 %	41.7 %	15.6 %	11.9 %	6.6 %	19,648
Time in Federal Government						
< 1 year	39.3 %	40.8 %	11.5 %	6.4 %	2.1 %	4,316
1-3 years	31.8 %	42.4 %	12.2 %	9.5 %	4.1 %	31,669
4-5 years	27.6 %	40.2 %	14.3 %	12.1 %	5.7 %	19,524
6-10 years	26.2 %	41.9 %	14.4 %	11.6 %	6.0 %	42,049
11-14 years	25.3 %	41.6 %	15.3 %	11.6 %	6.3 %	53,111
15-20 years	24.2 %	41.4 %	16.3 %	11.7 %	6.3 %	47,681
> 20 years	27.3 %	42.0 %	16.0 %	9.5 %	5.2 %	73,861
Time with Current Agency						
< 1 year	35.6 %	39.9 %	11.9 %	9.3 %	3.1 %	8,752
1-3 years	30.8 %	41.7 %	12.6 %	10.1 %	4.8 %	50,162
4-5 years	27.8 %	40.4 %	14.0 %	11.3 %	6.5 %	25,389
6-10 years	25.6 %	41.9 %	15.0 %	11.4 %	6.2 %	46,236
11-14 years	24.6 %	41.6 %	15.7 %	12.0 %	6.1 %	48,219
15-20 years	23.3 %	41.7 %	17.1 %	11.6 %	6.3 %	40,057
> 20 years	27.5 %	42.7 %	16.0 %	9.1 %	4.7 %	53,611

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.6 %	41.6 %	15.3 %	10.9 %	5.6 %	291,074
Leaving						
No	34.4 %	45.0 %	12.3 %	6.2 %	2.2 %	179,401
Yes, to retire	24.2 %	42.6 %	18.0 %	10.1 %	5.1 %	19,487
Yes, to other job in Govt.	14.1 %	35.4 %	18.6 %	20.4 %	11.5 %	43,265
Yes, to other job outside Govt.	11.5 %	34.2 %	19.1 %	21.3 %	13.9 %	12,891
Yes, other	11.5 %	34.9 %	21.5 %	18.8 %	13.3 %	16,981
Retiring						
Less than 1 year	22.7 %	39.7 %	18.1 %	11.6 %	7.9 %	10,123
1 year	23.3 %	43.5 %	17.5 %	10.9 %	4.7 %	8,107
2 years	25.2 %	42.0 %	18.4 %	9.7 %	4.7 %	14,606
3 years	25.9 %	41.9 %	16.4 %	11.1 %	4.6 %	15,112
4 years	26.0 %	43.4 %	15.8 %	9.9 %	5.0 %	9,966
5 years	25.6 %	41.8 %	16.4 %	10.8 %	5.4 %	20,950
More than 5 years	27.9 %	41.7 %	14.0 %	10.8 %	5.6 %	191,745
Transgender						
Yes	16.5 %	34.1 %	17.4 %	14.8 %	17.3 %	929
No	27.4 %	41.8 %	14.8 %	10.7 %	5.4 %	259,922
Consider Yourself as						
Straight	27.6 %	41.9 %	14.7 %	10.5 %	5.3 %	241,107
Gay or Lesbian	29.5 %	41.7 %	12.8 %	10.3 %	5.7 %	6,890
Bisexual	27.7 %	41.0 %	11.0 %	13.5 %	6.8 %	4,298
Something else	16.3 %	36.3 %	19.6 %	15.9 %	11.9 %	5,027
Military Service						
No Prior Military Service	26.8 %	42.8 %	14.9 %	10.4 %	5.1 %	194,787
Currently in Guard/Reserves	27.6 %	38.1 %	14.1 %	13.3 %	6.9 %	4,021
Retired	30.3 %	41.3 %	14.7 %	9.5 %	4.1 %	35,102
Separated/Discharged	24.6 %	38.5 %	15.6 %	13.0 %	8.4 %	38,104

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	26.6 %	41.6 %	15.3 %	10.9 %	5.6 %	291,074
Military Spouse						
Spouse of current active duty service member	26.1 %	37.9 %	14.6 %	14.1 %	7.2 %	3,114
Spouse of separated or retired service member with a disability rating of 100%	27.2 %	38.6 %	15.5 %	11.8 %	6.9 %	5,228
Widow(er) of a service member killed while on active duty	24.4 %	37.4 %	16.9 %	15.1 %	6.3 %	142
None of the categories listed	27.0 %	41.8 %	14.9 %	10.7 %	5.5 %	263,844
Non-Competitive Hiring Authority						
Yes	28.8 %	35.8 %	14.9 %	12.8 %	7.8 %	1,100
No	26.2 %	38.8 %	15.3 %	12.9 %	6.8 %	7,322
Disability						
Yes	25.2 %	36.7 %	15.9 %	13.6 %	8.6 %	42,476
No	27.6 %	42.8 %	14.6 %	10.1 %	4.9 %	223,092

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.3 %	37.1 %	15.7 %	12.5 %	7.4 %	288,624
Work Location						
Headquarters	32.7 %	37.4 %	13.3 %	10.6 %	6.0 %	89,346
Field	23.1 %	36.3 %	16.7 %	14.6 %	9.3 %	111,538
Full-time telework	31.8 %	38.6 %	14.9 %	9.9 %	4.9 %	68,618
Supervisory Status						
Senior Leader	57.0 %	29.6 %	5.8 %	5.2 %	2.4 %	6,560
Manager	38.6 %	37.6 %	10.8 %	8.5 %	4.5 %	24,702
Supervisor	28.9 %	39.8 %	13.9 %	11.7 %	5.7 %	45,991
Team Leader	28.1 %	38.3 %	14.3 %	12.4 %	6.9 %	32,884
Non-Supervisor	24.6 %	36.3 %	17.1 %	13.5 %	8.6 %	160,385
Sex						
Male	28.0 %	36.5 %	15.3 %	12.3 %	7.9 %	138,339
Female	28.2 %	38.1 %	15.2 %	12.2 %	6.3 %	122,332
Hispanic or Latino						
Yes	27.0 %	33.7 %	16.6 %	12.8 %	9.9 %	24,536
No	28.1 %	37.7 %	15.1 %	12.2 %	6.9 %	237,401
Race						
American Indian/Alaska Native	22.3 %	33.9 %	18.5 %	14.9 %	10.3 %	4,248
Asian	30.1 %	40.4 %	15.9 %	8.2 %	5.4 %	14,176
Black/African American	29.5 %	36.2 %	15.3 %	11.7 %	7.3 %	36,035
Native Hawaiian/Pacific Islander	25.5 %	39.6 %	15.8 %	10.2 %	8.8 %	1,336
White	28.3 %	37.6 %	14.9 %	12.3 %	6.9 %	186,497
Two or more races (Not Hispanic/Latino)	24.2 %	34.1 %	16.6 %	14.7 %	10.4 %	11,770
Age Group						
25 and under	25.8 %	40.5 %	15.7 %	12.7 %	5.4 %	3,029
26-29 years old	25.2 %	38.8 %	15.1 %	13.2 %	7.7 %	7,289
30-39 years old	25.7 %	35.5 %	15.3 %	14.0 %	9.5 %	48,603
40-49 years old	27.3 %	36.6 %	14.9 %	13.2 %	7.9 %	71,556
50-59 years old	29.8 %	38.1 %	14.9 %	11.1 %	6.1 %	87,642
60 or older	29.5 %	38.2 %	16.4 %	10.4 %	5.5 %	43,964

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.3 %	37.1 %	15.7 %	12.5 %	7.4 %	288,624
Level of Education						
Less than High School	17.5 %	49.7 %	18.2 %	7.1 %	7.4 %	139
H.S. Diploma/GED or equiv	23.2 %	38.1 %	18.0 %	12.9 %	7.8 %	8,280
Trade/Technical Certificate	21.4 %	34.8 %	19.2 %	14.5 %	10.1 %	4,518
Some College (no degree)	24.8 %	35.3 %	17.3 %	13.7 %	8.9 %	27,790
Associate's Degree	24.2 %	35.6 %	17.4 %	13.9 %	8.9 %	16,413
Bachelor's Degree	26.9 %	38.2 %	15.4 %	12.5 %	7.0 %	92,032
Master's Degree	31.8 %	37.9 %	13.2 %	10.9 %	6.2 %	83,875
Doctoral/Professional Degree	31.7 %	35.5 %	14.3 %	11.8 %	6.7 %	32,556
Pay Category						
Federal Wage System	18.2 %	34.0 %	18.4 %	17.4 %	12.0 %	6,721
GS 1-6	19.3 %	34.1 %	20.8 %	15.7 %	10.1 %	8,145
GS 7-12	24.3 %	37.3 %	16.8 %	13.3 %	8.4 %	98,395
GS 13-15	33.7 %	38.4 %	12.8 %	10.0 %	5.2 %	131,934
SES	62.5 %	25.5 %	5.1 %	4.5 %	2.3 %	4,400
SL/ST	44.2 %	33.2 %	9.0 %	8.1 %	5.3 %	1,121
Other	23.9 %	35.7 %	16.7 %	14.9 %	8.8 %	19,481
Time in Federal Government						
< 1 year	37.7 %	35.3 %	14.3 %	8.7 %	4.0 %	4,295
1-3 years	30.2 %	36.5 %	15.5 %	11.9 %	5.9 %	31,484
4-5 years	26.8 %	35.9 %	15.5 %	13.3 %	8.5 %	19,391
6-10 years	27.0 %	36.6 %	15.7 %	12.7 %	8.1 %	41,725
11-14 years	26.6 %	37.2 %	14.9 %	13.2 %	8.1 %	52,706
15-20 years	25.5 %	36.9 %	15.8 %	13.6 %	8.2 %	47,277
> 20 years	29.0 %	38.5 %	15.2 %	10.9 %	6.3 %	73,095
Time with Current Agency						
< 1 year	36.1 %	35.3 %	13.0 %	10.3 %	5.3 %	8,714
1-3 years	30.2 %	36.5 %	15.1 %	12.0 %	6.2 %	49,813
4-5 years	27.4 %	36.0 %	15.0 %	13.0 %	8.6 %	25,217
6-10 years	26.5 %	36.9 %	15.7 %	12.7 %	8.2 %	45,859
11-14 years	25.8 %	37.3 %	15.5 %	13.3 %	8.1 %	47,832
15-20 years	25.0 %	36.8 %	16.3 %	13.7 %	8.3 %	39,696
> 20 years	29.2 %	39.2 %	15.1 %	10.6 %	6.0 %	53,050

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.3 %	37.1 %	15.7 %	12.5 %	7.4 %	288,624
Leaving						
No	34.9 %	40.2 %	13.7 %	7.9 %	3.2 %	178,148
Yes, to retire	25.3 %	38.6 %	16.9 %	12.3 %	6.9 %	19,231
Yes, to other job in Govt.	15.1 %	32.0 %	17.9 %	21.0 %	14.0 %	42,834
Yes, to other job outside Govt.	13.0 %	27.2 %	17.8 %	23.1 %	18.9 %	12,767
Yes, other	12.6 %	29.7 %	19.4 %	21.0 %	17.3 %	16,804
Retiring						
Less than 1 year	24.1 %	35.4 %	16.6 %	13.4 %	10.4 %	10,007
1 year	24.9 %	39.2 %	16.4 %	12.5 %	6.9 %	7,994
2 years	26.9 %	38.1 %	17.3 %	11.3 %	6.4 %	14,448
3 years	27.9 %	37.7 %	16.0 %	12.5 %	5.8 %	14,932
4 years	26.7 %	39.2 %	15.9 %	11.6 %	6.6 %	9,859
5 years	27.7 %	38.2 %	15.3 %	11.8 %	7.0 %	20,686
More than 5 years	28.3 %	36.9 %	15.0 %	12.5 %	7.4 %	190,463
Transgender						
Yes	14.9 %	31.2 %	14.0 %	19.5 %	20.4 %	928
No	28.1 %	37.2 %	15.2 %	12.2 %	7.2 %	257,797
Consider Yourself as						
Straight	28.4 %	37.4 %	15.2 %	12.1 %	6.9 %	239,106
Gay or Lesbian	30.6 %	36.1 %	13.8 %	12.4 %	7.1 %	6,839
Bisexual	27.3 %	34.4 %	13.8 %	14.5 %	10.1 %	4,273
Something else	17.6 %	31.5 %	17.6 %	17.8 %	15.6 %	4,987
Military Service						
No Prior Military Service	27.1 %	37.8 %	15.6 %	12.4 %	7.0 %	193,368
Currently in Guard/Reserves	26.4 %	37.1 %	13.2 %	14.3 %	9.0 %	3,995
Retired	33.2 %	37.2 %	13.8 %	10.5 %	5.3 %	34,689
Separated/Discharged	25.5 %	34.3 %	15.9 %	13.9 %	10.4 %	37,721

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.3 %	37.1 %	15.7 %	12.5 %	7.4 %	288,624
Military Spouse						
Spouse of current active duty service member	29.2 %	36.0 %	13.0 %	12.8 %	9.0 %	3,100
Spouse of separated or retired service member with a disability rating of 100%	28.1 %	36.5 %	14.3 %	13.6 %	7.5 %	5,170
Widow(er) of a service member killed while on active duty	24.4 %	36.0 %	13.2 %	19.9 %	6.6 %	144
None of the categories listed	27.7 %	37.2 %	15.4 %	12.4 %	7.3 %	261,673
Non-Competitive Hiring Authority						
Yes	31.0 %	35.1 %	12.6 %	13.1 %	8.2 %	1,093
No	27.9 %	36.5 %	13.9 %	13.5 %	8.1 %	7,260
Disability						
Yes	26.9 %	32.4 %	15.8 %	14.2 %	10.7 %	42,080
No	28.2 %	38.2 %	15.2 %	11.9 %	6.6 %	221,312

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	30.3 %	40.8 %	14.5 %	8.6 %	5.9 %	290,112
Work Location						
Headquarters	33.5 %	40.3 %	13.2 %	7.9 %	5.0 %	89,790
Field	27.6 %	40.6 %	15.1 %	9.5 %	7.3 %	112,192
Full-time telework	34.5 %	41.7 %	13.3 %	6.7 %	3.8 %	68,911
Supervisory Status						
Senior Leader	60.6 %	28.3 %	5.4 %	3.5 %	2.2 %	6,587
Manager	39.4 %	39.5 %	10.5 %	6.8 %	3.8 %	24,879
Supervisor	31.7 %	42.1 %	13.2 %	8.2 %	4.8 %	46,269
Team Leader	31.1 %	41.4 %	13.8 %	8.4 %	5.3 %	33,036
Non-Supervisor	28.0 %	40.8 %	15.5 %	8.9 %	6.7 %	161,157
Sex						
Male	30.5 %	40.0 %	14.4 %	8.6 %	6.5 %	139,107
Female	32.0 %	41.9 %	13.6 %	7.8 %	4.7 %	122,908
Hispanic or Latino						
Yes	31.4 %	37.9 %	14.4 %	8.6 %	7.7 %	24,670
No	31.0 %	41.2 %	14.1 %	8.2 %	5.5 %	238,628
Race						
American Indian/Alaska Native	29.2 %	37.2 %	15.6 %	10.0 %	8.1 %	4,257
Asian	33.9 %	42.4 %	13.2 %	5.7 %	4.8 %	14,186
Black/African American	34.5 %	39.5 %	13.6 %	6.9 %	5.4 %	36,244
Native Hawaiian/Pacific Islander	30.6 %	43.3 %	12.9 %	6.9 %	6.3 %	1,333
White	30.7 %	41.2 %	13.9 %	8.5 %	5.6 %	187,512
Two or more races (Not Hispanic/Latino)	27.5 %	37.9 %	16.4 %	9.8 %	8.3 %	11,844
Age Group						
25 and under	23.2 %	44.7 %	16.0 %	10.9 %	5.2 %	3,032
26-29 years old	24.9 %	40.7 %	16.8 %	11.2 %	6.4 %	7,303
30-39 years old	26.2 %	40.4 %	15.5 %	9.9 %	8.0 %	48,749
40-49 years old	29.0 %	40.1 %	15.3 %	9.0 %	6.6 %	71,899
50-59 years old	33.5 %	41.3 %	13.1 %	7.4 %	4.6 %	88,219
60 or older	38.3 %	41.0 %	11.2 %	5.8 %	3.6 %	44,243

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	30.3 %	40.8 %	14.5 %	8.6 %	5.9 %	290,112
Level of Education						
Less than High School	24.2 %	42.9 %	20.7 %	3.5 %	8.7 %	138
H.S. Diploma/GED or equiv	30.0 %	40.5 %	14.7 %	8.1 %	6.7 %	8,319
Trade/Technical Certificate	26.1 %	40.1 %	16.7 %	9.5 %	7.5 %	4,546
Some College (no degree)	29.5 %	39.1 %	15.1 %	8.8 %	7.5 %	27,971
Associate's Degree	27.8 %	39.8 %	16.0 %	9.3 %	7.1 %	16,507
Bachelor's Degree	29.0 %	41.8 %	14.5 %	8.9 %	5.7 %	92,567
Master's Degree	33.2 %	40.8 %	13.4 %	7.7 %	4.8 %	84,216
Doctoral/Professional Degree	38.0 %	40.4 %	10.9 %	6.4 %	4.3 %	32,720
Pay Category						
Federal Wage System	21.9 %	39.4 %	17.1 %	11.6 %	9.9 %	6,747
GS 1-6	24.8 %	38.1 %	17.9 %	11.6 %	7.6 %	8,159
GS 7-12	27.8 %	40.8 %	15.7 %	9.0 %	6.7 %	98,899
GS 13-15	35.3 %	41.4 %	12.1 %	7.0 %	4.2 %	132,641
SES	67.9 %	23.5 %	3.6 %	2.8 %	2.1 %	4,424
SL/ST	53.5 %	31.5 %	7.9 %	2.9 %	4.2 %	1,127
Other	28.4 %	42.0 %	14.1 %	9.1 %	6.3 %	19,606
Time in Federal Government						
< 1 year	37.8 %	39.8 %	12.5 %	6.8 %	3.1 %	4,307
1-3 years	31.0 %	41.2 %	14.7 %	8.6 %	4.5 %	31,606
4-5 years	28.2 %	40.2 %	15.8 %	9.0 %	6.9 %	19,471
6-10 years	29.0 %	41.1 %	14.7 %	9.0 %	6.2 %	41,923
11-14 years	29.0 %	40.7 %	14.8 %	8.7 %	6.7 %	52,975
15-20 years	29.2 %	40.5 %	14.8 %	9.0 %	6.6 %	47,534
> 20 years	34.6 %	40.8 %	12.5 %	7.2 %	4.9 %	73,547
Time with Current Agency						
< 1 year	35.1 %	38.3 %	13.0 %	8.3 %	5.3 %	8,745
1-3 years	30.8 %	40.2 %	14.8 %	8.7 %	5.4 %	50,051
4-5 years	29.3 %	39.8 %	15.3 %	8.8 %	6.6 %	25,325
6-10 years	29.0 %	41.2 %	14.8 %	9.0 %	6.1 %	46,103
11-14 years	28.8 %	41.2 %	14.6 %	8.6 %	6.7 %	48,082
15-20 years	29.3 %	40.8 %	14.7 %	8.8 %	6.4 %	39,935
> 20 years	35.5 %	41.3 %	12.0 %	6.8 %	4.5 %	53,348

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	30.3 %	40.8 %	14.5 %	8.6 %	5.9 %	290,112
Leaving						
No	38.8 %	43.5 %	11.2 %	4.4 %	2.1 %	178,973
Yes, to retire	31.6 %	41.6 %	13.4 %	7.9 %	5.6 %	19,329
Yes, to other job in Govt.	15.6 %	36.5 %	20.3 %	16.1 %	11.5 %	43,129
Yes, to other job outside Govt.	13.1 %	31.3 %	20.0 %	17.9 %	17.7 %	12,850
Yes, other	13.5 %	34.1 %	20.8 %	16.7 %	14.9 %	16,907
Retiring						
Less than 1 year	29.7 %	37.8 %	13.8 %	9.8 %	8.9 %	10,031
1 year	30.5 %	43.0 %	12.9 %	7.9 %	5.6 %	8,049
2 years	32.4 %	41.3 %	14.1 %	7.2 %	5.1 %	14,537
3 years	33.8 %	39.7 %	13.2 %	8.8 %	4.5 %	15,062
4 years	32.6 %	41.4 %	13.8 %	7.4 %	4.8 %	9,920
5 years	31.8 %	41.7 %	13.1 %	8.3 %	5.1 %	20,877
More than 5 years	30.4 %	40.8 %	14.5 %	8.5 %	5.9 %	191,310
Transgender						
Yes	17.1 %	34.2 %	18.7 %	14.0 %	16.0 %	926
No	31.2 %	40.8 %	14.0 %	8.2 %	5.7 %	259,138
Consider Yourself as						
Straight	31.5 %	40.9 %	13.9 %	8.1 %	5.6 %	240,365
Gay or Lesbian	32.5 %	39.7 %	13.2 %	8.8 %	5.8 %	6,867
Bisexual	29.4 %	39.4 %	13.1 %	11.6 %	6.6 %	4,295
Something else	19.0 %	35.5 %	18.9 %	14.0 %	12.6 %	5,015
Military Service						
No Prior Military Service	30.7 %	41.7 %	14.1 %	8.1 %	5.4 %	194,240
Currently in Guard/Reserves	26.1 %	36.5 %	18.3 %	11.8 %	7.4 %	4,010
Retired	34.9 %	40.4 %	12.6 %	7.8 %	4.3 %	34,956
Separated/Discharged	27.9 %	38.2 %	15.6 %	9.6 %	8.8 %	37,974

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	30.3 %	40.8 %	14.5 %	8.6 %	5.9 %	290,112
Military Spouse						
Spouse of current active duty service member	28.3 %	39.0 %	15.2 %	9.9 %	7.6 %	3,108
Spouse of separated or retired service member with a disability rating of 100%	32.9 %	38.8 %	14.5 %	8.1 %	5.7 %	5,197
Widow(er) of a service member killed while on active duty	26.1 %	41.1 %	14.3 %	13.6 %	5.0 %	141
None of the categories listed	30.8 %	40.9 %	14.2 %	8.4 %	5.8 %	263,041
Non-Competitive Hiring Authority						
Yes	32.4 %	38.2 %	13.2 %	9.2 %	7.1 %	1,089
No	30.4 %	39.1 %	15.1 %	8.9 %	6.4 %	7,295
Disability						
Yes	29.9 %	36.8 %	15.0 %	9.8 %	8.4 %	42,322
No	31.2 %	41.6 %	13.9 %	8.0 %	5.2 %	222,439

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.6 %	46.8 %	9.8 %	5.6 %	3.1 %	291,324
Work Location						
Headquarters	36.4 %	45.3 %	9.6 %	5.8 %	2.9 %	90,074
Field	32.5 %	47.8 %	10.2 %	6.0 %	3.6 %	112,688
Full-time telework	38.9 %	46.2 %	8.3 %	4.5 %	2.0 %	69,208
Supervisory Status						
Senior Leader	58.7 %	31.3 %	5.0 %	3.0 %	2.0 %	6,602
Manager	40.8 %	43.0 %	8.8 %	4.8 %	2.6 %	24,937
Supervisor	34.0 %	48.1 %	9.2 %	5.8 %	2.9 %	46,425
Team Leader	34.2 %	47.1 %	10.1 %	5.7 %	2.9 %	33,158
Non-Supervisor	33.8 %	47.3 %	10.0 %	5.7 %	3.3 %	161,887
Sex						
Male	35.0 %	46.3 %	9.9 %	5.5 %	3.3 %	139,686
Female	36.0 %	47.1 %	8.9 %	5.5 %	2.5 %	123,356
Hispanic or Latino						
Yes	37.8 %	44.0 %	9.4 %	5.0 %	3.8 %	24,771
No	34.9 %	47.1 %	9.6 %	5.5 %	2.9 %	239,559
Race						
American Indian/Alaska Native	33.8 %	45.2 %	10.8 %	5.6 %	4.4 %	4,293
Asian	39.3 %	46.6 %	7.7 %	4.2 %	2.2 %	14,229
Black/African American	40.5 %	43.3 %	8.1 %	4.8 %	3.3 %	36,532
Native Hawaiian/Pacific Islander	37.1 %	49.0 %	6.2 %	3.9 %	3.8 %	1,352
White	34.4 %	47.4 %	9.8 %	5.7 %	2.8 %	188,097
Two or more races (Not Hispanic/Latino)	31.8 %	46.0 %	11.7 %	6.1 %	4.4 %	11,881
Age Group						
25 and under	33.4 %	50.5 %	8.9 %	5.6 %	1.6 %	3,025
26-29 years old	32.8 %	49.9 %	9.2 %	5.9 %	2.1 %	7,304
30-39 years old	31.1 %	47.9 %	11.1 %	6.1 %	3.8 %	48,807
40-49 years old	33.1 %	47.3 %	9.9 %	6.2 %	3.5 %	72,014
50-59 years old	37.7 %	45.9 %	8.7 %	4.9 %	2.7 %	88,664
60 or older	40.6 %	44.2 %	8.6 %	4.6 %	2.1 %	44,680

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.6 %	46.8 %	9.8 %	5.6 %	3.1 %	291,324
Level of Education						
Less than High School	36.9 %	47.2 %	11.1 %	3.0 %	1.8 %	140
H.S. Diploma/GED or equiv	37.6 %	47.0 %	8.6 %	3.8 %	2.9 %	8,408
Trade/Technical Certificate	32.6 %	48.1 %	10.1 %	6.1 %	3.2 %	4,589
Some College (no degree)	36.8 %	44.6 %	9.7 %	5.2 %	3.7 %	28,198
Associate's Degree	34.9 %	45.2 %	11.0 %	5.4 %	3.4 %	16,619
Bachelor's Degree	33.7 %	48.2 %	9.4 %	5.7 %	2.9 %	92,862
Master's Degree	35.2 %	46.5 %	9.6 %	5.8 %	2.9 %	84,455
Doctoral/Professional Degree	38.1 %	45.3 %	8.9 %	5.4 %	2.4 %	32,775
Pay Category						
Federal Wage System	31.2 %	47.2 %	11.1 %	6.2 %	4.3 %	6,807
GS 1-6	36.8 %	44.7 %	10.3 %	5.4 %	2.7 %	8,238
GS 7-12	33.0 %	47.7 %	10.2 %	5.7 %	3.5 %	99,445
GS 13-15	36.9 %	46.1 %	8.9 %	5.4 %	2.7 %	132,956
SES	62.1 %	28.8 %	4.7 %	2.4 %	2.0 %	4,423
SL/ST	46.2 %	40.1 %	8.1 %	3.4 %	2.2 %	1,129
Other	34.3 %	47.4 %	9.8 %	5.9 %	2.6 %	19,680
Time in Federal Government						
< 1 year	37.0 %	46.4 %	9.3 %	5.5 %	1.8 %	4,317
1-3 years	36.1 %	46.7 %	10.1 %	5.2 %	2.0 %	31,689
4-5 years	34.0 %	47.4 %	9.8 %	6.0 %	2.8 %	19,528
6-10 years	33.5 %	47.4 %	10.1 %	5.7 %	3.2 %	42,055
11-14 years	33.5 %	47.1 %	9.9 %	6.0 %	3.5 %	53,152
15-20 years	33.3 %	47.2 %	10.1 %	5.9 %	3.6 %	47,760
> 20 years	38.0 %	45.5 %	8.5 %	5.0 %	3.0 %	73,950
Time with Current Agency						
< 1 year	33.3 %	44.8 %	9.8 %	9.0 %	3.0 %	8,756
1-3 years	35.1 %	46.3 %	10.2 %	5.7 %	2.7 %	50,202
4-5 years	34.9 %	46.5 %	9.9 %	5.6 %	3.2 %	25,398
6-10 years	33.9 %	47.5 %	10.0 %	5.5 %	3.1 %	46,266
11-14 years	33.6 %	47.2 %	10.0 %	5.9 %	3.4 %	48,259
15-20 years	33.7 %	47.4 %	9.8 %	5.6 %	3.5 %	40,127
> 20 years	38.8 %	45.9 %	8.1 %	4.5 %	2.6 %	53,661

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.6 %	46.8 %	9.8 %	5.6 %	3.1 %	291,324
Leaving						
No	41.8 %	47.1 %	7.0 %	3.0 %	1.1 %	179,561
Yes, to retire	36.3 %	46.6 %	9.4 %	4.8 %	3.0 %	19,528
Yes, to other job in Govt.	22.5 %	45.6 %	14.5 %	11.1 %	6.4 %	43,283
Yes, to other job outside Govt.	18.6 %	46.6 %	15.4 %	11.5 %	7.9 %	12,901
Yes, other	20.4 %	46.4 %	15.5 %	10.3 %	7.4 %	16,988
Retiring						
Less than 1 year	34.3 %	45.5 %	10.1 %	5.6 %	4.5 %	10,147
1 year	36.2 %	46.4 %	9.1 %	5.1 %	3.2 %	8,129
2 years	37.3 %	46.7 %	9.1 %	4.3 %	2.5 %	14,667
3 years	37.2 %	45.4 %	9.3 %	5.5 %	2.6 %	15,148
4 years	36.8 %	46.6 %	9.4 %	4.6 %	2.5 %	9,975
5 years	35.9 %	46.9 %	9.0 %	5.2 %	3.1 %	20,975
More than 5 years	34.6 %	46.9 %	9.7 %	5.7 %	3.0 %	191,804
Transgender						
Yes	23.6 %	42.1 %	16.7 %	8.5 %	9.1 %	929
No	35.5 %	46.6 %	9.5 %	5.5 %	3.0 %	260,147
Consider Yourself as						
Straight	35.8 %	46.6 %	9.3 %	5.4 %	2.9 %	241,312
Gay or Lesbian	36.8 %	45.1 %	9.7 %	5.5 %	2.9 %	6,892
Bisexual	30.2 %	48.0 %	10.0 %	7.6 %	4.2 %	4,295
Something else	23.6 %	44.6 %	15.2 %	8.8 %	7.7 %	5,031
Military Service						
No Prior Military Service	34.7 %	47.7 %	9.5 %	5.5 %	2.7 %	194,935
Currently in Guard/Reserves	30.1 %	47.4 %	12.4 %	6.2 %	4.0 %	4,020
Retired	40.0 %	43.5 %	8.8 %	5.1 %	2.7 %	35,159
Separated/Discharged	32.6 %	45.9 %	10.6 %	6.4 %	4.5 %	38,145

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.6 %	46.8 %	9.8 %	5.6 %	3.1 %	291,324
Military Spouse						
Spouse of current active duty service member	33.0 %	45.6 %	9.9 %	7.8 %	3.8 %	3,113
Spouse of separated or retired service member with a disability rating of 100%	38.5 %	42.7 %	9.0 %	5.8 %	3.9 %	5,237
Widow(er) of a service member killed while on active duty	31.8 %	42.2 %	9.5 %	10.1 %	6.4 %	144
None of the categories listed	35.0 %	46.8 %	9.6 %	5.5 %	3.0 %	264,071
Non-Competitive Hiring Authority						
Yes	38.8 %	44.1 %	8.9 %	5.2 %	3.0 %	1,100
No	35.5 %	43.8 %	9.5 %	7.1 %	4.1 %	7,334
Disability						
Yes	34.3 %	42.8 %	11.2 %	6.9 %	4.8 %	42,550
No	35.5 %	47.5 %	9.2 %	5.2 %	2.6 %	223,247

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	45.5 %	13.0 %	13.7 %	11.1 %	290,329	441
Work Location							
Headquarters	18.0 %	45.4 %	12.6 %	13.7 %	10.4 %	89,826	108
Field	15.0 %	45.0 %	13.3 %	14.2 %	12.4 %	112,262	167
Full-time telework	19.7 %	46.6 %	12.3 %	12.3 %	9.0 %	68,961	123
Supervisory Status							
Senior Leader	26.2 %	40.5 %	9.3 %	13.7 %	10.3 %	6,585	5
Manager	15.9 %	41.2 %	11.7 %	17.0 %	14.3 %	24,889	13
Supervisor	13.4 %	42.3 %	13.3 %	16.8 %	14.2 %	46,260	46
Team Leader	14.8 %	43.5 %	13.5 %	16.0 %	12.2 %	33,086	19
Non-Supervisor	18.3 %	47.7 %	13.0 %	11.6 %	9.4 %	161,267	314
Sex							
Male	17.7 %	46.6 %	13.0 %	12.5 %	10.3 %	139,136	218
Female	16.4 %	44.2 %	12.5 %	15.1 %	11.9 %	123,034	154
Hispanic or Latino							
Yes	19.0 %	42.7 %	13.5 %	12.5 %	12.3 %	24,663	51
No	16.8 %	46.0 %	12.7 %	13.8 %	10.7 %	238,788	333
Race							
American Indian/Alaska Native	15.3 %	43.1 %	14.3 %	14.0 %	13.2 %	4,276	15
Asian	20.3 %	45.2 %	13.5 %	11.8 %	9.3 %	14,185	20
Black/African American	21.9 %	45.7 %	12.0 %	11.0 %	9.4 %	36,336	79
Native Hawaiian/Pacific Islander	18.0 %	46.5 %	12.8 %	12.2 %	10.5 %	1,343	1
White	16.1 %	46.0 %	12.6 %	14.3 %	11.0 %	187,562	216
Two or more races (Not Hispanic/Latino)	15.6 %	42.5 %	15.0 %	13.9 %	13.0 %	11,844	32
Age Group							
25 and under	22.9 %	51.3 %	12.1 %	7.5 %	6.2 %	3,026	9
26-29 years old	19.4 %	47.1 %	13.1 %	12.1 %	8.2 %	7,311	7
30-39 years old	15.8 %	43.7 %	13.4 %	14.6 %	12.5 %	48,760	79
40-49 years old	15.8 %	44.0 %	12.9 %	14.6 %	12.8 %	71,861	99
50-59 years old	17.4 %	46.8 %	12.5 %	13.3 %	10.0 %	88,302	115
60 or older	19.5 %	47.9 %	12.5 %	11.7 %	8.4 %	44,348	72

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	45.5 %	13.0 %	13.7 %	11.1 %	290,329	441
Level of Education							
Less than High School	18.8 %	51.8 %	19.0 %	6.6 %	3.8 %	141	.
H.S. Diploma/GED or equiv	18.8 %	47.7 %	14.4 %	10.2 %	8.9 %	8,354	18
Trade/Technical Certificate	16.7 %	46.2 %	14.2 %	13.1 %	9.7 %	4,546	7
Some College (no degree)	17.2 %	45.5 %	14.1 %	12.3 %	11.0 %	28,049	51
Associate's Degree	17.0 %	45.9 %	14.2 %	12.3 %	10.5 %	16,518	29
Bachelor's Degree	16.6 %	45.9 %	12.5 %	14.0 %	11.1 %	92,564	137
Master's Degree	17.5 %	45.7 %	11.9 %	13.9 %	11.0 %	84,274	111
Doctoral/Professional Degree	16.3 %	42.4 %	13.0 %	16.0 %	12.3 %	32,698	29
Pay Category							
Federal Wage System	15.4 %	48.0 %	14.6 %	12.2 %	9.8 %	6,755	16
GS 1-6	19.5 %	46.4 %	13.5 %	10.8 %	9.7 %	8,188	25
GS 7-12	17.1 %	45.7 %	13.1 %	13.0 %	11.0 %	99,041	184
GS 13-15	16.7 %	45.3 %	12.1 %	14.8 %	11.2 %	132,639	132
SES	23.5 %	39.8 %	9.8 %	17.0 %	9.9 %	4,415	4
SL/ST	20.7 %	41.3 %	13.1 %	13.8 %	11.1 %	1,122	.
Other	15.9 %	44.4 %	14.4 %	13.3 %	11.9 %	19,604	31
Time in Federal Government							
< 1 year	28.5 %	49.0 %	10.6 %	7.4 %	4.6 %	4,306	13
1-3 years	22.3 %	47.7 %	11.9 %	10.9 %	7.1 %	31,620	49
4-5 years	17.8 %	45.1 %	13.3 %	13.6 %	10.2 %	19,509	31
6-10 years	16.5 %	44.6 %	13.1 %	13.7 %	12.0 %	41,942	51
11-14 years	14.8 %	44.9 %	12.9 %	14.8 %	12.6 %	52,980	73
15-20 years	14.8 %	44.7 %	13.7 %	14.8 %	12.0 %	47,557	67
> 20 years	16.4 %	45.7 %	12.8 %	13.7 %	11.4 %	73,622	106
Time with Current Agency							
< 1 year	25.2 %	47.2 %	10.6 %	9.2 %	7.7 %	8,726	26
1-3 years	21.0 %	46.8 %	12.2 %	11.6 %	8.4 %	50,064	91
4-5 years	17.4 %	44.9 %	13.2 %	13.5 %	11.0 %	25,368	34
6-10 years	15.8 %	44.0 %	13.3 %	14.5 %	12.4 %	46,116	53
11-14 years	14.5 %	45.0 %	13.1 %	14.8 %	12.6 %	48,108	59
15-20 years	14.4 %	45.0 %	13.6 %	14.8 %	12.2 %	39,949	50
> 20 years	16.3 %	46.3 %	12.7 %	13.9 %	10.8 %	53,419	78

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	45.5 %	13.0 %	13.7 %	11.1 %	290,329	441
Leaving							
No	20.8 %	49.0 %	11.8 %	11.7 %	6.8 %	179,100	154
Yes, to retire	16.6 %	46.5 %	12.6 %	13.4 %	10.9 %	19,422	29
Yes, to other job in Govt.	10.2 %	38.8 %	14.5 %	17.4 %	19.1 %	43,129	104
Yes, to other job outside Govt.	7.9 %	36.2 %	14.9 %	18.4 %	22.6 %	12,831	38
Yes, other	8.5 %	38.3 %	16.6 %	17.4 %	19.3 %	16,875	66
Retiring							
Less than 1 year	16.0 %	43.6 %	13.3 %	13.8 %	13.3 %	10,078	22
1 year	16.1 %	47.4 %	12.1 %	13.4 %	10.9 %	8,072	11
2 years	16.6 %	48.1 %	13.2 %	12.8 %	9.3 %	14,572	17
3 years	16.5 %	47.1 %	12.9 %	12.8 %	10.8 %	15,078	17
4 years	16.3 %	47.4 %	12.3 %	14.1 %	10.0 %	9,928	15
5 years	16.8 %	46.0 %	12.5 %	13.7 %	11.0 %	20,872	29
More than 5 years	17.1 %	45.1 %	12.9 %	13.7 %	11.1 %	191,339	279
Transgender							
Yes	12.4 %	43.0 %	13.0 %	13.3 %	18.2 %	921	5
No	17.2 %	45.6 %	12.8 %	13.5 %	10.9 %	259,291	368
Consider Yourself as							
Straight	17.4 %	45.9 %	12.7 %	13.4 %	10.7 %	240,506	340
Gay or Lesbian	17.6 %	41.7 %	12.0 %	15.9 %	12.7 %	6,868	5
Bisexual	16.3 %	42.8 %	12.7 %	14.7 %	13.5 %	4,292	6
Something else	11.8 %	40.1 %	15.6 %	15.1 %	17.4 %	5,016	17
Military Service							
No Prior Military Service	15.9 %	45.1 %	13.2 %	14.4 %	11.4 %	194,365	261
Currently in Guard/Reserves	18.4 %	43.9 %	13.2 %	14.0 %	10.5 %	4,010	11
Retired	21.5 %	48.1 %	11.3 %	10.8 %	8.3 %	34,969	52
Separated/Discharged	16.5 %	44.8 %	13.2 %	13.3 %	12.1 %	38,002	68

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(5) My workload is reasonable.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	45.5 %	13.0 %	13.7 %	11.1 %	290,329	441
Military Spouse							
Spouse of current active duty service member	17.1 %	44.2 %	12.5 %	12.6 %	13.7 %	3,110	6
Spouse of separated or retired service member with a disability rating of 100%	19.6 %	42.6 %	12.6 %	13.7 %	11.4 %	5,209	15
Widow(er) of a service member killed while on active duty	17.7 %	45.5 %	12.6 %	15.0 %	9.3 %	141	1
None of the categories listed	16.9 %	45.6 %	12.9 %	13.6 %	11.0 %	263,195	369
Non-Competitive Hiring Authority							
Yes	20.6 %	44.9 %	12.8 %	9.7 %	11.9 %	1,098	4
No	18.0 %	43.0 %	12.5 %	14.0 %	12.6 %	7,302	17
Disability							
Yes	17.7 %	42.5 %	13.5 %	13.4 %	13.0 %	42,328	102
No	17.0 %	46.2 %	12.7 %	13.6 %	10.5 %	222,572	279

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.0 %	42.5 %	15.5 %	12.4 %	8.6 %	285,707	742
Work Location							
Headquarters	24.2 %	42.7 %	14.1 %	11.3 %	7.6 %	88,516	192
Field	18.7 %	41.8 %	15.9 %	13.5 %	10.1 %	110,321	305
Full-time telework	23.8 %	43.7 %	15.1 %	10.8 %	6.6 %	67,930	179
Supervisory Status							
Senior Leader	46.7 %	36.6 %	6.9 %	5.9 %	3.9 %	6,472	9
Manager	28.0 %	45.0 %	11.7 %	9.5 %	5.8 %	24,465	24
Supervisor	21.4 %	45.2 %	14.1 %	12.2 %	7.0 %	45,457	98
Team Leader	21.0 %	43.1 %	14.2 %	13.4 %	8.3 %	32,547	58
Non-Supervisor	19.6 %	41.4 %	16.6 %	12.7 %	9.7 %	158,846	488
Sex							
Male	21.9 %	42.3 %	14.8 %	12.0 %	9.0 %	136,708	377
Female	21.4 %	43.1 %	15.4 %	12.3 %	7.8 %	121,350	268
Hispanic or Latino							
Yes	22.7 %	38.5 %	15.7 %	11.8 %	11.3 %	24,231	84
No	21.5 %	43.2 %	15.0 %	12.1 %	8.1 %	235,064	566
Race							
American Indian/Alaska Native	19.9 %	39.5 %	16.5 %	11.8 %	12.3 %	4,199	16
Asian	24.5 %	44.6 %	15.5 %	9.2 %	6.2 %	14,074	44
Black/African American	24.1 %	39.9 %	15.4 %	11.6 %	9.0 %	35,750	138
Native Hawaiian/Pacific Islander	22.9 %	43.4 %	14.3 %	11.1 %	8.5 %	1,328	2
White	21.4 %	43.5 %	14.8 %	12.2 %	8.1 %	184,540	365
Two or more races (Not Hispanic/Latino)	18.6 %	39.0 %	15.6 %	14.4 %	12.3 %	11,642	46
Age Group							
25 and under	17.1 %	42.8 %	21.6 %	12.1 %	6.4 %	3,004	7
26-29 years old	17.7 %	43.4 %	18.3 %	12.8 %	7.7 %	7,249	18
30-39 years old	18.4 %	42.0 %	15.8 %	13.4 %	10.4 %	48,224	121
40-49 years old	20.4 %	42.3 %	15.2 %	12.8 %	9.3 %	70,910	160
50-59 years old	23.7 %	43.4 %	13.9 %	11.4 %	7.6 %	86,650	208
60 or older	25.4 %	42.5 %	14.9 %	10.4 %	6.8 %	43,426	136

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.0 %	42.5 %	15.5 %	12.4 %	8.6 %	285,707	742
Level of Education							
Less than High School	19.3 %	56.7 %	15.1 %	3.9 %	4.9 %	133	2
H.S. Diploma/GED or equiv	22.4 %	43.9 %	16.3 %	10.1 %	7.3 %	8,193	24
Trade/Technical Certificate	19.8 %	41.2 %	18.3 %	11.5 %	9.2 %	4,460	13
Some College (no degree)	21.3 %	40.7 %	16.7 %	11.9 %	9.5 %	27,475	85
Associate's Degree	20.5 %	41.9 %	16.3 %	12.2 %	9.1 %	16,206	54
Bachelor's Degree	20.7 %	43.6 %	15.3 %	12.3 %	8.2 %	91,134	223
Master's Degree	22.4 %	42.6 %	14.0 %	12.4 %	8.5 %	83,053	199
Doctoral/Professional Degree	23.8 %	42.0 %	13.2 %	12.6 %	8.3 %	32,284	56
Pay Category							
Federal Wage System	16.5 %	40.3 %	17.1 %	13.9 %	12.2 %	6,648	28
GS 1-6	18.4 %	36.7 %	19.4 %	14.2 %	11.2 %	8,028	44
GS 7-12	19.3 %	41.7 %	16.7 %	13.0 %	9.4 %	97,380	303
GS 13-15	24.4 %	44.6 %	13.0 %	11.0 %	6.9 %	130,635	250
SES	50.2 %	34.6 %	7.2 %	4.7 %	3.1 %	4,348	4
SL/ST	33.4 %	41.8 %	10.7 %	8.5 %	5.5 %	1,107	.
Other	19.2 %	42.5 %	15.8 %	13.4 %	9.0 %	19,331	43
Time in Federal Government							
< 1 year	25.9 %	42.4 %	16.6 %	9.4 %	5.7 %	4,262	10
1-3 years	22.7 %	42.7 %	16.2 %	11.4 %	7.1 %	31,266	82
4-5 years	19.7 %	40.9 %	16.9 %	13.3 %	9.2 %	19,220	49
6-10 years	20.5 %	42.5 %	14.9 %	12.8 %	9.4 %	41,314	102
11-14 years	20.2 %	42.3 %	14.7 %	13.3 %	9.4 %	52,193	118
15-20 years	19.9 %	41.9 %	15.6 %	13.0 %	9.6 %	46,777	129
> 20 years	23.5 %	43.7 %	14.4 %	10.8 %	7.6 %	72,203	183
Time with Current Agency							
< 1 year	25.4 %	40.3 %	15.3 %	11.3 %	7.7 %	8,627	25
1-3 years	22.5 %	41.8 %	15.9 %	11.8 %	7.9 %	49,407	133
4-5 years	20.9 %	40.7 %	16.0 %	13.2 %	9.2 %	24,988	64
6-10 years	20.2 %	42.9 %	14.7 %	12.8 %	9.3 %	45,346	115
11-14 years	19.9 %	42.6 %	14.8 %	13.2 %	9.4 %	47,384	116
15-20 years	19.7 %	42.4 %	15.9 %	12.8 %	9.3 %	39,286	97
> 20 years	23.8 %	44.5 %	14.3 %	10.4 %	7.0 %	52,412	121

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.0 %	42.5 %	15.5 %	12.4 %	8.6 %	285,707	742
Leaving							
No	27.5 %	48.0 %	13.4 %	7.7 %	3.4 %	176,777	233
Yes, to retire	21.4 %	43.1 %	15.6 %	11.4 %	8.5 %	18,952	59
Yes, to other job in Govt.	9.8 %	31.7 %	18.8 %	21.7 %	18.0 %	42,221	196
Yes, to other job outside Govt.	8.1 %	29.6 %	17.0 %	23.2 %	22.2 %	12,553	74
Yes, other	9.0 %	32.1 %	19.8 %	20.2 %	19.0 %	16,553	106
Retiring							
Less than 1 year	20.0 %	39.0 %	15.3 %	13.7 %	12.0 %	9,806	53
1 year	20.8 %	44.4 %	15.7 %	11.1 %	8.0 %	7,884	24
2 years	22.7 %	43.3 %	15.9 %	10.7 %	7.4 %	14,280	39
3 years	22.8 %	42.7 %	14.9 %	12.4 %	7.3 %	14,772	37
4 years	22.7 %	42.9 %	14.5 %	12.4 %	7.5 %	9,731	16
5 years	21.8 %	43.5 %	14.7 %	11.6 %	8.4 %	20,455	54
More than 5 years	21.3 %	42.6 %	15.2 %	12.3 %	8.6 %	188,743	442
Transgender							
Yes	13.3 %	31.1 %	17.2 %	17.1 %	21.4 %	909	6
No	21.7 %	42.7 %	15.1 %	12.1 %	8.4 %	255,243	628
Consider Yourself as							
Straight	22.0 %	42.9 %	15.0 %	11.9 %	8.2 %	236,791	562
Gay or Lesbian	22.8 %	40.2 %	14.8 %	13.1 %	9.1 %	6,759	13
Bisexual	18.4 %	42.9 %	12.8 %	15.7 %	10.3 %	4,240	17
Something else	12.8 %	35.0 %	18.6 %	17.0 %	16.6 %	4,899	31
Military Service							
No Prior Military Service	20.4 %	43.5 %	15.5 %	12.3 %	8.2 %	191,559	408
Currently in Guard/Reserves	20.5 %	38.1 %	17.2 %	14.7 %	9.4 %	3,959	18
Retired	27.8 %	42.2 %	13.3 %	10.3 %	6.5 %	34,290	102
Separated/Discharged	19.5 %	39.9 %	15.4 %	13.4 %	11.8 %	37,245	145

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.0 %	42.5 %	15.5 %	12.4 %	8.6 %	285,707	742
Military Spouse							
Spouse of current active duty service member	20.1 %	40.4 %	13.4 %	14.5 %	11.5 %	3,069	8
Spouse of separated or retired service member with a disability rating of 100%	23.4 %	40.3 %	15.0 %	11.9 %	9.4 %	5,128	26
Widow(er) of a service member killed while on active duty	21.3 %	40.1 %	20.6 %	11.1 %	6.9 %	137	3
None of the categories listed	21.4 %	42.6 %	15.2 %	12.2 %	8.5 %	259,021	637
Non-Competitive Hiring Authority							
Yes	23.1 %	39.5 %	15.3 %	12.8 %	9.3 %	1,087	3
No	21.5 %	40.7 %	14.3 %	13.1 %	10.4 %	7,188	34
Disability							
Yes	21.4 %	37.0 %	15.5 %	13.4 %	12.7 %	41,444	196
No	21.6 %	43.8 %	15.0 %	11.9 %	7.7 %	219,293	461

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(7) I know how my work relates to the agency's goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.4 %	49.6 %	8.6 %	3.6 %	2.8 %	289,507	733
Work Location							
Headquarters	39.4 %	47.5 %	7.4 %	3.4 %	2.2 %	89,624	171
Field	32.4 %	50.2 %	9.4 %	4.2 %	3.8 %	111,907	343
Full-time telework	39.0 %	49.8 %	7.1 %	2.6 %	1.5 %	68,767	148
Supervisory Status							
Senior Leader	65.2 %	29.6 %	2.4 %	1.5 %	1.4 %	6,575	9
Manager	46.0 %	43.9 %	5.5 %	2.8 %	1.8 %	24,858	17
Supervisor	36.5 %	49.2 %	8.2 %	3.6 %	2.5 %	46,183	77
Team Leader	35.5 %	49.0 %	8.8 %	3.9 %	2.8 %	32,977	69
Non-Supervisor	33.1 %	51.1 %	9.0 %	3.7 %	3.1 %	160,733	498
Sex							
Male	35.7 %	47.8 %	9.0 %	4.1 %	3.4 %	138,794	411
Female	36.9 %	51.4 %	7.1 %	2.7 %	1.9 %	122,675	214
Hispanic or Latino							
Yes	37.3 %	46.6 %	8.5 %	3.6 %	4.0 %	24,615	76
No	36.0 %	49.7 %	8.2 %	3.5 %	2.6 %	238,116	555
Race							
American Indian/Alaska Native	31.4 %	49.3 %	10.6 %	4.4 %	4.3 %	4,254	17
Asian	40.1 %	49.9 %	6.3 %	2.1 %	1.5 %	14,142	35
Black/African American	39.8 %	48.6 %	6.9 %	2.4 %	2.3 %	36,217	109
Native Hawaiian/Pacific Islander	35.9 %	49.8 %	8.9 %	3.0 %	2.4 %	1,345	2
White	35.6 %	49.4 %	8.4 %	3.8 %	2.8 %	187,074	405
Two or more races (Not Hispanic/Latino)	33.5 %	49.1 %	9.6 %	4.1 %	3.8 %	11,804	41
Age Group							
25 and under	34.5 %	53.1 %	7.4 %	3.5 %	1.6 %	3,020	5
26-29 years old	34.0 %	52.3 %	8.0 %	3.2 %	2.4 %	7,298	4
30-39 years old	32.8 %	50.8 %	8.6 %	4.0 %	3.8 %	48,604	101
40-49 years old	34.6 %	49.5 %	8.6 %	3.9 %	3.4 %	71,680	168
50-59 years old	38.2 %	48.5 %	7.8 %	3.3 %	2.2 %	88,065	203
60 or older	39.6 %	47.6 %	8.4 %	2.8 %	1.6 %	44,237	144

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(7) I know how my work relates to the agency's goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.4 %	49.6 %	8.6 %	3.6 %	2.8 %	289,507	733
Level of Education							
Less than High School	27.6 %	48.7 %	21.2 %	1.4 %	1.1 %	135	3
H.S. Diploma/GED or equiv	31.5 %	51.6 %	10.6 %	3.0 %	3.3 %	8,319	33
Trade/Technical Certificate	29.3 %	50.8 %	12.0 %	4.7 %	3.2 %	4,547	19
Some College (no degree)	33.6 %	49.6 %	9.6 %	3.6 %	3.5 %	27,932	86
Associate's Degree	32.5 %	50.7 %	9.5 %	3.9 %	3.4 %	16,479	61
Bachelor's Degree	34.4 %	50.5 %	8.4 %	3.7 %	2.9 %	92,289	229
Master's Degree	39.0 %	48.1 %	7.2 %	3.4 %	2.3 %	84,065	161
Doctoral/Professional Degree	43.8 %	45.0 %	6.1 %	3.1 %	2.0 %	32,655	49
Pay Category							
Federal Wage System	28.2 %	51.5 %	11.1 %	5.1 %	4.1 %	6,728	35
GS 1-6	30.4 %	52.3 %	11.0 %	3.5 %	2.8 %	8,143	40
GS 7-12	32.8 %	51.2 %	9.0 %	3.8 %	3.3 %	98,671	312
GS 13-15	40.2 %	47.2 %	7.0 %	3.3 %	2.3 %	132,377	221
SES	72.8 %	22.8 %	1.9 %	1.3 %	1.2 %	4,420	3
SL/ST	55.5 %	36.5 %	4.2 %	2.1 %	1.8 %	1,119	1
Other	33.6 %	51.0 %	9.3 %	3.6 %	2.6 %	19,554	50
Time in Federal Government							
< 1 year	41.1 %	48.7 %	6.4 %	2.6 %	1.2 %	4,300	8
1-3 years	37.6 %	50.2 %	7.5 %	2.9 %	1.8 %	31,557	53
4-5 years	35.0 %	50.3 %	8.4 %	3.7 %	2.6 %	19,434	42
6-10 years	35.1 %	49.8 %	8.5 %	3.6 %	3.0 %	41,792	87
11-14 years	34.3 %	49.5 %	8.9 %	4.0 %	3.3 %	52,850	137
15-20 years	34.1 %	49.6 %	8.9 %	4.0 %	3.5 %	47,448	123
> 20 years	37.7 %	48.2 %	8.2 %	3.4 %	2.6 %	73,396	212
Time with Current Agency							
< 1 year	40.3 %	46.5 %	8.1 %	3.2 %	2.0 %	8,722	19
1-3 years	37.0 %	50.0 %	7.7 %	3.1 %	2.2 %	49,930	101
4-5 years	35.2 %	49.5 %	8.5 %	3.8 %	3.0 %	25,277	64
6-10 years	35.2 %	49.3 %	8.8 %	3.7 %	3.0 %	45,982	104
11-14 years	33.9 %	49.7 %	9.0 %	4.0 %	3.4 %	47,980	119
15-20 years	33.7 %	49.9 %	8.8 %	4.1 %	3.4 %	39,845	106
> 20 years	38.4 %	48.3 %	7.7 %	3.2 %	2.3 %	53,257	151

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(7) I know how my work relates to the agency's goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.4 %	49.6 %	8.6 %	3.6 %	2.8 %	289,507	733
Leaving							
No	42.4 %	48.5 %	6.1 %	1.9 %	1.1 %	178,772	237
Yes, to retire	34.6 %	49.4 %	9.1 %	4.0 %	2.8 %	19,334	71
Yes, to other job in Govt.	24.8 %	52.1 %	11.7 %	6.3 %	5.1 %	42,936	171
Yes, to other job outside Govt.	20.7 %	49.0 %	13.3 %	8.3 %	8.7 %	12,765	69
Yes, other	20.9 %	50.0 %	15.0 %	6.9 %	7.1 %	16,787	117
Retiring							
Less than 1 year	32.9 %	48.1 %	10.1 %	4.6 %	4.3 %	10,035	49
1 year	34.5 %	49.0 %	9.3 %	3.9 %	3.4 %	8,050	25
2 years	36.0 %	49.3 %	9.0 %	3.0 %	2.8 %	14,517	48
3 years	35.8 %	49.3 %	9.1 %	3.6 %	2.3 %	15,033	34
4 years	36.9 %	48.0 %	9.2 %	3.7 %	2.3 %	9,912	21
5 years	36.1 %	49.0 %	8.7 %	3.3 %	2.9 %	20,817	50
More than 5 years	36.1 %	49.6 %	8.0 %	3.6 %	2.8 %	190,841	423
Transgender							
Yes	24.7 %	47.4 %	11.7 %	5.0 %	11.2 %	921	7
No	36.3 %	49.3 %	8.2 %	3.5 %	2.7 %	258,583	606
Consider Yourself as							
Straight	36.5 %	49.3 %	8.2 %	3.5 %	2.6 %	239,872	556
Gay or Lesbian	40.2 %	46.3 %	7.3 %	3.3 %	2.9 %	6,853	7
Bisexual	36.6 %	49.4 %	6.7 %	3.4 %	3.9 %	4,286	11
Something else	24.8 %	49.2 %	12.4 %	6.4 %	7.2 %	4,980	34
Military Service							
No Prior Military Service	35.5 %	50.5 %	8.1 %	3.3 %	2.6 %	193,835	413
Currently in Guard/Reserves	31.9 %	50.1 %	9.2 %	5.3 %	3.5 %	3,985	15
Retired	41.1 %	46.2 %	7.5 %	3.2 %	2.0 %	34,901	92
Separated/Discharged	32.9 %	47.8 %	10.1 %	4.7 %	4.5 %	37,872	141

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(7) I know how my work relates to the agency's goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	35.4 %	49.6 %	8.6 %	3.6 %	2.8 %	289,507	733
Military Spouse							
Spouse of current active duty service member	34.9 %	50.2 %	8.0 %	3.7 %	3.2 %	3,103	6
Spouse of separated or retired service member with a disability rating of 100%	36.8 %	49.1 %	7.9 %	3.7 %	2.5 %	5,189	13
Widow(er) of a service member killed while on active duty	34.8 %	47.0 %	6.5 %	8.1 %	3.7 %	138	3
None of the categories listed	35.9 %	49.3 %	8.4 %	3.6 %	2.8 %	262,470	640
Non-Competitive Hiring Authority							
Yes	39.1 %	47.5 %	7.3 %	3.2 %	2.9 %	1,093	1
No	35.3 %	50.1 %	8.0 %	3.9 %	2.8 %	7,277	21
Disability							
Yes	35.8 %	46.6 %	9.4 %	4.3 %	4.0 %	42,191	167
No	36.2 %	49.9 %	8.1 %	3.4 %	2.5 %	221,995	470

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.4 %	35.9 %	15.4 %	7.8 %	8.5 %	282,470	8,981
Work Location							
Headquarters	37.0 %	35.1 %	13.8 %	6.7 %	7.3 %	87,291	2,854
Field	29.2 %	35.7 %	15.6 %	9.1 %	10.3 %	109,929	2,803
Full-time telework	35.8 %	37.2 %	15.5 %	5.9 %	5.6 %	66,497	2,716
Supervisory Status							
Senior Leader	64.1 %	23.0 %	6.4 %	3.0 %	3.5 %	6,562	43
Manager	45.0 %	33.9 %	9.2 %	6.6 %	5.3 %	24,696	270
Supervisor	34.6 %	37.0 %	13.7 %	7.4 %	7.4 %	45,556	877
Team Leader	31.0 %	35.0 %	16.2 %	9.0 %	8.8 %	32,110	1,055
Non-Supervisor	29.7 %	36.5 %	16.6 %	7.9 %	9.4 %	155,791	6,166
Sex							
Male	35.5 %	35.2 %	13.8 %	7.1 %	8.2 %	135,931	3,826
Female	30.0 %	37.1 %	16.4 %	8.3 %	8.3 %	119,314	4,089
Hispanic or Latino							
Yes	32.5 %	33.4 %	15.3 %	8.2 %	10.7 %	24,189	600
No	33.3 %	36.3 %	14.9 %	7.5 %	7.9 %	232,291	7,365
Race							
American Indian/Alaska Native	24.2 %	32.3 %	18.2 %	10.1 %	15.1 %	4,218	79
Asian	31.4 %	41.1 %	15.7 %	5.5 %	6.3 %	13,706	521
Black/African American	30.5 %	34.6 %	18.4 %	7.3 %	9.3 %	35,463	1,105
Native Hawaiian/Pacific Islander	27.5 %	37.0 %	18.9 %	6.8 %	9.8 %	1,329	21
White	35.1 %	36.3 %	13.7 %	7.5 %	7.4 %	182,641	5,533
Two or more races (Not Hispanic/Latino)	28.7 %	32.2 %	16.4 %	9.6 %	13.1 %	11,520	372
Age Group							
25 and under	36.3 %	41.0 %	12.9 %	5.3 %	4.6 %	2,934	92
26-29 years old	33.9 %	38.2 %	14.9 %	7.0 %	6.0 %	7,057	247
30-39 years old	32.3 %	35.7 %	14.3 %	8.1 %	9.6 %	47,178	1,622
40-49 years old	32.4 %	35.8 %	14.6 %	8.1 %	9.2 %	69,815	2,228
50-59 years old	33.7 %	35.7 %	15.1 %	7.6 %	7.8 %	86,273	2,432
60 or older	34.7 %	36.4 %	15.9 %	6.4 %	6.6 %	43,409	1,331

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.4 %	35.9 %	15.4 %	7.8 %	8.5 %	282,470	8,981
Level of Education							
Less than High School	25.1 %	35.3 %	26.6 %	2.4 %	10.6 %	138	2
H.S. Diploma/GED or equiv	27.3 %	36.9 %	19.2 %	8.0 %	8.7 %	8,240	193
Trade/Technical Certificate	24.2 %	33.1 %	18.9 %	10.6 %	13.1 %	4,506	89
Some College (no degree)	28.7 %	34.6 %	17.0 %	8.9 %	10.8 %	27,608	605
Associate's Degree	28.3 %	35.5 %	16.4 %	9.5 %	10.3 %	16,235	388
Bachelor's Degree	32.6 %	37.3 %	14.9 %	7.3 %	7.8 %	90,125	2,739
Master's Degree	37.1 %	35.5 %	13.3 %	7.0 %	7.1 %	81,796	2,727
Doctoral/Professional Degree	39.4 %	34.3 %	12.9 %	6.5 %	6.9 %	31,362	1,405
Pay Category							
Federal Wage System	22.4 %	33.7 %	17.9 %	11.2 %	14.8 %	6,673	137
GS 1-6	25.5 %	34.9 %	19.3 %	9.1 %	11.3 %	8,032	222
GS 7-12	29.3 %	36.8 %	16.5 %	8.3 %	9.1 %	96,473	2,977
GS 13-15	38.6 %	36.0 %	12.7 %	6.4 %	6.4 %	128,631	4,402
SES	70.5 %	20.0 %	4.1 %	3.0 %	2.4 %	4,397	30
SL/ST	53.4 %	26.8 %	10.3 %	4.9 %	4.6 %	1,100	27
Other	29.7 %	35.2 %	16.2 %	8.8 %	10.1 %	19,135	560
Time in Federal Government							
< 1 year	43.2 %	34.8 %	14.2 %	4.5 %	3.3 %	4,147	168
1-3 years	37.3 %	36.8 %	14.0 %	5.9 %	5.9 %	30,683	1,009
4-5 years	33.0 %	36.2 %	14.8 %	7.7 %	8.3 %	18,933	597
6-10 years	32.6 %	35.7 %	15.1 %	8.1 %	8.6 %	40,787	1,274
11-14 years	32.6 %	35.5 %	14.8 %	7.9 %	9.2 %	51,554	1,617
15-20 years	30.1 %	35.1 %	15.8 %	8.9 %	10.2 %	46,327	1,443
> 20 years	32.2 %	36.3 %	15.6 %	7.7 %	8.3 %	71,773	2,258
Time with Current Agency							
< 1 year	40.8 %	35.8 %	13.6 %	4.1 %	5.7 %	8,409	354
1-3 years	36.5 %	36.3 %	14.4 %	6.4 %	6.4 %	48,524	1,681
4-5 years	33.0 %	35.7 %	14.6 %	8.1 %	8.8 %	24,664	746
6-10 years	31.5 %	35.7 %	15.3 %	8.1 %	9.3 %	44,952	1,312
11-14 years	31.5 %	35.9 %	15.1 %	8.1 %	9.4 %	46,829	1,447
15-20 years	29.4 %	35.0 %	16.3 %	9.3 %	10.1 %	38,968	1,184
> 20 years	33.1 %	36.5 %	15.1 %	7.5 %	7.8 %	52,080	1,633

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.4 %	35.9 %	15.4 %	7.8 %	8.5 %	282,470	8,981
Leaving							
No	39.3 %	38.0 %	13.5 %	5.3 %	3.9 %	174,420	5,211
Yes, to retire	31.3 %	36.7 %	16.1 %	7.6 %	8.2 %	18,984	555
Yes, to other job in Govt.	22.3 %	32.1 %	17.4 %	12.2 %	16.1 %	41,817	1,510
Yes, to other job outside Govt.	19.5 %	31.1 %	17.4 %	12.8 %	19.1 %	12,443	452
Yes, other	17.2 %	30.1 %	19.4 %	13.5 %	19.7 %	16,375	620
Retiring							
Less than 1 year	29.5 %	34.9 %	16.4 %	8.3 %	11.0 %	9,840	313
1 year	31.3 %	36.4 %	15.7 %	8.1 %	8.4 %	7,910	213
2 years	32.9 %	35.5 %	15.9 %	7.6 %	8.0 %	14,229	449
3 years	32.1 %	37.3 %	15.2 %	7.5 %	7.9 %	14,783	385
4 years	31.8 %	36.7 %	15.6 %	8.1 %	7.8 %	9,747	241
5 years	31.9 %	35.8 %	15.9 %	8.1 %	8.3 %	20,422	581
More than 5 years	33.5 %	35.9 %	14.7 %	7.6 %	8.3 %	185,779	6,079
Transgender							
Yes	23.1 %	25.0 %	15.8 %	9.9 %	26.2 %	889	42
No	33.4 %	36.1 %	14.9 %	7.6 %	8.1 %	252,453	7,803
Consider Yourself as							
Straight	33.6 %	36.3 %	14.8 %	7.4 %	8.0 %	234,341	7,083
Gay or Lesbian	36.1 %	33.4 %	14.3 %	8.3 %	8.0 %	6,675	218
Bisexual	34.3 %	32.7 %	13.3 %	8.9 %	10.8 %	4,153	150
Something else	22.1 %	29.4 %	18.9 %	12.2 %	17.4 %	4,822	211
Military Service							
No Prior Military Service	31.6 %	36.9 %	15.7 %	7.8 %	8.1 %	188,168	6,826
Currently in Guard/Reserves	33.4 %	35.9 %	11.9 %	8.1 %	10.7 %	3,955	73
Retired	40.6 %	34.6 %	12.1 %	6.3 %	6.4 %	34,647	530
Separated/Discharged	31.1 %	33.2 %	15.7 %	8.7 %	11.3 %	37,251	926

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.4 %	35.9 %	15.4 %	7.8 %	8.5 %	282,470	8,981
Military Spouse							
Spouse of current active duty service member	33.3 %	32.8 %	14.9 %	9.5 %	9.6 %	3,058	66
Spouse of separated or retired service member with a disability rating of 100%	30.9 %	33.7 %	15.9 %	8.9 %	10.6 %	5,109	129
Widow(er) of a service member killed while on active duty	21.2 %	40.2 %	11.6 %	9.2 %	17.9 %	141	3
None of the categories listed	33.0 %	36.0 %	15.1 %	7.6 %	8.3 %	256,011	8,167
Non-Competitive Hiring Authority							
Yes	32.5 %	33.8 %	15.4 %	9.5 %	8.9 %	1,082	25
No	31.5 %	33.5 %	15.3 %	9.2 %	10.6 %	7,168	170
Disability							
Yes	31.7 %	30.5 %	15.0 %	9.5 %	13.3 %	41,458	1,115
No	33.4 %	37.1 %	14.9 %	7.3 %	7.3 %	216,409	6,933

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	41.1 %	42.2 %	8.6 %	5.7 %	2.3 %	291,910
Work Location						
Headquarters	45.5 %	40.4 %	7.3 %	4.9 %	2.0 %	90,246
Field	36.9 %	43.8 %	9.6 %	6.7 %	3.0 %	112,893
Full-time telework	48.0 %	39.8 %	7.0 %	3.9 %	1.4 %	69,347
Supervisory Status						
Senior Leader	57.7 %	33.8 %	4.0 %	2.6 %	1.8 %	6,618
Manager	45.6 %	42.5 %	6.2 %	4.4 %	1.3 %	24,977
Supervisor	41.8 %	44.0 %	7.3 %	5.1 %	1.8 %	46,524
Team Leader	40.1 %	43.1 %	8.5 %	6.0 %	2.4 %	33,191
Non-Supervisor	40.9 %	41.3 %	9.1 %	6.0 %	2.7 %	162,212
Sex						
Male	42.4 %	42.2 %	8.1 %	5.1 %	2.3 %	139,922
Female	41.4 %	41.5 %	8.6 %	6.1 %	2.4 %	123,616
Hispanic or Latino						
Yes	39.8 %	40.9 %	9.4 %	6.7 %	3.2 %	24,843
No	42.2 %	42.1 %	8.1 %	5.4 %	2.2 %	239,983
Race						
American Indian/Alaska Native	32.4 %	41.1 %	12.4 %	8.2 %	6.0 %	4,310
Asian	41.9 %	43.2 %	8.7 %	3.9 %	2.3 %	14,277
Black/African American	43.5 %	40.5 %	8.1 %	5.3 %	2.7 %	36,639
Native Hawaiian/Pacific Islander	37.3 %	41.7 %	11.5 %	5.7 %	3.7 %	1,357
White	42.5 %	42.1 %	7.8 %	5.5 %	2.0 %	188,372
Two or more races (Not Hispanic/Latino)	38.3 %	41.3 %	10.1 %	6.9 %	3.4 %	11,912
Age Group						
25 and under	43.6 %	41.6 %	7.6 %	5.4 %	1.8 %	3,038
26-29 years old	41.5 %	42.0 %	8.7 %	5.4 %	2.3 %	7,315
30-39 years old	38.4 %	43.1 %	9.0 %	6.5 %	2.9 %	48,873
40-49 years old	39.9 %	42.8 %	8.4 %	6.1 %	2.7 %	72,110
50-59 years old	44.1 %	41.3 %	7.7 %	5.0 %	2.0 %	88,809
60 or older	45.8 %	40.1 %	8.2 %	4.3 %	1.5 %	44,845

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	41.1 %	42.2 %	8.6 %	5.7 %	2.3 %	291,910
Level of Education						
Less than High School	39.3 %	40.7 %	12.6 %	3.5 %	4.0 %	142
H.S. Diploma/GED or equiv	36.7 %	42.1 %	11.2 %	6.9 %	3.1 %	8,457
Trade/Technical Certificate	34.4 %	42.5 %	12.3 %	7.4 %	3.5 %	4,603
Some College (no degree)	37.2 %	42.8 %	10.2 %	7.0 %	2.8 %	28,278
Associate's Degree	36.5 %	42.8 %	10.3 %	7.4 %	3.0 %	16,652
Bachelor's Degree	41.7 %	42.7 %	8.1 %	5.2 %	2.2 %	93,007
Master's Degree	44.8 %	41.5 %	6.8 %	4.8 %	2.1 %	84,601
Doctoral/Professional Degree	50.0 %	38.2 %	6.3 %	4.0 %	1.4 %	32,806
Pay Category						
Federal Wage System	29.1 %	45.7 %	11.9 %	9.0 %	4.3 %	6,828
GS 1-6	33.2 %	40.6 %	12.2 %	9.8 %	4.2 %	8,280
GS 7-12	38.9 %	42.7 %	9.4 %	6.3 %	2.8 %	99,633
GS 13-15	47.4 %	41.0 %	6.2 %	4.0 %	1.4 %	133,174
SES	64.6 %	29.4 %	3.2 %	2.0 %	0.8 %	4,428
SL/ST	52.5 %	37.5 %	5.2 %	3.0 %	1.8 %	1,129
Other	38.9 %	43.0 %	9.8 %	5.8 %	2.5 %	19,714
Time in Federal Government						
< 1 year	50.7 %	36.7 %	6.9 %	4.1 %	1.6 %	4,326
1-3 years	43.7 %	40.5 %	8.1 %	5.7 %	2.0 %	31,740
4-5 years	41.3 %	41.2 %	8.8 %	6.0 %	2.6 %	19,570
6-10 years	39.9 %	42.9 %	8.3 %	6.2 %	2.7 %	42,111
11-14 years	40.4 %	42.6 %	8.6 %	5.9 %	2.5 %	53,251
15-20 years	39.2 %	43.7 %	8.8 %	5.9 %	2.5 %	47,838
> 20 years	44.2 %	41.1 %	7.9 %	4.7 %	2.0 %	74,130
Time with Current Agency						
< 1 year	49.0 %	36.6 %	8.3 %	4.2 %	1.9 %	8,780
1-3 years	43.0 %	40.9 %	8.0 %	5.8 %	2.2 %	50,285
4-5 years	40.3 %	41.9 %	8.9 %	6.1 %	2.8 %	25,452
6-10 years	39.9 %	42.7 %	8.6 %	6.3 %	2.6 %	46,336
11-14 years	40.1 %	43.0 %	8.6 %	5.9 %	2.4 %	48,344
15-20 years	39.1 %	43.6 %	9.0 %	5.7 %	2.6 %	40,207
> 20 years	45.3 %	41.2 %	7.5 %	4.3 %	1.8 %	53,775

