

**2022 Office of Personnel Management Federal Employee Viewpoint Survey:
Report by Demographics**

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Report Navigation Notes:

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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	I have enough information to do my job well.
Q10	I receive the training I need to do my job well.
Q11	I am held accountable for the quality of work I produce.
Q12	Continually changing work priorities make it hard for me to produce high quality work.
Q13	I have a clear idea of how well I am doing my job.
Q14	The people I work with cooperate to get the job done.
Q15_1	In my work unit poor performers usually: Remain in the work unit and improve their performance overtime
Q15_2	In my work unit poor performers usually: Remain in the work unit and continue to underperform
Q15_3	In my work unit poor performers usually: Leave the work unit - removed or transferred
Q15_4	In my work unit poor performers usually: Leave the work unit - quit
Q15_5	In my work unit poor performers usually: There are no poor performers in my work unit
Q15_6	In my work unit poor performers usually: Do not Know
Q16	In my work unit, differences in performance are recognized in a meaningful way.
Q17	Employees in my work unit share job knowledge.
Q18	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q19	Employees in my work unit meet the needs of our customers.
Q20	Employees in my work unit contribute positively to my agency's performance.
Q21	Employees in my work unit produce high-quality work.
Q22	Employees in my work unit adapt to changing priorities.
Q23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.
Q24	I can influence decisions in my work unit.
Q25	I know what my work unit's goals are.
Q26	My work unit commits resources to develop new ideas.
Q27	My work unit successfully manages disruptions to our work.
Q28	Employees in my work unit consistently look for new ways to improve how they do their work.
Q29	Employees in my work unit incorporate new ideas into their work.
Q30	Employees in my work unit approach change as an opportunity.
Q31	Employees in my work unit consider customer needs a top priority.

Survey Items

Item	Item Text
Q32	Employees in my work unit consistently look for ways to improve customer service.
Q33	Employees in my work unit support my need to balance my work and personal responsibilities.
Q34	Employees in my work unit are typically under too much pressure to meet work goals.
Q35	Employees are recognized for providing high quality products and services.
Q36	Employees are protected from health and safety hazards on the job.
Q37	My organization is successful at accomplishing its mission.
Q38	I have a good understanding of my organization's priorities.
Q39	My organization effectively adapts to changing government priorities.
Q40	My organization has prepared me for potential physical security threats.
Q41	My organization has prepared me for potential cybersecurity threats.
Q42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.
Q43	I recommend my organization as a good place to work.
Q44	I believe the results of this survey will be used to make my agency a better place to work.
Q45	My supervisor is committed to a workforce representative of all segments of society.
Q46	Supervisors in my work unit support employee development.
Q47	My supervisor supports my need to balance work and other life issues.
Q48	My supervisor listens to what I have to say.
Q49	My supervisor treats me with respect.
Q50	I have trust and confidence in my supervisor.
Q51	My supervisor holds me accountable for achieving results.
Q52	Overall, how good a job do you feel is being done by your immediate supervisor?
Q53	My supervisor provides me with constructive suggestions to improve my job performance.
Q54	My supervisor provides me with performance feedback throughout the year.
Q55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q56	My organization's senior leaders maintain high standards of honesty and integrity.
Q57	Managers communicate the goals of the organization.
Q58	Managers promote communication among different work units.
Q59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q60	I have a high level of respect for my organization's senior leaders.
Q61	Senior leaders demonstrate support for Work-Life programs.
Q62	Management encourages innovation.
Q63	Management makes effective changes to address challenges facing our organization.
Q64	Management involves employees in decisions that affect their work.
Q65	How satisfied are you with your involvement in decisions that affect your work?
Q66	How satisfied are you with the information you receive from management on what's going on in your organization?
Q67	How satisfied are you with the recognition you receive for doing a good job?
Q68	Considering everything, how satisfied are you with your job?
Q69	Considering everything, how satisfied are you with your pay?
Q70	Considering everything, how satisfied are you with your organization?
Q71	My organization's management practices promote diversity.
Q72	My supervisor demonstrates a commitment to workforce diversity.
Q73	I have similar access to advancement opportunities as others in my work unit.
Q74	My supervisor provides opportunities fairly to all employees in my work unit.

Survey Items

Item	Item Text
Q75	In my work unit, excellent work is similarly recognized for all employees.
Q76	Employees in my work unit treat me as a valued member of the team.
Q77	Employees in my work unit make me feel I belong.
Q78	Employees in my work unit care about me as a person.
Q79	I am comfortable expressing opinions that are different from other employees in my work unit.
Q80	In my work unit, people's differences are respected.
Q81	I can be successful in my organization being myself.
Q82	I can easily make a request of my organization to meet my accessibility needs.
Q83	My organization responds to my accessibility needs in a timely manner.
Q84	My organization meets my accessibility needs.
Q85	My job inspires me.
Q86	The work I do gives me a sense of accomplishment.
Q87	I feel a strong personal attachment to my organization.
Q88	I identify with the mission of my organization.
Q89	It is important to me that my work contribute to the common good.
Q90	What percentage of your work time are you currently required to be physically present at your agency worksite?
Q91	Please select the response that BEST describes your current remote work or teleworking schedule.
Q91a	What is your current remote work status?
Q92	Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?
Q93	Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?
Q94	My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.
Q95	Please select the response that BEST describes how employees in your work unit currently report to work:
Q96	My organization's senior leaders support policies and procedures to protect employee health and safety.
Q97	My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.
Q98	My supervisor supports my efforts to stay healthy and safe while working.
Q99	My supervisor creates an environment where I can voice my concerns about staying healthy and safe.
PPL1	Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?
ppl2_1	For what purpose did you use Paid Parental Leave? Birth of a child
ppl2_2	For what purpose did you use Paid Parental Leave? Placement of a child for adoption
ppl2_3	For what purpose did you use Paid Parental Leave? Placement of a child for foster care
PPL3	How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?
ppl4_1	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not need to use the full 12 weeks of leave
ppl4_2	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me
ppl4_3	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period
ppl4_4	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel I could be away from job responsibilities for a full 12 weeks
ppl4_5	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Concerned about the impact using the leave would have on my career advancement
ppl4_6	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my coworkers supported my use of all 12 weeks of the leave
ppl4_7	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Did not feel that my supervisor supported my use of all 12 weeks of the leave
ppl4_8	What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Other reason

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(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	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
Work Location						
Headquarters	30.0 %	42.7 %	13.4 %	9.3 %	4.6 %	155,696
Field	22.6 %	41.6 %	16.4 %	12.6 %	6.7 %	248,448
Full-time telework	32.0 %	43.3 %	13.1 %	8.0 %	3.5 %	106,468
Supervisory Status						
Senior Leader	51.5 %	33.9 %	7.5 %	4.4 %	2.7 %	8,683
Manager	35.1 %	42.6 %	11.5 %	7.5 %	3.2 %	35,523
Supervisor	27.7 %	44.7 %	13.5 %	9.8 %	4.2 %	72,015
Team Leader	26.4 %	43.4 %	14.5 %	10.7 %	5.0 %	63,748
Non-Supervisor	24.7 %	41.7 %	15.9 %	11.6 %	6.1 %	335,259
Sex						
Male	27.0 %	42.4 %	14.5 %	10.6 %	5.6 %	261,763
Female	26.4 %	42.3 %	15.2 %	10.9 %	5.2 %	234,643
Hispanic or Latino						
Yes	26.0 %	38.3 %	15.9 %	12.0 %	7.9 %	52,911
No	26.7 %	42.9 %	14.7 %	10.6 %	5.1 %	446,040
Race						
American Indian/Alaska Native	21.7 %	39.9 %	18.3 %	12.6 %	7.6 %	10,058
Asian	29.4 %	44.5 %	14.6 %	7.5 %	4.1 %	30,044
Black/African American	29.7 %	39.6 %	14.2 %	10.0 %	6.6 %	73,835
Native Hawaiian/Pacific Islander	26.8 %	39.5 %	16.6 %	10.1 %	7.0 %	3,117
White	26.4 %	43.3 %	14.6 %	10.9 %	4.9 %	343,065
Two or more races (Not Hispanic/Latino)	24.1 %	38.4 %	16.2 %	12.7 %	8.6 %	22,780
Age Group						
25 and under	28.5 %	48.0 %	11.4 %	8.9 %	3.1 %	7,201
26-29 years old	26.1 %	44.8 %	13.4 %	10.5 %	5.2 %	16,872
30-39 years old	25.6 %	42.2 %	13.9 %	11.9 %	6.4 %	95,231
40-49 years old	25.8 %	41.4 %	14.6 %	11.8 %	6.4 %	136,994
50-59 years old	27.7 %	42.1 %	15.2 %	10.1 %	4.9 %	159,812
60 or older	27.6 %	43.3 %	16.6 %	8.6 %	3.9 %	82,877
Level of Education						
Less than High School	25.1 %	40.1 %	22.1 %	6.0 %	6.7 %	311
H.S. Diploma/GED or equiv	23.0 %	40.9 %	18.4 %	11.1 %	6.6 %	19,731

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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	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
Trade/Technical Certificate	20.9 %	38.7 %	19.1 %	13.6 %	7.8 %	10,448
Some College(no degree)	22.9 %	40.0 %	17.6 %	12.5 %	7.0 %	60,826
Associate's Degree	23.4 %	39.9 %	17.6 %	12.4 %	6.7 %	36,098
Bachelor's Degree	25.7 %	43.5 %	14.7 %	10.8 %	5.3 %	178,086
Master's Degree	30.1 %	42.9 %	12.8 %	9.6 %	4.6 %	144,275
Doctoral/Professional Degree	31.4 %	43.5 %	12.3 %	8.9 %	3.9 %	55,497
Pay Category						
Federal Wage System	17.4 %	38.1 %	19.0 %	15.6 %	9.9 %	15,586
GS 1-6	20.9 %	37.5 %	19.4 %	13.6 %	8.6 %	20,915
GS 7-12	24.2 %	41.4 %	15.9 %	12.1 %	6.3 %	211,108
GS 13-15	31.0 %	44.7 %	12.4 %	8.3 %	3.5 %	217,477
SES	55.4 %	33.3 %	6.7 %	3.3 %	1.3 %	4,882
SL/ST	40.3 %	40.3 %	10.1 %	5.6 %	3.6 %	1,874
Other	23.4 %	41.7 %	17.0 %	11.8 %	6.1 %	42,990
Time in Federal Government						
< 1 year	37.5 %	43.0 %	11.2 %	6.0 %	2.3 %	10,894
1-3 years	30.9 %	42.9 %	12.8 %	9.4 %	4.0 %	64,824
4-5 years	26.4 %	42.1 %	14.5 %	11.6 %	5.4 %	40,001
6-10 years	25.5 %	42.0 %	14.5 %	11.9 %	6.2 %	83,187
11-14 years	25.1 %	42.1 %	15.3 %	11.6 %	6.0 %	94,912
15-20 years	23.6 %	41.7 %	16.3 %	11.8 %	6.7 %	90,449
> 20 years	26.3 %	42.6 %	16.0 %	9.9 %	5.1 %	130,408
Time with Current Agency						
< 1 year	37.8 %	40.9 %	11.5 %	6.8 %	2.9 %	19,545
1-3 years	30.7 %	42.0 %	13.0 %	9.8 %	4.6 %	96,750
4-5 years	26.1 %	42.1 %	14.6 %	11.6 %	5.6 %	50,218
6-10 years	24.9 %	41.7 %	15.0 %	11.9 %	6.5 %	90,971
11-14 years	23.9 %	42.2 %	15.9 %	11.9 %	6.1 %	85,957
15-20 years	22.4 %	42.2 %	16.8 %	12.0 %	6.6 %	76,622
> 20 years	26.0 %	43.6 %	16.1 %	9.6 %	4.7 %	95,051
Leaving						
No	33.7 %	45.7 %	12.3 %	6.2 %	2.0 %	336,443
Yes, to retire	22.3 %	43.1 %	18.6 %	10.8 %	5.3 %	34,155