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	41.1 %	42.2 %	8.6 %	5.7 %	2.3 %	291,910
Leaving						
No	48.4 %	41.0 %	6.3 %	3.3 %	1.0 %	179,895
Yes, to retire	42.5 %	42.2 %	8.4 %	5.2 %	1.7 %	19,594
Yes, to other job in Govt.	28.8 %	44.0 %	12.0 %	10.4 %	4.7 %	43,358
Yes, to other job outside Govt.	28.6 %	43.5 %	11.8 %	10.0 %	6.1 %	12,905
Yes, other	26.7 %	43.9 %	13.9 %	10.2 %	5.3 %	17,029
Retiring						
Less than 1 year	40.7 %	41.9 %	8.8 %	5.9 %	2.7 %	10,187
1 year	42.3 %	42.0 %	8.6 %	5.2 %	1.8 %	8,141
2 years	43.7 %	41.3 %	8.4 %	4.8 %	1.9 %	14,695
3 years	43.1 %	41.2 %	9.1 %	4.8 %	1.8 %	15,193
4 years	42.3 %	42.5 %	8.2 %	5.2 %	1.8 %	10,001
5 years	42.2 %	42.1 %	8.6 %	5.2 %	1.9 %	21,033
More than 5 years	41.5 %	42.1 %	8.2 %	5.7 %	2.5 %	192,099
Transgender						
Yes	30.4 %	38.9 %	14.0 %	9.4 %	7.2 %	933
No	42.0 %	41.9 %	8.2 %	5.5 %	2.3 %	260,640
Consider Yourself as						
Straight	42.2 %	42.0 %	8.2 %	5.4 %	2.2 %	241,784
Gay or Lesbian	43.0 %	40.1 %	8.0 %	5.6 %	3.2 %	6,894
Bisexual	41.3 %	41.6 %	7.3 %	6.6 %	3.2 %	4,306
Something else	32.2 %	41.9 %	12.3 %	8.3 %	5.3 %	5,041
Military Service						
No Prior Military Service	42.1 %	42.1 %	8.3 %	5.4 %	2.2 %	195,277
Currently in Guard/Reserves	36.4 %	44.3 %	8.6 %	7.6 %	3.1 %	4,031
Retired	44.7 %	41.3 %	7.3 %	4.9 %	1.7 %	35,239
Separated/Discharged	38.5 %	42.0 %	9.5 %	6.8 %	3.3 %	38,220

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	41.1 %	42.2 %	8.6 %	5.7 %	2.3 %	291,910
Military Spouse						
Spouse of current active duty service member	38.1 %	39.9 %	9.8 %	8.7 %	3.5 %	3,124
Spouse of separated or retired service member with a disability rating of 100%	40.1 %	39.3 %	9.0 %	7.7 %	3.9 %	5,250
Widow(er) of a service member killed while on active duty	36.9 %	31.7 %	19.3 %	9.6 %	2.5 %	145
None of the categories listed	41.8 %	42.1 %	8.3 %	5.5 %	2.3 %	264,555
Non-Competitive Hiring Authority						
Yes	39.2 %	38.1 %	10.3 %	8.6 %	3.7 %	1,103
No	39.2 %	39.7 %	9.4 %	8.1 %	3.7 %	7,354
Disability						
Yes	39.4 %	40.1 %	9.4 %	7.3 %	3.8 %	42,645
No	42.4 %	42.3 %	8.1 %	5.2 %	2.0 %	223,660

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	12.9 %	29.4 %	26.6 %	16.6 %	14.5 %	245,119	46,919
Work Location							
Headquarters	14.6 %	30.9 %	26.4 %	15.6 %	12.3 %	76,315	13,976
Field	11.3 %	28.2 %	25.1 %	17.9 %	17.5 %	99,299	13,655
Full-time telework	15.9 %	31.2 %	29.6 %	13.6 %	9.6 %	53,126	16,253
Supervisory Status							
Senior Leader	30.2 %	40.0 %	15.4 %	9.6 %	4.9 %	6,379	234
Manager	19.0 %	41.0 %	19.2 %	12.9 %	7.9 %	24,154	838
Supervisor	13.9 %	37.3 %	23.2 %	15.1 %	10.6 %	43,926	2,614
Team Leader	10.3 %	26.6 %	25.7 %	20.2 %	17.2 %	29,334	3,881
Non-Supervisor	11.7 %	25.0 %	29.4 %	16.9 %	16.9 %	125,685	36,618
Sex							
Male	13.6 %	30.9 %	25.8 %	15.6 %	14.2 %	121,030	18,968
Female	12.7 %	28.1 %	27.1 %	17.5 %	14.7 %	100,419	23,259
Hispanic or Latino							
Yes	14.8 %	27.6 %	24.7 %	16.0 %	17.0 %	21,295	3,556
No	13.0 %	30.0 %	26.4 %	16.5 %	14.1 %	201,238	38,887
Race							
American Indian/Alaska Native	11.1 %	26.2 %	26.1 %	15.9 %	20.6 %	3,849	461
Asian	15.3 %	32.4 %	28.2 %	12.4 %	11.7 %	11,640	2,635
Black/African American	16.0 %	30.3 %	28.8 %	13.1 %	11.9 %	29,958	6,709
Native Hawaiian/Pacific Islander	15.3 %	29.5 %	26.1 %	13.9 %	15.2 %	1,213	146
White	12.6 %	29.9 %	25.5 %	17.4 %	14.6 %	159,378	29,117
Two or more races (Not Hispanic/Latino)	12.5 %	27.2 %	25.6 %	16.7 %	18.1 %	9,989	1,920
Age Group							
25 and under	12.7 %	30.4 %	25.2 %	18.9 %	12.9 %	2,305	733
26-29 years old	13.2 %	27.1 %	25.1 %	18.5 %	16.1 %	5,797	1,525
30-39 years old	11.4 %	26.3 %	23.7 %	18.5 %	20.0 %	39,763	9,133
40-49 years old	12.6 %	28.6 %	25.1 %	17.4 %	16.2 %	60,901	11,249
50-59 years old	14.2 %	31.8 %	26.8 %	15.2 %	12.0 %	76,015	12,864
60 or older	14.3 %	32.6 %	31.0 %	13.4 %	8.7 %	37,970	6,884

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	12.9 %	29.4 %	26.6 %	16.6 %	14.5 %	245,119	46,919
Level of Education							
Less than High School	16.2 %	27.7 %	32.0 %	13.6 %	10.4 %	125	17
H.S. Diploma/GED or equiv	13.2 %	26.8 %	27.1 %	16.5 %	16.4 %	7,486	974
Trade/Technical Certificate	8.8 %	24.0 %	27.7 %	19.0 %	20.5 %	4,096	504
Some College (no degree)	11.8 %	27.4 %	26.9 %	16.2 %	17.7 %	24,685	3,614
Associate's Degree	11.5 %	25.9 %	26.2 %	18.0 %	18.5 %	14,657	2,011
Bachelor's Degree	13.0 %	29.6 %	26.5 %	16.8 %	14.1 %	78,424	14,638
Master's Degree	14.6 %	32.4 %	25.3 %	15.4 %	12.2 %	70,491	14,148
Doctoral/Professional Degree	14.6 %	32.0 %	27.4 %	15.5 %	10.5 %	25,558	7,257
Pay Category							
Federal Wage System	8.2 %	23.1 %	24.1 %	19.4 %	25.3 %	6,459	369
GS 1-6	11.3 %	24.3 %	27.2 %	16.8 %	20.4 %	6,922	1,352
GS 7-12	11.9 %	26.4 %	27.7 %	17.2 %	16.8 %	81,755	17,955
GS 13-15	15.2 %	34.2 %	25.6 %	15.1 %	9.9 %	112,062	21,175
SES	34.2 %	41.5 %	14.8 %	6.4 %	3.1 %	4,279	148
SL/ST	15.6 %	40.5 %	25.1 %	10.6 %	8.1 %	1,006	124
Other	11.5 %	29.3 %	25.8 %	17.7 %	15.8 %	16,828	2,898
Time in Federal Government							
< 1 year	17.7 %	26.9 %	29.8 %	14.6 %	11.0 %	2,876	1,451
1-3 years	14.2 %	27.4 %	27.7 %	16.2 %	14.4 %	24,383	7,372
4-5 years	11.9 %	27.6 %	26.3 %	17.4 %	16.9 %	16,130	3,451
6-10 years	11.8 %	27.7 %	25.9 %	17.8 %	16.9 %	35,248	6,886
11-14 years	12.5 %	29.7 %	25.0 %	17.0 %	15.7 %	45,386	7,895
15-20 years	12.4 %	29.5 %	26.1 %	17.0 %	15.1 %	41,458	6,395
> 20 years	14.5 %	32.7 %	27.2 %	14.5 %	11.1 %	63,617	10,559
Time with Current Agency							
< 1 year	17.1 %	27.9 %	32.0 %	12.0 %	10.9 %	5,954	2,820
1-3 years	14.3 %	27.8 %	27.2 %	16.1 %	14.6 %	38,889	11,427
4-5 years	12.3 %	28.0 %	25.6 %	17.4 %	16.6 %	21,464	4,006
6-10 years	11.8 %	28.3 %	25.9 %	17.6 %	16.4 %	39,671	6,669
11-14 years	12.1 %	29.8 %	25.2 %	17.4 %	15.6 %	41,681	6,700
15-20 years	12.2 %	29.9 %	25.9 %	17.1 %	14.9 %	35,189	5,043
> 20 years	14.7 %	33.4 %	26.9 %	14.3 %	10.7 %	46,448	7,363

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	12.9 %	29.4 %	26.6 %	16.6 %	14.5 %	245,119	46,919
Leaving							
No	16.1 %	33.4 %	26.9 %	14.2 %	9.5 %	148,412	31,549
Yes, to retire	12.8 %	31.5 %	29.1 %	15.3 %	11.3 %	17,087	2,515
Yes, to other job in Govt.	8.0 %	22.1 %	24.8 %	21.4 %	23.7 %	37,568	5,832
Yes, to other job outside Govt.	7.8 %	21.6 %	22.0 %	21.4 %	27.2 %	11,294	1,625
Yes, other	6.8 %	22.2 %	26.2 %	19.3 %	25.5 %	14,646	2,396
Retiring							
Less than 1 year	12.4 %	29.8 %	28.6 %	15.4 %	13.9 %	8,870	1,318
1 year	13.0 %	30.7 %	29.3 %	15.7 %	11.3 %	7,104	1,040
2 years	12.8 %	33.6 %	28.0 %	14.6 %	11.1 %	12,701	2,006
3 years	13.9 %	31.6 %	29.4 %	14.2 %	10.9 %	13,162	2,044
4 years	13.3 %	31.7 %	27.4 %	17.0 %	10.6 %	8,669	1,341
5 years	12.9 %	31.5 %	27.4 %	15.7 %	12.5 %	18,199	2,845
More than 5 years	13.1 %	28.9 %	25.5 %	16.9 %	15.6 %	159,178	33,018
Transgender							
Yes	8.0 %	20.7 %	23.0 %	22.5 %	25.9 %	792	142
No	13.2 %	29.8 %	26.3 %	16.3 %	14.4 %	219,060	41,713
Consider Yourself as							
Straight	13.3 %	30.1 %	26.3 %	16.1 %	14.1 %	203,647	38,271
Gay or Lesbian	13.4 %	28.6 %	24.2 %	18.5 %	15.3 %	5,773	1,132
Bisexual	10.8 %	24.8 %	24.6 %	21.8 %	18.1 %	3,475	834
Something else	9.5 %	21.7 %	25.5 %	18.5 %	24.8 %	4,236	806
Military Service							
No Prior Military Service	12.9 %	29.8 %	26.6 %	16.5 %	14.2 %	161,109	34,284
Currently in Guard/Reserves	12.3 %	27.1 %	24.1 %	17.4 %	19.2 %	3,535	495
Retired	15.3 %	32.0 %	26.8 %	14.8 %	11.1 %	31,342	3,909
Separated/Discharged	12.1 %	26.9 %	25.3 %	17.4 %	18.4 %	32,931	5,305

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	12.9 %	29.4 %	26.6 %	16.6 %	14.5 %	245,119	46,919
Military Spouse							
Spouse of current active duty service member	11.8 %	24.0 %	23.6 %	19.2 %	21.4 %	2,631	499
Spouse of separated or retired service member with a disability rating of 100%	14.0 %	24.9 %	25.2 %	17.7 %	18.1 %	4,527	727
Widow(er) of a service member killed while on active duty	11.7 %	19.5 %	37.1 %	8.0 %	23.7 %	132	13
None of the categories listed	13.1 %	29.8 %	26.4 %	16.3 %	14.3 %	221,891	42,797
Non-Competitive Hiring Authority							
Yes	12.6 %	23.8 %	26.0 %	17.5 %	20.1 %	934	171
No	13.2 %	24.4 %	24.4 %	18.5 %	19.5 %	6,301	1,061
Disability							
Yes	13.7 %	26.4 %	25.7 %	16.2 %	18.0 %	36,179	6,476
No	13.0 %	30.4 %	26.4 %	16.4 %	13.7 %	187,614	36,179

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) In my work unit poor performers usually:

Demographics	There are no poor performers in my work unit	Leave the work unit quit	Leave the work unit removed or transferred	Remain in the work unit and continue to underperform	Remain in the work unit and improve their performance	Item Response Total**	Do Not Know
All Responses	20.4 %	2.4 %	9.0 %	50.4 %	17.8 %	219,694	72,324
Work Location							
Headquarters	23.0 %	2.6 %	10.5 %	46.7 %	17.2 %	69,757	20,560
Field	17.1 %	2.2 %	8.2 %	55.5 %	17.0 %	90,291	22,636
Full-time telework	27.2 %	2.6 %	9.0 %	40.0 %	21.2 %	45,859	23,521
Supervisory Status							
Senior Leader	15.2 %	3.2 %	19.7 %	33.2 %	28.8 %	6,008	605
Manager	13.2 %	2.9 %	15.1 %	43.6 %	25.2 %	22,804	2,176
Supervisor	17.2 %	2.6 %	10.3 %	47.4 %	22.4 %	40,687	5,855
Team Leader	16.7 %	2.4 %	8.8 %	56.4 %	15.7 %	27,482	5,744
Non-Supervisor	24.8 %	2.1 %	6.9 %	51.6 %	14.6 %	109,537	52,767
Sex							
Male	20.4 %	2.2 %	9.3 %	49.5 %	18.5 %	110,108	29,907
Female	21.1 %	2.7 %	8.5 %	50.4 %	17.3 %	89,347	34,335
Hispanic or Latino							
Yes	18.1 %	2.1 %	7.7 %	52.8 %	19.3 %	18,510	6,344
No	21.0 %	2.4 %	9.2 %	49.5 %	17.8 %	181,915	58,222
Race							
American Indian/Alaska Native	16.9 %	2.3 %	8.1 %	55.0 %	17.7 %	3,290	1,018
Asian	22.9 %	2.6 %	9.0 %	42.9 %	22.7 %	9,984	4,294
Black/African American	24.7 %	2.5 %	8.8 %	40.8 %	23.2 %	24,802	11,861
Native Hawaiian/Pacific Islander	17.8 %	3.1 %	8.9 %	47.3 %	22.9 %	1,029	330
White	20.0 %	2.4 %	9.2 %	51.6 %	16.8 %	146,806	41,710
Two or more races (Not Hispanic/Latino)	19.3 %	2.0 %	8.8 %	52.9 %	17.1 %	8,912	2,997
Age Group							
25 and under	27.9 %	1.9 %	5.3 %	45.1 %	19.8 %	2,053	983
26-29 years old	21.5 %	2.9 %	7.0 %	51.0 %	17.7 %	5,268	2,058
30-39 years old	17.5 %	2.6 %	7.3 %	57.7 %	14.9 %	36,341	12,569
40-49 years old	18.7 %	2.4 %	8.8 %	53.4 %	16.7 %	55,045	17,122
50-59 years old	21.8 %	2.2 %	10.0 %	46.5 %	19.5 %	68,040	20,815
60 or older	25.3 %	2.3 %	10.5 %	40.6 %	21.3 %	33,924	10,940

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) In my work unit poor performers usually:

Demographics	There are no poor performers in my work unit	Leave the work unit quit	Leave the work unit removed or transferred	Remain in the work unit and continue to underperform	Remain in the work unit and improve their performance	Item Response Total**	Do Not Know
All Responses	20.4 %	2.4 %	9.0 %	50.4 %	17.8 %	219,694	72,324
Level of Education							
Less than High School	33.2 %	0.0 %	15.6 %	34.5 %	16.7 %	91	50
H.S. Diploma/GED or equiv	19.3 %	1.8 %	6.0 %	51.9 %	21.0 %	6,174	2,284
Trade/Technical Certificate	16.0 %	1.3 %	6.8 %	59.1 %	16.8 %	3,519	1,085
Some College (no degree)	18.8 %	1.7 %	7.4 %	53.8 %	18.3 %	21,197	7,093
Associate's Degree	17.7 %	2.1 %	7.5 %	56.4 %	16.3 %	12,652	4,002
Bachelor's Degree	21.0 %	2.3 %	8.7 %	49.7 %	18.3 %	70,536	22,539
Master's Degree	21.4 %	2.8 %	11.2 %	47.1 %	17.5 %	64,995	19,658
Doctoral/Professional Degree	24.7 %	3.2 %	9.6 %	44.7 %	17.7 %	23,937	8,883
Pay Category							
Federal Wage System	9.9 %	1.6 %	7.1 %	65.7 %	15.8 %	5,920	909
GS 1-6	18.0 %	3.1 %	6.3 %	54.6 %	18.0 %	5,555	2,721
GS 7-12	22.0 %	2.2 %	7.0 %	52.5 %	16.4 %	70,530	29,175
GS 13-15	22.2 %	2.5 %	11.4 %	44.8 %	19.1 %	103,896	29,351
SES	16.2 %	3.5 %	24.0 %	26.6 %	29.7 %	4,110	318
SL/ST	19.5 %	3.0 %	12.6 %	43.1 %	21.8 %	938	191
Other	17.1 %	2.3 %	8.2 %	54.2 %	18.2 %	15,413	4,312
Time in Federal Government							
< 1 year	29.5 %	2.3 %	5.8 %	43.1 %	19.2 %	2,299	2,030
1-3 years	24.3 %	2.4 %	7.1 %	48.9 %	17.3 %	20,841	10,917
4-5 years	19.9 %	2.8 %	7.7 %	53.6 %	16.0 %	14,354	5,239
6-10 years	18.7 %	2.5 %	8.6 %	53.8 %	16.4 %	31,829	10,315
11-14 years	19.2 %	2.2 %	9.2 %	52.9 %	16.6 %	41,419	11,860
15-20 years	18.2 %	2.3 %	9.6 %	51.8 %	18.1 %	37,759	10,095
> 20 years	23.0 %	2.3 %	10.3 %	44.0 %	20.5 %	57,652	16,502
Time with Current Agency							
< 1 year	28.2 %	2.7 %	5.9 %	45.6 %	17.6 %	4,736	4,047
1-3 years	24.2 %	2.6 %	7.6 %	48.7 %	16.9 %	33,528	16,791
4-5 years	19.7 %	2.6 %	8.6 %	53.0 %	16.0 %	19,292	6,179
6-10 years	18.5 %	2.5 %	9.0 %	53.2 %	16.8 %	36,008	10,347
11-14 years	18.9 %	2.0 %	9.3 %	52.8 %	16.9 %	38,093	10,281
15-20 years	18.0 %	2.3 %	9.5 %	51.4 %	18.9 %	32,318	7,914
> 20 years	22.7 %	2.3 %	10.4 %	43.8 %	20.9 %	42,348	11,444

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) In my work unit poor performers usually:

Demographics	There are no poor performers in my work unit	Leave the work unit quit	Leave the work unit removed or transferred	Remain in the work unit and continue to underperform	Remain in the work unit and improve their performance	Item Response Total**	Do Not Know
All Responses	20.4 %	2.4 %	9.0 %	50.4 %	17.8 %	219,694	72,324
Leaving							
No	24.3 %	2.2 %	9.4 %	42.9 %	21.3 %	132,503	47,490
Yes, to retire	22.3 %	2.2 %	10.5 %	46.0 %	18.9 %	15,579	4,022
Yes, to other job in Govt.	14.1 %	2.7 %	8.1 %	63.4 %	11.7 %	34,394	8,994
Yes, to other job outside Govt.	12.3 %	3.0 %	7.6 %	66.8 %	10.2 %	10,615	2,307
Yes, other	13.6 %	2.4 %	8.2 %	64.6 %	11.2 %	13,132	3,894
Retiring							
Less than 1 year	20.8 %	2.7 %	10.6 %	48.0 %	17.9 %	8,161	2,027
1 year	22.6 %	2.2 %	9.9 %	46.5 %	18.8 %	6,504	1,644
2 years	21.8 %	2.2 %	11.0 %	44.8 %	20.2 %	11,481	3,221
3 years	22.1 %	2.2 %	10.6 %	45.5 %	19.5 %	11,829	3,371
4 years	22.2 %	1.8 %	10.3 %	47.2 %	18.6 %	7,928	2,079
5 years	21.1 %	2.3 %	10.1 %	47.2 %	19.2 %	16,291	4,747
More than 5 years	20.2 %	2.4 %	8.5 %	51.5 %	17.4 %	143,008	49,222
Transgender							
Yes	14.0 %	1.8 %	6.4 %	68.3 %	9.4 %	720	213
No	20.7 %	2.4 %	9.0 %	49.8 %	18.1 %	197,297	63,504
Consider Yourself as							
Straight	20.8 %	2.4 %	9.1 %	49.4 %	18.3 %	183,235	58,702
Gay or Lesbian	19.5 %	2.6 %	8.8 %	52.6 %	16.4 %	5,358	1,548
Bisexual	19.4 %	3.3 %	7.5 %	56.0 %	13.9 %	3,252	1,055
Something else	15.2 %	2.2 %	8.6 %	61.7 %	12.3 %	3,790	1,253
Military Service							
No Prior Military Service	21.2 %	2.5 %	8.8 %	49.2 %	18.4 %	145,129	50,264
Currently in Guard/Reserves	16.7 %	3.0 %	8.0 %	57.0 %	15.3 %	3,216	816
Retired	21.8 %	2.1 %	10.7 %	47.0 %	18.4 %	28,291	6,961
Separated/Discharged	18.0 %	2.0 %	8.7 %	55.5 %	15.8 %	29,395	8,843

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) In my work unit poor performers usually:

Demographics	There are no poor performers in my work unit	Leave the work unit quit	Leave the work unit removed or transferred	Remain in the work unit and continue to underperform	Remain in the work unit and improve their performance	Item Response Total**	Do Not Know
All Responses	20.4 %	2.4 %	9.0 %	50.4 %	17.8 %	219,694	72,324
Military Spouse							
Spouse of current active duty service member	16.1 %	2.9 %	6.6 %	61.7 %	12.7 %	2,345	786
Spouse of separated or retired service member with a disability rating of 100%	18.3 %	2.1 %	7.7 %	55.0 %	16.9 %	3,928	1,324
Widow(er) of a service member killed while on active duty	15.7 %	4.5 %	11.9 %	52.8 %	15.0 %	114	30
None of the categories listed	20.8 %	2.4 %	9.1 %	49.8 %	18.0 %	199,891	64,809
Non-Competitive Hiring Authority							
Yes	17.5 %	2.7 %	6.0 %	57.0 %	16.8 %	797	311
No	17.1 %	2.4 %	7.5 %	58.1 %	14.8 %	5,549	1,808
Disability							
Yes	19.7 %	2.3 %	8.9 %	52.6 %	16.5 %	32,055	10,603
No	20.8 %	2.4 %	9.0 %	49.5 %	18.3 %	169,435	54,366

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.3 %	36.2 %	24.3 %	15.8 %	9.4 %	265,187	26,568
Work Location							
Headquarters	16.6 %	38.0 %	22.9 %	14.7 %	7.8 %	82,695	7,527
Field	12.1 %	34.5 %	24.2 %	17.5 %	11.7 %	104,748	8,089
Full-time telework	17.7 %	39.0 %	24.1 %	12.7 %	6.4 %	60,381	8,952
Supervisory Status							
Senior Leader	32.1 %	42.0 %	14.4 %	8.1 %	3.5 %	6,418	198
Manager	19.0 %	44.5 %	18.8 %	12.0 %	5.7 %	24,312	648
Supervisor	14.2 %	42.1 %	21.7 %	14.7 %	7.3 %	44,918	1,584
Team Leader	12.9 %	35.2 %	24.2 %	17.8 %	9.9 %	31,074	2,119
Non-Supervisor	13.6 %	33.2 %	25.7 %	16.5 %	11.0 %	141,953	20,195
Sex							
Male	14.9 %	37.5 %	23.6 %	14.7 %	9.3 %	129,713	10,163
Female	14.3 %	35.3 %	24.0 %	17.0 %	9.4 %	110,228	13,345
Hispanic or Latino							
Yes	16.0 %	33.4 %	23.6 %	15.7 %	11.3 %	22,825	2,010
No	14.4 %	37.0 %	23.8 %	15.7 %	9.1 %	218,258	21,651
Race							
American Indian/Alaska Native	13.0 %	30.8 %	24.8 %	17.6 %	13.7 %	4,024	278
Asian	18.0 %	40.2 %	22.0 %	11.5 %	8.3 %	12,942	1,329
Black/African American	16.9 %	36.3 %	23.7 %	13.8 %	9.3 %	32,759	3,860
Native Hawaiian/Pacific Islander	16.8 %	32.4 %	26.3 %	13.1 %	11.3 %	1,276	83
White	14.1 %	37.0 %	23.8 %	16.1 %	8.9 %	172,134	16,205
Two or more races (Not Hispanic/Latino)	13.5 %	32.9 %	23.9 %	17.1 %	12.7 %	10,844	1,052
Age Group							
25 and under	14.3 %	38.0 %	24.4 %	16.6 %	6.7 %	2,708	321
26-29 years old	13.2 %	35.5 %	24.0 %	17.7 %	9.6 %	6,585	730
30-39 years old	12.4 %	33.7 %	23.8 %	18.0 %	12.1 %	44,368	4,493
40-49 years old	13.9 %	35.6 %	23.4 %	16.5 %	10.7 %	65,814	6,291
50-59 years old	15.8 %	38.2 %	23.5 %	14.5 %	7.9 %	80,938	7,836
60 or older	16.7 %	39.3 %	24.9 %	12.8 %	6.3 %	40,873	3,949

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.3 %	36.2 %	24.3 %	15.8 %	9.4 %	265,187	26,568
Level of Education							
Less than High School	17.8 %	40.5 %	28.6 %	4.4 %	8.7 %	126	14
H.S. Diploma/GED or equiv	13.8 %	34.2 %	26.9 %	14.8 %	10.3 %	7,826	622
Trade/Technical Certificate	11.6 %	30.6 %	27.7 %	18.3 %	11.8 %	4,276	324
Some College (no degree)	14.0 %	32.4 %	25.5 %	16.6 %	11.5 %	26,066	2,195
Associate's Degree	12.8 %	33.3 %	26.2 %	16.1 %	11.6 %	15,394	1,256
Bachelor's Degree	14.3 %	37.0 %	23.5 %	15.9 %	9.3 %	84,750	8,239
Master's Degree	16.0 %	39.1 %	22.4 %	14.6 %	8.0 %	77,073	7,483
Doctoral/Professional Degree	15.3 %	38.9 %	21.9 %	16.4 %	7.5 %	28,889	3,918
Pay Category							
Federal Wage System	9.1 %	28.7 %	26.3 %	19.8 %	16.0 %	6,595	223
GS 1-6	12.0 %	29.7 %	27.6 %	17.8 %	12.9 %	7,453	809
GS 7-12	13.1 %	34.1 %	25.2 %	16.8 %	10.8 %	89,611	9,980
GS 13-15	17.2 %	41.2 %	21.6 %	13.6 %	6.5 %	121,434	11,710
SES	34.2 %	45.2 %	12.1 %	6.1 %	2.5 %	4,294	133
SL/ST	19.7 %	46.0 %	18.2 %	10.1 %	6.0 %	1,055	73
Other	12.0 %	33.6 %	25.2 %	17.7 %	11.5 %	18,001	1,714
Time in Federal Government							
< 1 year	17.3 %	39.1 %	28.0 %	10.9 %	4.7 %	3,473	847
1-3 years	16.0 %	36.4 %	25.2 %	14.7 %	7.8 %	27,848	3,877
4-5 years	13.6 %	34.9 %	24.3 %	16.7 %	10.5 %	17,750	1,806
6-10 years	13.1 %	34.8 %	24.1 %	17.1 %	10.9 %	38,450	3,656
11-14 years	14.0 %	35.7 %	23.3 %	16.6 %	10.3 %	48,828	4,402
15-20 years	13.5 %	35.6 %	23.7 %	16.6 %	10.6 %	44,165	3,651
> 20 years	16.0 %	39.1 %	23.2 %	14.0 %	7.8 %	67,709	6,399
Time with Current Agency							
< 1 year	17.9 %	36.4 %	25.5 %	14.8 %	5.5 %	6,973	1,797
1-3 years	15.9 %	36.2 %	25.0 %	14.5 %	8.3 %	44,228	6,037
4-5 years	14.4 %	35.2 %	23.3 %	16.5 %	10.7 %	23,282	2,154
6-10 years	13.5 %	35.0 %	23.5 %	17.1 %	11.0 %	42,676	3,639
11-14 years	13.4 %	35.8 %	23.7 %	16.8 %	10.3 %	44,597	3,738
15-20 years	12.9 %	35.9 %	23.8 %	16.6 %	10.7 %	37,341	2,857
> 20 years	16.1 %	39.9 %	23.2 %	13.6 %	7.2 %	49,341	4,419

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.3 %	36.2 %	24.3 %	15.8 %	9.4 %	265,187	26,568
Leaving							
No	18.2 %	41.6 %	23.2 %	11.8 %	5.1 %	162,439	17,396
Yes, to retire	14.3 %	38.6 %	24.8 %	14.4 %	7.9 %	18,082	1,489
Yes, to other job in Govt.	8.0 %	26.3 %	24.6 %	23.8 %	17.4 %	39,945	3,407
Yes, to other job outside Govt.	6.4 %	25.4 %	23.1 %	24.4 %	20.6 %	12,051	860
Yes, other	6.8 %	25.4 %	26.3 %	22.8 %	18.7 %	15,588	1,429
Retiring							
Less than 1 year	12.8 %	36.7 %	25.1 %	14.8 %	10.7 %	9,393	781
1 year	14.2 %	38.6 %	25.5 %	14.2 %	7.5 %	7,553	584
2 years	15.7 %	38.7 %	23.4 %	14.7 %	7.4 %	13,490	1,203
3 years	14.6 %	38.8 %	25.1 %	13.8 %	7.6 %	13,948	1,242
4 years	14.8 %	38.0 %	24.1 %	15.9 %	7.1 %	9,175	826
5 years	15.1 %	37.1 %	24.4 %	15.1 %	8.3 %	19,285	1,736
More than 5 years	14.5 %	35.9 %	23.5 %	16.1 %	10.0 %	174,005	18,042
Transgender							
Yes	8.6 %	29.1 %	23.4 %	16.1 %	22.8 %	850	84
No	14.7 %	36.7 %	23.7 %	15.7 %	9.3 %	237,310	23,242
Consider Yourself as							
Straight	14.9 %	36.9 %	23.7 %	15.5 %	9.1 %	220,355	21,340
Gay or Lesbian	15.4 %	36.3 %	22.3 %	16.2 %	9.8 %	6,319	581
Bisexual	11.1 %	32.4 %	23.0 %	20.6 %	12.9 %	3,879	422
Something else	9.9 %	27.5 %	25.2 %	19.7 %	17.8 %	4,554	488
Military Service							
No Prior Military Service	13.9 %	36.6 %	24.1 %	16.0 %	9.4 %	176,160	19,055
Currently in Guard/Reserves	13.0 %	36.1 %	22.5 %	16.8 %	11.6 %	3,748	275
Retired	17.8 %	39.3 %	23.2 %	13.3 %	6.4 %	33,055	2,155
Separated/Discharged	14.0 %	33.4 %	23.7 %	16.7 %	12.2 %	35,107	3,113

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	14.3 %	36.2 %	24.3 %	15.8 %	9.4 %	265,187	26,568
Military Spouse							
Spouse of current active duty service member	12.9 %	33.5 %	23.1 %	18.7 %	11.8 %	2,840	286
Spouse of separated or retired service member with a disability rating of 100%	15.7 %	33.1 %	23.6 %	16.3 %	11.4 %	4,790	458
Widow(er) of a service member killed while on active duty	18.3 %	32.2 %	22.8 %	15.2 %	11.5 %	131	14
None of the categories listed	14.5 %	36.6 %	23.9 %	15.7 %	9.4 %	240,567	23,887
Non-Competitive Hiring Authority							
Yes	14.4 %	32.4 %	23.6 %	19.8 %	9.9 %	1,013	94
No	14.5 %	33.3 %	23.4 %	16.9 %	11.9 %	6,693	657
Disability							
Yes	15.4 %	32.3 %	22.9 %	16.8 %	12.6 %	38,961	3,664
No	14.4 %	37.5 %	23.9 %	15.4 %	8.7 %	203,452	20,139

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	29.9 %	50.0 %	11.2 %	6.1 %	2.8 %	289,170	2,750
Work Location							
Headquarters	33.9 %	48.4 %	9.6 %	5.7 %	2.4 %	89,660	616
Field	26.6 %	51.1 %	12.2 %	6.8 %	3.2 %	111,958	924
Full-time telework	34.8 %	48.8 %	9.3 %	4.9 %	2.1 %	68,503	868
Supervisory Status							
Senior Leader	49.9 %	40.3 %	5.0 %	3.0 %	1.8 %	6,592	20
Manager	33.6 %	50.5 %	8.2 %	5.6 %	2.0 %	24,907	63
Supervisor	28.9 %	52.7 %	10.2 %	6.0 %	2.2 %	46,350	168
Team Leader	28.0 %	50.2 %	11.8 %	7.2 %	2.8 %	33,028	173
Non-Supervisor	30.2 %	49.1 %	11.6 %	6.0 %	3.0 %	160,245	2,012
Sex							
Male	31.2 %	49.7 %	10.6 %	5.7 %	2.8 %	138,976	965
Female	29.9 %	50.0 %	11.0 %	6.4 %	2.7 %	122,354	1,283
Hispanic or Latino							
Yes	30.6 %	46.6 %	12.1 %	6.8 %	3.8 %	24,607	238
No	30.6 %	50.3 %	10.6 %	5.9 %	2.6 %	237,991	2,036
Race							
American Indian/Alaska Native	25.6 %	45.3 %	15.9 %	8.5 %	4.8 %	4,240	65
Asian	31.3 %	49.0 %	11.4 %	5.6 %	2.7 %	14,127	139
Black/African American	32.5 %	48.7 %	10.5 %	5.1 %	3.1 %	36,217	427
Native Hawaiian/Pacific Islander	27.5 %	48.7 %	13.3 %	6.6 %	4.0 %	1,345	13
White	30.7 %	50.5 %	10.3 %	6.0 %	2.4 %	187,042	1,394
Two or more races (Not Hispanic/Latino)	28.5 %	47.8 %	12.5 %	7.1 %	4.1 %	11,778	129
Age Group							
25 and under	35.8 %	49.6 %	9.1 %	3.6 %	1.9 %	3,011	27
26-29 years old	30.5 %	51.7 %	10.4 %	4.8 %	2.6 %	7,265	52
30-39 years old	28.3 %	49.7 %	11.8 %	6.8 %	3.5 %	48,508	390
40-49 years old	29.5 %	49.8 %	10.9 %	6.7 %	3.1 %	71,556	588
50-59 years old	31.4 %	50.2 %	10.3 %	5.8 %	2.3 %	88,084	740
60 or older	33.6 %	49.5 %	10.4 %	4.7 %	1.8 %	44,343	471

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	29.9 %	50.0 %	11.2 %	6.1 %	2.8 %	289,170	2,750
Level of Education							
Less than High School	35.4 %	42.4 %	16.5 %	3.3 %	2.4 %	133	7
H.S. Diploma/GED or equiv	26.1 %	50.6 %	14.4 %	5.9 %	3.0 %	8,357	99
Trade/Technical Certificate	25.9 %	49.0 %	15.2 %	6.9 %	3.1 %	4,555	49
Some College (no degree)	27.8 %	49.2 %	13.3 %	6.3 %	3.4 %	28,014	252
Associate's Degree	26.8 %	50.3 %	13.1 %	6.8 %	3.1 %	16,472	178
Bachelor's Degree	29.5 %	51.3 %	10.4 %	6.0 %	2.8 %	92,225	804
Master's Degree	32.1 %	49.9 %	9.4 %	6.1 %	2.4 %	83,939	691
Doctoral/Professional Degree	41.2 %	44.5 %	7.8 %	4.7 %	1.9 %	32,580	234
Pay Category							
Federal Wage System	21.0 %	51.5 %	15.0 %	8.0 %	4.5 %	6,770	49
GS 1-6	24.3 %	49.2 %	15.5 %	6.9 %	4.1 %	8,089	185
GS 7-12	28.7 %	50.2 %	11.8 %	6.1 %	3.1 %	98,534	1,111
GS 13-15	34.1 %	49.6 %	8.7 %	5.6 %	2.1 %	132,325	890
SES	55.8 %	36.7 %	4.1 %	2.4 %	1.0 %	4,416	11
SL/ST	47.4 %	41.8 %	6.4 %	3.1 %	1.3 %	1,121	6
Other	27.8 %	50.7 %	12.3 %	6.7 %	2.5 %	19,556	163
Time in Federal Government							
< 1 year	39.9 %	45.4 %	8.4 %	4.5 %	1.8 %	4,258	71
1-3 years	33.7 %	49.3 %	10.1 %	5.0 %	1.9 %	31,403	341
4-5 years	31.2 %	48.4 %	11.5 %	5.9 %	3.0 %	19,412	158
6-10 years	29.2 %	49.7 %	11.4 %	6.4 %	3.2 %	41,767	362
11-14 years	29.0 %	50.4 %	10.9 %	6.7 %	3.0 %	52,801	441
15-20 years	28.2 %	50.4 %	11.8 %	6.7 %	2.9 %	47,466	385
> 20 years	31.3 %	50.4 %	10.4 %	5.5 %	2.5 %	73,474	667
Time with Current Agency							
< 1 year	37.2 %	46.9 %	8.1 %	4.9 %	2.9 %	8,612	169
1-3 years	32.6 %	48.8 %	10.4 %	5.8 %	2.4 %	49,766	533
4-5 years	30.6 %	48.6 %	11.4 %	6.2 %	3.1 %	25,225	227
6-10 years	28.8 %	50.3 %	11.5 %	6.3 %	3.1 %	45,973	373
11-14 years	28.8 %	50.6 %	11.0 %	6.6 %	3.0 %	47,993	357
15-20 years	27.7 %	50.9 %	12.0 %	6.6 %	2.8 %	39,901	306
> 20 years	32.1 %	50.4 %	10.2 %	5.2 %	2.2 %	53,335	451

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	29.9 %	50.0 %	11.2 %	6.1 %	2.8 %	289,170	2,750
Leaving							
No	36.1 %	50.9 %	8.2 %	3.7 %	1.2 %	178,607	1,314
Yes, to retire	29.5 %	50.7 %	11.8 %	5.6 %	2.4 %	19,373	203
Yes, to other job in Govt.	19.9 %	47.9 %	15.7 %	10.9 %	5.7 %	42,892	489
Yes, to other job outside Govt.	19.0 %	47.4 %	15.4 %	10.9 %	7.3 %	12,789	125
Yes, other	17.9 %	47.8 %	17.5 %	11.1 %	5.8 %	16,745	277
Retiring							
Less than 1 year	27.8 %	49.1 %	13.0 %	6.3 %	3.8 %	10,067	106
1 year	29.9 %	50.4 %	11.6 %	5.7 %	2.4 %	8,063	79
2 years	30.5 %	50.8 %	11.1 %	5.5 %	2.1 %	14,558	140
3 years	30.2 %	51.2 %	10.8 %	5.3 %	2.5 %	15,059	130
4 years	30.1 %	51.5 %	10.5 %	5.7 %	2.2 %	9,926	80
5 years	30.2 %	50.5 %	10.9 %	5.9 %	2.5 %	20,861	167
More than 5 years	30.7 %	49.6 %	10.7 %	6.2 %	2.8 %	190,484	1,673
Transgender							
Yes	22.7 %	42.7 %	14.7 %	9.6 %	10.3 %	921	14
No	30.7 %	49.9 %	10.7 %	6.0 %	2.7 %	258,465	2,221
Consider Yourself as							
Straight	30.9 %	50.0 %	10.7 %	5.9 %	2.6 %	239,806	2,011
Gay or Lesbian	31.5 %	48.3 %	10.0 %	7.0 %	3.2 %	6,857	47
Bisexual	29.7 %	49.0 %	9.9 %	8.3 %	3.1 %	4,267	38
Something else	22.4 %	46.7 %	15.0 %	9.1 %	6.8 %	4,966	79
Military Service							
No Prior Military Service	30.5 %	49.9 %	10.9 %	6.1 %	2.6 %	193,564	1,771
Currently in Guard/Reserves	26.9 %	51.0 %	13.1 %	6.2 %	2.8 %	4,006	26
Retired	33.4 %	50.1 %	9.3 %	5.1 %	2.2 %	35,006	220
Separated/Discharged	27.9 %	49.4 %	12.2 %	6.9 %	3.7 %	37,833	381

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	29.9 %	50.0 %	11.2 %	6.1 %	2.8 %	289,170	2,750
Military Spouse							
Spouse of current active duty service member	26.5 %	48.0 %	12.8 %	8.6 %	4.1 %	3,097	31
Spouse of separated or retired service member with a disability rating of 100%	28.8 %	49.1 %	11.9 %	6.4 %	3.8 %	5,184	66
Widow(er) of a service member killed while on active duty	28.3 %	46.0 %	16.4 %	5.1 %	4.1 %	140	4
None of the categories listed	30.5 %	49.9 %	10.8 %	6.0 %	2.7 %	262,280	2,310
Non-Competitive Hiring Authority							
Yes	28.4 %	46.3 %	12.8 %	8.3 %	4.3 %	1,090	16
No	27.6 %	49.2 %	12.2 %	7.2 %	3.9 %	7,269	85
Disability							
Yes	30.4 %	46.4 %	11.9 %	7.0 %	4.3 %	42,147	503
No	30.6 %	50.5 %	10.6 %	5.8 %	2.4 %	221,889	1,805

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) Employees in my work unit meet the needs of our customers.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.0 %	48.2 %	9.9 %	1.5 %	0.4 %	280,411	10,895
Work Location							
Headquarters	42.5 %	47.6 %	8.5 %	1.1 %	0.3 %	87,857	2,268
Field	35.8 %	50.0 %	11.7 %	1.9 %	0.6 %	108,533	4,105
Full-time telework	47.4 %	44.5 %	7.1 %	0.8 %	0.2 %	65,816	3,428
Supervisory Status							
Senior Leader	45.6 %	47.9 %	5.3 %	0.9 %	0.3 %	6,560	41
Manager	34.6 %	55.6 %	8.2 %	1.3 %	0.2 %	24,752	188
Supervisor	37.0 %	52.5 %	9.2 %	1.1 %	0.3 %	45,778	663
Team Leader	36.6 %	50.4 %	11.1 %	1.6 %	0.4 %	32,373	790
Non-Supervisor	42.8 %	45.0 %	10.1 %	1.6 %	0.5 %	153,690	8,207
Sex							
Male	39.4 %	48.5 %	9.9 %	1.7 %	0.5 %	135,204	4,433
Female	41.8 %	47.4 %	9.4 %	1.1 %	0.3 %	118,648	4,800
Hispanic or Latino							
Yes	42.3 %	43.4 %	11.7 %	1.9 %	0.7 %	23,749	1,051
No	40.0 %	48.8 %	9.4 %	1.4 %	0.4 %	231,294	8,283
Race							
American Indian/Alaska Native	36.2 %	46.7 %	13.7 %	2.5 %	0.9 %	4,153	150
Asian	43.1 %	45.1 %	10.0 %	1.3 %	0.4 %	13,676	561
Black/African American	48.4 %	41.8 %	8.3 %	1.1 %	0.4 %	35,081	1,468
Native Hawaiian/Pacific Islander	41.6 %	41.6 %	14.8 %	1.7 %	0.3 %	1,312	41
White	38.6 %	50.1 %	9.5 %	1.4 %	0.4 %	181,905	6,192
Two or more races (Not Hispanic/Latino)	39.0 %	47.1 %	11.4 %	1.9 %	0.6 %	11,405	479
Age Group							
25 and under	46.7 %	43.8 %	8.2 %	1.0 %	0.3 %	2,872	157
26-29 years old	43.2 %	45.5 %	9.6 %	1.1 %	0.6 %	6,992	323
30-39 years old	37.6 %	48.5 %	11.4 %	1.9 %	0.6 %	46,943	1,899
40-49 years old	38.7 %	48.2 %	11.0 %	1.7 %	0.5 %	69,557	2,491
50-59 years old	41.5 %	48.3 %	8.7 %	1.2 %	0.3 %	85,887	2,767
60 or older	42.9 %	48.4 %	7.6 %	0.9 %	0.2 %	42,978	1,671

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) Employees in my work unit meet the needs of our customers.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.0 %	48.2 %	9.9 %	1.5 %	0.4 %	280,411	10,895
Level of Education							
Less than High School	49.5 %	40.6 %	8.2 %	1.5 %	0.2 %	133	8
H.S. Diploma/GED or equiv	45.1 %	41.5 %	10.3 %	2.3 %	0.8 %	8,046	371
Trade/Technical Certificate	41.9 %	43.3 %	12.1 %	2.3 %	0.4 %	4,389	190
Some College (no degree)	42.1 %	45.0 %	10.3 %	2.0 %	0.6 %	27,058	1,134
Associate's Degree	41.0 %	46.2 %	10.4 %	1.8 %	0.6 %	15,943	661
Bachelor's Degree	39.7 %	48.6 %	10.0 %	1.3 %	0.4 %	89,592	3,288
Master's Degree	38.8 %	50.4 %	9.3 %	1.2 %	0.3 %	82,196	2,313
Doctoral/Professional Degree	40.8 %	50.1 %	8.0 %	0.8 %	0.2 %	31,213	1,547
Pay Category							
Federal Wage System	34.7 %	47.6 %	14.0 %	2.9 %	0.9 %	6,563	232
GS 1-6	40.8 %	44.6 %	12.0 %	1.9 %	0.7 %	7,589	641
GS 7-12	41.3 %	46.0 %	10.6 %	1.6 %	0.5 %	95,048	4,402
GS 13-15	40.3 %	50.4 %	8.1 %	1.0 %	0.2 %	129,301	3,719
SES	46.1 %	48.7 %	4.4 %	0.7 %	0.1 %	4,406	19
SL/ST	39.2 %	51.7 %	8.1 %	0.4 %	0.6 %	1,095	33
Other	37.8 %	49.5 %	10.7 %	1.7 %	0.4 %	18,878	793
Time in Federal Government							
< 1 year	49.0 %	42.7 %	7.1 %	0.9 %	0.3 %	4,024	294
1-3 years	44.2 %	45.6 %	8.9 %	1.1 %	0.2 %	30,115	1,569
4-5 years	40.7 %	47.3 %	10.1 %	1.5 %	0.5 %	18,843	708
6-10 years	38.8 %	48.5 %	10.7 %	1.5 %	0.5 %	40,578	1,472
11-14 years	38.6 %	49.1 %	10.4 %	1.4 %	0.5 %	51,366	1,789
15-20 years	38.4 %	49.2 %	10.2 %	1.7 %	0.5 %	46,177	1,565
> 20 years	40.9 %	48.4 %	8.9 %	1.4 %	0.3 %	71,531	2,449
Time with Current Agency							
< 1 year	46.9 %	43.0 %	8.6 %	1.1 %	0.4 %	8,230	540
1-3 years	43.9 %	45.3 %	9.3 %	1.2 %	0.3 %	47,957	2,248
4-5 years	40.6 %	47.3 %	10.1 %	1.6 %	0.4 %	24,604	816
6-10 years	39.0 %	48.4 %	10.5 %	1.5 %	0.5 %	44,711	1,525
11-14 years	38.0 %	49.7 %	10.2 %	1.6 %	0.5 %	46,608	1,662
15-20 years	37.6 %	49.7 %	10.4 %	1.7 %	0.6 %	38,795	1,324
> 20 years	40.3 %	49.5 %	8.6 %	1.3 %	0.3 %	51,946	1,733

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) Employees in my work unit meet the needs of our customers.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.0 %	48.2 %	9.9 %	1.5 %	0.4 %	280,411	10,895
Leaving							
No	45.7 %	47.1 %	6.4 %	0.7 %	0.2 %	173,637	5,970
Yes, to retire	38.7 %	50.4 %	9.3 %	1.4 %	0.3 %	18,825	681
Yes, to other job in Govt.	30.6 %	49.8 %	16.2 %	2.6 %	0.8 %	41,640	1,677
Yes, to other job outside Govt.	26.4 %	50.0 %	18.1 %	3.9 %	1.6 %	12,345	549
Yes, other	29.7 %	49.6 %	16.4 %	3.4 %	1.0 %	16,061	919
Retiring							
Less than 1 year	36.8 %	50.4 %	10.2 %	2.0 %	0.6 %	9,749	382
1 year	38.4 %	50.7 %	9.4 %	1.0 %	0.4 %	7,847	267
2 years	40.2 %	48.9 %	9.4 %	1.3 %	0.2 %	14,157	501
3 years	39.9 %	49.0 %	9.4 %	1.3 %	0.5 %	14,654	498
4 years	40.0 %	49.6 %	9.0 %	1.0 %	0.3 %	9,646	324
5 years	40.9 %	48.4 %	8.9 %	1.5 %	0.4 %	20,298	683
More than 5 years	40.5 %	47.7 %	9.9 %	1.5 %	0.4 %	184,855	7,036
Transgender							
Yes	32.4 %	42.1 %	15.8 %	6.8 %	2.9 %	883	49
No	40.4 %	48.1 %	9.7 %	1.4 %	0.4 %	251,104	9,086
Consider Yourself as							
Straight	40.5 %	48.1 %	9.6 %	1.4 %	0.4 %	233,139	8,230
Gay or Lesbian	38.7 %	49.6 %	9.4 %	2.0 %	0.3 %	6,668	223
Bisexual	39.7 %	46.9 %	10.5 %	1.9 %	0.9 %	4,120	178
Something else	35.2 %	44.2 %	14.8 %	3.7 %	2.1 %	4,752	282
Military Service							
No Prior Military Service	40.0 %	48.5 %	9.7 %	1.4 %	0.4 %	187,481	7,545
Currently in Guard/Reserves	34.8 %	48.8 %	13.0 %	2.6 %	0.8 %	3,908	116
Retired	43.6 %	47.2 %	8.0 %	1.0 %	0.2 %	34,358	761
Separated/Discharged	38.5 %	47.6 %	11.3 %	2.0 %	0.6 %	36,725	1,405

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) Employees in my work unit meet the needs of our customers.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.0 %	48.2 %	9.9 %	1.5 %	0.4 %	280,411	10,895
Military Spouse							
Spouse of current active duty service member	39.8 %	45.1 %	13.0 %	1.7 %	0.4 %	3,033	87
Spouse of separated or retired service member with a disability rating of 100%	41.9 %	46.4 %	9.6 %	1.9 %	0.3 %	5,072	166
Widow(er) of a service member killed while on active duty	32.2 %	48.3 %	16.1 %	2.6 %	0.8 %	132	11
None of the categories listed	40.2 %	48.2 %	9.7 %	1.4 %	0.4 %	254,531	9,576
Non-Competitive Hiring Authority							
Yes	43.4 %	42.6 %	11.9 %	2.0 %	0.2 %	1,066	37
No	40.1 %	46.7 %	11.1 %	1.8 %	0.4 %	7,113	223
Disability							
Yes	40.8 %	45.8 %	10.8 %	2.0 %	0.6 %	40,906	1,590
No	40.2 %	48.6 %	9.5 %	1.3 %	0.4 %	215,519	7,830

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) Employees in my work unit contribute positively to my agency's performance.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.0 %	40.3 %	10.9 %	2.2 %	0.7 %	281,489	6,768
Work Location							
Headquarters	50.7 %	38.3 %	9.0 %	1.6 %	0.4 %	87,889	1,389
Field	40.2 %	42.5 %	13.3 %	3.0 %	0.9 %	109,059	2,257
Full-time telework	55.3 %	36.2 %	7.2 %	1.1 %	0.3 %	66,243	2,376
Supervisory Status							
Senior Leader	59.9 %	34.1 %	4.5 %	0.9 %	0.6 %	6,532	18
Manager	45.4 %	44.4 %	8.4 %	1.5 %	0.3 %	24,605	97
Supervisor	44.4 %	43.6 %	10.0 %	1.6 %	0.4 %	45,633	322
Team Leader	42.7 %	41.9 %	12.4 %	2.5 %	0.5 %	32,403	411
Non-Supervisor	47.7 %	37.9 %	11.2 %	2.4 %	0.8 %	154,973	5,240
Sex							
Male	45.5 %	40.4 %	10.9 %	2.4 %	0.8 %	135,715	2,382
Female	48.3 %	39.1 %	10.4 %	1.8 %	0.5 %	119,058	3,243
Hispanic or Latino							
Yes	46.4 %	36.7 %	12.8 %	3.0 %	1.1 %	23,843	634
No	46.6 %	40.4 %	10.4 %	2.1 %	0.6 %	232,124	5,056
Race							
American Indian/Alaska Native	39.8 %	38.2 %	16.0 %	4.5 %	1.5 %	4,124	122
Asian	49.3 %	38.8 %	9.7 %	1.6 %	0.5 %	13,877	295
Black/African American	53.8 %	34.6 %	9.2 %	1.8 %	0.6 %	34,959	1,143
Native Hawaiian/Pacific Islander	45.5 %	33.9 %	16.7 %	3.0 %	0.9 %	1,306	33
White	45.5 %	41.3 %	10.5 %	2.1 %	0.6 %	182,753	3,460
Two or more races (Not Hispanic/Latino)	42.7 %	39.9 %	13.2 %	3.0 %	1.1 %	11,415	334
Age Group							
25 and under	53.1 %	35.4 %	8.6 %	2.3 %	0.6 %	2,951	56
26-29 years old	48.1 %	38.2 %	10.5 %	2.4 %	0.8 %	7,152	117
30-39 years old	42.8 %	40.5 %	12.7 %	2.9 %	1.0 %	47,547	885
40-49 years old	44.6 %	40.5 %	11.7 %	2.5 %	0.8 %	69,939	1,386
50-59 years old	48.3 %	39.8 %	9.6 %	1.8 %	0.4 %	85,657	1,965
60 or older	50.8 %	39.1 %	8.5 %	1.2 %	0.3 %	42,920	1,241

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) Employees in my work unit contribute positively to my agency's performance.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.0 %	40.3 %	10.9 %	2.2 %	0.7 %	281,489	6,768
Level of Education							
Less than High School	49.1 %	30.7 %	15.2 %	4.8 %	0.2 %	134	6
H.S. Diploma/GED or equiv	45.3 %	36.6 %	13.6 %	3.3 %	1.2 %	7,992	306
Trade/Technical Certificate	40.8 %	38.3 %	16.0 %	4.3 %	0.7 %	4,376	141
Some College (no degree)	44.5 %	38.1 %	13.4 %	3.0 %	1.0 %	27,036	784
Associate's Degree	42.8 %	40.2 %	12.8 %	3.3 %	0.9 %	15,867	476
Bachelor's Degree	45.8 %	40.8 %	10.6 %	2.1 %	0.7 %	89,894	2,038
Master's Degree	48.5 %	40.4 %	9.1 %	1.6 %	0.4 %	82,347	1,412
Doctoral/Professional Degree	52.4 %	39.0 %	7.2 %	1.0 %	0.3 %	31,895	625
Pay Category							
Federal Wage System	33.1 %	42.7 %	17.8 %	4.7 %	1.7 %	6,548	119
GS 1-6	41.8 %	38.9 %	14.6 %	3.4 %	1.4 %	7,690	432
GS 7-12	45.8 %	39.0 %	11.9 %	2.6 %	0.8 %	95,341	2,936
GS 13-15	49.9 %	40.5 %	8.0 %	1.3 %	0.3 %	129,728	2,127
SES	66.2 %	30.0 %	3.0 %	0.6 %	0.2 %	4,396	8
SL/ST	55.7 %	36.2 %	6.9 %	0.9 %	0.2 %	1,109	11
Other	42.2 %	42.0 %	12.5 %	2.6 %	0.6 %	19,054	409
Time in Federal Government							
< 1 year	56.3 %	33.7 %	7.3 %	1.9 %	0.8 %	4,151	124
1-3 years	50.2 %	37.4 %	10.0 %	1.9 %	0.5 %	30,614	795
4-5 years	46.5 %	38.9 %	11.5 %	2.3 %	0.8 %	18,947	389
6-10 years	44.4 %	40.7 %	11.6 %	2.5 %	0.8 %	40,767	865
11-14 years	44.6 %	41.1 %	11.5 %	2.1 %	0.7 %	51,467	1,163
15-20 years	44.2 %	41.3 %	11.3 %	2.4 %	0.8 %	46,261	964
> 20 years	48.4 %	39.8 %	9.4 %	1.9 %	0.5 %	71,401	1,762
Time with Current Agency							
< 1 year	56.0 %	32.1 %	9.5 %	1.6 %	0.8 %	8,348	317
1-3 years	49.7 %	37.7 %	10.0 %	2.0 %	0.5 %	48,486	1,246
4-5 years	45.6 %	39.7 %	11.5 %	2.5 %	0.7 %	24,684	486
6-10 years	44.6 %	40.7 %	11.6 %	2.4 %	0.7 %	44,849	922
11-14 years	44.0 %	41.4 %	11.5 %	2.3 %	0.8 %	46,699	1,087
15-20 years	43.4 %	41.7 %	11.6 %	2.5 %	0.8 %	38,893	786
> 20 years	48.5 %	40.5 %	8.9 %	1.7 %	0.4 %	51,876	1,221

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) Employees in my work unit contribute positively to my agency's performance.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.0 %	40.3 %	10.9 %	2.2 %	0.7 %	281,489	6,768
Leaving							
No	53.1 %	38.5 %	7.1 %	1.1 %	0.2 %	174,664	3,432
Yes, to retire	46.3 %	40.9 %	10.4 %	1.8 %	0.6 %	18,788	474
Yes, to other job in Govt.	34.5 %	42.6 %	17.7 %	4.0 %	1.2 %	41,531	1,169
Yes, to other job outside Govt.	30.5 %	43.0 %	18.9 %	5.5 %	2.1 %	12,426	300
Yes, other	32.2 %	42.5 %	18.4 %	5.1 %	1.8 %	16,072	651
Retiring							
Less than 1 year	44.2 %	40.7 %	11.6 %	2.2 %	1.3 %	9,729	282
1 year	45.7 %	41.1 %	11.0 %	1.7 %	0.4 %	7,823	183
2 years	46.6 %	41.2 %	9.9 %	1.9 %	0.4 %	14,113	362
3 years	46.5 %	40.4 %	10.8 %	1.7 %	0.6 %	14,617	336
4 years	47.2 %	41.1 %	9.5 %	1.8 %	0.4 %	9,634	220
5 years	47.5 %	40.1 %	9.7 %	2.2 %	0.5 %	20,287	461
More than 5 years	46.5 %	39.7 %	10.8 %	2.3 %	0.7 %	185,970	4,098
Transgender							
Yes	38.0 %	31.3 %	16.4 %	10.8 %	3.5 %	883	32
No	46.7 %	39.9 %	10.7 %	2.1 %	0.6 %	252,019	5,521
Consider Yourself as							
Straight	46.8 %	40.0 %	10.6 %	2.1 %	0.6 %	233,894	5,020
Gay or Lesbian	47.3 %	38.2 %	11.1 %	2.5 %	0.8 %	6,693	134
Bisexual	46.6 %	38.1 %	11.5 %	2.9 %	0.9 %	4,181	79
Something else	40.0 %	36.1 %	16.0 %	5.5 %	2.4 %	4,788	184
Military Service							
No Prior Military Service	46.7 %	40.3 %	10.3 %	2.1 %	0.6 %	188,740	4,423
Currently in Guard/Reserves	40.4 %	41.7 %	13.9 %	3.1 %	1.0 %	3,913	67
Retired	50.3 %	38.7 %	9.1 %	1.6 %	0.3 %	34,130	570
Separated/Discharged	42.8 %	39.5 %	13.5 %	3.0 %	1.2 %	36,673	975

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) Employees in my work unit contribute positively to my agency's performance.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.0 %	40.3 %	10.9 %	2.2 %	0.7 %	281,489	6,768
Military Spouse							
Spouse of current active duty service member	42.5 %	39.2 %	14.4 %	2.7 %	1.2 %	3,033	57
Spouse of separated or retired service member with a disability rating of 100%	45.2 %	38.5 %	12.8 %	3.2 %	0.3 %	5,069	122
Widow(er) of a service member killed while on active duty	35.2 %	42.9 %	18.3 %	2.5 %	1.2 %	137	6
None of the categories listed	46.6 %	40.0 %	10.6 %	2.1 %	0.7 %	255,509	5,866
Non-Competitive Hiring Authority							
Yes	46.0 %	36.5 %	12.8 %	4.2 %	0.6 %	1,062	33
No	43.3 %	39.4 %	13.8 %	2.8 %	0.7 %	7,117	150
Disability							
Yes	46.4 %	37.2 %	12.2 %	3.1 %	1.1 %	40,821	1,181
No	46.6 %	40.4 %	10.4 %	2.0 %	0.6 %	216,546	4,572

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) Employees in my work unit produce high-quality work.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	42.4 %	41.2 %	13.2 %	2.6 %	0.7 %	283,480	6,887
Work Location							
Headquarters	46.7 %	39.9 %	10.9 %	2.0 %	0.4 %	88,566	1,293
Field	37.2 %	42.8 %	15.7 %	3.3 %	1.0 %	109,962	2,251
Full-time telework	50.6 %	38.2 %	9.4 %	1.5 %	0.3 %	66,454	2,620
Supervisory Status							
Senior Leader	53.4 %	38.3 %	6.5 %	1.3 %	0.5 %	6,567	20
Manager	39.4 %	47.4 %	11.2 %	1.6 %	0.4 %	24,770	92
Supervisor	39.9 %	45.1 %	12.6 %	2.1 %	0.4 %	45,962	311
Team Leader	38.4 %	42.5 %	15.4 %	3.1 %	0.6 %	32,730	318
Non-Supervisor	44.9 %	38.4 %	13.1 %	2.7 %	0.8 %	155,935	5,473
Sex							
Male	41.8 %	41.6 %	13.0 %	2.8 %	0.8 %	136,819	2,321
Female	44.7 %	40.0 %	12.7 %	2.1 %	0.5 %	119,662	3,455
Hispanic or Latino							
Yes	43.3 %	37.1 %	15.2 %	3.1 %	1.2 %	24,004	681
No	42.9 %	41.5 %	12.6 %	2.4 %	0.6 %	233,694	5,169
Race							
American Indian/Alaska Native	37.0 %	40.2 %	16.9 %	4.3 %	1.5 %	4,152	128
Asian	44.4 %	40.1 %	12.4 %	2.3 %	0.7 %	13,879	324
Black/African American	50.0 %	35.8 %	11.4 %	2.1 %	0.7 %	35,213	1,207
Native Hawaiian/Pacific Islander	41.6 %	37.2 %	17.4 %	3.6 %	0.2 %	1,313	38
White	41.8 %	42.3 %	12.8 %	2.5 %	0.6 %	184,037	3,500
Two or more races (Not Hispanic/Latino)	40.1 %	40.0 %	15.2 %	3.6 %	1.1 %	11,510	321
Age Group							
25 and under	47.8 %	37.9 %	11.1 %	2.4 %	0.7 %	2,961	60
26-29 years old	42.5 %	40.5 %	13.7 %	2.7 %	0.6 %	7,153	129
30-39 years old	38.8 %	40.9 %	15.8 %	3.5 %	1.0 %	47,803	915
40-49 years old	40.9 %	41.5 %	13.9 %	3.0 %	0.7 %	70,388	1,389
50-59 years old	44.8 %	41.2 %	11.5 %	2.0 %	0.5 %	86,381	1,995
60 or older	47.7 %	40.0 %	10.3 %	1.5 %	0.4 %	43,228	1,308

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) Employees in my work unit produce high-quality work.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	42.4 %	41.2 %	13.2 %	2.6 %	0.7 %	283,480	6,887
Level of Education							
Less than High School	47.7 %	34.4 %	15.6 %	2.3 %	0.0 %	137	4
H.S. Diploma/GED or equiv	43.6 %	36.7 %	14.7 %	3.7 %	1.2 %	8,072	298
Trade/Technical Certificate	41.8 %	37.5 %	15.3 %	4.4 %	1.0 %	4,418	137
Some College (no degree)	42.5 %	38.4 %	14.8 %	3.4 %	0.9 %	27,275	795
Associate's Degree	41.0 %	40.2 %	14.8 %	3.2 %	0.8 %	16,065	470
Bachelor's Degree	42.0 %	41.7 %	13.2 %	2.5 %	0.6 %	90,465	2,118
Master's Degree	43.1 %	42.6 %	11.8 %	2.0 %	0.5 %	82,754	1,509
Doctoral/Professional Degree	48.2 %	40.5 %	9.6 %	1.4 %	0.3 %	32,101	621
Pay Category							
Federal Wage System	34.4 %	42.3 %	16.8 %	4.9 %	1.6 %	6,669	99
GS 1-6	40.0 %	38.7 %	16.0 %	4.0 %	1.3 %	7,736	451
GS 7-12	42.5 %	39.4 %	14.4 %	3.0 %	0.8 %	95,926	3,146
GS 13-15	45.2 %	42.4 %	10.4 %	1.6 %	0.3 %	130,626	2,082
SES	56.2 %	38.2 %	4.8 %	0.6 %	0.1 %	4,410	7
SL/ST	52.7 %	37.1 %	9.0 %	0.9 %	0.4 %	1,107	8
Other	38.6 %	42.7 %	15.0 %	2.7 %	1.0 %	19,203	387
Time in Federal Government							
< 1 year	51.7 %	36.0 %	9.9 %	2.0 %	0.5 %	4,154	153
1-3 years	45.9 %	39.0 %	12.2 %	2.5 %	0.5 %	30,674	898
4-5 years	42.1 %	40.0 %	14.3 %	2.8 %	0.8 %	19,096	407
6-10 years	40.2 %	41.8 %	14.2 %	3.1 %	0.7 %	41,049	880
11-14 years	40.7 %	42.0 %	14.0 %	2.6 %	0.7 %	51,831	1,146
15-20 years	40.9 %	41.9 %	13.7 %	2.8 %	0.7 %	46,643	922
> 20 years	45.5 %	40.8 %	11.0 %	1.9 %	0.7 %	71,991	1,779
Time with Current Agency							
< 1 year	50.7 %	35.2 %	11.8 %	1.6 %	0.6 %	8,382	354
1-3 years	45.5 %	38.9 %	12.6 %	2.6 %	0.5 %	48,697	1,351
4-5 years	41.7 %	40.2 %	14.3 %	3.0 %	0.7 %	24,856	504
6-10 years	40.7 %	41.5 %	14.3 %	2.8 %	0.8 %	45,163	932
11-14 years	40.4 %	42.6 %	13.5 %	2.7 %	0.8 %	47,062	1,052
15-20 years	40.5 %	42.2 %	13.7 %	2.9 %	0.8 %	39,206	757
> 20 years	45.4 %	41.7 %	10.6 %	1.7 %	0.6 %	52,284	1,243

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) Employees in my work unit produce high-quality work.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	42.4 %	41.2 %	13.2 %	2.6 %	0.7 %	283,480	6,887
Leaving							
No	48.8 %	40.6 %	9.1 %	1.2 %	0.3 %	175,499	3,668
Yes, to retire	42.9 %	42.1 %	12.4 %	2.0 %	0.6 %	18,970	487
Yes, to other job in Govt.	31.6 %	41.6 %	20.9 %	4.8 %	1.2 %	41,950	1,137
Yes, to other job outside Govt.	28.0 %	42.1 %	21.6 %	6.3 %	1.9 %	12,567	269
Yes, other	30.9 %	41.0 %	20.5 %	5.4 %	2.1 %	16,316	583
Retiring							
Less than 1 year	40.9 %	41.4 %	13.6 %	2.8 %	1.2 %	9,813	286
1 year	42.7 %	42.1 %	12.8 %	1.9 %	0.4 %	7,892	196
2 years	44.5 %	41.4 %	11.8 %	1.9 %	0.5 %	14,234	369
3 years	43.8 %	41.2 %	12.4 %	2.1 %	0.6 %	14,791	333
4 years	43.5 %	42.8 %	11.3 %	2.0 %	0.4 %	9,733	212
5 years	44.6 %	41.2 %	11.5 %	2.2 %	0.6 %	20,485	450
More than 5 years	42.5 %	40.8 %	13.3 %	2.7 %	0.7 %	187,026	4,231
Transgender							
Yes	37.2 %	31.0 %	16.4 %	10.2 %	5.2 %	895	33
No	43.0 %	40.9 %	12.9 %	2.5 %	0.7 %	253,704	5,676
Consider Yourself as							
Straight	43.1 %	41.0 %	12.8 %	2.5 %	0.6 %	235,438	5,177
Gay or Lesbian	42.4 %	40.8 %	13.3 %	2.8 %	0.7 %	6,731	136
Bisexual	42.3 %	39.9 %	14.4 %	2.7 %	0.6 %	4,199	84
Something else	36.9 %	36.5 %	17.9 %	5.9 %	2.8 %	4,852	168
Military Service							
No Prior Military Service	43.1 %	41.3 %	12.6 %	2.3 %	0.7 %	189,826	4,623
Currently in Guard/Reserves	37.8 %	41.9 %	16.2 %	3.3 %	0.8 %	3,942	61
Retired	45.6 %	40.8 %	11.2 %	2.0 %	0.4 %	34,483	556
Separated/Discharged	39.7 %	39.9 %	15.6 %	3.7 %	1.1 %	37,012	935

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) Employees in my work unit produce high-quality work.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	42.4 %	41.2 %	13.2 %	2.6 %	0.7 %	283,480	6,887
Military Spouse							
Spouse of current active duty service member	39.0 %	38.8 %	17.8 %	3.5 %	0.9 %	3,049	58
Spouse of separated or retired service member with a disability rating of 100%	42.3 %	39.4 %	14.6 %	3.1 %	0.7 %	5,099	125
Widow(er) of a service member killed while on active duty	35.5 %	41.6 %	15.4 %	4.0 %	3.5 %	137	5
None of the categories listed	42.9 %	41.1 %	12.9 %	2.5 %	0.7 %	257,272	5,999
Non-Competitive Hiring Authority							
Yes	43.9 %	34.0 %	16.5 %	4.3 %	1.2 %	1,071	25
No	40.0 %	40.2 %	15.9 %	3.1 %	0.7 %	7,156	160
Disability							
Yes	43.2 %	38.3 %	14.1 %	3.5 %	1.0 %	41,158	1,177
No	42.8 %	41.5 %	12.7 %	2.3 %	0.6 %	217,938	4,744

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit adapt to changing priorities.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.3 %	36.6 %	15.0 %	4.1 %	1.0 %	283,768	6,500
Work Location							
Headquarters	47.3 %	34.8 %	13.5 %	3.5 %	0.9 %	88,549	1,318
Field	38.1 %	38.1 %	17.3 %	5.1 %	1.3 %	110,113	2,120
Full-time telework	51.7 %	34.6 %	10.9 %	2.3 %	0.5 %	66,622	2,354
Supervisory Status							
Senior Leader	54.2 %	32.8 %	10.0 %	2.6 %	0.4 %	6,570	23
Manager	41.5 %	40.1 %	14.5 %	3.4 %	0.6 %	24,779	88
Supervisor	40.2 %	40.2 %	15.1 %	3.6 %	0.8 %	46,006	288
Team Leader	40.5 %	36.9 %	16.7 %	5.0 %	1.0 %	32,629	384
Non-Supervisor	45.5 %	34.6 %	14.6 %	4.1 %	1.2 %	156,276	5,056
Sex							
Male	42.6 %	36.8 %	15.1 %	4.4 %	1.1 %	136,839	2,310
Female	45.5 %	35.8 %	14.3 %	3.5 %	0.8 %	119,899	3,144
Hispanic or Latino							
Yes	44.1 %	33.7 %	16.0 %	4.7 %	1.5 %	24,099	597
No	43.7 %	36.8 %	14.6 %	3.9 %	0.9 %	233,860	4,922
Race							
American Indian/Alaska Native	38.9 %	32.9 %	19.0 %	6.8 %	2.3 %	4,159	119
Asian	44.8 %	37.7 %	13.3 %	3.2 %	1.0 %	13,874	322
Black/African American	49.9 %	32.6 %	13.2 %	3.2 %	1.0 %	35,412	1,022
Native Hawaiian/Pacific Islander	42.5 %	32.3 %	19.1 %	5.6 %	0.6 %	1,317	29
White	42.8 %	37.4 %	14.9 %	4.0 %	0.9 %	184,027	3,448
Two or more races (Not Hispanic/Latino)	42.2 %	34.4 %	16.2 %	5.7 %	1.5 %	11,540	296
Age Group							
25 and under	51.1 %	33.3 %	11.4 %	3.2 %	1.0 %	2,962	57
26-29 years old	45.8 %	33.4 %	15.0 %	4.7 %	1.1 %	7,155	123
30-39 years old	41.6 %	34.8 %	16.7 %	5.4 %	1.5 %	47,749	858
40-49 years old	42.2 %	36.6 %	15.4 %	4.5 %	1.2 %	70,417	1,339
50-59 years old	44.7 %	37.1 %	14.0 %	3.4 %	0.7 %	86,569	1,844
60 or older	46.0 %	37.9 %	13.0 %	2.5 %	0.6 %	43,316	1,244

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit adapt to changing priorities.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.3 %	36.6 %	15.0 %	4.1 %	1.0 %	283,768	6,500
Level of Education							
Less than High School	42.5 %	40.6 %	13.2 %	3.3 %	0.4 %	134	5
H.S. Diploma/GED or equiv	42.8 %	34.0 %	16.5 %	4.7 %	1.9 %	8,138	261
Trade/Technical Certificate	40.2 %	33.4 %	18.1 %	7.1 %	1.1 %	4,445	125
Some College (no degree)	43.2 %	34.4 %	16.0 %	5.0 %	1.5 %	27,407	705
Associate's Degree	41.6 %	34.9 %	17.2 %	4.8 %	1.5 %	16,155	391
Bachelor's Degree	43.6 %	36.8 %	14.7 %	4.0 %	0.9 %	90,583	1,919
Master's Degree	44.3 %	37.6 %	13.8 %	3.4 %	0.8 %	82,806	1,412
Doctoral/Professional Degree	46.3 %	37.7 %	12.4 %	3.0 %	0.5 %	31,898	780
Pay Category							
Federal Wage System	34.5 %	36.6 %	19.2 %	7.4 %	2.4 %	6,659	97
GS 1-6	39.9 %	32.3 %	19.8 %	5.8 %	2.2 %	7,810	390
GS 7-12	43.4 %	35.4 %	15.4 %	4.6 %	1.2 %	96,301	2,764
GS 13-15	46.2 %	37.7 %	12.8 %	2.8 %	0.5 %	130,438	2,139
SES	57.9 %	32.6 %	8.1 %	1.3 %	0.2 %	4,419	8
SL/ST	45.4 %	39.0 %	12.4 %	2.7 %	0.5 %	1,113	10
Other	39.6 %	38.0 %	16.7 %	4.6 %	1.1 %	19,216	403
Time in Federal Government							
< 1 year	52.5 %	30.0 %	12.9 %	3.7 %	0.9 %	4,128	165
1-3 years	47.4 %	33.9 %	14.0 %	3.8 %	1.0 %	30,731	807
4-5 years	44.5 %	34.8 %	15.0 %	4.6 %	1.1 %	19,117	352
6-10 years	42.4 %	36.1 %	15.8 %	4.8 %	1.0 %	41,034	854
11-14 years	41.8 %	37.6 %	15.2 %	4.3 %	1.1 %	51,880	1,092
15-20 years	41.6 %	37.1 %	15.8 %	4.4 %	1.2 %	46,693	891
> 20 years	44.7 %	37.7 %	13.7 %	3.1 %	0.8 %	72,129	1,671
Time with Current Agency							
< 1 year	51.6 %	31.0 %	12.9 %	3.5 %	1.0 %	8,354	368
1-3 years	47.0 %	34.2 %	13.9 %	3.9 %	1.0 %	48,763	1,219
4-5 years	43.5 %	35.3 %	15.2 %	4.9 %	1.1 %	24,861	455
6-10 years	42.6 %	36.2 %	15.5 %	4.7 %	1.0 %	45,199	874
11-14 years	41.0 %	38.0 %	15.5 %	4.4 %	1.1 %	47,122	1,012
15-20 years	41.1 %	37.5 %	16.0 %	4.2 %	1.2 %	39,276	721
> 20 years	44.6 %	38.4 %	13.6 %	2.8 %	0.7 %	52,357	1,184

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit adapt to changing priorities.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.3 %	36.6 %	15.0 %	4.1 %	1.0 %	283,768	6,500
Leaving							
No	49.3 %	36.6 %	11.5 %	2.2 %	0.4 %	175,598	3,483
Yes, to retire	41.9 %	39.2 %	15.1 %	3.1 %	0.7 %	19,003	454
Yes, to other job in Govt.	34.1 %	35.2 %	21.0 %	7.6 %	2.0 %	42,077	1,004
Yes, to other job outside Govt.	30.7 %	35.6 %	21.3 %	9.4 %	3.0 %	12,552	277
Yes, other	31.5 %	36.4 %	22.0 %	7.7 %	2.5 %	16,366	551
Retiring							
Less than 1 year	40.8 %	38.6 %	15.5 %	3.9 %	1.3 %	9,836	273
1 year	41.5 %	38.7 %	15.8 %	3.5 %	0.6 %	7,908	174
2 years	43.2 %	38.6 %	14.0 %	3.4 %	0.8 %	14,290	349
3 years	42.6 %	37.6 %	15.5 %	3.5 %	0.7 %	14,800	315
4 years	43.1 %	38.5 %	14.3 %	3.5 %	0.6 %	9,758	198
5 years	44.0 %	37.6 %	14.0 %	3.6 %	0.9 %	20,507	426
More than 5 years	44.1 %	35.8 %	14.8 %	4.2 %	1.1 %	187,164	3,966
Transgender							
Yes	39.0 %	26.8 %	17.0 %	11.7 %	5.6 %	894	31
No	43.8 %	36.4 %	14.8 %	4.0 %	1.0 %	253,944	5,361
Consider Yourself as							
Straight	43.9 %	36.5 %	14.8 %	3.9 %	1.0 %	235,687	4,882
Gay or Lesbian	44.9 %	34.9 %	14.8 %	4.2 %	1.2 %	6,737	124
Bisexual	46.0 %	33.7 %	12.8 %	6.2 %	1.4 %	4,200	78
Something else	38.6 %	32.3 %	17.9 %	7.9 %	3.4 %	4,835	173
Military Service							
No Prior Military Service	43.8 %	36.9 %	14.5 %	3.8 %	0.9 %	189,973	4,401
Currently in Guard/Reserves	40.5 %	36.1 %	16.5 %	5.4 %	1.4 %	3,953	57
Retired	46.0 %	35.7 %	14.1 %	3.5 %	0.7 %	34,517	505
Separated/Discharged	41.4 %	35.1 %	16.6 %	5.4 %	1.6 %	37,113	840

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit adapt to changing priorities.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.3 %	36.6 %	15.0 %	4.1 %	1.0 %	283,768	6,500
Military Spouse							
Spouse of current active duty service member	41.2 %	32.7 %	17.8 %	6.6 %	1.7 %	3,053	54
Spouse of separated or retired service member with a disability rating of 100%	42.7 %	35.4 %	15.0 %	5.7 %	1.2 %	5,106	105
Widow(er) of a service member killed while on active duty	35.6 %	42.2 %	13.4 %	5.4 %	3.4 %	139	5
None of the categories listed	43.8 %	36.5 %	14.8 %	4.0 %	1.0 %	257,556	5,646
Non-Competitive Hiring Authority							
Yes	43.9 %	30.0 %	17.7 %	6.4 %	1.9 %	1,072	27
No	41.5 %	35.1 %	15.9 %	6.1 %	1.4 %	7,168	135
Disability							
Yes	43.5 %	33.1 %	16.3 %	5.6 %	1.6 %	41,308	1,049
No	43.8 %	37.1 %	14.5 %	3.7 %	0.9 %	218,054	4,525

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) Employees in my work unit successfully collaborate.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.5 %	36.4 %	16.9 %	5.7 %	1.5 %	286,829	4,445
Work Location							
Headquarters	43.2 %	35.6 %	15.0 %	5.1 %	1.1 %	89,270	840
Field	34.2 %	37.7 %	19.2 %	6.8 %	2.1 %	111,196	1,457
Full-time telework	48.7 %	33.9 %	12.7 %	3.8 %	0.9 %	67,633	1,596
Supervisory Status							
Senior Leader	50.0 %	35.8 %	10.6 %	2.5 %	1.1 %	6,596	10
Manager	37.3 %	41.8 %	16.2 %	4.0 %	0.7 %	24,886	62
Supervisor	37.7 %	40.3 %	16.1 %	4.9 %	0.9 %	46,248	196
Team Leader	36.1 %	37.5 %	18.9 %	6.2 %	1.4 %	32,916	231
Non-Supervisor	41.5 %	33.8 %	16.6 %	6.2 %	1.9 %	158,441	3,442
Sex							
Male	39.0 %	37.2 %	16.6 %	5.7 %	1.6 %	138,146	1,512
Female	41.7 %	35.0 %	16.4 %	5.5 %	1.4 %	121,262	2,154
Hispanic or Latino							
Yes	41.0 %	33.0 %	17.7 %	6.0 %	2.3 %	24,346	437
No	39.9 %	36.8 %	16.4 %	5.6 %	1.4 %	236,316	3,268
Race							
American Indian/Alaska Native	34.7 %	33.1 %	19.8 %	8.4 %	4.0 %	4,204	92
Asian	43.1 %	36.5 %	14.9 %	4.3 %	1.1 %	14,003	236
Black/African American	46.3 %	31.8 %	15.3 %	5.0 %	1.6 %	35,777	774
Native Hawaiian/Pacific Islander	38.7 %	34.2 %	17.2 %	7.3 %	2.6 %	1,333	25
White	39.0 %	37.5 %	16.5 %	5.6 %	1.4 %	185,905	2,187
Two or more races (Not Hispanic/Latino)	37.3 %	34.8 %	18.0 %	7.6 %	2.2 %	11,673	211
Age Group							
25 and under	46.5 %	34.0 %	13.1 %	4.9 %	1.4 %	2,996	38
26-29 years old	40.5 %	35.8 %	16.9 %	5.4 %	1.4 %	7,228	75
30-39 years old	37.3 %	35.4 %	18.5 %	6.7 %	2.1 %	48,220	592
40-49 years old	38.1 %	36.9 %	17.2 %	6.1 %	1.7 %	71,178	854
50-59 years old	41.3 %	36.6 %	15.6 %	5.2 %	1.2 %	87,400	1,256
60 or older	43.9 %	36.1 %	14.7 %	4.4 %	1.0 %	43,820	865

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) Employees in my work unit successfully collaborate.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.5 %	36.4 %	16.9 %	5.7 %	1.5 %	286,829	4,445
Level of Education							
Less than High School	40.8 %	42.4 %	7.7 %	8.3 %	0.9 %	136	3
H.S. Diploma/GED or equiv	40.4 %	33.2 %	17.3 %	6.4 %	2.7 %	8,209	210
Trade/Technical Certificate	35.5 %	33.9 %	20.0 %	8.5 %	2.1 %	4,473	109
Some College (no degree)	38.3 %	34.2 %	18.1 %	7.2 %	2.2 %	27,617	579
Associate's Degree	36.8 %	34.0 %	19.7 %	7.3 %	2.2 %	16,286	314
Bachelor's Degree	40.0 %	36.7 %	16.6 %	5.3 %	1.5 %	91,574	1,274
Master's Degree	40.7 %	37.9 %	15.6 %	4.8 %	1.0 %	83,660	845
Doctoral/Professional Degree	44.5 %	37.2 %	13.0 %	4.4 %	0.8 %	32,347	432
Pay Category							
Federal Wage System	27.5 %	37.2 %	22.4 %	9.5 %	3.5 %	6,720	81
GS 1-6	36.8 %	31.0 %	20.1 %	8.7 %	3.4 %	7,898	339
GS 7-12	39.4 %	34.6 %	17.6 %	6.5 %	1.9 %	97,414	1,996
GS 13-15	43.2 %	37.8 %	14.3 %	3.9 %	0.7 %	131,813	1,219
SES	53.3 %	36.6 %	7.9 %	1.4 %	0.7 %	4,420	7
SL/ST	43.7 %	40.0 %	12.6 %	3.2 %	0.4 %	1,119	7
Other	35.2 %	38.7 %	18.3 %	6.2 %	1.5 %	19,400	272
Time in Federal Government							
< 1 year	49.0 %	32.5 %	12.8 %	4.7 %	1.0 %	4,212	102
1-3 years	43.3 %	34.1 %	15.7 %	5.5 %	1.4 %	31,152	541
4-5 years	40.3 %	34.9 %	16.3 %	6.4 %	2.0 %	19,309	231
6-10 years	37.7 %	36.7 %	17.6 %	6.3 %	1.7 %	41,486	559
11-14 years	38.2 %	36.7 %	17.6 %	5.9 %	1.6 %	52,427	721
15-20 years	37.7 %	37.0 %	17.5 %	6.1 %	1.6 %	47,148	615
> 20 years	41.8 %	37.1 %	15.3 %	4.6 %	1.2 %	72,801	1,163
Time with Current Agency							
< 1 year	46.8 %	31.6 %	15.1 %	5.4 %	1.2 %	8,544	218
1-3 years	42.7 %	34.3 %	15.7 %	5.8 %	1.5 %	49,395	814
4-5 years	39.7 %	35.2 %	16.9 %	6.2 %	2.0 %	25,102	303
6-10 years	38.1 %	36.1 %	17.8 %	6.2 %	1.8 %	45,649	587
11-14 years	37.6 %	37.5 %	17.4 %	5.9 %	1.6 %	47,609	664
15-20 years	37.1 %	37.4 %	17.7 %	6.1 %	1.6 %	39,627	513
> 20 years	41.9 %	38.1 %	14.7 %	4.2 %	1.1 %	52,833	830

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) Employees in my work unit successfully collaborate.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.5 %	36.4 %	16.9 %	5.7 %	1.5 %	286,829	4,445
Leaving							
No	46.3 %	37.0 %	13.0 %	3.1 %	0.6 %	177,291	2,345
Yes, to retire	39.6 %	38.1 %	16.0 %	5.1 %	1.2 %	19,189	332
Yes, to other job in Govt.	28.0 %	34.4 %	23.8 %	10.7 %	3.0 %	42,608	673
Yes, to other job outside Govt.	25.4 %	35.4 %	23.8 %	11.0 %	4.4 %	12,725	161
Yes, other	27.0 %	34.0 %	23.9 %	11.3 %	3.8 %	16,585	383
Retiring							
Less than 1 year	38.0 %	36.5 %	17.0 %	6.2 %	2.3 %	9,954	190
1 year	39.3 %	37.7 %	16.6 %	5.3 %	1.0 %	7,997	124
2 years	41.1 %	37.1 %	15.9 %	4.8 %	1.2 %	14,426	235
3 years	39.6 %	37.6 %	16.5 %	5.0 %	1.3 %	14,931	217
4 years	39.9 %	37.2 %	16.8 %	5.0 %	1.2 %	9,835	148
5 years	40.5 %	36.9 %	16.1 %	5.3 %	1.1 %	20,689	294
More than 5 years	40.0 %	36.0 %	16.6 %	5.8 %	1.6 %	189,210	2,639
Transgender							
Yes	31.9 %	30.5 %	16.2 %	14.1 %	7.3 %	914	17
No	40.1 %	36.3 %	16.5 %	5.6 %	1.5 %	256,570	3,607
Consider Yourself as							
Straight	40.2 %	36.4 %	16.4 %	5.5 %	1.4 %	238,076	3,272
Gay or Lesbian	40.7 %	34.7 %	17.1 %	5.9 %	1.6 %	6,803	88
Bisexual	41.5 %	33.4 %	15.9 %	7.0 %	2.2 %	4,242	54
Something else	32.8 %	33.0 %	19.6 %	10.2 %	4.5 %	4,922	117
Military Service							
No Prior Military Service	40.6 %	36.8 %	16.0 %	5.3 %	1.4 %	192,110	2,867
Currently in Guard/Reserves	34.8 %	36.4 %	20.0 %	6.2 %	2.5 %	3,980	44
Retired	42.0 %	35.8 %	16.0 %	5.1 %	1.1 %	34,791	376
Separated/Discharged	36.1 %	34.9 %	19.0 %	7.6 %	2.4 %	37,498	620

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) Employees in my work unit successfully collaborate.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	39.5 %	36.4 %	16.9 %	5.7 %	1.5 %	286,829	4,445
Military Spouse							
Spouse of current active duty service member	35.9 %	32.2 %	21.1 %	8.4 %	2.3 %	3,077	36
Spouse of separated or retired service member with a disability rating of 100%	39.5 %	33.0 %	17.9 %	7.5 %	2.0 %	5,164	73
Widow(er) of a service member killed while on active duty	36.5 %	34.4 %	15.8 %	8.8 %	4.5 %	141	2
None of the categories listed	40.0 %	36.4 %	16.5 %	5.5 %	1.5 %	260,297	3,808
Non-Competitive Hiring Authority							
Yes	40.8 %	29.4 %	18.9 %	8.0 %	2.8 %	1,081	17
No	37.1 %	33.4 %	19.5 %	8.0 %	2.1 %	7,244	91
Disability							
Yes	38.6 %	32.7 %	18.5 %	7.8 %	2.4 %	41,733	789
No	40.3 %	37.0 %	16.2 %	5.2 %	1.4 %	220,350	2,964

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) Employees in my work unit achieve our goals.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.6 %	44.5 %	12.1 %	2.0 %	0.7 %	284,252	7,150
Work Location							
Headquarters	43.6 %	43.4 %	10.8 %	1.7 %	0.5 %	88,559	1,564
Field	36.2 %	46.1 %	14.1 %	2.6 %	1.0 %	110,334	2,408
Full-time telework	48.5 %	41.4 %	8.5 %	1.2 %	0.3 %	66,798	2,448
Supervisory Status							
Senior Leader	51.5 %	40.2 %	6.7 %	1.0 %	0.6 %	6,586	29
Manager	36.7 %	49.9 %	11.5 %	1.6 %	0.4 %	24,832	115
Supervisor	37.8 %	48.1 %	12.0 %	1.7 %	0.5 %	46,091	373
Team Leader	36.8 %	46.7 %	13.4 %	2.5 %	0.6 %	32,725	428
Non-Supervisor	43.2 %	41.9 %	11.9 %	2.1 %	0.8 %	156,431	5,531
Sex							
Male	40.1 %	44.7 %	12.1 %	2.2 %	0.8 %	137,093	2,654
Female	42.7 %	43.6 %	11.5 %	1.7 %	0.5 %	120,122	3,321
Hispanic or Latino							
Yes	43.3 %	39.9 %	13.2 %	2.5 %	1.2 %	24,117	666
No	40.8 %	45.0 %	11.7 %	1.9 %	0.6 %	234,286	5,402
Race							
American Indian/Alaska Native	37.1 %	40.5 %	16.6 %	3.8 %	2.0 %	4,161	141
Asian	44.2 %	42.0 %	11.6 %	1.6 %	0.6 %	13,918	314
Black/African American	49.6 %	37.9 %	10.1 %	1.8 %	0.7 %	35,468	1,111
Native Hawaiian/Pacific Islander	39.3 %	40.5 %	16.2 %	3.3 %	0.6 %	1,317	33
White	39.5 %	46.1 %	11.8 %	2.0 %	0.6 %	184,377	3,801
Two or more races (Not Hispanic/Latino)	38.2 %	44.0 %	14.2 %	2.6 %	1.0 %	11,532	356
Age Group							
25 and under	48.3 %	41.3 %	8.0 %	1.7 %	0.8 %	2,963	66
26-29 years old	42.1 %	44.4 %	10.8 %	1.8 %	0.8 %	7,167	127
30-39 years old	38.4 %	44.1 %	14.0 %	2.5 %	1.0 %	47,802	956
40-49 years old	39.5 %	44.6 %	12.8 %	2.3 %	0.8 %	70,544	1,490
50-59 years old	42.2 %	44.5 %	11.0 %	1.8 %	0.5 %	86,733	2,034
60 or older	44.0 %	44.1 %	10.1 %	1.4 %	0.4 %	43,414	1,344

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) Employees in my work unit achieve our goals.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.6 %	44.5 %	12.1 %	2.0 %	0.7 %	284,252	7,150
Level of Education							
Less than High School	47.5 %	33.9 %	16.9 %	1.3 %	0.4 %	134	6
H.S. Diploma/GED or equiv	44.0 %	39.7 %	12.1 %	2.4 %	1.7 %	8,172	258
Trade/Technical Certificate	39.6 %	42.5 %	13.3 %	3.8 %	0.8 %	4,456	132
Some College (no degree)	42.1 %	41.1 %	13.1 %	2.7 %	0.9 %	27,457	785
Associate's Degree	41.1 %	42.2 %	13.3 %	2.6 %	0.8 %	16,176	460
Bachelor's Degree	40.6 %	45.0 %	11.8 %	1.9 %	0.7 %	90,730	2,181
Master's Degree	40.4 %	45.9 %	11.5 %	1.7 %	0.4 %	82,859	1,613
Doctoral/Professional Degree	42.0 %	46.5 %	10.1 %	1.1 %	0.3 %	32,020	742
Pay Category							
Federal Wage System	35.2 %	44.3 %	15.7 %	3.5 %	1.4 %	6,705	109
GS 1-6	39.1 %	40.4 %	16.0 %	3.2 %	1.3 %	7,811	440
GS 7-12	41.3 %	42.8 %	12.8 %	2.3 %	0.9 %	96,497	3,003
GS 13-15	42.0 %	46.1 %	10.0 %	1.5 %	0.4 %	130,559	2,438
SES	53.2 %	40.6 %	5.4 %	0.6 %	0.2 %	4,419	13
SL/ST	43.6 %	44.0 %	11.1 %	1.0 %	0.2 %	1,111	16
Other	38.3 %	45.8 %	13.2 %	2.0 %	0.7 %	19,264	429
Time in Federal Government							
< 1 year	51.1 %	38.1 %	8.5 %	1.6 %	0.6 %	4,156	160
1-3 years	44.8 %	42.5 %	10.6 %	1.7 %	0.4 %	30,829	843
4-5 years	41.0 %	44.4 %	11.9 %	2.0 %	0.8 %	19,121	414
6-10 years	39.1 %	44.8 %	13.1 %	2.3 %	0.7 %	41,104	946
11-14 years	39.3 %	45.1 %	12.8 %	2.0 %	0.8 %	51,923	1,247
15-20 years	39.4 %	44.9 %	12.6 %	2.3 %	0.9 %	46,775	1,000
> 20 years	42.0 %	44.4 %	11.0 %	1.9 %	0.6 %	72,231	1,832
Time with Current Agency							
< 1 year	48.2 %	39.1 %	10.2 %	1.8 %	0.7 %	8,392	366
1-3 years	44.6 %	42.0 %	11.1 %	1.8 %	0.5 %	48,842	1,340
4-5 years	40.8 %	44.1 %	12.2 %	2.2 %	0.7 %	24,903	509
6-10 years	39.4 %	44.8 %	13.0 %	2.2 %	0.7 %	45,275	983
11-14 years	38.8 %	45.5 %	12.8 %	2.1 %	0.8 %	47,159	1,146
15-20 years	38.7 %	45.5 %	12.6 %	2.4 %	0.9 %	39,334	828
> 20 years	41.5 %	45.5 %	10.7 %	1.8 %	0.5 %	52,453	1,271

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) Employees in my work unit achieve our goals.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.6 %	44.5 %	12.1 %	2.0 %	0.7 %	284,252	7,150
Leaving							
No	47.0 %	43.7 %	8.0 %	1.0 %	0.3 %	176,179	3,496
Yes, to retire	39.9 %	45.6 %	11.8 %	2.2 %	0.6 %	19,016	532
Yes, to other job in Govt.	30.2 %	45.5 %	19.4 %	3.7 %	1.2 %	41,989	1,318
Yes, to other job outside Govt.	25.7 %	45.8 %	21.2 %	4.8 %	2.6 %	12,521	362
Yes, other	28.7 %	44.8 %	20.2 %	4.6 %	1.6 %	16,302	687
Retiring							
Less than 1 year	37.8 %	44.8 %	13.8 %	2.4 %	1.1 %	9,847	311
1 year	39.6 %	46.3 %	11.7 %	1.8 %	0.5 %	7,917	210
2 years	41.3 %	44.8 %	11.3 %	2.0 %	0.6 %	14,284	397
3 years	40.2 %	45.3 %	12.0 %	1.9 %	0.6 %	14,850	330
4 years	40.4 %	46.8 %	10.5 %	1.7 %	0.6 %	9,767	229
5 years	42.0 %	44.1 %	11.1 %	2.2 %	0.6 %	20,526	475
More than 5 years	41.2 %	44.1 %	12.0 %	2.0 %	0.7 %	187,477	4,376
Transgender							
Yes	33.0 %	38.6 %	17.4 %	6.6 %	4.5 %	896	35
No	41.2 %	44.2 %	11.9 %	2.0 %	0.7 %	254,422	5,871
Consider Yourself as							
Straight	41.4 %	44.3 %	11.7 %	1.9 %	0.6 %	236,140	5,341
Gay or Lesbian	40.2 %	44.1 %	12.9 %	2.3 %	0.6 %	6,742	143
Bisexual	39.8 %	43.9 %	12.6 %	2.8 %	0.9 %	4,193	93
Something else	34.2 %	41.3 %	17.7 %	3.9 %	2.8 %	4,849	186
Military Service							
No Prior Military Service	40.7 %	45.0 %	11.8 %	1.9 %	0.6 %	190,291	4,745
Currently in Guard/Reserves	37.3 %	42.8 %	16.3 %	2.6 %	1.0 %	3,948	71
Retired	44.8 %	42.7 %	10.5 %	1.6 %	0.3 %	34,562	618
Separated/Discharged	39.1 %	43.6 %	13.4 %	2.7 %	1.1 %	37,173	990

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) Employees in my work unit achieve our goals.

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.6 %	44.5 %	12.1 %	2.0 %	0.7 %	284,252	7,150
Military Spouse							
Spouse of current active duty service member	39.9 %	40.8 %	15.1 %	3.3 %	1.0 %	3,048	75
Spouse of separated or retired service member with a disability rating of 100%	41.4 %	42.0 %	13.3 %	2.7 %	0.5 %	5,128	118
Widow(er) of a service member killed while on active duty	37.2 %	45.5 %	12.0 %	2.2 %	3.0 %	135	8
None of the categories listed	41.0 %	44.5 %	11.9 %	2.0 %	0.7 %	257,959	6,238
Non-Competitive Hiring Authority							
Yes	45.2 %	37.3 %	13.4 %	3.2 %	0.9 %	1,067	36
No	39.6 %	42.5 %	14.3 %	2.9 %	0.7 %	7,185	162
Disability							
Yes	41.7 %	41.6 %	13.2 %	2.6 %	0.9 %	41,315	1,241
No	41.0 %	44.8 %	11.7 %	1.9 %	0.6 %	218,498	4,896

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	39.3 %	16.9 %	12.5 %	7.9 %	283,882	6,044
Work Location							
Headquarters	27.3 %	40.3 %	15.3 %	10.9 %	6.1 %	88,505	1,530
Field	19.5 %	37.7 %	17.9 %	14.7 %	10.2 %	110,669	1,932
Full-time telework	29.1 %	41.6 %	15.1 %	9.2 %	5.1 %	67,119	2,018
Supervisory Status							
Senior Leader	46.7 %	38.1 %	7.6 %	5.1 %	2.6 %	6,569	25
Manager	29.9 %	45.2 %	12.6 %	8.2 %	4.0 %	24,824	106
Supervisor	23.4 %	43.9 %	15.4 %	11.5 %	5.8 %	46,123	285
Team Leader	21.1 %	38.4 %	17.8 %	14.0 %	8.7 %	32,703	423
Non-Supervisor	22.7 %	37.1 %	17.7 %	13.3 %	9.2 %	157,062	4,686
Sex							
Male	24.1 %	39.5 %	16.4 %	11.9 %	8.1 %	137,445	2,133
Female	24.1 %	39.2 %	16.5 %	12.9 %	7.3 %	120,257	3,015
Hispanic or Latino							
Yes	24.3 %	35.1 %	17.8 %	12.8 %	10.0 %	24,220	543
No	24.0 %	40.0 %	16.3 %	12.2 %	7.5 %	234,691	4,687
Race							
American Indian/Alaska Native	18.5 %	32.4 %	18.8 %	15.8 %	14.6 %	4,182	112
Asian	27.7 %	41.2 %	15.7 %	9.5 %	5.9 %	13,927	296
Black/African American	27.4 %	38.9 %	16.2 %	10.3 %	7.2 %	35,505	972
Native Hawaiian/Pacific Islander	24.6 %	36.2 %	18.6 %	10.6 %	9.9 %	1,327	26
White	23.6 %	40.0 %	16.4 %	12.6 %	7.4 %	184,654	3,320
Two or more races (Not Hispanic/Latino)	21.7 %	35.7 %	16.7 %	14.4 %	11.6 %	11,639	248
Age Group							
25 and under	31.1 %	39.9 %	13.4 %	9.7 %	5.9 %	2,983	48
26-29 years old	24.7 %	38.1 %	15.9 %	13.2 %	8.2 %	7,210	101
30-39 years old	22.2 %	36.8 %	16.5 %	14.4 %	10.1 %	48,062	744
40-49 years old	22.4 %	39.1 %	16.2 %	13.2 %	9.1 %	70,717	1,272
50-59 years old	25.2 %	40.8 %	16.3 %	11.3 %	6.4 %	86,673	1,911
60 or older	26.1 %	41.0 %	17.4 %	10.1 %	5.4 %	43,469	1,116

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	39.3 %	16.9 %	12.5 %	7.9 %	283,882	6,044
Level of Education							
Less than High School	24.3 %	45.1 %	19.0 %	6.6 %	5.0 %	133	6
H.S. Diploma/GED or equiv	22.5 %	35.4 %	19.6 %	13.0 %	9.6 %	8,194	220
Trade/Technical Certificate	18.1 %	32.8 %	20.2 %	16.2 %	12.8 %	4,481	85
Some College (no degree)	20.9 %	35.9 %	18.4 %	14.2 %	10.6 %	27,499	664
Associate's Degree	21.1 %	34.9 %	19.3 %	14.4 %	10.3 %	16,240	359
Bachelor's Degree	23.5 %	40.3 %	16.3 %	12.4 %	7.5 %	90,944	1,854
Master's Degree	26.5 %	41.9 %	15.0 %	10.6 %	6.1 %	82,950	1,479
Doctoral/Professional Degree	27.0 %	40.8 %	14.4 %	11.8 %	6.0 %	32,096	643
Pay Category							
Federal Wage System	14.7 %	32.9 %	19.6 %	18.6 %	14.2 %	6,718	79
GS 1-6	20.1 %	32.2 %	20.9 %	15.1 %	11.7 %	7,910	312
GS 7-12	22.1 %	37.4 %	17.8 %	13.6 %	9.1 %	96,880	2,471
GS 13-15	27.5 %	43.7 %	14.2 %	9.6 %	4.9 %	130,679	2,216
SES	50.7 %	38.7 %	5.4 %	3.4 %	1.8 %	4,412	9
SL/ST	34.9 %	39.5 %	14.0 %	6.8 %	4.8 %	1,107	17
Other	19.8 %	36.1 %	18.5 %	15.2 %	10.3 %	19,283	378
Time in Federal Government							
< 1 year	33.4 %	40.9 %	13.8 %	8.2 %	3.8 %	4,105	214
1-3 years	29.4 %	37.8 %	15.8 %	10.7 %	6.2 %	30,977	702
4-5 years	23.0 %	37.4 %	17.0 %	13.7 %	8.9 %	19,193	330
6-10 years	22.2 %	38.4 %	17.0 %	13.5 %	8.9 %	41,284	752
11-14 years	22.3 %	39.0 %	16.8 %	13.3 %	8.7 %	52,192	970
15-20 years	21.1 %	38.8 %	17.3 %	13.5 %	9.2 %	46,815	859
> 20 years	24.7 %	41.7 %	16.1 %	10.9 %	6.6 %	72,175	1,677
Time with Current Agency							
< 1 year	32.2 %	38.5 %	15.5 %	9.8 %	4.0 %	8,232	528
1-3 years	28.7 %	38.5 %	15.5 %	10.9 %	6.5 %	49,000	1,185
4-5 years	23.4 %	37.5 %	16.7 %	13.2 %	9.1 %	24,968	432
6-10 years	22.2 %	38.1 %	17.0 %	13.8 %	9.0 %	45,494	728
11-14 years	20.9 %	39.6 %	17.0 %	13.6 %	8.9 %	47,439	803
15-20 years	20.2 %	38.9 %	17.9 %	13.6 %	9.3 %	39,392	667
> 20 years	24.7 %	42.4 %	16.2 %	10.5 %	6.2 %	52,436	1,154

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	39.3 %	16.9 %	12.5 %	7.9 %	283,882	6,044
Leaving							
No	29.9 %	42.9 %	14.6 %	8.8 %	3.8 %	175,956	3,506
Yes, to retire	22.8 %	40.7 %	18.1 %	11.6 %	6.8 %	19,068	427
Yes, to other job in Govt.	12.8 %	32.4 %	20.2 %	19.7 %	14.9 %	42,369	893
Yes, to other job outside Govt.	10.9 %	29.7 %	19.5 %	20.9 %	19.0 %	12,683	199
Yes, other	10.9 %	31.3 %	20.7 %	19.4 %	17.7 %	16,519	450
Retiring							
Less than 1 year	21.0 %	38.5 %	17.9 %	12.3 %	10.2 %	9,890	242
1 year	22.3 %	41.0 %	18.6 %	11.5 %	6.6 %	7,944	157
2 years	23.3 %	40.9 %	18.0 %	11.6 %	6.2 %	14,334	311
3 years	24.1 %	40.4 %	16.7 %	12.7 %	6.1 %	14,783	337
4 years	23.3 %	42.3 %	17.1 %	10.8 %	6.6 %	9,746	217
5 years	23.4 %	40.1 %	17.0 %	12.5 %	7.0 %	20,475	464
More than 5 years	24.2 %	38.9 %	16.2 %	12.5 %	8.2 %	188,060	3,689
Transgender							
Yes	17.0 %	31.8 %	16.8 %	15.5 %	19.0 %	913	18
No	24.1 %	39.4 %	16.4 %	12.3 %	7.7 %	254,851	5,096
Consider Yourself as							
Straight	24.3 %	39.5 %	16.4 %	12.2 %	7.5 %	236,446	4,685
Gay or Lesbian	25.8 %	38.6 %	15.2 %	12.4 %	7.9 %	6,773	111
Bisexual	23.7 %	38.8 %	14.1 %	13.6 %	9.7 %	4,233	65
Something else	14.7 %	34.0 %	19.3 %	15.9 %	16.2 %	4,906	130
Military Service							
No Prior Military Service	23.4 %	39.8 %	16.5 %	12.6 %	7.7 %	190,737	4,041
Currently in Guard/Reserves	22.6 %	39.4 %	15.3 %	13.1 %	9.6 %	3,963	61
Retired	27.9 %	40.7 %	16.2 %	9.8 %	5.5 %	34,578	558
Separated/Discharged	21.9 %	36.1 %	17.5 %	13.9 %	10.7 %	37,304	809

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.5 %	39.3 %	16.9 %	12.5 %	7.9 %	283,882	6,044
Military Spouse							
Spouse of current active duty service member	21.7 %	35.4 %	18.8 %	13.2 %	10.8 %	3,047	69
Spouse of separated or retired service member with a disability rating of 100%	24.1 %	35.4 %	17.8 %	14.0 %	8.7 %	5,117	114
Widow(er) of a service member killed while on active duty	23.1 %	35.5 %	16.3 %	12.0 %	13.0 %	140	4
None of the categories listed	23.9 %	39.5 %	16.5 %	12.3 %	7.8 %	258,568	5,299
Non-Competitive Hiring Authority							
Yes	22.3 %	34.6 %	19.1 %	12.9 %	11.1 %	1,080	18
No	23.1 %	35.6 %	18.1 %	13.9 %	9.3 %	7,164	167
Disability							
Yes	23.5 %	34.5 %	16.8 %	14.2 %	11.0 %	41,514	1,000
No	24.1 %	40.4 %	16.4 %	12.0 %	7.2 %	218,824	4,265

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	39.8 %	12.3 %	6.2 %	5.3 %	282,950	7,160
Work Location							
Headquarters	41.5 %	38.4 %	11.0 %	5.3 %	3.9 %	87,886	2,227
Field	31.2 %	40.5 %	13.2 %	7.8 %	7.3 %	111,254	1,380
Full-time telework	45.2 %	38.6 %	10.4 %	3.2 %	2.6 %	66,220	2,961
Supervisory Status							
Senior Leader	62.6 %	29.9 %	4.7 %	1.6 %	1.2 %	6,560	41
Manager	48.4 %	38.5 %	7.4 %	3.5 %	2.3 %	24,762	193
Supervisor	39.5 %	41.2 %	10.3 %	5.2 %	3.8 %	45,873	551
Team Leader	34.5 %	40.3 %	12.6 %	6.9 %	5.6 %	32,448	702
Non-Supervisor	34.2 %	39.4 %	13.4 %	6.8 %	6.3 %	156,728	5,105
Sex							
Male	38.6 %	39.0 %	11.2 %	5.7 %	5.6 %	137,291	2,372
Female	35.7 %	40.4 %	12.7 %	6.6 %	4.6 %	119,566	3,770
Hispanic or Latino							
Yes	34.3 %	37.0 %	13.4 %	7.3 %	8.0 %	24,232	555
No	37.8 %	39.9 %	11.6 %	5.9 %	4.8 %	233,826	5,677
Race							
American Indian/Alaska Native	27.4 %	39.7 %	15.4 %	8.7 %	8.7 %	4,225	74
Asian	40.7 %	40.8 %	10.9 %	4.2 %	3.4 %	13,838	389
Black/African American	37.7 %	38.6 %	12.4 %	5.9 %	5.4 %	35,336	1,172
Native Hawaiian/Pacific Islander	32.9 %	40.7 %	14.7 %	6.4 %	5.3 %	1,334	20
White	38.0 %	39.9 %	11.3 %	6.0 %	4.8 %	184,142	3,947
Two or more races (Not Hispanic/Latino)	33.1 %	36.7 %	13.8 %	8.0 %	8.4 %	11,536	326
Age Group							
25 and under	42.2 %	36.7 %	10.6 %	5.7 %	4.8 %	2,950	78
26-29 years old	35.9 %	37.2 %	12.7 %	7.9 %	6.3 %	7,097	200
30-39 years old	34.6 %	37.2 %	13.3 %	7.4 %	7.6 %	47,565	1,255
40-49 years old	35.5 %	39.5 %	12.3 %	6.6 %	6.0 %	70,200	1,809
50-59 years old	39.1 %	40.5 %	11.1 %	5.4 %	3.9 %	86,745	1,870
60 or older	40.8 %	41.3 %	10.6 %	4.4 %	2.9 %	43,721	960

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	39.8 %	12.3 %	6.2 %	5.3 %	282,950	7,160
Level of Education							
Less than High School	38.9 %	25.3 %	22.5 %	5.7 %	7.6 %	138	3
H.S. Diploma/GED or equiv	30.9 %	40.9 %	15.0 %	7.0 %	6.2 %	8,278	143
Trade/Technical Certificate	28.6 %	41.5 %	14.9 %	7.3 %	7.7 %	4,517	51
Some College (no degree)	31.5 %	39.6 %	13.9 %	7.4 %	7.7 %	27,672	522
Associate's Degree	32.0 %	40.3 %	13.9 %	7.2 %	6.6 %	16,346	257
Bachelor's Degree	36.2 %	40.3 %	12.0 %	6.1 %	5.3 %	90,763	2,067
Master's Degree	42.1 %	38.6 %	10.2 %	5.3 %	3.8 %	82,330	2,131
Doctoral/Professional Degree	45.4 %	37.3 %	9.4 %	4.7 %	3.2 %	31,615	1,161
Pay Category							
Federal Wage System	26.4 %	42.4 %	14.9 %	8.6 %	7.8 %	6,762	39
GS 1-6	28.8 %	38.6 %	15.6 %	9.2 %	7.8 %	8,039	204
GS 7-12	33.1 %	40.3 %	13.2 %	6.8 %	6.6 %	97,118	2,258
GS 13-15	43.9 %	39.2 %	9.5 %	4.4 %	3.0 %	129,362	3,627
SES	68.1 %	25.3 %	4.0 %	1.8 %	0.8 %	4,398	27
SL/ST	56.4 %	30.7 %	8.2 %	3.0 %	1.9 %	1,103	23
Other	32.8 %	38.3 %	14.2 %	7.9 %	6.7 %	19,294	376
Time in Federal Government							
< 1 year	48.3 %	34.9 %	10.0 %	4.2 %	2.6 %	4,091	226
1-3 years	40.9 %	37.7 %	11.5 %	5.6 %	4.4 %	30,706	977
4-5 years	36.5 %	37.9 %	12.8 %	6.7 %	6.1 %	19,086	438
6-10 years	36.3 %	38.2 %	12.9 %	6.8 %	5.9 %	41,063	991
11-14 years	35.8 %	39.8 %	11.9 %	6.4 %	6.1 %	51,967	1,196
15-20 years	34.3 %	40.2 %	12.6 %	6.9 %	6.0 %	46,643	1,096
> 20 years	38.1 %	41.5 %	11.3 %	5.1 %	4.1 %	72,267	1,650
Time with Current Agency							
< 1 year	45.8 %	35.9 %	11.2 %	3.9 %	3.2 %	8,289	465
1-3 years	40.6 %	37.6 %	11.8 %	5.6 %	4.5 %	48,556	1,645
4-5 years	36.8 %	38.0 %	12.4 %	6.6 %	6.2 %	24,835	565
6-10 years	36.1 %	38.7 %	12.8 %	6.8 %	5.7 %	45,282	964
11-14 years	34.9 %	40.4 %	11.7 %	6.6 %	6.2 %	47,247	1,028
15-20 years	33.0 %	40.8 %	12.9 %	7.0 %	6.3 %	39,290	822
> 20 years	38.4 %	42.1 %	10.8 %	5.0 %	3.7 %	52,554	1,075

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	39.8 %	12.3 %	6.2 %	5.3 %	282,950	7,160
Leaving							
No	43.6 %	39.8 %	9.7 %	4.3 %	2.6 %	175,685	3,887
Yes, to retire	36.6 %	42.2 %	11.2 %	5.8 %	4.2 %	19,145	389
Yes, to other job in Govt.	26.5 %	38.9 %	16.2 %	9.6 %	8.9 %	41,883	1,366
Yes, to other job outside Govt.	22.6 %	37.3 %	16.1 %	9.9 %	14.1 %	12,531	348
Yes, other	20.6 %	37.8 %	18.6 %	10.3 %	12.7 %	16,439	544
Retiring							
Less than 1 year	33.9 %	40.9 %	11.7 %	6.4 %	7.1 %	9,943	207
1 year	36.3 %	42.0 %	11.4 %	6.0 %	4.2 %	7,959	159
2 years	36.6 %	41.7 %	12.1 %	5.1 %	4.5 %	14,382	285
3 years	37.5 %	41.0 %	12.4 %	5.1 %	4.0 %	14,813	317
4 years	36.1 %	43.7 %	11.1 %	5.1 %	4.0 %	9,785	190
5 years	36.7 %	41.0 %	11.6 %	6.0 %	4.6 %	20,528	424
More than 5 years	37.5 %	38.7 %	12.0 %	6.3 %	5.5 %	186,927	4,877
Transgender							
Yes	23.8 %	35.5 %	16.4 %	8.4 %	15.8 %	901	30
No	37.5 %	39.6 %	11.8 %	6.0 %	5.1 %	254,040	6,056
Consider Yourself as							
Straight	37.8 %	39.8 %	11.6 %	5.9 %	4.9 %	235,838	5,424
Gay or Lesbian	39.1 %	36.4 %	11.4 %	6.3 %	6.8 %	6,711	178
Bisexual	35.2 %	36.9 %	11.6 %	9.3 %	6.9 %	4,185	119
Something else	23.9 %	33.5 %	18.5 %	10.6 %	13.5 %	4,857	185
Military Service							
No Prior Military Service	36.5 %	39.8 %	12.1 %	6.4 %	5.3 %	189,588	5,320
Currently in Guard/Reserves	37.2 %	40.0 %	11.2 %	6.0 %	5.6 %	3,971	53
Retired	43.1 %	39.6 %	10.1 %	4.1 %	3.2 %	34,748	411
Separated/Discharged	34.2 %	38.5 %	13.3 %	6.9 %	7.1 %	37,366	750

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	39.8 %	12.3 %	6.2 %	5.3 %	282,950	7,160
Military Spouse							
Spouse of current active duty service member	34.9 %	40.5 %	13.0 %	5.8 %	5.8 %	3,039	80
Spouse of separated or retired service member with a disability rating of 100%	34.6 %	40.2 %	12.5 %	7.6 %	5.2 %	5,115	115
Widow(er) of a service member killed while on active duty	29.4 %	43.1 %	15.6 %	4.6 %	7.3 %	135	8
None of the categories listed	37.2 %	39.5 %	11.9 %	6.1 %	5.3 %	257,679	6,348
Non-Competitive Hiring Authority							
Yes	36.2 %	38.5 %	14.1 %	6.3 %	4.8 %	1,084	21
No	34.2 %	40.9 %	12.4 %	7.0 %	5.6 %	7,143	182
Disability							
Yes	35.7 %	35.9 %	13.4 %	7.4 %	7.5 %	41,499	1,038
No	37.7 %	40.3 %	11.5 %	5.8 %	4.7 %	217,985	5,223

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.9 %	47.0 %	12.9 %	4.3 %	2.9 %	285,361	4,989
Work Location							
Headquarters	37.3 %	46.3 %	11.1 %	3.6 %	1.8 %	88,905	1,270
Field	28.2 %	47.5 %	14.7 %	5.4 %	4.2 %	111,040	1,707
Full-time telework	39.6 %	46.1 %	10.0 %	2.9 %	1.3 %	67,697	1,550
Supervisory Status							
Senior Leader	56.0 %	35.4 %	5.5 %	1.8 %	1.2 %	6,596	13
Manager	38.0 %	44.7 %	10.7 %	4.4 %	2.1 %	24,876	86
Supervisor	32.4 %	48.0 %	12.4 %	4.6 %	2.5 %	46,111	343
Team Leader	31.0 %	48.0 %	13.6 %	4.8 %	2.7 %	32,722	441
Non-Supervisor	32.5 %	46.9 %	13.2 %	4.2 %	3.2 %	158,338	3,685
Sex							
Male	33.8 %	45.5 %	12.5 %	4.8 %	3.5 %	137,893	1,895
Female	33.5 %	48.8 %	12.5 %	3.5 %	1.8 %	121,161	2,290
Hispanic or Latino							
Yes	33.3 %	43.8 %	13.8 %	4.7 %	4.4 %	24,382	410
No	33.6 %	47.3 %	12.3 %	4.2 %	2.6 %	235,906	3,827
Race							
American Indian/Alaska Native	26.2 %	43.7 %	18.9 %	6.2 %	5.0 %	4,208	94
Asian	36.2 %	46.7 %	11.9 %	3.2 %	2.0 %	13,996	236
Black/African American	38.5 %	45.4 %	11.3 %	2.7 %	2.1 %	35,745	790
Native Hawaiian/Pacific Islander	31.1 %	45.9 %	16.3 %	3.8 %	2.9 %	1,331	22
White	33.1 %	47.5 %	12.1 %	4.5 %	2.8 %	185,650	2,623
Two or more races (Not Hispanic/Latino)	29.8 %	45.2 %	15.6 %	5.2 %	4.1 %	11,626	260
Age Group							
25 and under	39.6 %	47.1 %	9.2 %	2.7 %	1.4 %	2,996	40
26-29 years old	32.3 %	49.6 %	11.8 %	3.9 %	2.4 %	7,232	85
30-39 years old	30.6 %	46.5 %	13.8 %	5.2 %	4.0 %	48,140	699
40-49 years old	31.2 %	46.9 %	13.2 %	5.0 %	3.7 %	70,997	1,096
50-59 years old	35.3 %	47.1 %	11.9 %	3.7 %	2.1 %	87,292	1,425
60 or older	37.7 %	46.1 %	11.6 %	3.2 %	1.4 %	43,811	877

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.9 %	47.0 %	12.9 %	4.3 %	2.9 %	285,361	4,989
Level of Education							
Less than High School	40.4 %	33.1 %	17.1 %	4.1 %	5.3 %	135	6
H.S. Diploma/GED or equiv	31.7 %	46.2 %	14.5 %	4.4 %	3.2 %	8,248	163
Trade/Technical Certificate	28.4 %	46.3 %	15.8 %	5.6 %	3.8 %	4,490	94
Some College (no degree)	31.7 %	45.7 %	14.2 %	4.6 %	3.9 %	27,729	499
Associate's Degree	32.8 %	45.2 %	13.9 %	4.7 %	3.3 %	16,299	307
Bachelor's Degree	32.6 %	47.5 %	12.5 %	4.4 %	3.0 %	91,342	1,594
Master's Degree	35.3 %	47.4 %	11.3 %	3.8 %	2.1 %	83,366	1,176
Doctoral/Professional Degree	36.0 %	46.2 %	11.5 %	4.2 %	2.1 %	32,297	498
Pay Category							
Federal Wage System	25.7 %	47.8 %	17.0 %	5.9 %	3.6 %	6,712	97
GS 1-6	29.5 %	46.2 %	16.7 %	4.5 %	3.1 %	7,969	279
GS 7-12	31.6 %	46.7 %	13.4 %	4.6 %	3.6 %	97,503	1,987
GS 13-15	36.2 %	47.0 %	10.7 %	3.9 %	2.2 %	131,261	1,838
SES	60.8 %	30.9 %	5.0 %	2.2 %	1.1 %	4,420	7
SL/ST	45.6 %	40.2 %	8.8 %	3.8 %	1.6 %	1,117	11
Other	31.4 %	47.9 %	14.5 %	3.9 %	2.3 %	19,367	310
Time in Federal Government							
< 1 year	44.4 %	43.6 %	8.2 %	2.1 %	1.6 %	4,204	117
1-3 years	39.1 %	45.7 %	10.6 %	3.1 %	1.5 %	31,209	505
4-5 years	32.8 %	48.4 %	12.3 %	4.0 %	2.6 %	19,247	304
6-10 years	31.8 %	47.2 %	13.3 %	4.7 %	3.1 %	41,397	682
11-14 years	31.5 %	46.9 %	13.2 %	4.8 %	3.5 %	52,354	866
15-20 years	30.5 %	46.6 %	14.3 %	5.1 %	3.5 %	46,993	764
> 20 years	34.1 %	47.0 %	12.2 %	4.0 %	2.7 %	72,696	1,304
Time with Current Agency							
< 1 year	40.7 %	45.3 %	10.1 %	2.1 %	1.8 %	8,492	275
1-3 years	38.0 %	46.0 %	10.9 %	3.4 %	1.7 %	49,407	854
4-5 years	33.7 %	46.6 %	12.6 %	4.4 %	2.7 %	25,015	413
6-10 years	31.8 %	46.8 %	13.8 %	4.6 %	3.0 %	45,560	720
11-14 years	30.3 %	47.5 %	13.4 %	5.0 %	3.8 %	47,542	771
15-20 years	29.5 %	46.8 %	14.6 %	5.3 %	3.7 %	39,533	604
> 20 years	34.1 %	47.5 %	11.8 %	3.9 %	2.7 %	52,776	901

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.9 %	47.0 %	12.9 %	4.3 %	2.9 %	285,361	4,989
Leaving							
No	40.2 %	47.0 %	9.0 %	2.5 %	1.3 %	177,540	2,157
Yes, to retire	32.6 %	47.2 %	13.0 %	4.3 %	2.9 %	19,161	376
Yes, to other job in Govt.	21.2 %	48.3 %	18.8 %	7.2 %	4.6 %	42,224	1,115
Yes, to other job outside Govt.	16.1 %	43.2 %	21.1 %	10.6 %	9.1 %	12,618	288
Yes, other	18.1 %	44.6 %	22.0 %	8.3 %	7.0 %	16,394	596
Retiring							
Less than 1 year	30.2 %	45.4 %	14.9 %	5.1 %	4.5 %	9,925	221
1 year	32.0 %	47.3 %	13.1 %	4.4 %	3.2 %	7,993	131
2 years	33.5 %	46.5 %	13.1 %	4.1 %	2.8 %	14,406	268
3 years	33.4 %	47.0 %	13.1 %	4.2 %	2.3 %	14,912	234
4 years	33.6 %	47.0 %	13.2 %	3.8 %	2.4 %	9,814	171
5 years	33.8 %	46.6 %	12.4 %	4.4 %	2.8 %	20,673	319
More than 5 years	33.5 %	46.9 %	12.4 %	4.3 %	2.8 %	188,888	3,091
Transgender							
Yes	20.1 %	40.8 %	18.6 %	7.6 %	12.9 %	906	28
No	33.7 %	46.9 %	12.5 %	4.2 %	2.7 %	256,211	4,120
Consider Yourself as							
Straight	34.1 %	46.9 %	12.3 %	4.1 %	2.7 %	237,803	3,681
Gay or Lesbian	33.1 %	47.3 %	12.0 %	4.5 %	3.1 %	6,800	99
Bisexual	31.9 %	45.8 %	13.8 %	5.4 %	3.0 %	4,231	77
Something else	21.5 %	42.6 %	20.0 %	8.3 %	7.7 %	4,881	161
Military Service							
No Prior Military Service	32.1 %	47.7 %	12.9 %	4.4 %	2.9 %	191,653	3,398
Currently in Guard/Reserves	33.2 %	46.8 %	12.8 %	3.9 %	3.3 %	3,980	50
Retired	40.5 %	45.1 %	9.9 %	3.1 %	1.4 %	34,825	360
Separated/Discharged	31.3 %	45.0 %	14.4 %	5.2 %	4.2 %	37,484	708

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.9 %	47.0 %	12.9 %	4.3 %	2.9 %	285,361	4,989
Military Spouse							
Spouse of current active duty service member	33.6 %	45.8 %	13.5 %	4.8 %	2.4 %	3,073	51
Spouse of separated or retired service member with a disability rating of 100%	33.3 %	47.3 %	13.0 %	3.8 %	2.6 %	5,159	78
Widow(er) of a service member killed while on active duty	35.5 %	41.3 %	13.3 %	4.6 %	5.3 %	135	8
None of the categories listed	33.3 %	46.9 %	12.7 %	4.3 %	2.9 %	259,864	4,400
Non-Competitive Hiring Authority							
Yes	36.0 %	45.9 %	13.4 %	3.0 %	1.8 %	1,086	18
No	32.7 %	46.9 %	13.2 %	4.6 %	2.6 %	7,221	117
Disability							
Yes	34.3 %	43.6 %	13.9 %	4.9 %	3.4 %	41,733	856
No	33.4 %	47.5 %	12.3 %	4.1 %	2.7 %	219,973	3,436

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.3 %	38.3 %	17.7 %	9.8 %	5.9 %	289,942
Work Location						
Headquarters	31.2 %	38.2 %	16.6 %	9.0 %	4.9 %	90,258
Field	24.3 %	37.6 %	18.8 %	11.5 %	7.7 %	112,914
Full-time telework	35.9 %	39.1 %	14.8 %	6.7 %	3.4 %	69,344
Supervisory Status						
Senior Leader	53.7 %	32.0 %	7.6 %	4.1 %	2.6 %	6,615
Manager	35.1 %	38.3 %	14.3 %	8.1 %	4.2 %	24,979
Supervisor	28.5 %	39.6 %	17.0 %	9.9 %	5.0 %	46,521
Team Leader	25.3 %	39.3 %	18.5 %	10.8 %	6.1 %	33,201
Non-Supervisor	27.7 %	37.6 %	18.1 %	9.9 %	6.6 %	162,238
Sex						
Male	29.7 %	37.4 %	16.7 %	9.8 %	6.5 %	139,941
Female	28.5 %	39.6 %	17.7 %	9.3 %	4.9 %	123,626
Hispanic or Latino						
Yes	29.7 %	35.9 %	17.8 %	9.5 %	7.2 %	24,837
No	29.0 %	38.6 %	17.1 %	9.6 %	5.7 %	240,022
Race						
American Indian/Alaska Native	24.7 %	35.7 %	20.1 %	11.1 %	8.5 %	4,311
Asian	33.6 %	40.1 %	15.1 %	7.1 %	4.1 %	14,276
Black/African American	30.8 %	37.6 %	17.8 %	8.0 %	5.8 %	36,642
Native Hawaiian/Pacific Islander	28.4 %	40.0 %	17.9 %	8.3 %	5.4 %	1,352
White	29.2 %	38.6 %	16.7 %	9.9 %	5.6 %	188,419
Two or more races (Not Hispanic/Latino)	24.8 %	35.9 %	19.7 %	10.7 %	9.0 %	11,903
Age Group						
25 and under	32.6 %	38.4 %	17.0 %	7.4 %	4.6 %	3,033
26-29 years old	28.1 %	38.0 %	17.4 %	9.9 %	6.6 %	7,319
30-39 years old	26.0 %	37.1 %	18.0 %	11.2 %	7.7 %	48,878
40-49 years old	27.1 %	38.1 %	17.7 %	10.2 %	6.9 %	72,120
50-59 years old	30.5 %	38.9 %	16.8 %	9.0 %	4.9 %	88,835
60 or older	34.0 %	38.6 %	15.8 %	8.1 %	3.5 %	44,843

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.3 %	38.3 %	17.7 %	9.8 %	5.9 %	289,942
Level of Education						
Less than High School	37.5 %	34.4 %	13.1 %	3.9 %	11.0 %	142
H.S. Diploma/GED or equiv	28.3 %	37.2 %	18.3 %	9.5 %	6.6 %	8,449
Trade/Technical Certificate	24.1 %	37.6 %	19.2 %	12.2 %	7.0 %	4,599
Some College (no degree)	26.5 %	36.2 %	19.4 %	10.4 %	7.4 %	28,278
Associate's Degree	25.9 %	37.4 %	19.3 %	10.7 %	6.7 %	16,657
Bachelor's Degree	28.1 %	38.7 %	17.3 %	9.8 %	6.1 %	93,018
Master's Degree	30.9 %	39.0 %	16.1 %	9.0 %	5.0 %	84,624
Doctoral/Professional Degree	34.3 %	38.5 %	14.2 %	8.8 %	4.2 %	32,814
Pay Category						
Federal Wage System	19.2 %	36.9 %	21.5 %	13.1 %	9.3 %	6,824
GS 1-6	24.8 %	35.8 %	21.6 %	10.8 %	7.0 %	8,274
GS 7-12	26.9 %	37.7 %	18.4 %	10.3 %	6.7 %	99,671
GS 13-15	32.5 %	39.5 %	15.3 %	8.3 %	4.4 %	133,175
SES	59.1 %	28.9 %	6.3 %	3.8 %	1.9 %	4,435
SL/ST	43.8 %	35.3 %	11.9 %	5.4 %	3.6 %	1,129
Other	25.4 %	36.9 %	18.6 %	11.5 %	7.6 %	19,717
Time in Federal Government						
< 1 year	39.8 %	40.6 %	12.0 %	4.5 %	3.1 %	4,326
1-3 years	34.7 %	37.8 %	15.7 %	7.6 %	4.2 %	31,736
4-5 years	27.7 %	37.5 %	18.6 %	10.3 %	5.8 %	19,569
6-10 years	27.1 %	38.5 %	18.3 %	10.0 %	6.1 %	42,118
11-14 years	26.6 %	38.2 %	17.7 %	10.6 %	6.8 %	53,264
15-20 years	25.7 %	37.6 %	18.2 %	11.3 %	7.2 %	47,839
> 20 years	30.2 %	38.4 %	16.8 %	9.1 %	5.5 %	74,147
Time with Current Agency						
< 1 year	37.2 %	36.7 %	13.3 %	8.5 %	4.3 %	8,771
1-3 years	33.0 %	37.3 %	16.3 %	8.6 %	4.8 %	50,291
4-5 years	27.8 %	37.5 %	18.5 %	9.7 %	6.4 %	25,445
6-10 years	26.7 %	38.4 %	18.1 %	10.5 %	6.3 %	46,346
11-14 years	25.7 %	38.6 %	18.1 %	10.5 %	7.1 %	48,361
15-20 years	25.2 %	37.8 %	18.6 %	11.1 %	7.3 %	40,203
> 20 years	31.1 %	39.2 %	16.3 %	8.6 %	4.7 %	53,793

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.3 %	38.3 %	17.7 %	9.8 %	5.9 %	289,942
Leaving						
No	38.5 %	42.4 %	12.9 %	4.3 %	1.9 %	179,894
Yes, to retire	27.4 %	38.2 %	18.2 %	10.5 %	5.7 %	19,589
Yes, to other job in Govt.	10.9 %	31.9 %	25.6 %	19.5 %	12.1 %	43,383
Yes, to other job outside Govt.	7.7 %	26.2 %	23.9 %	22.7 %	19.5 %	12,924
Yes, other	9.1 %	27.0 %	28.1 %	20.5 %	15.3 %	17,033
Retiring						
Less than 1 year	24.7 %	34.2 %	18.8 %	12.6 %	9.6 %	10,186
1 year	27.0 %	38.6 %	18.0 %	10.8 %	5.6 %	8,142
2 years	28.5 %	38.9 %	18.1 %	9.0 %	5.5 %	14,710
3 years	28.6 %	38.7 %	17.7 %	10.2 %	4.7 %	15,192
4 years	28.4 %	39.6 %	17.4 %	9.6 %	5.0 %	10,002
5 years	28.4 %	39.0 %	17.3 %	9.7 %	5.7 %	21,038
More than 5 years	29.3 %	38.1 %	17.1 %	9.6 %	5.9 %	192,128
Transgender						
Yes	16.2 %	28.2 %	24.1 %	12.2 %	19.2 %	935
No	29.3 %	38.3 %	17.1 %	9.6 %	5.8 %	260,658
Consider Yourself as						
Straight	29.7 %	38.4 %	16.9 %	9.4 %	5.6 %	241,803
Gay or Lesbian	29.5 %	37.4 %	17.8 %	9.5 %	5.9 %	6,891
Bisexual	25.2 %	39.5 %	16.4 %	11.5 %	7.3 %	4,306
Something else	16.7 %	31.3 %	23.8 %	14.3 %	14.0 %	5,050
Military Service						
No Prior Military Service	28.7 %	38.9 %	17.4 %	9.4 %	5.7 %	195,324
Currently in Guard/Reserves	27.4 %	34.8 %	17.5 %	12.2 %	8.2 %	4,028
Retired	32.5 %	39.1 %	15.8 %	8.7 %	4.0 %	35,234
Separated/Discharged	26.1 %	34.9 %	18.8 %	11.6 %	8.6 %	38,219

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.3 %	38.3 %	17.7 %	9.8 %	5.9 %	289,942
Military Spouse						
Spouse of current active duty service member	27.3 %	31.8 %	21.4 %	12.7 %	6.8 %	3,126
Spouse of separated or retired service member with a disability rating of 100%	27.9 %	37.2 %	18.9 %	9.4 %	6.7 %	5,248
Widow(er) of a service member killed while on active duty	29.7 %	33.4 %	16.7 %	12.3 %	7.9 %	145
None of the categories listed	28.8 %	38.3 %	17.2 %	9.7 %	5.9 %	264,590
Non-Competitive Hiring Authority						
Yes	28.7 %	33.7 %	20.5 %	10.9 %	6.1 %	1,106
No	27.2 %	35.2 %	19.9 %	10.8 %	6.9 %	7,351
Disability						
Yes	27.0 %	34.7 %	18.4 %	11.5 %	8.3 %	42,654
No	29.5 %	39.0 %	17.0 %	9.3 %	5.4 %	223,684

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	24.7 %	26.9 %	16.5 %	16.5 %	269,172	20,997
Work Location							
Headquarters	17.0 %	25.2 %	26.9 %	16.2 %	14.6 %	84,420	5,911
Field	12.3 %	22.0 %	26.9 %	18.1 %	20.7 %	105,330	7,650
Full-time telework	21.5 %	31.2 %	25.1 %	12.4 %	9.7 %	63,574	5,837
Supervisory Status							
Senior Leader	33.7 %	29.0 %	20.1 %	9.0 %	8.2 %	6,477	142
Manager	17.0 %	25.2 %	26.4 %	17.1 %	14.4 %	24,173	819
Supervisor	14.0 %	24.3 %	27.7 %	17.6 %	16.5 %	44,450	2,116
Team Leader	12.6 %	23.1 %	27.8 %	17.7 %	18.8 %	31,022	2,205
Non-Supervisor	15.9 %	25.2 %	26.2 %	15.8 %	16.8 %	148,081	14,272
Sex							
Male	14.6 %	23.3 %	26.6 %	16.6 %	18.8 %	130,782	9,264
Female	17.8 %	28.1 %	26.5 %	15.4 %	12.2 %	114,497	9,225
Hispanic or Latino							
Yes	21.4 %	24.0 %	23.1 %	14.3 %	17.2 %	23,223	1,635
No	15.1 %	25.3 %	27.1 %	16.5 %	16.1 %	223,241	16,956
Race							
American Indian/Alaska Native	16.9 %	25.1 %	24.3 %	14.7 %	19.0 %	4,024	287
Asian	27.2 %	32.4 %	20.4 %	10.0 %	9.9 %	13,382	901
Black/African American	21.9 %	28.7 %	25.4 %	11.3 %	12.8 %	33,971	2,702
Native Hawaiian/Pacific Islander	21.5 %	25.9 %	27.5 %	10.6 %	14.6 %	1,261	96
White	13.8 %	24.4 %	27.5 %	17.6 %	16.7 %	175,619	12,932
Two or more races (Not Hispanic/Latino)	13.4 %	20.8 %	26.1 %	17.7 %	21.9 %	10,962	950
Age Group							
25 and under	16.6 %	30.5 %	24.8 %	15.3 %	12.8 %	2,767	269
26-29 years old	15.6 %	24.9 %	24.8 %	18.4 %	16.3 %	6,697	628
30-39 years old	14.5 %	22.6 %	23.8 %	18.5 %	20.6 %	45,366	3,558
40-49 years old	14.9 %	23.1 %	25.2 %	17.5 %	19.2 %	67,209	4,959
50-59 years old	16.1 %	26.1 %	28.5 %	15.3 %	14.1 %	82,885	6,001
60 or older	18.7 %	29.4 %	29.3 %	12.5 %	10.2 %	41,683	3,205

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	24.7 %	26.9 %	16.5 %	16.5 %	269,172	20,997
Level of Education							
Less than High School	29.4 %	23.9 %	24.5 %	4.8 %	17.4 %	133	8
H.S. Diploma/GED or equiv	17.1 %	25.0 %	26.9 %	13.9 %	17.0 %	7,940	519
Trade/Technical Certificate	13.4 %	19.4 %	29.6 %	17.1 %	20.6 %	4,260	343
Some College (no degree)	15.2 %	22.4 %	27.4 %	15.9 %	19.1 %	26,272	2,023
Associate's Degree	14.7 %	21.6 %	28.7 %	16.1 %	18.8 %	15,420	1,245
Bachelor's Degree	15.3 %	25.2 %	26.2 %	16.5 %	16.8 %	86,646	6,435
Master's Degree	16.2 %	26.4 %	26.2 %	16.5 %	14.7 %	79,238	5,457
Doctoral/Professional Degree	17.3 %	29.0 %	25.1 %	16.3 %	12.3 %	29,882	2,961
Pay Category							
Federal Wage System	10.1 %	16.4 %	26.8 %	19.6 %	27.1 %	6,382	446
GS 1-6	19.1 %	26.0 %	26.4 %	13.7 %	14.8 %	7,470	807
GS 7-12	15.4 %	23.8 %	26.8 %	16.1 %	18.0 %	91,416	8,313
GS 13-15	16.0 %	27.0 %	26.4 %	16.6 %	14.0 %	125,092	8,211
SES	37.9 %	32.0 %	17.1 %	8.0 %	5.1 %	4,352	81
SL/ST	22.9 %	30.0 %	27.1 %	10.8 %	9.2 %	1,080	52
Other	13.9 %	23.9 %	27.1 %	17.0 %	18.1 %	18,169	1,553
Time in Federal Government							
< 1 year	26.6 %	31.2 %	26.6 %	8.6 %	6.9 %	3,734	595
1-3 years	20.8 %	28.0 %	26.2 %	14.0 %	11.0 %	28,624	3,142
4-5 years	16.7 %	23.9 %	25.4 %	17.3 %	16.7 %	18,059	1,530
6-10 years	14.6 %	23.8 %	26.4 %	17.2 %	18.0 %	39,086	3,066
11-14 years	13.3 %	23.4 %	26.1 %	17.9 %	19.2 %	49,879	3,413
15-20 years	13.3 %	23.2 %	26.3 %	17.8 %	19.4 %	44,922	2,953
> 20 years	16.1 %	26.2 %	27.9 %	15.0 %	14.8 %	69,414	4,782
Time with Current Agency							
< 1 year	25.9 %	28.5 %	25.2 %	9.8 %	10.6 %	7,674	1,104
1-3 years	19.8 %	27.2 %	25.9 %	14.6 %	12.4 %	45,624	4,704
4-5 years	16.1 %	23.5 %	25.9 %	17.1 %	17.4 %	23,692	1,785
6-10 years	14.2 %	23.7 %	26.0 %	17.4 %	18.7 %	43,310	3,069
11-14 years	12.5 %	23.4 %	26.6 %	18.1 %	19.4 %	45,392	2,998
15-20 years	13.0 %	23.1 %	27.0 %	17.6 %	19.3 %	37,844	2,396
> 20 years	15.7 %	26.6 %	28.3 %	15.2 %	14.3 %	50,393	3,434

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	24.7 %	26.9 %	16.5 %	16.5 %	269,172	20,997
Leaving							
No	20.4 %	29.9 %	27.5 %	12.9 %	9.3 %	167,439	12,599
Yes, to retire	13.6 %	25.9 %	29.7 %	16.1 %	14.6 %	18,279	1,328
Yes, to other job in Govt.	7.9 %	16.7 %	24.9 %	22.8 %	27.7 %	40,282	3,125
Yes, to other job outside Govt.	4.1 %	10.9 %	20.3 %	25.1 %	39.7 %	12,080	851
Yes, other	4.9 %	12.5 %	24.6 %	23.5 %	34.5 %	15,554	1,488
Retiring							
Less than 1 year	11.6 %	23.9 %	27.9 %	17.4 %	19.2 %	9,486	708
1 year	13.3 %	25.4 %	30.6 %	16.5 %	14.2 %	7,624	527
2 years	14.6 %	25.4 %	30.6 %	15.0 %	14.4 %	13,765	947
3 years	14.5 %	26.5 %	28.7 %	15.3 %	15.0 %	14,173	1,034
4 years	14.5 %	25.3 %	29.8 %	16.1 %	14.3 %	9,332	678
5 years	15.3 %	25.8 %	28.2 %	15.4 %	15.3 %	19,647	1,397
More than 5 years	16.2 %	24.7 %	25.6 %	16.6 %	17.0 %	178,310	13,966
Transgender							
Yes	6.7 %	15.3 %	22.4 %	14.1 %	41.5 %	863	71
No	16.0 %	25.4 %	26.6 %	16.1 %	16.0 %	242,654	18,209
Consider Yourself as							
Straight	16.2 %	25.6 %	26.7 %	15.9 %	15.6 %	225,318	16,665
Gay or Lesbian	16.8 %	26.8 %	24.5 %	17.0 %	14.9 %	6,456	448
Bisexual	13.0 %	23.5 %	25.2 %	18.8 %	19.6 %	3,964	346
Something else	7.4 %	16.3 %	22.7 %	20.4 %	33.2 %	4,617	431
Military Service							
No Prior Military Service	16.5 %	26.7 %	25.8 %	16.1 %	14.9 %	181,483	13,989
Currently in Guard/Reserves	13.1 %	18.1 %	26.0 %	17.7 %	25.1 %	3,751	276
Retired	15.0 %	23.2 %	30.6 %	16.0 %	15.2 %	32,878	2,378
Separated/Discharged	13.0 %	20.3 %	26.0 %	17.7 %	23.1 %	35,454	2,794

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.4 %	24.7 %	26.9 %	16.5 %	16.5 %	269,172	20,997
Military Spouse							
Spouse of current active duty service member	16.6 %	22.5 %	25.8 %	18.3 %	16.8 %	2,876	250
Spouse of separated or retired service member with a disability rating of 100%	18.8 %	21.1 %	27.4 %	15.9 %	16.7 %	4,849	402
Widow(er) of a service member killed while on active duty	24.0 %	19.1 %	26.6 %	11.0 %	19.3 %	132	11
None of the categories listed	15.5 %	25.0 %	26.6 %	16.3 %	16.5 %	245,996	18,801
Non-Competitive Hiring Authority							
Yes	20.2 %	21.7 %	27.7 %	15.5 %	14.9 %	1,005	95
No	17.5 %	21.6 %	26.5 %	17.2 %	17.2 %	6,795	563
Disability							
Yes	15.4 %	20.4 %	26.4 %	16.4 %	21.3 %	39,490	3,179
No	15.9 %	26.1 %	26.6 %	16.2 %	15.2 %	208,307	15,558

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	51.9 %	31.6 %	8.2 %	4.2 %	4.1 %	287,844	1,423
Work Location							
Headquarters	55.3 %	30.8 %	6.8 %	3.7 %	3.4 %	89,924	349
Field	47.2 %	33.1 %	9.5 %	5.0 %	5.2 %	112,366	552
Full-time telework	60.9 %	28.0 %	6.1 %	2.5 %	2.4 %	68,973	387
Supervisory Status							
Senior Leader	61.7 %	27.7 %	5.7 %	2.4 %	2.5 %	6,606	13
Manager	52.7 %	33.0 %	7.3 %	3.9 %	3.1 %	24,919	55
Supervisor	49.8 %	33.9 %	8.4 %	4.4 %	3.5 %	46,370	157
Team Leader	51.9 %	31.9 %	8.3 %	4.2 %	3.7 %	33,088	123
Non-Supervisor	53.0 %	30.4 %	8.0 %	4.1 %	4.5 %	161,312	948
Sex							
Male	52.6 %	31.7 %	8.0 %	3.8 %	4.0 %	139,368	576
Female	53.0 %	30.5 %	7.9 %	4.5 %	4.2 %	123,049	617
Hispanic or Latino							
Yes	49.5 %	30.2 %	9.5 %	4.9 %	5.8 %	24,705	127
No	53.0 %	31.5 %	7.7 %	4.0 %	3.8 %	238,981	1,084
Race							
American Indian/Alaska Native	41.6 %	31.4 %	12.6 %	6.5 %	7.9 %	4,281	27
Asian	51.9 %	32.7 %	8.0 %	3.9 %	3.5 %	14,198	72
Black/African American	51.9 %	30.7 %	8.6 %	3.9 %	5.0 %	36,423	215
Native Hawaiian/Pacific Islander	46.7 %	32.9 %	10.9 %	4.1 %	5.4 %	1,352	5
White	53.8 %	31.4 %	7.4 %	4.0 %	3.5 %	187,718	755
Two or more races (Not Hispanic/Latino)	50.2 %	29.4 %	9.4 %	4.7 %	6.3 %	11,820	75
Age Group							
25 and under	58.4 %	27.9 %	6.5 %	3.9 %	3.2 %	3,006	27
26-29 years old	54.4 %	29.4 %	7.4 %	4.4 %	4.4 %	7,295	22
30-39 years old	53.4 %	29.0 %	7.7 %	4.5 %	5.4 %	48,690	212
40-49 years old	52.4 %	31.0 %	7.7 %	4.3 %	4.6 %	71,832	303
50-59 years old	52.3 %	32.4 %	8.0 %	4.1 %	3.3 %	88,460	382
60 or older	52.1 %	33.4 %	8.6 %	3.1 %	2.8 %	44,578	250