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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	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
Yes, to other job in Govt	13.7 %	36.0 %	18.9 %	19.8 %	11.6 %	89,988
Yes, to other job outside Govt	11.4 %	33.6 %	19.0 %	21.6 %	14.4 %	23,068
Yes, other	11.6 %	34.2 %	21.6 %	19.4 %	13.2 %	31,453
Retiring						
Less than 1 year	22.2 %	40.2 %	18.0 %	12.0 %	7.6 %	16,247
1 year	22.1 %	42.9 %	18.5 %	11.3 %	5.2 %	13,464
2 years	24.7 %	44.1 %	17.0 %	9.6 %	4.7 %	27,431
3 years	25.6 %	43.1 %	16.8 %	10.2 %	4.3 %	28,430
4 years	26.1 %	42.0 %	16.6 %	10.4 %	4.8 %	17,643
5 years	25.1 %	41.5 %	16.5 %	11.2 %	5.7 %	39,636
More than 5 years	27.1 %	42.3 %	14.2 %	10.9 %	5.5 %	368,206
Transgender						
Yes	18.3 %	35.5 %	16.5 %	15.5 %	14.2 %	1,916
No	26.8 %	42.4 %	14.8 %	10.7 %	5.4 %	490,938
Consider Yourself as						
Straight	27.0 %	42.5 %	14.7 %	10.5 %	5.2 %	453,407
Gay or Lesbian	27.7 %	41.9 %	13.3 %	11.4 %	5.7 %	12,605
Bisexual	25.8 %	41.3 %	14.0 %	13.0 %	5.9 %	8,665
Use different term	17.8 %	36.8 %	18.4 %	16.0 %	11.0 %	12,713
Military Service						
No Prior Military Service	25.8 %	43.4 %	15.0 %	10.7 %	5.1 %	372,900
Currently in Guard/Reserves	26.0 %	40.5 %	13.8 %	12.5 %	7.2 %	7,736
Retired	31.2 %	41.4 %	14.2 %	9.0 %	4.3 %	62,392
Separated/Discharged	24.5 %	38.5 %	16.0 %	13.2 %	7.8 %	71,343
Military Spouse						
Spouse of current active duty service member	28.7 %	37.5 %	13.3 %	13.4 %	7.1 %	5,505
Spouse of separated or retired service member with a disability rating of 100%	26.9 %	37.6 %	15.8 %	12.6 %	7.0 %	10,492
Widow(er) of a service member killed while on active duty	21.4 %	40.7 %	17.3 %	13.1 %	7.4 %	282
None of the categories listed	26.3 %	42.4 %	15.0 %	10.8 %	5.4 %	498,399
NoN-Competitive Hiring Authority						
Yes	29.3 %	38.0 %	14.8 %	11.5 %	6.4 %	2,020

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(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	25.9 %	42.1 %	15.3 %	11.1 %	5.6 %	554,191
No	27.2 %	37.6 %	14.8 %	13.2 %	7.2 %	14,157
Disability						
Yes	25.7 %	36.8 %	15.9 %	13.1 %	8.5 %	83,341
No	26.8 %	43.5 %	14.6 %	10.3 %	4.8 %	418,796

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 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	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
Work Location						
Headquarters	31.2 %	38.9 %	14.0 %	10.3 %	5.7 %	154,297
Field	22.5 %	36.6 %	17.2 %	14.5 %	9.2 %	245,881
Full-time telework	31.6 %	39.2 %	15.2 %	9.3 %	4.7 %	105,506
Supervisory Status						
Senior Leader	55.6 %	30.0 %	6.3 %	4.9 %	3.1 %	8,606
Manager	38.3 %	38.6 %	10.5 %	8.2 %	4.5 %	35,207
Supervisor	29.0 %	40.5 %	14.0 %	10.9 %	5.6 %	71,366
Team Leader	28.0 %	39.1 %	14.5 %	11.8 %	6.6 %	63,197
Non-Supervisor	24.1 %	37.1 %	17.3 %	13.3 %	8.2 %	331,922
Sex						
Male	27.1 %	37.4 %	15.6 %	12.1 %	7.8 %	259,201
Female	26.7 %	38.5 %	16.0 %	12.3 %	6.5 %	232,495
Hispanic or Latino						
Yes	25.7 %	33.7 %	17.2 %	13.6 %	9.8 %	52,395
No	27.0 %	38.5 %	15.6 %	12.0 %	6.9 %	441,815
Race						
American Indian/Alaska Native	21.8 %	36.8 %	19.0 %	13.2 %	9.3 %	9,942
Asian	28.4 %	41.0 %	16.4 %	8.8 %	5.4 %	29,914
Black/African American	29.1 %	36.7 %	15.7 %	11.0 %	7.5 %	73,098
Native Hawaiian/Pacific Islander	26.4 %	37.3 %	17.7 %	10.5 %	8.2 %	3,084
White	26.9 %	38.3 %	15.5 %	12.5 %	6.9 %	339,726
Two or more races (Not Hispanic/Latino)	24.1 %	34.9 %	16.7 %	13.5 %	10.8 %	22,560
Age Group						
25 and under	23.3 %	38.7 %	18.1 %	13.0 %	6.9 %	7,146
26-29 years old	22.3 %	37.2 %	17.1 %	14.7 %	8.6 %	16,770
30-39 years old	24.9 %	36.4 %	15.8 %	13.6 %	9.2 %	94,610
40-49 years old	26.6 %	37.0 %	15.1 %	13.0 %	8.4 %	135,880
50-59 years old	28.6 %	38.8 %	15.6 %	11.0 %	5.9 %	158,115
60 or older	28.5 %	39.7 %	17.0 %	10.1 %	4.7 %	81,693
Level of Education						
Less than High School	21.6 %	43.0 %	18.9 %	7.5 %	9.0 %	304
H.S. Diploma/GED or equiv	22.7 %	37.3 %	18.6 %	13.2 %	8.2 %	19,453

2022 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	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
Trade/Technical Certificate	20.7 %	37.0 %	18.6 %	14.3 %	9.4 %	10,330
Some College(no degree)	23.5 %	35.9 %	18.1 %	13.4 %	9.0 %	60,094
Associate's Degree	24.1 %	36.4 %	17.5 %	13.7 %	8.3 %	35,716
Bachelor's Degree	25.9 %	38.5 %	15.9 %	12.4 %	7.2 %	176,446
Master's Degree	30.7 %	38.5 %	13.9 %	10.8 %	6.1 %	143,057
Doctoral/Professional Degree	29.7 %	38.0 %	14.5 %	11.6 %	6.2 %	55,045
Pay Category						
Federal Wage System	17.9 %	34.0 %	19.5 %	16.4 %	12.2 %	15,415
GS 1-6	19.9 %	34.2 %	20.9 %	15.1 %	9.9 %	20,688
GS 7-12	23.9 %	37.5 %	17.1 %	13.2 %	8.2 %	208,874
GS 13-15	32.2 %	39.7 %	13.1 %	9.9 %	5.1 %	215,621
SES	60.2 %	27.5 %	5.7 %	4.6 %	2.1 %	4,840
SL/ST	43.6 %	32.7 %	11.0 %	8.1 %	4.6 %	1,857
Other	22.3 %	35.8 %	18.1 %	14.8 %	9.1 %	42,601
Time in Federal Government						
< 1 year	31.9 %	37.1 %	17.6 %	9.4 %	3.9 %	10,829
1-3 years	28.3 %	37.8 %	16.3 %	11.6 %	6.1 %	64,237
4-5 years	25.5 %	37.0 %	16.4 %	13.2 %	7.8 %	39,670
6-10 years	25.8 %	37.0 %	15.6 %	13.0 %	8.5 %	82,483
11-14 years	26.1 %	37.9 %	15.4 %	12.8 %	7.9 %	93,984
15-20 years	24.9 %	36.9 %	16.3 %	13.2 %	8.6 %	89,537
> 20 years	27.6 %	39.1 %	15.9 %	11.2 %	6.2 %	128,986
Time with Current Agency						
< 1 year	34.4 %	36.6 %	15.4 %	9.1 %	4.5 %	19,412
1-3 years	29.3 %	37.1 %	15.7 %	11.4 %	6.5 %	95,887
4-5 years	25.7 %	37.4 %	16.3 %	13.0 %	7.7 %	49,795
6-10 years	25.4 %	37.1 %	15.7 %	13.1 %	8.7 %	90,132
11-14 years	25.0 %	38.2 %	15.8 %	13.0 %	8.0 %	85,104
15-20 years	23.8 %	37.2 %	16.8 %	13.7 %	8.5 %	75,789
> 20 years	27.3 %	39.9 %	15.9 %	11.1 %	5.8 %	94,034
Leaving						
No	33.5 %	41.3 %	14.2 %	8.0 %	3.0 %	333,767
Yes, to retire	23.3 %	38.7 %	18.8 %	12.6 %	6.5 %	33,655

2022 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	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
Yes, to other job in Govt	14.9 %	31.6 %	18.5 %	20.4 %	14.6 %	88,878
Yes, to other job outside Govt	11.3 %	28.2 %	17.8 %	23.1 %	19.7 %	22,788
Yes, other	12.2 %	29.3 %	20.0 %	20.9 %	17.7 %	31,086
Retiring						
Less than 1 year	23.0 %	35.8 %	18.0 %	14.1 %	9.2 %	15,994
1 year	23.5 %	38.3 %	18.8 %	12.7 %	6.7 %	13,273
2 years	26.0 %	39.8 %	16.8 %	11.5 %	5.9 %	27,083
3 years	26.8 %	39.7 %	16.5 %	11.4 %	5.7 %	28,082
4 years	27.2 %	38.7 %	16.4 %	11.6 %	6.1 %	17,429
5 years	25.9 %	37.9 %	16.6 %	12.4 %	7.2 %	39,183
More than 5 years	27.0 %	37.6 %	15.5 %	12.3 %	7.5 %	365,097
Transgender						
Yes	19.0 %	28.9 %	17.1 %	16.3 %	18.7 %	1,899
No	27.0 %	37.9 %	15.8 %	12.1 %	7.2 %	486,299
Consider Yourself as						
Straight	27.3 %	38.2 %	15.7 %	11.9 %	6.9 %	449,089
Gay or Lesbian	28.0 %	36.0 %	15.1 %	12.7 %	8.2 %	12,488
Bisexual	24.3 %	35.7 %	15.5 %	15.0 %	9.5 %	8,585
Use different term	17.7 %	31.4 %	18.1 %	17.8 %	15.0 %	12,600
Military Service						
No Prior Military Service	25.5 %	38.5 %	16.4 %	12.5 %	7.1 %	369,473
Currently in Guard/Reserves	26.6 %	36.1 %	15.1 %	13.0 %	9.2 %	7,665
Retired	33.3 %	38.1 %	13.7 %	9.7 %	5.3 %	61,717
Separated/Discharged	24.9 %	34.8 %	16.3 %	13.9 %	10.1 %	70,581
Military Spouse						
Spouse of current active duty service member	29.7 %	34.8 %	14.3 %	12.8 %	8.5 %	5,467
Spouse of separated or retired service member with a disability rating of 100%	29.1 %	35.3 %	15.0 %	12.2 %	8.5 %	10,382
Widow(er) of a service member killed while on active duty	21.1 %	43.8 %	15.7 %	12.2 %	7.2 %	282
None of the categories listed	26.5 %	37.9 %	16.0 %	12.3 %	7.3 %	493,599
NoN-Competitive Hiring Authority						
Yes	31.2 %	37.2 %	14.3 %	10.1 %	7.3 %	2,012