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	51.9 %	31.6 %	8.2 %	4.2 %	4.1 %	287,844	1,423
Level of Education							
Less than High School	54.7 %	25.7 %	10.4 %	6.9 %	2.2 %	137	3
H.S. Diploma/GED or equiv	45.8 %	33.9 %	10.2 %	4.4 %	5.6 %	8,397	47
Trade/Technical Certificate	45.4 %	33.7 %	10.6 %	5.5 %	4.9 %	4,575	25
Some College (no degree)	48.3 %	31.6 %	10.0 %	4.8 %	5.3 %	28,138	135
Associate's Degree	47.4 %	32.9 %	9.8 %	4.7 %	5.2 %	16,565	96
Bachelor's Degree	53.3 %	31.4 %	7.4 %	4.0 %	3.9 %	92,605	435
Master's Degree	55.4 %	30.6 %	6.9 %	3.7 %	3.3 %	84,296	335
Doctoral/Professional Degree	57.1 %	29.5 %	7.0 %	3.5 %	2.8 %	32,663	157
Pay Category							
Federal Wage System	39.6 %	36.5 %	11.5 %	5.7 %	6.8 %	6,791	30
GS 1-6	45.2 %	32.5 %	10.4 %	5.5 %	6.5 %	8,179	91
GS 7-12	50.8 %	31.8 %	8.4 %	4.3 %	4.8 %	99,105	549
GS 13-15	58.0 %	30.1 %	6.1 %	3.2 %	2.6 %	132,771	464
SES	63.3 %	26.5 %	5.9 %	2.3 %	2.0 %	4,421	9
SL/ST	56.2 %	31.1 %	7.8 %	3.0 %	2.0 %	1,123	4
Other	46.3 %	32.1 %	11.0 %	5.8 %	4.8 %	19,581	139
Time in Federal Government							
< 1 year	65.6 %	23.4 %	5.5 %	2.8 %	2.8 %	4,284	40
1-3 years	57.9 %	28.7 %	6.6 %	3.4 %	3.4 %	31,581	163
4-5 years	53.8 %	29.5 %	8.3 %	3.9 %	4.5 %	19,491	92
6-10 years	51.7 %	31.1 %	8.2 %	4.3 %	4.6 %	41,950	175
11-14 years	51.6 %	31.8 %	7.7 %	4.5 %	4.4 %	53,038	232
15-20 years	48.7 %	33.2 %	8.9 %	4.7 %	4.4 %	47,614	226
> 20 years	51.9 %	32.5 %	8.3 %	3.7 %	3.5 %	73,778	366
Time with Current Agency							
< 1 year	60.7 %	26.0 %	6.9 %	3.2 %	3.2 %	8,701	73
1-3 years	56.7 %	29.1 %	6.9 %	3.6 %	3.7 %	50,044	257
4-5 years	52.7 %	30.6 %	8.0 %	4.0 %	4.6 %	25,336	119
6-10 years	51.3 %	31.0 %	8.6 %	4.5 %	4.6 %	46,154	185
11-14 years	50.9 %	32.2 %	8.0 %	4.5 %	4.3 %	48,174	199
15-20 years	47.4 %	34.1 %	9.3 %	4.7 %	4.5 %	40,004	204
> 20 years	52.9 %	32.5 %	7.8 %	3.6 %	3.2 %	53,540	253

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	51.9 %	31.6 %	8.2 %	4.2 %	4.1 %	287,844	1,423
Leaving							
No	60.7 %	29.5 %	5.7 %	2.3 %	1.8 %	179,282	677
Yes, to retire	48.7 %	34.6 %	9.0 %	4.0 %	3.7 %	19,497	92
Yes, to other job in Govt.	38.0 %	34.3 %	11.9 %	7.7 %	8.2 %	43,089	294
Yes, to other job outside Govt.	35.9 %	35.4 %	11.4 %	7.3 %	10.0 %	12,840	72
Yes, other	34.9 %	34.2 %	13.9 %	7.8 %	9.2 %	16,872	144
Retiring							
Less than 1 year	47.5 %	32.4 %	9.6 %	4.9 %	5.6 %	10,128	52
1 year	48.2 %	35.6 %	8.8 %	4.0 %	3.3 %	8,098	40
2 years	50.3 %	34.2 %	8.7 %	3.7 %	3.1 %	14,623	74
3 years	49.1 %	34.0 %	9.6 %	3.6 %	3.6 %	15,120	79
4 years	49.6 %	33.8 %	8.9 %	3.9 %	3.8 %	9,953	53
5 years	49.5 %	33.8 %	8.5 %	4.5 %	3.7 %	20,921	111
More than 5 years	53.8 %	30.4 %	7.6 %	4.1 %	4.2 %	191,322	853
Transgender							
Yes	43.2 %	27.7 %	8.3 %	9.8 %	11.0 %	922	10
No	52.7 %	31.3 %	7.9 %	4.1 %	4.0 %	259,530	1,173
Consider Yourself as							
Straight	53.0 %	31.3 %	7.8 %	4.0 %	3.9 %	240,802	1,045
Gay or Lesbian	55.0 %	28.8 %	7.3 %	5.0 %	3.8 %	6,862	35
Bisexual	52.6 %	28.9 %	7.4 %	5.6 %	5.6 %	4,290	17
Something else	40.9 %	33.2 %	11.4 %	6.3 %	8.2 %	4,994	48
Military Service							
No Prior Military Service	53.0 %	31.1 %	7.8 %	4.2 %	4.0 %	194,413	948
Currently in Guard/Reserves	50.3 %	31.3 %	8.0 %	4.8 %	5.7 %	4,018	13
Retired	53.9 %	32.5 %	7.8 %	3.2 %	2.6 %	35,115	135
Separated/Discharged	49.4 %	31.5 %	9.1 %	4.5 %	5.5 %	38,016	186

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	51.9 %	31.6 %	8.2 %	4.2 %	4.1 %	287,844	1,423
Military Spouse							
Spouse of current active duty service member	55.3 %	26.4 %	7.3 %	5.3 %	5.8 %	3,111	12
Spouse of separated or retired service member with a disability rating of 100%	49.5 %	32.5 %	8.5 %	4.1 %	5.3 %	5,216	33
Widow(er) of a service member killed while on active duty	48.3 %	26.8 %	11.6 %	7.5 %	5.9 %	141	2
None of the categories listed	52.5 %	31.5 %	8.0 %	4.1 %	4.0 %	263,393	1,240
Non-Competitive Hiring Authority							
Yes	55.9 %	27.0 %	7.9 %	4.6 %	4.6 %	1,096	7
No	51.1 %	30.5 %	8.0 %	4.7 %	5.7 %	7,310	40
Disability							
Yes	50.2 %	29.8 %	9.1 %	4.9 %	6.0 %	42,421	220
No	53.1 %	31.6 %	7.7 %	3.9 %	3.6 %	222,721	1,004

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	47.2 %	31.7 %	14.2 %	3.4 %	3.5 %	272,204	16,722
Work Location							
Headquarters	51.3 %	30.1 %	12.4 %	3.2 %	2.9 %	85,692	4,490
Field	42.6 %	33.2 %	15.8 %	4.1 %	4.4 %	106,484	6,311
Full-time telework	55.1 %	29.0 %	11.5 %	2.1 %	2.3 %	64,514	4,792
Supervisory Status							
Senior Leader	66.1 %	23.9 %	6.5 %	1.7 %	1.9 %	6,556	59
Manager	52.2 %	32.3 %	10.5 %	2.8 %	2.2 %	24,481	477
Supervisor	46.5 %	34.2 %	13.3 %	3.1 %	2.8 %	45,068	1,434
Team Leader	46.2 %	32.3 %	14.9 %	3.5 %	3.2 %	31,417	1,760
Non-Supervisor	47.0 %	30.5 %	14.8 %	3.6 %	4.0 %	150,098	11,966
Sex							
Male	48.2 %	31.6 %	13.8 %	3.0 %	3.3 %	132,145	7,674
Female	47.6 %	31.2 %	13.7 %	3.9 %	3.6 %	116,696	6,856
Hispanic or Latino							
Yes	45.9 %	29.7 %	14.7 %	4.5 %	5.2 %	23,605	1,208
No	48.1 %	31.8 %	13.6 %	3.2 %	3.2 %	226,396	13,456
Race							
American Indian/Alaska Native	37.1 %	29.6 %	19.4 %	6.7 %	7.3 %	4,098	203
Asian	46.6 %	33.4 %	12.2 %	3.9 %	3.8 %	13,620	645
Black/African American	46.0 %	30.1 %	14.9 %	4.1 %	4.9 %	34,787	1,817
Native Hawaiian/Pacific Islander	42.9 %	32.8 %	16.0 %	4.1 %	4.1 %	1,301	56
White	49.2 %	32.0 %	13.1 %	3.0 %	2.7 %	177,838	10,466
Two or more races (Not Hispanic/Latino)	45.4 %	28.0 %	16.5 %	4.0 %	6.0 %	11,063	823
Age Group							
25 and under	50.6 %	31.8 %	11.9 %	2.9 %	2.7 %	2,863	162
26-29 years old	48.3 %	31.8 %	13.0 %	3.4 %	3.4 %	6,885	411
30-39 years old	47.4 %	30.2 %	14.2 %	3.7 %	4.4 %	46,039	2,811
40-49 years old	47.4 %	31.4 %	13.8 %	3.6 %	3.8 %	68,068	4,011
50-59 years old	48.3 %	31.9 %	13.5 %	3.4 %	3.0 %	84,020	4,752
60 or older	48.3 %	32.3 %	14.2 %	2.7 %	2.5 %	42,259	2,529

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	47.2 %	31.7 %	14.2 %	3.4 %	3.5 %	272,204	16,722
Level of Education							
Less than High School	48.3 %	30.3 %	18.7 %	0.0 %	2.6 %	132	9
H.S. Diploma/GED or equiv	40.6 %	34.7 %	16.0 %	4.0 %	4.7 %	8,080	358
Trade/Technical Certificate	40.4 %	32.6 %	17.8 %	4.7 %	4.5 %	4,370	222
Some College (no degree)	43.3 %	31.9 %	16.2 %	4.1 %	4.6 %	26,906	1,328
Associate's Degree	42.2 %	32.4 %	16.7 %	4.3 %	4.3 %	15,788	850
Bachelor's Degree	48.2 %	31.7 %	13.6 %	3.2 %	3.3 %	87,348	5,592
Master's Degree	51.0 %	30.9 %	12.2 %	2.9 %	2.9 %	79,931	4,641
Doctoral/Professional Degree	54.0 %	28.9 %	11.6 %	3.0 %	2.6 %	30,688	2,113
Pay Category							
Federal Wage System	34.2 %	33.7 %	19.8 %	6.0 %	6.3 %	6,478	333
GS 1-6	40.6 %	30.6 %	18.7 %	4.6 %	5.4 %	7,715	542
GS 7-12	45.2 %	32.0 %	15.0 %	3.7 %	4.1 %	93,199	6,340
GS 13-15	53.5 %	30.6 %	11.2 %	2.5 %	2.2 %	126,001	7,110
SES	72.1 %	21.1 %	3.9 %	1.8 %	1.1 %	4,395	37
SL/ST	58.9 %	29.3 %	8.5 %	2.4 %	1.0 %	1,091	36
Other	42.8 %	32.9 %	16.2 %	4.2 %	3.9 %	18,506	1,202
Time in Federal Government							
< 1 year	58.6 %	27.2 %	9.8 %	2.6 %	1.8 %	4,028	291
1-3 years	52.4 %	29.6 %	12.2 %	2.9 %	2.8 %	29,841	1,858
4-5 years	48.3 %	30.4 %	14.4 %	3.2 %	3.6 %	18,425	1,135
6-10 years	47.1 %	31.5 %	14.0 %	3.6 %	3.7 %	39,677	2,402
11-14 years	47.0 %	31.6 %	14.2 %	3.5 %	3.7 %	50,074	3,153
15-20 years	44.3 %	32.8 %	15.1 %	3.8 %	3.9 %	45,099	2,697
> 20 years	47.7 %	32.0 %	14.0 %	3.2 %	3.2 %	69,961	4,108
Time with Current Agency							
< 1 year	57.3 %	27.0 %	10.8 %	2.6 %	2.4 %	8,198	573
1-3 years	51.7 %	29.7 %	12.3 %	3.2 %	3.1 %	47,281	2,955
4-5 years	47.2 %	31.2 %	14.1 %	3.3 %	4.2 %	24,021	1,411
6-10 years	46.5 %	31.4 %	14.4 %	3.9 %	3.9 %	43,694	2,603
11-14 years	46.1 %	32.1 %	14.8 %	3.3 %	3.7 %	45,420	2,914
15-20 years	43.2 %	33.2 %	15.7 %	4.0 %	3.9 %	37,915	2,255
> 20 years	48.4 %	32.5 %	13.5 %	2.9 %	2.7 %	50,808	2,925

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	47.2 %	31.7 %	14.2 %	3.4 %	3.5 %	272,204	16,722
Leaving							
No	55.2 %	30.8 %	10.6 %	2.0 %	1.4 %	170,977	8,809
Yes, to retire	44.7 %	33.5 %	15.3 %	3.2 %	3.3 %	18,401	1,172
Yes, to other job in Govt.	34.4 %	32.1 %	19.5 %	6.6 %	7.4 %	40,227	3,097
Yes, to other job outside Govt.	32.8 %	33.6 %	19.8 %	5.8 %	8.0 %	11,844	1,053
Yes, other	30.5 %	32.1 %	22.9 %	6.2 %	8.3 %	15,543	1,461
Retiring							
Less than 1 year	43.5 %	31.5 %	16.5 %	3.6 %	4.9 %	9,473	696
1 year	44.7 %	33.6 %	15.9 %	3.1 %	2.7 %	7,677	457
2 years	45.8 %	33.9 %	14.5 %	3.0 %	2.7 %	13,856	826
3 years	45.0 %	33.5 %	15.2 %	3.1 %	3.3 %	14,322	854
4 years	45.7 %	33.2 %	14.6 %	3.3 %	3.1 %	9,467	533
5 years	46.3 %	31.6 %	14.8 %	3.9 %	3.3 %	19,885	1,130
More than 5 years	48.7 %	31.0 %	13.4 %	3.4 %	3.5 %	181,061	10,923
Transgender							
Yes	37.3 %	27.7 %	17.0 %	7.0 %	11.0 %	863	70
No	48.0 %	31.5 %	13.7 %	3.4 %	3.4 %	246,246	14,241
Consider Yourself as							
Straight	48.1 %	31.6 %	13.6 %	3.3 %	3.3 %	228,745	12,892
Gay or Lesbian	50.5 %	29.1 %	12.8 %	3.9 %	3.8 %	6,551	342
Bisexual	46.2 %	29.7 %	14.3 %	5.1 %	4.8 %	4,050	255
Something else	38.3 %	29.4 %	19.2 %	4.6 %	8.5 %	4,600	439
Military Service							
No Prior Military Service	47.6 %	31.9 %	13.8 %	3.4 %	3.3 %	183,545	11,625
Currently in Guard/Reserves	48.0 %	29.8 %	13.0 %	4.6 %	4.7 %	3,847	175
Retired	50.8 %	31.3 %	12.7 %	2.7 %	2.5 %	33,690	1,515
Separated/Discharged	45.4 %	30.2 %	15.7 %	3.8 %	4.9 %	35,904	2,270

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	47.2 %	31.7 %	14.2 %	3.4 %	3.5 %	272,204	16,722
Military Spouse							
Spouse of current active duty service member	48.7 %	26.2 %	15.0 %	5.1 %	4.9 %	2,969	156
Spouse of separated or retired service member with a disability rating of 100%	44.9 %	30.8 %	15.3 %	3.9 %	5.0 %	5,007	240
Widow(er) of a service member killed while on active duty	38.8 %	32.3 %	14.2 %	7.3 %	7.3 %	135	9
None of the categories listed	47.8 %	31.6 %	13.9 %	3.3 %	3.4 %	249,148	15,211
Non-Competitive Hiring Authority							
Yes	47.6 %	25.3 %	17.4 %	4.0 %	5.7 %	1,059	46
No	46.2 %	29.6 %	14.7 %	4.6 %	4.9 %	6,993	356
Disability							
Yes	46.8 %	28.4 %	14.9 %	4.4 %	5.4 %	40,239	2,373
No	48.1 %	32.1 %	13.6 %	3.2 %	3.1 %	211,044	12,469

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	44.0 %	33.4 %	12.2 %	5.7 %	4.7 %	285,794	3,225
Work Location							
Headquarters	47.8 %	32.5 %	10.7 %	5.1 %	3.9 %	89,422	791
Field	39.3 %	34.4 %	13.7 %	6.7 %	5.9 %	111,655	1,182
Full-time telework	52.3 %	31.3 %	9.4 %	3.9 %	3.1 %	68,392	916
Supervisory Status							
Senior Leader	62.5 %	27.7 %	5.9 %	2.1 %	1.8 %	6,586	27
Manager	48.4 %	36.4 %	9.1 %	3.6 %	2.5 %	24,863	113
Supervisor	43.8 %	36.4 %	11.5 %	5.0 %	3.3 %	46,239	265
Team Leader	43.0 %	34.0 %	12.5 %	6.1 %	4.3 %	32,947	251
Non-Supervisor	43.8 %	31.6 %	12.6 %	6.2 %	5.7 %	159,834	2,276
Sex							
Male	44.6 %	33.6 %	11.7 %	5.4 %	4.7 %	138,616	1,205
Female	45.1 %	32.4 %	12.0 %	5.9 %	4.6 %	122,109	1,488
Hispanic or Latino							
Yes	42.3 %	30.9 %	13.5 %	6.6 %	6.6 %	24,519	291
No	45.0 %	33.5 %	11.6 %	5.5 %	4.4 %	237,452	2,444
Race							
American Indian/Alaska Native	35.1 %	30.0 %	17.2 %	8.6 %	9.1 %	4,244	62
Asian	45.6 %	34.0 %	11.5 %	4.3 %	4.6 %	14,095	158
Black/African American	44.3 %	32.1 %	12.5 %	5.6 %	5.5 %	36,149	434
Native Hawaiian/Pacific Islander	38.6 %	34.0 %	14.3 %	6.5 %	6.6 %	1,343	11
White	45.7 %	33.5 %	11.3 %	5.5 %	4.0 %	186,606	1,742
Two or more races (Not Hispanic/Latino)	41.4 %	30.8 %	14.0 %	6.7 %	7.2 %	11,733	171
Age Group							
25 and under	54.7 %	30.7 %	7.7 %	3.7 %	3.1 %	2,999	32
26-29 years old	48.0 %	32.1 %	10.2 %	5.4 %	4.3 %	7,269	44
30-39 years old	44.9 %	31.5 %	11.2 %	6.5 %	5.9 %	48,469	404
40-49 years old	44.0 %	33.1 %	11.8 %	5.9 %	5.2 %	71,475	632
50-59 years old	44.6 %	34.0 %	11.9 %	5.4 %	4.0 %	87,842	943
60 or older	44.8 %	34.2 %	13.3 %	4.4 %	3.4 %	44,116	646

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	44.0 %	33.4 %	12.2 %	5.7 %	4.7 %	285,794	3,225
Level of Education							
Less than High School	47.7 %	30.0 %	15.0 %	3.6 %	3.8 %	134	4
H.S. Diploma/GED or equiv	39.1 %	34.3 %	15.3 %	6.1 %	5.2 %	8,324	107
Trade/Technical Certificate	37.1 %	32.2 %	15.7 %	8.9 %	6.1 %	4,542	53
Some College (no degree)	40.4 %	32.0 %	14.9 %	6.3 %	6.4 %	27,911	332
Associate's Degree	39.1 %	32.7 %	14.8 %	7.2 %	6.1 %	16,445	190
Bachelor's Degree	45.0 %	33.8 %	11.1 %	5.5 %	4.5 %	91,967	998
Master's Degree	47.9 %	33.3 %	10.0 %	4.9 %	3.9 %	83,859	745
Doctoral/Professional Degree	49.3 %	32.1 %	10.6 %	4.9 %	3.2 %	32,461	352
Pay Category							
Federal Wage System	30.6 %	33.9 %	17.2 %	9.6 %	8.6 %	6,746	66
GS 1-6	37.1 %	29.3 %	16.1 %	9.2 %	8.3 %	8,106	155
GS 7-12	42.1 %	33.1 %	12.9 %	6.3 %	5.6 %	98,304	1,247
GS 13-15	50.1 %	33.7 %	9.4 %	4.0 %	2.8 %	132,040	1,135
SES	66.4 %	25.5 %	5.3 %	1.9 %	1.0 %	4,416	14
SL/ST	53.6 %	31.7 %	9.6 %	3.0 %	2.0 %	1,117	11
Other	40.4 %	33.5 %	14.1 %	6.4 %	5.6 %	19,438	274
Time in Federal Government							
< 1 year	58.8 %	27.2 %	7.5 %	4.2 %	2.3 %	4,263	58
1-3 years	50.8 %	30.4 %	9.8 %	5.3 %	3.8 %	31,442	284
4-5 years	44.8 %	31.6 %	12.6 %	6.0 %	5.0 %	19,372	200
6-10 years	43.3 %	33.0 %	12.1 %	6.3 %	5.2 %	41,719	386
11-14 years	43.2 %	33.6 %	12.0 %	6.0 %	5.3 %	52,709	538
15-20 years	40.9 %	34.3 %	13.4 %	6.2 %	5.2 %	47,281	529
> 20 years	44.5 %	34.5 %	12.1 %	4.7 %	4.1 %	73,120	934
Time with Current Agency							
< 1 year	53.9 %	28.3 %	10.6 %	4.0 %	3.1 %	8,641	132
1-3 years	49.2 %	30.9 %	10.2 %	5.4 %	4.3 %	49,766	501
4-5 years	44.3 %	32.0 %	12.1 %	6.1 %	5.5 %	25,201	245
6-10 years	43.1 %	32.9 %	12.3 %	6.5 %	5.2 %	45,880	430
11-14 years	42.1 %	34.2 %	12.5 %	6.1 %	5.2 %	47,854	497
15-20 years	40.0 %	34.9 %	13.7 %	6.1 %	5.2 %	39,718	469
> 20 years	45.3 %	35.1 %	11.6 %	4.4 %	3.7 %	53,075	646

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	44.0 %	33.4 %	12.2 %	5.7 %	4.7 %	285,794	3,225
Leaving							
No	53.2 %	32.8 %	8.9 %	3.2 %	1.9 %	178,269	1,553
Yes, to retire	40.9 %	36.2 %	13.3 %	5.4 %	4.2 %	19,282	275
Yes, to other job in Govt.	28.7 %	32.5 %	17.7 %	11.0 %	10.1 %	42,752	610
Yes, to other job outside Govt.	27.2 %	34.8 %	16.6 %	10.3 %	11.1 %	12,756	158
Yes, other	26.6 %	33.7 %	18.8 %	10.3 %	10.7 %	16,705	310
Retiring							
Less than 1 year	39.0 %	34.3 %	14.0 %	6.4 %	6.2 %	10,011	149
1 year	40.6 %	36.6 %	13.7 %	5.3 %	3.7 %	8,026	109
2 years	42.9 %	36.0 %	13.1 %	4.3 %	3.7 %	14,492	188
3 years	41.2 %	36.0 %	13.7 %	5.2 %	3.8 %	14,998	180
4 years	42.4 %	36.1 %	12.4 %	5.0 %	4.1 %	9,861	135
5 years	42.6 %	34.3 %	12.8 %	6.1 %	4.3 %	20,771	247
More than 5 years	45.8 %	32.3 %	11.4 %	5.7 %	4.8 %	190,213	1,857
Transgender							
Yes	34.4 %	28.0 %	14.9 %	11.7 %	11.0 %	910	23
No	44.8 %	33.1 %	11.8 %	5.6 %	4.6 %	257,868	2,653
Consider Yourself as							
Straight	45.1 %	33.2 %	11.7 %	5.5 %	4.5 %	239,270	2,398
Gay or Lesbian	46.5 %	31.6 %	11.0 %	6.0 %	4.8 %	6,844	56
Bisexual	45.4 %	31.3 %	10.3 %	6.7 %	6.2 %	4,271	34
Something else	33.3 %	31.0 %	17.8 %	8.4 %	9.5 %	4,943	97
Military Service							
No Prior Military Service	45.0 %	33.5 %	11.6 %	5.4 %	4.5 %	193,067	2,157
Currently in Guard/Reserves	42.3 %	32.6 %	11.1 %	7.5 %	6.5 %	3,998	27
Retired	46.5 %	33.6 %	11.7 %	4.9 %	3.2 %	34,914	299
Separated/Discharged	41.1 %	31.8 %	13.6 %	6.9 %	6.7 %	37,774	414

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	44.0 %	33.4 %	12.2 %	5.7 %	4.7 %	285,794	3,225
Military Spouse							
Spouse of current active duty service member	44.6 %	28.7 %	12.8 %	7.7 %	6.2 %	3,095	31
Spouse of separated or retired service member with a disability rating of 100%	42.6 %	31.5 %	12.9 %	6.4 %	6.7 %	5,187	66
Widow(er) of a service member killed while on active duty	38.9 %	30.0 %	14.4 %	9.0 %	7.6 %	139	4
None of the categories listed	44.6 %	33.3 %	11.9 %	5.6 %	4.6 %	261,632	2,807
Non-Competitive Hiring Authority							
Yes	47.3 %	25.8 %	13.6 %	6.5 %	6.7 %	1,086	17
No	42.5 %	31.2 %	12.8 %	7.1 %	6.4 %	7,273	84
Disability							
Yes	42.0 %	30.0 %	13.7 %	7.1 %	7.2 %	42,096	512
No	45.2 %	33.8 %	11.5 %	5.3 %	4.2 %	221,314	2,258

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.7 %	32.5 %	9.1 %	5.5 %	3.2 %	287,561
Work Location						
Headquarters	53.3 %	31.1 %	7.8 %	5.0 %	2.7 %	89,940
Field	45.5 %	34.2 %	10.1 %	6.4 %	3.9 %	112,433
Full-time telework	57.1 %	29.5 %	7.1 %	3.9 %	2.3 %	69,085
Supervisory Status						
Senior Leader	66.0 %	24.6 %	4.8 %	2.6 %	2.0 %	6,583
Manager	53.9 %	32.2 %	6.9 %	4.9 %	2.1 %	24,877
Supervisor	49.2 %	34.1 %	8.6 %	5.5 %	2.5 %	46,320
Team Leader	50.3 %	33.0 %	8.6 %	5.1 %	3.0 %	33,093
Non-Supervisor	49.4 %	31.8 %	9.4 %	5.7 %	3.6 %	161,622
Sex						
Male	50.8 %	32.7 %	8.4 %	5.2 %	3.0 %	139,396
Female	50.1 %	31.5 %	9.1 %	5.8 %	3.4 %	123,149
Hispanic or Latino						
Yes	47.7 %	31.1 %	10.2 %	6.8 %	4.1 %	24,720
No	50.8 %	32.4 %	8.5 %	5.3 %	3.0 %	239,112
Race						
American Indian/Alaska Native	40.1 %	31.8 %	13.6 %	8.5 %	6.0 %	4,282
Asian	50.1 %	33.8 %	8.6 %	4.3 %	3.2 %	14,208
Black/African American	49.2 %	32.1 %	9.5 %	5.4 %	3.8 %	36,493
Native Hawaiian/Pacific Islander	44.2 %	35.0 %	11.5 %	5.4 %	3.9 %	1,347
White	51.6 %	32.2 %	8.2 %	5.3 %	2.7 %	187,708
Two or more races (Not Hispanic/Latino)	47.6 %	31.1 %	9.7 %	6.9 %	4.7 %	11,862
Age Group						
25 and under	55.6 %	31.4 %	7.4 %	3.2 %	2.4 %	3,030
26-29 years old	53.6 %	31.4 %	8.0 %	4.5 %	2.5 %	7,297
30-39 years old	50.8 %	31.6 %	8.2 %	5.7 %	3.6 %	48,755
40-49 years old	50.0 %	32.1 %	8.5 %	5.8 %	3.6 %	71,875
50-59 years old	50.1 %	32.7 %	8.9 %	5.3 %	2.9 %	88,454
60 or older	50.5 %	32.7 %	9.5 %	4.9 %	2.4 %	44,593

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.7 %	32.5 %	9.1 %	5.5 %	3.2 %	287,561
Level of Education						
Less than High School	44.4 %	38.7 %	12.1 %	3.0 %	1.9 %	139
H.S. Diploma/GED or equiv	44.8 %	34.7 %	11.1 %	6.0 %	3.5 %	8,391
Trade/Technical Certificate	42.4 %	34.1 %	12.5 %	7.2 %	3.9 %	4,577
Some College (no degree)	45.5 %	33.1 %	11.1 %	6.6 %	3.7 %	28,131
Associate's Degree	44.3 %	35.0 %	10.5 %	6.1 %	4.1 %	16,578
Bachelor's Degree	50.8 %	32.4 %	8.5 %	5.2 %	3.0 %	92,688
Master's Degree	53.4 %	31.3 %	7.4 %	5.0 %	2.9 %	84,339
Doctoral/Professional Degree	57.0 %	29.0 %	6.9 %	4.7 %	2.4 %	32,695
Pay Category						
Federal Wage System	38.0 %	36.9 %	11.5 %	8.1 %	5.4 %	6,788
GS 1-6	44.1 %	32.2 %	11.8 %	7.2 %	4.7 %	8,236
GS 7-12	47.7 %	33.0 %	9.8 %	5.9 %	3.6 %	99,257
GS 13-15	55.7 %	30.7 %	6.8 %	4.5 %	2.3 %	132,713
SES	70.1 %	22.3 %	3.7 %	2.1 %	1.7 %	4,409
SL/ST	56.0 %	33.2 %	5.6 %	3.7 %	1.5 %	1,122
Other	46.0 %	33.8 %	11.0 %	5.8 %	3.4 %	19,635
Time in Federal Government						
< 1 year	62.0 %	26.7 %	6.3 %	3.1 %	1.9 %	4,312
1-3 years	56.0 %	30.1 %	7.3 %	4.1 %	2.4 %	31,658
4-5 years	51.4 %	31.2 %	9.0 %	5.6 %	2.9 %	19,514
6-10 years	49.9 %	32.1 %	8.8 %	5.8 %	3.4 %	41,985
11-14 years	49.5 %	32.5 %	8.8 %	5.8 %	3.5 %	53,029
15-20 years	46.4 %	34.2 %	9.7 %	6.2 %	3.6 %	47,637
> 20 years	49.5 %	32.8 %	9.3 %	5.3 %	3.1 %	73,796
Time with Current Agency						
< 1 year	58.9 %	27.3 %	7.7 %	3.7 %	2.5 %	8,746
1-3 years	54.3 %	30.4 %	7.9 %	4.5 %	2.9 %	50,136
4-5 years	50.2 %	31.7 %	9.0 %	5.9 %	3.2 %	25,378
6-10 years	49.3 %	32.4 %	8.8 %	6.0 %	3.5 %	46,170
11-14 years	48.8 %	32.8 %	8.9 %	6.0 %	3.4 %	48,148
15-20 years	45.5 %	34.8 %	10.1 %	6.1 %	3.6 %	40,047
> 20 years	50.5 %	32.9 %	8.9 %	5.0 %	2.7 %	53,517

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.7 %	32.5 %	9.1 %	5.5 %	3.2 %	287,561
Leaving						
No	58.6 %	30.7 %	6.4 %	3.0 %	1.3 %	179,250
Yes, to retire	45.9 %	35.2 %	9.9 %	5.9 %	3.1 %	19,490
Yes, to other job in Govt.	34.9 %	34.7 %	13.5 %	10.2 %	6.7 %	43,204
Yes, to other job outside Govt.	35.3 %	35.6 %	12.0 %	10.1 %	7.0 %	12,859
Yes, other	33.0 %	34.7 %	14.4 %	10.5 %	7.3 %	16,957
Retiring						
Less than 1 year	44.8 %	32.7 %	10.6 %	7.3 %	4.6 %	10,122
1 year	45.5 %	35.7 %	9.9 %	5.9 %	3.0 %	8,108
2 years	48.2 %	34.4 %	9.5 %	5.4 %	2.5 %	14,636
3 years	47.1 %	34.2 %	10.5 %	5.4 %	2.7 %	15,096
4 years	47.3 %	35.1 %	9.1 %	5.7 %	2.9 %	9,955
5 years	47.6 %	34.1 %	9.8 %	5.6 %	2.9 %	20,933
More than 5 years	51.6 %	31.5 %	8.4 %	5.3 %	3.2 %	191,488
Transgender						
Yes	38.6 %	30.7 %	12.0 %	10.6 %	8.2 %	932
No	50.5 %	32.2 %	8.7 %	5.4 %	3.1 %	259,648
Consider Yourself as						
Straight	50.7 %	32.3 %	8.6 %	5.3 %	3.0 %	240,860
Gay or Lesbian	53.1 %	30.3 %	8.0 %	5.5 %	3.1 %	6,876
Bisexual	49.2 %	31.7 %	7.7 %	6.9 %	4.4 %	4,297
Something else	40.0 %	32.7 %	12.8 %	8.3 %	6.3 %	5,029
Military Service						
No Prior Military Service	50.8 %	32.2 %	8.6 %	5.4 %	3.0 %	194,579
Currently in Guard/Reserves	47.2 %	31.9 %	9.9 %	7.0 %	4.0 %	4,007
Retired	52.0 %	32.4 %	8.7 %	4.6 %	2.4 %	35,093
Separated/Discharged	46.9 %	32.7 %	9.6 %	6.4 %	4.3 %	38,072

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.7 %	32.5 %	9.1 %	5.5 %	3.2 %	287,561
Military Spouse						
Spouse of current active duty service member	50.2 %	30.3 %	9.2 %	7.1 %	3.4 %	3,116
Spouse of separated or retired service member with a disability rating of 100%	46.3 %	32.2 %	11.2 %	6.1 %	4.1 %	5,231
Widow(er) of a service member killed while on active duty	41.7 %	26.9 %	16.5 %	5.2 %	9.7 %	142
None of the categories listed	50.3 %	32.3 %	8.8 %	5.4 %	3.2 %	263,563
Non-Competitive Hiring Authority						
Yes	48.9 %	30.1 %	10.6 %	6.5 %	3.9 %	1,101
No	47.5 %	31.6 %	10.4 %	6.5 %	3.9 %	7,327
Disability						
Yes	47.5 %	30.6 %	10.1 %	6.9 %	4.9 %	42,463
No	51.0 %	32.6 %	8.5 %	5.1 %	2.8 %	222,827

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.6 %	30.6 %	7.6 %	3.6 %	2.7 %	287,462
Work Location						
Headquarters	59.3 %	28.6 %	6.5 %	3.2 %	2.3 %	89,901
Field	51.5 %	32.7 %	8.5 %	4.1 %	3.2 %	112,402
Full-time telework	62.9 %	26.9 %	5.8 %	2.5 %	1.9 %	69,063
Supervisory Status						
Senior Leader	71.8 %	20.6 %	3.6 %	2.4 %	1.7 %	6,572
Manager	60.0 %	28.5 %	6.4 %	3.1 %	2.0 %	24,873
Supervisor	55.2 %	31.9 %	7.3 %	3.4 %	2.2 %	46,311
Team Leader	56.4 %	30.6 %	7.1 %	3.5 %	2.4 %	33,078
Non-Supervisor	55.3 %	30.3 %	7.7 %	3.6 %	3.0 %	161,564
Sex						
Male	57.2 %	30.2 %	6.9 %	3.2 %	2.5 %	139,359
Female	55.5 %	30.1 %	7.7 %	3.9 %	2.9 %	123,089
Hispanic or Latino						
Yes	54.1 %	30.2 %	8.4 %	3.9 %	3.4 %	24,717
No	56.7 %	30.2 %	7.1 %	3.4 %	2.5 %	239,016
Race						
American Indian/Alaska Native	44.6 %	31.8 %	12.2 %	5.3 %	6.2 %	4,283
Asian	55.6 %	32.0 %	6.8 %	2.7 %	2.9 %	14,207
Black/African American	54.3 %	30.7 %	8.0 %	3.6 %	3.3 %	36,474
Native Hawaiian/Pacific Islander	49.4 %	33.9 %	11.1 %	2.7 %	2.9 %	1,350
White	57.9 %	29.7 %	6.8 %	3.4 %	2.2 %	187,632
Two or more races (Not Hispanic/Latino)	53.1 %	29.9 %	8.2 %	4.5 %	4.2 %	11,865
Age Group						
25 and under	63.7 %	27.4 %	5.4 %	1.4 %	2.0 %	3,026
26-29 years old	60.4 %	28.4 %	6.3 %	3.2 %	1.7 %	7,297
30-39 years old	57.8 %	29.5 %	6.6 %	3.4 %	2.8 %	48,726
40-49 years old	55.9 %	30.2 %	7.3 %	3.6 %	3.0 %	71,844
50-59 years old	55.7 %	30.8 %	7.3 %	3.5 %	2.6 %	88,420
60 or older	55.8 %	30.4 %	8.1 %	3.4 %	2.3 %	44,591

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.6 %	30.6 %	7.6 %	3.6 %	2.7 %	287,462
Level of Education						
Less than High School	55.1 %	28.7 %	11.3 %	3.9 %	1.0 %	140
H.S. Diploma/GED or equiv	49.8 %	33.6 %	9.9 %	3.7 %	3.0 %	8,402
Trade/Technical Certificate	47.5 %	34.3 %	10.4 %	4.9 %	2.9 %	4,582
Some College (no degree)	50.6 %	32.4 %	9.6 %	4.2 %	3.2 %	28,116
Associate's Degree	49.9 %	34.0 %	8.6 %	4.0 %	3.4 %	16,571
Bachelor's Degree	57.1 %	30.4 %	6.7 %	3.3 %	2.5 %	92,641
Master's Degree	59.5 %	28.6 %	6.4 %	3.1 %	2.4 %	84,313
Doctoral/Professional Degree	63.7 %	25.3 %	5.5 %	3.2 %	2.2 %	32,681
Pay Category						
Federal Wage System	43.5 %	35.9 %	11.0 %	5.5 %	4.2 %	6,785
GS 1-6	49.9 %	31.4 %	9.9 %	4.8 %	4.0 %	8,235
GS 7-12	53.5 %	31.7 %	8.0 %	3.8 %	3.0 %	99,219
GS 13-15	61.9 %	27.5 %	5.8 %	2.8 %	2.0 %	132,670
SES	76.5 %	17.2 %	2.9 %	2.0 %	1.5 %	4,398
SL/ST	65.5 %	26.1 %	4.2 %	2.4 %	1.8 %	1,121
Other	52.1 %	32.8 %	8.5 %	3.7 %	2.9 %	19,636
Time in Federal Government						
< 1 year	68.6 %	23.5 %	4.4 %	2.1 %	1.4 %	4,309
1-3 years	62.8 %	26.9 %	5.7 %	2.6 %	1.9 %	31,650
4-5 years	58.3 %	28.8 %	7.3 %	3.2 %	2.4 %	19,508
6-10 years	55.8 %	30.8 %	7.1 %	3.7 %	2.7 %	41,978
11-14 years	55.5 %	30.8 %	7.1 %	3.7 %	3.0 %	53,009
15-20 years	52.3 %	32.4 %	8.4 %	4.0 %	3.0 %	47,623
> 20 years	54.7 %	30.8 %	8.1 %	3.5 %	2.9 %	73,761
Time with Current Agency						
< 1 year	64.9 %	24.7 %	6.0 %	2.8 %	1.7 %	8,742
1-3 years	60.6 %	27.8 %	6.2 %	2.9 %	2.5 %	50,117
4-5 years	56.5 %	29.6 %	7.6 %	3.6 %	2.7 %	25,365
6-10 years	55.3 %	31.0 %	7.1 %	3.8 %	2.9 %	46,168
11-14 years	54.6 %	31.1 %	7.7 %	3.8 %	2.8 %	48,132
15-20 years	51.3 %	33.2 %	8.6 %	3.9 %	3.0 %	40,026
> 20 years	56.0 %	30.5 %	7.6 %	3.3 %	2.6 %	53,499

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.6 %	30.6 %	7.6 %	3.6 %	2.7 %	287,462
Leaving						
No	64.5 %	27.7 %	4.9 %	1.8 %	1.1 %	179,198
Yes, to retire	51.9 %	32.9 %	8.6 %	4.0 %	2.6 %	19,479
Yes, to other job in Govt.	41.1 %	34.6 %	11.8 %	6.9 %	5.6 %	43,184
Yes, to other job outside Govt.	42.2 %	34.6 %	11.2 %	6.3 %	5.7 %	12,845
Yes, other	38.4 %	35.5 %	12.9 %	6.8 %	6.4 %	16,960
Retiring						
Less than 1 year	50.4 %	31.1 %	9.3 %	5.0 %	4.1 %	10,116
1 year	51.6 %	33.3 %	9.1 %	3.5 %	2.4 %	8,102
2 years	53.6 %	32.4 %	8.3 %	3.5 %	2.2 %	14,628
3 years	52.5 %	32.4 %	9.1 %	3.4 %	2.6 %	15,095
4 years	53.7 %	32.3 %	8.0 %	3.3 %	2.6 %	9,956
5 years	53.3 %	32.2 %	8.2 %	3.7 %	2.6 %	20,929
More than 5 years	57.7 %	29.5 %	6.8 %	3.4 %	2.7 %	191,422
Transgender						
Yes	43.9 %	29.7 %	10.7 %	6.7 %	8.9 %	933
No	56.6 %	30.1 %	7.2 %	3.5 %	2.6 %	259,552
Consider Yourself as						
Straight	56.7 %	30.2 %	7.2 %	3.4 %	2.6 %	240,766
Gay or Lesbian	60.7 %	27.1 %	6.0 %	3.4 %	2.9 %	6,879
Bisexual	55.8 %	28.9 %	6.4 %	5.0 %	4.0 %	4,295
Something else	44.7 %	33.3 %	11.4 %	5.4 %	5.1 %	5,027
Military Service						
No Prior Military Service	56.8 %	30.0 %	7.1 %	3.5 %	2.6 %	194,508
Currently in Guard/Reserves	53.8 %	30.0 %	8.8 %	4.6 %	2.9 %	4,005
Retired	57.7 %	30.4 %	7.0 %	3.0 %	2.0 %	35,091
Separated/Discharged	52.9 %	31.2 %	8.4 %	3.9 %	3.6 %	38,051

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.6 %	30.6 %	7.6 %	3.6 %	2.7 %	287,462
Military Spouse						
Spouse of current active duty service member	55.7 %	29.1 %	7.5 %	4.7 %	2.9 %	3,115
Spouse of separated or retired service member with a disability rating of 100%	52.3 %	31.0 %	9.1 %	3.9 %	3.7 %	5,232
Widow(er) of a service member killed while on active duty	46.7 %	28.3 %	13.5 %	4.1 %	7.3 %	143
None of the categories listed	56.3 %	30.3 %	7.3 %	3.5 %	2.6 %	263,467
Non-Competitive Hiring Authority						
Yes	56.1 %	28.0 %	8.2 %	5.0 %	2.7 %	1,103
No	53.0 %	30.7 %	8.6 %	4.1 %	3.6 %	7,326
Disability						
Yes	52.6 %	29.5 %	8.8 %	4.8 %	4.3 %	42,460
No	57.2 %	30.3 %	7.0 %	3.2 %	2.3 %	222,736

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.3 %	27.3 %	12.5 %	6.6 %	5.4 %	287,369
Work Location						
Headquarters	51.8 %	26.5 %	10.9 %	6.0 %	4.8 %	89,872
Field	44.1 %	28.3 %	13.7 %	7.5 %	6.5 %	112,392
Full-time telework	55.5 %	25.4 %	10.5 %	4.9 %	3.7 %	69,045
Supervisory Status						
Senior Leader	65.5 %	21.6 %	6.5 %	3.3 %	3.1 %	6,571
Manager	52.5 %	27.7 %	10.0 %	5.7 %	4.1 %	24,866
Supervisor	47.6 %	29.1 %	12.5 %	6.2 %	4.6 %	46,302
Team Leader	48.1 %	27.5 %	12.5 %	6.6 %	5.3 %	33,071
Non-Supervisor	48.1 %	26.6 %	12.6 %	6.8 %	5.9 %	161,534
Sex						
Male	49.9 %	27.5 %	11.6 %	5.9 %	5.1 %	139,325
Female	47.9 %	26.6 %	12.7 %	7.2 %	5.6 %	123,084
Hispanic or Latino						
Yes	47.1 %	25.8 %	13.4 %	7.3 %	6.5 %	24,720
No	49.2 %	27.4 %	11.9 %	6.4 %	5.2 %	238,970
Race						
American Indian/Alaska Native	39.7 %	26.1 %	15.5 %	9.1 %	9.6 %	4,278
Asian	50.0 %	29.4 %	11.0 %	5.0 %	4.5 %	14,194
Black/African American	45.8 %	26.7 %	14.1 %	6.7 %	6.7 %	36,454
Native Hawaiian/Pacific Islander	44.3 %	27.6 %	16.2 %	6.2 %	5.7 %	1,348
White	50.5 %	27.1 %	11.3 %	6.4 %	4.7 %	187,636
Two or more races (Not Hispanic/Latino)	45.5 %	26.1 %	13.9 %	7.0 %	7.5 %	11,859
Age Group						
25 and under	56.1 %	26.4 %	9.5 %	4.3 %	3.7 %	3,031
26-29 years old	53.1 %	25.6 %	10.9 %	6.3 %	4.2 %	7,299
30-39 years old	49.1 %	26.5 %	11.7 %	6.7 %	6.0 %	48,732
40-49 years old	48.2 %	27.1 %	11.8 %	7.0 %	6.0 %	71,832
50-59 years old	48.5 %	27.7 %	12.5 %	6.2 %	5.0 %	88,409
60 or older	50.0 %	27.5 %	12.8 %	5.7 %	4.0 %	44,558

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.3 %	27.3 %	12.5 %	6.6 %	5.4 %	287,369
Level of Education						
Less than High School	49.5 %	30.1 %	13.2 %	4.8 %	2.4 %	140
H.S. Diploma/GED or equiv	44.0 %	28.7 %	14.6 %	6.7 %	5.9 %	8,394
Trade/Technical Certificate	41.1 %	28.0 %	15.6 %	8.0 %	7.3 %	4,576
Some College (no degree)	44.5 %	27.1 %	14.8 %	7.2 %	6.5 %	28,119
Associate's Degree	43.3 %	28.5 %	14.4 %	7.2 %	6.6 %	16,565
Bachelor's Degree	49.3 %	27.7 %	11.6 %	6.4 %	5.0 %	92,642
Master's Degree	51.6 %	26.5 %	11.0 %	5.9 %	4.9 %	84,291
Doctoral/Professional Degree	55.4 %	25.0 %	9.5 %	5.9 %	4.2 %	32,668
Pay Category						
Federal Wage System	36.9 %	29.7 %	15.5 %	8.7 %	9.2 %	6,788
GS 1-6	43.0 %	26.7 %	14.8 %	8.5 %	7.0 %	8,228
GS 7-12	46.3 %	27.4 %	13.2 %	7.1 %	6.0 %	99,235
GS 13-15	53.9 %	26.6 %	10.1 %	5.3 %	4.1 %	132,620
SES	69.4 %	19.9 %	5.6 %	2.6 %	2.5 %	4,399
SL/ST	56.3 %	27.4 %	9.1 %	4.9 %	2.3 %	1,122
Other	45.1 %	28.0 %	14.3 %	7.1 %	5.4 %	19,624
Time in Federal Government						
< 1 year	61.0 %	24.5 %	7.7 %	3.7 %	3.1 %	4,308
1-3 years	55.4 %	25.2 %	10.4 %	5.1 %	3.9 %	31,641
4-5 years	50.2 %	26.3 %	12.2 %	6.2 %	5.2 %	19,509
6-10 years	48.1 %	27.3 %	11.8 %	7.1 %	5.7 %	41,972
11-14 years	47.4 %	27.5 %	12.4 %	6.7 %	5.9 %	53,006
15-20 years	45.1 %	28.1 %	13.2 %	7.5 %	6.1 %	47,610
> 20 years	47.9 %	27.7 %	12.9 %	6.2 %	5.3 %	73,737
Time with Current Agency						
< 1 year	57.5 %	24.2 %	9.9 %	4.6 %	3.8 %	8,739
1-3 years	53.5 %	25.6 %	10.7 %	5.5 %	4.7 %	50,119
4-5 years	48.4 %	26.9 %	12.4 %	6.5 %	5.8 %	25,367
6-10 years	47.8 %	26.9 %	12.1 %	7.2 %	6.0 %	46,151
11-14 years	46.5 %	28.0 %	12.8 %	6.9 %	5.9 %	48,124
15-20 years	44.3 %	28.5 %	13.9 %	7.5 %	5.9 %	40,025
> 20 years	49.0 %	28.0 %	12.4 %	6.0 %	4.6 %	53,471

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.3 %	27.3 %	12.5 %	6.6 %	5.4 %	287,369
Leaving						
No	57.5 %	27.1 %	9.2 %	3.9 %	2.4 %	179,154
Yes, to retire	45.2 %	28.9 %	13.7 %	6.9 %	5.4 %	19,471
Yes, to other job in Govt.	32.4 %	26.6 %	17.8 %	12.0 %	11.2 %	43,199
Yes, to other job outside Govt.	33.1 %	27.9 %	16.7 %	11.0 %	11.3 %	12,855
Yes, other	31.1 %	27.1 %	18.6 %	11.4 %	11.9 %	16,949
Retiring						
Less than 1 year	44.1 %	26.3 %	14.4 %	7.3 %	7.8 %	10,115
1 year	44.7 %	29.7 %	13.5 %	7.4 %	4.7 %	8,101
2 years	47.4 %	28.6 %	12.9 %	6.5 %	4.6 %	14,620
3 years	45.9 %	28.6 %	14.0 %	6.6 %	4.8 %	15,078
4 years	47.4 %	28.3 %	13.4 %	6.2 %	4.7 %	9,954
5 years	46.2 %	28.6 %	13.2 %	7.1 %	4.9 %	20,925
More than 5 years	49.9 %	26.7 %	11.6 %	6.3 %	5.4 %	191,414
Transgender						
Yes	37.7 %	21.2 %	17.3 %	9.9 %	14.0 %	933
No	49.1 %	27.2 %	12.0 %	6.5 %	5.3 %	259,512
Consider Yourself as						
Straight	49.3 %	27.2 %	12.0 %	6.4 %	5.1 %	240,739
Gay or Lesbian	51.2 %	25.3 %	11.4 %	6.6 %	5.4 %	6,874
Bisexual	48.5 %	25.1 %	11.3 %	8.0 %	7.0 %	4,292
Something else	37.2 %	27.1 %	16.7 %	9.6 %	9.4 %	5,019
Military Service						
No Prior Military Service	49.1 %	27.3 %	12.1 %	6.4 %	5.1 %	194,467
Currently in Guard/Reserves	46.9 %	25.7 %	12.1 %	7.9 %	7.5 %	4,003
Retired	51.1 %	27.3 %	11.6 %	5.8 %	4.1 %	35,081
Separated/Discharged	45.7 %	26.7 %	13.2 %	7.1 %	7.3 %	38,059

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.3 %	27.3 %	12.5 %	6.6 %	5.4 %	287,369
Military Spouse						
Spouse of current active duty service member	48.3 %	24.3 %	12.6 %	8.3 %	6.4 %	3,114
Spouse of separated or retired service member with a disability rating of 100%	44.0 %	26.9 %	14.3 %	7.5 %	7.2 %	5,231
Widow(er) of a service member killed while on active duty	39.1 %	23.2 %	21.3 %	3.9 %	12.4 %	142
None of the categories listed	48.9 %	27.2 %	12.1 %	6.5 %	5.3 %	263,420
Non-Competitive Hiring Authority						
Yes	48.5 %	22.3 %	14.9 %	7.5 %	6.8 %	1,100
No	45.1 %	26.4 %	13.6 %	7.9 %	7.1 %	7,326
Disability						
Yes	46.3 %	24.9 %	13.0 %	7.8 %	8.0 %	42,456
No	49.5 %	27.6 %	11.9 %	6.2 %	4.8 %	222,696

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.2 %	27.6 %	13.8 %	4.9 %	3.5 %	288,152
Work Location						
Headquarters	53.1 %	26.7 %	12.5 %	4.6 %	3.1 %	90,276
Field	45.8 %	28.7 %	15.4 %	5.8 %	4.3 %	112,865
Full-time telework	58.4 %	25.2 %	10.9 %	3.2 %	2.4 %	69,327
Supervisory Status						
Senior Leader	65.6 %	22.1 %	8.0 %	2.0 %	2.3 %	6,617
Manager	52.4 %	28.5 %	12.5 %	4.1 %	2.5 %	24,981
Supervisor	48.2 %	30.0 %	14.2 %	4.7 %	2.9 %	46,520
Team Leader	49.1 %	27.8 %	14.6 %	5.1 %	3.5 %	33,201
Non-Supervisor	50.9 %	26.5 %	13.6 %	5.1 %	3.9 %	162,179
Sex						
Male	51.4 %	27.5 %	13.0 %	4.7 %	3.4 %	139,958
Female	50.1 %	27.1 %	14.2 %	5.0 %	3.6 %	123,612
Hispanic or Latino						
Yes	48.2 %	26.4 %	15.0 %	5.7 %	4.7 %	24,825
No	51.1 %	27.5 %	13.3 %	4.7 %	3.3 %	240,021
Race						
American Indian/Alaska Native	40.5 %	25.7 %	18.5 %	8.5 %	6.9 %	4,310
Asian	51.8 %	27.8 %	12.4 %	4.7 %	3.3 %	14,280
Black/African American	50.0 %	27.0 %	14.3 %	4.7 %	4.1 %	36,647
Native Hawaiian/Pacific Islander	47.0 %	29.2 %	14.4 %	6.4 %	3.0 %	1,358
White	51.8 %	27.5 %	13.0 %	4.6 %	3.1 %	188,413
Two or more races (Not Hispanic/Latino)	48.0 %	25.7 %	15.5 %	5.9 %	4.9 %	11,902
Age Group						
25 and under	55.5 %	27.6 %	11.3 %	2.7 %	2.9 %	3,037
26-29 years old	53.4 %	26.9 %	12.5 %	4.3 %	2.9 %	7,325
30-39 years old	48.4 %	27.5 %	14.7 %	5.3 %	4.1 %	48,895
40-49 years old	49.4 %	27.5 %	13.8 %	5.3 %	4.0 %	72,128
50-59 years old	51.5 %	27.4 %	13.3 %	4.7 %	3.2 %	88,803
60 or older	54.3 %	26.8 %	12.2 %	4.0 %	2.6 %	44,846

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.2 %	27.6 %	13.8 %	4.9 %	3.5 %	288,152
Level of Education						
Less than High School	57.4 %	24.5 %	10.9 %	3.6 %	3.6 %	140
H.S. Diploma/GED or equiv	49.0 %	26.3 %	15.6 %	4.9 %	4.2 %	8,458
Trade/Technical Certificate	44.7 %	27.8 %	15.2 %	7.5 %	4.8 %	4,595
Some College (no degree)	47.9 %	27.0 %	15.3 %	5.7 %	4.1 %	28,271
Associate's Degree	46.5 %	27.7 %	15.8 %	5.8 %	4.2 %	16,638
Bachelor's Degree	51.0 %	27.8 %	13.2 %	4.7 %	3.3 %	93,014
Master's Degree	52.0 %	27.7 %	12.7 %	4.4 %	3.1 %	84,630
Doctoral/Professional Degree	56.7 %	25.5 %	11.2 %	3.8 %	2.8 %	32,804
Pay Category						
Federal Wage System	40.1 %	28.3 %	17.6 %	7.7 %	6.2 %	6,816
GS 1-6	46.1 %	25.5 %	17.0 %	6.2 %	5.2 %	8,273
GS 7-12	48.8 %	27.6 %	14.4 %	5.3 %	4.0 %	99,622
GS 13-15	54.8 %	27.2 %	11.5 %	3.9 %	2.6 %	133,206
SES	68.6 %	21.7 %	6.0 %	2.2 %	1.5 %	4,426
SL/ST	59.8 %	24.5 %	12.1 %	1.8 %	1.9 %	1,130
Other	47.1 %	28.4 %	15.8 %	5.5 %	3.3 %	19,697
Time in Federal Government						
< 1 year	62.1 %	23.8 %	9.0 %	3.0 %	2.0 %	4,326
1-3 years	56.6 %	25.1 %	11.8 %	3.8 %	2.7 %	31,736
4-5 years	50.6 %	27.5 %	13.6 %	4.6 %	3.7 %	19,573
6-10 years	49.0 %	27.5 %	14.4 %	5.4 %	3.7 %	42,117
11-14 years	49.1 %	28.0 %	13.9 %	5.3 %	3.8 %	53,236
15-20 years	47.1 %	28.3 %	14.9 %	5.7 %	4.0 %	47,831
> 20 years	51.3 %	27.6 %	13.3 %	4.5 %	3.3 %	74,113
Time with Current Agency						
< 1 year	59.2 %	23.5 %	11.1 %	3.4 %	2.8 %	8,775
1-3 years	54.6 %	25.7 %	12.2 %	4.4 %	3.1 %	50,283
4-5 years	49.4 %	27.6 %	14.1 %	4.9 %	4.0 %	25,449
6-10 years	49.0 %	27.1 %	14.5 %	5.4 %	3.9 %	46,318
11-14 years	48.5 %	28.3 %	14.1 %	5.3 %	3.8 %	48,349
15-20 years	46.7 %	28.7 %	15.2 %	5.5 %	3.8 %	40,200
> 20 years	52.2 %	28.0 %	12.7 %	4.2 %	2.9 %	53,778

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.2 %	27.6 %	13.8 %	4.9 %	3.5 %	288,152
Leaving						
No	59.4 %	26.6 %	9.9 %	2.7 %	1.5 %	179,926
Yes, to retire	49.0 %	29.1 %	13.6 %	5.0 %	3.3 %	19,587
Yes, to other job in Govt.	33.3 %	28.1 %	21.7 %	9.6 %	7.2 %	43,354
Yes, to other job outside Govt.	33.8 %	29.4 %	19.9 %	8.7 %	8.2 %	12,904
Yes, other	33.5 %	28.7 %	20.6 %	8.9 %	8.3 %	17,015
Retiring						
Less than 1 year	46.4 %	28.0 %	14.8 %	5.6 %	5.3 %	10,179
1 year	48.6 %	29.8 %	13.5 %	5.5 %	2.5 %	8,143
2 years	51.7 %	28.2 %	12.9 %	4.2 %	3.0 %	14,705
3 years	50.1 %	27.6 %	14.8 %	4.5 %	3.1 %	15,191
4 years	49.8 %	29.3 %	13.2 %	4.4 %	3.3 %	9,996
5 years	50.0 %	27.8 %	13.7 %	5.2 %	3.4 %	21,035
More than 5 years	51.1 %	27.0 %	13.5 %	4.9 %	3.5 %	192,116
Transgender						
Yes	39.8 %	23.1 %	17.6 %	9.9 %	9.6 %	932
No	50.9 %	27.4 %	13.5 %	4.8 %	3.4 %	260,673
Consider Yourself as						
Straight	51.1 %	27.4 %	13.4 %	4.8 %	3.4 %	241,827
Gay or Lesbian	50.7 %	26.9 %	14.0 %	4.7 %	3.7 %	6,904
Bisexual	48.5 %	26.9 %	14.6 %	5.9 %	4.1 %	4,305
Something else	41.3 %	27.5 %	17.2 %	7.1 %	6.9 %	5,042
Military Service						
No Prior Military Service	50.7 %	27.8 %	13.5 %	4.7 %	3.3 %	195,293
Currently in Guard/Reserves	47.1 %	26.6 %	14.7 %	6.0 %	5.5 %	4,030
Retired	53.6 %	26.5 %	13.0 %	4.3 %	2.7 %	35,223
Separated/Discharged	48.0 %	26.7 %	14.7 %	5.8 %	4.9 %	38,209

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**
All Responses	50.2 %	27.6 %	13.8 %	4.9 %	3.5 %	288,152
Military Spouse						
Spouse of current active duty service member	47.0 %	27.2 %	13.9 %	7.1 %	4.8 %	3,127
Spouse of separated or retired service member with a disability rating of 100%	46.9 %	27.4 %	15.4 %	5.4 %	5.0 %	5,247
Widow(er) of a service member killed while on active duty	38.0 %	30.7 %	15.9 %	9.4 %	6.0 %	145
None of the categories listed	50.8 %	27.4 %	13.6 %	4.8 %	3.4 %	264,546
Non-Competitive Hiring Authority						
Yes	46.8 %	26.6 %	14.0 %	7.7 %	4.8 %	1,106
No	46.7 %	27.5 %	15.0 %	5.9 %	4.9 %	7,352
Disability						
Yes	48.4 %	25.5 %	14.5 %	6.2 %	5.4 %	42,614
No	51.2 %	27.7 %	13.4 %	4.6 %	3.1 %	223,700

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	32.5 %	22.5 %	15.5 %	12.9 %	280,913	5,608
Work Location							
Headquarters	20.0 %	34.9 %	20.9 %	14.0 %	10.1 %	89,011	1,251
Field	12.8 %	29.3 %	23.3 %	17.8 %	16.8 %	110,727	2,174
Full-time telework	21.9 %	36.9 %	21.2 %	12.1 %	7.9 %	67,559	1,794
Supervisory Status							
Senior Leader	42.8 %	34.9 %	11.5 %	6.4 %	4.4 %	6,606	16
Manager	19.2 %	36.1 %	19.7 %	14.9 %	10.1 %	24,892	93
Supervisor	14.4 %	33.2 %	22.6 %	16.8 %	13.0 %	46,146	377
Team Leader	14.9 %	31.4 %	22.7 %	16.9 %	14.1 %	32,778	446
Non-Supervisor	16.7 %	32.0 %	22.7 %	15.1 %	13.5 %	157,864	4,342
Sex							
Male	16.5 %	32.0 %	21.9 %	15.4 %	14.2 %	137,779	2,153
Female	18.0 %	34.2 %	22.4 %	15.1 %	10.3 %	120,830	2,809
Hispanic or Latino							
Yes	18.0 %	30.1 %	21.4 %	14.8 %	15.7 %	24,416	417
No	16.9 %	33.2 %	22.3 %	15.4 %	12.3 %	235,453	4,581
Race							
American Indian/Alaska Native	13.5 %	29.9 %	23.5 %	16.3 %	16.8 %	4,215	96
Asian	22.0 %	38.2 %	20.4 %	11.0 %	8.5 %	13,969	296
Black/African American	20.2 %	35.9 %	21.8 %	11.6 %	10.4 %	35,724	917
Native Hawaiian/Pacific Islander	18.5 %	35.8 %	21.3 %	10.1 %	14.3 %	1,335	22
White	16.3 %	32.4 %	22.2 %	16.3 %	12.8 %	185,236	3,194
Two or more races (Not Hispanic/Latino)	15.2 %	27.7 %	22.9 %	16.3 %	17.9 %	11,648	254
Age Group							
25 and under	21.3 %	36.7 %	20.8 %	12.8 %	8.4 %	2,941	94
26-29 years old	16.2 %	32.9 %	21.7 %	16.2 %	13.0 %	7,161	159
30-39 years old	15.0 %	29.6 %	21.5 %	17.4 %	16.5 %	48,008	876
40-49 years old	15.6 %	31.0 %	21.9 %	16.3 %	15.2 %	70,898	1,244
50-59 years old	17.8 %	34.6 %	22.1 %	14.7 %	10.7 %	87,268	1,566
60 or older	20.4 %	36.2 %	23.3 %	12.2 %	7.9 %	43,787	1,034

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	32.5 %	22.5 %	15.5 %	12.9 %	280,913	5,608
Level of Education							
Less than High School	24.7 %	39.6 %	17.6 %	3.7 %	14.4 %	139	3
H.S. Diploma/GED or equiv	17.1 %	31.5 %	24.7 %	13.7 %	13.0 %	8,222	216
Trade/Technical Certificate	12.7 %	29.0 %	24.8 %	17.5 %	15.8 %	4,482	114
Some College (no degree)	15.7 %	30.6 %	22.5 %	15.5 %	15.7 %	27,617	645
Associate's Degree	14.9 %	30.6 %	23.8 %	16.1 %	14.7 %	16,267	380
Bachelor's Degree	16.2 %	32.7 %	22.2 %	16.0 %	12.9 %	91,223	1,806
Master's Degree	18.4 %	34.5 %	21.3 %	14.7 %	11.1 %	83,287	1,357
Doctoral/Professional Degree	19.8 %	34.1 %	20.7 %	14.5 %	10.9 %	32,251	575
Pay Category							
Federal Wage System	9.8 %	24.2 %	23.5 %	21.2 %	21.3 %	6,705	120
GS 1-6	16.2 %	32.6 %	23.3 %	15.0 %	12.9 %	7,880	387
GS 7-12	16.0 %	31.4 %	23.0 %	15.8 %	13.8 %	96,976	2,659
GS 13-15	18.3 %	35.3 %	21.3 %	14.5 %	10.6 %	131,533	1,705
SES	46.5 %	34.5 %	9.5 %	5.0 %	4.5 %	4,427	5
SL/ST	28.0 %	38.4 %	14.1 %	12.7 %	6.9 %	1,117	11
Other	14.8 %	30.8 %	22.5 %	16.4 %	15.5 %	19,342	361
Time in Federal Government							
< 1 year	28.9 %	37.9 %	19.4 %	9.0 %	4.9 %	4,134	190
1-3 years	21.8 %	35.7 %	21.1 %	12.3 %	9.1 %	30,901	833
4-5 years	17.6 %	31.7 %	21.8 %	16.0 %	12.9 %	19,193	380
6-10 years	15.6 %	31.7 %	22.2 %	16.3 %	14.2 %	41,380	750
11-14 years	15.3 %	31.6 %	21.8 %	16.8 %	14.5 %	52,373	899
15-20 years	14.3 %	30.3 %	22.8 %	16.8 %	15.8 %	47,058	782
> 20 years	17.1 %	34.0 %	22.9 %	14.7 %	11.4 %	72,697	1,429
Time with Current Agency							
< 1 year	28.3 %	38.0 %	19.0 %	8.8 %	5.9 %	8,396	382
1-3 years	21.3 %	35.3 %	20.9 %	12.8 %	9.7 %	49,060	1,226
4-5 years	16.8 %	31.9 %	21.6 %	16.1 %	13.6 %	25,007	451
6-10 years	15.1 %	31.1 %	22.4 %	16.9 %	14.5 %	45,594	747
11-14 years	14.3 %	31.2 %	22.4 %	16.8 %	15.3 %	47,570	803
15-20 years	13.6 %	30.1 %	23.2 %	17.0 %	16.1 %	39,577	635
> 20 years	16.8 %	34.1 %	23.3 %	14.9 %	10.9 %	52,759	1,014

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	32.5 %	22.5 %	15.5 %	12.9 %	280,913	5,608
Leaving							
No	21.8 %	38.0 %	21.7 %	11.6 %	7.0 %	176,532	3,380
Yes, to retire	14.9 %	33.0 %	24.8 %	15.6 %	11.6 %	19,195	391
Yes, to other job in Govt.	8.5 %	23.9 %	23.2 %	22.1 %	22.3 %	42,515	868
Yes, to other job outside Govt.	5.5 %	17.4 %	19.6 %	25.3 %	32.1 %	12,713	208
Yes, other	6.3 %	20.1 %	23.3 %	23.7 %	26.7 %	16,646	382
Retiring							
Less than 1 year	14.3 %	29.3 %	23.7 %	16.4 %	16.3 %	9,977	204
1 year	14.8 %	32.9 %	25.4 %	15.9 %	11.0 %	7,996	145
2 years	16.0 %	33.8 %	23.9 %	14.5 %	11.8 %	14,394	304
3 years	16.9 %	34.7 %	23.1 %	14.1 %	11.1 %	14,912	279
4 years	16.8 %	34.3 %	23.0 %	14.6 %	11.3 %	9,836	171
5 years	17.1 %	33.5 %	22.3 %	15.2 %	11.9 %	20,672	356
More than 5 years	17.1 %	32.4 %	21.7 %	15.6 %	13.2 %	188,451	3,709
Transgender							
Yes	10.5 %	19.7 %	17.6 %	17.3 %	34.9 %	913	22
No	17.2 %	33.0 %	22.1 %	15.2 %	12.5 %	255,782	4,883
Consider Yourself as							
Straight	17.4 %	33.3 %	22.1 %	15.1 %	12.2 %	237,378	4,432
Gay or Lesbian	17.1 %	31.8 %	21.7 %	15.7 %	13.6 %	6,791	111
Bisexual	16.7 %	30.7 %	18.7 %	17.7 %	16.2 %	4,207	97
Something else	8.9 %	24.3 %	21.6 %	19.3 %	25.9 %	4,917	135
Military Service							
No Prior Military Service	16.6 %	32.8 %	22.4 %	15.7 %	12.6 %	191,401	3,924
Currently in Guard/Reserves	14.3 %	30.3 %	23.7 %	15.3 %	16.4 %	3,973	54
Retired	20.4 %	36.7 %	21.2 %	12.9 %	8.8 %	34,731	499
Separated/Discharged	14.9 %	28.6 %	22.1 %	16.8 %	17.6 %	37,464	759

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.7 %	32.5 %	22.5 %	15.5 %	12.9 %	280,913	5,608
Military Spouse							
Spouse of current active duty service member	18.9 %	30.6 %	20.0 %	16.3 %	14.2 %	3,059	67
Spouse of separated or retired service member with a disability rating of 100%	18.7 %	31.0 %	22.7 %	15.0 %	12.5 %	5,147	103
Widow(er) of a service member killed while on active duty	14.6 %	36.0 %	22.7 %	13.8 %	12.9 %	142	2
None of the categories listed	16.7 %	32.7 %	22.2 %	15.4 %	12.9 %	259,528	5,069
Non-Competitive Hiring Authority							
Yes	20.2 %	31.5 %	22.3 %	14.8 %	11.1 %	1,076	29
No	18.5 %	30.7 %	21.5 %	15.7 %	13.7 %	7,211	142
Disability							
Yes	17.7 %	29.5 %	21.0 %	15.8 %	16.0 %	41,728	905
No	16.8 %	33.5 %	22.4 %	15.3 %	12.1 %	219,560	4,144

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.5 %	35.6 %	21.1 %	8.8 %	10.0 %	269,828	15,418
Work Location							
Headquarters	29.4 %	36.8 %	18.5 %	7.7 %	7.6 %	86,164	3,758
Field	19.7 %	33.8 %	22.7 %	10.6 %	13.2 %	106,046	6,322
Full-time telework	30.3 %	38.4 %	19.4 %	6.2 %	5.7 %	64,584	4,499
Supervisory Status							
Senior Leader	55.1 %	29.1 %	8.8 %	3.6 %	3.4 %	6,577	29
Manager	30.2 %	36.8 %	17.9 %	8.1 %	7.0 %	24,395	481
Supervisor	22.9 %	37.1 %	21.0 %	9.4 %	9.6 %	44,757	1,573
Team Leader	23.0 %	35.3 %	21.4 %	9.8 %	10.6 %	31,531	1,537
Non-Supervisor	23.7 %	35.3 %	21.5 %	8.7 %	10.7 %	150,460	11,059
Sex							
Male	25.5 %	35.2 %	19.8 %	8.7 %	10.8 %	132,580	6,779
Female	24.5 %	36.9 %	21.9 %	8.6 %	8.1 %	116,188	6,927
Hispanic or Latino							
Yes	24.4 %	33.2 %	20.7 %	9.1 %	12.5 %	23,592	1,117
No	25.1 %	36.2 %	20.7 %	8.7 %	9.3 %	226,355	12,705
Race							
American Indian/Alaska Native	18.2 %	31.2 %	24.1 %	11.8 %	14.8 %	4,084	199
Asian	28.3 %	40.2 %	18.4 %	6.8 %	6.3 %	13,567	665
Black/African American	24.8 %	36.5 %	22.5 %	7.6 %	8.5 %	34,718	1,772
Native Hawaiian/Pacific Islander	24.3 %	34.8 %	20.5 %	8.2 %	12.3 %	1,297	54
White	25.6 %	36.0 %	20.0 %	8.8 %	9.5 %	177,727	9,912
Two or more races (Not Hispanic/Latino)	21.6 %	31.1 %	22.6 %	10.1 %	14.6 %	11,186	668
Age Group							
25 and under	32.1 %	41.0 %	17.1 %	5.2 %	4.6 %	2,847	175
26-29 years old	25.5 %	38.3 %	18.6 %	9.1 %	8.6 %	6,915	379
30-39 years old	23.1 %	34.9 %	20.1 %	9.4 %	12.5 %	46,176	2,540
40-49 years old	23.0 %	35.2 %	20.8 %	9.4 %	11.5 %	68,087	3,753
50-59 years old	25.6 %	36.2 %	21.2 %	8.5 %	8.6 %	83,980	4,451
60 or older	29.1 %	36.6 %	21.0 %	7.0 %	6.2 %	42,099	2,523

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.5 %	35.6 %	21.1 %	8.8 %	10.0 %	269,828	15,418
Level of Education							
Less than High School	28.2 %	32.4 %	25.0 %	3.0 %	11.4 %	135	6
H.S. Diploma/GED or equiv	21.4 %	33.9 %	24.0 %	9.4 %	11.2 %	8,042	369
Trade/Technical Certificate	17.7 %	31.1 %	24.4 %	13.4 %	13.5 %	4,382	189
Some College (no degree)	20.9 %	32.9 %	22.9 %	10.1 %	13.2 %	26,834	1,300
Associate's Degree	20.2 %	33.9 %	23.5 %	10.1 %	12.2 %	15,739	835
Bachelor's Degree	24.0 %	36.5 %	21.0 %	8.8 %	9.8 %	87,393	5,238
Master's Degree	28.2 %	37.5 %	18.7 %	7.7 %	7.9 %	80,039	4,244
Doctoral/Professional Degree	32.7 %	36.0 %	17.3 %	6.7 %	7.3 %	30,691	2,019
Pay Category							
Federal Wage System	13.4 %	29.1 %	24.0 %	14.1 %	19.4 %	6,513	273
GS 1-6	22.6 %	35.0 %	23.5 %	8.9 %	10.1 %	7,594	635
GS 7-12	22.6 %	35.0 %	22.3 %	9.3 %	10.9 %	92,877	6,298
GS 13-15	28.2 %	38.0 %	18.8 %	7.5 %	7.5 %	126,383	6,311
SES	60.4 %	27.1 %	6.6 %	2.9 %	3.0 %	4,400	26
SL/ST	42.7 %	35.5 %	11.9 %	4.8 %	5.1 %	1,098	28
Other	22.8 %	34.1 %	21.5 %	9.6 %	12.0 %	18,599	1,033
Time in Federal Government							
< 1 year	41.4 %	37.0 %	14.0 %	4.4 %	3.2 %	4,007	305
1-3 years	32.3 %	38.1 %	17.7 %	5.9 %	5.9 %	29,822	1,774
4-5 years	26.7 %	35.1 %	20.6 %	8.3 %	9.3 %	18,427	1,060
6-10 years	23.4 %	35.6 %	21.1 %	9.2 %	10.7 %	39,712	2,245
11-14 years	22.7 %	35.6 %	20.9 %	9.5 %	11.3 %	50,208	2,842
15-20 years	20.9 %	34.1 %	22.1 %	10.2 %	12.7 %	45,177	2,472
> 20 years	24.3 %	35.8 %	21.8 %	8.9 %	9.3 %	69,870	3,918
Time with Current Agency							
< 1 year	38.2 %	39.0 %	14.6 %	4.3 %	3.9 %	8,091	657
1-3 years	31.0 %	37.7 %	18.2 %	6.6 %	6.6 %	47,199	2,870
4-5 years	25.2 %	35.3 %	20.3 %	8.7 %	10.5 %	24,047	1,301
6-10 years	22.5 %	35.0 %	21.5 %	9.8 %	11.2 %	43,778	2,379
11-14 years	21.5 %	35.3 %	21.7 %	9.7 %	11.9 %	45,590	2,576
15-20 years	20.3 %	33.7 %	22.6 %	10.4 %	13.1 %	38,035	1,995
> 20 years	24.4 %	36.0 %	22.0 %	8.8 %	8.9 %	50,701	2,836

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.5 %	35.6 %	21.1 %	8.8 %	10.0 %	269,828	15,418
Leaving							
No	31.0 %	39.3 %	18.6 %	6.0 %	5.1 %	170,448	8,797
Yes, to retire	22.6 %	35.8 %	22.8 %	9.1 %	9.7 %	18,442	1,053
Yes, to other job in Govt.	14.0 %	30.3 %	24.8 %	13.7 %	17.3 %	40,412	2,720
Yes, to other job outside Govt.	11.0 %	26.0 %	22.4 %	15.8 %	24.8 %	12,065	800
Yes, other	10.5 %	25.7 %	26.7 %	14.6 %	22.6 %	15,730	1,202
Retiring							
Less than 1 year	21.5 %	32.6 %	22.3 %	10.1 %	13.4 %	9,551	577
1 year	22.5 %	35.9 %	22.2 %	10.1 %	9.3 %	7,683	429
2 years	24.2 %	35.1 %	23.0 %	8.6 %	9.1 %	13,833	792
3 years	24.4 %	35.9 %	22.8 %	8.1 %	8.9 %	14,356	763
4 years	25.5 %	34.6 %	22.1 %	8.7 %	9.1 %	9,477	483
5 years	24.2 %	35.4 %	21.8 %	9.2 %	9.4 %	19,891	1,017
More than 5 years	25.1 %	36.0 %	20.2 %	8.7 %	10.0 %	181,050	10,355
Transgender							
Yes	14.7 %	25.6 %	14.6 %	12.7 %	32.4 %	879	51
No	25.2 %	36.0 %	20.6 %	8.6 %	9.6 %	246,106	13,470
Consider Yourself as							
Straight	25.5 %	36.1 %	20.5 %	8.5 %	9.3 %	228,543	12,258
Gay or Lesbian	25.2 %	37.1 %	19.9 %	8.5 %	9.3 %	6,540	334
Bisexual	23.9 %	35.5 %	19.5 %	9.8 %	11.3 %	4,055	239
Something else	14.5 %	27.0 %	23.2 %	13.6 %	21.8 %	4,651	367
Military Service							
No Prior Military Service	24.4 %	36.4 %	20.9 %	8.7 %	9.5 %	183,571	10,986
Currently in Guard/Reserves	23.4 %	36.3 %	19.4 %	8.1 %	12.8 %	3,848	164
Retired	29.8 %	36.7 %	19.1 %	7.5 %	6.8 %	33,750	1,300
Separated/Discharged	21.5 %	31.9 %	21.9 %	10.5 %	14.2 %	35,921	2,123

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.5 %	35.6 %	21.1 %	8.8 %	10.0 %	269,828	15,418
Military Spouse							
Spouse of current active duty service member	26.1 %	33.9 %	19.0 %	10.1 %	10.9 %	2,952	164
Spouse of separated or retired service member with a disability rating of 100%	23.8 %	33.3 %	21.7 %	10.9 %	10.3 %	4,996	233
Widow(er) of a service member killed while on active duty	19.4 %	37.3 %	24.1 %	8.9 %	10.3 %	137	6
None of the categories listed	24.8 %	35.8 %	20.8 %	8.7 %	9.9 %	249,285	14,188
Non-Competitive Hiring Authority							
Yes	27.3 %	33.2 %	20.8 %	10.7 %	8.0 %	1,051	53
No	24.2 %	33.7 %	20.7 %	10.5 %	11.0 %	6,974	348
Disability							
Yes	24.5 %	31.4 %	20.9 %	9.9 %	13.3 %	40,232	2,199
No	25.1 %	36.7 %	20.6 %	8.5 %	9.0 %	211,026	11,756

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.1 %	43.6 %	17.3 %	9.6 %	7.4 %	282,666	2,831
Work Location							
Headquarters	24.9 %	43.2 %	16.2 %	9.5 %	6.2 %	89,309	677
Field	18.0 %	42.6 %	18.8 %	10.9 %	9.6 %	111,414	1,126
Full-time telework	28.7 %	46.6 %	14.0 %	6.7 %	4.0 %	68,322	774
Supervisory Status							
Senior Leader	46.6 %	38.7 %	8.0 %	4.2 %	2.5 %	6,583	24
Manager	27.2 %	48.2 %	13.4 %	7.3 %	3.9 %	24,856	41
Supervisor	20.5 %	46.0 %	17.3 %	9.8 %	6.4 %	46,195	169
Team Leader	19.4 %	42.0 %	18.2 %	11.7 %	8.6 %	32,912	210
Non-Supervisor	21.9 %	42.7 %	17.6 %	9.6 %	8.2 %	159,492	2,183
Sex							
Male	22.1 %	42.9 %	17.3 %	9.7 %	8.0 %	138,469	1,091
Female	23.3 %	45.0 %	16.4 %	9.1 %	6.2 %	121,791	1,365
Hispanic or Latino							
Yes	22.9 %	40.6 %	17.1 %	9.9 %	9.6 %	24,487	252
No	22.4 %	44.2 %	16.9 %	9.5 %	7.0 %	237,033	2,234
Race							
American Indian/Alaska Native	16.8 %	37.5 %	21.0 %	11.8 %	13.0 %	4,223	72
Asian	26.8 %	45.1 %	15.7 %	7.0 %	5.3 %	14,039	182
Black/African American	26.1 %	45.5 %	14.9 %	6.9 %	6.6 %	36,034	410
Native Hawaiian/Pacific Islander	21.7 %	42.5 %	17.4 %	8.5 %	9.9 %	1,340	13
White	21.9 %	43.9 %	17.1 %	10.0 %	7.1 %	186,367	1,542
Two or more races (Not Hispanic/Latino)	20.4 %	40.0 %	18.5 %	11.5 %	9.6 %	11,714	147
Age Group							
25 and under	29.0 %	47.4 %	13.4 %	6.1 %	4.1 %	2,997	36
26-29 years old	23.2 %	42.9 %	17.1 %	9.9 %	7.0 %	7,231	70
30-39 years old	20.4 %	42.3 %	17.1 %	10.5 %	9.7 %	48,349	445
40-49 years old	21.0 %	43.2 %	16.8 %	10.5 %	8.5 %	71,310	627
50-59 years old	23.2 %	44.5 %	17.0 %	9.1 %	6.2 %	87,719	766
60 or older	25.7 %	44.8 %	17.4 %	7.4 %	4.7 %	44,094	535

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.1 %	43.6 %	17.3 %	9.6 %	7.4 %	282,666	2,831
Level of Education							
Less than High School	24.3 %	37.7 %	20.5 %	10.7 %	6.8 %	138	2
H.S. Diploma/GED or equiv	20.5 %	40.7 %	20.3 %	9.9 %	8.6 %	8,264	141
Trade/Technical Certificate	17.6 %	40.1 %	20.7 %	11.2 %	10.4 %	4,500	74
Some College (no degree)	20.4 %	40.8 %	18.7 %	10.2 %	9.9 %	27,783	350
Associate's Degree	19.7 %	41.4 %	19.2 %	10.6 %	9.1 %	16,373	227
Bachelor's Degree	21.9 %	44.6 %	16.9 %	9.3 %	7.2 %	91,865	852
Master's Degree	24.3 %	45.3 %	15.4 %	9.2 %	5.9 %	83,776	635
Doctoral/Professional Degree	26.1 %	44.1 %	15.2 %	8.7 %	5.8 %	32,481	251
Pay Category							
Federal Wage System	13.0 %	37.1 %	21.5 %	13.5 %	14.9 %	6,686	107
GS 1-6	21.4 %	40.8 %	19.6 %	9.8 %	8.4 %	8,025	206
GS 7-12	21.1 %	43.0 %	18.0 %	9.7 %	8.2 %	97,995	1,312
GS 13-15	24.6 %	46.0 %	15.1 %	8.9 %	5.4 %	132,063	753
SES	50.4 %	38.1 %	6.7 %	3.0 %	1.8 %	4,413	11
SL/ST	35.5 %	40.2 %	14.5 %	5.7 %	4.0 %	1,115	11
Other	20.2 %	42.2 %	18.9 %	10.3 %	8.5 %	19,420	217
Time in Federal Government							
< 1 year	35.4 %	42.1 %	13.8 %	5.6 %	3.1 %	4,234	81
1-3 years	28.0 %	43.6 %	15.3 %	7.7 %	5.3 %	31,252	401
4-5 years	23.0 %	42.0 %	17.0 %	10.1 %	7.9 %	19,341	186
6-10 years	20.8 %	43.5 %	17.3 %	10.1 %	8.3 %	41,602	400
11-14 years	20.6 %	43.5 %	17.2 %	10.7 %	8.1 %	52,669	437
15-20 years	19.7 %	42.5 %	17.9 %	10.8 %	9.1 %	47,257	398
> 20 years	22.4 %	45.3 %	17.3 %	8.6 %	6.3 %	73,124	714
Time with Current Agency							
< 1 year	32.9 %	42.0 %	14.9 %	5.8 %	4.4 %	8,570	182
1-3 years	27.1 %	43.1 %	15.4 %	8.4 %	5.9 %	49,557	598
4-5 years	22.1 %	42.2 %	16.9 %	10.3 %	8.5 %	25,148	234
6-10 years	20.2 %	43.3 %	17.7 %	10.5 %	8.3 %	45,778	423
11-14 years	19.5 %	43.6 %	17.6 %	11.0 %	8.4 %	47,830	382
15-20 years	19.1 %	43.1 %	18.2 %	10.5 %	9.1 %	39,742	320
> 20 years	22.6 %	46.2 %	17.2 %	8.2 %	5.8 %	53,072	483

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.1 %	43.6 %	17.3 %	9.6 %	7.4 %	282,666	2,831
Leaving							
No	28.2 %	46.9 %	14.6 %	6.7 %	3.7 %	177,821	1,522
Yes, to retire	20.2 %	44.9 %	19.2 %	8.9 %	6.8 %	19,302	215
Yes, to other job in Govt.	12.3 %	38.0 %	20.7 %	15.3 %	13.8 %	42,718	491
Yes, to other job outside Govt.	9.6 %	35.5 %	20.9 %	16.2 %	17.8 %	12,767	120
Yes, other	9.6 %	35.4 %	23.5 %	15.6 %	15.9 %	16,698	274
Retiring							
Less than 1 year	19.0 %	43.0 %	19.8 %	9.4 %	8.7 %	10,043	108
1 year	20.4 %	44.8 %	18.6 %	9.4 %	6.9 %	8,015	86
2 years	21.5 %	45.1 %	18.6 %	8.4 %	6.4 %	14,502	151
3 years	22.1 %	44.3 %	18.2 %	9.0 %	6.4 %	14,971	152
4 years	22.1 %	44.3 %	17.1 %	10.3 %	6.1 %	9,859	95
5 years	21.5 %	44.2 %	17.7 %	9.6 %	7.0 %	20,759	173
More than 5 years	22.8 %	43.4 %	16.5 %	9.7 %	7.6 %	189,785	1,810
Transgender							
Yes	12.4 %	35.7 %	16.0 %	14.8 %	21.1 %	916	18
No	22.7 %	43.8 %	16.9 %	9.4 %	7.2 %	257,405	2,408
Consider Yourself as							
Straight	22.8 %	44.0 %	16.8 %	9.3 %	7.0 %	238,825	2,189
Gay or Lesbian	22.7 %	42.8 %	16.7 %	9.9 %	7.9 %	6,832	54
Bisexual	24.0 %	42.6 %	14.0 %	10.4 %	8.9 %	4,248	45
Something else	13.9 %	36.1 %	21.2 %	13.8 %	15.0 %	4,934	89
Military Service							
No Prior Military Service	22.2 %	44.5 %	16.9 %	9.5 %	6.9 %	192,788	1,884
Currently in Guard/Reserves	19.2 %	42.1 %	18.7 %	10.2 %	9.8 %	3,992	32
Retired	25.7 %	43.7 %	16.7 %	8.4 %	5.5 %	34,826	282
Separated/Discharged	19.9 %	40.4 %	17.9 %	10.9 %	10.8 %	37,701	404

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Managers communicate the goals of the organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	22.1 %	43.6 %	17.3 %	9.6 %	7.4 %	282,666	2,831
Military Spouse							
Spouse of current active duty service member	23.1 %	38.1 %	17.6 %	10.1 %	11.0 %	3,081	38
Spouse of separated or retired service member with a disability rating of 100%	23.3 %	40.6 %	17.3 %	10.3 %	8.5 %	5,161	69
Widow(er) of a service member killed while on active duty	20.2 %	38.6 %	21.3 %	8.3 %	11.6 %	142	1
None of the categories listed	22.3 %	43.8 %	17.0 %	9.6 %	7.3 %	261,219	2,503
Non-Competitive Hiring Authority							
Yes	26.3 %	35.9 %	19.3 %	10.1 %	8.5 %	1,087	14
No	22.4 %	40.3 %	17.2 %	10.3 %	9.8 %	7,237	94
Disability							
Yes	22.8 %	39.6 %	17.4 %	10.1 %	10.1 %	41,970	498
No	22.4 %	44.5 %	16.9 %	9.4 %	6.8 %	220,990	2,008

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.7 %	38.1 %	19.3 %	12.4 %	9.5 %	279,665	6,253
Work Location							
Headquarters	23.6 %	39.0 %	17.9 %	11.6 %	7.8 %	88,722	1,409
Field	16.9 %	36.5 %	20.5 %	14.0 %	12.1 %	110,214	2,485
Full-time telework	26.6 %	40.6 %	17.3 %	9.6 %	5.9 %	67,256	1,945
Supervisory Status							
Senior Leader	45.4 %	38.1 %	8.7 %	5.0 %	2.8 %	6,584	29
Manager	26.9 %	44.5 %	15.1 %	8.7 %	4.8 %	24,869	89
Supervisor	19.3 %	41.6 %	18.9 %	12.4 %	7.9 %	46,083	379
Team Leader	18.2 %	36.1 %	19.9 %	15.0 %	10.9 %	32,640	497
Non-Supervisor	20.2 %	36.4 %	19.9 %	12.7 %	10.7 %	156,970	4,926
Sex							
Male	21.2 %	38.1 %	18.9 %	12.0 %	9.8 %	137,103	2,587
Female	21.2 %	38.5 %	18.9 %	12.8 %	8.7 %	120,456	2,954
Hispanic or Latino							
Yes	21.7 %	35.3 %	19.0 %	12.0 %	12.0 %	24,289	493
No	21.0 %	38.7 %	18.9 %	12.4 %	9.0 %	234,505	5,100
Race							
American Indian/Alaska Native	16.3 %	32.8 %	23.1 %	13.0 %	14.8 %	4,211	93
Asian	24.9 %	40.1 %	17.9 %	9.7 %	7.3 %	13,883	359
Black/African American	25.0 %	40.3 %	17.1 %	9.5 %	8.2 %	35,787	810
Native Hawaiian/Pacific Islander	21.7 %	36.8 %	19.5 %	9.6 %	12.3 %	1,325	31
White	20.5 %	38.2 %	19.1 %	13.0 %	9.2 %	184,343	3,725
Two or more races (Not Hispanic/Latino)	18.6 %	34.7 %	20.1 %	14.2 %	12.4 %	11,572	310
Age Group							
25 and under	28.3 %	40.9 %	16.8 %	8.3 %	5.8 %	2,929	73
26-29 years old	21.7 %	36.7 %	18.5 %	13.2 %	9.8 %	7,104	153
30-39 years old	19.1 %	36.1 %	18.9 %	13.9 %	12.1 %	47,774	945
40-49 years old	19.9 %	37.9 %	18.4 %	13.2 %	10.6 %	70,672	1,339
50-59 years old	21.7 %	39.3 %	19.1 %	11.7 %	8.1 %	86,890	1,855
60 or older	23.8 %	39.5 %	20.2 %	10.2 %	6.3 %	43,619	1,205

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.7 %	38.1 %	19.3 %	12.4 %	9.5 %	279,665	6,253
Level of Education							
Less than High School	28.3 %	33.7 %	21.6 %	7.5 %	8.8 %	136	4
H.S. Diploma/GED or equiv	19.6 %	36.6 %	21.9 %	11.8 %	10.1 %	8,202	235
Trade/Technical Certificate	16.5 %	34.8 %	22.6 %	13.9 %	12.3 %	4,471	113
Some College (no degree)	19.6 %	35.5 %	20.4 %	12.9 %	11.7 %	27,563	665
Associate's Degree	18.8 %	36.0 %	21.0 %	12.8 %	11.4 %	16,212	416
Bachelor's Degree	20.4 %	39.2 %	18.9 %	12.3 %	9.3 %	90,827	2,009
Master's Degree	23.0 %	39.5 %	17.4 %	12.0 %	8.1 %	83,048	1,416
Doctoral/Professional Degree	23.5 %	38.1 %	18.0 %	12.6 %	7.9 %	31,934	845
Pay Category							
Federal Wage System	12.0 %	31.4 %	22.9 %	16.6 %	17.2 %	6,631	179
GS 1-6	19.4 %	34.8 %	21.7 %	12.7 %	11.3 %	7,883	360
GS 7-12	19.7 %	37.0 %	19.9 %	12.8 %	10.5 %	96,657	2,779
GS 13-15	23.3 %	41.0 %	17.2 %	11.4 %	7.0 %	130,968	2,036
SES	48.0 %	38.1 %	7.3 %	4.4 %	2.3 %	4,410	19
SL/ST	29.6 %	39.5 %	17.3 %	8.8 %	4.8 %	1,115	14
Other	18.7 %	35.9 %	20.8 %	13.2 %	11.4 %	19,190	497
Time in Federal Government							
< 1 year	31.4 %	40.8 %	16.5 %	7.1 %	4.2 %	4,143	167
1-3 years	26.5 %	37.3 %	18.0 %	10.8 %	7.3 %	30,747	871
4-5 years	21.5 %	36.2 %	18.9 %	12.9 %	10.5 %	19,086	439
6-10 years	19.4 %	37.4 %	19.3 %	13.5 %	10.4 %	41,199	832
11-14 years	19.5 %	37.9 %	18.7 %	13.3 %	10.6 %	52,111	1,050
15-20 years	18.4 %	37.3 %	19.7 %	13.5 %	11.1 %	46,847	941
> 20 years	21.1 %	40.1 %	19.6 %	11.2 %	8.1 %	72,490	1,590
Time with Current Agency							
< 1 year	30.3 %	39.2 %	17.6 %	7.4 %	5.4 %	8,416	332
1-3 years	25.7 %	37.3 %	17.4 %	11.4 %	8.1 %	48,874	1,251
4-5 years	20.5 %	36.4 %	18.7 %	13.5 %	10.8 %	24,874	534
6-10 years	18.8 %	37.6 %	19.5 %	13.6 %	10.6 %	45,347	903
11-14 years	18.6 %	37.8 %	19.3 %	13.6 %	10.7 %	47,340	942
15-20 years	17.7 %	37.6 %	20.5 %	13.1 %	11.1 %	39,392	773
> 20 years	21.2 %	40.9 %	19.5 %	10.9 %	7.6 %	52,600	1,150

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.7 %	38.1 %	19.3 %	12.4 %	9.5 %	279,665	6,253
Leaving							
No	26.5 %	42.0 %	17.2 %	9.2 %	5.0 %	175,969	3,631
Yes, to retire	18.7 %	39.4 %	21.2 %	12.3 %	8.4 %	19,093	470
Yes, to other job in Govt.	11.2 %	30.6 %	22.0 %	18.4 %	17.8 %	42,348	962
Yes, to other job outside Govt.	8.7 %	29.3 %	20.9 %	19.6 %	21.5 %	12,581	294
Yes, other	9.1 %	29.2 %	23.5 %	18.8 %	19.4 %	16,497	494
Retiring							
Less than 1 year	17.5 %	37.2 %	21.9 %	12.5 %	10.9 %	9,897	265
1 year	18.8 %	38.6 %	21.2 %	13.0 %	8.3 %	7,958	180
2 years	19.9 %	39.5 %	21.2 %	11.4 %	8.1 %	14,348	353
3 years	20.3 %	39.6 %	20.5 %	11.5 %	8.1 %	14,858	332
4 years	20.4 %	40.1 %	19.4 %	12.1 %	8.1 %	9,769	221
5 years	20.7 %	38.6 %	19.5 %	12.3 %	9.0 %	20,584	435
More than 5 years	21.4 %	37.8 %	18.5 %	12.5 %	9.8 %	187,706	4,012
Transgender							
Yes	13.0 %	28.4 %	16.3 %	14.9 %	27.3 %	901	32
No	21.2 %	38.3 %	18.9 %	12.3 %	9.2 %	254,740	5,459
Consider Yourself as							
Straight	21.5 %	38.5 %	18.9 %	12.1 %	9.0 %	236,426	4,955
Gay or Lesbian	21.2 %	37.1 %	17.4 %	14.1 %	10.2 %	6,744	143
Bisexual	17.5 %	38.5 %	16.6 %	15.3 %	12.2 %	4,193	99
Something else	13.0 %	29.4 %	22.2 %	16.3 %	19.1 %	4,877	158
Military Service							
No Prior Military Service	20.6 %	38.4 %	19.1 %	12.6 %	9.2 %	190,543	4,403
Currently in Guard/Reserves	19.2 %	37.1 %	19.2 %	12.8 %	11.7 %	3,952	61
Retired	24.5 %	40.1 %	18.4 %	10.3 %	6.7 %	34,637	561
Separated/Discharged	19.0 %	35.1 %	19.4 %	13.5 %	12.9 %	37,325	844

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) Managers promote communication among different work units.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.7 %	38.1 %	19.3 %	12.4 %	9.5 %	279,665	6,253
Military Spouse							
Spouse of current active duty service member	22.1 %	31.7 %	19.5 %	13.6 %	13.1 %	3,048	74
Spouse of separated or retired service member with a disability rating of 100%	22.2 %	34.1 %	19.7 %	13.4 %	10.5 %	5,121	118
Widow(er) of a service member killed while on active duty	22.9 %	29.6 %	25.8 %	11.0 %	10.7 %	141	3
None of the categories listed	20.9 %	38.3 %	19.0 %	12.4 %	9.4 %	258,442	5,689
Non-Competitive Hiring Authority							
Yes	27.2 %	28.3 %	20.4 %	12.9 %	11.2 %	1,068	33
No	21.1 %	33.9 %	19.5 %	13.7 %	11.7 %	7,181	161
Disability							
Yes	21.6 %	34.7 %	18.6 %	12.9 %	12.2 %	41,556	1,023
No	21.0 %	38.9 %	19.0 %	12.3 %	8.8 %	218,665	4,615

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	31.2 %	34.3 %	19.9 %	7.8 %	6.9 %	268,910	16,389
Work Location							
Headquarters	34.6 %	34.4 %	18.6 %	6.8 %	5.7 %	86,210	4,058
Field	26.2 %	33.8 %	21.8 %	9.4 %	8.8 %	106,619	6,301
Full-time telework	39.0 %	34.9 %	16.5 %	5.3 %	4.3 %	64,405	4,935
Supervisory Status							
Senior Leader	52.5 %	30.2 %	10.9 %	3.2 %	3.1 %	6,403	210
Manager	34.1 %	36.1 %	18.9 %	6.0 %	4.9 %	24,290	695
Supervisor	28.4 %	35.9 %	21.4 %	8.1 %	6.2 %	44,923	1,593
Team Leader	28.9 %	33.7 %	21.5 %	8.7 %	7.2 %	31,829	1,382
Non-Supervisor	31.6 %	33.7 %	19.3 %	7.9 %	7.5 %	150,687	11,554
Sex							
Male	31.1 %	34.0 %	19.6 %	8.0 %	7.3 %	133,276	6,694
Female	32.4 %	35.1 %	19.4 %	7.2 %	6.0 %	115,804	7,823
Hispanic or Latino							
Yes	30.2 %	31.8 %	20.6 %	8.4 %	9.0 %	23,481	1,364
No	31.7 %	34.7 %	19.4 %	7.6 %	6.5 %	226,730	13,312
Race							
American Indian/Alaska Native	23.9 %	31.0 %	23.5 %	11.1 %	10.6 %	4,027	280
Asian	32.9 %	35.9 %	18.9 %	7.0 %	5.4 %	13,512	767
Black/African American	33.5 %	34.8 %	18.6 %	6.7 %	6.4 %	34,339	2,316
Native Hawaiian/Pacific Islander	30.6 %	30.3 %	21.3 %	9.3 %	8.5 %	1,302	58
White	31.7 %	34.6 %	19.4 %	7.7 %	6.5 %	178,568	9,860
Two or more races (Not Hispanic/Latino)	28.9 %	31.8 %	20.9 %	8.6 %	9.7 %	11,098	806
Age Group							
25 and under	36.2 %	38.6 %	16.8 %	5.0 %	3.4 %	2,770	266
26-29 years old	32.2 %	34.3 %	19.0 %	8.3 %	6.2 %	6,784	535
30-39 years old	29.5 %	32.9 %	20.5 %	8.8 %	8.3 %	46,050	2,823
40-49 years old	29.4 %	34.3 %	20.3 %	8.1 %	7.9 %	68,257	3,862
50-59 years old	32.6 %	34.7 %	19.2 %	7.4 %	6.1 %	84,189	4,655
60 or older	35.3 %	35.3 %	18.4 %	6.3 %	4.7 %	42,397	2,471

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	31.2 %	34.3 %	19.9 %	7.8 %	6.9 %	268,910	16,389
Level of Education							
Less than High School	38.0 %	33.7 %	19.1 %	2.6 %	6.6 %	130	10
H.S. Diploma/GED or equiv	30.6 %	32.5 %	21.4 %	7.4 %	8.1 %	7,931	526
Trade/Technical Certificate	26.5 %	33.0 %	21.4 %	9.8 %	9.3 %	4,290	316
Some College (no degree)	29.6 %	32.0 %	20.5 %	9.3 %	8.7 %	26,515	1,773
Associate's Degree	28.6 %	33.0 %	21.4 %	8.6 %	8.4 %	15,674	979
Bachelor's Degree	30.6 %	35.5 %	19.6 %	7.6 %	6.6 %	87,580	5,454
Master's Degree	33.1 %	35.3 %	18.8 %	7.0 %	5.9 %	80,555	4,072
Doctoral/Professional Degree	37.1 %	32.8 %	18.1 %	6.7 %	5.3 %	30,993	1,802
Pay Category							
Federal Wage System	19.6 %	29.4 %	25.9 %	12.9 %	12.2 %	6,436	390
GS 1-6	29.2 %	33.0 %	21.1 %	8.5 %	8.1 %	7,364	909
GS 7-12	30.1 %	34.1 %	19.9 %	8.2 %	7.6 %	92,634	7,031
GS 13-15	34.3 %	35.5 %	18.4 %	6.5 %	5.3 %	127,666	5,531
SES	56.8 %	27.9 %	10.0 %	2.6 %	2.6 %	4,289	142
SL/ST	40.6 %	33.7 %	17.4 %	4.7 %	3.6 %	1,079	50
Other	28.6 %	33.5 %	21.5 %	8.7 %	7.7 %	18,424	1,296
Time in Federal Government							
< 1 year	45.1 %	35.2 %	12.7 %	4.0 %	3.0 %	3,877	444
1-3 years	37.7 %	35.0 %	16.7 %	6.1 %	4.5 %	29,321	2,413
4-5 years	31.8 %	33.8 %	19.7 %	8.0 %	6.6 %	18,331	1,247
6-10 years	30.2 %	34.0 %	20.3 %	8.1 %	7.4 %	39,800	2,322
11-14 years	29.5 %	33.9 %	20.6 %	8.5 %	7.4 %	50,484	2,764
15-20 years	27.9 %	33.6 %	21.4 %	8.6 %	8.4 %	45,437	2,407
> 20 years	31.8 %	34.9 %	19.4 %	7.3 %	6.6 %	70,397	3,770
Time with Current Agency							
< 1 year	43.8 %	33.5 %	14.5 %	4.5 %	3.7 %	7,940	835
1-3 years	36.3 %	34.7 %	17.1 %	6.5 %	5.4 %	46,699	3,584
4-5 years	30.6 %	33.5 %	20.0 %	8.6 %	7.3 %	23,978	1,479
6-10 years	29.4 %	33.7 %	20.8 %	8.4 %	7.7 %	43,895	2,437
11-14 years	28.7 %	34.2 %	20.9 %	8.5 %	7.7 %	45,918	2,449
15-20 years	27.4 %	33.8 %	21.8 %	8.7 %	8.3 %	38,260	1,955
> 20 years	32.0 %	35.6 %	19.2 %	7.2 %	6.1 %	51,161	2,641

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	31.2 %	34.3 %	19.9 %	7.8 %	6.9 %	268,910	16,389
Leaving							
No	38.8 %	36.8 %	16.3 %	4.9 %	3.2 %	170,561	9,361
Yes, to retire	29.1 %	35.3 %	20.8 %	7.9 %	6.8 %	18,593	1,008
Yes, to other job in Govt.	17.3 %	29.8 %	26.4 %	13.2 %	13.3 %	40,610	2,765
Yes, to other job outside Govt.	15.6 %	27.5 %	26.2 %	14.6 %	16.2 %	12,097	811
Yes, other	16.9 %	28.0 %	26.5 %	13.5 %	15.1 %	15,700	1,336
Retiring							
Less than 1 year	26.0 %	33.8 %	21.1 %	8.5 %	10.6 %	9,621	564
1 year	30.1 %	34.3 %	21.6 %	7.8 %	6.2 %	7,749	405
2 years	30.8 %	36.1 %	19.8 %	7.5 %	5.7 %	13,943	770
3 years	30.9 %	34.5 %	20.9 %	7.7 %	6.0 %	14,475	730
4 years	30.1 %	36.9 %	19.9 %	6.8 %	6.3 %	9,482	519
5 years	31.5 %	34.4 %	19.5 %	7.8 %	6.7 %	19,934	1,103
More than 5 years	31.9 %	34.1 %	19.4 %	7.8 %	6.9 %	181,046	11,076
Transgender							
Yes	22.0 %	24.3 %	23.5 %	13.2 %	16.9 %	859	74
No	31.6 %	34.4 %	19.6 %	7.6 %	6.7 %	246,362	14,328
Consider Yourself as							
Straight	31.8 %	34.6 %	19.4 %	7.5 %	6.6 %	228,793	13,052
Gay or Lesbian	31.6 %	32.5 %	20.0 %	8.3 %	7.6 %	6,565	335
Bisexual	31.8 %	31.4 %	20.6 %	8.4 %	7.8 %	4,008	292
Something else	21.5 %	30.2 %	23.5 %	11.9 %	12.9 %	4,651	394
Military Service							
No Prior Military Service	31.5 %	34.6 %	19.7 %	7.6 %	6.6 %	183,912	11,419
Currently in Guard/Reserves	25.0 %	37.7 %	19.5 %	9.2 %	8.6 %	3,804	223
Retired	34.8 %	34.9 %	18.5 %	6.7 %	5.1 %	33,785	1,456
Separated/Discharged	28.4 %	32.0 %	20.7 %	9.4 %	9.4 %	35,977	2,245

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know
All Responses	31.2 %	34.3 %	19.9 %	7.8 %	6.9 %	268,910	16,389
Military Spouse							
Spouse of current active duty service member	30.5 %	31.9 %	19.9 %	9.5 %	8.1 %	2,958	166
Spouse of separated or retired service member with a disability rating of 100%	31.0 %	32.7 %	20.1 %	8.4 %	7.8 %	4,926	322
Widow(er) of a service member killed while on active duty	29.5 %	30.2 %	24.6 %	7.9 %	7.8 %	136	9
None of the categories listed	31.4 %	34.4 %	19.7 %	7.7 %	6.8 %	249,765	14,845
Non-Competitive Hiring Authority							
Yes	34.6 %	31.1 %	18.3 %	9.7 %	6.2 %	1,043	62
No	29.8 %	32.6 %	20.6 %	8.7 %	8.3 %	6,918	432
Disability							
Yes	31.1 %	30.9 %	19.5 %	9.0 %	9.4 %	40,132	2,525
No	31.6 %	35.0 %	19.7 %	7.4 %	6.3 %	211,448	12,254

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.2 %	33.5 %	21.0 %	10.1 %	9.1 %	281,087	4,126
Work Location							
Headquarters	30.3 %	34.6 %	19.0 %	9.1 %	7.0 %	89,330	915
Field	21.3 %	31.7 %	22.8 %	12.0 %	12.2 %	111,195	1,719
Full-time telework	32.5 %	35.9 %	18.9 %	7.2 %	5.4 %	68,144	1,167
Supervisory Status							
Senior Leader	54.0 %	29.5 %	8.9 %	3.9 %	3.6 %	6,606	15
Manager	30.3 %	34.4 %	18.0 %	10.0 %	7.3 %	24,858	113
Supervisor	24.6 %	34.0 %	20.9 %	11.2 %	9.2 %	46,195	329
Team Leader	23.5 %	33.8 %	21.6 %	10.9 %	10.1 %	32,864	346
Non-Supervisor	25.8 %	33.3 %	21.6 %	9.8 %	9.5 %	159,155	3,034
Sex							
Male	26.2 %	32.6 %	20.1 %	10.7 %	10.5 %	138,265	1,687
Female	27.3 %	35.5 %	21.5 %	9.1 %	6.7 %	121,714	1,885
Hispanic or Latino							
Yes	28.6 %	31.5 %	20.1 %	9.4 %	10.5 %	24,509	326
No	26.3 %	34.0 %	20.8 %	10.1 %	8.8 %	236,734	3,269
Race							
American Indian/Alaska Native	22.4 %	30.8 %	24.3 %	10.4 %	12.2 %	4,213	90
Asian	29.9 %	38.2 %	19.4 %	6.4 %	6.0 %	14,041	230
Black/African American	31.1 %	35.5 %	19.8 %	7.0 %	6.6 %	36,153	486
Native Hawaiian/Pacific Islander	28.4 %	37.4 %	16.2 %	9.2 %	8.8 %	1,340	16
White	25.9 %	33.5 %	20.5 %	10.9 %	9.2 %	185,984	2,438
Two or more races (Not Hispanic/Latino)	23.9 %	30.2 %	22.6 %	11.2 %	12.2 %	11,701	199
Age Group							
25 and under	32.1 %	38.2 %	18.7 %	7.0 %	4.0 %	2,970	68
26-29 years old	27.3 %	34.7 %	19.6 %	10.6 %	7.7 %	7,181	142
30-39 years old	24.9 %	32.4 %	20.8 %	10.7 %	11.2 %	48,029	844
40-49 years old	24.9 %	32.9 %	20.7 %	10.9 %	10.7 %	71,173	955
50-59 years old	27.2 %	34.4 %	20.5 %	9.7 %	8.1 %	87,789	1,040
60 or older	29.8 %	34.6 %	21.2 %	8.4 %	6.0 %	44,260	562

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.2 %	33.5 %	21.0 %	10.1 %	9.1 %	281,087	4,126
Level of Education							
Less than High School	36.8 %	32.2 %	17.2 %	5.1 %	8.6 %	139	3
H.S. Diploma/GED or equiv	26.1 %	32.8 %	22.7 %	8.8 %	9.5 %	8,287	165
Trade/Technical Certificate	21.7 %	32.1 %	23.0 %	10.6 %	12.5 %	4,505	93
Some College (no degree)	25.2 %	31.5 %	21.7 %	10.7 %	10.9 %	27,832	437
Associate's Degree	25.0 %	31.3 %	22.6 %	10.4 %	10.7 %	16,407	241
Bachelor's Degree	25.3 %	34.0 %	21.1 %	10.4 %	9.2 %	91,662	1,363
Master's Degree	28.3 %	35.1 %	19.2 %	9.7 %	7.7 %	83,630	980
Doctoral/Professional Degree	29.9 %	33.8 %	19.4 %	9.3 %	7.7 %	32,393	412
Pay Category							
Federal Wage System	16.8 %	27.7 %	25.8 %	14.2 %	15.4 %	6,710	113
GS 1-6	28.3 %	32.9 %	21.6 %	8.7 %	8.4 %	7,953	320
GS 7-12	25.3 %	33.2 %	21.5 %	10.2 %	9.8 %	97,738	1,894
GS 13-15	28.1 %	35.1 %	19.3 %	9.8 %	7.7 %	132,002	1,183
SES	56.4 %	28.1 %	8.1 %	4.2 %	3.3 %	4,423	10
SL/ST	37.8 %	34.5 %	15.0 %	6.9 %	5.7 %	1,121	6
Other	24.0 %	32.0 %	22.5 %	10.8 %	10.7 %	19,424	289
Time in Federal Government							
< 1 year	44.1 %	34.9 %	13.7 %	3.9 %	3.4 %	4,171	156
1-3 years	35.2 %	35.4 %	17.6 %	6.9 %	4.9 %	31,075	661
4-5 years	27.6 %	33.5 %	20.6 %	9.9 %	8.3 %	19,235	323
6-10 years	25.6 %	32.8 %	21.5 %	10.3 %	9.8 %	41,529	591
11-14 years	24.1 %	33.0 %	21.5 %	11.3 %	10.2 %	52,608	654
15-20 years	22.3 %	32.1 %	22.1 %	11.6 %	12.0 %	47,288	552
> 20 years	25.1 %	34.3 %	21.4 %	10.2 %	9.0 %	73,242	870
Time with Current Agency							
< 1 year	41.9 %	33.6 %	16.0 %	4.5 %	4.0 %	8,479	299
1-3 years	33.4 %	35.1 %	18.4 %	7.3 %	5.8 %	49,347	950
4-5 years	26.5 %	33.0 %	21.2 %	10.3 %	9.0 %	25,080	358
6-10 years	24.3 %	33.1 %	21.2 %	11.1 %	10.3 %	45,768	569
11-14 years	22.7 %	32.9 %	21.9 %	11.5 %	11.0 %	47,821	541
15-20 years	21.5 %	31.9 %	22.7 %	12.1 %	11.9 %	39,728	474
> 20 years	25.2 %	34.4 %	21.4 %	10.2 %	8.8 %	53,144	619

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.2 %	33.5 %	21.0 %	10.1 %	9.1 %	281,087	4,126
Leaving							
No	33.3 %	37.0 %	18.3 %	6.8 %	4.6 %	177,571	2,325
Yes, to retire	22.7 %	33.1 %	23.1 %	11.6 %	9.4 %	19,350	232
Yes, to other job in Govt.	15.1 %	28.8 %	25.5 %	15.3 %	15.3 %	42,690	683
Yes, to other job outside Govt.	9.8 %	22.3 %	24.3 %	18.7 %	24.9 %	12,709	208
Yes, other	11.4 %	24.2 %	26.1 %	17.6 %	20.7 %	16,695	330
Retiring							
Less than 1 year	20.2 %	30.3 %	23.3 %	12.8 %	13.5 %	10,044	134
1 year	22.6 %	34.2 %	22.8 %	11.4 %	8.9 %	8,050	91
2 years	24.4 %	33.6 %	22.1 %	10.5 %	9.4 %	14,538	162
3 years	24.9 %	33.9 %	22.8 %	10.2 %	8.1 %	15,041	150
4 years	26.0 %	34.0 %	20.2 %	10.5 %	9.4 %	9,888	112
5 years	25.9 %	33.9 %	21.2 %	9.9 %	9.1 %	20,820	216
More than 5 years	27.1 %	33.6 %	20.3 %	9.9 %	9.0 %	189,223	2,892
Transgender							
Yes	15.3 %	21.5 %	21.4 %	11.9 %	29.8 %	913	21
No	26.8 %	33.8 %	20.6 %	10.0 %	8.8 %	257,119	3,515
Consider Yourself as							
Straight	27.1 %	34.0 %	20.4 %	9.8 %	8.6 %	238,647	3,135
Gay or Lesbian	25.5 %	33.6 %	21.0 %	10.7 %	9.2 %	6,817	84
Bisexual	25.0 %	31.8 %	21.4 %	11.3 %	10.6 %	4,226	77
Something else	14.8 %	27.4 %	24.8 %	13.4 %	19.6 %	4,913	130
Military Service							
No Prior Military Service	26.1 %	34.2 %	20.9 %	9.9 %	8.8 %	192,412	2,876
Currently in Guard/Reserves	24.2 %	32.3 %	20.0 %	12.1 %	11.4 %	3,978	53
Retired	31.1 %	34.3 %	19.1 %	9.0 %	6.5 %	34,923	319
Separated/Discharged	23.0 %	30.2 %	22.2 %	11.6 %	13.0 %	37,657	553

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	26.2 %	33.5 %	21.0 %	10.1 %	9.1 %	281,087	4,126
Military Spouse							
Spouse of current active duty service member	30.4 %	31.5 %	19.6 %	9.5 %	9.0 %	3,069	58
Spouse of separated or retired service member with a disability rating of 100%	27.9 %	33.0 %	21.0 %	9.4 %	8.7 %	5,175	72
Widow(er) of a service member killed while on active duty	24.5 %	37.8 %	19.8 %	9.3 %	8.6 %	145	.
None of the categories listed	26.2 %	33.6 %	20.9 %	10.2 %	9.2 %	260,888	3,670
Non-Competitive Hiring Authority							
Yes	32.9 %	32.9 %	17.2 %	10.0 %	7.0 %	1,089	19
No	28.1 %	32.3 %	21.1 %	9.4 %	9.2 %	7,239	110
Disability							
Yes	26.7 %	29.9 %	20.8 %	10.8 %	11.8 %	41,988	646
No	26.5 %	34.5 %	20.7 %	9.9 %	8.4 %	220,683	2,989

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) Senior leaders demonstrate support for Work-Life programs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	34.5 %	22.1 %	9.1 %	8.3 %	265,328	19,923
Work Location							
Headquarters	29.8 %	35.2 %	19.8 %	8.7 %	6.5 %	85,270	5,009
Field	20.6 %	32.7 %	24.8 %	10.7 %	11.2 %	104,250	8,669
Full-time telework	34.3 %	37.7 %	17.9 %	5.8 %	4.3 %	64,261	5,069
Supervisory Status							
Senior Leader	48.9 %	32.5 %	11.0 %	4.6 %	3.0 %	6,532	84
Manager	29.5 %	37.2 %	18.7 %	8.7 %	5.9 %	24,329	650
Supervisor	24.4 %	35.7 %	22.6 %	9.5 %	7.8 %	44,556	1,964
Team Leader	23.6 %	34.6 %	22.6 %	10.1 %	9.2 %	31,043	2,170
Non-Supervisor	25.9 %	33.8 %	22.5 %	9.0 %	8.9 %	148,155	14,082
Sex							
Male	26.4 %	34.5 %	21.6 %	8.7 %	8.7 %	131,106	8,862
Female	26.6 %	34.9 %	21.8 %	9.3 %	7.4 %	114,658	8,963
Hispanic or Latino							
Yes	26.1 %	30.5 %	22.8 %	10.0 %	10.6 %	23,279	1,573
No	26.4 %	35.2 %	21.6 %	8.9 %	7.9 %	223,659	16,369
Race							
American Indian/Alaska Native	19.7 %	29.7 %	27.6 %	11.7 %	11.3 %	3,969	341
Asian	29.9 %	38.1 %	19.4 %	6.6 %	6.0 %	13,440	824
Black/African American	30.4 %	35.4 %	20.0 %	7.1 %	7.2 %	34,616	2,016
Native Hawaiian/Pacific Islander	28.1 %	32.8 %	22.8 %	7.7 %	8.6 %	1,281	77
White	26.0 %	34.8 %	21.8 %	9.3 %	8.1 %	175,421	13,045
Two or more races (Not Hispanic/Latino)	22.7 %	30.2 %	24.0 %	11.2 %	11.8 %	10,935	961
Age Group							
25 and under	27.9 %	36.5 %	20.1 %	9.4 %	6.2 %	2,588	449
26-29 years old	23.3 %	32.0 %	23.6 %	12.1 %	9.0 %	6,470	851
30-39 years old	23.1 %	30.9 %	22.2 %	11.5 %	12.4 %	45,105	3,795
40-49 years old	24.6 %	33.7 %	21.7 %	10.3 %	9.7 %	67,480	4,657
50-59 years old	28.3 %	36.3 %	21.5 %	7.6 %	6.3 %	83,493	5,330
60 or older	30.3 %	37.8 %	21.8 %	5.8 %	4.2 %	41,892	2,942

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) Senior leaders demonstrate support for Work-Life programs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	34.5 %	22.1 %	9.1 %	8.3 %	265,328	19,923
Level of Education							
Less than High School	20.0 %	43.0 %	26.1 %	4.7 %	6.2 %	137	5
H.S. Diploma/GED or equiv	23.8 %	30.7 %	27.6 %	8.4 %	9.5 %	7,793	656
Trade/Technical Certificate	19.7 %	31.4 %	27.7 %	10.8 %	10.5 %	4,184	419
Some College (no degree)	23.4 %	30.9 %	25.7 %	9.6 %	10.4 %	26,182	2,105
Associate's Degree	23.7 %	31.7 %	24.9 %	9.7 %	10.1 %	15,287	1,364
Bachelor's Degree	25.5 %	35.6 %	21.6 %	9.2 %	8.1 %	86,395	6,622
Master's Degree	29.2 %	36.3 %	18.9 %	8.6 %	7.1 %	79,860	4,766
Doctoral/Professional Degree	30.0 %	36.3 %	18.8 %	8.4 %	6.5 %	30,379	2,436
Pay Category							
Federal Wage System	14.9 %	26.2 %	31.1 %	13.8 %	14.1 %	6,166	660
GS 1-6	23.3 %	30.6 %	26.5 %	9.5 %	10.1 %	7,116	1,161
GS 7-12	24.3 %	33.5 %	23.4 %	9.4 %	9.4 %	90,913	8,746
GS 13-15	29.9 %	37.9 %	18.6 %	7.8 %	5.8 %	126,617	6,578
SES	51.6 %	30.9 %	10.6 %	4.0 %	3.0 %	4,368	58
SL/ST	36.8 %	37.8 %	17.5 %	4.8 %	3.1 %	1,086	44
Other	22.8 %	31.3 %	23.9 %	11.0 %	11.0 %	18,133	1,589
Time in Federal Government							
< 1 year	36.6 %	35.5 %	19.2 %	4.8 %	3.9 %	3,761	565
1-3 years	32.0 %	33.6 %	20.8 %	8.0 %	5.6 %	28,507	3,230
4-5 years	25.2 %	33.1 %	23.0 %	9.6 %	9.1 %	18,000	1,585
6-10 years	24.9 %	32.9 %	21.8 %	10.4 %	10.0 %	39,266	2,849
11-14 years	24.4 %	34.0 %	22.4 %	9.8 %	9.5 %	49,935	3,323
15-20 years	23.3 %	33.8 %	23.1 %	10.2 %	9.7 %	44,858	2,990
> 20 years	27.3 %	37.4 %	21.1 %	7.5 %	6.7 %	69,807	4,326
Time with Current Agency							
< 1 year	37.1 %	33.9 %	18.8 %	5.5 %	4.7 %	7,790	989
1-3 years	31.2 %	33.7 %	20.6 %	8.1 %	6.4 %	45,848	4,444
4-5 years	25.6 %	33.1 %	22.6 %	9.2 %	9.5 %	23,657	1,803
6-10 years	24.2 %	33.4 %	21.9 %	10.6 %	9.8 %	43,450	2,884
11-14 years	23.5 %	34.2 %	22.6 %	10.0 %	9.7 %	45,327	3,029
15-20 years	22.1 %	34.3 %	23.5 %	10.3 %	9.8 %	37,667	2,550
> 20 years	27.2 %	38.0 %	21.2 %	7.4 %	6.3 %	50,600	3,185

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) Senior leaders demonstrate support for Work-Life programs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	34.5 %	22.1 %	9.1 %	8.3 %	265,328	19,923
Leaving							
No	33.1 %	37.7 %	19.1 %	6.2 %	3.9 %	168,441	11,467
Yes, to retire	24.7 %	37.3 %	23.2 %	7.7 %	7.0 %	18,331	1,260
Yes, to other job in Govt.	14.3 %	29.3 %	26.5 %	14.6 %	15.3 %	40,201	3,188
Yes, to other job outside Govt.	9.8 %	24.8 %	25.7 %	17.7 %	22.1 %	11,779	1,140
Yes, other	10.7 %	25.0 %	29.5 %	15.2 %	19.6 %	15,310	1,720
Retiring							
Less than 1 year	22.8 %	34.7 %	24.0 %	8.7 %	9.9 %	9,452	735
1 year	25.1 %	36.5 %	23.7 %	7.8 %	6.9 %	7,664	486
2 years	25.8 %	38.0 %	22.4 %	7.6 %	6.2 %	13,770	929
3 years	26.6 %	36.8 %	22.5 %	7.5 %	6.7 %	14,267	930
4 years	26.0 %	37.7 %	21.7 %	8.3 %	6.2 %	9,416	586
5 years	26.6 %	36.0 %	22.1 %	8.0 %	7.3 %	19,824	1,202
More than 5 years	26.4 %	33.8 %	21.6 %	9.5 %	8.7 %	178,406	13,749
Transgender							
Yes	17.4 %	25.1 %	20.4 %	8.2 %	28.9 %	850	82
No	26.5 %	34.7 %	21.7 %	8.9 %	8.1 %	243,149	17,532
Consider Yourself as							
Straight	26.9 %	34.8 %	21.6 %	8.8 %	7.8 %	225,923	15,894
Gay or Lesbian	26.7 %	34.3 %	20.6 %	9.5 %	8.8 %	6,472	432
Bisexual	21.7 %	33.6 %	20.4 %	12.0 %	12.3 %	3,918	385
Something else	14.9 %	28.4 %	25.8 %	12.0 %	19.0 %	4,533	513
Military Service							
No Prior Military Service	25.8 %	34.9 %	21.6 %	9.4 %	8.3 %	181,427	13,897
Currently in Guard/Reserves	22.2 %	34.9 %	22.1 %	10.1 %	10.7 %	3,783	249
Retired	31.3 %	36.4 %	20.8 %	6.6 %	4.9 %	33,287	1,948
Separated/Discharged	23.6 %	31.3 %	24.0 %	10.0 %	11.1 %	35,499	2,730

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) Senior leaders demonstrate support for Work-Life programs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	34.5 %	22.1 %	9.1 %	8.3 %	265,328	19,923
Military Spouse							
Spouse of current active duty service member	27.9 %	28.5 %	21.8 %	11.1 %	10.7 %	2,890	241
Spouse of separated or retired service member with a disability rating of 100%	26.4 %	31.7 %	23.7 %	9.1 %	9.1 %	4,895	354
Widow(er) of a service member killed while on active duty	26.5 %	32.9 %	27.0 %	5.7 %	7.9 %	136	9
None of the categories listed	26.2 %	34.7 %	21.8 %	9.1 %	8.2 %	246,355	18,244
Non-Competitive Hiring Authority							
Yes	30.5 %	28.1 %	22.9 %	9.6 %	8.9 %	1,014	94
No	26.2 %	30.9 %	23.1 %	9.9 %	9.9 %	6,852	503
Disability							
Yes	26.1 %	30.5 %	22.7 %	9.9 %	10.8 %	39,691	2,958
No	26.4 %	35.5 %	21.6 %	8.8 %	7.7 %	208,529	15,170

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.8 %	36.9 %	21.6 %	16.0 %	6.7 %	283,445
Work Location						
Headquarters	22.1 %	38.4 %	19.7 %	14.2 %	5.5 %	90,152
Field	15.8 %	35.3 %	22.5 %	18.1 %	8.3 %	112,709
Full-time telework	21.8 %	38.7 %	21.0 %	13.6 %	4.9 %	69,242
Supervisory Status						
Senior Leader	47.3 %	34.8 %	9.0 %	6.3 %	2.5 %	6,611
Manager	27.5 %	40.5 %	15.1 %	12.7 %	4.2 %	24,953
Supervisor	19.1 %	40.0 %	19.4 %	15.8 %	5.7 %	46,462
Team Leader	17.5 %	37.3 %	20.9 %	17.2 %	7.2 %	33,167
Non-Supervisor	16.8 %	35.5 %	23.6 %	16.6 %	7.5 %	161,950
Sex						
Male	20.2 %	37.1 %	20.6 %	15.1 %	7.0 %	139,764
Female	17.8 %	37.3 %	22.2 %	16.8 %	5.9 %	123,416
Hispanic or Latino						
Yes	18.7 %	33.8 %	22.8 %	16.5 %	8.1 %	24,783
No	19.2 %	37.6 %	21.1 %	15.8 %	6.4 %	239,687
Race						
American Indian/Alaska Native	15.3 %	34.0 %	24.3 %	17.0 %	9.4 %	4,305
Asian	21.3 %	41.8 %	20.8 %	11.3 %	4.8 %	14,245
Black/African American	21.1 %	36.5 %	22.0 %	14.1 %	6.4 %	36,534
Native Hawaiian/Pacific Islander	20.7 %	35.1 %	24.9 %	12.9 %	6.3 %	1,356
White	19.0 %	37.6 %	20.7 %	16.3 %	6.4 %	188,209
Two or more races (Not Hispanic/Latino)	16.4 %	32.9 %	23.2 %	18.0 %	9.5 %	11,885
Age Group						
25 and under	19.4 %	42.0 %	21.5 %	12.5 %	4.6 %	3,028
26-29 years old	15.7 %	38.1 %	23.8 %	15.9 %	6.5 %	7,311
30-39 years old	16.0 %	35.2 %	22.3 %	18.1 %	8.4 %	48,849
40-49 years old	17.9 %	36.4 %	21.4 %	16.7 %	7.5 %	72,059
50-59 years old	21.1 %	38.3 %	20.2 %	14.8 %	5.5 %	88,667
60 or older	22.1 %	38.3 %	21.2 %	13.4 %	4.9 %	44,730

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.8 %	36.9 %	21.6 %	16.0 %	6.7 %	283,445
Level of Education						
Less than High School	16.9 %	47.6 %	24.0 %	5.8 %	5.8 %	140
H.S. Diploma/GED or equiv	19.1 %	36.8 %	23.7 %	14.2 %	6.2 %	8,429
Trade/Technical Certificate	14.6 %	35.4 %	25.0 %	16.8 %	8.2 %	4,589
Some College (no degree)	17.8 %	33.9 %	24.0 %	16.4 %	7.9 %	28,209
Associate's Degree	17.1 %	35.1 %	23.7 %	16.6 %	7.4 %	16,623
Bachelor's Degree	18.2 %	37.8 %	21.6 %	15.8 %	6.7 %	92,888
Master's Degree	21.2 %	38.4 %	19.1 %	15.5 %	5.8 %	84,520
Doctoral/Professional Degree	20.5 %	37.4 %	18.8 %	16.7 %	6.6 %	32,778
Pay Category						
Federal Wage System	13.2 %	32.1 %	26.2 %	18.9 %	9.7 %	6,807
GS 1-6	15.0 %	32.6 %	27.7 %	17.1 %	7.7 %	8,246
GS 7-12	16.7 %	35.8 %	23.1 %	17.0 %	7.5 %	99,490
GS 13-15	22.3 %	39.9 %	18.1 %	14.5 %	5.3 %	133,029
SES	49.9 %	34.1 %	7.6 %	5.9 %	2.4 %	4,430
SL/ST	29.4 %	37.1 %	17.5 %	11.0 %	5.0 %	1,127
Other	16.6 %	35.4 %	23.5 %	17.0 %	7.5 %	19,686
Time in Federal Government						
< 1 year	26.0 %	40.0 %	21.9 %	9.3 %	2.9 %	4,321
1-3 years	21.0 %	38.5 %	22.3 %	13.6 %	4.6 %	31,699
4-5 years	17.1 %	36.4 %	23.5 %	16.6 %	6.4 %	19,550
6-10 years	17.5 %	35.9 %	22.1 %	17.2 %	7.3 %	42,065
11-14 years	17.8 %	36.5 %	20.7 %	17.2 %	7.8 %	53,193
15-20 years	17.6 %	35.7 %	21.5 %	17.3 %	8.0 %	47,756
> 20 years	20.6 %	38.2 %	20.4 %	14.7 %	6.1 %	73,992
Time with Current Agency						
< 1 year	27.3 %	37.5 %	20.9 %	10.6 %	3.6 %	8,763
1-3 years	20.7 %	37.6 %	22.2 %	14.4 %	5.1 %	50,232
4-5 years	17.8 %	36.3 %	22.3 %	16.4 %	7.2 %	25,426
6-10 years	17.1 %	36.5 %	21.5 %	17.4 %	7.5 %	46,260
11-14 years	17.1 %	36.5 %	21.0 %	17.4 %	8.0 %	48,301
15-20 years	17.0 %	35.5 %	22.2 %	17.3 %	7.9 %	40,124
> 20 years	21.0 %	38.6 %	20.0 %	14.6 %	5.8 %	53,688

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.8 %	36.9 %	21.6 %	16.0 %	6.7 %	283,445
Leaving						
No	24.7 %	42.5 %	19.3 %	10.6 %	2.9 %	179,659
Yes, to retire	18.7 %	36.8 %	22.4 %	15.5 %	6.6 %	19,555
Yes, to other job in Govt.	8.1 %	27.7 %	25.3 %	26.4 %	12.5 %	43,314
Yes, to other job outside Govt.	6.5 %	23.3 %	23.8 %	28.6 %	17.8 %	12,895
Yes, other	6.9 %	23.9 %	26.5 %	26.6 %	16.1 %	16,998
Retiring						
Less than 1 year	17.2 %	32.8 %	22.3 %	18.0 %	9.8 %	10,161
1 year	18.6 %	37.4 %	22.3 %	16.0 %	5.8 %	8,137
2 years	19.4 %	38.8 %	21.5 %	14.7 %	5.6 %	14,665
3 years	19.7 %	38.1 %	21.8 %	15.0 %	5.4 %	15,145
4 years	19.7 %	38.0 %	20.5 %	16.0 %	5.9 %	9,985
5 years	19.4 %	38.0 %	20.9 %	15.4 %	6.2 %	20,988
More than 5 years	18.9 %	36.9 %	21.3 %	16.0 %	6.8 %	191,920
Transgender						
Yes	10.4 %	27.1 %	21.6 %	21.6 %	19.3 %	930
No	19.2 %	37.2 %	21.3 %	15.8 %	6.5 %	260,282
Consider Yourself as						
Straight	19.5 %	37.5 %	21.2 %	15.5 %	6.3 %	241,449
Gay or Lesbian	19.5 %	36.4 %	20.3 %	16.9 %	6.9 %	6,886
Bisexual	18.0 %	34.0 %	20.0 %	19.1 %	9.0 %	4,303
Something else	10.3 %	28.2 %	24.4 %	22.0 %	15.1 %	5,041
Military Service						
No Prior Military Service	17.7 %	37.5 %	21.8 %	16.4 %	6.5 %	195,029
Currently in Guard/Reserves	17.7 %	37.1 %	21.7 %	15.4 %	8.0 %	4,030
Retired	25.5 %	38.8 %	18.8 %	12.2 %	4.6 %	35,175
Separated/Discharged	17.8 %	33.1 %	22.1 %	17.9 %	9.2 %	38,160

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.8 %	36.9 %	21.6 %	16.0 %	6.7 %	283,445
Military Spouse						
Spouse of current active duty service member	17.8 %	34.3 %	23.8 %	17.5 %	6.6 %	3,126
Spouse of separated or retired service member with a disability rating of 100%	19.6 %	36.0 %	21.7 %	15.8 %	7.0 %	5,238
Widow(er) of a service member killed while on active duty	20.2 %	32.0 %	23.0 %	15.1 %	9.8 %	143
None of the categories listed	18.9 %	37.1 %	21.4 %	15.9 %	6.7 %	264,195
Non-Competitive Hiring Authority						
Yes	21.5 %	36.4 %	22.4 %	15.8 %	3.9 %	1,101
No	18.3 %	34.8 %	22.7 %	16.8 %	7.4 %	7,346
Disability						
Yes	18.9 %	32.3 %	21.4 %	17.9 %	9.5 %	42,576
No	19.1 %	38.1 %	21.3 %	15.4 %	6.0 %	223,365

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.1 %	37.3 %	20.6 %	16.6 %	7.4 %	282,267
Work Location						
Headquarters	21.0 %	38.5 %	19.2 %	15.2 %	6.1 %	89,809
Field	14.7 %	34.8 %	21.9 %	19.1 %	9.4 %	112,214
Full-time telework	22.9 %	41.6 %	18.6 %	12.4 %	4.6 %	69,007
Supervisory Status						
Senior Leader	46.6 %	34.8 %	9.4 %	6.5 %	2.6 %	6,590
Manager	26.8 %	40.3 %	15.8 %	12.8 %	4.3 %	24,865
Supervisor	17.8 %	38.8 %	20.2 %	16.9 %	6.3 %	46,290
Team Leader	15.2 %	36.0 %	21.8 %	18.5 %	8.6 %	33,008
Non-Supervisor	16.8 %	36.8 %	21.3 %	17.0 %	8.1 %	161,317
Sex						
Male	18.7 %	36.9 %	20.4 %	16.1 %	7.8 %	139,196
Female	18.3 %	38.4 %	20.1 %	16.7 %	6.4 %	122,949
Hispanic or Latino						
Yes	18.6 %	35.0 %	20.7 %	16.6 %	9.0 %	24,681
No	18.5 %	37.8 %	20.3 %	16.4 %	7.0 %	238,748
Race						
American Indian/Alaska Native	14.8 %	30.8 %	23.5 %	19.7 %	11.2 %	4,285
Asian	21.0 %	41.9 %	20.8 %	11.4 %	5.0 %	14,208
Black/African American	22.7 %	40.1 %	18.4 %	12.7 %	6.1 %	36,436
Native Hawaiian/Pacific Islander	18.8 %	37.0 %	22.8 %	15.1 %	6.4 %	1,348
White	18.0 %	37.3 %	20.3 %	17.2 %	7.3 %	187,411
Two or more races (Not Hispanic/Latino)	15.9 %	32.8 %	22.1 %	18.9 %	10.3 %	11,830
Age Group						
25 and under	18.9 %	39.1 %	20.5 %	14.8 %	6.7 %	3,009
26-29 years old	14.6 %	36.5 %	22.2 %	19.0 %	7.7 %	7,258
30-39 years old	15.2 %	34.9 %	20.9 %	18.9 %	10.0 %	48,662
40-49 years old	17.4 %	36.8 %	20.1 %	17.5 %	8.2 %	71,783
50-59 years old	20.3 %	38.8 %	19.9 %	15.1 %	5.9 %	88,347
60 or older	22.0 %	39.5 %	20.3 %	13.3 %	4.9 %	44,530

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.1 %	37.3 %	20.6 %	16.6 %	7.4 %	282,267
Level of Education						
Less than High School	18.4 %	44.9 %	24.6 %	4.5 %	7.6 %	139
H.S. Diploma/GED or equiv	17.6 %	34.7 %	22.9 %	16.3 %	8.5 %	8,386
Trade/Technical Certificate	12.8 %	34.6 %	24.2 %	18.0 %	10.4 %	4,564
Some College (no degree)	17.0 %	34.2 %	22.0 %	17.8 %	9.1 %	28,090
Associate's Degree	15.7 %	35.8 %	21.7 %	18.1 %	8.8 %	16,517
Bachelor's Degree	17.7 %	37.9 %	20.7 %	16.5 %	7.3 %	92,516
Master's Degree	20.8 %	39.3 %	18.5 %	15.3 %	6.0 %	84,238
Doctoral/Professional Degree	20.6 %	38.1 %	18.9 %	16.1 %	6.4 %	32,663
Pay Category						
Federal Wage System	10.1 %	29.5 %	24.9 %	22.9 %	12.6 %	6,774
GS 1-6	15.8 %	35.3 %	22.6 %	17.1 %	9.1 %	8,192
GS 7-12	16.2 %	36.6 %	21.7 %	17.4 %	8.1 %	99,001
GS 13-15	21.6 %	40.1 %	18.1 %	14.5 %	5.6 %	132,609
SES	50.3 %	33.6 %	7.8 %	5.8 %	2.4 %	4,417
SL/ST	30.6 %	36.9 %	16.3 %	11.9 %	4.3 %	1,125
Other	15.8 %	34.9 %	22.4 %	18.4 %	8.5 %	19,618
Time in Federal Government						
< 1 year	26.2 %	42.7 %	17.5 %	10.2 %	3.4 %	4,296
1-3 years	20.9 %	39.0 %	19.7 %	14.6 %	5.8 %	31,534
4-5 years	16.7 %	36.2 %	21.2 %	17.8 %	8.1 %	19,466
6-10 years	16.6 %	36.5 %	20.9 %	17.7 %	8.3 %	41,906
11-14 years	17.2 %	36.6 %	20.4 %	17.7 %	8.2 %	52,999
15-20 years	16.6 %	35.8 %	20.9 %	18.0 %	8.7 %	47,564
> 20 years	20.0 %	38.6 %	20.3 %	14.9 %	6.2 %	73,735
Time with Current Agency						
< 1 year	25.8 %	39.8 %	17.5 %	12.6 %	4.4 %	8,725
1-3 years	21.0 %	38.3 %	19.6 %	14.9 %	6.2 %	50,009
4-5 years	17.2 %	35.8 %	20.8 %	17.7 %	8.6 %	25,309
6-10 years	16.3 %	36.5 %	20.9 %	17.9 %	8.4 %	46,083
11-14 years	16.5 %	36.5 %	20.9 %	17.7 %	8.4 %	48,133
15-20 years	16.0 %	35.9 %	21.3 %	18.2 %	8.5 %	39,959
> 20 years	20.2 %	39.3 %	20.2 %	14.5 %	5.9 %	53,501

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.1 %	37.3 %	20.6 %	16.6 %	7.4 %	282,267
Leaving						
No	23.9 %	42.5 %	18.4 %	11.7 %	3.4 %	179,020
Yes, to retire	18.0 %	37.8 %	21.8 %	15.8 %	6.5 %	19,449
Yes, to other job in Govt.	8.1 %	28.7 %	23.8 %	25.9 %	13.5 %	43,108
Yes, to other job outside Govt.	6.0 %	24.0 %	24.0 %	26.5 %	19.5 %	12,838
Yes, other	6.4 %	24.7 %	24.9 %	26.9 %	17.1 %	16,924
Retiring						
Less than 1 year	16.2 %	35.2 %	21.5 %	17.3 %	9.8 %	10,109
1 year	18.1 %	37.9 %	21.6 %	16.4 %	6.0 %	8,081
2 years	19.1 %	39.1 %	21.7 %	14.3 %	5.9 %	14,612
3 years	18.9 %	38.3 %	20.7 %	16.2 %	5.9 %	15,088
4 years	19.2 %	38.5 %	20.1 %	15.9 %	6.3 %	9,953
5 years	18.5 %	38.7 %	20.5 %	15.4 %	6.9 %	20,885
More than 5 years	18.3 %	37.0 %	20.2 %	16.8 %	7.6 %	191,192
Transgender						
Yes	11.2 %	26.0 %	17.8 %	25.3 %	19.7 %	930
No	18.6 %	37.6 %	20.3 %	16.3 %	7.2 %	259,257
Consider Yourself as						
Straight	18.9 %	37.9 %	20.3 %	16.1 %	6.9 %	240,489
Gay or Lesbian	18.9 %	37.1 %	18.4 %	17.6 %	8.1 %	6,866
Bisexual	17.0 %	36.0 %	17.1 %	19.9 %	10.1 %	4,287
Something else	10.3 %	27.9 %	22.6 %	23.6 %	15.6 %	5,018
Military Service						
No Prior Military Service	17.7 %	37.9 %	20.7 %	16.6 %	7.1 %	194,286
Currently in Guard/Reserves	15.6 %	36.3 %	20.5 %	18.2 %	9.5 %	4,008
Retired	22.8 %	39.2 %	18.8 %	14.0 %	5.2 %	35,035
Separated/Discharged	16.8 %	33.6 %	21.0 %	18.5 %	10.1 %	37,986

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.1 %	37.3 %	20.6 %	16.6 %	7.4 %	282,267
Military Spouse						
Spouse of current active duty service member	17.6 %	34.4 %	19.9 %	19.6 %	8.6 %	3,111
Spouse of separated or retired service member with a disability rating of 100%	18.9 %	36.9 %	19.9 %	16.9 %	7.4 %	5,215
Widow(er) of a service member killed while on active duty	12.3 %	40.4 %	23.1 %	16.1 %	8.1 %	144
None of the categories listed	18.3 %	37.4 %	20.5 %	16.5 %	7.4 %	263,147
Non-Competitive Hiring Authority						
Yes	19.5 %	35.1 %	20.9 %	18.1 %	6.5 %	1,101
No	17.9 %	36.1 %	19.8 %	18.0 %	8.2 %	7,309
Disability						
Yes	18.2 %	33.5 %	20.3 %	18.2 %	9.8 %	42,384
No	18.5 %	38.3 %	20.4 %	16.0 %	6.8 %	222,505

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.5 %	35.5 %	21.0 %	13.6 %	8.3 %	282,219
Work Location						
Headquarters	24.7 %	36.8 %	19.2 %	12.4 %	6.8 %	89,815
Field	17.7 %	33.8 %	22.5 %	15.5 %	10.5 %	112,233
Full-time telework	27.0 %	37.9 %	18.8 %	10.7 %	5.7 %	68,979
Supervisory Status						
Senior Leader	45.3 %	32.9 %	11.8 %	6.4 %	3.6 %	6,591
Manager	28.1 %	37.6 %	17.8 %	11.3 %	5.2 %	24,892
Supervisor	20.2 %	38.1 %	21.3 %	13.5 %	7.0 %	46,298
Team Leader	20.3 %	34.5 %	21.6 %	14.6 %	9.0 %	33,016
Non-Supervisor	20.6 %	34.7 %	21.3 %	14.0 %	9.3 %	161,265
Sex						
Male	22.0 %	35.6 %	20.7 %	12.9 %	8.7 %	139,204
Female	21.8 %	35.8 %	20.4 %	14.4 %	7.7 %	122,940
Hispanic or Latino						
Yes	21.8 %	32.1 %	21.6 %	14.2 %	10.2 %	24,676
No	21.9 %	36.1 %	20.4 %	13.5 %	8.0 %	238,755
Race						
American Indian/Alaska Native	16.5 %	28.3 %	23.4 %	18.4 %	13.4 %	4,278
Asian	22.7 %	39.5 %	20.7 %	10.3 %	6.7 %	14,211
Black/African American	23.9 %	35.3 %	19.7 %	12.7 %	8.5 %	36,379
Native Hawaiian/Pacific Islander	23.2 %	32.2 %	22.8 %	11.6 %	10.2 %	1,351
White	22.1 %	36.2 %	20.2 %	13.7 %	7.8 %	187,469
Two or more races (Not Hispanic/Latino)	18.5 %	30.8 %	23.7 %	15.3 %	11.7 %	11,836
Age Group						
25 and under	23.2 %	38.6 %	20.0 %	11.5 %	6.6 %	3,015
26-29 years old	18.4 %	37.6 %	20.2 %	15.2 %	8.6 %	7,289
30-39 years old	19.0 %	34.0 %	20.9 %	15.4 %	10.8 %	48,679
40-49 years old	20.5 %	34.9 %	21.2 %	14.3 %	9.2 %	71,795
50-59 years old	23.7 %	36.7 %	20.0 %	12.5 %	7.1 %	88,328
60 or older	25.4 %	36.6 %	20.5 %	11.7 %	5.9 %	44,496