2022 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	26.1 %	37.7 %	16.2 %	12.5 %	7.4 %	548,783
No	28.9 %	34.8 %	14.7 %	12.9 %	8.6 %	14,019
Disability						
Yes	26.4 %	33.8 %	15.9 %	13.5 %	10.4 %	82,370
No	26.9 %	38.7 %	15.8 %	12.0 %	6.6 %	414,975

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 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	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
Work Location						
Headquarters	32.7 %	41.7 %	13.4 %	7.6 %	4.6 %	154,555
Field	27.0 %	41.7 %	15.2 %	9.4 %	6.7 %	245,600
Full-time telework	33.6 %	43.1 %	13.3 %	6.6 %	3.4 %	105,564
Supervisory Status						
Senior Leader	58.9 %	29.5 %	5.7 %	3.3 %	2.5 %	8,637
Manager	40.7 %	39.5 %	10.1 %	6.2 %	3.5 %	35,270
Supervisor	32.9 %	42.5 %	12.8 %	7.7 %	4.2 %	71,413
Team Leader	30.9 %	42.9 %	13.7 %	7.9 %	4.8 %	63,185
Non-Supervisor	27.3 %	42.2 %	15.4 %	9.0 %	6.2 %	331,802
Sex						
Male	29.8 %	41.3 %	14.4 %	8.5 %	6.0 %	259,040
Female	30.7 %	43.0 %	13.8 %	7.9 %	4.6 %	232,658
Hispanic or Latino						
Yes	31.1 %	38.0 %	14.7 %	8.7 %	7.5 %	52,283
No	29.9 %	42.6 %	14.1 %	8.2 %	5.1 %	441,911
Race						
American Indian/Alaska Native	28.0 %	41.4 %	15.4 %	8.9 %	6.3 %	9,931
Asian	32.6 %	44.2 %	13.3 %	6.1 %	3.8 %	29,826
Black/African American	33.5 %	40.7 %	13.6 %	7.1 %	5.1 %	73,131
Native Hawaiian/Pacific Islander	31.7 %	40.3 %	14.4 %	6.9 %	6.7 %	3,075
White	29.7 %	42.4 %	14.0 %	8.6 %	5.3 %	339,792
Two or more races (Not Hispanic/Latino)	27.0 %	39.1 %	16.2 %	9.5 %	8.3 %	22,578
Age Group						
25 and under	22.0 %	44.3 %	17.3 %	10.7 %	5.7 %	7,111
26-29 years old	22.4 %	41.6 %	18.0 %	11.1 %	7.0 %	16,702
30-39 years old	25.9 %	41.1 %	15.7 %	9.8 %	7.5 %	94,447
40-49 years old	28.7 %	41.2 %	14.7 %	9.0 %	6.4 %	135,771
50-59 years old	32.7 %	42.7 %	13.2 %	7.3 %	4.2 %	158,160
60 or older	36.7 %	43.3 %	11.6 %	5.6 %	2.9 %	82,044
Level of Education						
Less than High School	32.3 %	44.3 %	13.7 %	5.7 %	4.0 %	308
H.S. Diploma/GED or equiv	28.2 %	41.4 %	15.0 %	8.4 %	6.9 %	19,458

2022 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	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
Trade/Technical Certificate	26.4 %	41.0 %	16.3 %	9.1 %	7.3 %	10,297
Some College(no degree)	28.7 %	40.3 %	15.5 %	8.9 %	6.6 %	60,096
Associate's Degree	28.0 %	41.3 %	15.1 %	9.2 %	6.4 %	35,615
Bachelor's Degree	28.2 %	42.7 %	14.8 %	8.7 %	5.6 %	176,371
Master's Degree	32.2 %	42.4 %	13.2 %	7.7 %	4.6 %	143,210
Doctoral/Professional Degree	36.9 %	41.9 %	11.2 %	6.4 %	3.7 %	55,098
Pay Category						
Federal Wage System	22.2 %	40.2 %	17.7 %	11.1 %	8.8 %	15,366
GS 1-6	25.9 %	40.5 %	16.9 %	9.7 %	7.0 %	20,629
GS 7-12	27.1 %	42.1 %	15.2 %	9.2 %	6.4 %	208,778
GS 13-15	34.5 %	42.7 %	12.2 %	6.9 %	3.7 %	215,911
SES	65.1 %	26.0 %	4.7 %	2.7 %	1.5 %	4,862
SL/ST	51.4 %	34.2 %	7.3 %	4.4 %	2.7 %	1,861
Other	27.1 %	41.2 %	16.4 %	9.2 %	6.1 %	42,495
Time in Federal Government						
< 1 year	34.0 %	42.9 %	13.9 %	6.2 %	3.1 %	10,788
1-3 years	30.1 %	42.4 %	14.6 %	8.3 %	4.6 %	64,199
4-5 years	27.5 %	41.5 %	15.8 %	9.3 %	5.9 %	39,604
6-10 years	27.8 %	41.7 %	15.0 %	9.2 %	6.4 %	82,373
11-14 years	28.6 %	41.9 %	14.6 %	8.8 %	6.0 %	94,001
15-20 years	28.8 %	41.3 %	14.7 %	8.8 %	6.4 %	89,581
> 20 years	33.1 %	42.5 %	12.8 %	7.1 %	4.5 %	129,203
Time with Current Agency						
< 1 year	34.9 %	41.3 %	13.4 %	6.9 %	3.5 %	19,380
1-3 years	30.3 %	41.6 %	14.6 %	8.5 %	5.0 %	95,854
4-5 years	28.0 %	41.4 %	15.6 %	9.2 %	5.9 %	49,722
6-10 years	27.9 %	41.7 %	15.0 %	9.0 %	6.3 %	90,076
11-14 years	28.3 %	42.5 %	14.4 %	8.8 %	6.1 %	85,115
15-20 years	28.6 %	41.9 %	14.6 %	8.5 %	6.3 %	75,826
> 20 years	33.6 %	42.8 %	12.5 %	6.9 %	4.2 %	94,202
Leaving						
No	37.5 %	45.1 %	11.2 %	4.3 %	1.9 %	333,852
Yes, to retire	28.8 %	42.8 %	14.8 %	8.6 %	5.0 %	33,758

2022 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	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
Yes, to other job in Govt	15.9 %	37.0 %	20.2 %	15.6 %	11.3 %	88,772
Yes, to other job outside Govt	12.7 %	32.2 %	18.8 %	19.4 %	16.9 %	22,768
Yes, other	13.6 %	33.8 %	21.6 %	16.7 %	14.3 %	31,026
Retiring						
Less than 1 year	28.5 %	39.5 %	14.3 %	10.1 %	7.6 %	16,055
1 year	28.1 %	43.3 %	14.4 %	8.9 %	5.3 %	13,296
2 years	31.9 %	43.6 %	13.1 %	7.0 %	4.4 %	27,131
3 years	31.8 %	43.7 %	13.3 %	7.2 %	4.0 %	28,132
4 years	32.0 %	42.5 %	13.6 %	7.7 %	4.2 %	17,457
5 years	31.2 %	41.8 %	13.9 %	8.0 %	5.1 %	39,254
More than 5 years	29.5 %	41.8 %	14.5 %	8.5 %	5.7 %	364,853
Transgender						
Yes	18.7 %	35.5 %	18.3 %	12.6 %	14.9 %	1,902
No	30.2 %	42.0 %	14.2 %	8.2 %	5.4 %	486,290
Consider Yourself as						
Straight	30.6 %	42.2 %	14.0 %	8.1 %	5.2 %	449,159
Gay or Lesbian	31.2 %	40.8 %	14.1 %	8.2 %	5.8 %	12,480
Bisexual	25.7 %	39.9 %	16.1 %	11.1 %	7.2 %	8,564
Use different term	20.2 %	37.4 %	18.5 %	12.6 %	11.3 %	12,561
Military Service						
No Prior Military Service	29.3 %	42.9 %	14.4 %	8.2 %	5.2 %	369,515
Currently in Guard/Reserves	27.6 %	39.5 %	15.2 %	10.3 %	7.4 %	7,673
Retired	35.3 %	41.4 %	12.5 %	7.1 %	3.8 %	61,762
Separated/Discharged	27.3 %	39.2 %	15.5 %	10.0 %	8.0 %	70,500
Military Spouse						
Spouse of current active duty service member	29.8 %	38.2 %	15.3 %	10.1 %	6.5 %	5,464
Spouse of separated or retired service member with a disability rating of 100%	32.7 %	39.4 %	13.5 %	8.6 %	5.8 %	10,355
Widow(er) of a service member killed while on active duty	27.2 %	41.1 %	16.3 %	9.8 %	5.5 %	280
None of the categories listed	29.8 %	42.1 %	14.3 %	8.3 %	5.5 %	493,656
NoN-Competitive Hiring Authority						
Yes	34.1 %	36.4 %	15.1 %	8.8 %	5.7 %	2,004

2022 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	29.4 %	41.9 %	14.6 %	8.6 %	5.6 %	548,810
No	31.0 %	39.5 %	14.1 %	9.2 %	6.2 %	13,994
Disability						
Yes	29.7 %	38.1 %	14.9 %	9.7 %	7.6 %	82,375
No	30.1 %	42.8 %	14.1 %	8.0 %	5.0 %	414,980

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 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	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
Work Location						
Headquarters	35.2 %	46.5 %	9.9 %	5.7 %	2.7 %	154,288
Field	31.5 %	48.8 %	10.5 %	5.8 %	3.3 %	245,878
Full-time telework	38.5 %	47.1 %	8.2 %	4.2 %	2.0 %	105,464
Supervisory Status						
Senior Leader	56.4 %	32.8 %	5.8 %	3.1 %	2.0 %	8,616
Manager	40.0 %	44.2 %	8.3 %	5.2 %	2.3 %	35,207
Supervisor	34.4 %	47.8 %	9.7 %	5.5 %	2.5 %	71,323
Team Leader	33.6 %	47.7 %	9.9 %	5.9 %	2.9 %	63,097
Non-Supervisor	32.6 %	48.6 %	10.2 %	5.6 %	3.1 %	332,002
Sex						
Male	34.0 %	47.3 %	10.2 %	5.4 %	3.0 %	259,130
Female	34.4 %	48.5 %	9.1 %	5.4 %	2.6 %	232,515
Hispanic or Latino						
Yes	36.9 %	44.6 %	9.6 %	5.2 %	3.6 %	52,343
No	33.6 %	48.3 %	9.8 %	5.5 %	2.8 %	441,796
Race						
American Indian/Alaska Native	33.1 %	48.0 %	10.4 %	5.2 %	3.4 %	9,982
Asian	37.8 %	48.5 %	8.0 %	3.6 %	2.1 %	29,863
Black/African American	38.9 %	45.2 %	8.4 %	4.6 %	3.0 %	73,056
Native Hawaiian/Pacific Islander	37.5 %	44.9 %	10.1 %	4.5 %	3.0 %	3,080
White	33.1 %	48.5 %	10.1 %	5.7 %	2.7 %	339,781
Two or more races (Not Hispanic/Latino)	31.0 %	46.3 %	11.3 %	6.8 %	4.6 %	22,540
Age Group						
25 and under	31.6 %	51.3 %	10.0 %	5.1 %	2.0 %	7,129
26-29 years old	31.1 %	50.2 %	10.9 %	5.4 %	2.4 %	16,650
30-39 years old	30.8 %	48.5 %	10.9 %	6.3 %	3.5 %	94,335
40-49 years old	32.2 %	47.8 %	10.4 %	6.1 %	3.5 %	135,684
50-59 years old	36.3 %	47.2 %	9.1 %	4.9 %	2.5 %	158,198
60 or older	38.7 %	47.0 %	8.4 %	4.0 %	1.9 %	82,186
Level of Education						
Less than High School	36.6 %	45.6 %	11.7 %	2.2 %	3.9 %	304
H.S. Diploma/GED or equiv	36.8 %	47.4 %	8.9 %	4.1 %	2.8 %	19,536

2022 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	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
Trade/Technical Certificate	32.9 %	48.0 %	10.3 %	5.5 %	3.4 %	10,364
Some College(no degree)	34.8 %	46.7 %	10.1 %	5.2 %	3.2 %	60,165
Associate's Degree	34.0 %	47.9 %	9.9 %	5.2 %	3.1 %	35,752
Bachelor's Degree	32.6 %	48.8 %	10.0 %	5.7 %	2.9 %	176,319
Master's Degree	34.2 %	47.3 %	9.9 %	5.7 %	2.8 %	142,928
Doctoral/Professional Degree	36.2 %	47.4 %	8.9 %	5.2 %	2.3 %	55,038
Pay Category						
Federal Wage System	31.0 %	48.4 %	11.3 %	5.6 %	3.7 %	15,414
GS 1-6	35.1 %	47.5 %	9.4 %	4.9 %	3.1 %	20,706
GS 7-12	32.1 %	48.4 %	10.4 %	5.8 %	3.2 %	208,855
GS 13-15	35.7 %	47.2 %	9.2 %	5.4 %	2.5 %	215,538
SES	59.6 %	31.5 %	5.0 %	3.0 %	1.0 %	4,856
SL/ST	45.9 %	38.6 %	9.1 %	4.1 %	2.4 %	1,858
Other	32.7 %	49.3 %	10.2 %	5.1 %	2.6 %	42,622
Time in Federal Government						
< 1 year	35.6 %	47.7 %	10.1 %	5.1 %	1.6 %	10,798
1-3 years	34.8 %	47.9 %	9.9 %	5.2 %	2.2 %	64,136
4-5 years	33.0 %	48.3 %	10.1 %	5.9 %	2.7 %	39,584
6-10 years	32.7 %	47.9 %	10.3 %	5.9 %	3.2 %	82,320
11-14 years	32.5 %	48.2 %	10.2 %	5.8 %	3.3 %	93,964
15-20 years	32.1 %	48.3 %	10.3 %	5.9 %	3.4 %	89,641
> 20 years	36.2 %	47.1 %	9.1 %	4.9 %	2.7 %	129,247
Time with Current Agency						
< 1 year	34.6 %	46.0 %	11.1 %	5.9 %	2.5 %	19,357
1-3 years	34.4 %	47.1 %	10.1 %	5.8 %	2.6 %	95,731
4-5 years	33.4 %	48.1 %	10.0 %	5.7 %	2.8 %	49,680
6-10 years	33.0 %	47.9 %	10.1 %	5.7 %	3.3 %	90,010
11-14 years	32.4 %	48.6 %	10.1 %	5.6 %	3.2 %	85,154
15-20 years	32.2 %	48.9 %	10.0 %	5.6 %	3.2 %	75,944
> 20 years	36.5 %	47.5 %	8.9 %	4.6 %	2.4 %	94,246
Leaving						
No	40.1 %	48.5 %	7.3 %	3.0 %	1.1 %	333,739
Yes, to retire	33.5 %	48.7 %	10.1 %	5.0 %	2.7 %	33,804

2022 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	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
Yes, to other job in Govt	22.4 %	46.4 %	14.4 %	10.5 %	6.3 %	88,747
Yes, to other job outside Govt	18.7 %	46.6 %	15.5 %	11.6 %	7.6 %	22,778
Yes, other	20.1 %	46.5 %	16.1 %	10.5 %	6.9 %	31,046
Retiring						
Less than 1 year	32.7 %	46.9 %	10.4 %	5.8 %	4.2 %	16,086
1 year	33.8 %	48.1 %	9.9 %	5.3 %	2.8 %	13,302
2 years	36.0 %	48.3 %	8.9 %	4.5 %	2.3 %	27,224
3 years	35.6 %	47.9 %	9.7 %	4.6 %	2.2 %	28,136
4 years	35.2 %	47.9 %	9.2 %	5.0 %	2.7 %	17,494
5 years	34.3 %	47.6 %	9.6 %	5.5 %	3.0 %	39,290
More than 5 years	33.5 %	47.9 %	10.0 %	5.7 %	2.9 %	364,576
Transgender						
Yes	24.6 %	45.1 %	13.2 %	8.8 %	8.3 %	1,902
No	34.2 %	47.8 %	9.7 %	5.4 %	2.8 %	486,226
Consider Yourself as						
Straight	34.6 %	47.9 %	9.6 %	5.3 %	2.7 %	449,089
Gay or Lesbian	34.4 %	46.3 %	10.0 %	5.8 %	3.5 %	12,459
Bisexual	31.2 %	47.4 %	10.8 %	7.2 %	3.4 %	8,568
Use different term	24.1 %	45.8 %	14.8 %	8.8 %	6.5 %	12,587
Military Service						
No Prior Military Service	33.0 %	49.1 %	9.8 %	5.4 %	2.7 %	369,447
Currently in Guard/Reserves	32.6 %	46.7 %	10.9 %	6.3 %	3.5 %	7,663
Retired	39.8 %	44.3 %	8.7 %	4.8 %	2.4 %	61,743
Separated/Discharged	31.7 %	46.3 %	11.1 %	6.7 %	4.2 %	70,545
Military Spouse						
Spouse of current active duty service member	34.8 %	43.5 %	10.5 %	6.9 %	4.2 %	5,462
Spouse of separated or retired service member with a disability rating of 100%	37.5 %	44.3 %	9.1 %	5.9 %	3.3 %	10,396
Widow(er) of a service member killed while on active duty	29.7 %	51.7 %	6.3 %	10.5 %	1.9 %	281
None of the categories listed	33.7 %	48.0 %	9.9 %	5.5 %	2.9 %	493,553
NoN-Competitive Hiring Authority						
Yes	39.2 %	41.6 %	9.5 %	6.7 %	3.1 %	2,010

2022 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	33.4 %	47.9 %	10.1 %	5.6 %	2.9 %	548,738
No	35.8 %	44.6 %	9.6 %	6.3 %	3.8 %	14,030
Disability						
Yes	33.6 %	44.2 %	11.0 %	6.7 %	4.5 %	82,366
No	34.1 %	48.6 %	9.6 %	5.2 %	2.5 %	414,943

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 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**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
Work Location						
Headquarters	21.0 %	42.5 %	14.1 %	13.9 %	8.6 %	155,487
Field	17.3 %	41.8 %	15.0 %	15.0 %	10.9 %	248,087
Full-time telework	23.6 %	43.3 %	13.7 %	12.3 %	7.1 %	106,219
Supervisory Status						
Senior Leader	31.9 %	35.6 %	11.8 %	12.9 %	7.9 %	8,653
Manager	19.3 %	37.5 %	13.8 %	17.4 %	12.1 %	35,476
Supervisor	17.2 %	38.9 %	14.6 %	17.7 %	11.7 %	71,935
Team Leader	16.7 %	40.5 %	15.2 %	16.6 %	10.9 %	63,632
Non-Supervisor	20.2 %	43.9 %	14.6 %	12.7 %	8.6 %	334,722
Sex						
Male	20.4 %	43.1 %	14.6 %	13.0 %	8.9 %	261,429
Female	18.8 %	41.5 %	14.2 %	15.6 %	10.0 %	234,212
Hispanic or Latino						
Yes	21.3 %	38.9 %	15.1 %	13.6 %	11.0 %	52,811
No	19.4 %	42.9 %	14.4 %	14.2 %	9.2 %	445,350
Race						
American Indian/Alaska Native	18.2 %	41.4 %	16.2 %	13.8 %	10.4 %	10,038
Asian	22.4 %	43.4 %	14.6 %	11.6 %	7.9 %	30,005
Black/African American	24.5 %	43.0 %	13.2 %	11.2 %	8.2 %	73,740
Native Hawaiian/Pacific Islander	22.3 %	41.0 %	14.6 %	12.1 %	10.0 %	3,110
White	18.7 %	42.6 %	14.4 %	14.9 %	9.4 %	342,506
Two or more races (Not Hispanic/Latino)	17.7 %	38.8 %	16.4 %	14.8 %	12.3 %	22,751
Age Group						
25 and under	23.4 %	46.7 %	14.0 %	10.4 %	5.5 %	7,177
26-29 years old	19.7 %	42.9 %	15.7 %	13.3 %	8.4 %	16,836
30-39 years old	17.9 %	40.1 %	15.2 %	15.3 %	11.4 %	95,013
40-49 years old	18.1 %	40.9 %	14.5 %	15.4 %	11.1 %	136,785
50-59 years old	20.6 %	43.5 %	14.0 %	13.5 %	8.4 %	159,622
60 or older	22.8 %	45.6 %	13.9 %	11.7 %	6.0 %	82,753
Level of Education						
Less than High School	21.9 %	51.4 %	12.0 %	9.4 %	5.4 %	307
H.S. Diploma/GED or equiv	21.6 %	43.8 %	14.8 %	11.6 %	8.2 %	19,677

2022 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**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
Trade/Technical Certificate	19.1 %	42.9 %	16.1 %	12.5 %	9.4 %	10,433
Some College(no degree)	20.0 %	41.8 %	15.5 %	13.1 %	9.6 %	60,749
Associate's Degree	19.8 %	42.9 %	15.0 %	13.1 %	9.3 %	36,042
Bachelor's Degree	18.9 %	42.8 %	14.4 %	14.3 %	9.6 %	177,796
Master's Degree	20.1 %	42.3 %	13.8 %	14.6 %	9.2 %	144,069
Doctoral/Professional Degree	19.2 %	40.3 %	14.0 %	16.5 %	10.0 %	55,391
Pay Category						
Federal Wage System	18.6 %	44.1 %	15.9 %	12.3 %	9.2 %	15,576
GS 1-6	21.9 %	42.6 %	14.9 %	11.8 %	8.8 %	20,886
GS 7-12	19.4 %	42.2 %	14.7 %	13.7 %	10.0 %	210,731
GS 13-15	19.6 %	42.4 %	13.9 %	15.1 %	9.0 %	217,154
SES	28.3 %	35.1 %	12.8 %	15.8 %	8.1 %	4,862
SL/ST	25.4 %	38.3 %	15.0 %	13.8 %	7.4 %	1,870
Other	17.7 %	41.8 %	15.8 %	14.7 %	10.0 %	42,932
Time in Federal Government						
< 1 year	29.0 %	46.0 %	13.1 %	8.0 %	3.8 %	10,871
1-3 years	23.5 %	44.2 %	14.1 %	11.5 %	6.7 %	64,670
4-5 years	19.6 %	42.2 %	15.0 %	13.9 %	9.2 %	39,955
6-10 years	18.4 %	41.1 %	14.9 %	14.9 %	10.7 %	83,020
11-14 years	17.9 %	41.3 %	14.6 %	15.4 %	10.7 %	94,705
15-20 years	17.6 %	41.6 %	14.8 %	15.2 %	10.9 %	90,384
> 20 years	19.5 %	43.1 %	14.3 %	14.1 %	9.0 %	130,255
Time with Current Agency						
< 1 year	28.6 %	44.8 %	13.2 %	8.8 %	4.7 %	19,498
1-3 years	22.9 %	43.2 %	14.1 %	12.3 %	7.6 %	96,547
4-5 years	19.3 %	41.9 %	14.9 %	14.2 %	9.7 %	50,142
6-10 years	18.1 %	40.8 %	15.0 %	15.2 %	10.9 %	90,781
11-14 years	17.3 %	41.6 %	14.7 %	15.5 %	10.9 %	85,809
15-20 years	16.9 %	42.0 %	15.0 %	15.3 %	10.9 %	76,555
> 20 years	19.1 %	43.5 %	14.3 %	14.2 %	8.8 %	94,965
Leaving						
No	24.1 %	46.1 %	13.3 %	11.4 %	5.1 %	336,076
Yes, to retire	18.5 %	44.1 %	14.8 %	13.8 %	8.8 %	34,105