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.5 %	35.5 %	21.0 %	13.6 %	8.3 %	282,219
Level of Education						
Less than High School	20.7 %	41.9 %	22.3 %	11.1 %	4.1 %	137
H.S. Diploma/GED or equiv	20.9 %	33.7 %	21.2 %	14.4 %	9.8 %	8,389
Trade/Technical Certificate	16.2 %	32.3 %	23.5 %	16.2 %	11.8 %	4,568
Some College (no degree)	19.9 %	31.9 %	21.7 %	15.4 %	11.0 %	28,076
Associate's Degree	19.3 %	32.6 %	22.2 %	15.5 %	10.4 %	16,519
Bachelor's Degree	21.4 %	36.9 %	20.9 %	13.1 %	7.8 %	92,516
Master's Degree	23.8 %	37.0 %	19.8 %	12.4 %	7.0 %	84,251
Doctoral/Professional Degree	24.6 %	36.1 %	18.9 %	13.3 %	7.0 %	32,658
Pay Category						
Federal Wage System	12.2 %	30.1 %	24.7 %	18.2 %	14.8 %	6,772
GS 1-6	17.5 %	30.4 %	22.4 %	17.9 %	11.7 %	8,205
GS 7-12	19.8 %	34.7 %	21.8 %	14.3 %	9.4 %	99,038
GS 13-15	25.6 %	38.5 %	19.0 %	11.4 %	5.6 %	132,590
SES	49.1 %	32.6 %	10.5 %	5.0 %	2.8 %	4,413
SL/ST	37.6 %	30.7 %	18.8 %	9.6 %	3.3 %	1,124
Other	17.8 %	33.0 %	22.2 %	16.1 %	11.0 %	19,586
Time in Federal Government						
< 1 year	28.5 %	40.6 %	20.2 %	7.1 %	3.7 %	4,302
1-3 years	25.6 %	36.7 %	19.6 %	11.5 %	6.5 %	31,551
4-5 years	20.5 %	34.0 %	21.2 %	14.9 %	9.4 %	19,467
6-10 years	19.9 %	34.7 %	21.3 %	14.9 %	9.2 %	41,901
11-14 years	20.2 %	35.0 %	21.4 %	14.1 %	9.4 %	53,001
15-20 years	19.4 %	34.3 %	21.6 %	15.1 %	9.6 %	47,576
> 20 years	23.5 %	36.9 %	20.0 %	12.4 %	7.2 %	73,696
Time with Current Agency						
< 1 year	27.6 %	36.8 %	23.3 %	8.1 %	4.2 %	8,732
1-3 years	25.2 %	36.0 %	19.9 %	11.5 %	7.3 %	50,002
4-5 years	21.0 %	33.4 %	21.1 %	14.9 %	9.6 %	25,319
6-10 years	19.7 %	34.6 %	20.9 %	15.3 %	9.5 %	46,091
11-14 years	19.3 %	35.3 %	21.5 %	14.5 %	9.4 %	48,136
15-20 years	18.7 %	34.7 %	21.6 %	15.4 %	9.6 %	39,981
> 20 years	23.9 %	37.7 %	19.7 %	12.1 %	6.6 %	53,460

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.5 %	35.5 %	21.0 %	13.6 %	8.3 %	282,219
Leaving						
No	28.1 %	40.3 %	18.2 %	9.5 %	3.9 %	179,014
Yes, to retire	21.9 %	36.4 %	21.4 %	12.7 %	7.6 %	19,451
Yes, to other job in Govt.	9.8 %	26.4 %	25.2 %	22.3 %	16.3 %	43,122
Yes, to other job outside Govt.	8.0 %	24.4 %	25.3 %	22.2 %	20.1 %	12,850
Yes, other	8.1 %	25.5 %	27.4 %	20.5 %	18.4 %	16,909
Retiring						
Less than 1 year	21.0 %	33.3 %	21.7 %	13.7 %	10.3 %	10,114
1 year	21.3 %	37.4 %	21.1 %	13.0 %	7.3 %	8,084
2 years	22.4 %	37.3 %	21.1 %	12.1 %	7.1 %	14,604
3 years	23.0 %	36.3 %	21.6 %	12.3 %	6.7 %	15,089
4 years	22.4 %	36.0 %	20.9 %	13.8 %	6.8 %	9,931
5 years	21.8 %	36.2 %	21.0 %	13.5 %	7.4 %	20,892
More than 5 years	21.6 %	35.4 %	20.5 %	13.8 %	8.7 %	191,222
Transgender						
Yes	14.6 %	27.4 %	21.2 %	17.5 %	19.3 %	931
No	22.0 %	35.7 %	20.5 %	13.5 %	8.2 %	259,259
Consider Yourself as						
Straight	22.2 %	35.9 %	20.5 %	13.4 %	8.1 %	240,506
Gay or Lesbian	24.5 %	33.9 %	19.0 %	14.4 %	8.2 %	6,867
Bisexual	21.2 %	33.5 %	18.5 %	16.0 %	10.8 %	4,294
Something else	13.6 %	28.7 %	26.2 %	16.5 %	15.0 %	5,008
Military Service						
No Prior Military Service	21.2 %	36.2 %	20.5 %	13.9 %	8.2 %	194,285
Currently in Guard/Reserves	19.2 %	34.6 %	21.5 %	13.5 %	11.1 %	4,010
Retired	26.5 %	36.4 %	20.2 %	10.9 %	6.0 %	35,030
Separated/Discharged	19.8 %	32.4 %	22.2 %	14.7 %	10.8 %	37,997

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.5 %	35.5 %	21.0 %	13.6 %	8.3 %	282,219
Military Spouse						
Spouse of current active duty service member	19.1 %	32.1 %	23.2 %	15.0 %	10.6 %	3,103
Spouse of separated or retired service member with a disability rating of 100%	21.2 %	32.8 %	20.4 %	16.4 %	9.3 %	5,217
Widow(er) of a service member killed while on active duty	16.7 %	38.6 %	20.6 %	14.0 %	10.1 %	143
None of the categories listed	21.8 %	35.7 %	20.8 %	13.5 %	8.3 %	263,166
Non-Competitive Hiring Authority						
Yes	19.9 %	33.3 %	22.8 %	15.0 %	8.9 %	1,103
No	20.2 %	32.4 %	21.3 %	15.9 %	10.1 %	7,301
Disability						
Yes	20.7 %	30.8 %	21.4 %	15.3 %	11.7 %	42,379
No	22.1 %	36.6 %	20.5 %	13.2 %	7.6 %	222,511

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	25.4 %	41.3 %	16.3 %	11.1 %	5.8 %	281,587
Work Location						
Headquarters	27.8 %	41.4 %	15.1 %	10.6 %	5.1 %	89,571
Field	22.2 %	40.6 %	17.5 %	12.5 %	7.2 %	111,983
Full-time telework	30.7 %	42.7 %	14.2 %	8.6 %	3.8 %	68,883
Supervisory Status						
Senior Leader	50.1 %	35.3 %	7.2 %	5.0 %	2.4 %	6,576
Manager	31.3 %	40.8 %	13.4 %	10.2 %	4.2 %	24,821
Supervisor	24.8 %	42.3 %	15.8 %	11.9 %	5.2 %	46,200
Team Leader	23.9 %	41.5 %	17.4 %	11.5 %	5.7 %	32,934
Non-Supervisor	24.5 %	41.2 %	16.6 %	11.2 %	6.5 %	160,922
Sex						
Male	26.7 %	40.1 %	15.7 %	11.2 %	6.3 %	138,855
Female	25.1 %	43.2 %	16.1 %	10.6 %	5.0 %	122,703
Hispanic or Latino						
Yes	27.3 %	38.9 %	16.3 %	10.8 %	6.6 %	24,640
No	25.7 %	41.7 %	15.9 %	11.0 %	5.6 %	238,211
Race						
American Indian/Alaska Native	23.2 %	39.3 %	19.5 %	10.9 %	7.1 %	4,277
Asian	27.0 %	45.5 %	15.8 %	7.9 %	3.9 %	14,176
Black/African American	29.7 %	41.2 %	14.8 %	9.3 %	5.0 %	36,328
Native Hawaiian/Pacific Islander	28.2 %	39.7 %	16.5 %	9.1 %	6.4 %	1,344
White	25.7 %	41.5 %	15.6 %	11.4 %	5.8 %	187,026
Two or more races (Not Hispanic/Latino)	21.4 %	38.6 %	19.1 %	12.8 %	8.1 %	11,807
Age Group						
25 and under	20.9 %	43.9 %	18.1 %	11.0 %	6.1 %	2,992
26-29 years old	19.6 %	42.8 %	16.7 %	14.4 %	6.5 %	7,254
30-39 years old	20.8 %	40.1 %	17.6 %	13.2 %	8.2 %	48,543
40-49 years old	23.5 %	41.1 %	16.7 %	12.1 %	6.7 %	71,600
50-59 years old	28.5 %	42.2 %	15.1 %	9.8 %	4.5 %	88,181
60 or older	33.8 %	41.4 %	13.7 %	7.9 %	3.2 %	44,442

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	25.4 %	41.3 %	16.3 %	11.1 %	5.8 %	281,587
Level of Education						
Less than High School	30.1 %	37.6 %	16.9 %	8.4 %	6.9 %	138
H.S. Diploma/GED or equiv	28.3 %	39.7 %	16.4 %	9.4 %	6.2 %	8,360
Trade/Technical Certificate	24.1 %	38.4 %	18.0 %	12.3 %	7.3 %	4,558
Some College (no degree)	25.5 %	39.1 %	17.2 %	11.2 %	6.9 %	28,027
Associate's Degree	24.6 %	39.4 %	17.6 %	11.4 %	7.0 %	16,495
Bachelor's Degree	24.4 %	42.3 %	16.1 %	11.3 %	5.9 %	92,316
Master's Degree	27.0 %	42.1 %	15.1 %	10.9 %	5.0 %	84,003
Doctoral/Professional Degree	28.9 %	42.0 %	14.0 %	10.5 %	4.5 %	32,624
Pay Category						
Federal Wage System	18.7 %	38.1 %	20.3 %	14.3 %	8.6 %	6,748
GS 1-6	21.6 %	38.0 %	18.4 %	13.3 %	8.6 %	8,168
GS 7-12	23.8 %	41.0 %	17.0 %	11.6 %	6.7 %	98,774
GS 13-15	29.0 %	42.6 %	14.1 %	10.0 %	4.3 %	132,323
SES	54.4 %	32.1 %	6.8 %	4.7 %	2.1 %	4,411
SL/ST	39.7 %	41.0 %	8.5 %	6.7 %	4.0 %	1,122
Other	22.7 %	41.1 %	18.1 %	11.9 %	6.2 %	19,577
Time in Federal Government						
< 1 year	33.7 %	43.6 %	11.3 %	7.6 %	3.8 %	4,275
1-3 years	28.2 %	41.6 %	15.4 %	9.8 %	5.0 %	31,441
4-5 years	23.7 %	39.8 %	17.7 %	13.0 %	5.8 %	19,442
6-10 years	23.1 %	41.4 %	17.2 %	12.0 %	6.2 %	41,796
11-14 years	23.5 %	41.1 %	16.6 %	12.1 %	6.7 %	52,896
15-20 years	23.7 %	40.8 %	17.0 %	11.8 %	6.7 %	47,463
> 20 years	29.1 %	41.8 %	14.5 %	9.7 %	4.9 %	73,589
Time with Current Agency						
< 1 year	32.2 %	39.7 %	13.0 %	10.0 %	5.2 %	8,707
1-3 years	27.5 %	41.0 %	15.6 %	10.5 %	5.5 %	49,825
4-5 years	24.4 %	39.4 %	18.0 %	12.1 %	6.1 %	25,299
6-10 years	23.0 %	41.5 %	16.9 %	12.3 %	6.2 %	45,980
11-14 years	23.2 %	41.2 %	16.8 %	12.0 %	6.8 %	48,019
15-20 years	23.4 %	41.5 %	16.8 %	11.8 %	6.5 %	39,884
> 20 years	29.8 %	42.5 %	14.2 %	9.0 %	4.4 %	53,402

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	25.4 %	41.3 %	16.3 %	11.1 %	5.8 %	281,587
Leaving						
No	35.1 %	47.1 %	11.7 %	4.7 %	1.5 %	178,755
Yes, to retire	25.6 %	42.4 %	16.2 %	10.3 %	5.5 %	19,410
Yes, to other job in Govt.	7.7 %	31.9 %	25.0 %	23.3 %	12.2 %	42,945
Yes, to other job outside Govt.	5.3 %	24.5 %	21.6 %	28.3 %	20.4 %	12,808
Yes, other	6.7 %	27.2 %	26.3 %	23.3 %	16.4 %	16,830
Retiring						
Less than 1 year	23.1 %	37.8 %	16.7 %	13.0 %	9.5 %	10,081
1 year	25.8 %	42.2 %	16.1 %	10.9 %	5.0 %	8,076
2 years	27.5 %	42.1 %	15.9 %	9.5 %	5.0 %	14,580
3 years	28.5 %	41.2 %	15.1 %	10.8 %	4.4 %	15,067
4 years	27.8 %	42.1 %	16.1 %	9.7 %	4.3 %	9,910
5 years	27.2 %	42.1 %	15.5 %	10.2 %	5.0 %	20,875
More than 5 years	25.2 %	41.3 %	16.1 %	11.3 %	6.0 %	190,742
Transgender						
Yes	15.2 %	32.1 %	18.1 %	19.2 %	15.4 %	931
No	26.1 %	41.4 %	15.9 %	11.0 %	5.7 %	258,689
Consider Yourself as						
Straight	26.5 %	41.6 %	15.6 %	10.8 %	5.5 %	239,977
Gay or Lesbian	25.4 %	41.1 %	15.2 %	12.0 %	6.3 %	6,844
Bisexual	20.6 %	40.6 %	16.1 %	14.2 %	8.5 %	4,276
Something else	14.9 %	34.1 %	21.9 %	16.9 %	12.2 %	4,993
Military Service						
No Prior Military Service	24.8 %	42.5 %	16.2 %	11.1 %	5.5 %	193,921
Currently in Guard/Reserves	21.6 %	38.1 %	18.3 %	14.3 %	7.8 %	3,997
Retired	31.9 %	40.5 %	14.2 %	9.3 %	4.2 %	34,911
Separated/Discharged	23.9 %	37.8 %	17.2 %	12.6 %	8.5 %	37,882

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	25.4 %	41.3 %	16.3 %	11.1 %	5.8 %	281,587
Military Spouse						
Spouse of current active duty service member	22.5 %	38.4 %	17.7 %	14.6 %	6.8 %	3,092
Spouse of separated or retired service member with a disability rating of 100%	26.6 %	40.4 %	17.1 %	10.4 %	5.5 %	5,202
Widow(er) of a service member killed while on active duty	22.7 %	41.3 %	21.4 %	7.4 %	7.1 %	140
None of the categories listed	25.7 %	41.4 %	16.0 %	11.1 %	5.8 %	262,587
Non-Competitive Hiring Authority						
Yes	24.3 %	44.4 %	14.3 %	10.6 %	6.5 %	1,091
No	24.8 %	38.7 %	18.2 %	12.3 %	6.0 %	7,282
Disability						
Yes	25.3 %	36.4 %	17.0 %	12.8 %	8.5 %	42,239
No	26.0 %	42.4 %	15.7 %	10.7 %	5.2 %	222,059

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.3 %	40.9 %	16.2 %	14.5 %	8.1 %	282,840
Work Location						
Headquarters	22.8 %	42.2 %	15.6 %	12.9 %	6.5 %	89,981
Field	17.9 %	39.3 %	16.5 %	15.9 %	10.2 %	112,530
Full-time telework	23.5 %	42.7 %	15.1 %	12.9 %	5.7 %	69,115
Supervisory Status						
Senior Leader	40.4 %	38.7 %	9.7 %	8.1 %	3.1 %	6,587
Manager	29.1 %	41.8 %	13.3 %	10.9 %	4.9 %	24,920
Supervisor	21.7 %	42.8 %	15.1 %	13.2 %	7.1 %	46,405
Team Leader	18.8 %	40.0 %	16.6 %	15.2 %	9.5 %	33,109
Non-Supervisor	18.4 %	40.5 %	16.8 %	15.4 %	8.9 %	161,639
Sex						
Male	20.8 %	40.7 %	16.0 %	13.8 %	8.7 %	139,531
Female	20.7 %	41.4 %	15.6 %	15.1 %	7.2 %	123,192
Hispanic or Latino						
Yes	21.2 %	38.3 %	15.8 %	14.5 %	10.2 %	24,740
No	20.6 %	41.4 %	15.9 %	14.4 %	7.8 %	239,272
Race						
American Indian/Alaska Native	17.1 %	38.6 %	17.1 %	15.9 %	11.2 %	4,287
Asian	17.7 %	41.1 %	19.8 %	13.7 %	7.8 %	14,210
Black/African American	21.7 %	40.1 %	15.4 %	14.3 %	8.5 %	36,434
Native Hawaiian/Pacific Islander	17.7 %	37.0 %	17.4 %	17.4 %	10.6 %	1,357
White	21.5 %	41.9 %	15.2 %	14.0 %	7.4 %	187,932
Two or more races (Not Hispanic/Latino)	16.3 %	35.9 %	18.9 %	17.1 %	11.9 %	11,867
Age Group						
25 and under	13.9 %	33.8 %	21.9 %	18.1 %	12.2 %	3,027
26-29 years old	12.2 %	34.7 %	19.2 %	19.7 %	14.3 %	7,298
30-39 years old	15.5 %	36.5 %	18.0 %	17.9 %	12.0 %	48,795
40-49 years old	19.7 %	41.5 %	16.1 %	14.3 %	8.4 %	71,962
50-59 years old	23.8 %	43.4 %	14.4 %	12.5 %	5.9 %	88,512
60 or older	25.5 %	43.2 %	14.4 %	11.9 %	5.0 %	44,586

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.3 %	40.9 %	16.2 %	14.5 %	8.1 %	282,840
Level of Education						
Less than High School	14.2 %	36.5 %	27.5 %	8.7 %	13.1 %	137
H.S. Diploma/GED or equiv	19.5 %	37.6 %	16.8 %	15.4 %	10.8 %	8,410
Trade/Technical Certificate	14.0 %	37.4 %	19.5 %	18.0 %	11.1 %	4,568
Some College (no degree)	18.3 %	37.2 %	16.4 %	16.8 %	11.2 %	28,129
Associate's Degree	18.0 %	37.5 %	16.8 %	16.0 %	11.7 %	16,555
Bachelor's Degree	20.4 %	41.3 %	16.2 %	14.3 %	7.8 %	92,767
Master's Degree	23.4 %	43.7 %	14.8 %	12.3 %	5.8 %	84,435
Doctoral/Professional Degree	21.1 %	42.3 %	15.5 %	14.5 %	6.6 %	32,707
Pay Category						
Federal Wage System	13.5 %	36.6 %	18.1 %	18.2 %	13.6 %	6,792
GS 1-6	7.9 %	24.9 %	21.2 %	25.6 %	20.5 %	8,191
GS 7-12	16.5 %	40.2 %	17.9 %	16.6 %	8.9 %	99,262
GS 13-15	27.8 %	45.6 %	13.1 %	9.6 %	3.9 %	132,894
SES	44.7 %	38.2 %	8.6 %	6.4 %	2.2 %	4,421
SL/ST	35.5 %	40.1 %	10.2 %	10.2 %	3.9 %	1,125
Other	15.1 %	35.4 %	16.9 %	18.0 %	14.6 %	19,647
Time in Federal Government						
< 1 year	14.0 %	36.0 %	22.4 %	19.0 %	8.7 %	4,308
1-3 years	15.8 %	37.7 %	18.9 %	17.5 %	10.1 %	31,630
4-5 years	15.8 %	37.2 %	17.8 %	18.7 %	10.5 %	19,515
6-10 years	17.2 %	40.1 %	16.8 %	16.1 %	9.8 %	42,029
11-14 years	20.4 %	42.4 %	15.6 %	13.7 %	7.9 %	53,097
15-20 years	21.7 %	41.3 %	15.4 %	13.3 %	8.3 %	47,693
> 20 years	26.2 %	43.0 %	13.8 %	11.4 %	5.6 %	73,824
Time with Current Agency						
< 1 year	18.1 %	36.9 %	20.8 %	16.7 %	7.6 %	8,739
1-3 years	17.5 %	39.0 %	18.1 %	16.2 %	9.2 %	50,137
4-5 years	17.9 %	38.2 %	17.4 %	16.9 %	9.6 %	25,374
6-10 years	18.4 %	40.5 %	16.3 %	15.5 %	9.4 %	46,228
11-14 years	20.6 %	42.4 %	15.3 %	13.7 %	7.9 %	48,194
15-20 years	21.3 %	41.8 %	15.3 %	13.4 %	8.3 %	40,085
> 20 years	26.9 %	43.2 %	13.1 %	11.2 %	5.5 %	53,566

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.3 %	40.9 %	16.2 %	14.5 %	8.1 %	282,840
Leaving						
No	25.6 %	44.6 %	14.4 %	11.2 %	4.2 %	179,410
Yes, to retire	26.3 %	44.0 %	13.5 %	11.1 %	5.0 %	19,490
Yes, to other job in Govt.	9.9 %	35.0 %	19.6 %	21.2 %	14.2 %	43,230
Yes, to other job outside Govt.	6.5 %	27.0 %	18.3 %	24.1 %	24.1 %	12,867
Yes, other	8.9 %	31.7 %	21.2 %	20.4 %	17.7 %	16,947
Retiring						
Less than 1 year	26.3 %	42.7 %	13.3 %	11.0 %	6.8 %	10,128
1 year	24.3 %	44.3 %	13.7 %	12.1 %	5.6 %	8,108
2 years	25.6 %	43.0 %	13.8 %	11.4 %	6.3 %	14,628
3 years	24.6 %	43.5 %	14.8 %	11.6 %	5.5 %	15,121
4 years	24.6 %	44.0 %	13.4 %	12.4 %	5.7 %	9,971
5 years	21.5 %	43.4 %	15.4 %	13.2 %	6.5 %	20,935
More than 5 years	19.1 %	39.9 %	16.7 %	15.3 %	8.9 %	191,637
Transgender						
Yes	15.0 %	34.2 %	15.2 %	17.9 %	17.7 %	931
No	20.8 %	41.0 %	15.9 %	14.3 %	8.0 %	259,837
Consider Yourself as						
Straight	21.0 %	41.2 %	15.8 %	14.2 %	7.8 %	241,020
Gay or Lesbian	21.7 %	40.2 %	14.1 %	15.4 %	8.6 %	6,884
Bisexual	16.9 %	37.1 %	17.3 %	16.5 %	12.2 %	4,299
Something else	13.1 %	34.0 %	19.5 %	17.3 %	16.1 %	5,033
Military Service						
No Prior Military Service	19.9 %	40.7 %	16.2 %	14.9 %	8.4 %	194,693
Currently in Guard/Reserves	15.0 %	38.0 %	16.6 %	17.5 %	12.9 %	4,017
Retired	25.6 %	44.5 %	14.0 %	10.9 %	5.1 %	35,103
Separated/Discharged	19.1 %	38.9 %	16.9 %	15.4 %	9.6 %	38,110

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.3 %	40.9 %	16.2 %	14.5 %	8.1 %	282,840
Military Spouse						
Spouse of current active duty service member	14.8 %	36.7 %	19.7 %	18.1 %	10.6 %	3,114
Spouse of separated or retired service member with a disability rating of 100%	20.9 %	38.6 %	16.3 %	15.6 %	8.6 %	5,231
Widow(er) of a service member killed while on active duty	17.9 %	38.3 %	20.1 %	14.3 %	9.4 %	143
None of the categories listed	20.6 %	41.0 %	15.9 %	14.3 %	8.1 %	263,740
Non-Competitive Hiring Authority						
Yes	14.7 %	35.3 %	21.4 %	17.6 %	11.0 %	1,098
No	18.9 %	38.3 %	17.0 %	16.6 %	9.2 %	7,331
Disability						
Yes	18.5 %	38.0 %	16.7 %	16.4 %	10.4 %	42,471
No	21.1 %	41.6 %	15.7 %	13.9 %	7.6 %	223,002

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.4 %	40.5 %	19.4 %	12.6 %	7.1 %	283,310
Work Location						
Headquarters	23.7 %	41.3 %	18.0 %	11.6 %	5.5 %	90,114
Field	16.4 %	38.5 %	20.9 %	14.9 %	9.4 %	112,729
Full-time telework	26.2 %	44.3 %	16.5 %	8.7 %	4.2 %	69,239
Supervisory Status						
Senior Leader	45.6 %	36.7 %	9.3 %	5.6 %	2.8 %	6,596
Manager	25.7 %	41.3 %	16.0 %	11.7 %	5.3 %	24,944
Supervisor	19.4 %	41.5 %	19.4 %	13.2 %	6.7 %	46,461
Team Leader	17.9 %	40.1 %	20.2 %	14.2 %	7.6 %	33,168
Non-Supervisor	19.9 %	40.4 %	19.7 %	12.4 %	7.6 %	161,952
Sex						
Male	21.2 %	39.6 %	18.4 %	12.9 %	7.9 %	139,739
Female	20.6 %	42.5 %	19.6 %	11.7 %	5.6 %	123,427
Hispanic or Latino						
Yes	22.3 %	37.5 %	19.1 %	13.0 %	8.2 %	24,792
No	20.7 %	41.2 %	19.0 %	12.4 %	6.8 %	239,664
Race						
American Indian/Alaska Native	18.4 %	36.2 %	22.2 %	13.6 %	9.5 %	4,303
Asian	22.6 %	45.4 %	19.2 %	8.2 %	4.7 %	14,227
Black/African American	24.2 %	41.7 %	18.3 %	9.8 %	6.0 %	36,569
Native Hawaiian/Pacific Islander	21.6 %	37.6 %	21.2 %	11.7 %	7.9 %	1,359
White	20.6 %	40.9 %	18.6 %	13.0 %	6.9 %	188,168
Two or more races (Not Hispanic/Latino)	17.2 %	35.9 %	21.8 %	14.9 %	10.2 %	11,891
Age Group						
25 and under	18.6 %	45.3 %	19.9 %	11.5 %	4.8 %	3,024
26-29 years old	16.7 %	41.5 %	20.6 %	13.9 %	7.3 %	7,301
30-39 years old	17.2 %	38.1 %	20.5 %	14.7 %	9.5 %	48,784
40-49 years old	19.0 %	40.2 %	19.1 %	13.5 %	8.2 %	72,058
50-59 years old	23.0 %	41.7 %	18.2 %	11.4 %	5.7 %	88,692
60 or older	25.8 %	42.7 %	17.7 %	9.5 %	4.3 %	44,771

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.4 %	40.5 %	19.4 %	12.6 %	7.1 %	283,310
Level of Education						
Less than High School	27.6 %	32.6 %	20.2 %	10.5 %	9.1 %	140
H.S. Diploma/GED or equiv	20.7 %	38.8 %	20.7 %	12.2 %	7.6 %	8,443
Trade/Technical Certificate	16.2 %	37.6 %	21.9 %	14.5 %	9.8 %	4,596
Some College (no degree)	19.5 %	37.6 %	20.5 %	13.4 %	9.0 %	28,240
Associate's Degree	18.6 %	37.9 %	21.8 %	13.6 %	8.0 %	16,630
Bachelor's Degree	19.8 %	41.2 %	19.2 %	12.7 %	7.1 %	92,861
Master's Degree	22.8 %	42.1 %	17.6 %	11.6 %	5.9 %	84,482
Doctoral/Professional Degree	23.6 %	43.3 %	16.2 %	11.5 %	5.3 %	32,763
Pay Category						
Federal Wage System	12.5 %	33.8 %	23.3 %	18.8 %	11.6 %	6,812
GS 1-6	17.5 %	37.0 %	24.9 %	12.8 %	7.9 %	8,248
GS 7-12	19.0 %	39.9 %	20.1 %	13.1 %	8.0 %	99,506
GS 13-15	23.9 %	43.1 %	16.6 %	11.1 %	5.3 %	132,986
SES	50.7 %	34.2 %	7.8 %	4.8 %	2.4 %	4,421
SL/ST	34.3 %	39.8 %	13.1 %	8.2 %	4.7 %	1,126
Other	17.0 %	39.0 %	21.5 %	14.0 %	8.5 %	19,689
Time in Federal Government						
< 1 year	29.0 %	46.9 %	14.1 %	7.1 %	2.8 %	4,315
1-3 years	24.3 %	42.9 %	18.5 %	9.6 %	4.8 %	31,665
4-5 years	19.4 %	39.6 %	20.2 %	14.1 %	6.7 %	19,551
6-10 years	19.0 %	39.9 %	20.0 %	13.3 %	7.7 %	42,056
11-14 years	18.9 %	39.9 %	19.4 %	13.9 %	8.0 %	53,188
15-20 years	18.6 %	38.7 %	19.8 %	14.2 %	8.7 %	47,782
> 20 years	22.4 %	41.4 %	18.3 %	11.4 %	6.5 %	74,007
Time with Current Agency						
< 1 year	30.0 %	41.4 %	15.7 %	8.8 %	4.1 %	8,754
1-3 years	23.9 %	41.7 %	18.5 %	10.6 %	5.4 %	50,195
4-5 years	19.8 %	39.6 %	19.7 %	13.6 %	7.4 %	25,426
6-10 years	18.3 %	40.0 %	20.2 %	13.7 %	7.9 %	46,273
11-14 years	18.0 %	40.0 %	19.7 %	13.9 %	8.4 %	48,284
15-20 years	17.9 %	38.9 %	20.1 %	14.5 %	8.6 %	40,160
> 20 years	22.9 %	42.2 %	17.8 %	11.0 %	6.1 %	53,690

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.4 %	40.5 %	19.4 %	12.6 %	7.1 %	283,310
Leaving						
No	28.2 %	47.8 %	15.2 %	6.5 %	2.3 %	179,636
Yes, to retire	19.7 %	40.6 %	19.8 %	12.9 %	7.1 %	19,552
Yes, to other job in Govt.	6.7 %	29.0 %	27.5 %	23.4 %	13.3 %	43,307
Yes, to other job outside Govt.	4.2 %	20.9 %	23.2 %	28.5 %	23.2 %	12,896
Yes, other	5.0 %	23.5 %	27.2 %	24.9 %	19.4 %	17,010
Retiring						
Less than 1 year	18.2 %	35.7 %	19.0 %	15.8 %	11.3 %	10,164
1 year	19.5 %	40.4 %	19.8 %	13.4 %	6.9 %	8,130
2 years	21.0 %	41.2 %	19.7 %	11.4 %	6.8 %	14,681
3 years	21.3 %	41.2 %	20.0 %	11.7 %	5.8 %	15,164
4 years	21.9 %	41.1 %	18.7 %	11.9 %	6.4 %	9,990
5 years	21.2 %	41.8 %	18.4 %	12.4 %	6.1 %	20,988
More than 5 years	20.7 %	40.7 %	19.0 %	12.5 %	7.1 %	191,863
Transgender						
Yes	10.3 %	31.6 %	18.1 %	16.5 %	23.4 %	932
No	21.0 %	40.9 %	19.0 %	12.3 %	6.8 %	260,271
Consider Yourself as						
Straight	21.4 %	41.1 %	18.8 %	12.2 %	6.6 %	241,459
Gay or Lesbian	21.8 %	40.3 %	18.1 %	12.8 %	7.0 %	6,881
Bisexual	16.6 %	40.6 %	19.8 %	13.9 %	9.1 %	4,297
Something else	10.5 %	31.7 %	23.1 %	18.8 %	15.9 %	5,030
Military Service						
No Prior Military Service	19.9 %	41.7 %	19.3 %	12.4 %	6.8 %	195,001
Currently in Guard/Reserves	18.4 %	37.0 %	19.4 %	15.5 %	9.7 %	4,027
Retired	25.8 %	41.3 %	17.7 %	10.5 %	4.7 %	35,187
Separated/Discharged	19.0 %	36.0 %	19.8 %	14.9 %	10.2 %	38,154

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	20.4 %	40.5 %	19.4 %	12.6 %	7.1 %	283,310
Military Spouse						
Spouse of current active duty service member	18.9 %	38.1 %	20.2 %	15.2 %	7.5 %	3,123
Spouse of separated or retired service member with a disability rating of 100%	20.7 %	38.5 %	21.7 %	12.0 %	7.1 %	5,244
Widow(er) of a service member killed while on active duty	20.6 %	35.5 %	24.5 %	8.9 %	10.6 %	145
None of the categories listed	20.7 %	40.7 %	19.0 %	12.5 %	7.1 %	264,164
Non-Competitive Hiring Authority						
Yes	20.9 %	40.0 %	20.0 %	12.9 %	6.2 %	1,103
No	19.7 %	37.9 %	21.4 %	13.3 %	7.6 %	7,348
Disability						
Yes	20.3 %	35.6 %	20.1 %	14.6 %	9.4 %	42,586
No	21.0 %	41.7 %	18.8 %	12.0 %	6.5 %	223,337

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite?

Demographics	100%	75% but less than 100%	50% but less than 75%	25% but less than 50%	Less than 25%	Not Physically Present	Item Response Total**
All Responses	28.7 %	16.6 %	6.8 %	6.3 %	20.0 %	21.6 %	283,136
Work Location							
Headquarters	23.2 %	18.4 %	8.9 %	8.3 %	20.6 %	20.7 %	90,323
Field	41.7 %	21.7 %	7.8 %	6.6 %	14.3 %	7.7 %	112,906
Full-time telework	4.0 %	1.8 %	1.2 %	2.7 %	33.3 %	57.0 %	69,405
Supervisory Status							
Senior Leader	30.1 %	19.5 %	7.3 %	7.2 %	22.5 %	13.5 %	6,620
Manager	32.1 %	20.6 %	7.3 %	6.7 %	20.2 %	13.1 %	25,001
Supervisor	32.3 %	19.5 %	6.9 %	6.7 %	19.6 %	15.0 %	46,547
Team Leader	29.3 %	17.4 %	7.1 %	6.6 %	20.2 %	19.5 %	33,219
Non-Supervisor	26.4 %	14.7 %	6.6 %	6.1 %	20.2 %	26.0 %	162,272
Sex							
Male	32.5 %	18.5 %	7.2 %	6.6 %	19.2 %	16.1 %	139,991
Female	22.5 %	13.7 %	6.1 %	6.0 %	21.5 %	30.2 %	123,690
Hispanic or Latino							
Yes	36.3 %	16.4 %	6.7 %	6.2 %	16.3 %	18.1 %	24,843
No	27.3 %	16.5 %	6.8 %	6.4 %	20.7 %	22.4 %	240,134
Race							
American Indian/Alaska Native	40.5 %	18.0 %	6.0 %	5.6 %	13.8 %	16.2 %	4,310
Asian	22.8 %	12.7 %	7.0 %	6.1 %	20.9 %	30.6 %	14,278
Black/African American	24.1 %	13.2 %	6.5 %	6.5 %	19.4 %	30.4 %	36,666
Native Hawaiian/Pacific Islander	43.4 %	20.4 %	7.4 %	5.3 %	12.5 %	11.0 %	1,359
White	28.8 %	17.3 %	6.8 %	6.4 %	20.7 %	19.9 %	188,510
Two or more races (Not Hispanic/Latino)	33.1 %	17.8 %	6.9 %	6.2 %	18.1 %	17.9 %	11,906
Age Group							
25 and under	30.7 %	20.4 %	6.9 %	6.6 %	19.8 %	15.6 %	3,037
26-29 years old	30.9 %	19.2 %	7.1 %	6.0 %	19.1 %	17.7 %	7,320
30-39 years old	30.5 %	16.3 %	6.3 %	5.8 %	19.8 %	21.2 %	48,917
40-49 years old	29.0 %	16.7 %	7.0 %	6.4 %	20.3 %	20.6 %	72,144
50-59 years old	27.7 %	16.8 %	7.0 %	6.7 %	20.1 %	21.7 %	88,874
60 or older	25.8 %	15.3 %	6.5 %	6.2 %	20.4 %	25.8 %	44,851

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite?

Demographics	100%	75% but less than 100%	50% but less than 75%	25% but less than 50%	Less than 25%	Not Physically Present	Item Response Total**
All Responses	28.7 %	16.6 %	6.8 %	6.3 %	20.0 %	21.6 %	283,136
Level of Education							
Less than High School	44.6 %	22.4 %	8.0 %	3.7 %	11.4 %	9.9 %	139
H.S. Diploma/GED or equiv	47.8 %	18.6 %	5.3 %	4.1 %	9.6 %	14.5 %	8,442
Trade/Technical Certificate	54.2 %	17.2 %	5.1 %	4.5 %	8.6 %	10.4 %	4,593
Some College (no degree)	43.3 %	17.3 %	5.6 %	5.1 %	12.8 %	16.0 %	28,277
Associate's Degree	45.1 %	19.1 %	6.3 %	5.0 %	11.7 %	12.7 %	16,659
Bachelor's Degree	25.9 %	17.5 %	6.9 %	6.6 %	21.2 %	21.9 %	93,071
Master's Degree	18.7 %	16.0 %	7.8 %	7.5 %	25.2 %	24.7 %	84,676
Doctoral/Professional Degree	13.9 %	9.9 %	6.1 %	6.4 %	27.5 %	36.2 %	32,838
Pay Category							
Federal Wage System	72.0 %	17.3 %	3.3 %	1.7 %	3.0 %	2.7 %	6,815
GS 1-6	47.6 %	17.6 %	5.7 %	3.5 %	9.1 %	16.5 %	8,252
GS 7-12	31.3 %	18.5 %	7.2 %	6.3 %	17.7 %	19.1 %	99,693
GS 13-15	15.8 %	13.5 %	6.6 %	7.2 %	26.7 %	30.0 %	133,288
SES	17.9 %	17.1 %	8.0 %	7.9 %	31.0 %	18.0 %	4,433
SL/ST	10.5 %	14.8 %	6.9 %	8.3 %	30.6 %	28.9 %	1,130
Other	36.7 %	19.5 %	7.7 %	6.2 %	16.9 %	13.0 %	19,723
Time in Federal Government							
< 1 year	32.5 %	19.4 %	6.1 %	6.0 %	13.8 %	22.3 %	4,322
1-3 years	29.9 %	18.7 %	6.9 %	6.1 %	18.9 %	19.6 %	31,761
4-5 years	31.5 %	17.1 %	6.7 %	5.7 %	19.1 %	20.0 %	19,580
6-10 years	30.5 %	16.4 %	6.6 %	6.1 %	18.9 %	21.4 %	42,148
11-14 years	27.1 %	15.6 %	7.1 %	6.5 %	21.4 %	22.3 %	53,256
15-20 years	31.5 %	16.8 %	6.7 %	6.1 %	19.0 %	19.9 %	47,851
> 20 years	23.8 %	15.8 %	6.7 %	6.8 %	22.2 %	24.7 %	74,186
Time with Current Agency							
< 1 year	32.6 %	19.7 %	6.0 %	6.1 %	16.0 %	19.6 %	8,776
1-3 years	27.3 %	17.7 %	7.3 %	6.7 %	19.8 %	21.1 %	50,321
4-5 years	29.0 %	16.7 %	6.4 %	6.1 %	20.5 %	21.2 %	25,464
6-10 years	29.1 %	15.6 %	6.7 %	6.1 %	19.6 %	23.0 %	46,357
11-14 years	27.9 %	15.6 %	7.1 %	6.3 %	21.1 %	21.9 %	48,358
15-20 years	33.2 %	17.4 %	6.4 %	5.9 %	18.1 %	19.1 %	40,217
> 20 years	24.2 %	15.8 %	6.6 %	6.6 %	22.4 %	24.3 %	53,831

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite?

Demographics	100%	75% but less than 100%	50% but less than 75%	25% but less than 50%	Less than 25%	Not Physically Present	Item Response Total**
All Responses	28.7 %	16.6 %	6.8 %	6.3 %	20.0 %	21.6 %	283,136
Leaving							
No	25.6 %	15.7 %	6.6 %	6.2 %	21.3 %	24.6 %	179,996
Yes, to retire	28.5 %	16.9 %	7.2 %	6.5 %	19.7 %	21.3 %	19,592
Yes, to other job in Govt.	31.5 %	17.8 %	7.6 %	6.8 %	18.9 %	17.5 %	43,394
Yes, to other job outside Govt.	36.4 %	19.0 %	6.3 %	6.1 %	17.2 %	15.0 %	12,927
Yes, other	38.0 %	19.0 %	6.5 %	6.2 %	16.0 %	14.3 %	17,011
Retiring							
Less than 1 year	29.4 %	17.0 %	7.1 %	6.1 %	19.4 %	20.9 %	10,181
1 year	29.4 %	16.8 %	6.7 %	6.8 %	19.3 %	20.9 %	8,145
2 years	29.2 %	16.9 %	6.6 %	6.1 %	19.4 %	21.8 %	14,705
3 years	27.6 %	18.0 %	7.0 %	6.7 %	20.0 %	20.8 %	15,198
4 years	29.4 %	17.5 %	7.5 %	6.6 %	19.6 %	19.4 %	10,006
5 years	29.1 %	16.4 %	7.3 %	7.0 %	19.3 %	20.9 %	21,041
More than 5 years	28.2 %	16.4 %	6.7 %	6.2 %	20.4 %	22.1 %	192,236
Transgender							
Yes	33.4 %	17.1 %	6.6 %	6.8 %	15.8 %	20.2 %	934
No	28.4 %	16.5 %	6.8 %	6.3 %	20.1 %	21.8 %	260,783
Consider Yourself as							
Straight	28.5 %	16.6 %	6.8 %	6.4 %	20.1 %	21.6 %	241,918
Gay or Lesbian	21.9 %	14.0 %	6.5 %	5.4 %	22.6 %	29.5 %	6,903
Bisexual	27.3 %	15.8 %	6.2 %	5.6 %	19.8 %	25.3 %	4,304
Something else	33.8 %	16.3 %	7.2 %	6.4 %	17.4 %	18.9 %	5,046
Military Service							
No Prior Military Service	24.6 %	14.5 %	6.1 %	6.1 %	22.0 %	26.7 %	195,416
Currently in Guard/Reserves	39.3 %	24.7 %	10.2 %	5.4 %	12.3 %	8.1 %	4,029
Retired	34.6 %	22.0 %	9.1 %	7.3 %	16.8 %	10.2 %	35,246
Separated/Discharged	36.3 %	18.5 %	6.6 %	6.2 %	17.2 %	15.2 %	38,225

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite?

Demographics	100%	75% but less than 100%	50% but less than 75%	25% but less than 50%	Less than 25%	Not Physically Present	Item Response Total**
All Responses	28.7 %	16.6 %	6.8 %	6.3 %	20.0 %	21.6 %	283,136
Military Spouse							
Spouse of current active duty service member	39.5 %	22.7 %	6.9 %	5.4 %	13.3 %	12.1 %	3,132
Spouse of separated or retired service member with a disability rating of 100%	34.2 %	17.7 %	8.4 %	6.5 %	16.1 %	17.2 %	5,248
Widow(er) of a service member killed while on active duty	28.4 %	18.4 %	16.5 %	4.1 %	10.5 %	22.0 %	145
None of the categories listed	28.1 %	16.4 %	6.7 %	6.3 %	20.4 %	22.1 %	264,697
Non-Competitive Hiring Authority							
Yes	44.9 %	22.9 %	7.2 %	5.3 %	10.4 %	9.2 %	1,105
No	34.4 %	19.0 %	8.1 %	6.2 %	15.8 %	16.5 %	7,358
Disability							
Yes	31.6 %	17.9 %	7.1 %	6.3 %	18.0 %	19.1 %	42,649
No	27.8 %	16.2 %	6.7 %	6.4 %	20.6 %	22.4 %	223,798

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Telework Every Work Day	Telework 3 or 4 Days per Week	Telework 1 or 2 Days per Week	Telework 1 or 2 Days per Month	Telework Very Infrequently	Do Not Telework (Must Be Physically Present)	Do Not Telework (Technical Issues)	Do Not Telework (Not Approved)	Do Not Telework (Choose Not To)	Item Response Total**
All Responses	36.2 %	11.1 %	9.6 %	2.8 %	9.2 %	20.1 %	1.4 %	6.0 %	3.7 %	282,920
Work Location										
Headquarters	33.8 %	13.9 %	13.5 %	3.4 %	10.8 %	11.5 %	1.8 %	7.3 %	4.1 %	90,276
Field	15.5 %	11.2 %	10.9 %	3.5 %	11.9 %	32.9 %	1.7 %	7.4 %	4.8 %	112,814
Full-time telework	90.3 %	6.9 %	0.8 %	0.2 %	0.3 %	0.7 %	0.1 %	0.3 %	0.3 %	69,406
Supervisory Status										
Senior Leader	28.0 %	14.0 %	12.0 %	5.3 %	14.7 %	13.4 %	0.6 %	3.7 %	8.3 %	6,618
Manager	26.4 %	12.3 %	11.9 %	4.3 %	15.3 %	17.5 %	1.2 %	5.4 %	5.8 %	24,978
Supervisor	28.3 %	11.5 %	10.8 %	3.5 %	12.4 %	21.8 %	1.5 %	6.1 %	4.1 %	46,527
Team Leader	33.8 %	11.9 %	9.7 %	3.2 %	9.4 %	22.2 %	1.7 %	5.5 %	2.7 %	33,189
Non-Supervisor	41.4 %	10.6 %	8.7 %	2.2 %	7.0 %	19.4 %	1.3 %	6.1 %	3.2 %	162,201
Sex										
Male	29.2 %	11.3 %	10.2 %	3.2 %	10.2 %	24.4 %	1.6 %	5.6 %	4.4 %	139,922
Female	47.1 %	11.0 %	8.7 %	2.2 %	7.5 %	13.4 %	1.0 %	6.3 %	2.6 %	123,638
Hispanic or Latino										
Yes	30.0 %	10.5 %	9.1 %	2.5 %	7.0 %	28.7 %	1.4 %	7.0 %	3.6 %	24,830
No	37.5 %	11.3 %	9.6 %	2.8 %	9.4 %	18.6 %	1.4 %	5.7 %	3.7 %	240,019
Race										
American Indian/Alaska Native	27.7 %	7.8 %	7.3 %	2.7 %	8.6 %	28.6 %	2.5 %	9.2 %	5.6 %	4,302
Asian	46.9 %	11.8 %	9.3 %	2.2 %	6.0 %	14.3 %	1.4 %	4.8 %	3.3 %	14,275
Black/African American	46.7 %	10.9 %	8.4 %	1.7 %	5.6 %	16.1 %	1.0 %	6.6 %	2.9 %	36,642
Native Hawaiian/Pacific Islander	19.5 %	9.4 %	8.3 %	3.1 %	9.9 %	31.7 %	1.9 %	9.0 %	7.1 %	1,355
White	34.3 %	11.4 %	9.9 %	3.1 %	10.2 %	20.5 %	1.4 %	5.4 %	3.8 %	188,431
Two or more races (Not Hispanic/Latino)	31.5 %	10.1 %	10.0 %	2.3 %	10.1 %	22.6 %	1.6 %	7.9 %	3.8 %	11,904
Age Group										
25 and under	29.9 %	11.0 %	10.8 %	3.9 %	8.5 %	24.4 %	1.9 %	5.9 %	3.7 %	3,038
26-29 years old	32.3 %	10.0 %	9.3 %	3.0 %	9.3 %	25.8 %	1.5 %	6.0 %	2.8 %	7,323
30-39 years old	36.0 %	10.0 %	9.1 %	2.8 %	8.2 %	24.0 %	1.0 %	6.8 %	2.1 %	48,891
40-49 years old	35.3 %	11.3 %	9.8 %	2.9 %	9.1 %	21.7 %	1.2 %	5.8 %	2.9 %	72,115
50-59 years old	36.1 %	11.9 %	10.1 %	2.9 %	9.8 %	17.5 %	1.4 %	5.9 %	4.4 %	88,809
60 or older	40.6 %	11.3 %	8.8 %	2.4 %	9.4 %	14.7 %	2.1 %	4.9 %	5.9 %	44,847

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Telework Every Work Day	Telework 3 or 4 Days per Week	Telework 1 or 2 Days per Week	Telework 1 or 2 Days per Month	Telework Very Infrequently	Do Not Telework (Must Be Physically Present)	Do Not Telework (Technical Issues)	Do Not Telework (Not Approved)	Do Not Telework (Choose Not To)	Item Response Total**
All Responses	36.2 %	11.1 %	9.6 %	2.8 %	9.2 %	20.1 %	1.4 %	6.0 %	3.7 %	282,920
Level of Education										
Less than High School	21.2 %	3.0 %	2.9 %	2.8 %	3.9 %	34.4 %	1.8 %	15.5 %	14.5 %	139
H.S. Diploma/GED or equiv	22.0 %	6.5 %	6.3 %	1.7 %	7.4 %	40.2 %	2.1 %	7.2 %	6.7 %	8,435
Trade/Technical Certificate	16.7 %	6.1 %	6.3 %	1.8 %	7.7 %	46.1 %	2.0 %	8.8 %	4.5 %	4,594
Some College (no degree)	25.6 %	8.0 %	7.4 %	2.1 %	8.6 %	34.8 %	1.9 %	7.2 %	4.5 %	28,261
Associate's Degree	21.4 %	7.9 %	7.9 %	2.9 %	10.0 %	34.2 %	2.0 %	9.0 %	4.8 %	16,647
Bachelor's Degree	37.1 %	11.8 %	10.1 %	3.0 %	9.7 %	17.5 %	1.3 %	5.7 %	3.5 %	93,001
Master's Degree	42.8 %	13.6 %	11.5 %	3.1 %	9.8 %	9.7 %	1.1 %	5.1 %	3.2 %	84,657
Doctoral/Professional Degree	56.9 %	12.2 %	8.8 %	2.7 %	6.1 %	8.0 %	0.6 %	2.7 %	2.1 %	32,816
Pay Category										
Federal Wage System	4.1 %	2.3 %	2.5 %	1.1 %	4.6 %	72.8 %	2.5 %	6.4 %	3.7 %	6,812
GS 1-6	22.5 %	6.5 %	5.4 %	2.1 %	8.2 %	36.2 %	2.5 %	11.1 %	5.6 %	8,257
GS 7-12	32.5 %	10.7 %	9.9 %	2.8 %	10.2 %	20.0 %	1.6 %	8.0 %	4.2 %	99,644
GS 13-15	49.4 %	13.6 %	10.5 %	3.0 %	8.7 %	8.1 %	0.9 %	2.9 %	2.8 %	133,228
SES	37.4 %	17.5 %	13.3 %	5.6 %	12.6 %	7.2 %	0.3 %	0.7 %	5.4 %	4,431
SL/ST	48.5 %	17.2 %	10.6 %	6.0 %	8.8 %	5.0 %	0.8 %	0.6 %	2.5 %	1,131
Other	24.4 %	9.6 %	9.3 %	2.8 %	8.8 %	33.2 %	1.4 %	6.9 %	3.7 %	19,688
Time in Federal Government										
< 1 year	30.6 %	9.0 %	9.9 %	2.8 %	10.7 %	22.7 %	1.8 %	7.7 %	4.9 %	4,324
1-3 years	33.9 %	10.9 %	9.5 %	3.1 %	9.5 %	22.2 %	1.4 %	6.2 %	3.3 %	31,741
4-5 years	34.1 %	10.0 %	9.3 %	2.7 %	9.4 %	23.7 %	1.3 %	6.5 %	3.1 %	19,573
6-10 years	35.1 %	10.3 %	9.5 %	2.8 %	8.9 %	22.1 %	1.4 %	6.8 %	3.1 %	42,120
11-14 years	37.8 %	11.5 %	9.7 %	2.7 %	9.0 %	18.9 %	1.2 %	5.7 %	3.3 %	53,244
15-20 years	33.3 %	11.1 %	9.2 %	2.8 %	9.4 %	23.2 %	1.4 %	5.8 %	3.7 %	47,834
> 20 years	41.1 %	12.2 %	9.8 %	2.7 %	8.9 %	14.1 %	1.4 %	5.1 %	4.6 %	74,115
Time with Current Agency										
< 1 year	30.4 %	10.2 %	9.7 %	2.7 %	11.2 %	18.3 %	1.7 %	10.8 %	5.0 %	8,776
1-3 years	36.1 %	11.7 %	10.0 %	2.9 %	9.5 %	18.7 %	1.3 %	6.5 %	3.3 %	50,299
4-5 years	36.2 %	10.6 %	9.4 %	2.6 %	8.5 %	21.8 %	1.3 %	6.4 %	3.1 %	25,457
6-10 years	37.3 %	10.6 %	9.5 %	2.6 %	8.6 %	20.7 %	1.4 %	6.3 %	3.0 %	46,336
11-14 years	37.2 %	11.2 %	9.7 %	2.8 %	9.0 %	19.9 %	1.4 %	5.4 %	3.4 %	48,344
15-20 years	31.7 %	10.5 %	9.1 %	3.0 %	9.3 %	25.6 %	1.4 %	5.6 %	3.8 %	40,198
> 20 years	40.7 %	12.1 %	9.4 %	2.8 %	9.4 %	14.7 %	1.4 %	4.5 %	4.9 %	53,767

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Telework Every Work Day	Telework 3 or 4 Days per Week	Telework 1 or 2 Days per Week	Telework 1 or 2 Days per Month	Telework Very Infrequently	Do Not Telework (Must Be Physically Present)	Do Not Telework (Technical Issues)	Do Not Telework (Not Approved)	Do Not Telework (Choose Not To)	Item Response Total**
All Responses	36.2 %	11.1 %	9.6 %	2.8 %	9.2 %	20.1 %	1.4 %	6.0 %	3.7 %	282,920
Leaving										
No	40.5 %	11.4 %	9.3 %	2.8 %	8.9 %	18.3 %	1.2 %	3.8 %	3.8 %	179,896
Yes, to retire	35.7 %	11.4 %	9.3 %	2.7 %	9.3 %	19.0 %	2.1 %	4.6 %	5.9 %	19,575
Yes, to other job in Govt.	30.7 %	11.3 %	10.6 %	2.8 %	9.4 %	20.5 %	1.4 %	10.7 %	2.6 %	43,369
Yes, to other job outside Govt.	26.2 %	10.3 %	10.1 %	3.7 %	9.9 %	25.7 %	1.8 %	9.4 %	2.9 %	12,914
Yes, other	25.1 %	9.4 %	9.3 %	2.6 %	10.2 %	27.7 %	1.7 %	10.4 %	3.5 %	17,008
Retiring										
Less than 1 year	34.7 %	10.5 %	9.2 %	3.0 %	9.0 %	20.4 %	1.7 %	5.3 %	6.2 %	10,178
1 year	35.5 %	11.7 %	9.0 %	2.8 %	9.7 %	19.4 %	2.0 %	4.7 %	5.3 %	8,138
2 years	35.5 %	11.3 %	9.4 %	2.4 %	9.5 %	18.9 %	1.8 %	5.6 %	5.5 %	14,696
3 years	34.5 %	11.6 %	10.0 %	3.0 %	10.1 %	18.3 %	1.8 %	5.9 %	4.8 %	15,195
4 years	32.2 %	13.0 %	9.6 %	2.8 %	10.1 %	19.5 %	2.0 %	6.2 %	4.6 %	9,994
5 years	34.7 %	11.8 %	9.9 %	2.7 %	9.9 %	19.1 %	1.8 %	5.9 %	4.2 %	21,031
More than 5 years	37.2 %	11.0 %	9.6 %	2.8 %	8.9 %	20.1 %	1.2 %	6.0 %	3.1 %	192,137
Transgender										
Yes	30.5 %	9.3 %	10.3 %	1.9 %	7.1 %	29.8 %	1.1 %	7.3 %	2.6 %	933
No	36.5 %	11.2 %	9.6 %	2.8 %	9.1 %	19.8 %	1.4 %	5.9 %	3.7 %	260,664
Consider Yourself as										
Straight	36.3 %	11.2 %	9.6 %	2.8 %	9.2 %	19.9 %	1.3 %	6.0 %	3.7 %	241,821
Gay or Lesbian	46.2 %	10.9 %	9.1 %	2.8 %	6.9 %	15.8 %	1.3 %	4.2 %	2.9 %	6,899
Bisexual	39.6 %	9.4 %	8.9 %	2.7 %	8.5 %	20.7 %	2.3 %	5.8 %	2.2 %	4,306
Something else	31.2 %	9.7 %	9.3 %	3.0 %	8.3 %	25.3 %	2.0 %	7.9 %	3.3 %	5,040
Military Service										
No Prior Military Service	43.1 %	11.2 %	8.7 %	2.6 %	7.8 %	17.5 %	1.1 %	5.0 %	3.0 %	195,297
Currently in Guard/Reserves	15.3 %	8.7 %	12.6 %	4.2 %	14.2 %	27.3 %	1.4 %	11.6 %	4.7 %	4,027
Retired	21.2 %	12.2 %	12.6 %	3.5 %	13.9 %	20.2 %	2.3 %	7.8 %	6.4 %	35,244
Separated/Discharged	27.3 %	10.3 %	9.6 %	2.7 %	9.6 %	28.2 %	1.6 %	7.2 %	3.6 %	38,199

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Telework Every Work Day	Telework 3 or 4 Days per Week	Telework 1 or 2 Days per Week	Telework 1 or 2 Days per Month	Telework Very Infrequently	Do Not Telework (Must Be Physically Present)	Do Not Telework (Technical Issues)	Do Not Telework (Not Approved)	Do Not Telework (Choose Not To)	Item Response Total**
All Responses	36.2 %	11.1 %	9.6 %	2.8 %	9.2 %	20.1 %	1.4 %	6.0 %	3.7 %	282,920
Military Spouse										
Spouse of current active duty service member	23.7 %	8.5 %	10.3 %	3.0 %	13.7 %	19.7 %	1.5 %	15.5 %	4.1 %	3,129
Spouse of separated or retired service member with a disability rating of 100%	30.4 %	10.5 %	10.3 %	2.5 %	9.4 %	19.7 %	1.1 %	12.6 %	3.6 %	5,247
Widow(er) of a service member killed while on active duty	33.4 %	6.7 %	17.6 %	3.3 %	8.1 %	14.1 %	2.6 %	10.7 %	3.4 %	144
None of the categories listed	36.8 %	11.2 %	9.5 %	2.8 %	9.1 %	19.9 %	1.4 %	5.6 %	3.7 %	264,554
Non-Competitive Hiring Authority										
Yes	18.3 %	7.7 %	8.9 %	2.0 %	15.5 %	23.0 %	1.9 %	17.4 %	5.2 %	1,105
No	29.7 %	10.0 %	10.7 %	2.8 %	10.4 %	18.7 %	1.1 %	13.1 %	3.5 %	7,353
Disability										
Yes	32.5 %	10.5 %	10.0 %	2.5 %	9.9 %	20.9 %	1.7 %	8.3 %	3.6 %	42,627
No	37.3 %	11.3 %	9.5 %	2.9 %	9.0 %	19.7 %	1.3 %	5.4 %	3.7 %	223,689

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_1) How has your organization supported you during the COVID-19 pandemic? Expanded Telework

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	58.6 %	13.5 %	27.9 %	279,206
Work Location				
Headquarters	63.3 %	14.5 %	22.2 %	89,538
Field	43.4 %	17.5 %	39.1 %	111,672
Full-time telework	89.3 %	2.2 %	8.5 %	68,810
Supervisory Status				
Senior Leader	62.2 %	8.8 %	29.0 %	6,561
Manager	56.8 %	12.6 %	30.6 %	24,781
Supervisor	55.6 %	14.1 %	30.2 %	46,112
Team Leader	57.7 %	14.0 %	28.3 %	32,959
Non-Supervisor	60.3 %	13.3 %	26.4 %	160,603
Sex				
Male	53.6 %	13.8 %	32.6 %	138,636
Female	66.7 %	12.6 %	20.7 %	122,557
Hispanic or Latino				
Yes	51.7 %	17.1 %	31.2 %	24,561
No	60.0 %	12.8 %	27.2 %	237,910
Race				
American Indian/Alaska Native	47.0 %	19.2 %	33.8 %	4,255
Asian	67.3 %	13.0 %	19.8 %	14,118
Black/African American	64.0 %	13.1 %	22.9 %	36,213
Native Hawaiian/Pacific Islander	46.2 %	19.3 %	34.5 %	1,339
White	58.3 %	12.6 %	29.1 %	186,917
Two or more races (Not Hispanic/Latino)	53.1 %	18.6 %	28.3 %	11,783
Age Group				
25 and under	51.4 %	15.1 %	33.6 %	3,021
26-29 years old	53.9 %	16.2 %	29.9 %	7,292
30-39 years old	57.0 %	17.4 %	25.6 %	48,657
40-49 years old	58.6 %	14.8 %	26.7 %	71,620
50-59 years old	60.1 %	11.1 %	28.7 %	87,985
60 or older	60.8 %	9.0 %	30.1 %	44,082

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_1) How has your organization supported you during the COVID-19 pandemic? Expanded Telework

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	58.6 %	13.5 %	27.9 %	279,206
Level of Education				
Less than High School	31.1 %	19.5 %	49.4 %	136
H.S. Diploma/GED or equiv	36.8 %	14.0 %	49.1 %	8,293
Trade/Technical Certificate	33.6 %	17.6 %	48.8 %	4,513
Some College (no degree)	43.5 %	16.3 %	40.2 %	27,909
Associate's Degree	41.5 %	18.7 %	39.9 %	16,417
Bachelor's Degree	61.1 %	13.3 %	25.6 %	92,260
Master's Degree	68.7 %	11.6 %	19.7 %	84,018
Doctoral/Professional Degree	76.5 %	7.8 %	15.7 %	32,572
Pay Category				
Federal Wage System	13.1 %	18.6 %	68.3 %	6,718
GS 1-6	36.6 %	21.8 %	41.6 %	8,114
GS 7-12	55.7 %	16.0 %	28.3 %	98,643
GS 13-15	73.2 %	8.7 %	18.1 %	132,218
SES	73.1 %	4.8 %	22.1 %	4,402
SL/ST	78.1 %	5.3 %	16.7 %	1,118
Other	46.6 %	15.6 %	37.8 %	19,478
Time in Federal Government				
< 1 year	52.7 %	14.4 %	32.9 %	4,273
1-3 years	56.1 %	14.3 %	29.6 %	31,509
4-5 years	55.1 %	14.7 %	30.2 %	19,439
6-10 years	57.1 %	15.2 %	27.7 %	41,801
11-14 years	60.5 %	13.6 %	25.9 %	52,815
15-20 years	56.0 %	14.3 %	29.7 %	47,364
> 20 years	63.9 %	10.4 %	25.7 %	73,249
Time with Current Agency				
< 1 year	54.6 %	15.5 %	29.9 %	8,674
1-3 years	59.0 %	14.7 %	26.3 %	49,940
4-5 years	57.4 %	14.5 %	28.1 %	25,257
6-10 years	58.8 %	13.9 %	27.3 %	45,955
11-14 years	59.7 %	13.4 %	27.0 %	47,935
15-20 years	54.0 %	14.4 %	31.6 %	39,772
> 20 years	63.8 %	9.6 %	26.7 %	53,146

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_1) How has your organization supported you during the COVID-19 pandemic? Expanded Telework

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	58.6 %	13.5 %	27.9 %	279,206
Leaving				
No	63.5 %	8.8 %	27.8 %	178,363
Yes, to retire	58.4 %	10.6 %	31.0 %	19,275
Yes, to other job in Govt.	52.7 %	23.1 %	24.3 %	43,042
Yes, to other job outside Govt.	47.5 %	24.2 %	28.3 %	12,808
Yes, other	44.5 %	22.8 %	32.7 %	16,824
Retiring				
Less than 1 year	55.8 %	12.2 %	32.0 %	9,999
1 year	57.4 %	11.2 %	31.4 %	8,034
2 years	58.3 %	11.5 %	30.2 %	14,492
3 years	57.5 %	12.1 %	30.3 %	14,999
4 years	56.8 %	13.7 %	29.5 %	9,888
5 years	58.3 %	12.4 %	29.3 %	20,782
More than 5 years	59.4 %	13.8 %	26.7 %	190,759
Transgender				
Yes	45.3 %	23.9 %	30.8 %	925
No	59.0 %	13.3 %	27.7 %	258,342
Consider Yourself as				
Straight	58.9 %	13.1 %	28.0 %	239,659
Gay or Lesbian	66.7 %	12.7 %	20.6 %	6,849
Bisexual	59.5 %	17.3 %	23.1 %	4,276
Something else	49.6 %	20.8 %	29.6 %	4,988
Military Service				
No Prior Military Service	63.6 %	12.4 %	24.0 %	193,646
Currently in Guard/Reserves	43.8 %	23.6 %	32.6 %	4,000
Retired	51.3 %	13.1 %	35.6 %	34,842
Separated/Discharged	49.0 %	16.3 %	34.8 %	37,817

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_1) How has your organization supported you during the COVID-19 pandemic? Expanded Telework

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	58.6 %	13.5 %	27.9 %	279,206
Military Spouse				
Spouse of current active duty service member	48.4 %	21.8 %	29.7 %	3,108
Spouse of separated or retired service member with a disability rating of 100%	53.5 %	19.0 %	27.6 %	5,174
Widow(er) of a service member killed while on active duty	57.6 %	18.7 %	23.8 %	139
None of the categories listed	59.2 %	13.1 %	27.7 %	262,178
Non-Competitive Hiring Authority				
Yes	42.2 %	23.3 %	34.5 %	1,097
No	53.5 %	19.5 %	27.0 %	7,265
Disability				
Yes	55.1 %	17.4 %	27.6 %	42,159
No	59.7 %	12.5 %	27.8 %	221,763

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_2) How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	55.8 %	15.7 %	28.4 %	277,687
Work Location				
Headquarters	60.6 %	14.1 %	25.3 %	89,020
Field	45.2 %	20.8 %	34.0 %	111,070
Full-time telework	75.4 %	5.7 %	18.9 %	68,499
Supervisory Status				
Senior Leader	59.0 %	8.8 %	32.3 %	6,516
Manager	56.0 %	12.8 %	31.1 %	24,633
Supervisor	55.1 %	15.5 %	29.4 %	45,913
Team Leader	55.9 %	16.7 %	27.4 %	32,766
Non-Supervisor	56.2 %	16.2 %	27.6 %	159,736
Sex				
Male	52.9 %	16.1 %	31.0 %	137,790
Female	60.9 %	14.9 %	24.3 %	122,053
Hispanic or Latino				
Yes	51.5 %	20.6 %	27.9 %	24,521
No	56.8 %	14.9 %	28.3 %	236,588
Race				
American Indian/Alaska Native	47.7 %	23.7 %	28.6 %	4,258
Asian	64.9 %	15.1 %	20.0 %	14,127
Black/African American	60.2 %	14.9 %	25.0 %	36,120
Native Hawaiian/Pacific Islander	52.5 %	19.5 %	28.0 %	1,346
White	55.2 %	14.8 %	30.0 %	185,708
Two or more races (Not Hispanic/Latino)	52.6 %	21.3 %	26.0 %	11,749
Age Group				
25 and under	54.4 %	18.4 %	27.3 %	2,997
26-29 years old	52.3 %	19.3 %	28.4 %	7,252
30-39 years old	56.5 %	20.8 %	22.7 %	48,419
40-49 years old	56.6 %	17.2 %	26.2 %	71,302
50-59 years old	55.9 %	12.8 %	31.3 %	87,441
60 or older	55.8 %	10.5 %	33.6 %	43,872

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_2) How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	55.8 %	15.7 %	28.4 %	277,687
Level of Education				
Less than High School	42.2 %	18.2 %	39.7 %	137
H.S. Diploma/GED or equiv	40.9 %	17.1 %	42.0 %	8,266
Trade/Technical Certificate	37.5 %	24.6 %	37.8 %	4,491
Some College (no degree)	44.5 %	20.3 %	35.2 %	27,784
Associate's Degree	43.5 %	21.4 %	35.1 %	16,356
Bachelor's Degree	58.0 %	15.0 %	27.0 %	91,792
Master's Degree	63.8 %	12.9 %	23.4 %	83,611
Doctoral/Professional Degree	66.0 %	10.6 %	23.3 %	32,298
Pay Category				
Federal Wage System	24.4 %	27.5 %	48.1 %	6,644
GS 1-6	39.3 %	24.3 %	36.4 %	8,098
GS 7-12	53.3 %	18.3 %	28.4 %	98,125
GS 13-15	67.0 %	9.3 %	23.7 %	131,528
SES	64.5 %	5.3 %	30.2 %	4,371
SL/ST	67.4 %	8.5 %	24.2 %	1,111
Other	46.5 %	21.1 %	32.4 %	19,376
Time in Federal Government				
< 1 year	54.0 %	16.7 %	29.2 %	4,256
1-3 years	55.2 %	17.2 %	27.5 %	31,336
4-5 years	53.5 %	18.1 %	28.4 %	19,305
6-10 years	54.5 %	17.5 %	28.0 %	41,607
11-14 years	57.5 %	16.0 %	26.6 %	52,552
15-20 years	54.0 %	16.7 %	29.3 %	47,086
> 20 years	58.8 %	11.7 %	29.6 %	72,875
Time with Current Agency				
< 1 year	54.5 %	18.0 %	27.5 %	8,655
1-3 years	57.0 %	17.0 %	26.0 %	49,662
4-5 years	55.1 %	17.1 %	27.7 %	25,110
6-10 years	56.0 %	16.4 %	27.6 %	45,751
11-14 years	56.4 %	16.0 %	27.6 %	47,694
15-20 years	52.3 %	16.8 %	30.9 %	39,530
> 20 years	58.7 %	10.8 %	30.6 %	52,849

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_2) How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	55.8 %	15.7 %	28.4 %	277,687
Leaving				
No	60.5 %	10.3 %	29.3 %	177,577
Yes, to retire	54.3 %	12.2 %	33.5 %	19,188
Yes, to other job in Govt.	50.0 %	26.4 %	23.6 %	42,730
Yes, to other job outside Govt.	45.3 %	29.6 %	25.1 %	12,695
Yes, other	43.3 %	27.2 %	29.5 %	16,719
Retiring				
Less than 1 year	51.2 %	14.3 %	34.5 %	9,968
1 year	53.1 %	13.2 %	33.7 %	7,966
2 years	54.1 %	12.8 %	33.1 %	14,427
3 years	53.8 %	13.3 %	32.9 %	14,907
4 years	53.8 %	14.4 %	31.8 %	9,830
5 years	54.8 %	14.3 %	30.9 %	20,666
More than 5 years	57.0 %	16.4 %	26.6 %	189,779
Transgender				
Yes	44.2 %	29.4 %	26.4 %	915
No	56.2 %	15.5 %	28.2 %	257,007
Consider Yourself as				
Straight	56.2 %	15.3 %	28.5 %	238,446
Gay or Lesbian	60.0 %	15.5 %	24.6 %	6,801
Bisexual	56.6 %	20.5 %	23.0 %	4,258
Something else	47.5 %	25.6 %	26.9 %	4,958
Military Service				
No Prior Military Service	58.9 %	15.1 %	26.0 %	192,533
Currently in Guard/Reserves	50.8 %	22.6 %	26.6 %	3,988
Retired	51.4 %	13.4 %	35.2 %	34,711
Separated/Discharged	49.6 %	18.7 %	31.7 %	37,620

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_2) How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	55.8 %	15.7 %	28.4 %	277,687
Military Spouse				
Spouse of current active duty service member	51.8 %	22.4 %	25.8 %	3,092
Spouse of separated or retired service member with a disability rating of 100%	53.2 %	19.3 %	27.5 %	5,163
Widow(er) of a service member killed while on active duty	58.8 %	19.0 %	22.1 %	142
None of the categories listed	56.2 %	15.4 %	28.4 %	260,767
Non-Competitive Hiring Authority				
Yes	48.7 %	22.9 %	28.4 %	1,089
No	53.6 %	20.2 %	26.2 %	7,253
Disability				
Yes	53.9 %	19.6 %	26.5 %	41,974
No	56.5 %	14.8 %	28.7 %	220,582

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_3) How has your organization supported you during the COVID-19 pandemic? Expanded leave policies

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	44.1 %	13.2 %	42.7 %	276,577
Work Location				
Headquarters	45.8 %	11.6 %	42.6 %	88,804
Field	37.8 %	17.1 %	45.1 %	110,385
Full-time telework	57.1 %	6.1 %	36.8 %	68,409
Supervisory Status				
Senior Leader	47.2 %	7.6 %	45.3 %	6,474
Manager	43.0 %	10.3 %	46.7 %	24,498
Supervisor	44.1 %	12.4 %	43.5 %	45,607
Team Leader	42.4 %	14.2 %	43.4 %	32,652
Non-Supervisor	44.7 %	13.8 %	41.5 %	159,321
Sex				
Male	42.1 %	13.8 %	44.1 %	137,324
Female	47.6 %	12.1 %	40.3 %	121,592
Hispanic or Latino				
Yes	45.7 %	17.1 %	37.2 %	24,393
No	44.2 %	12.5 %	43.2 %	235,797
Race				
American Indian/Alaska Native	43.2 %	21.1 %	35.7 %	4,217
Asian	53.4 %	12.7 %	33.9 %	14,099
Black/African American	52.8 %	12.2 %	35.1 %	36,027
Native Hawaiian/Pacific Islander	51.9 %	16.1 %	31.9 %	1,334
White	41.9 %	12.5 %	45.6 %	185,072
Two or more races (Not Hispanic/Latino)	43.0 %	18.1 %	38.9 %	11,680
Age Group				
25 and under	41.3 %	16.7 %	42.0 %	3,004
26-29 years old	41.9 %	17.5 %	40.5 %	7,245
30-39 years old	45.1 %	18.1 %	36.7 %	48,331
40-49 years old	44.6 %	14.3 %	41.1 %	71,000
50-59 years old	43.8 %	10.2 %	46.0 %	87,136
60 or older	44.5 %	8.8 %	46.7 %	43,635