2022 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**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
Yes, to other job in Govt	11.2 %	35.2 %	16.5 %	19.5 %	17.6 %	89,751
Yes, to other job outside Govt	8.9 %	33.4 %	16.5 %	19.8 %	21.5 %	22,991
Yes, other	9.7 %	33.5 %	18.5 %	19.8 %	18.5 %	31,376
Retiring						
Less than 1 year	18.6 %	41.3 %	15.1 %	14.0 %	11.0 %	16,212
1 year	18.0 %	44.5 %	14.9 %	13.6 %	9.0 %	13,433
2 years	19.8 %	45.2 %	14.1 %	13.2 %	7.7 %	27,435
3 years	19.8 %	44.7 %	14.5 %	13.4 %	7.6 %	28,386
4 years	20.3 %	43.9 %	13.7 %	13.4 %	8.5 %	17,638
5 years	18.9 %	43.0 %	14.3 %	14.3 %	9.6 %	39,578
More than 5 years	19.6 %	41.8 %	14.6 %	14.3 %	9.7 %	367,570
Transgender						
Yes	13.8 %	37.8 %	16.9 %	15.1 %	16.4 %	1,914
No	19.8 %	42.4 %	14.4 %	14.1 %	9.3 %	490,175
Consider Yourself as						
Straight	20.1 %	42.7 %	14.3 %	13.9 %	9.1 %	452,699
Gay or Lesbian	19.5 %	39.2 %	14.3 %	16.1 %	10.9 %	12,579
Bisexual	17.1 %	39.7 %	14.8 %	16.3 %	12.1 %	8,637
Use different term	13.1 %	37.7 %	18.1 %	16.2 %	15.0 %	12,719
Military Service						
No Prior Military Service	18.2 %	42.4 %	14.9 %	14.8 %	9.8 %	372,251
Currently in Guard/Reserves	20.5 %	41.2 %	13.9 %	14.5 %	9.8 %	7,736
Retired	25.4 %	43.8 %	12.6 %	11.5 %	6.7 %	62,347
Separated/Discharged	19.1 %	40.9 %	15.2 %	13.9 %	11.0 %	71,225
Military Spouse						
Spouse of current active duty service member	21.7 %	38.1 %	13.7 %	15.0 %	11.5 %	5,504
Spouse of separated or retired service member with a disability rating of 100%	21.2 %	40.1 %	13.9 %	14.5 %	10.2 %	10,462
Widow(er) of a service member killed while on active duty	17.0 %	42.2 %	14.5 %	12.0 %	14.3 %	283
None of the categories listed	19.4 %	42.4 %	14.6 %	14.1 %	9.4 %	497,613
NoN-Competitive Hiring Authority						
Yes	25.6 %	37.2 %	13.2 %	14.5 %	9.5 %	2,021

2022 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**
All Responses	19.2 %	42.2 %	14.7 %	14.2 %	9.6 %	553,302
No	20.5 %	39.7 %	13.9 %	14.7 %	11.0 %	14,126
Disability						
Yes	19.9 %	38.8 %	15.0 %	14.3 %	11.9 %	83,192
No	19.6 %	43.1 %	14.3 %	14.1 %	8.9 %	418,164

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 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**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
Work Location						
Headquarters	25.3 %	41.0 %	15.2 %	11.4 %	7.1 %	153,809
Field	20.1 %	39.9 %	17.2 %	13.4 %	9.5 %	245,042
Full-time telework	26.1 %	41.9 %	16.2 %	10.1 %	5.7 %	105,078
Supervisory Status						
Senior Leader	48.1 %	34.9 %	7.7 %	5.3 %	4.0 %	8,579
Manager	31.4 %	42.1 %	11.8 %	9.4 %	5.3 %	35,111
Supervisor	24.3 %	43.3 %	14.7 %	11.3 %	6.3 %	71,118
Team Leader	23.5 %	41.8 %	15.0 %	11.8 %	7.9 %	62,994
Non-Supervisor	20.7 %	39.8 %	17.8 %	12.9 %	8.9 %	330,697
Sex						
Male	23.1 %	40.4 %	16.0 %	12.0 %	8.5 %	258,657
Female	22.7 %	41.1 %	16.7 %	12.2 %	7.3 %	231,369
Hispanic or Latino						
Yes	23.3 %	36.9 %	17.2 %	12.1 %	10.5 %	52,114
No	22.8 %	41.2 %	16.2 %	12.1 %	7.7 %	440,402
Race						
American Indian/Alaska Native	21.6 %	39.0 %	18.1 %	11.5 %	9.8 %	9,930
Asian	26.2 %	43.1 %	15.9 %	9.1 %	5.7 %	29,711
Black/African American	25.4 %	38.2 %	16.5 %	11.4 %	8.5 %	72,755
Native Hawaiian/Pacific Islander	26.2 %	39.0 %	16.4 %	10.1 %	8.2 %	3,074
White	22.5 %	41.6 %	16.0 %	12.3 %	7.6 %	338,777
Two or more races (Not Hispanic/Latino)	19.9 %	36.3 %	17.6 %	14.3 %	11.9 %	22,456
Age Group						
25 and under	17.4 %	42.2 %	20.5 %	13.2 %	6.7 %	7,093
26-29 years old	17.9 %	40.7 %	19.8 %	13.5 %	8.2 %	16,657
30-39 years old	19.9 %	40.2 %	17.4 %	12.9 %	9.5 %	94,289
40-49 years old	21.9 %	40.0 %	16.0 %	12.9 %	9.2 %	135,397
50-59 years old	25.0 %	41.2 %	15.5 %	11.2 %	7.1 %	157,517
60 or older	26.7 %	41.5 %	15.6 %	10.4 %	5.8 %	81,596
Level of Education						
Less than High School	25.5 %	39.8 %	22.2 %	5.7 %	6.8 %	309
H.S. Diploma/GED or equiv	24.1 %	40.2 %	18.2 %	9.9 %	7.6 %	19,414

2022 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**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
Trade/Technical Certificate	21.6 %	39.1 %	17.8 %	12.1 %	9.4 %	10,296
Some College(no degree)	22.5 %	39.1 %	17.5 %	12.1 %	8.8 %	59,914
Associate's Degree	22.3 %	39.5 %	17.2 %	12.5 %	8.5 %	35,547
Bachelor's Degree	21.5 %	41.6 %	16.7 %	12.3 %	7.9 %	175,896
Master's Degree	23.9 %	40.5 %	15.4 %	12.3 %	7.9 %	142,483
Doctoral/Professional Degree	25.1 %	41.4 %	14.2 %	12.2 %	7.2 %	54,864
Pay Category						
Federal Wage System	18.2 %	36.7 %	18.6 %	14.7 %	11.8 %	15,388
GS 1-6	19.9 %	36.3 %	20.6 %	13.0 %	10.3 %	20,579
GS 7-12	20.7 %	39.8 %	17.6 %	13.0 %	9.0 %	208,046
GS 13-15	26.0 %	43.1 %	13.9 %	10.8 %	6.2 %	214,981
SES	51.5 %	33.0 %	7.0 %	5.6 %	2.9 %	4,838
SL/ST	36.5 %	38.9 %	11.7 %	7.9 %	5.0 %	1,858
Other	20.0 %	39.3 %	18.6 %	13.2 %	8.9 %	42,416
Time in Federal Government						
< 1 year	25.6 %	42.3 %	17.8 %	9.6 %	4.8 %	10,762
1-3 years	23.4 %	41.1 %	17.5 %	11.6 %	6.5 %	63,962
4-5 years	21.3 %	39.7 %	17.6 %	13.1 %	8.4 %	39,505
6-10 years	21.3 %	39.9 %	16.7 %	12.9 %	9.1 %	82,118
11-14 years	21.8 %	40.5 %	16.2 %	12.8 %	8.8 %	93,679
15-20 years	21.5 %	39.9 %	16.3 %	13.0 %	9.3 %	89,357
> 20 years	24.7 %	41.5 %	15.6 %	11.0 %	7.2 %	128,565
Time with Current Agency						
< 1 year	27.2 %	41.5 %	16.3 %	9.6 %	5.4 %	19,299
1-3 years	23.8 %	40.1 %	16.8 %	12.0 %	7.3 %	95,464
4-5 years	21.6 %	39.6 %	17.3 %	13.1 %	8.5 %	49,603
6-10 years	21.3 %	40.0 %	16.7 %	12.7 %	9.3 %	89,796
11-14 years	21.3 %	40.7 %	16.3 %	12.9 %	8.8 %	84,803
15-20 years	21.0 %	40.3 %	16.5 %	13.0 %	9.1 %	75,637
> 20 years	24.8 %	42.3 %	15.5 %	10.7 %	6.7 %	93,781
Leaving						
No	29.1 %	46.1 %	14.4 %	7.4 %	3.0 %	332,987
Yes, to retire	21.7 %	40.4 %	17.7 %	12.6 %	7.6 %	33,544

2022 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**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
Yes, to other job in Govt	10.7 %	30.5 %	20.2 %	21.4 %	17.2 %	88,364
Yes, to other job outside Govt	8.3 %	27.5 %	18.6 %	23.3 %	22.2 %	22,668
Yes, other	9.7 %	29.1 %	21.8 %	21.1 %	18.3 %	30,824
Retiring						
Less than 1 year	21.4 %	37.1 %	16.9 %	13.5 %	11.1 %	15,941
1 year	21.6 %	40.2 %	17.6 %	12.6 %	8.0 %	13,211
2 years	24.3 %	42.2 %	15.7 %	11.1 %	6.6 %	27,042
3 years	24.3 %	41.7 %	16.1 %	11.3 %	6.5 %	28,038
4 years	24.4 %	40.9 %	16.1 %	11.7 %	7.0 %	17,417
5 years	23.0 %	40.4 %	16.1 %	12.2 %	8.2 %	38,998
More than 5 years	22.4 %	40.7 %	16.5 %	12.2 %	8.2 %	363,763
Transgender						
Yes	14.5 %	31.3 %	20.1 %	14.9 %	19.3 %	1,896
No	23.0 %	40.7 %	16.3 %	12.1 %	7.9 %	484,621
Consider Yourself as						
Straight	23.3 %	41.0 %	16.2 %	11.8 %	7.7 %	447,612
Gay or Lesbian	23.4 %	38.3 %	15.9 %	13.6 %	8.8 %	12,440
Bisexual	19.0 %	37.7 %	17.8 %	14.8 %	10.7 %	8,537
Use different term	14.4 %	33.1 %	19.9 %	16.8 %	15.8 %	12,537
Military Service						
No Prior Military Service	21.4 %	41.5 %	17.1 %	12.3 %	7.7 %	368,145
Currently in Guard/Reserves	22.8 %	39.8 %	14.9 %	13.2 %	9.4 %	7,656
Retired	29.6 %	40.2 %	13.6 %	10.2 %	6.4 %	61,534
Separated/Discharged	21.1 %	37.6 %	16.8 %	13.5 %	10.9 %	70,316
Military Spouse						
Spouse of current active duty service member	23.8 %	36.9 %	15.7 %	13.9 %	9.7 %	5,440
Spouse of separated or retired service member with a disability rating of 100%	25.6 %	37.6 %	15.8 %	12.1 %	8.9 %	10,314
Widow(er) of a service member killed while on active duty	16.4 %	44.4 %	16.2 %	13.4 %	9.6 %	280
None of the categories listed	22.5 %	40.7 %	16.5 %	12.2 %	8.0 %	491,921
NoN-Competitive Hiring Authority						
Yes	28.4 %	35.8 %	16.2 %	11.2 %	8.5 %	1,992

2022 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**
All Responses	22.3 %	40.4 %	16.7 %	12.4 %	8.1 %	546,839
No	24.0 %	37.8 %	15.7 %	13.2 %	9.3 %	13,942
Disability						
Yes	22.7 %	35.4 %	16.1 %	13.7 %	12.0 %	81,975
No	22.8 %	41.8 %	16.4 %	11.8 %	7.2 %	413,664

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 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**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
Work Location						
Headquarters	40.6 %	45.9 %	8.1 %	3.3 %	2.2 %	155,285
Field	33.7 %	48.3 %	10.2 %	4.1 %	3.6 %	247,728
Full-time telework	41.4 %	47.2 %	7.4 %	2.4 %	1.6 %	106,137
Supervisory Status						
Senior Leader	66.4 %	27.3 %	3.4 %	1.3 %	1.5 %	8,656
Manager	49.0 %	40.8 %	5.8 %	2.5 %	1.9 %	35,468
Supervisor	39.5 %	47.1 %	7.9 %	3.3 %	2.3 %	71,833
Team Leader	37.9 %	46.9 %	8.9 %	3.7 %	2.6 %	63,565
Non-Supervisor	34.5 %	48.8 %	9.9 %	3.7 %	3.1 %	334,254
Sex						
Male	36.9 %	46.3 %	9.5 %	4.0 %	3.3 %	260,957
Female	38.1 %	49.1 %	8.1 %	2.8 %	2.0 %	234,037
Hispanic or Latino						
Yes	38.2 %	44.6 %	9.8 %	3.6 %	3.8 %	52,733
No	37.1 %	47.9 %	8.9 %	3.5 %	2.6 %	444,787
Race						
American Indian/Alaska Native	34.1 %	47.6 %	11.5 %	3.5 %	3.3 %	10,039
Asian	41.2 %	48.2 %	7.0 %	1.9 %	1.7 %	29,918
Black/African American	41.5 %	46.0 %	7.7 %	2.4 %	2.4 %	73,621
Native Hawaiian/Pacific Islander	37.7 %	47.0 %	9.7 %	2.7 %	2.8 %	3,101
White	36.4 %	47.8 %	9.2 %	3.8 %	2.7 %	342,122
Two or more races (Not Hispanic/Latino)	35.7 %	45.4 %	10.3 %	4.1 %	4.6 %	22,704
Age Group						
25 and under	35.4 %	50.7 %	8.7 %	3.0 %	2.2 %	7,168
26-29 years old	34.4 %	49.7 %	9.7 %	3.6 %	2.6 %	16,829
30-39 years old	34.6 %	48.1 %	9.7 %	4.0 %	3.6 %	94,993
40-49 years old	35.9 %	47.3 %	9.3 %	4.1 %	3.4 %	136,724
50-59 years old	39.4 %	46.8 %	8.5 %	3.1 %	2.2 %	159,344
60 or older	40.5 %	47.0 %	8.3 %	2.6 %	1.6 %	82,484
Level of Education						
Less than High School	34.0 %	46.4 %	10.9 %	3.6 %	5.1 %	307
H.S. Diploma/GED or equiv	33.2 %	48.8 %	11.1 %	3.2 %	3.6 %	19,651

2022 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**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
Trade/Technical Certificate	32.0 %	48.2 %	12.0 %	4.3 %	3.5 %	10,431
Some College(no degree)	35.1 %	47.2 %	10.7 %	3.7 %	3.4 %	60,644
Associate's Degree	34.6 %	48.0 %	10.7 %	3.6 %	3.1 %	35,962
Bachelor's Degree	35.8 %	48.7 %	9.0 %	3.6 %	2.9 %	177,580
Master's Degree	40.2 %	46.4 %	7.7 %	3.4 %	2.3 %	143,905
Doctoral/Professional Degree	43.5 %	44.6 %	6.9 %	3.0 %	1.9 %	55,345
Pay Category						
Federal Wage System	30.0 %	48.3 %	13.0 %	4.6 %	4.1 %	15,549
GS 1-6	33.5 %	48.0 %	12.0 %	3.3 %	3.3 %	20,858
GS 7-12	34.4 %	49.0 %	9.7 %	3.7 %	3.2 %	210,466
GS 13-15	41.4 %	45.7 %	7.5 %	3.3 %	2.2 %	216,898
SES	73.3 %	22.0 %	2.6 %	1.3 %	0.9 %	4,873
SL/ST	54.2 %	36.2 %	5.2 %	2.6 %	1.8 %	1,860
Other	34.9 %	48.7 %	10.1 %	3.6 %	2.6 %	42,856
Time in Federal Government						
< 1 year	42.6 %	47.2 %	6.8 %	2.2 %	1.3 %	10,876
1-3 years	38.5 %	47.9 %	8.6 %	3.1 %	1.9 %	64,645
4-5 years	36.3 %	48.3 %	9.2 %	3.7 %	2.5 %	39,899
6-10 years	36.2 %	47.8 %	9.2 %	3.6 %	3.1 %	82,964
11-14 years	35.9 %	47.7 %	9.3 %	3.9 %	3.2 %	94,607
15-20 years	35.3 %	47.2 %	10.0 %	4.1 %	3.5 %	90,226
> 20 years	38.5 %	46.8 %	8.9 %	3.2 %	2.6 %	129,994
Time with Current Agency						
< 1 year	42.4 %	45.8 %	7.5 %	2.7 %	1.6 %	19,476
1-3 years	38.6 %	47.2 %	8.7 %	3.3 %	2.2 %	96,485
4-5 years	36.2 %	48.1 %	9.2 %	3.7 %	2.8 %	50,057
6-10 years	36.0 %	47.8 %	9.3 %	3.7 %	3.2 %	90,711
11-14 years	35.3 %	47.9 %	9.6 %	3.9 %	3.3 %	85,725
15-20 years	35.0 %	47.5 %	10.0 %	4.0 %	3.5 %	76,395
> 20 years	38.8 %	47.0 %	8.6 %	3.1 %	2.4 %	94,794
Leaving						
No	43.6 %	46.8 %	6.5 %	1.9 %	1.1 %	335,474
Yes, to retire	33.9 %	48.8 %	10.7 %	3.9 %	2.8 %	33,995

2022 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**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
Yes, to other job in Govt	26.5 %	49.0 %	13.0 %	6.2 %	5.4 %	89,793
Yes, to other job outside Govt	21.1 %	47.3 %	15.3 %	8.2 %	8.2 %	23,006
Yes, other	22.4 %	47.6 %	15.9 %	7.0 %	7.0 %	31,381
Retiring						
Less than 1 year	33.2 %	46.6 %	11.7 %	4.4 %	4.1 %	16,173
1 year	34.3 %	48.8 %	10.1 %	3.7 %	3.1 %	13,387
2 years	37.2 %	48.0 %	9.0 %	3.4 %	2.4 %	27,331
3 years	38.0 %	47.4 %	9.3 %	3.1 %	2.2 %	28,310
4 years	38.1 %	47.0 %	8.6 %	3.5 %	2.7 %	17,621
5 years	36.7 %	47.1 %	9.6 %	3.7 %	2.9 %	39,526
More than 5 years	37.2 %	47.5 %	8.9 %	3.5 %	2.8 %	367,237
Transgender						
Yes	28.5 %	43.0 %	13.4 %	5.0 %	10.1 %	1,908
No	37.4 %	47.4 %	8.9 %	3.5 %	2.7 %	489,553
Consider Yourself as						
Straight	37.7 %	47.5 %	8.8 %	3.4 %	2.6 %	452,107
Gay or Lesbian	39.8 %	45.6 %	8.5 %	3.3 %	2.8 %	12,557
Bisexual	37.2 %	46.3 %	9.3 %	4.2 %	3.0 %	8,645
Use different term	27.6 %	45.7 %	13.8 %	6.0 %	7.0 %	12,695
Military Service						
No Prior Military Service	36.3 %	48.7 %	9.0 %	3.4 %	2.5 %	371,852
Currently in Guard/Reserves	36.3 %	45.5 %	9.6 %	4.9 %	3.7 %	7,714
Retired	43.4 %	44.0 %	7.6 %	3.0 %	2.0 %	62,169
Separated/Discharged	34.1 %	46.0 %	10.9 %	4.6 %	4.5 %	71,179
Military Spouse						
Spouse of current active duty service member	37.7 %	45.9 %	9.5 %	3.5 %	3.4 %	5,506
Spouse of separated or retired service member with a disability rating of 100%	39.3 %	46.1 %	8.8 %	3.1 %	2.7 %	10,473
Widow(er) of a service member killed while on active duty	32.0 %	52.7 %	8.1 %	3.6 %	3.6 %	282
None of the categories listed	37.0 %	47.5 %	9.1 %	3.6 %	2.8 %	496,946
NoN-Competitive Hiring Authority						
Yes	41.1 %	44.0 %	8.8 %	3.3 %	2.8 %	2,022

2022 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**
All Responses	36.6 %	47.6 %	9.3 %	3.6 %	2.8 %	552,613
No	38.1 %	46.5 %	9.1 %	3.3 %	3.0 %	14,137
Disability						
Yes	37.2 %	44.5 %	10.3 %	4.1 %	4.0 %	83,059
No	37.2 %	48.1 %	8.7 %	3.4 %	2.5 %	417,651

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 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	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
Work Location							
Headquarters	38.3 %	35.6 %	12.8 %	7.1 %	6.2 %	149,669	6,633
Field	31.1 %	36.1 %	14.5 %	9.5 %	8.8 %	241,106	8,481
Full-time telework	38.6 %	37.3 %	14.0 %	5.5 %	4.6 %	100,751	6,035
Supervisory Status							
Senior Leader	62.3 %	24.2 %	6.2 %	3.9 %	3.3 %	8,624	81
Manager	48.5 %	31.8 %	8.5 %	6.1 %	5.1 %	35,216	428
Supervisor	37.8 %	36.8 %	11.5 %	7.7 %	6.3 %	70,647	1,692
Team Leader	33.8 %	36.5 %	13.8 %	8.9 %	7.1 %	61,596	2,392
Non-Supervisor	31.9 %	36.7 %	15.2 %	8.3 %	7.9 %	319,775	16,867
Sex							
Male	37.4 %	35.6 %	12.7 %	7.5 %	6.9 %	253,970	8,996
Female	31.1 %	37.3 %	15.3 %	8.7 %	7.5 %	224,267	11,213
Hispanic or Latino							
Yes	33.5 %	33.5 %	14.8 %	8.6 %	9.6 %	51,364	1,792
No	34.9 %	36.7 %	13.7 %	7.9 %	6.8 %	429,213	18,618
Race							
American Indian/Alaska Native	25.1 %	33.7 %	18.0 %	10.9 %	12.3 %	9,773	344
Asian	32.7 %	41.2 %	15.2 %	5.6 %	5.4 %	28,654	1,517
Black/African American	31.7 %	35.3 %	16.7 %	7.9 %	8.3 %	70,684	3,602
Native Hawaiian/Pacific Islander	32.7 %	34.2 %	17.1 %	7.8 %	8.2 %	3,038	89
White	36.7 %	36.6 %	12.5 %	7.9 %	6.5 %	331,340	12,969
Two or more races (Not Hispanic/Latino)	30.9 %	32.9 %	14.9 %	10.0 %	11.2 %	21,930	941
Age Group							
25 and under	35.3 %	42.7 %	11.6 %	6.5 %	3.8 %	6,865	340
26-29 years old	34.5 %	40.2 %	12.4 %	7.1 %	5.7 %	16,155	763
30-39 years old	34.7 %	36.5 %	12.8 %	8.5 %	7.6 %	91,350	4,085
40-49 years old	34.2 %	35.4 %	13.5 %	8.6 %	8.2 %	131,778	5,601
50-59 years old	34.9 %	35.8 %	14.3 %	7.9 %	7.1 %	154,429	6,124
60 or older	35.8 %	36.6 %	15.1 %	6.9 %	5.5 %	80,122	3,405
Level of Education							
Less than High School	27.1 %	37.9 %	19.2 %	7.7 %	8.1 %	297	19
H.S. Diploma/GED or equiv	27.7 %	37.1 %	17.5 %	9.1 %	8.5 %	19,070	841
Trade/Technical Certificate	26.1 %	34.8 %	18.0 %	10.4 %	10.8 %	10,158	373
Some College(no degree)	30.3 %	34.8 %	16.4 %	9.5 %	9.1 %	59,030	2,174
Associate's Degree	30.2 %	35.5 %	16.0 %	9.4 %	8.8 %	35,015	1,280
Bachelor's Degree	34.5 %	37.4 %	13.5 %	7.8 %	6.8 %	171,501	