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_3) How has your organization supported you during the COVID-19 pandemic? Expanded leave policies

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	44.1 %	13.2 %	42.7 %	276,577
Level of Education				
Less than High School	34.1 %	22.9 %	43.0 %	133
H.S. Diploma/GED or equiv	40.5 %	14.8 %	44.7 %	8,188
Trade/Technical Certificate	35.7 %	20.4 %	43.9 %	4,451
Some College (no degree)	41.0 %	17.0 %	42.0 %	27,583
Associate's Degree	39.0 %	17.9 %	43.1 %	16,280
Bachelor's Degree	45.8 %	12.5 %	41.7 %	91,419
Master's Degree	46.9 %	10.7 %	42.3 %	83,392
Doctoral/Professional Degree	43.8 %	9.9 %	46.4 %	32,319
Pay Category				
Federal Wage System	28.1 %	24.4 %	47.5 %	6,587
GS 1-6	38.8 %	21.1 %	40.1 %	8,026
GS 7-12	44.2 %	15.0 %	40.8 %	97,662
GS 13-15	48.4 %	8.1 %	43.5 %	131,192
SES	46.1 %	4.6 %	49.3 %	4,361
SL/ST	41.9 %	6.4 %	51.8 %	1,110
Other	37.7 %	17.6 %	44.7 %	19,308
Time in Federal Government				
< 1 year	40.4 %	13.1 %	46.5 %	4,243
1-3 years	42.7 %	14.8 %	42.5 %	31,214
4-5 years	41.4 %	15.2 %	43.4 %	19,258
6-10 years	43.4 %	15.2 %	41.5 %	41,485
11-14 years	44.8 %	13.4 %	41.8 %	52,346
15-20 years	43.6 %	14.0 %	42.4 %	46,921
> 20 years	46.7 %	9.5 %	43.8 %	72,530
Time with Current Agency				
< 1 year	43.5 %	14.3 %	42.3 %	8,628
1-3 years	44.5 %	13.9 %	41.6 %	49,536
4-5 years	43.7 %	14.4 %	41.9 %	25,041
6-10 years	43.8 %	14.4 %	41.8 %	45,589
11-14 years	44.2 %	13.5 %	42.4 %	47,499
15-20 years	42.8 %	14.2 %	42.9 %	39,384
> 20 years	45.8 %	9.0 %	45.2 %	52,553

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_3) How has your organization supported you during the COVID-19 pandemic? Expanded leave policies

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	44.1 %	13.2 %	42.7 %	276,577
Leaving				
No	47.6 %	8.6 %	43.8 %	176,838
Yes, to retire	43.8 %	10.7 %	45.5 %	19,073
Yes, to other job in Govt.	40.1 %	21.4 %	38.5 %	42,669
Yes, to other job outside Govt.	33.8 %	25.9 %	40.3 %	12,663
Yes, other	33.9 %	23.6 %	42.5 %	16,653
Retiring				
Less than 1 year	40.5 %	12.7 %	46.8 %	9,907
1 year	43.2 %	11.0 %	45.7 %	7,928
2 years	42.4 %	11.1 %	46.5 %	14,348
3 years	42.8 %	10.8 %	46.4 %	14,829
4 years	42.0 %	11.6 %	46.4 %	9,788
5 years	43.8 %	11.8 %	44.4 %	20,559
More than 5 years	44.9 %	13.8 %	41.4 %	189,203
Transgender				
Yes	39.3 %	25.1 %	35.6 %	915
No	44.5 %	13.1 %	42.5 %	256,097
Consider Yourself as				
Straight	44.6 %	12.8 %	42.6 %	237,594
Gay or Lesbian	47.3 %	13.1 %	39.6 %	6,795
Bisexual	43.5 %	17.8 %	38.7 %	4,248
Something else	37.2 %	23.2 %	39.7 %	4,948
Military Service				
No Prior Military Service	46.0 %	13.0 %	41.0 %	191,981
Currently in Guard/Reserves	41.6 %	18.6 %	39.9 %	3,978
Retired	40.7 %	10.4 %	48.9 %	34,440
Separated/Discharged	40.6 %	15.7 %	43.6 %	37,468

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_3) How has your organization supported you during the COVID-19 pandemic? Expanded leave policies

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	44.1 %	13.2 %	42.7 %	276,577
Military Spouse				
Spouse of current active duty service member	40.4 %	19.4 %	40.2 %	3,077
Spouse of separated or retired service member with a disability rating of 100%	45.3 %	15.4 %	39.3 %	5,136
Widow(er) of a service member killed while on active duty	48.3 %	20.7 %	31.0 %	139
None of the categories listed	44.2 %	13.0 %	42.8 %	259,806
Non-Competitive Hiring Authority				
Yes	43.1 %	19.5 %	37.3 %	1,085
No	43.3 %	16.7 %	40.0 %	7,208
Disability				
Yes	44.8 %	17.2 %	38.0 %	41,821
No	44.3 %	12.3 %	43.5 %	219,788

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	68.2 %	13.7 %	18.2 %	277,660
Work Location				
Headquarters	71.6 %	12.3 %	16.1 %	89,102
Field	61.9 %	17.3 %	20.8 %	111,137
Full-time telework	79.0 %	6.8 %	14.2 %	68,437
Supervisory Status				
Senior Leader	76.5 %	11.6 %	11.9 %	6,536
Manager	69.8 %	16.2 %	14.0 %	24,692
Supervisor	67.7 %	16.0 %	16.3 %	45,863
Team Leader	66.4 %	14.6 %	19.0 %	32,741
Non-Supervisor	68.5 %	12.3 %	19.2 %	159,824
Sex				
Male	64.4 %	15.9 %	19.7 %	138,035
Female	75.3 %	9.5 %	15.1 %	121,963
Hispanic or Latino				
Yes	66.7 %	14.7 %	18.6 %	24,492
No	69.2 %	13.1 %	17.7 %	236,782
Race				
American Indian/Alaska Native	64.7 %	16.9 %	18.4 %	4,244
Asian	79.8 %	7.4 %	12.8 %	14,137
Black/African American	77.9 %	7.7 %	14.4 %	36,119
Native Hawaiian/Pacific Islander	69.9 %	13.9 %	16.2 %	1,343
White	67.0 %	14.4 %	18.6 %	185,918
Two or more races (Not Hispanic/Latino)	62.1 %	17.4 %	20.5 %	11,728
Age Group				
25 and under	64.8 %	15.4 %	19.7 %	2,989
26-29 years old	63.6 %	17.0 %	19.4 %	7,243
30-39 years old	64.2 %	18.1 %	17.8 %	48,344
40-49 years old	66.7 %	15.0 %	18.3 %	71,211
50-59 years old	71.1 %	11.3 %	17.6 %	87,562
60 or older	74.7 %	7.9 %	17.4 %	44,093

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	68.2 %	13.7 %	18.2 %	277,660
Level of Education				
Less than High School	54.1 %	17.7 %	28.2 %	139
H.S. Diploma/GED or equiv	63.3 %	14.0 %	22.7 %	8,277
Trade/Technical Certificate	58.2 %	20.8 %	20.9 %	4,509
Some College (no degree)	64.0 %	15.3 %	20.6 %	27,807
Associate's Degree	62.4 %	16.8 %	20.8 %	16,377
Bachelor's Degree	68.2 %	13.8 %	18.0 %	91,780
Master's Degree	72.0 %	12.4 %	15.6 %	83,611
Doctoral/Professional Degree	77.2 %	7.5 %	15.2 %	32,376
Pay Category				
Federal Wage System	48.7 %	27.2 %	24.2 %	6,669
GS 1-6	64.7 %	12.6 %	22.7 %	8,107
GS 7-12	66.4 %	14.4 %	19.3 %	98,191
GS 13-15	73.8 %	11.1 %	15.0 %	131,464
SES	81.6 %	7.8 %	10.6 %	4,387
SL/ST	76.9 %	8.8 %	14.3 %	1,116
Other	65.0 %	14.7 %	20.3 %	19,407
Time in Federal Government				
< 1 year	71.7 %	9.6 %	18.7 %	4,259
1-3 years	68.6 %	12.0 %	19.3 %	31,333
4-5 years	67.2 %	14.6 %	18.2 %	19,332
6-10 years	66.8 %	14.9 %	18.3 %	41,592
11-14 years	67.0 %	14.7 %	18.3 %	52,533
15-20 years	65.8 %	15.7 %	18.5 %	47,073
> 20 years	72.3 %	11.2 %	16.5 %	72,966
Time with Current Agency				
< 1 year	69.8 %	9.5 %	20.7 %	8,653
1-3 years	69.4 %	12.2 %	18.4 %	49,678
4-5 years	67.4 %	14.6 %	18.0 %	25,112
6-10 years	67.2 %	14.8 %	18.0 %	45,734
11-14 years	66.5 %	14.9 %	18.6 %	47,680
15-20 years	66.1 %	15.3 %	18.6 %	39,549
> 20 years	72.4 %	11.4 %	16.1 %	52,919

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	68.2 %	13.7 %	18.2 %	277,660
Leaving				
No	73.7 %	9.4 %	16.9 %	177,511
Yes, to retire	71.3 %	10.8 %	17.9 %	19,254
Yes, to other job in Govt.	63.3 %	18.5 %	18.2 %	42,754
Yes, to other job outside Govt.	47.9 %	28.5 %	23.6 %	12,704
Yes, other	49.7 %	27.4 %	22.9 %	16,738
Retiring				
Less than 1 year	67.2 %	13.5 %	19.2 %	10,002
1 year	71.0 %	11.2 %	17.8 %	8,003
2 years	70.3 %	11.2 %	18.5 %	14,436
3 years	70.1 %	11.4 %	18.5 %	14,926
4 years	69.9 %	11.7 %	18.4 %	9,843
5 years	70.4 %	12.0 %	17.6 %	20,728
More than 5 years	67.9 %	14.3 %	17.9 %	189,672
Transgender				
Yes	51.2 %	26.1 %	22.7 %	913
No	69.1 %	13.1 %	17.7 %	257,174
Consider Yourself as				
Straight	69.2 %	13.1 %	17.7 %	238,605
Gay or Lesbian	75.7 %	10.0 %	14.3 %	6,797
Bisexual	72.1 %	12.3 %	15.6 %	4,251
Something else	55.2 %	22.5 %	22.2 %	4,972
Military Service				
No Prior Military Service	70.9 %	12.5 %	16.6 %	192,553
Currently in Guard/Reserves	55.3 %	22.2 %	22.5 %	3,986
Retired	67.4 %	12.9 %	19.7 %	34,741
Separated/Discharged	61.2 %	17.4 %	21.4 %	37,670

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	68.2 %	13.7 %	18.2 %	277,660
Military Spouse				
Spouse of current active duty service member	65.2 %	15.7 %	19.0 %	3,095
Spouse of separated or retired service member with a disability rating of 100%	70.5 %	13.1 %	16.4 %	5,179
Widow(er) of a service member killed while on active duty	73.0 %	10.3 %	16.7 %	142
None of the categories listed	68.4 %	13.6 %	18.0 %	260,832
Non-Competitive Hiring Authority				
Yes	67.0 %	15.7 %	17.3 %	1,091
No	68.7 %	13.9 %	17.4 %	7,266
Disability				
Yes	64.6 %	16.4 %	19.1 %	42,024
No	69.6 %	12.8 %	17.6 %	220,661

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	37.6 %	20.4 %	42.0 %	279,221
Work Location				
Headquarters	40.7 %	18.4 %	41.0 %	89,533
Field	36.3 %	26.1 %	37.6 %	111,890
Full-time telework	35.9 %	10.0 %	54.1 %	68,804
Supervisory Status				
Senior Leader	52.2 %	14.6 %	33.3 %	6,573
Manager	41.7 %	20.8 %	37.4 %	24,820
Supervisor	39.4 %	22.5 %	38.1 %	46,140
Team Leader	36.3 %	22.1 %	41.6 %	32,969
Non-Supervisor	36.0 %	19.6 %	44.4 %	160,714
Sex				
Male	38.0 %	21.9 %	40.1 %	138,987
Female	37.7 %	17.8 %	44.5 %	122,530
Hispanic or Latino				
Yes	38.5 %	25.3 %	36.2 %	24,646
No	37.7 %	19.6 %	42.7 %	238,161
Race				
American Indian/Alaska Native	47.5 %	23.9 %	28.6 %	4,265
Asian	48.1 %	16.7 %	35.2 %	14,162
Black/African American	47.2 %	14.7 %	38.1 %	36,345
Native Hawaiian/Pacific Islander	55.3 %	18.8 %	25.9 %	1,348
White	34.9 %	21.1 %	44.0 %	187,048
Two or more races (Not Hispanic/Latino)	35.6 %	25.2 %	39.2 %	11,819
Age Group				
25 and under	36.4 %	19.4 %	44.2 %	3,015
26-29 years old	37.1 %	22.1 %	40.9 %	7,278
30-39 years old	33.9 %	24.3 %	41.8 %	48,536
40-49 years old	36.3 %	22.3 %	41.4 %	71,598
50-59 years old	40.0 %	18.1 %	41.9 %	88,118
60 or older	41.6 %	15.8 %	42.6 %	44,431

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	37.6 %	20.4 %	42.0 %	279,221
Level of Education				
Less than High School	38.2 %	16.9 %	44.9 %	140
H.S. Diploma/GED or equiv	39.0 %	21.4 %	39.6 %	8,339
Trade/Technical Certificate	36.7 %	24.4 %	38.9 %	4,540
Some College (no degree)	39.0 %	22.6 %	38.4 %	28,011
Associate's Degree	38.5 %	23.0 %	38.5 %	16,498
Bachelor's Degree	36.5 %	21.0 %	42.5 %	92,298
Master's Degree	39.5 %	18.3 %	42.2 %	84,059
Doctoral/Professional Degree	33.5 %	17.0 %	49.4 %	32,523
Pay Category				
Federal Wage System	33.7 %	29.3 %	37.0 %	6,726
GS 1-6	40.4 %	20.7 %	38.9 %	8,150
GS 7-12	38.3 %	21.4 %	40.3 %	98,783
GS 13-15	36.7 %	17.4 %	45.9 %	132,194
SES	47.1 %	13.9 %	39.0 %	4,407
SL/ST	41.5 %	15.9 %	42.6 %	1,125
Other	37.1 %	24.3 %	38.7 %	19,528
Time in Federal Government				
< 1 year	40.6 %	13.8 %	45.6 %	4,281
1-3 years	40.2 %	17.2 %	42.6 %	31,480
4-5 years	37.8 %	20.8 %	41.4 %	19,438
6-10 years	37.4 %	21.3 %	41.3 %	41,792
11-14 years	36.7 %	21.3 %	41.9 %	52,846
15-20 years	36.4 %	23.2 %	40.4 %	47,401
> 20 years	37.4 %	19.2 %	43.4 %	73,415
Time with Current Agency				
< 1 year	43.3 %	13.8 %	42.9 %	8,688
1-3 years	40.5 %	17.6 %	41.9 %	49,907
4-5 years	38.4 %	20.8 %	40.8 %	25,281
6-10 years	36.8 %	21.1 %	42.0 %	45,971
11-14 years	35.9 %	21.9 %	42.2 %	47,966
15-20 years	36.2 %	23.8 %	40.1 %	39,831
> 20 years	36.2 %	19.6 %	44.2 %	53,241

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	37.6 %	20.4 %	42.0 %	279,221
Leaving				
No	39.9 %	16.3 %	43.8 %	178,455
Yes, to retire	39.2 %	20.3 %	40.6 %	19,409
Yes, to other job in Govt.	35.9 %	26.6 %	37.5 %	43,045
Yes, to other job outside Govt.	26.1 %	33.3 %	40.6 %	12,810
Yes, other	29.6 %	30.2 %	40.2 %	16,835
Retiring				
Less than 1 year	36.4 %	22.2 %	41.4 %	10,086
1 year	38.3 %	20.5 %	41.2 %	8,069
2 years	38.8 %	18.9 %	42.3 %	14,573
3 years	39.6 %	18.8 %	41.6 %	15,055
4 years	39.6 %	19.4 %	41.0 %	9,922
5 years	40.7 %	19.5 %	39.7 %	20,847
More than 5 years	37.0 %	20.7 %	42.3 %	190,645
Transgender				
Yes	27.3 %	34.5 %	38.2 %	922
No	38.0 %	20.1 %	41.9 %	258,680
Consider Yourself as				
Straight	38.3 %	19.9 %	41.8 %	240,016
Gay or Lesbian	36.7 %	22.4 %	40.9 %	6,850
Bisexual	37.2 %	23.7 %	39.1 %	4,285
Something else	28.7 %	32.0 %	39.3 %	5,000
Military Service				
No Prior Military Service	35.6 %	20.4 %	44.0 %	193,591
Currently in Guard/Reserves	35.4 %	24.2 %	40.4 %	4,007
Retired	46.2 %	16.8 %	37.0 %	35,002
Separated/Discharged	37.3 %	23.3 %	39.4 %	37,924

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	37.6 %	20.4 %	42.0 %	279,221
Military Spouse				
Spouse of current active duty service member	45.8 %	18.8 %	35.3 %	3,103
Spouse of separated or retired service member with a disability rating of 100%	48.3 %	16.9 %	34.8 %	5,197
Widow(er) of a service member killed while on active duty	52.7 %	23.7 %	23.6 %	140
None of the categories listed	37.1 %	20.5 %	42.3 %	262,386
Non-Competitive Hiring Authority				
Yes	51.3 %	18.1 %	30.6 %	1,092
No	46.6 %	17.8 %	35.6 %	7,289
Disability				
Yes	39.6 %	22.6 %	37.8 %	42,274
No	37.4 %	19.8 %	42.8 %	221,948

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.1 %	19.0 %	23.9 %	278,977
Work Location				
Headquarters	59.2 %	19.2 %	21.6 %	89,445
Field	56.1 %	23.4 %	20.5 %	111,766
Full-time telework	56.8 %	8.3 %	34.9 %	68,797
Supervisory Status				
Senior Leader	77.3 %	9.1 %	13.6 %	6,579
Manager	67.9 %	14.2 %	17.9 %	24,802
Supervisor	61.0 %	18.3 %	20.7 %	46,097
Team Leader	54.5 %	22.2 %	23.3 %	32,921
Non-Supervisor	54.2 %	19.6 %	26.2 %	160,594
Sex				
Male	57.7 %	19.6 %	22.7 %	138,877
Female	57.3 %	17.7 %	24.9 %	122,439
Hispanic or Latino				
Yes	55.8 %	23.1 %	21.1 %	24,589
No	57.7 %	18.3 %	23.9 %	237,987
Race				
American Indian/Alaska Native	54.3 %	27.2 %	18.5 %	4,259
Asian	65.8 %	15.2 %	19.1 %	14,157
Black/African American	63.6 %	16.7 %	19.7 %	36,299
Native Hawaiian/Pacific Islander	64.0 %	21.8 %	14.2 %	1,343
White	56.2 %	18.8 %	25.0 %	186,934
Two or more races (Not Hispanic/Latino)	52.2 %	24.5 %	23.4 %	11,788
Age Group				
25 and under	54.8 %	17.8 %	27.4 %	3,007
26-29 years old	53.3 %	22.3 %	24.5 %	7,244
30-39 years old	51.0 %	22.7 %	26.2 %	48,511
40-49 years old	55.4 %	20.3 %	24.4 %	71,524
50-59 years old	61.0 %	17.2 %	21.9 %	88,031
60 or older	63.7 %	14.3 %	22.0 %	44,441

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.1 %	19.0 %	23.9 %	278,977
Level of Education				
Less than High School	59.0 %	23.0 %	18.0 %	137
H.S. Diploma/GED or equiv	55.7 %	22.0 %	22.4 %	8,352
Trade/Technical Certificate	50.4 %	28.1 %	21.5 %	4,536
Some College (no degree)	55.7 %	22.6 %	21.7 %	27,974
Associate's Degree	54.4 %	24.0 %	21.6 %	16,504
Bachelor's Degree	57.1 %	18.4 %	24.6 %	92,199
Master's Degree	60.6 %	16.7 %	22.7 %	83,932
Doctoral/Professional Degree	56.2 %	13.6 %	30.2 %	32,550
Pay Category				
Federal Wage System	44.3 %	34.1 %	21.6 %	6,735
GS 1-6	53.2 %	22.7 %	24.1 %	8,157
GS 7-12	55.3 %	21.0 %	23.8 %	98,640
GS 13-15	61.0 %	14.1 %	24.9 %	132,113
SES	78.2 %	7.0 %	14.8 %	4,408
SL/ST	67.1 %	12.0 %	20.9 %	1,126
Other	56.2 %	22.0 %	21.8 %	19,515
Time in Federal Government				
< 1 year	57.1 %	13.8 %	29.1 %	4,279
1-3 years	57.5 %	17.3 %	25.2 %	31,451
4-5 years	54.0 %	21.9 %	24.1 %	19,414
6-10 years	54.4 %	20.5 %	25.1 %	41,764
11-14 years	55.4 %	20.0 %	24.6 %	52,816
15-20 years	56.5 %	20.6 %	22.9 %	47,357
> 20 years	61.8 %	16.4 %	21.9 %	73,355
Time with Current Agency				
< 1 year	57.3 %	14.0 %	28.7 %	8,693
1-3 years	58.1 %	17.5 %	24.4 %	49,863
4-5 years	54.3 %	21.8 %	23.9 %	25,230
6-10 years	54.4 %	20.6 %	25.0 %	45,959
11-14 years	55.5 %	20.0 %	24.5 %	47,947
15-20 years	56.8 %	20.8 %	22.4 %	39,768
> 20 years	62.3 %	16.0 %	21.7 %	53,202

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.1 %	19.0 %	23.9 %	278,977
Leaving				
No	62.3 %	13.7 %	24.0 %	178,341
Yes, to retire	61.8 %	17.0 %	21.1 %	19,384
Yes, to other job in Govt.	49.5 %	29.3 %	21.2 %	42,982
Yes, to other job outside Govt.	39.9 %	30.9 %	29.2 %	12,800
Yes, other	42.2 %	30.6 %	27.3 %	16,826
Retiring				
Less than 1 year	58.2 %	18.7 %	23.1 %	10,078
1 year	61.0 %	17.7 %	21.3 %	8,047
2 years	61.2 %	17.6 %	21.2 %	14,568
3 years	61.5 %	17.0 %	21.5 %	15,076
4 years	60.8 %	18.1 %	21.1 %	9,912
5 years	60.5 %	18.3 %	21.2 %	20,809
More than 5 years	55.9 %	19.4 %	24.7 %	190,476
Transgender				
Yes	40.2 %	34.9 %	24.8 %	925
No	57.7 %	18.8 %	23.5 %	258,462
Consider Yourself as				
Straight	58.1 %	18.5 %	23.4 %	239,858
Gay or Lesbian	57.6 %	20.0 %	22.4 %	6,830
Bisexual	53.3 %	22.5 %	24.2 %	4,276
Something else	44.0 %	31.1 %	24.9 %	4,991
Military Service				
No Prior Military Service	56.7 %	18.4 %	24.8 %	193,481
Currently in Guard/Reserves	54.4 %	21.6 %	24.0 %	3,990
Retired	62.8 %	17.5 %	19.7 %	34,964
Separated/Discharged	54.4 %	22.1 %	23.6 %	37,863

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.1 %	19.0 %	23.9 %	278,977
Military Spouse				
Spouse of current active duty service member	55.3 %	21.8 %	22.9 %	3,095
Spouse of separated or retired service member with a disability rating of 100%	58.9 %	22.9 %	18.2 %	5,191
Widow(er) of a service member killed while on active duty	51.5 %	27.3 %	21.2 %	140
None of the categories listed	57.2 %	18.8 %	24.0 %	262,176
Non-Competitive Hiring Authority				
Yes	59.3 %	23.9 %	16.8 %	1,090
No	56.9 %	22.2 %	20.9 %	7,279
Disability				
Yes	55.6 %	22.4 %	22.0 %	42,274
No	57.8 %	18.2 %	24.0 %	221,747

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_7) How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	56.5 %	11.4 %	32.2 %	279,162
Work Location				
Headquarters	59.8 %	11.1 %	29.1 %	89,520
Field	60.0 %	14.6 %	25.4 %	111,899
Full-time telework	43.3 %	4.1 %	52.6 %	68,761
Supervisory Status				
Senior Leader	74.2 %	5.2 %	20.6 %	6,566
Manager	69.0 %	7.4 %	23.6 %	24,801
Supervisor	62.8 %	10.3 %	26.9 %	46,160
Team Leader	55.4 %	12.9 %	31.8 %	32,939
Non-Supervisor	52.2 %	12.2 %	35.6 %	160,707
Sex				
Male	57.8 %	11.6 %	30.6 %	138,927
Female	55.5 %	10.9 %	33.7 %	122,531
Hispanic or Latino				
Yes	56.7 %	15.5 %	27.9 %	24,623
No	56.9 %	10.7 %	32.4 %	238,120
Race				
American Indian/Alaska Native	60.5 %	15.4 %	24.2 %	4,266
Asian	61.9 %	10.5 %	27.7 %	14,160
Black/African American	58.6 %	11.4 %	30.0 %	36,320
Native Hawaiian/Pacific Islander	65.0 %	14.7 %	20.3 %	1,347
White	56.3 %	10.9 %	32.8 %	187,005
Two or more races (Not Hispanic/Latino)	53.2 %	14.8 %	32.0 %	11,815
Age Group				
25 and under	55.8 %	12.0 %	32.2 %	3,022
26-29 years old	52.3 %	14.8 %	32.9 %	7,268
30-39 years old	50.6 %	15.7 %	33.7 %	48,566
40-49 years old	54.9 %	12.6 %	32.4 %	71,568
50-59 years old	60.6 %	9.1 %	30.4 %	88,089
60 or older	61.9 %	6.8 %	31.3 %	44,404

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_7) How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	56.5 %	11.4 %	32.2 %	279,162
Level of Education				
Less than High School	64.6 %	8.3 %	27.1 %	138
H.S. Diploma/GED or equiv	57.6 %	12.4 %	29.9 %	8,351
Trade/Technical Certificate	57.4 %	15.5 %	27.1 %	4,543
Some College (no degree)	56.7 %	14.0 %	29.3 %	28,017
Associate's Degree	56.9 %	14.8 %	28.3 %	16,499
Bachelor's Degree	56.2 %	11.1 %	32.6 %	92,308
Master's Degree	58.3 %	9.9 %	31.8 %	83,994
Doctoral/Professional Degree	52.3 %	7.6 %	40.1 %	32,499
Pay Category				
Federal Wage System	53.7 %	18.7 %	27.7 %	6,741
GS 1-6	55.1 %	16.6 %	28.2 %	8,167
GS 7-12	56.8 %	12.5 %	30.7 %	98,797
GS 13-15	56.2 %	7.7 %	36.1 %	132,127
SES	73.5 %	3.3 %	23.2 %	4,406
SL/ST	63.6 %	4.5 %	31.9 %	1,123
Other	56.5 %	16.1 %	27.3 %	19,516
Time in Federal Government				
< 1 year	58.8 %	8.6 %	32.6 %	4,281
1-3 years	56.2 %	11.6 %	32.1 %	31,465
4-5 years	54.0 %	14.2 %	31.8 %	19,448
6-10 years	53.9 %	13.1 %	33.0 %	41,805
11-14 years	55.1 %	11.8 %	33.1 %	52,846
15-20 years	56.8 %	12.3 %	30.9 %	47,374
> 20 years	59.8 %	8.4 %	31.8 %	73,384
Time with Current Agency				
< 1 year	59.0 %	8.5 %	32.5 %	8,695
1-3 years	56.4 %	11.7 %	31.8 %	49,894
4-5 years	54.4 %	13.5 %	32.1 %	25,275
6-10 years	54.1 %	12.5 %	33.4 %	45,972
11-14 years	54.9 %	11.9 %	33.2 %	47,969
15-20 years	57.2 %	12.4 %	30.4 %	39,810
> 20 years	60.4 %	7.9 %	31.7 %	53,225

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_7) How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	56.5 %	11.4 %	32.2 %	279,162
Leaving				
No	59.5 %	7.8 %	32.7 %	178,468
Yes, to retire	62.1 %	8.6 %	29.3 %	19,374
Yes, to other job in Govt.	52.4 %	19.2 %	28.4 %	43,034
Yes, to other job outside Govt.	43.7 %	19.4 %	36.9 %	12,790
Yes, other	46.4 %	18.6 %	35.0 %	16,852
Retiring				
Less than 1 year	58.7 %	9.8 %	31.5 %	10,065
1 year	61.0 %	9.3 %	29.8 %	8,058
2 years	60.4 %	9.2 %	30.4 %	14,578
3 years	61.0 %	9.1 %	29.9 %	15,088
4 years	60.2 %	9.3 %	30.5 %	9,910
5 years	59.6 %	10.1 %	30.2 %	20,815
More than 5 years	55.2 %	12.1 %	32.7 %	190,649
Transgender				
Yes	44.3 %	22.7 %	32.9 %	921
No	57.0 %	11.3 %	31.7 %	258,605
Consider Yourself as				
Straight	57.4 %	11.0 %	31.6 %	239,960
Gay or Lesbian	54.4 %	14.1 %	31.5 %	6,851
Bisexual	53.7 %	16.7 %	29.6 %	4,278
Something else	46.0 %	21.0 %	33.1 %	4,996
Military Service				
No Prior Military Service	54.5 %	11.5 %	34.0 %	193,590
Currently in Guard/Reserves	53.8 %	13.9 %	32.3 %	4,003
Retired	66.0 %	8.8 %	25.2 %	35,006
Separated/Discharged	56.2 %	12.9 %	31.0 %	37,888

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_7) How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	56.5 %	11.4 %	32.2 %	279,162
Military Spouse				
Spouse of current active duty service member	59.6 %	14.8 %	25.6 %	3,110
Spouse of separated or retired service member with a disability rating of 100%	62.2 %	13.7 %	24.0 %	5,201
Widow(er) of a service member killed while on active duty	52.6 %	19.2 %	28.1 %	142
None of the categories listed	56.3 %	11.2 %	32.4 %	262,323
Non-Competitive Hiring Authority				
Yes	65.8 %	14.4 %	19.8 %	1,092
No	60.0 %	14.2 %	25.8 %	7,302
Disability				
Yes	56.6 %	13.7 %	29.7 %	42,288
No	56.8 %	10.9 %	32.4 %	221,869

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	65.1 %	6.2 %	28.7 %	279,571
Work Location				
Headquarters	66.4 %	6.3 %	27.3 %	89,619
Field	71.6 %	7.3 %	21.2 %	112,095
Full-time telework	47.9 %	3.2 %	48.9 %	68,856
Supervisory Status				
Senior Leader	79.0 %	2.9 %	18.1 %	6,585
Manager	75.3 %	4.0 %	20.7 %	24,843
Supervisor	70.7 %	5.4 %	24.0 %	46,234
Team Leader	65.2 %	6.5 %	28.3 %	32,996
Non-Supervisor	61.3 %	6.7 %	32.0 %	160,918
Sex				
Male	66.9 %	6.3 %	26.8 %	139,098
Female	63.4 %	5.8 %	30.8 %	122,730
Hispanic or Latino				
Yes	67.5 %	7.9 %	24.6 %	24,652
No	65.2 %	5.8 %	29.0 %	238,463
Race				
American Indian/Alaska Native	69.0 %	10.6 %	20.4 %	4,276
Asian	66.0 %	6.8 %	27.2 %	14,166
Black/African American	65.6 %	6.4 %	28.0 %	36,379
Native Hawaiian/Pacific Islander	75.9 %	7.5 %	16.6 %	1,347
White	65.5 %	5.6 %	28.9 %	187,310
Two or more races (Not Hispanic/Latino)	63.6 %	7.9 %	28.5 %	11,802
Age Group				
25 and under	66.7 %	5.3 %	28.0 %	3,003
26-29 years old	64.6 %	7.5 %	27.9 %	7,252
30-39 years old	62.7 %	7.5 %	29.8 %	48,508
40-49 years old	64.3 %	6.7 %	29.0 %	71,630
50-59 years old	67.2 %	5.3 %	27.4 %	88,296
60 or older	67.7 %	4.4 %	27.9 %	44,608

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	65.1 %	6.2 %	28.7 %	279,571
Level of Education				
Less than High School	64.3 %	8.2 %	27.5 %	138
H.S. Diploma/GED or equiv	68.8 %	6.8 %	24.4 %	8,355
Trade/Technical Certificate	69.1 %	8.2 %	22.7 %	4,556
Some College (no degree)	68.5 %	6.7 %	24.8 %	28,050
Associate's Degree	69.2 %	7.1 %	23.7 %	16,564
Bachelor's Degree	64.9 %	6.2 %	28.9 %	92,405
Master's Degree	64.6 %	5.6 %	29.8 %	84,072
Doctoral/Professional Degree	58.0 %	4.4 %	37.6 %	32,599
Pay Category				
Federal Wage System	72.0 %	8.8 %	19.2 %	6,741
GS 1-6	67.8 %	9.1 %	23.1 %	8,176
GS 7-12	65.6 %	7.0 %	27.3 %	98,904
GS 13-15	62.2 %	4.6 %	33.3 %	132,350
SES	77.6 %	1.5 %	20.9 %	4,418
SL/ST	66.4 %	2.3 %	31.3 %	1,120
Other	68.9 %	6.4 %	24.7 %	19,570
Time in Federal Government				
< 1 year	65.9 %	4.9 %	29.2 %	4,271
1-3 years	66.1 %	5.5 %	28.4 %	31,463
4-5 years	64.7 %	6.9 %	28.4 %	19,457
6-10 years	64.1 %	6.6 %	29.4 %	41,832
11-14 years	64.0 %	6.5 %	29.5 %	52,909
15-20 years	66.0 %	6.7 %	27.2 %	47,478
> 20 years	65.7 %	5.3 %	29.0 %	73,606
Time with Current Agency				
< 1 year	64.9 %	5.2 %	29.9 %	8,688
1-3 years	65.5 %	6.0 %	28.5 %	49,907
4-5 years	64.2 %	7.0 %	28.8 %	25,302
6-10 years	64.2 %	6.3 %	29.6 %	46,027
11-14 years	64.0 %	6.5 %	29.5 %	48,032
15-20 years	66.7 %	6.8 %	26.5 %	39,884
> 20 years	66.2 %	4.9 %	28.9 %	53,409

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	65.1 %	6.2 %	28.7 %	279,571
Leaving				
No	67.0 %	4.0 %	29.1 %	178,738
Yes, to retire	68.2 %	5.2 %	26.6 %	19,469
Yes, to other job in Govt.	63.6 %	10.6 %	25.7 %	43,054
Yes, to other job outside Govt.	55.8 %	10.7 %	33.5 %	12,800
Yes, other	58.1 %	10.6 %	31.3 %	16,849
Retiring				
Less than 1 year	66.0 %	6.3 %	27.8 %	10,106
1 year	66.3 %	6.0 %	27.7 %	8,095
2 years	67.3 %	5.3 %	27.4 %	14,620
3 years	67.7 %	5.2 %	27.1 %	15,128
4 years	67.5 %	5.3 %	27.2 %	9,954
5 years	67.3 %	6.4 %	26.2 %	20,897
More than 5 years	64.4 %	6.3 %	29.3 %	190,750
Transgender				
Yes	52.0 %	17.0 %	30.9 %	921
No	65.7 %	6.0 %	28.3 %	258,984
Consider Yourself as				
Straight	65.9 %	5.9 %	28.2 %	240,314
Gay or Lesbian	64.3 %	7.2 %	28.5 %	6,851
Bisexual	65.8 %	8.1 %	26.1 %	4,274
Something else	56.7 %	13.1 %	30.2 %	5,004
Military Service				
No Prior Military Service	63.3 %	6.1 %	30.6 %	193,844
Currently in Guard/Reserves	61.9 %	8.0 %	30.1 %	4,003
Retired	72.3 %	5.0 %	22.7 %	35,073
Separated/Discharged	66.3 %	7.1 %	26.6 %	37,959

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	65.1 %	6.2 %	28.7 %	279,571
Military Spouse				
Spouse of current active duty service member	67.4 %	8.8 %	23.8 %	3,114
Spouse of separated or retired service member with a disability rating of 100%	69.9 %	8.3 %	21.7 %	5,205
Widow(er) of a service member killed while on active duty	65.4 %	12.2 %	22.4 %	140
None of the categories listed	65.0 %	6.0 %	29.0 %	262,724
Non-Competitive Hiring Authority				
Yes	71.5 %	8.9 %	19.6 %	1,102
No	68.3 %	8.4 %	23.2 %	7,299
Disability				
Yes	65.5 %	8.1 %	26.4 %	42,349
No	65.4 %	5.7 %	28.9 %	222,199

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.7 %	13.3 %	29.1 %	279,786
Work Location				
Headquarters	59.5 %	13.8 %	26.7 %	89,656
Field	63.3 %	16.3 %	20.4 %	112,228
Full-time telework	41.3 %	5.3 %	53.4 %	68,940
Supervisory Status				
Senior Leader	74.7 %	6.8 %	18.5 %	6,594
Manager	68.8 %	10.7 %	20.5 %	24,890
Supervisor	63.4 %	12.5 %	24.1 %	46,264
Team Leader	56.9 %	14.6 %	28.5 %	33,043
Non-Supervisor	53.7 %	13.8 %	32.5 %	161,026
Sex				
Male	60.1 %	13.2 %	26.7 %	139,279
Female	54.9 %	13.1 %	32.0 %	122,827
Hispanic or Latino				
Yes	59.2 %	16.5 %	24.3 %	24,687
No	57.8 %	12.7 %	29.5 %	238,700
Race				
American Indian/Alaska Native	62.6 %	17.3 %	20.1 %	4,284
Asian	60.8 %	11.5 %	27.7 %	14,187
Black/African American	57.6 %	12.9 %	29.5 %	36,399
Native Hawaiian/Pacific Islander	69.3 %	15.0 %	15.7 %	1,355
White	57.9 %	12.9 %	29.2 %	187,517
Two or more races (Not Hispanic/Latino)	55.8 %	16.5 %	27.7 %	11,831
Age Group				
25 and under	60.8 %	11.6 %	27.6 %	3,027
26-29 years old	58.7 %	14.6 %	26.7 %	7,292
30-39 years old	54.7 %	15.5 %	29.8 %	48,653
40-49 years old	56.7 %	14.2 %	29.1 %	71,721
50-59 years old	59.9 %	12.2 %	27.9 %	88,321
60 or older	60.3 %	10.1 %	29.6 %	44,563

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.7 %	13.3 %	29.1 %	279,786
Level of Education				
Less than High School	60.0 %	14.8 %	25.2 %	137
H.S. Diploma/GED or equiv	62.5 %	13.9 %	23.6 %	8,381
Trade/Technical Certificate	60.9 %	17.6 %	21.5 %	4,560
Some College (no degree)	60.5 %	15.0 %	24.5 %	28,078
Associate's Degree	60.8 %	16.0 %	23.2 %	16,556
Bachelor's Degree	56.9 %	13.4 %	29.7 %	92,537
Master's Degree	57.7 %	12.2 %	30.1 %	84,170
Doctoral/Professional Degree	51.5 %	8.7 %	39.8 %	32,588
Pay Category				
Federal Wage System	60.7 %	19.5 %	19.8 %	6,762
GS 1-6	61.0 %	15.4 %	23.6 %	8,195
GS 7-12	57.9 %	14.8 %	27.3 %	99,017
GS 13-15	55.1 %	10.4 %	34.5 %	132,423
SES	73.9 %	4.5 %	21.6 %	4,415
SL/ST	60.0 %	7.7 %	32.2 %	1,125
Other	61.7 %	15.2 %	23.1 %	19,580
Time in Federal Government				
< 1 year	60.4 %	11.9 %	27.7 %	4,274
1-3 years	59.4 %	12.3 %	28.3 %	31,580
4-5 years	57.3 %	14.3 %	28.4 %	19,473
6-10 years	56.6 %	14.0 %	29.4 %	41,875
11-14 years	56.2 %	13.8 %	30.1 %	52,993
15-20 years	57.9 %	14.4 %	27.8 %	47,501
> 20 years	58.3 %	11.8 %	29.9 %	73,560
Time with Current Agency				
< 1 year	59.4 %	11.5 %	29.1 %	8,689
1-3 years	58.3 %	13.1 %	28.5 %	50,042
4-5 years	57.0 %	14.0 %	29.1 %	25,316
6-10 years	56.5 %	13.5 %	30.0 %	46,079
11-14 years	56.0 %	13.9 %	30.1 %	48,092
15-20 years	58.6 %	14.5 %	26.9 %	39,916
> 20 years	58.8 %	11.4 %	29.7 %	53,355

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.7 %	13.3 %	29.1 %	279,786
Leaving				
No	60.6 %	9.4 %	30.0 %	178,885
Yes, to retire	60.9 %	11.6 %	27.5 %	19,455
Yes, to other job in Govt.	52.9 %	21.6 %	25.5 %	43,147
Yes, to other job outside Govt.	47.7 %	20.6 %	31.8 %	12,821
Yes, other	49.8 %	20.7 %	29.5 %	16,864
Retiring				
Less than 1 year	58.7 %	12.3 %	29.0 %	10,100
1 year	59.3 %	13.1 %	27.6 %	8,098
2 years	59.6 %	12.1 %	28.3 %	14,613
3 years	59.8 %	12.7 %	27.5 %	15,122
4 years	60.5 %	12.2 %	27.3 %	9,942
5 years	59.2 %	13.5 %	27.3 %	20,905
More than 5 years	57.0 %	13.4 %	29.5 %	191,016
Transgender				
Yes	45.7 %	22.1 %	32.2 %	928
No	58.1 %	13.2 %	28.7 %	259,261
Consider Yourself as				
Straight	58.4 %	12.9 %	28.6 %	240,582
Gay or Lesbian	56.0 %	14.6 %	29.4 %	6,855
Bisexual	57.5 %	15.2 %	27.3 %	4,290
Something else	47.0 %	22.1 %	30.9 %	5,012
Military Service				
No Prior Military Service	55.5 %	13.0 %	31.5 %	193,999
Currently in Guard/Reserves	55.6 %	16.7 %	27.7 %	4,013
Retired	66.1 %	12.1 %	21.8 %	35,108
Separated/Discharged	58.9 %	14.7 %	26.4 %	38,008

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.7 %	13.3 %	29.1 %	279,786
Military Spouse				
Spouse of current active duty service member	61.0 %	17.1 %	21.9 %	3,115
Spouse of separated or retired service member with a disability rating of 100%	61.6 %	17.4 %	21.0 %	5,214
Widow(er) of a service member killed while on active duty	55.5 %	22.4 %	22.2 %	141
None of the categories listed	57.5 %	13.1 %	29.4 %	262,952
Non-Competitive Hiring Authority				
Yes	65.6 %	17.0 %	17.4 %	1,096
No	60.5 %	17.2 %	22.3 %	7,315
Disability				
Yes	57.6 %	16.3 %	26.0 %	42,397
No	57.9 %	12.6 %	29.5 %	222,427

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_10) How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	52.2 %	19.8 %	28.0 %	278,113
Work Location				
Headquarters	53.9 %	20.9 %	25.2 %	89,171
Field	58.0 %	23.0 %	19.0 %	111,606
Full-time telework	35.6 %	10.7 %	53.7 %	68,464
Supervisory Status				
Senior Leader	69.2 %	12.7 %	18.1 %	6,551
Manager	62.6 %	18.0 %	19.4 %	24,740
Supervisor	56.8 %	20.3 %	22.9 %	46,021
Team Leader	51.5 %	22.0 %	26.5 %	32,849
Non-Supervisor	48.7 %	19.7 %	31.6 %	160,056
Sex				
Male	56.0 %	19.3 %	24.7 %	138,580
Female	47.4 %	20.2 %	32.4 %	122,018
Hispanic or Latino				
Yes	52.5 %	23.3 %	24.2 %	24,547
No	52.4 %	19.2 %	28.4 %	237,325
Race				
American Indian/Alaska Native	55.0 %	24.6 %	20.5 %	4,253
Asian	52.3 %	19.2 %	28.5 %	14,109
Black/African American	52.5 %	17.8 %	29.7 %	36,172
Native Hawaiian/Pacific Islander	62.3 %	21.4 %	16.2 %	1,346
White	52.7 %	19.4 %	27.9 %	186,443
Two or more races (Not Hispanic/Latino)	50.0 %	24.6 %	25.4 %	11,791
Age Group				
25 and under	57.8 %	15.6 %	26.6 %	2,999
26-29 years old	52.8 %	21.3 %	25.9 %	7,249
30-39 years old	48.7 %	22.8 %	28.5 %	48,421
40-49 years old	50.8 %	21.6 %	27.6 %	71,422
50-59 years old	54.8 %	18.0 %	27.2 %	87,782
60 or older	55.6 %	15.4 %	29.0 %	44,197

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_10) How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	52.2 %	19.8 %	28.0 %	278,113
Level of Education				
Less than High School	57.1 %	17.8 %	25.1 %	138
H.S. Diploma/GED or equiv	58.2 %	17.8 %	24.0 %	8,320
Trade/Technical Certificate	58.6 %	20.1 %	21.3 %	4,535
Some College (no degree)	55.6 %	20.2 %	24.2 %	27,898
Associate's Degree	56.1 %	21.7 %	22.2 %	16,501
Bachelor's Degree	51.6 %	19.8 %	28.6 %	91,964
Master's Degree	51.7 %	19.9 %	28.5 %	83,730
Doctoral/Professional Degree	44.5 %	17.1 %	38.4 %	32,370
Pay Category				
Federal Wage System	61.1 %	21.0 %	17.9 %	6,740
GS 1-6	55.6 %	20.1 %	24.3 %	8,118
GS 7-12	52.6 %	21.1 %	26.4 %	98,467
GS 13-15	49.4 %	17.5 %	33.1 %	131,634
SES	68.0 %	10.9 %	21.0 %	4,382
SL/ST	56.1 %	13.8 %	30.2 %	1,114
Other	53.9 %	23.8 %	22.4 %	19,480
Time in Federal Government				
< 1 year	57.6 %	13.3 %	29.1 %	4,248
1-3 years	55.2 %	17.2 %	27.6 %	31,383
4-5 years	51.8 %	20.8 %	27.4 %	19,374
6-10 years	50.8 %	21.1 %	28.1 %	41,686
11-14 years	50.5 %	20.9 %	28.6 %	52,712
15-20 years	51.5 %	21.8 %	26.7 %	47,232
> 20 years	53.2 %	18.0 %	28.8 %	73,023
Time with Current Agency				
< 1 year	56.9 %	14.1 %	29.0 %	8,651
1-3 years	53.9 %	18.2 %	28.0 %	49,747
4-5 years	51.1 %	20.9 %	27.9 %	25,181
6-10 years	50.3 %	21.1 %	28.6 %	45,815
11-14 years	50.5 %	20.9 %	28.6 %	47,852
15-20 years	52.1 %	22.0 %	25.9 %	39,675
> 20 years	53.6 %	17.8 %	28.6 %	52,973

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_10) How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	52.2 %	19.8 %	28.0 %	278,113
Leaving				
No	55.5 %	15.2 %	29.4 %	177,815
Yes, to retire	54.9 %	18.2 %	26.9 %	19,339
Yes, to other job in Govt.	46.8 %	29.3 %	23.9 %	42,885
Yes, to other job outside Govt.	42.4 %	29.6 %	28.1 %	12,776
Yes, other	43.9 %	28.9 %	27.2 %	16,783
Retiring				
Less than 1 year	52.9 %	19.4 %	27.7 %	10,042
1 year	53.5 %	19.1 %	27.4 %	8,042
2 years	54.2 %	18.7 %	27.1 %	14,489
3 years	54.4 %	18.8 %	26.7 %	15,012
4 years	55.7 %	18.4 %	25.9 %	9,882
5 years	54.0 %	19.6 %	26.4 %	20,763
More than 5 years	51.5 %	20.0 %	28.4 %	190,002
Transgender				
Yes	44.6 %	28.1 %	27.4 %	923
No	52.6 %	19.6 %	27.8 %	257,775
Consider Yourself as				
Straight	53.1 %	19.3 %	27.7 %	239,233
Gay or Lesbian	46.9 %	23.3 %	29.8 %	6,814
Bisexual	48.8 %	23.0 %	28.2 %	4,254
Something else	41.4 %	31.2 %	27.4 %	4,984
Military Service				
No Prior Military Service	49.0 %	20.3 %	30.7 %	192,776
Currently in Guard/Reserves	55.3 %	21.3 %	23.4 %	3,994
Retired	63.0 %	16.8 %	20.2 %	34,937
Separated/Discharged	54.5 %	20.2 %	25.3 %	37,835

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_10) How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	52.2 %	19.8 %	28.0 %	278,113
Military Spouse				
Spouse of current active duty service member	56.1 %	22.4 %	21.5 %	3,103
Spouse of separated or retired service member with a disability rating of 100%	55.0 %	24.0 %	21.0 %	5,182
Widow(er) of a service member killed while on active duty	51.3 %	26.9 %	21.8 %	140
None of the categories listed	52.1 %	19.6 %	28.3 %	261,416
Non-Competitive Hiring Authority				
Yes	60.9 %	22.0 %	17.1 %	1,090
No	54.2 %	23.7 %	22.1 %	7,277
Disability				
Yes	52.8 %	22.5 %	24.8 %	42,187
No	52.4 %	19.1 %	28.5 %	221,091

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.9 %	16.3 %	25.8 %	277,685
Work Location				
Headquarters	60.4 %	15.6 %	24.0 %	89,101
Field	58.5 %	20.7 %	20.8 %	111,344
Full-time telework	53.3 %	6.9 %	39.9 %	68,358
Supervisory Status				
Senior Leader	76.9 %	8.0 %	15.1 %	6,525
Manager	68.9 %	13.7 %	17.5 %	24,705
Supervisor	62.6 %	16.7 %	20.7 %	45,907
Team Leader	56.1 %	19.1 %	24.8 %	32,819
Non-Supervisor	54.6 %	16.3 %	29.1 %	159,852
Sex				
Male	59.6 %	17.1 %	23.3 %	137,950
Female	56.6 %	14.7 %	28.7 %	122,189
Hispanic or Latino				
Yes	59.3 %	18.4 %	22.3 %	24,482
No	58.2 %	15.9 %	25.9 %	236,918
Race				
American Indian/Alaska Native	59.1 %	21.6 %	19.3 %	4,243
Asian	63.3 %	13.2 %	23.4 %	14,049
Black/African American	64.1 %	12.7 %	23.2 %	36,041
Native Hawaiian/Pacific Islander	68.4 %	15.3 %	16.3 %	1,331
White	57.1 %	16.6 %	26.3 %	186,177
Two or more races (Not Hispanic/Latino)	55.0 %	20.7 %	24.3 %	11,777
Age Group				
25 and under	56.7 %	16.1 %	27.3 %	3,017
26-29 years old	54.1 %	20.3 %	25.6 %	7,254
30-39 years old	51.4 %	21.5 %	27.1 %	48,424
40-49 years old	55.7 %	18.2 %	26.0 %	71,358
50-59 years old	62.3 %	13.4 %	24.3 %	87,644
60 or older	65.4 %	10.2 %	24.4 %	43,892

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.9 %	16.3 %	25.8 %	277,685
Level of Education				
Less than High School	61.5 %	13.2 %	25.2 %	138
H.S. Diploma/GED or equiv	59.8 %	16.6 %	23.6 %	8,249
Trade/Technical Certificate	55.2 %	23.5 %	21.3 %	4,511
Some College (no degree)	59.1 %	18.6 %	22.4 %	27,790
Associate's Degree	56.8 %	21.1 %	22.1 %	16,402
Bachelor's Degree	58.0 %	16.1 %	25.9 %	91,850
Master's Degree	60.2 %	14.3 %	25.5 %	83,670
Doctoral/Professional Degree	52.6 %	12.5 %	34.9 %	32,401
Pay Category				
Federal Wage System	49.4 %	31.0 %	19.6 %	6,679
GS 1-6	55.6 %	20.5 %	23.9 %	8,111
GS 7-12	57.1 %	17.8 %	25.1 %	98,235
GS 13-15	59.6 %	12.2 %	28.2 %	131,582
SES	76.8 %	6.4 %	16.7 %	4,382
SL/ST	67.8 %	8.8 %	23.4 %	1,120
Other	58.8 %	18.0 %	23.2 %	19,392
Time in Federal Government				
< 1 year	58.9 %	12.7 %	28.4 %	4,260
1-3 years	58.1 %	15.6 %	26.2 %	31,399
4-5 years	55.4 %	18.3 %	26.3 %	19,357
6-10 years	55.5 %	18.1 %	26.4 %	41,620
11-14 years	56.4 %	17.3 %	26.3 %	52,618
15-20 years	57.6 %	17.8 %	24.6 %	47,102
> 20 years	61.9 %	13.2 %	25.0 %	72,878
Time with Current Agency				
< 1 year	59.1 %	12.6 %	28.3 %	8,634
1-3 years	58.3 %	15.9 %	25.8 %	49,752
4-5 years	56.3 %	17.9 %	25.7 %	25,173
6-10 years	55.5 %	17.7 %	26.8 %	45,724
11-14 years	56.6 %	17.2 %	26.2 %	47,759
15-20 years	58.2 %	17.7 %	24.1 %	39,550
> 20 years	62.0 %	13.1 %	24.9 %	52,877

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.9 %	16.3 %	25.8 %	277,685
Leaving				
No	62.4 %	11.5 %	26.2 %	177,555
Yes, to retire	63.4 %	13.0 %	23.6 %	19,204
Yes, to other job in Govt.	51.3 %	25.7 %	23.0 %	42,891
Yes, to other job outside Govt.	41.9 %	29.6 %	28.5 %	12,758
Yes, other	45.2 %	26.9 %	27.9 %	16,749
Retiring				
Less than 1 year	60.1 %	14.7 %	25.2 %	9,990
1 year	62.5 %	13.5 %	24.0 %	7,986
2 years	62.8 %	13.6 %	23.7 %	14,406
3 years	62.8 %	13.1 %	24.1 %	14,954
4 years	62.9 %	14.0 %	23.1 %	9,834
5 years	62.8 %	14.3 %	22.9 %	20,682
More than 5 years	56.3 %	17.2 %	26.4 %	189,938
Transgender				
Yes	45.9 %	27.2 %	26.9 %	923
No	58.6 %	16.1 %	25.3 %	257,311
Consider Yourself as				
Straight	59.0 %	15.8 %	25.2 %	238,724
Gay or Lesbian	58.1 %	15.9 %	26.0 %	6,825
Bisexual	53.6 %	20.2 %	26.2 %	4,269
Something else	44.4 %	27.9 %	27.8 %	4,978
Military Service				
No Prior Military Service	56.4 %	16.0 %	27.6 %	192,734
Currently in Guard/Reserves	52.1 %	22.2 %	25.7 %	3,981
Retired	66.6 %	13.6 %	19.7 %	34,722
Separated/Discharged	57.4 %	18.8 %	23.9 %	37,677

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

Demographics	Needed and available to me	Needed but not available to me	Not needed by me now	Item Response Total**
All Responses	57.9 %	16.3 %	25.8 %	277,685
Military Spouse				
Spouse of current active duty service member	54.8 %	22.9 %	22.3 %	3,098
Spouse of separated or retired service member with a disability rating of 100%	61.0 %	18.5 %	20.4 %	5,176
Widow(er) of a service member killed while on active duty	60.1 %	20.9 %	19.0 %	136
None of the categories listed	58.0 %	16.1 %	25.9 %	261,015
Non-Competitive Hiring Authority				
Yes	59.1 %	24.0 %	16.8 %	1,082
No	58.1 %	19.7 %	22.1 %	7,269
Disability				
Yes	58.2 %	18.7 %	23.1 %	41,999
No	58.3 %	15.7 %	26.0 %	220,836

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.1 %	38.0 %	13.5 %	6.2 %	6.1 %	274,064	6,292
Work Location							
Headquarters	41.2 %	36.7 %	11.8 %	5.7 %	4.6 %	88,658	1,518
Field	28.9 %	38.7 %	15.9 %	7.9 %	8.6 %	110,349	2,389
Full-time telework	47.1 %	37.8 %	9.6 %	2.9 %	2.7 %	67,107	2,142
Supervisory Status							
Senior Leader	67.8 %	24.2 %	4.4 %	1.8 %	1.8 %	6,587	20
Manager	44.4 %	37.0 %	10.1 %	4.9 %	3.6 %	24,783	171
Supervisor	35.7 %	39.9 %	13.0 %	6.2 %	5.3 %	45,941	530
Team Leader	33.7 %	38.5 %	14.3 %	6.9 %	6.6 %	32,550	617
Non-Supervisor	34.6 %	37.9 %	14.2 %	6.5 %	6.9 %	157,237	4,751
Sex							
Male	35.9 %	37.7 %	13.3 %	6.2 %	6.8 %	137,139	2,636
Female	37.8 %	38.6 %	13.0 %	5.9 %	4.7 %	120,480	3,001
Hispanic or Latino							
Yes	34.5 %	35.8 %	14.5 %	7.1 %	8.2 %	24,350	453
No	36.9 %	38.3 %	13.1 %	6.0 %	5.7 %	234,524	5,222
Race							
American Indian/Alaska Native	28.6 %	36.7 %	17.6 %	7.9 %	9.1 %	4,207	95
Asian	42.2 %	39.6 %	10.4 %	3.6 %	4.2 %	13,988	250
Black/African American	40.9 %	38.0 %	11.4 %	5.1 %	4.6 %	35,630	935
Native Hawaiian/Pacific Islander	35.0 %	37.6 %	15.4 %	5.6 %	6.4 %	1,332	26
White	36.3 %	38.2 %	13.3 %	6.3 %	5.9 %	184,513	3,747
Two or more races (Not Hispanic/Latino)	31.2 %	35.2 %	16.3 %	7.9 %	9.3 %	11,536	348
Age Group							
25 and under	35.6 %	40.0 %	13.0 %	6.5 %	4.9 %	2,959	76
26-29 years old	31.2 %	38.8 %	14.8 %	8.6 %	6.5 %	7,129	184
30-39 years old	31.7 %	36.7 %	14.7 %	7.9 %	9.0 %	47,742	1,103
40-49 years old	33.7 %	38.3 %	13.9 %	6.9 %	7.2 %	70,469	1,570
50-59 years old	39.6 %	38.4 %	12.3 %	5.2 %	4.6 %	86,970	1,747
60 or older	43.3 %	38.1 %	11.7 %	3.7 %	3.1 %	43,754	1,006

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.1 %	38.0 %	13.5 %	6.2 %	6.1 %	274,064	6,292
Level of Education							
Less than High School	23.2 %	53.6 %	16.4 %	1.1 %	5.7 %	141	.
H.S. Diploma/GED or equiv	29.2 %	39.0 %	18.3 %	6.8 %	6.7 %	8,242	194
Trade/Technical Certificate	26.2 %	37.2 %	19.8 %	8.3 %	8.5 %	4,458	129
Some College (no degree)	30.9 %	36.8 %	16.6 %	7.4 %	8.4 %	27,531	682
Associate's Degree	31.1 %	37.2 %	16.2 %	7.7 %	7.8 %	16,212	417
Bachelor's Degree	35.0 %	39.2 %	13.1 %	6.4 %	6.3 %	90,798	2,117
Master's Degree	41.5 %	37.8 %	10.9 %	5.2 %	4.6 %	82,933	1,600
Doctoral/Professional Degree	46.5 %	36.1 %	9.9 %	4.0 %	3.5 %	32,086	701
Pay Category							
Federal Wage System	20.4 %	36.7 %	21.3 %	10.4 %	11.2 %	6,650	160
GS 1-6	30.4 %	37.1 %	17.4 %	8.1 %	7.0 %	7,922	336
GS 7-12	32.4 %	38.6 %	14.8 %	6.9 %	7.3 %	96,744	2,754
GS 13-15	43.1 %	38.2 %	10.3 %	4.4 %	3.9 %	130,682	2,371
SES	72.9 %	20.4 %	3.8 %	1.3 %	1.6 %	4,420	11
SL/ST	55.5 %	32.5 %	7.4 %	2.7 %	1.9 %	1,118	7
Other	32.0 %	37.2 %	15.0 %	8.0 %	7.9 %	19,286	400
Time in Federal Government							
< 1 year	46.3 %	36.8 %	10.1 %	4.1 %	2.7 %	4,143	164
1-3 years	40.4 %	37.4 %	12.0 %	5.7 %	4.6 %	30,865	828
4-5 years	34.3 %	37.4 %	14.9 %	7.0 %	6.3 %	19,087	464
6-10 years	34.5 %	37.2 %	14.4 %	7.1 %	6.8 %	41,145	932
11-14 years	34.4 %	38.1 %	13.7 %	6.4 %	7.4 %	51,999	1,190
15-20 years	32.8 %	38.2 %	14.6 %	7.0 %	7.3 %	46,813	960
> 20 years	39.2 %	38.6 %	12.2 %	5.1 %	4.8 %	72,527	1,511
Time with Current Agency							
< 1 year	46.2 %	37.0 %	9.9 %	4.0 %	2.9 %	8,423	327
1-3 years	40.2 %	37.1 %	12.2 %	5.5 %	5.0 %	48,991	1,238
4-5 years	34.2 %	37.6 %	14.7 %	6.9 %	6.6 %	24,864	557
6-10 years	34.2 %	37.7 %	14.0 %	7.1 %	6.9 %	45,293	990
11-14 years	33.4 %	38.2 %	14.2 %	6.6 %	7.7 %	47,245	1,059
15-20 years	32.3 %	38.3 %	15.1 %	7.1 %	7.2 %	39,331	814
> 20 years	39.4 %	39.0 %	12.0 %	5.1 %	4.6 %	52,647	1,069

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.1 %	38.0 %	13.5 %	6.2 %	6.1 %	274,064	6,292
Leaving							
No	43.9 %	38.6 %	10.5 %	4.0 %	2.9 %	176,384	3,315
Yes, to retire	37.0 %	39.4 %	13.5 %	5.4 %	4.7 %	19,107	441
Yes, to other job in Govt.	24.0 %	38.8 %	17.5 %	10.1 %	9.6 %	42,078	1,249
Yes, to other job outside Govt.	17.1 %	32.1 %	19.6 %	12.4 %	18.8 %	12,500	391
Yes, other	16.1 %	34.0 %	22.4 %	11.4 %	16.1 %	16,366	638
Retiring							
Less than 1 year	34.6 %	36.7 %	15.6 %	5.4 %	7.7 %	9,894	266
1 year	36.3 %	39.6 %	13.2 %	6.1 %	4.8 %	7,959	170
2 years	37.7 %	38.7 %	13.1 %	5.2 %	5.2 %	14,349	329
3 years	38.2 %	39.4 %	12.6 %	5.1 %	4.6 %	14,900	272
4 years	37.7 %	38.7 %	13.3 %	5.6 %	4.7 %	9,807	181
5 years	37.4 %	38.4 %	13.2 %	5.7 %	5.3 %	20,625	389
More than 5 years	36.0 %	37.7 %	13.3 %	6.5 %	6.4 %	187,563	4,348
Transgender							
Yes	22.3 %	30.2 %	16.8 %	8.6 %	22.1 %	904	29
No	36.8 %	38.1 %	13.1 %	6.1 %	5.8 %	254,869	5,496
Consider Yourself as							
Straight	37.2 %	38.3 %	13.0 %	5.9 %	5.7 %	236,557	4,966
Gay or Lesbian	38.7 %	37.1 %	11.5 %	6.6 %	6.0 %	6,777	118
Bisexual	34.9 %	35.3 %	12.4 %	10.0 %	7.4 %	4,197	104
Something else	21.5 %	32.6 %	20.3 %	9.9 %	15.6 %	4,850	191
Military Service							
No Prior Military Service	36.5 %	38.2 %	13.2 %	6.2 %	5.9 %	190,620	4,459
Currently in Guard/Reserves	31.0 %	38.8 %	15.3 %	7.3 %	7.5 %	3,941	82
Retired	41.2 %	38.3 %	11.7 %	4.8 %	3.9 %	34,634	549
Separated/Discharged	32.0 %	36.3 %	15.3 %	7.5 %	8.9 %	37,231	938

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.1 %	38.0 %	13.5 %	6.2 %	6.1 %	274,064	6,292
Military Spouse							
Spouse of current active duty service member	34.7 %	37.2 %	14.6 %	6.9 %	6.6 %	3,046	69
Spouse of separated or retired service member with a disability rating of 100%	37.0 %	35.8 %	13.9 %	7.3 %	6.0 %	5,139	103
Widow(er) of a service member killed while on active duty	31.0 %	37.4 %	20.0 %	6.1 %	5.5 %	138	5
None of the categories listed	36.3 %	38.0 %	13.3 %	6.2 %	6.1 %	258,395	5,864
Non-Competitive Hiring Authority							
Yes	39.5 %	31.6 %	15.4 %	7.5 %	5.9 %	1,060	36
No	35.2 %	37.4 %	14.1 %	7.0 %	6.3 %	7,201	141
Disability							
Yes	35.2 %	34.4 %	14.7 %	7.1 %	8.6 %	41,508	1,063
No	36.8 %	38.8 %	12.9 %	5.9 %	5.5 %	218,768	4,678

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.2 %	38.4 %	13.5 %	5.9 %	6.0 %	272,935	6,400
Work Location							
Headquarters	41.2 %	37.0 %	11.7 %	5.6 %	4.5 %	88,266	1,578
Field	29.0 %	39.2 %	16.1 %	7.4 %	8.3 %	109,979	2,380
Full-time telework	47.1 %	38.0 %	9.3 %	2.9 %	2.7 %	66,789	2,213
Supervisory Status							
Senior Leader	68.2 %	23.7 %	4.7 %	1.5 %	1.8 %	6,562	17
Manager	44.4 %	37.8 %	9.8 %	4.5 %	3.5 %	24,687	180
Supervisor	35.8 %	40.3 %	13.1 %	5.7 %	5.2 %	45,768	540
Team Leader	33.8 %	39.0 %	14.1 %	6.6 %	6.5 %	32,396	644
Non-Supervisor	34.7 %	38.2 %	14.2 %	6.2 %	6.7 %	156,616	4,812
Sex							
Male	36.1 %	38.0 %	13.3 %	5.9 %	6.7 %	136,667	2,622
Female	37.9 %	39.1 %	12.9 %	5.6 %	4.5 %	119,942	3,097
Hispanic or Latino							
Yes	34.5 %	36.7 %	14.5 %	6.5 %	7.8 %	24,232	468
No	37.1 %	38.7 %	13.0 %	5.7 %	5.6 %	233,622	5,298
Race							
American Indian/Alaska Native	28.8 %	37.2 %	17.8 %	7.6 %	8.5 %	4,192	97
Asian	42.0 %	40.2 %	10.4 %	3.4 %	3.9 %	13,957	263
Black/African American	41.4 %	38.2 %	11.5 %	4.7 %	4.3 %	35,503	920
Native Hawaiian/Pacific Islander	35.5 %	38.8 %	15.2 %	4.7 %	5.8 %	1,328	24
White	36.4 %	38.5 %	13.3 %	6.0 %	5.8 %	183,739	3,848
Two or more races (Not Hispanic/Latino)	31.3 %	36.4 %	15.6 %	7.7 %	9.1 %	11,490	348
Age Group							
25 and under	36.5 %	40.9 %	11.1 %	6.4 %	5.1 %	2,936	84
26-29 years old	31.6 %	38.6 %	15.6 %	7.4 %	6.8 %	7,092	186
30-39 years old	31.6 %	37.0 %	15.0 %	7.6 %	8.9 %	47,511	1,167
40-49 years old	33.7 %	38.7 %	14.0 %	6.5 %	7.1 %	70,182	1,614
50-59 years old	39.8 %	38.6 %	12.2 %	5.0 %	4.4 %	86,662	1,750
60 or older	43.6 %	38.8 %	11.2 %	3.6 %	2.8 %	43,605	985

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.2 %	38.4 %	13.5 %	5.9 %	6.0 %	272,935	6,400
Level of Education							
Less than High School	29.0 %	48.4 %	15.8 %	1.0 %	5.8 %	140	1
H.S. Diploma/GED or equiv	29.7 %	39.5 %	18.3 %	6.2 %	6.4 %	8,207	198
Trade/Technical Certificate	26.7 %	38.5 %	19.2 %	6.9 %	8.7 %	4,454	113
Some College (no degree)	31.4 %	37.4 %	16.3 %	7.0 %	7.9 %	27,400	707
Associate's Degree	31.2 %	37.7 %	16.1 %	7.4 %	7.5 %	16,148	413
Bachelor's Degree	35.1 %	39.6 %	13.0 %	6.1 %	6.3 %	90,472	2,110
Master's Degree	41.5 %	38.0 %	11.0 %	5.0 %	4.5 %	82,570	1,665
Doctoral/Professional Degree	46.2 %	36.4 %	10.0 %	3.9 %	3.5 %	31,967	726
Pay Category							
Federal Wage System	20.9 %	38.1 %	21.0 %	9.6 %	10.5 %	6,638	155
GS 1-6	30.7 %	38.0 %	17.0 %	7.4 %	6.9 %	7,892	328
GS 7-12	32.6 %	38.9 %	14.7 %	6.6 %	7.1 %	96,343	2,778
GS 13-15	43.0 %	38.4 %	10.3 %	4.3 %	3.9 %	130,148	2,466
SES	72.8 %	20.3 %	4.1 %	1.4 %	1.5 %	4,402	10
SL/ST	56.2 %	31.8 %	7.1 %	2.5 %	2.4 %	1,112	7
Other	32.2 %	37.8 %	15.5 %	7.2 %	7.4 %	19,206	411
Time in Federal Government							
< 1 year	47.1 %	36.3 %	10.2 %	3.6 %	2.7 %	4,125	166
1-3 years	40.4 %	37.5 %	12.3 %	5.3 %	4.4 %	30,737	840
4-5 years	34.6 %	37.6 %	14.7 %	6.5 %	6.6 %	18,987	501
6-10 years	34.5 %	37.6 %	14.2 %	6.9 %	6.8 %	40,949	981
11-14 years	34.4 %	38.6 %	13.7 %	6.1 %	7.2 %	51,812	1,188
15-20 years	33.0 %	38.6 %	14.7 %	6.8 %	7.0 %	46,628	982
> 20 years	39.4 %	39.1 %	12.1 %	4.8 %	4.6 %	72,263	1,502
Time with Current Agency							
< 1 year	46.5 %	37.2 %	9.7 %	3.6 %	3.0 %	8,395	324
1-3 years	40.3 %	37.2 %	12.3 %	5.3 %	4.9 %	48,796	1,252
4-5 years	34.5 %	37.6 %	14.5 %	6.5 %	6.8 %	24,730	583
6-10 years	34.2 %	38.4 %	13.8 %	6.9 %	6.7 %	45,098	1,021
11-14 years	33.6 %	38.5 %	14.3 %	6.1 %	7.4 %	47,042	1,101
15-20 years	32.3 %	38.8 %	15.1 %	6.9 %	6.9 %	39,204	821
> 20 years	39.6 %	39.4 %	11.8 %	4.7 %	4.5 %	52,457	1,062

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.2 %	38.4 %	13.5 %	5.9 %	6.0 %	272,935	6,400
Leaving							
No	44.1 %	38.9 %	10.4 %	3.8 %	2.9 %	175,708	3,390
Yes, to retire	37.5 %	39.7 %	13.1 %	5.1 %	4.5 %	19,062	425
Yes, to other job in Govt.	24.0 %	39.5 %	17.8 %	9.4 %	9.3 %	41,865	1,267
Yes, to other job outside Govt.	16.8 %	32.1 %	20.5 %	12.0 %	18.7 %	12,433	408
Yes, other	16.1 %	34.6 %	22.6 %	10.9 %	15.8 %	16,300	647
Retiring							
Less than 1 year	34.7 %	37.1 %	15.3 %	5.4 %	7.5 %	9,870	263
1 year	36.7 %	40.5 %	12.0 %	6.3 %	4.6 %	7,930	171
2 years	38.2 %	38.9 %	12.9 %	5.2 %	4.7 %	14,316	307
3 years	38.2 %	39.8 %	13.1 %	4.6 %	4.2 %	14,837	281
4 years	37.7 %	40.2 %	12.5 %	5.6 %	4.1 %	9,765	171
5 years	37.6 %	38.7 %	13.0 %	5.6 %	5.1 %	20,547	392
More than 5 years	36.1 %	38.0 %	13.4 %	6.1 %	6.4 %	186,775	4,478
Transgender							
Yes	21.9 %	30.0 %	16.2 %	9.1 %	22.6 %	900	32
No	37.0 %	38.5 %	13.1 %	5.7 %	5.7 %	253,860	5,586
Consider Yourself as							
Straight	37.4 %	38.6 %	12.9 %	5.6 %	5.5 %	235,646	5,041
Gay or Lesbian	38.4 %	37.9 %	11.6 %	6.2 %	5.9 %	6,723	136
Bisexual	34.6 %	37.0 %	12.2 %	8.6 %	7.6 %	4,175	108
Something else	21.4 %	33.6 %	19.6 %	10.0 %	15.4 %	4,836	187
Military Service							
No Prior Military Service	36.4 %	38.7 %	13.2 %	5.8 %	5.8 %	189,804	4,578
Currently in Guard/Reserves	31.7 %	38.2 %	14.6 %	7.8 %	7.8 %	3,932	81
Retired	41.6 %	38.5 %	11.4 %	4.7 %	3.8 %	34,521	538
Separated/Discharged	32.2 %	36.5 %	15.7 %	7.2 %	8.4 %	37,095	939