2022 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	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
Master's Degree	38.6 %	36.1 %	11.9 %	7.1 %	6.3 %	138,756	5,997
Doctoral/Professional Degree	40.9 %	35.4 %	11.4 %	6.9 %	5.4 %	52,734	2,899
Pay Category							
Federal Wage System	23.3 %	34.0 %	17.0 %	12.2 %	13.4 %	15,270	434
GS 1-6	27.8 %	35.6 %	17.6 %	9.2 %	9.7 %	20,004	1,067
GS 7-12	31.5 %	37.0 %	15.1 %	8.6 %	7.8 %	203,063	9,037
GS 13-15	40.4 %	35.9 %	11.6 %	6.6 %	5.5 %	208,940	9,110
SES	67.4 %	22.8 %	4.4 %	3.1 %	2.3 %	4,860	30
SL/ST	51.3 %	29.8 %	7.9 %	5.9 %	5.1 %	1,834	46
Other	31.5 %	36.1 %	14.7 %	9.4 %	8.3 %	41,555	1,678
Time in Federal Government							
< 1 year	42.8 %	38.0 %	12.4 %	3.9 %	3.0 %	10,213	708
1-3 years	39.3 %	37.7 %	12.4 %	5.9 %	4.6 %	62,031	2,971
4-5 years	35.2 %	37.3 %	13.1 %	8.0 %	6.5 %	38,530	1,612
6-10 years	34.2 %	35.9 %	13.5 %	8.5 %	7.8 %	80,075	3,405
11-14 years	34.1 %	35.7 %	13.7 %	8.7 %	7.8 %	91,501	3,756
15-20 years	31.4 %	35.4 %	14.7 %	9.4 %	9.1 %	87,425	3,474
> 20 years	33.2 %	35.9 %	15.2 %	8.2 %	7.6 %	125,556	5,508
Time with Current Agency							
< 1 year	42.6 %	36.9 %	12.4 %	4.3 %	3.9 %	18,371	1,223
1-3 years	39.0 %	36.6 %	12.7 %	6.3 %	5.4 %	92,600	4,440
4-5 years	34.8 %	36.7 %	13.3 %	8.1 %	7.0 %	48,414	1,975
6-10 years	33.4 %	35.7 %	13.7 %	9.1 %	8.2 %	87,714	3,598
11-14 years	32.7 %	36.1 %	14.1 %	9.0 %	8.2 %	82,934	3,370
15-20 years	30.5 %	35.5 %	15.2 %	9.6 %	9.2 %	74,136	2,881
> 20 years	33.2 %	36.4 %	15.3 %	8.0 %	7.1 %	91,616	3,925
Leaving							
No	40.5 %	38.5 %	12.4 %	5.2 %	3.4 %	323,937	13,760
Yes, to retire	31.5 %	36.6 %	16.0 %	8.5 %	7.3 %	33,045	1,343
Yes, to other job in Govt	24.2 %	31.9 %	16.4 %	13.3 %	14.2 %	86,564	3,798
Yes, to other job outside Govt	23.4 %	31.3 %	14.8 %	14.5 %	16.1 %	22,222	920
Yes, other	20.4 %	30.6 %	18.0 %	14.4 %	16.6 %	30,021	1,593
Retiring							
Less than 1 year	31.3 %	34.9 %	15.0 %	9.2 %	9.6 %	15,768	579
1 year	32.4 %	35.8 %	15.8 %	8.6 %	7.4 %	12,994	561
2 years	33.7 %	36.7 %	15.0 %	8.0 %	6.6 %	26,586	1,039
3 years	34.0 %	36.6 %	14.9 %	7.9 %	6.7 %	27,539	1,073

2022 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	33.9 %	36.1 %	14.3 %	8.2 %	7.4 %	533,120	23,426
4 years	34.7 %	35.3 %	14.7 %	8.5 %	6.9 %	17,157	605
5 years	32.7 %	35.3 %	15.1 %	8.6 %	8.3 %	38,342	1,539
More than 5 years	35.0 %	36.4 %	13.5 %	8.0 %	7.2 %	353,573	15,780
Transgender							
Yes	24.5 %	30.4 %	15.3 %	11.5 %	18.3 %	1,826	100
No	34.9 %	36.3 %	13.7 %	8.0 %	7.1 %	473,010	19,940
Consider Yourself as							
Straight	35.3 %	36.5 %	13.6 %	7.7 %	6.8 %	437,095	18,176
Gay or Lesbian	35.2 %	34.8 %	12.8 %	8.5 %	8.6 %	12,152	486
Bisexual	32.0 %	36.0 %	12.4 %	10.8 %	8.7 %	8,310	366
Use different term	23.6 %	31.6 %	16.7 %	12.9 %	15.1 %	12,129	669
Military Service							
No Prior Military Service	32.8 %	37.5 %	14.5 %	8.3 %	7.0 %	356,889	17,403
Currently in Guard/Reserves	38.6 %	34.3 %	10.4 %	8.2 %	8.5 %	7,573	191
Retired	42.6 %	33.9 %	11.5 %	6.3 %	5.7 %	61,389	1,343
Separated/Discharged	33.2 %	33.4 %	14.4 %	9.2 %	9.9 %	69,253	2,430
Military Spouse							
Spouse of current active duty service member	36.0 %	33.4 %	12.6 %	8.7 %	9.3 %	5,348	180
Spouse of separated or retired service member with a disability rating of 100%	33.4 %	31.9 %	15.4 %	9.6 %	9.8 %	10,198	344
Widow(er) of a service member killed while on active duty	23.6 %	37.0 %	17.0 %	10.3 %	12.1 %	279	8
None of the categories listed	34.5 %	36.4 %	13.9 %	8.0 %	7.2 %	479,544	20,859
NoN-Competitive Hiring Authority							
Yes	37.4 %	33.4 %	13.6 %	7.7 %	7.9 %	1,979	56
No	33.7 %	32.4 %	14.4 %	9.6 %	9.9 %	13,748	472
Disability							
Yes	32.7 %	31.7 %	14.4 %	9.8 %	11.5 %	80,720	3,061
No	35.1 %	37.3 %	13.7 %	7.7 %	6.3 %	402,917	17,496

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
Work Location						
Headquarters	26.3 %	50.2 %	12.9 %	8.2 %	2.3 %	156,322
Field	22.0 %	50.8 %	14.6 %	9.5 %	3.1 %	249,655
Full-time telework	27.2 %	50.7 %	12.3 %	7.7 %	2.2 %	106,818
Supervisory Status						
Senior Leader	45.9 %	41.4 %	7.0 %	4.1 %	1.5 %	8,713
Manager	30.8 %	50.1 %	10.7 %	6.6 %	1.9 %	35,653
Supervisor	24.8 %	51.7 %	13.0 %	8.3 %	2.3 %	72,339
Team Leader	23.9 %	51.4 %	13.6 %	8.7 %	2.4 %	64,015
Non-Supervisor	23.0 %	50.5 %	14.3 %	9.3 %	3.0 %	336,724
Sex						
Male	25.2 %	50.3 %	13.6 %	8.3 %	2.6 %	262,970
Female	23.4 %	51.3 %	13.3 %	9.3 %	2.7 %	235,582
Hispanic or Latino						
Yes	26.2 %	48.1 %	13.9 %	8.5 %	3.4 %	53,180
No	24.1 %	51.1 %	13.5 %	8.8 %	2.6 %	447,910
Race						
American Indian/Alaska Native	23.7 %	48.8 %	15.6 %	8.7 %	3.2 %	10,116
Asian	26.7 %	52.3 %	12.6 %	6.4 %	2.0 %	30,166
Black/African American	29.1 %	48.8 %	11.9 %	7.5 %	2.8 %	74,311
Native Hawaiian/Pacific Islander	25.7 %	48.9 %	14.3 %	7.2 %	3.9 %	3,130
White	23.6 %	51.3 %	13.6 %	8.9 %	2.5 %	344,382
Two or more races (Not Hispanic/Latino)	21.3 %	48.3 %	15.6 %	10.7 %	4.1 %	22,879
Age Group						
25 and under	22.4 %	53.1 %	14.1 %	8.0 %	2.3 %	7,215
26-29 years old	22.2 %	50.7 %	14.9 %	9.3 %	3.0 %	16,927
30-39 years old	21.5 %	50.3 %	14.8 %	10.0 %	3.4 %	95,479
40-49 years old	22.7 %	50.2 %	14.3 %	9.6 %	3.2 %	137,438
50-59 years old	26.3 %	51.1 %	12.5 %	7.9 %	2.2 %	160,538
60 or older	28.8 %	51.3 %	11.8 %	6.5 %	1.6 %	83,539
Level of Education						
Less than High School	26.4 %	50.1 %	12.6 %	6.3 %	4.6 %	318
H.S. Diploma/GED or equiv	25.6 %	50.0 %	14.0 %	7.6 %	2.8 %	19,913

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
Trade/Technical Certificate	22.0 %	49.5 %	16.0 %	9.4 %	3.1 %	10,538
Some College(no degree)	24.5 %	49.0 %	14.5 %	9.0 %	3.0 %	61,213
Associate's Degree	24.1 %	49.9 %	14.2 %	8.8 %	2.9 %	36,309
Bachelor's Degree	22.7 %	51.5 %	13.9 %	9.1 %	2.8 %	178,734
Master's Degree	25.3 %	50.7 %	13.0 %	8.6 %	2.4 %	144,778
Doctoral/Professional Degree	27.7 %	51.5 %	11.4 %	7.4 %	2.0 %	55,651
Pay Category						
Federal Wage System	20.7 %	50.4 %	16.1 %	9.5 %	3.3 %	15,707
GS 1-6	23.8 %	47.6 %	15.0 %	9.9 %	3.7 %	21,087
GS 7-12	22.5 %	49.8 %	14.7 %	9.7 %	3.2 %	212,160
GS 13-15	26.4 %	51.9 %	12.1 %	7.6 %	2.1 %	218,089
SES	47.9 %	41.8 %	5.8 %	3.6 %	0.9 %	4,894
SL/ST	36.7 %	46.6 %	9.8 %	5.2 %	1.7 %	1,880
Other	23.3 %	51.7 %	14.2 %	8.6 %	2.3 %	43,232
Time in Federal Government						
< 1 year	24.6 %	49.7 %	14.7 %	8.7 %	2.3 %	10,932
1-3 years	24.1 %	50.1 %	14.3 %	9.0 %	2.5 %	65,041
4-5 years	23.5 %	50.0 %	14.5 %	9.2 %	2.8 %	40,160
6-10 years	23.4 %	50.1 %	14.0 %	9.4 %	3.0 %	83,489
11-14 years	23.2 %	50.8 %	13.8 %	9.3 %	2.9 %	95,272
15-20 years	23.1 %	50.9 %	13.9 %	9.1 %	3.0 %	90,878
> 20 years	26.3 %	51.2 %	12.6 %	7.6 %	2.3 %	131,119
Time with Current Agency						
< 1 year	24.5 %	48.0 %	15.0 %	9.6 %	3.0 %	19,614
1-3 years	24.1 %	49.1 %	14.3 %	9.7 %	2.9 %	97,094
4-5 years	23.8 %	50.4 %	14.0 %	9.0 %	2.7 %	50,412
6-10 years	23.7 %	50.4 %	13.9 %	9.1 %	2.9 %	91,303
11-14 years	23.3 %	51.3 %	13.7 %	8.9 %	2.7 %	86,314
15-20 years	23.3 %	51.7 %	13.6 %	8.5 %	2.9 %	77,003
> 20 years	26.4 %	52.0 %	12.3 %	7.2 %	2.1 %	95,582
Leaving						
No	28.9 %	53.6 %	11.1 %	5.3 %	1.1 %	337,801
Yes, to retire	24.7 %	51.6 %	13.5 %	8.0 %	2.2 %	34,392