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.2 %	38.4 %	13.5 %	5.9 %	6.0 %	272,935	6,400
Military Spouse							
Spouse of current active duty service member	34.8 %	37.0 %	14.9 %	7.5 %	5.8 %	3,034	70
Spouse of separated or retired service member with a disability rating of 100%	36.9 %	37.2 %	12.9 %	7.2 %	5.8 %	5,119	102
Widow(er) of a service member killed while on active duty	33.0 %	34.2 %	22.6 %	4.0 %	6.2 %	142	3
None of the categories listed	36.4 %	38.4 %	13.3 %	5.8 %	6.0 %	257,344	5,978
Non-Competitive Hiring Authority							
Yes	38.1 %	33.5 %	15.6 %	8.1 %	4.8 %	1,063	39
No	35.5 %	37.9 %	13.5 %	7.0 %	6.1 %	7,173	135
Disability							
Yes	35.6 %	34.6 %	14.6 %	6.8 %	8.3 %	41,373	1,046
No	36.9 %	39.2 %	12.9 %	5.6 %	5.3 %	217,875	4,787

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	28.8 %	33.5 %	18.7 %	10.8 %	8.2 %	266,239	12,659
Work Location							
Headquarters	32.6 %	32.8 %	16.7 %	10.7 %	7.2 %	86,911	2,851
Field	23.9 %	34.2 %	20.6 %	11.4 %	9.9 %	106,525	5,616
Full-time telework	35.6 %	32.4 %	16.3 %	9.6 %	6.2 %	65,100	3,801
Supervisory Status							
Senior Leader	57.1 %	25.6 %	9.0 %	5.4 %	3.0 %	6,484	84
Manager	34.0 %	33.7 %	15.7 %	10.0 %	6.6 %	24,157	687
Supervisor	27.7 %	34.3 %	19.1 %	10.8 %	8.0 %	44,554	1,697
Team Leader	26.6 %	32.9 %	19.9 %	11.8 %	8.7 %	31,575	1,432
Non-Supervisor	28.0 %	33.5 %	18.9 %	10.9 %	8.7 %	152,719	8,426
Sex							
Male	29.1 %	33.6 %	18.6 %	10.1 %	8.7 %	133,420	5,630
Female	29.5 %	33.6 %	18.1 %	11.5 %	7.2 %	116,887	6,001
Hispanic or Latino							
Yes	30.0 %	32.2 %	18.7 %	10.0 %	9.1 %	23,693	955
No	29.1 %	33.7 %	18.4 %	10.8 %	8.0 %	227,826	10,750
Race							
American Indian/Alaska Native	24.3 %	32.8 %	21.0 %	11.2 %	10.7 %	4,109	170
Asian	35.3 %	36.8 %	14.9 %	7.4 %	5.7 %	13,771	408
Black/African American	35.7 %	35.2 %	15.4 %	8.0 %	5.7 %	34,900	1,441
Native Hawaiian/Pacific Islander	32.4 %	34.5 %	18.1 %	8.5 %	6.5 %	1,305	40
White	28.0 %	33.2 %	19.0 %	11.4 %	8.4 %	178,762	8,602
Two or more races (Not Hispanic/Latino)	25.3 %	30.5 %	20.4 %	12.3 %	11.5 %	11,221	601
Age Group							
25 and under	27.9 %	35.9 %	17.2 %	11.7 %	7.3 %	2,870	149
26-29 years old	23.8 %	32.2 %	18.6 %	15.4 %	10.0 %	6,932	343
30-39 years old	24.1 %	30.8 %	19.2 %	13.7 %	12.2 %	46,316	2,309
40-49 years old	26.4 %	33.2 %	19.3 %	11.5 %	9.6 %	68,462	3,208
50-59 years old	32.1 %	34.6 %	17.8 %	9.3 %	6.2 %	84,569	3,712
60 or older	36.0 %	35.4 %	17.3 %	7.3 %	4.1 %	42,491	2,019

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	28.8 %	33.5 %	18.7 %	10.8 %	8.2 %	266,239	12,659
Level of Education							
Less than High School	25.9 %	45.4 %	20.8 %	3.5 %	4.5 %	132	7
H.S. Diploma/GED or equiv	26.3 %	35.8 %	22.0 %	8.9 %	7.0 %	7,913	464
Trade/Technical Certificate	23.4 %	34.1 %	22.4 %	11.1 %	8.9 %	4,253	307
Some College (no degree)	27.4 %	32.8 %	20.7 %	9.9 %	9.2 %	26,390	1,631
Associate's Degree	27.1 %	33.4 %	21.0 %	10.1 %	8.5 %	15,608	931
Bachelor's Degree	27.5 %	34.3 %	18.7 %	10.9 %	8.7 %	88,145	4,326
Master's Degree	32.1 %	33.1 %	16.5 %	10.8 %	7.4 %	81,084	3,042
Doctoral/Professional Degree	33.1 %	31.3 %	15.8 %	12.2 %	7.7 %	31,393	1,262
Pay Category							
Federal Wage System	18.4 %	33.2 %	24.9 %	11.6 %	12.0 %	6,229	541
GS 1-6	27.8 %	33.8 %	20.5 %	9.9 %	8.0 %	7,496	705
GS 7-12	26.8 %	33.7 %	19.4 %	11.0 %	9.1 %	93,764	5,174
GS 13-15	32.5 %	33.4 %	16.6 %	10.5 %	7.1 %	127,737	4,739
SES	57.1 %	24.1 %	9.1 %	6.4 %	3.3 %	4,350	67
SL/ST	41.0 %	32.0 %	14.9 %	9.4 %	2.8 %	1,097	24
Other	26.0 %	33.5 %	20.2 %	11.5 %	8.8 %	18,545	1,028
Time in Federal Government							
< 1 year	37.2 %	35.6 %	15.1 %	7.8 %	4.3 %	4,039	251
1-3 years	32.6 %	33.1 %	17.4 %	10.3 %	6.5 %	29,977	1,556
4-5 years	28.0 %	32.8 %	18.5 %	11.3 %	9.4 %	18,497	967
6-10 years	27.5 %	32.4 %	18.6 %	12.0 %	9.4 %	39,967	1,885
11-14 years	27.0 %	33.1 %	18.8 %	11.5 %	9.5 %	50,606	2,342
15-20 years	26.5 %	32.9 %	19.8 %	11.3 %	9.5 %	45,408	2,132
> 20 years	30.9 %	34.8 %	18.4 %	9.3 %	6.5 %	70,482	3,149
Time with Current Agency							
< 1 year	38.9 %	34.9 %	14.7 %	7.2 %	4.3 %	8,180	532
1-3 years	32.7 %	33.0 %	17.1 %	10.3 %	7.0 %	47,654	2,321
4-5 years	27.9 %	32.6 %	18.5 %	11.3 %	9.7 %	24,116	1,165
6-10 years	27.0 %	32.8 %	18.8 %	12.1 %	9.4 %	44,077	1,979
11-14 years	26.2 %	33.2 %	19.6 %	11.4 %	9.6 %	45,902	2,176
15-20 years	25.9 %	33.2 %	20.5 %	11.1 %	9.3 %	38,130	1,810
> 20 years	30.7 %	35.1 %	18.3 %	9.5 %	6.6 %	51,123	2,315

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	28.8 %	33.5 %	18.7 %	10.8 %	8.2 %	266,239	12,659
Leaving							
No	35.3 %	35.1 %	16.6 %	8.4 %	4.7 %	171,276	7,542
Yes, to retire	30.3 %	35.1 %	19.3 %	9.1 %	6.1 %	18,580	873
Yes, to other job in Govt.	18.4 %	31.1 %	21.4 %	15.5 %	13.6 %	41,058	2,043
Yes, to other job outside Govt.	12.7 %	26.1 %	22.0 %	18.1 %	21.1 %	12,192	640
Yes, other	12.5 %	28.8 %	25.3 %	15.3 %	18.1 %	15,777	1,133
Retiring							
Less than 1 year	28.5 %	33.2 %	20.4 %	9.0 %	8.8 %	9,621	489
1 year	29.4 %	35.4 %	18.6 %	10.1 %	6.5 %	7,708	374
2 years	30.6 %	34.5 %	19.0 %	9.2 %	6.8 %	13,920	684
3 years	30.2 %	36.0 %	19.0 %	8.8 %	6.0 %	14,444	646
4 years	31.0 %	34.9 %	18.1 %	10.6 %	5.5 %	9,526	412
5 years	30.3 %	34.9 %	18.4 %	9.4 %	7.0 %	20,049	857
More than 5 years	28.6 %	32.8 %	18.4 %	11.3 %	8.9 %	182,307	8,681
Transgender							
Yes	16.8 %	24.4 %	19.2 %	10.4 %	29.1 %	877	56
No	29.4 %	33.6 %	18.3 %	10.6 %	7.9 %	247,615	11,438
Consider Yourself as							
Straight	29.9 %	33.8 %	18.2 %	10.4 %	7.7 %	229,858	10,449
Gay or Lesbian	28.3 %	31.2 %	18.5 %	12.6 %	9.3 %	6,566	290
Bisexual	24.2 %	34.6 %	15.9 %	14.5 %	10.8 %	4,073	210
Something else	16.3 %	27.1 %	23.3 %	14.1 %	19.1 %	4,694	325
Military Service							
No Prior Military Service	27.9 %	33.3 %	18.8 %	11.6 %	8.5 %	185,093	9,026
Currently in Guard/Reserves	26.1 %	36.0 %	18.0 %	10.3 %	9.6 %	3,826	171
Retired	35.9 %	34.8 %	16.3 %	7.8 %	5.1 %	33,762	1,234
Separated/Discharged	26.9 %	32.2 %	20.1 %	10.5 %	10.3 %	36,143	1,838

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	28.8 %	33.5 %	18.7 %	10.8 %	8.2 %	266,239	12,659
Military Spouse							
Spouse of current active duty service member	30.2 %	32.5 %	17.5 %	10.7 %	9.1 %	2,938	166
Spouse of separated or retired service member with a disability rating of 100%	31.6 %	32.4 %	18.7 %	10.0 %	7.2 %	5,020	195
Widow(er) of a service member killed while on active duty	29.6 %	31.2 %	22.7 %	8.5 %	8.1 %	137	6
None of the categories listed	28.9 %	33.5 %	18.6 %	10.8 %	8.3 %	251,007	11,928
Non-Competitive Hiring Authority							
Yes	35.4 %	29.4 %	19.3 %	9.3 %	6.5 %	1,024	69
No	30.0 %	33.1 %	18.1 %	10.4 %	8.3 %	7,015	294
Disability							
Yes	29.7 %	30.3 %	18.8 %	10.5 %	10.7 %	40,405	1,939
No	29.1 %	34.2 %	18.4 %	10.7 %	7.6 %	212,473	9,865

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor shows concern for my health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.1 %	34.0 %	9.2 %	3.2 %	3.4 %	276,966	3,216
Work Location							
Headquarters	54.4 %	32.2 %	7.9 %	2.7 %	2.8 %	89,241	886
Field	44.1 %	36.3 %	10.8 %	4.2 %	4.6 %	111,742	940
Full-time telework	59.2 %	30.6 %	6.8 %	1.6 %	1.8 %	67,983	1,241
Supervisory Status							
Senior Leader	71.1 %	21.7 %	4.4 %	1.3 %	1.6 %	6,575	20
Manager	56.4 %	32.5 %	6.7 %	2.5 %	1.9 %	24,813	133
Supervisor	49.1 %	36.8 %	8.6 %	2.8 %	2.7 %	46,117	314
Team Leader	49.8 %	34.5 %	9.0 %	3.3 %	3.4 %	32,848	315
Non-Supervisor	49.1 %	33.5 %	9.9 %	3.5 %	4.0 %	159,619	2,306
Sex							
Male	50.3 %	34.2 %	8.9 %	3.0 %	3.5 %	138,456	1,231
Female	51.1 %	33.1 %	9.2 %	3.4 %	3.2 %	121,817	1,615
Hispanic or Latino							
Yes	47.0 %	32.2 %	11.4 %	3.9 %	5.4 %	24,513	273
No	51.0 %	34.1 %	8.6 %	3.1 %	3.1 %	237,013	2,617
Race							
American Indian/Alaska Native	39.3 %	33.9 %	14.5 %	5.3 %	7.1 %	4,255	43
Asian	52.3 %	33.7 %	8.9 %	2.5 %	2.6 %	14,040	197
Black/African American	50.4 %	33.1 %	9.5 %	3.2 %	3.8 %	35,885	638
Native Hawaiian/Pacific Islander	44.3 %	36.3 %	11.3 %	3.5 %	4.6 %	1,339	13
White	51.5 %	34.0 %	8.4 %	3.1 %	3.0 %	186,509	1,666
Two or more races (Not Hispanic/Latino)	46.3 %	33.3 %	10.4 %	4.3 %	5.7 %	11,718	172
Age Group							
25 and under	52.9 %	33.7 %	7.8 %	3.3 %	2.3 %	2,987	42
26-29 years old	50.3 %	34.2 %	9.0 %	3.5 %	3.0 %	7,241	67
30-39 years old	48.7 %	33.6 %	9.4 %	3.6 %	4.7 %	48,323	515
40-49 years old	48.9 %	34.5 %	9.4 %	3.4 %	3.9 %	71,281	748
50-59 years old	51.8 %	33.7 %	8.6 %	3.0 %	2.9 %	87,706	933
60 or older	53.6 %	33.1 %	8.8 %	2.4 %	2.1 %	44,177	558

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor shows concern for my health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.1 %	34.0 %	9.2 %	3.2 %	3.4 %	276,966	3,216
Level of Education							
Less than High School	41.8 %	36.3 %	13.3 %	3.3 %	5.3 %	135	2
H.S. Diploma/GED or equiv	42.4 %	36.8 %	12.7 %	4.0 %	4.0 %	8,332	87
Trade/Technical Certificate	39.9 %	37.7 %	12.6 %	4.6 %	5.0 %	4,542	53
Some College (no degree)	43.8 %	35.3 %	11.8 %	4.4 %	4.7 %	27,908	298
Associate's Degree	43.8 %	36.2 %	11.1 %	4.1 %	4.8 %	16,406	193
Bachelor's Degree	50.1 %	34.6 %	8.8 %	3.2 %	3.3 %	91,874	1,011
Master's Degree	55.2 %	32.3 %	7.3 %	2.5 %	2.7 %	83,624	868
Doctoral/Professional Degree	60.7 %	28.4 %	6.8 %	2.0 %	2.1 %	32,352	424
Pay Category							
Federal Wage System	34.5 %	39.6 %	13.9 %	5.4 %	6.5 %	6,768	45
GS 1-6	42.0 %	34.2 %	13.2 %	5.0 %	5.6 %	8,086	159
GS 7-12	46.6 %	35.4 %	10.1 %	3.7 %	4.1 %	98,241	1,229
GS 13-15	57.7 %	31.8 %	6.4 %	2.1 %	2.0 %	131,610	1,382
SES	76.8 %	17.7 %	3.5 %	0.9 %	1.0 %	4,408	15
SL/ST	64.2 %	26.6 %	7.0 %	0.9 %	1.2 %	1,114	12
Other	45.7 %	34.6 %	11.9 %	3.7 %	4.1 %	19,435	229
Time in Federal Government							
< 1 year	59.2 %	30.4 %	6.4 %	2.2 %	1.9 %	4,230	79
1-3 years	54.7 %	31.9 %	7.8 %	2.9 %	2.7 %	31,321	362
4-5 years	50.2 %	33.2 %	9.8 %	3.6 %	3.2 %	19,340	214
6-10 years	49.2 %	33.9 %	9.7 %	3.3 %	3.9 %	41,611	453
11-14 years	49.3 %	34.3 %	9.4 %	3.2 %	3.9 %	52,559	615
15-20 years	46.7 %	35.4 %	10.0 %	3.9 %	4.0 %	47,219	532
> 20 years	51.5 %	34.0 %	8.6 %	2.8 %	3.0 %	73,141	821
Time with Current Agency							
< 1 year	56.9 %	30.9 %	7.3 %	2.3 %	2.5 %	8,592	150
1-3 years	53.9 %	31.9 %	8.3 %	2.9 %	3.0 %	49,631	585
4-5 years	49.7 %	33.3 %	9.8 %	3.5 %	3.7 %	25,100	309
6-10 years	49.0 %	34.2 %	9.7 %	3.4 %	3.8 %	45,751	507
11-14 years	48.4 %	34.8 %	9.5 %	3.3 %	3.9 %	47,766	525
15-20 years	45.9 %	35.7 %	10.3 %	3.9 %	4.0 %	39,711	424
> 20 years	52.3 %	34.3 %	8.1 %	2.6 %	2.7 %	53,097	574

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor shows concern for my health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.1 %	34.0 %	9.2 %	3.2 %	3.4 %	276,966	3,216
Leaving							
No	58.3 %	32.0 %	6.4 %	1.8 %	1.5 %	178,055	1,567
Yes, to retire	48.8 %	35.4 %	9.4 %	3.4 %	3.0 %	19,297	230
Yes, to other job in Govt.	36.7 %	37.1 %	13.8 %	5.9 %	6.6 %	42,584	733
Yes, to other job outside Govt.	33.5 %	37.6 %	13.9 %	5.8 %	9.1 %	12,676	210
Yes, other	30.3 %	38.4 %	16.6 %	6.4 %	8.4 %	16,670	317
Retiring							
Less than 1 year	46.6 %	34.6 %	10.1 %	3.7 %	5.0 %	10,024	130
1 year	48.4 %	35.7 %	9.5 %	3.5 %	2.9 %	8,018	98
2 years	50.2 %	34.9 %	9.0 %	2.9 %	2.9 %	14,506	161
3 years	49.0 %	35.4 %	10.1 %	3.0 %	2.5 %	15,026	131
4 years	48.5 %	36.4 %	9.2 %	3.2 %	2.7 %	9,892	97
5 years	49.1 %	34.8 %	9.2 %	3.6 %	3.4 %	20,774	227
More than 5 years	51.0 %	33.4 %	8.9 %	3.2 %	3.5 %	189,662	2,177
Transgender							
Yes	37.4 %	30.1 %	13.5 %	4.3 %	14.7 %	915	16
No	50.7 %	33.8 %	9.0 %	3.2 %	3.3 %	257,452	2,778
Consider Yourself as							
Straight	50.9 %	33.8 %	8.9 %	3.1 %	3.2 %	238,851	2,547
Gay or Lesbian	54.5 %	31.1 %	8.0 %	2.8 %	3.6 %	6,826	70
Bisexual	52.0 %	30.6 %	8.4 %	4.9 %	4.0 %	4,258	42
Something else	36.8 %	35.1 %	14.1 %	5.3 %	8.6 %	4,966	73
Military Service							
No Prior Military Service	51.0 %	33.8 %	8.8 %	3.1 %	3.3 %	192,619	2,385
Currently in Guard/Reserves	44.8 %	36.2 %	10.9 %	3.5 %	4.7 %	3,997	28
Retired	52.6 %	33.8 %	8.5 %	2.8 %	2.3 %	34,912	251
Separated/Discharged	46.3 %	33.9 %	10.8 %	4.0 %	5.1 %	37,738	396

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor shows concern for my health and safety.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.1 %	34.0 %	9.2 %	3.2 %	3.4 %	276,966	3,216
Military Spouse							
Spouse of current active duty service member	47.8 %	34.6 %	9.3 %	4.1 %	4.0 %	3,090	31
Spouse of separated or retired service member with a disability rating of 100%	47.9 %	32.4 %	11.2 %	3.8 %	4.7 %	5,180	54
Widow(er) of a service member killed while on active duty	45.2 %	30.0 %	16.2 %	2.7 %	6.0 %	143	.
None of the categories listed	50.4 %	33.9 %	9.1 %	3.2 %	3.4 %	261,138	2,994
Non-Competitive Hiring Authority							
Yes	49.6 %	31.4 %	11.9 %	2.7 %	4.5 %	1,079	19
No	47.4 %	33.8 %	10.2 %	4.2 %	4.4 %	7,273	65
Disability							
Yes	48.6 %	30.9 %	10.6 %	4.5 %	5.4 %	42,084	470
No	51.0 %	34.4 %	8.7 %	2.9 %	3.0 %	220,880	2,445

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) My supervisor supports my efforts to stay healthy and safe while working.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.4 %	33.8 %	9.6 %	3.0 %	3.2 %	275,389	4,383
Work Location							
Headquarters	54.8 %	31.7 %	8.3 %	2.6 %	2.6 %	88,782	1,208
Field	44.4 %	36.2 %	11.2 %	3.9 %	4.3 %	111,316	1,198
Full-time telework	59.9 %	30.3 %	6.9 %	1.3 %	1.6 %	67,348	1,781
Supervisory Status							
Senior Leader	71.5 %	21.6 %	4.1 %	1.1 %	1.8 %	6,556	30
Manager	56.8 %	32.2 %	7.1 %	2.0 %	1.9 %	24,748	165
Supervisor	49.4 %	36.5 %	9.1 %	2.5 %	2.5 %	45,949	426
Team Leader	50.2 %	34.1 %	9.4 %	3.3 %	3.1 %	32,692	420
Non-Supervisor	49.5 %	33.3 %	10.2 %	3.3 %	3.8 %	158,506	3,169
Sex							
Male	50.8 %	34.0 %	9.2 %	2.8 %	3.2 %	137,881	1,598
Female	51.4 %	32.9 %	9.6 %	3.1 %	3.0 %	120,968	2,296
Hispanic or Latino							
Yes	47.3 %	32.4 %	11.6 %	3.6 %	5.1 %	24,404	348
No	51.4 %	33.8 %	9.0 %	2.9 %	2.9 %	235,680	3,604
Race							
American Indian/Alaska Native	40.1 %	34.0 %	14.4 %	5.1 %	6.4 %	4,238	55
Asian	52.6 %	33.4 %	9.1 %	2.4 %	2.4 %	13,993	234
Black/African American	50.8 %	33.1 %	9.6 %	3.1 %	3.4 %	35,547	901
Native Hawaiian/Pacific Islander	44.4 %	34.9 %	12.2 %	4.0 %	4.5 %	1,335	13
White	51.9 %	33.7 %	8.8 %	2.8 %	2.8 %	185,604	2,316
Two or more races (Not Hispanic/Latino)	47.1 %	32.3 %	11.4 %	3.9 %	5.3 %	11,664	213
Age Group							
25 and under	52.9 %	34.0 %	8.2 %	3.0 %	2.0 %	2,982	45
26-29 years old	51.2 %	33.3 %	8.9 %	3.8 %	2.9 %	7,200	82
30-39 years old	49.1 %	32.8 %	10.2 %	3.3 %	4.6 %	48,101	656
40-49 years old	49.1 %	34.4 %	9.7 %	3.2 %	3.6 %	70,911	1,021
50-59 years old	52.2 %	33.5 %	8.9 %	2.8 %	2.6 %	87,243	1,297
60 or older	54.0 %	33.0 %	8.9 %	2.2 %	1.8 %	43,847	808

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) My supervisor supports my efforts to stay healthy and safe while working.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.4 %	33.8 %	9.6 %	3.0 %	3.2 %	275,389	4,383
Level of Education							
Less than High School	39.7 %	43.6 %	10.5 %	3.0 %	3.3 %	135	1
H.S. Diploma/GED or equiv	42.5 %	37.4 %	13.1 %	3.4 %	3.7 %	8,295	111
Trade/Technical Certificate	39.9 %	37.6 %	13.9 %	4.4 %	4.3 %	4,513	70
Some College (no degree)	44.2 %	35.3 %	12.3 %	3.9 %	4.3 %	27,721	421
Associate's Degree	44.2 %	36.3 %	11.3 %	3.6 %	4.5 %	16,331	252
Bachelor's Degree	50.4 %	34.3 %	9.2 %	3.0 %	3.2 %	91,367	1,391
Master's Degree	55.6 %	31.8 %	7.6 %	2.5 %	2.5 %	83,191	1,182
Doctoral/Professional Degree	61.3 %	28.3 %	6.7 %	1.8 %	1.9 %	32,145	585
Pay Category							
Federal Wage System	34.5 %	40.7 %	14.2 %	4.8 %	5.8 %	6,742	56
GS 1-6	42.1 %	34.8 %	13.6 %	4.3 %	5.2 %	8,036	191
GS 7-12	47.0 %	35.0 %	10.6 %	3.6 %	3.9 %	97,626	1,678
GS 13-15	58.2 %	31.4 %	6.7 %	1.9 %	1.9 %	130,883	1,953
SES	77.5 %	17.4 %	3.1 %	1.0 %	1.0 %	4,400	20
SL/ST	65.3 %	25.8 %	7.0 %	0.9 %	1.1 %	1,110	12
Other	45.8 %	34.5 %	12.3 %	3.5 %	3.9 %	19,349	278
Time in Federal Government							
< 1 year	59.3 %	30.2 %	6.9 %	1.9 %	1.6 %	4,211	92
1-3 years	54.9 %	31.7 %	8.0 %	2.8 %	2.5 %	31,120	497
4-5 years	50.4 %	32.4 %	10.6 %	3.5 %	3.1 %	19,232	290
6-10 years	49.6 %	33.6 %	10.1 %	3.1 %	3.6 %	41,405	611
11-14 years	49.7 %	34.0 %	9.8 %	2.9 %	3.6 %	52,285	813
15-20 years	47.1 %	35.2 %	10.5 %	3.4 %	3.8 %	46,956	706
> 20 years	52.0 %	33.9 %	8.8 %	2.6 %	2.7 %	72,690	1,188
Time with Current Agency							
< 1 year	57.1 %	30.5 %	8.0 %	2.1 %	2.3 %	8,550	187
1-3 years	54.1 %	31.6 %	8.6 %	2.8 %	2.8 %	49,308	800
4-5 years	49.9 %	32.6 %	10.5 %	3.4 %	3.6 %	24,978	396
6-10 years	49.4 %	33.8 %	10.0 %	3.1 %	3.6 %	45,543	668
11-14 years	48.9 %	34.6 %	9.9 %	3.0 %	3.6 %	47,493	728
15-20 years	46.1 %	35.9 %	10.7 %	3.5 %	3.8 %	39,481	578
> 20 years	52.9 %	34.1 %	8.2 %	2.4 %	2.4 %	52,773	839

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) My supervisor supports my efforts to stay healthy and safe while working.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.4 %	33.8 %	9.6 %	3.0 %	3.2 %	275,389	4,383
Leaving							
No	58.8 %	31.8 %	6.5 %	1.6 %	1.4 %	177,144	2,213
Yes, to retire	49.0 %	35.6 %	9.8 %	3.0 %	2.6 %	19,172	324
Yes, to other job in Govt.	37.0 %	36.5 %	14.6 %	5.7 %	6.3 %	42,274	974
Yes, to other job outside Govt.	33.5 %	37.2 %	15.0 %	5.8 %	8.5 %	12,624	255
Yes, other	30.7 %	38.0 %	17.2 %	6.0 %	8.0 %	16,553	412
Retiring							
Less than 1 year	47.1 %	34.3 %	10.8 %	3.2 %	4.6 %	9,950	189
1 year	48.5 %	36.2 %	9.9 %	3.1 %	2.2 %	7,964	140
2 years	50.8 %	34.6 %	9.4 %	2.6 %	2.6 %	14,398	249
3 years	49.4 %	35.3 %	10.0 %	2.9 %	2.4 %	14,913	212
4 years	49.1 %	36.2 %	9.6 %	2.6 %	2.5 %	9,852	128
5 years	49.7 %	34.5 %	9.5 %	3.2 %	3.2 %	20,642	327
More than 5 years	51.3 %	33.1 %	9.3 %	3.0 %	3.3 %	188,691	2,877
Transgender							
Yes	37.3 %	29.2 %	15.5 %	4.4 %	13.7 %	915	17
No	51.1 %	33.5 %	9.3 %	2.9 %	3.1 %	256,056	3,806
Consider Yourself as							
Straight	51.3 %	33.6 %	9.2 %	2.9 %	3.0 %	237,558	3,497
Gay or Lesbian	55.1 %	30.6 %	8.1 %	2.9 %	3.3 %	6,788	91
Bisexual	52.5 %	29.3 %	9.8 %	4.3 %	4.1 %	4,235	57
Something else	37.6 %	34.2 %	15.0 %	5.1 %	8.1 %	4,929	101
Military Service							
No Prior Military Service	51.4 %	33.5 %	9.2 %	2.8 %	3.1 %	191,438	3,267
Currently in Guard/Reserves	44.9 %	35.7 %	11.4 %	3.6 %	4.5 %	3,992	32
Retired	53.0 %	33.6 %	8.8 %	2.7 %	2.0 %	34,789	326
Separated/Discharged	46.7 %	33.9 %	11.1 %	3.7 %	4.7 %	37,531	548

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) My supervisor supports my efforts to stay healthy and safe while working.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	50.4 %	33.8 %	9.6 %	3.0 %	3.2 %	275,389	4,383
Military Spouse							
Spouse of current active duty service member	48.1 %	34.0 %	10.0 %	4.0 %	3.9 %	3,069	47
Spouse of separated or retired service member with a disability rating of 100%	48.3 %	32.2 %	11.2 %	3.9 %	4.5 %	5,156	70
Widow(er) of a service member killed while on active duty	45.6 %	29.1 %	15.5 %	3.6 %	6.1 %	144	1
None of the categories listed	50.8 %	33.7 %	9.4 %	2.9 %	3.2 %	259,664	4,072
Non-Competitive Hiring Authority							
Yes	49.3 %	32.1 %	10.3 %	3.7 %	4.6 %	1,078	22
No	47.8 %	33.2 %	10.8 %	4.0 %	4.2 %	7,230	95
Disability							
Yes	48.7 %	30.7 %	11.3 %	4.2 %	5.1 %	41,841	651
No	51.4 %	34.2 %	9.0 %	2.7 %	2.8 %	219,664	3,337

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	48.3 %	31.2 %	11.1 %	4.6 %	4.8 %	274,562	5,140
Work Location							
Headquarters	52.7 %	29.7 %	9.8 %	4.1 %	3.8 %	88,585	1,389
Field	42.5 %	32.8 %	12.6 %	5.7 %	6.3 %	111,069	1,443
Full-time telework	57.0 %	28.8 %	8.9 %	2.6 %	2.6 %	67,001	2,096
Supervisory Status							
Senior Leader	70.1 %	20.7 %	5.2 %	1.6 %	2.5 %	6,533	36
Manager	55.0 %	30.5 %	8.3 %	3.3 %	2.9 %	24,704	187
Supervisor	47.8 %	33.7 %	10.3 %	4.3 %	3.8 %	45,896	468
Team Leader	47.7 %	31.8 %	10.8 %	4.8 %	4.9 %	32,581	529
Non-Supervisor	47.2 %	30.5 %	11.9 %	4.9 %	5.4 %	157,955	3,729
Sex							
Male	48.8 %	31.4 %	10.7 %	4.2 %	4.8 %	137,399	2,044
Female	49.0 %	30.5 %	11.1 %	4.9 %	4.5 %	120,699	2,548
Hispanic or Latino							
Yes	45.5 %	29.3 %	12.9 %	5.6 %	6.7 %	24,376	370
No	49.2 %	31.3 %	10.6 %	4.4 %	4.4 %	234,980	4,275
Race							
American Indian/Alaska Native	37.5 %	30.2 %	16.1 %	6.8 %	9.3 %	4,226	66
Asian	50.3 %	32.0 %	10.2 %	3.9 %	3.5 %	13,895	309
Black/African American	49.2 %	31.0 %	11.1 %	4.0 %	4.7 %	35,547	900
Native Hawaiian/Pacific Islander	42.9 %	31.9 %	14.4 %	4.6 %	6.3 %	1,326	24
White	49.7 %	31.2 %	10.3 %	4.5 %	4.3 %	185,003	2,905
Two or more races (Not Hispanic/Latino)	44.8 %	29.3 %	12.5 %	5.7 %	7.7 %	11,653	217
Age Group							
25 and under	50.1 %	31.5 %	10.3 %	5.0 %	3.2 %	2,974	55
26-29 years old	48.2 %	31.6 %	10.1 %	5.3 %	4.7 %	7,201	93
30-39 years old	46.9 %	30.8 %	11.0 %	5.1 %	6.2 %	48,013	756
40-49 years old	47.3 %	31.4 %	11.2 %	4.7 %	5.4 %	70,756	1,161
50-59 years old	50.1 %	31.1 %	10.5 %	4.4 %	3.9 %	86,931	1,589
60 or older	51.7 %	30.6 %	11.1 %	3.5 %	3.2 %	43,669	953

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	48.3 %	31.2 %	11.1 %	4.6 %	4.8 %	274,562	5,140
Level of Education							
Less than High School	36.7 %	42.6 %	9.9 %	4.6 %	6.1 %	135	1
H.S. Diploma/GED or equiv	40.8 %	33.5 %	14.7 %	5.7 %	5.3 %	8,256	145
Trade/Technical Certificate	38.6 %	33.6 %	14.9 %	5.9 %	7.0 %	4,494	87
Some College (no degree)	42.3 %	31.9 %	13.8 %	5.5 %	6.5 %	27,682	469
Associate's Degree	42.6 %	32.4 %	13.0 %	5.7 %	6.3 %	16,266	301
Bachelor's Degree	48.2 %	31.8 %	10.7 %	4.6 %	4.6 %	91,043	1,681
Master's Degree	53.3 %	30.0 %	9.1 %	3.8 %	3.8 %	82,994	1,385
Doctoral/Professional Degree	58.2 %	27.1 %	8.4 %	3.3 %	3.0 %	32,063	671
Pay Category							
Federal Wage System	33.6 %	35.5 %	14.6 %	7.2 %	9.1 %	6,729	66
GS 1-6	40.0 %	31.1 %	15.4 %	6.5 %	6.9 %	8,021	210
GS 7-12	44.9 %	32.0 %	12.2 %	5.2 %	5.7 %	97,304	1,988
GS 13-15	55.8 %	29.7 %	8.4 %	3.2 %	2.9 %	130,515	2,288
SES	76.1 %	17.5 %	3.6 %	1.2 %	1.7 %	4,393	23
SL/ST	61.4 %	24.6 %	10.2 %	2.2 %	1.6 %	1,109	13
Other	43.4 %	31.6 %	13.6 %	5.7 %	5.6 %	19,291	342
Time in Federal Government							
< 1 year	57.7 %	28.7 %	7.7 %	3.2 %	2.6 %	4,197	108
1-3 years	52.4 %	29.7 %	9.9 %	4.0 %	4.0 %	31,070	563
4-5 years	48.2 %	30.1 %	11.6 %	5.2 %	4.9 %	19,187	329
6-10 years	47.5 %	31.1 %	11.3 %	4.8 %	5.4 %	41,303	705
11-14 years	47.8 %	31.4 %	10.9 %	4.8 %	5.2 %	52,137	945
15-20 years	45.2 %	32.0 %	11.9 %	5.2 %	5.7 %	46,826	860
> 20 years	49.7 %	31.4 %	10.9 %	4.0 %	4.0 %	72,389	1,429
Time with Current Agency							
< 1 year	55.8 %	28.2 %	9.2 %	3.2 %	3.6 %	8,530	207
1-3 years	51.8 %	29.7 %	10.1 %	4.4 %	4.1 %	49,223	911
4-5 years	47.6 %	30.6 %	11.4 %	5.2 %	5.3 %	24,917	445
6-10 years	47.2 %	31.4 %	11.2 %	4.8 %	5.4 %	45,422	778
11-14 years	47.0 %	31.5 %	11.3 %	4.8 %	5.3 %	47,314	902
15-20 years	44.2 %	32.4 %	12.5 %	5.2 %	5.7 %	39,346	722
> 20 years	50.5 %	31.6 %	10.5 %	3.8 %	3.6 %	52,574	984

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	48.3 %	31.2 %	11.1 %	4.6 %	4.8 %	274,562	5,140
Leaving							
No	56.7 %	30.3 %	8.3 %	2.7 %	2.0 %	176,489	2,825
Yes, to retire	46.8 %	32.6 %	11.9 %	4.6 %	4.0 %	19,117	379
Yes, to other job in Govt.	34.7 %	32.4 %	15.6 %	8.2 %	9.1 %	42,217	1,029
Yes, to other job outside Govt.	31.6 %	31.9 %	15.3 %	8.2 %	12.9 %	12,616	254
Yes, other	28.4 %	32.8 %	18.6 %	8.4 %	11.8 %	16,555	421
Retiring							
Less than 1 year	45.0 %	30.7 %	12.9 %	4.8 %	6.6 %	9,926	208
1 year	46.0 %	34.0 %	11.4 %	4.7 %	3.9 %	7,951	154
2 years	48.2 %	32.2 %	11.4 %	4.2 %	3.9 %	14,339	288
3 years	47.6 %	32.0 %	12.2 %	4.2 %	4.0 %	14,853	265
4 years	47.0 %	32.9 %	11.4 %	4.7 %	4.0 %	9,787	183
5 years	47.8 %	31.5 %	11.8 %	4.4 %	4.6 %	20,576	404
More than 5 years	49.2 %	30.7 %	10.6 %	4.6 %	4.9 %	188,205	3,350
Transgender							
Yes	36.7 %	25.4 %	13.4 %	7.6 %	16.9 %	911	18
No	48.9 %	31.1 %	10.9 %	4.5 %	4.6 %	255,306	4,508
Consider Yourself as							
Straight	49.1 %	31.2 %	10.8 %	4.4 %	4.5 %	236,866	4,150
Gay or Lesbian	52.8 %	28.7 %	9.5 %	4.0 %	5.0 %	6,787	97
Bisexual	49.3 %	28.4 %	9.5 %	6.0 %	6.8 %	4,218	73
Something else	35.4 %	29.8 %	15.9 %	7.2 %	11.7 %	4,912	116
Military Service							
No Prior Military Service	48.9 %	31.2 %	10.8 %	4.6 %	4.6 %	190,836	3,869
Currently in Guard/Reserves	44.8 %	31.4 %	12.0 %	4.9 %	6.9 %	3,972	45
Retired	51.6 %	31.1 %	10.2 %	3.7 %	3.4 %	34,694	392
Separated/Discharged	45.0 %	30.5 %	12.5 %	5.3 %	6.7 %	37,472	602

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	48.3 %	31.2 %	11.1 %	4.6 %	4.8 %	274,562	5,140
Military Spouse							
Spouse of current active duty service member	46.0 %	30.5 %	12.0 %	5.7 %	5.9 %	3,072	43
Spouse of separated or retired service member with a disability rating of 100%	45.4 %	30.5 %	12.5 %	5.1 %	6.5 %	5,152	78
Widow(er) of a service member killed while on active duty	43.3 %	27.6 %	17.5 %	3.8 %	7.9 %	140	1
None of the categories listed	48.7 %	31.1 %	11.0 %	4.5 %	4.7 %	258,892	4,806
Non-Competitive Hiring Authority							
Yes	46.8 %	30.5 %	11.9 %	4.0 %	6.8 %	1,075	20
No	45.3 %	30.5 %	12.4 %	5.7 %	6.1 %	7,228	101
Disability							
Yes	46.6 %	27.9 %	12.4 %	5.7 %	7.4 %	41,732	742
No	49.2 %	31.7 %	10.6 %	4.3 %	4.2 %	219,016	3,957

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q54) Does the type of work you do require you to be physically present at a worksite?

Demographics	Yes	No	Other	Item Response Total**
All Responses	32.4 %	58.9 %	8.7 %	280,570
Work Location				
Headquarters	23.8 %	67.1 %	9.1 %	90,313
Field	49.8 %	39.8 %	10.4 %	112,917
Full-time telework	2.9 %	93.5 %	3.6 %	69,372
Supervisory Status				
Senior Leader	30.4 %	61.7 %	7.8 %	6,618
Manager	34.4 %	57.2 %	8.4 %	24,975
Supervisor	36.3 %	54.6 %	9.0 %	46,551
Team Leader	36.1 %	53.9 %	10.0 %	33,217
Non-Supervisor	30.0 %	61.7 %	8.3 %	162,277
Sex				
Male	39.7 %	51.0 %	9.3 %	139,961
Female	21.6 %	70.9 %	7.5 %	123,687
Hispanic or Latino				
Yes	40.9 %	50.9 %	8.2 %	24,835
No	31.1 %	60.4 %	8.5 %	240,103
Race				
American Indian/Alaska Native	42.3 %	49.2 %	8.5 %	4,307
Asian	25.1 %	67.0 %	7.8 %	14,276
Black/African American	25.1 %	68.5 %	6.4 %	36,649
Native Hawaiian/Pacific Islander	47.1 %	45.6 %	7.3 %	1,355
White	33.7 %	57.5 %	8.8 %	188,486
Two or more races (Not Hispanic/Latino)	35.3 %	54.3 %	10.4 %	11,908
Age Group				
25 and under	38.1 %	51.7 %	10.2 %	3,037
26-29 years old	38.0 %	51.4 %	10.6 %	7,325
30-39 years old	35.2 %	55.6 %	9.2 %	48,907
40-49 years old	33.7 %	58.1 %	8.2 %	72,154
50-59 years old	30.9 %	60.8 %	8.3 %	88,846
60 or older	28.1 %	63.5 %	8.5 %	44,837

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q54) Does the type of work you do require you to be physically present at a worksite?

Demographics	Yes	No	Other	Item Response Total**
All Responses	32.4 %	58.9 %	8.7 %	280,570
Level of Education				
Less than High School	50.4 %	34.3 %	15.2 %	141
H.S. Diploma/GED or equiv	53.9 %	39.3 %	6.8 %	8,453
Trade/Technical Certificate	57.7 %	34.1 %	8.2 %	4,601
Some College (no degree)	46.4 %	45.3 %	8.3 %	28,271
Associate's Degree	48.3 %	42.5 %	9.2 %	16,653
Bachelor's Degree	30.7 %	60.0 %	9.3 %	93,044
Master's Degree	21.7 %	69.8 %	8.5 %	84,660
Doctoral/Professional Degree	18.9 %	74.1 %	7.0 %	32,831
Pay Category				
Federal Wage System	84.1 %	10.7 %	5.2 %	6,829
GS 1-6	48.2 %	42.7 %	9.1 %	8,272
GS 7-12	33.1 %	57.4 %	9.5 %	99,688
GS 13-15	19.9 %	72.5 %	7.6 %	133,244
SES	23.0 %	70.0 %	7.0 %	4,428
SL/ST	21.3 %	69.9 %	8.8 %	1,132
Other	46.0 %	43.6 %	10.4 %	19,718
Time in Federal Government				
< 1 year	36.7 %	54.1 %	9.2 %	4,327
1-3 years	35.5 %	55.2 %	9.4 %	31,744
4-5 years	35.5 %	55.0 %	9.5 %	19,589
6-10 years	34.4 %	57.0 %	8.6 %	42,147
11-14 years	30.6 %	60.6 %	8.8 %	53,264
15-20 years	36.0 %	55.8 %	8.2 %	47,848
> 20 years	26.9 %	64.9 %	8.2 %	74,159
Time with Current Agency				
< 1 year	29.7 %	60.6 %	9.6 %	8,781
1-3 years	31.0 %	59.8 %	9.2 %	50,315
4-5 years	33.7 %	57.1 %	9.2 %	25,468
6-10 years	32.9 %	58.5 %	8.6 %	46,356
11-14 years	32.0 %	59.4 %	8.5 %	48,362
15-20 years	38.5 %	53.4 %	8.1 %	40,211
> 20 years	28.2 %	63.6 %	8.2 %	53,799

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q54) Does the type of work you do require you to be physically present at a worksite?

Demographics	Yes	No	Other	Item Response Total**
All Responses	32.4 %	58.9 %	8.7 %	280,570
Leaving				
No	31.0 %	60.8 %	8.2 %	179,976
Yes, to retire	32.7 %	59.4 %	7.9 %	19,584
Yes, to other job in Govt.	31.0 %	59.6 %	9.4 %	43,387
Yes, to other job outside Govt.	40.7 %	50.6 %	8.8 %	12,917
Yes, other	40.1 %	48.7 %	11.1 %	17,028
Retiring				
Less than 1 year	34.9 %	57.6 %	7.5 %	10,183
1 year	32.7 %	59.1 %	8.2 %	8,136
2 years	32.4 %	59.9 %	7.7 %	14,705
3 years	31.0 %	59.5 %	9.5 %	15,193
4 years	34.1 %	57.9 %	8.1 %	10,009
5 years	32.4 %	59.3 %	8.2 %	21,027
More than 5 years	32.2 %	59.1 %	8.8 %	192,222
Transgender				
Yes	40.6 %	49.7 %	9.7 %	931
No	32.2 %	59.3 %	8.5 %	260,755
Consider Yourself as				
Straight	32.4 %	59.2 %	8.4 %	241,883
Gay or Lesbian	27.2 %	65.1 %	7.7 %	6,904
Bisexual	31.3 %	59.8 %	8.9 %	4,305
Something else	37.6 %	51.0 %	11.5 %	5,047
Military Service				
No Prior Military Service	28.6 %	63.3 %	8.1 %	195,389
Currently in Guard/Reserves	41.4 %	48.5 %	10.1 %	4,032
Retired	36.8 %	53.1 %	10.0 %	35,234
Separated/Discharged	42.0 %	48.8 %	9.1 %	38,229

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q54) Does the type of work you do require you to be physically present at a worksite?

Demographics	Yes	No	Other	Item Response Total**
All Responses	32.4 %	58.9 %	8.7 %	280,570
Military Spouse				
Spouse of current active duty service member	29.6 %	60.3 %	10.1 %	3,126
Spouse of separated or retired service member with a disability rating of 100%	29.5 %	62.4 %	8.1 %	5,254
Widow(er) of a service member killed while on active duty	33.8 %	59.3 %	6.9 %	145
None of the categories listed	32.5 %	58.9 %	8.6 %	264,668
Non-Competitive Hiring Authority				
Yes	32.1 %	58.2 %	9.7 %	1,105
No	29.0 %	62.3 %	8.7 %	7,358
Disability				
Yes	33.7 %	56.8 %	9.4 %	42,645
No	32.0 %	59.6 %	8.4 %	223,777

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) My agency's leadership updates employees about return to the worksite planning.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.6 %	40.0 %	19.2 %	10.4 %	5.8 %	269,767	10,053
Work Location							
Headquarters	27.7 %	40.7 %	16.4 %	10.1 %	5.1 %	88,424	1,840
Field	20.1 %	38.8 %	23.1 %	11.3 %	6.8 %	106,487	6,340
Full-time telework	30.7 %	41.5 %	13.9 %	9.2 %	4.6 %	67,793	1,546
Supervisory Status							
Senior Leader	47.9 %	35.0 %	9.6 %	5.2 %	2.4 %	6,575	45
Manager	28.1 %	41.2 %	16.6 %	9.8 %	4.3 %	24,488	501
Supervisor	23.0 %	41.4 %	19.3 %	10.8 %	5.5 %	45,018	1,489
Team Leader	23.0 %	39.4 %	20.3 %	11.3 %	6.0 %	32,035	1,170
Non-Supervisor	24.2 %	39.6 %	19.6 %	10.5 %	6.2 %	155,544	6,589
Sex							
Male	24.2 %	39.7 %	19.9 %	10.1 %	6.1 %	134,782	5,123
Female	26.1 %	40.5 %	17.6 %	10.7 %	5.1 %	119,428	4,173
Hispanic or Latino							
Yes	25.3 %	38.0 %	20.5 %	9.8 %	6.4 %	23,913	900
No	24.9 %	40.3 %	18.8 %	10.4 %	5.6 %	231,566	8,425
Race							
American Indian/Alaska Native	19.2 %	38.3 %	22.7 %	11.7 %	8.1 %	4,101	206
Asian	31.0 %	43.3 %	15.1 %	6.5 %	4.1 %	13,911	341
Black/African American	32.7 %	41.7 %	14.9 %	6.7 %	3.9 %	35,682	956
Native Hawaiian/Pacific Islander	26.7 %	43.4 %	18.2 %	6.8 %	4.9 %	1,315	44
White	23.3 %	39.5 %	19.9 %	11.4 %	5.9 %	181,523	6,876
Two or more races (Not Hispanic/Latino)	22.0 %	37.9 %	20.4 %	11.3 %	8.3 %	11,355	546
Age Group							
25 and under	22.3 %	41.1 %	20.4 %	10.8 %	5.3 %	2,899	135
26-29 years old	18.8 %	40.2 %	20.7 %	13.8 %	6.6 %	6,993	327
30-39 years old	20.0 %	37.7 %	20.6 %	13.0 %	8.7 %	46,883	1,994
40-49 years old	23.0 %	39.2 %	19.8 %	11.4 %	6.6 %	69,524	2,584
50-59 years old	27.4 %	41.1 %	18.1 %	8.9 %	4.4 %	85,978	2,833
60 or older	30.8 %	41.8 %	17.0 %	7.5 %	2.9 %	43,309	1,509

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) My agency's leadership updates employees about return to the worksite planning.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.6 %	40.0 %	19.2 %	10.4 %	5.8 %	269,767	10,053
Level of Education							
Less than High School	25.7 %	37.6 %	27.9 %	2.5 %	6.4 %	131	10
H.S. Diploma/GED or equiv	22.3 %	37.0 %	26.6 %	8.6 %	5.5 %	7,901	536
Trade/Technical Certificate	17.4 %	37.8 %	27.1 %	11.5 %	6.2 %	4,247	351
Some College (no degree)	22.5 %	36.5 %	24.1 %	10.1 %	6.8 %	26,475	1,768
Associate's Degree	22.0 %	37.4 %	23.2 %	10.4 %	7.0 %	15,528	1,117
Bachelor's Degree	23.5 %	40.7 %	19.0 %	11.0 %	5.9 %	89,659	3,331
Master's Degree	27.7 %	41.4 %	15.9 %	10.0 %	5.1 %	82,794	1,842
Doctoral/Professional Degree	30.0 %	41.9 %	12.8 %	10.6 %	4.8 %	32,235	580
Pay Category							
Federal Wage System	14.1 %	33.9 %	30.2 %	13.4 %	8.4 %	5,964	851
GS 1-6	21.3 %	36.3 %	26.2 %	9.6 %	6.6 %	7,381	876
GS 7-12	22.4 %	39.2 %	21.0 %	10.9 %	6.5 %	94,901	4,694
GS 13-15	28.4 %	42.1 %	14.9 %	9.7 %	4.8 %	131,087	2,122
SES	49.4 %	34.4 %	7.1 %	6.8 %	2.3 %	4,417	17
SL/ST	37.9 %	41.3 %	12.9 %	6.0 %	1.9 %	1,121	9
Other	22.2 %	38.9 %	21.8 %	11.1 %	5.9 %	18,518	1,175
Time in Federal Government							
< 1 year	29.4 %	41.7 %	16.9 %	8.9 %	3.1 %	4,024	293
1-3 years	27.2 %	38.6 %	19.5 %	9.5 %	5.2 %	30,339	1,387
4-5 years	24.0 %	39.3 %	19.4 %	11.0 %	6.2 %	18,727	845
6-10 years	23.3 %	38.9 %	20.4 %	10.8 %	6.6 %	40,504	1,613
11-14 years	23.0 %	39.6 %	19.5 %	11.4 %	6.5 %	51,348	1,880
15-20 years	22.8 %	39.8 %	19.9 %	10.9 %	6.6 %	46,017	1,804
> 20 years	26.8 %	41.7 %	17.4 %	9.6 %	4.5 %	72,197	1,920
Time with Current Agency							
< 1 year	31.1 %	39.6 %	16.9 %	9.0 %	3.4 %	8,209	560
1-3 years	27.3 %	39.0 %	19.0 %	9.5 %	5.3 %	48,444	1,839
4-5 years	24.3 %	39.1 %	18.8 %	11.0 %	6.8 %	24,449	1,002
6-10 years	23.3 %	39.7 %	19.5 %	11.2 %	6.4 %	44,696	1,629
11-14 years	22.4 %	39.6 %	20.0 %	11.5 %	6.5 %	46,581	1,757
15-20 years	22.3 %	39.9 %	20.5 %	10.9 %	6.5 %	38,624	1,565
> 20 years	26.5 %	42.1 %	17.6 %	9.3 %	4.5 %	52,349	1,417

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) My agency's leadership updates employees about return to the worksite planning.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.6 %	40.0 %	19.2 %	10.4 %	5.8 %	269,767	10,053
Leaving							
No	30.1 %	41.7 %	16.9 %	8.0 %	3.3 %	174,335	5,549
Yes, to retire	25.3 %	41.9 %	19.1 %	9.3 %	4.4 %	18,922	657
Yes, to other job in Govt.	15.3 %	37.1 %	22.0 %	15.4 %	10.2 %	41,562	1,787
Yes, to other job outside Govt.	10.8 %	34.5 %	23.5 %	17.1 %	14.1 %	12,250	658
Yes, other	10.8 %	34.4 %	27.3 %	15.7 %	11.9 %	15,907	1,101
Retiring							
Less than 1 year	23.6 %	39.9 %	20.2 %	9.8 %	6.4 %	9,777	395
1 year	25.0 %	42.0 %	18.6 %	9.9 %	4.5 %	7,868	273
2 years	25.6 %	41.7 %	19.3 %	9.2 %	4.3 %	14,219	478
3 years	25.9 %	41.1 %	18.8 %	10.1 %	4.1 %	14,695	489
4 years	25.7 %	41.9 %	18.6 %	9.5 %	4.2 %	9,672	325
5 years	26.5 %	41.1 %	18.4 %	9.2 %	4.7 %	20,320	705
More than 5 years	24.4 %	39.5 %	19.1 %	10.8 %	6.3 %	185,106	6,994
Transgender							
Yes	15.1 %	34.3 %	15.7 %	15.8 %	19.1 %	872	59
No	25.1 %	40.1 %	18.9 %	10.3 %	5.6 %	251,475	9,143
Consider Yourself as							
Straight	25.4 %	40.2 %	18.8 %	10.2 %	5.4 %	233,405	8,355
Gay or Lesbian	25.7 %	40.7 %	16.9 %	10.4 %	6.3 %	6,700	203
Bisexual	23.7 %	38.1 %	19.8 %	10.7 %	7.7 %	4,115	188
Something else	13.9 %	35.2 %	24.6 %	13.0 %	13.2 %	4,765	280
Military Service							
No Prior Military Service	24.3 %	40.7 %	18.3 %	10.9 %	5.8 %	188,981	6,290
Currently in Guard/Reserves	22.4 %	36.4 %	23.0 %	11.3 %	6.9 %	3,817	205
Retired	29.3 %	39.6 %	19.0 %	8.1 %	4.0 %	33,839	1,387
Separated/Discharged	22.5 %	37.6 %	21.8 %	10.7 %	7.4 %	36,343	1,864

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) My agency's leadership updates employees about return to the worksite planning.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	24.6 %	40.0 %	19.2 %	10.4 %	5.8 %	269,767	10,053
Military Spouse							
Spouse of current active duty service member	25.2 %	35.1 %	21.7 %	10.8 %	7.2 %	2,911	212
Spouse of separated or retired service member with a disability rating of 100%	27.7 %	36.2 %	20.0 %	10.0 %	6.1 %	5,014	231
Widow(er) of a service member killed while on active duty	27.9 %	37.9 %	15.9 %	12.6 %	5.6 %	134	8
None of the categories listed	24.6 %	40.1 %	19.0 %	10.4 %	5.8 %	255,213	9,305
Non-Competitive Hiring Authority							
Yes	28.3 %	35.6 %	22.3 %	9.6 %	4.2 %	998	106
No	26.1 %	36.0 %	20.3 %	10.5 %	7.1 %	7,001	344
Disability							
Yes	24.9 %	36.2 %	20.4 %	10.7 %	7.9 %	40,846	1,789
No	24.9 %	40.8 %	18.7 %	10.3 %	5.3 %	215,987	7,645

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	34.1 %	23.6 %	8.1 %	6.1 %	256,567	22,914
Work Location							
Headquarters	31.2 %	33.4 %	21.6 %	8.4 %	5.4 %	84,263	5,901
Field	22.8 %	34.0 %	26.1 %	9.5 %	7.7 %	103,291	9,421
Full-time telework	36.7 %	35.2 %	19.9 %	4.7 %	3.4 %	62,353	6,906
Supervisory Status							
Senior Leader	55.2 %	29.9 %	10.2 %	2.9 %	1.8 %	6,486	128
Manager	34.2 %	36.4 %	19.1 %	6.7 %	3.7 %	23,815	1,143
Supervisor	27.1 %	36.2 %	23.7 %	7.8 %	5.2 %	43,445	3,028
Team Leader	26.2 %	33.6 %	24.8 %	8.8 %	6.6 %	30,401	2,762
Non-Supervisor	26.9 %	33.3 %	24.4 %	8.5 %	6.8 %	146,671	15,281
Sex							
Male	28.3 %	33.9 %	23.6 %	7.8 %	6.4 %	129,787	10,009
Female	28.8 %	34.8 %	22.8 %	8.3 %	5.3 %	112,401	11,025
Hispanic or Latino							
Yes	27.9 %	32.3 %	23.5 %	9.0 %	7.4 %	23,071	1,730
No	28.5 %	34.5 %	23.3 %	7.9 %	5.7 %	220,229	19,484
Race							
American Indian/Alaska Native	22.0 %	32.2 %	28.2 %	9.0 %	8.6 %	3,952	343
Asian	33.8 %	38.3 %	18.3 %	4.7 %	4.8 %	13,389	857
Black/African American	32.7 %	34.3 %	21.1 %	7.1 %	4.8 %	34,028	2,577
Native Hawaiian/Pacific Islander	28.5 %	36.0 %	22.2 %	7.6 %	5.7 %	1,288	69
White	27.8 %	34.2 %	23.8 %	8.3 %	5.8 %	172,788	15,405
Two or more races (Not Hispanic/Latino)	24.7 %	30.6 %	25.1 %	10.1 %	9.5 %	10,784	1,096
Age Group							
25 and under	26.1 %	36.8 %	23.5 %	8.4 %	5.3 %	2,821	203
26-29 years old	23.4 %	33.0 %	24.9 %	11.8 %	6.8 %	6,740	557
30-39 years old	23.3 %	31.6 %	25.6 %	10.4 %	9.2 %	44,364	4,442
40-49 years old	25.9 %	34.0 %	24.2 %	8.9 %	6.9 %	65,839	6,179
50-59 years old	31.1 %	35.2 %	22.3 %	6.8 %	4.5 %	82,159	6,572
60 or older	35.5 %	35.8 %	20.7 %	5.2 %	2.8 %	41,510	3,285

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	34.1 %	23.6 %	8.1 %	6.1 %	256,567	22,914
Level of Education							
Less than High School	23.4 %	38.7 %	27.5 %	5.7 %	4.7 %	131	10
H.S. Diploma/GED or equiv	24.5 %	33.2 %	28.2 %	7.7 %	6.4 %	7,721	716
Trade/Technical Certificate	19.5 %	32.8 %	30.9 %	9.4 %	7.4 %	4,166	426
Some College (no degree)	24.6 %	31.3 %	27.8 %	8.7 %	7.6 %	25,607	2,610
Associate's Degree	24.3 %	31.9 %	27.7 %	9.1 %	7.0 %	15,069	1,557
Bachelor's Degree	27.1 %	35.1 %	23.5 %	8.3 %	6.1 %	85,280	7,595
Master's Degree	31.8 %	35.0 %	20.2 %	7.8 %	5.2 %	78,722	5,817
Doctoral/Professional Degree	35.9 %	35.4 %	18.5 %	6.0 %	4.2 %	29,873	2,910
Pay Category							
Federal Wage System	16.3 %	29.6 %	33.3 %	11.3 %	9.5 %	6,009	798
GS 1-6	23.1 %	32.4 %	28.3 %	9.4 %	6.8 %	7,215	1,023
GS 7-12	25.1 %	33.6 %	25.4 %	8.9 %	7.0 %	90,548	8,931
GS 13-15	33.1 %	35.7 %	20.0 %	6.7 %	4.4 %	123,353	9,708
SES	59.3 %	27.6 %	8.7 %	2.7 %	1.6 %	4,350	84
SL/ST	46.4 %	34.4 %	12.1 %	4.8 %	2.3 %	1,089	41
Other	24.9 %	33.5 %	24.7 %	9.5 %	7.4 %	18,026	1,660
Time in Federal Government							
< 1 year	36.0 %	37.0 %	19.5 %	5.0 %	2.6 %	3,870	443
1-3 years	30.7 %	33.4 %	23.2 %	8.0 %	4.7 %	29,066	2,617
4-5 years	26.8 %	32.6 %	24.7 %	9.0 %	6.9 %	17,885	1,656
6-10 years	26.1 %	33.4 %	24.5 %	8.9 %	7.1 %	38,524	3,519
11-14 years	26.4 %	33.4 %	24.0 %	8.9 %	7.2 %	48,562	4,609
15-20 years	25.9 %	34.4 %	24.1 %	8.7 %	6.8 %	43,764	4,021
> 20 years	31.1 %	35.5 %	22.0 %	6.6 %	4.8 %	68,677	5,382
Time with Current Agency							
< 1 year	36.4 %	35.0 %	19.5 %	5.8 %	3.3 %	7,863	899
1-3 years	30.6 %	33.2 %	23.3 %	7.8 %	5.1 %	46,212	3,994
4-5 years	27.0 %	33.1 %	23.8 %	8.9 %	7.3 %	23,342	2,067
6-10 years	26.3 %	33.5 %	24.2 %	9.1 %	6.8 %	42,507	3,756
11-14 years	25.8 %	33.8 %	24.4 %	8.8 %	7.3 %	44,093	4,192
15-20 years	25.3 %	34.7 %	24.5 %	8.7 %	6.8 %	36,755	3,411
> 20 years	31.2 %	35.9 %	21.9 %	6.5 %	4.5 %	49,758	3,963

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	34.1 %	23.6 %	8.1 %	6.1 %	256,567	22,914
Leaving							
No	34.7 %	36.6 %	20.3 %	5.5 %	2.9 %	166,486	13,188
Yes, to retire	29.3 %	35.8 %	24.1 %	6.6 %	4.2 %	18,131	1,449
Yes, to other job in Govt.	16.9 %	30.0 %	28.5 %	13.8 %	10.8 %	39,006	4,306
Yes, to other job outside Govt.	11.7 %	26.3 %	30.0 %	14.8 %	17.2 %	11,590	1,298
Yes, other	11.6 %	26.8 %	33.0 %	13.4 %	15.2 %	15,010	1,973
Retiring							
Less than 1 year	27.8 %	33.9 %	24.8 %	7.2 %	6.3 %	9,391	787
1 year	28.6 %	35.9 %	23.4 %	7.7 %	4.4 %	7,511	630
2 years	30.1 %	34.8 %	23.9 %	6.5 %	4.7 %	13,585	1,097
3 years	29.3 %	35.9 %	23.5 %	6.8 %	4.4 %	14,096	1,083
4 years	29.3 %	35.6 %	23.1 %	7.9 %	4.1 %	9,306	682
5 years	29.5 %	35.6 %	22.6 %	7.2 %	5.1 %	19,393	1,611
More than 5 years	27.8 %	33.7 %	23.5 %	8.5 %	6.5 %	175,715	16,144
Transgender							
Yes	16.5 %	27.1 %	23.4 %	12.7 %	20.3 %	842	90
No	28.6 %	34.3 %	23.2 %	8.0 %	5.8 %	239,617	20,725
Consider Yourself as							
Straight	29.0 %	34.6 %	23.1 %	7.8 %	5.6 %	222,664	18,854
Gay or Lesbian	30.5 %	31.4 %	21.2 %	9.7 %	7.3 %	6,348	546
Bisexual	27.1 %	28.9 %	24.2 %	11.6 %	8.2 %	3,899	391
Something else	15.1 %	27.4 %	28.2 %	13.6 %	15.6 %	4,475	560
Military Service							
No Prior Military Service	27.9 %	34.6 %	23.1 %	8.3 %	6.1 %	178,492	16,530
Currently in Guard/Reserves	25.6 %	34.2 %	23.6 %	9.7 %	7.0 %	3,716	304
Retired	32.6 %	35.0 %	22.4 %	6.2 %	3.7 %	33,046	2,166
Separated/Discharged	25.6 %	31.4 %	25.9 %	9.0 %	8.1 %	34,954	3,214

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.1 %	34.1 %	23.6 %	8.1 %	6.1 %	256,567	22,914
Military Spouse							
Spouse of current active duty service member	27.4 %	31.3 %	24.3 %	10.3 %	6.7 %	2,805	308
Spouse of separated or retired service member with a disability rating of 100%	29.0 %	30.8 %	24.7 %	9.1 %	6.4 %	4,830	410
Widow(er) of a service member killed while on active duty	28.9 %	31.0 %	23.7 %	7.4 %	9.0 %	132	12
None of the categories listed	28.2 %	34.2 %	23.4 %	8.1 %	6.1 %	242,717	21,510
Non-Competitive Hiring Authority							
Yes	29.5 %	31.7 %	24.5 %	8.9 %	5.4 %	976	130
No	27.9 %	31.0 %	24.6 %	9.7 %	6.8 %	6,731	599
Disability							
Yes	27.3 %	30.4 %	24.7 %	9.1 %	8.5 %	39,056	3,550
No	28.7 %	35.0 %	23.1 %	7.9 %	5.4 %	205,543	17,827

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.5 %	36.0 %	18.0 %	8.4 %	9.1 %	271,802	7,805
Work Location							
Headquarters	32.2 %	35.8 %	16.8 %	8.0 %	7.2 %	88,137	2,062
Field	22.4 %	34.2 %	20.4 %	10.5 %	12.5 %	109,566	3,204
Full-time telework	38.4 %	40.3 %	13.3 %	4.0 %	4.0 %	67,045	2,241
Supervisory Status							
Senior Leader	55.6 %	30.9 %	7.5 %	3.3 %	2.8 %	6,586	30
Manager	33.2 %	36.3 %	16.2 %	7.8 %	6.5 %	24,660	294
Supervisor	27.7 %	36.5 %	18.1 %	9.2 %	8.5 %	45,572	911
Team Leader	25.9 %	35.6 %	19.1 %	8.9 %	10.5 %	32,314	848
Non-Supervisor	27.8 %	36.1 %	18.1 %	8.3 %	9.7 %	156,592	5,472
Sex							
Male	27.9 %	34.4 %	18.0 %	8.9 %	10.7 %	136,573	3,236
Female	30.7 %	38.8 %	17.2 %	7.2 %	6.0 %	119,805	3,716
Hispanic or Latino							
Yes	29.2 %	33.1 %	18.7 %	8.2 %	10.7 %	24,165	635
No	29.0 %	36.6 %	17.6 %	8.2 %	8.6 %	233,406	6,422
Race							
American Indian/Alaska Native	24.4 %	34.9 %	20.1 %	9.1 %	11.5 %	4,162	135
Asian	35.0 %	40.1 %	14.4 %	5.3 %	5.2 %	13,884	361
Black/African American	36.0 %	37.8 %	14.9 %	6.0 %	5.4 %	35,632	977
Native Hawaiian/Pacific Islander	31.3 %	34.5 %	20.2 %	6.5 %	7.4 %	1,331	26
White	27.7 %	36.0 %	18.3 %	8.7 %	9.2 %	183,519	4,774
Two or more races (Not Hispanic/Latino)	25.1 %	31.6 %	18.7 %	10.4 %	14.2 %	11,460	423
Age Group							
25 and under	23.6 %	36.2 %	20.6 %	10.2 %	9.3 %	2,927	106
26-29 years old	22.1 %	33.6 %	20.7 %	12.2 %	11.4 %	7,100	215
30-39 years old	22.9 %	33.2 %	19.4 %	10.4 %	14.1 %	47,419	1,430
40-49 years old	26.1 %	35.7 %	18.6 %	9.0 %	10.6 %	70,060	1,980
50-59 years old	32.3 %	37.6 %	16.5 %	7.2 %	6.3 %	86,606	2,164
60 or older	37.0 %	38.2 %	15.4 %	5.5 %	3.9 %	43,647	1,132

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.5 %	36.0 %	18.0 %	8.4 %	9.1 %	271,802	7,805
Level of Education							
Less than High School	29.2 %	37.4 %	24.1 %	1.4 %	7.9 %	136	5
H.S. Diploma/GED or equiv	25.7 %	35.7 %	20.9 %	7.9 %	9.8 %	8,176	253
Trade/Technical Certificate	21.3 %	32.7 %	22.5 %	9.8 %	13.6 %	4,448	150
Some College (no degree)	26.3 %	33.6 %	19.2 %	9.3 %	11.5 %	27,400	834
Associate's Degree	25.2 %	33.8 %	20.4 %	9.0 %	11.6 %	16,115	509
Bachelor's Degree	27.6 %	36.5 %	17.8 %	8.7 %	9.4 %	90,343	2,591
Master's Degree	32.1 %	37.2 %	16.0 %	7.8 %	7.0 %	82,592	1,978
Doctoral/Professional Degree	34.5 %	37.9 %	15.4 %	6.4 %	5.8 %	31,882	914
Pay Category							
Federal Wage System	15.6 %	28.0 %	23.8 %	13.9 %	18.8 %	6,543	269
GS 1-6	24.1 %	35.4 %	22.1 %	8.7 %	9.6 %	7,858	392
GS 7-12	26.3 %	35.7 %	18.6 %	9.0 %	10.5 %	96,372	3,157
GS 13-15	33.3 %	38.0 %	15.6 %	6.8 %	6.4 %	130,009	3,111
SES	57.4 %	30.2 %	7.3 %	2.9 %	2.1 %	4,410	19
SL/ST	45.5 %	32.6 %	13.4 %	5.0 %	3.4 %	1,121	9
Other	25.0 %	34.3 %	20.2 %	10.1 %	10.4 %	19,139	550
Time in Federal Government							
< 1 year	37.3 %	37.8 %	14.8 %	5.3 %	4.8 %	4,108	205
1-3 years	31.3 %	35.9 %	17.4 %	8.0 %	7.4 %	30,782	924
4-5 years	27.0 %	34.2 %	18.3 %	9.6 %	10.9 %	19,010	542
6-10 years	27.0 %	34.7 %	18.2 %	9.4 %	10.7 %	40,906	1,175
11-14 years	26.7 %	35.6 %	18.5 %	8.5 %	10.8 %	51,733	1,475
15-20 years	26.0 %	35.7 %	18.7 %	9.0 %	10.5 %	46,429	1,354
> 20 years	31.7 %	37.8 %	16.8 %	7.3 %	6.4 %	72,233	1,842
Time with Current Agency							
< 1 year	37.4 %	36.5 %	14.2 %	7.1 %	4.8 %	8,300	460
1-3 years	31.7 %	35.6 %	17.3 %	7.7 %	7.7 %	48,869	1,383
4-5 years	27.5 %	34.9 %	17.5 %	9.2 %	10.9 %	24,734	684
6-10 years	26.7 %	35.4 %	18.3 %	9.2 %	10.4 %	45,063	1,222
11-14 years	26.1 %	35.6 %	18.5 %	8.8 %	11.0 %	46,996	1,325
15-20 years	25.3 %	35.8 %	19.4 %	9.0 %	10.5 %	39,014	1,144
> 20 years	31.5 %	38.1 %	17.0 %	7.1 %	6.4 %	52,436	1,307

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.5 %	36.0 %	18.0 %	8.4 %	9.1 %	271,802	7,805
Leaving							
No	35.5 %	38.9 %	15.4 %	5.7 %	4.6 %	175,679	4,077
Yes, to retire	30.6 %	38.0 %	17.9 %	7.4 %	6.1 %	19,045	521
Yes, to other job in Govt.	17.2 %	32.7 %	22.8 %	12.9 %	14.4 %	41,773	1,565
Yes, to other job outside Govt.	10.4 %	24.3 %	20.3 %	17.1 %	27.8 %	12,424	480
Yes, other	11.2 %	26.4 %	24.5 %	14.9 %	23.1 %	16,164	829
Retiring							
Less than 1 year	28.5 %	33.6 %	19.4 %	8.4 %	10.0 %	9,871	296
1 year	29.4 %	38.9 %	16.7 %	8.3 %	6.6 %	7,927	209
2 years	30.4 %	38.1 %	17.7 %	7.1 %	6.6 %	14,311	379
3 years	30.6 %	38.2 %	17.1 %	7.7 %	6.4 %	14,801	375
4 years	31.2 %	39.0 %	16.5 %	6.7 %	6.6 %	9,786	205
5 years	30.6 %	37.3 %	17.2 %	7.8 %	7.2 %	20,470	532
More than 5 years	28.1 %	35.4 %	18.0 %	8.7 %	9.8 %	186,592	5,390
Transgender							
Yes	16.4 %	26.8 %	15.8 %	11.6 %	29.5 %	889	42
No	29.2 %	36.3 %	17.7 %	8.2 %	8.6 %	253,624	6,815
Consider Yourself as							
Straight	29.5 %	36.6 %	17.6 %	8.0 %	8.3 %	235,433	6,177
Gay or Lesbian	30.7 %	34.7 %	17.0 %	9.5 %	8.1 %	6,739	153
Bisexual	29.4 %	31.1 %	16.2 %	10.0 %	13.3 %	4,177	125
Something else	14.5 %	27.6 %	20.7 %	14.3 %	22.9 %	4,822	216
Military Service							
No Prior Military Service	28.3 %	37.1 %	17.8 %	8.2 %	8.6 %	189,612	5,537
Currently in Guard/Reserves	23.9 %	32.3 %	20.0 %	11.3 %	12.5 %	3,899	119
Retired	34.4 %	35.6 %	16.9 %	7.1 %	6.1 %	34,482	729
Separated/Discharged	25.5 %	32.5 %	18.7 %	9.9 %	13.4 %	37,065	1,109

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.5 %	36.0 %	18.0 %	8.4 %	9.1 %	271,802	7,805
Military Spouse							
Spouse of current active duty service member	28.8 %	34.4 %	17.7 %	10.2 %	8.8 %	2,991	131
Spouse of separated or retired service member with a disability rating of 100%	31.2 %	35.6 %	17.8 %	8.0 %	7.4 %	5,075	164
Widow(er) of a service member killed while on active duty	32.6 %	36.4 %	16.3 %	5.9 %	8.7 %	137	5
None of the categories listed	28.6 %	36.0 %	17.8 %	8.4 %	9.2 %	257,145	7,203
Non-Competitive Hiring Authority							
Yes	31.1 %	34.0 %	18.2 %	9.7 %	6.9 %	1,059	43
No	30.0 %	35.3 %	17.7 %	8.8 %	8.2 %	7,085	255
Disability							
Yes	28.8 %	31.9 %	18.2 %	8.9 %	12.2 %	41,291	1,329
No	28.9 %	37.0 %	17.6 %	8.2 %	8.2 %	217,701	5,768

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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