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
Yes, to other job in Govt	15.6 %	45.2 %	18.1 %	15.5 %	5.5 %	90,361
Yes, to other job outside Govt	13.1 %	42.8 %	19.3 %	17.5 %	7.4 %	23,154
Yes, other	13.7 %	44.0 %	20.4 %	15.5 %	6.5 %	31,621
Retiring						
Less than 1 year	24.9 %	49.0 %	13.6 %	9.4 %	3.2 %	16,358
1 year	25.0 %	51.1 %	13.7 %	8.0 %	2.3 %	13,540
2 years	26.7 %	51.5 %	12.6 %	7.2 %	2.0 %	27,624
3 years	26.0 %	51.7 %	12.8 %	7.6 %	1.9 %	28,629
4 years	25.9 %	51.2 %	13.1 %	7.6 %	2.2 %	17,772
5 years	25.1 %	51.2 %	12.9 %	8.4 %	2.5 %	39,889
More than 5 years	23.7 %	50.5 %	13.9 %	9.1 %	2.9 %	369,435
Transgender						
Yes	16.8 %	44.4 %	17.2 %	12.4 %	9.2 %	1,922
No	24.5 %	50.7 %	13.5 %	8.7 %	2.6 %	493,062
Consider Yourself as						
Straight	24.8 %	50.9 %	13.3 %	8.5 %	2.5 %	455,379
Gay or Lesbian	24.1 %	49.4 %	13.0 %	9.9 %	3.5 %	12,638
Bisexual	21.3 %	49.7 %	14.7 %	10.8 %	3.4 %	8,680
Use different term	16.9 %	45.0 %	18.9 %	12.8 %	6.4 %	12,799
Military Service						
No Prior Military Service	22.8 %	51.7 %	13.9 %	8.9 %	2.6 %	374,426
Currently in Guard/Reserves	24.9 %	48.3 %	14.2 %	9.6 %	3.0 %	7,765
Retired	31.4 %	48.8 %	11.3 %	6.7 %	1.9 %	62,723
Separated/Discharged	23.0 %	48.3 %	14.8 %	10.3 %	3.7 %	71,681
Military Spouse						
Spouse of current active duty service member	25.6 %	46.0 %	13.3 %	10.9 %	4.2 %	5,534
Spouse of separated or retired service member with a disability rating of 100%	26.9 %	48.1 %	12.8 %	9.3 %	2.9 %	10,543
Widow(er) of a service member killed while on active duty	19.0 %	49.5 %	16.5 %	11.5 %	3.5 %	285
None of the categories listed	24.1 %	50.8 %	13.7 %	8.8 %	2.7 %	500,527
NoN-Competitive Hiring Authority						
Yes	28.2 %	44.5 %	13.6 %	10.1 %	3.6 %	2,036

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	23.8 %	50.5 %	14.0 %	8.9 %	2.7 %	556,708
No	26.0 %	47.8 %	12.9 %	9.9 %	3.3 %	14,224
Disability						
Yes	24.5 %	46.5 %	14.4 %	10.6 %	4.1 %	83,802
No	24.3 %	51.6 %	13.4 %	8.3 %	2.4 %	420,509

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(10) I receive the training I need to do my job well.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
Work Location						
Headquarters	23.8 %	43.5 %	18.3 %	10.3 %	4.0 %	156,317
Field	18.9 %	43.5 %	19.4 %	12.7 %	5.5 %	249,638
Full-time telework	25.7 %	44.9 %	16.7 %	9.3 %	3.4 %	106,804
Supervisory Status						
Senior Leader	42.6 %	36.8 %	12.7 %	5.7 %	2.3 %	8,709
Manager	27.9 %	44.2 %	16.2 %	8.7 %	3.0 %	35,648
Supervisor	22.1 %	45.4 %	18.1 %	10.7 %	3.8 %	72,312
Team Leader	20.7 %	44.2 %	19.0 %	11.7 %	4.4 %	64,011
Non-Supervisor	20.4 %	43.5 %	19.0 %	11.9 %	5.2 %	336,727
Sex						
Male	22.3 %	43.4 %	18.7 %	10.8 %	4.8 %	262,980
Female	21.0 %	44.5 %	18.1 %	11.9 %	4.4 %	235,549
Hispanic or Latino						
Yes	22.2 %	40.8 %	19.0 %	11.8 %	6.1 %	53,164
No	21.6 %	44.2 %	18.4 %	11.3 %	4.5 %	447,888
Race						
American Indian/Alaska Native	19.1 %	40.7 %	21.5 %	12.2 %	6.5 %	10,123
Asian	23.8 %	47.4 %	17.3 %	8.4 %	3.2 %	30,170
Black/African American	25.8 %	42.8 %	16.8 %	9.8 %	4.7 %	74,324
Native Hawaiian/Pacific Islander	22.0 %	40.7 %	21.3 %	10.6 %	5.4 %	3,124
White	21.1 %	44.3 %	18.5 %	11.7 %	4.5 %	344,323
Two or more races (Not Hispanic/Latino)	18.9 %	39.6 %	20.7 %	13.5 %	7.3 %	22,881
Age Group						
25 and under	21.3 %	46.3 %	17.4 %	10.5 %	4.5 %	7,217
26-29 years old	20.5 %	43.5 %	18.4 %	12.3 %	5.4 %	16,926
30-39 years old	19.2 %	43.0 %	18.8 %	13.0 %	6.2 %	95,481
40-49 years old	20.4 %	43.1 %	18.6 %	12.5 %	5.3 %	137,412
50-59 years old	23.3 %	44.4 %	18.1 %	10.3 %	3.9 %	160,549
60 or older	24.8 %	45.1 %	18.6 %	8.6 %	2.9 %	83,515
Level of Education						
Less than High School	22.7 %	40.6 %	22.6 %	9.0 %	5.1 %	316
H.S. Diploma/GED or equiv	21.9 %	43.9 %	18.9 %	10.5 %	4.8 %	19,910

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(10) I receive the training I need to do my job well.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
Trade/Technical Certificate	18.9 %	41.3 %	20.8 %	12.8 %	6.2 %	10,539
Some College(no degree)	20.5 %	41.9 %	20.0 %	11.9 %	5.8 %	61,210
Associate's Degree	20.3 %	42.6 %	19.5 %	12.2 %	5.4 %	36,300
Bachelor's Degree	20.3 %	44.2 %	18.7 %	12.0 %	4.8 %	178,740
Master's Degree	23.3 %	44.1 %	17.7 %	10.8 %	4.1 %	144,766
Doctoral/Professional Degree	25.4 %	46.5 %	16.5 %	8.7 %	3.0 %	55,635
Pay Category						
Federal Wage System	17.2 %	40.9 %	21.9 %	12.9 %	7.1 %	15,705
GS 1-6	19.9 %	41.5 %	18.7 %	13.0 %	6.9 %	21,074
GS 7-12	19.6 %	42.5 %	19.3 %	13.0 %	5.6 %	212,160
GS 13-15	24.3 %	45.8 %	17.3 %	9.3 %	3.2 %	218,063
SES	46.1 %	36.3 %	12.2 %	4.4 %	1.0 %	4,891
SL/ST	32.1 %	43.1 %	16.7 %	6.1 %	2.0 %	1,878
Other	20.6 %	44.9 %	19.2 %	11.0 %	4.3 %	43,243
Time in Federal Government						
< 1 year	25.2 %	44.1 %	16.4 %	10.1 %	4.2 %	10,932
1-3 years	22.3 %	43.1 %	18.4 %	11.5 %	4.8 %	65,027
4-5 years	20.9 %	43.3 %	18.3 %	12.3 %	5.3 %	40,162
6-10 years	20.7 %	42.7 %	18.9 %	12.3 %	5.4 %	83,503
11-14 years	20.5 %	43.8 %	18.7 %	12.0 %	5.0 %	95,270
15-20 years	20.3 %	43.8 %	19.1 %	11.9 %	5.0 %	90,901
> 20 years	23.0 %	45.0 %	18.5 %	9.8 %	3.7 %	131,057
Time with Current Agency						
< 1 year	24.9 %	42.6 %	17.0 %	10.7 %	4.7 %	19,610
1-3 years	22.2 %	42.2 %	18.5 %	11.8 %	5.3 %	97,064
4-5 years	21.2 %	43.3 %	18.4 %	12.0 %	5.1 %	50,413
6-10 years	20.8 %	43.0 %	18.9 %	12.1 %	5.2 %	91,307
11-14 years	20.4 %	44.3 %	18.8 %	11.7 %	4.8 %	86,316
15-20 years	20.0 %	44.5 %	19.3 %	11.5 %	4.7 %	77,033
> 20 years	23.0 %	45.7 %	18.4 %	9.5 %	3.3 %	95,542
Leaving						
No	26.4 %	47.7 %	16.1 %	7.7 %	2.1 %	337,790
Yes, to retire	21.3 %	44.1 %	20.3 %	10.5 %	3.8 %	34,358

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(10) I receive the training I need to do my job well.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
Yes, to other job in Govt	12.5 %	36.5 %	22.5 %	18.7 %	9.8 %	90,375
Yes, to other job outside Govt	10.7 %	34.2 %	22.8 %	20.9 %	11.5 %	23,154
Yes, other	10.9 %	35.2 %	25.7 %	18.1 %	10.2 %	31,614
Retiring						
Less than 1 year	21.6 %	41.7 %	20.3 %	11.3 %	5.0 %	16,333
1 year	21.3 %	43.6 %	20.5 %	10.6 %	4.1 %	13,542
2 years	22.5 %	45.8 %	19.0 %	9.2 %	3.5 %	27,620
3 years	22.4 %	45.1 %	19.4 %	9.8 %	3.3 %	28,625
4 years	22.6 %	45.1 %	18.7 %	10.0 %	3.7 %	17,755
5 years	21.8 %	44.2 %	18.8 %	11.0 %	4.3 %	39,893
More than 5 years	21.3 %	43.5 %	18.4 %	11.8 %	5.0 %	369,437
Transgender						
Yes	14.9 %	36.9 %	21.8 %	14.6 %	11.9 %	1,926
No	21.8 %	43.9 %	18.4 %	11.3 %	4.6 %	493,035
Consider Yourself as						
Straight	22.1 %	44.1 %	18.3 %	11.1 %	4.5 %	455,347
Gay or Lesbian	22.0 %	42.5 %	17.7 %	11.9 %	5.8 %	12,637
Bisexual	18.8 %	41.8 %	18.9 %	14.2 %	6.2 %	8,678
Use different term	14.3 %	37.3 %	23.3 %	15.9 %	9.3 %	12,801
Military Service						
No Prior Military Service	20.6 %	44.9 %	18.6 %	11.4 %	4.5 %	374,363
Currently in Guard/Reserves	21.5 %	42.5 %	17.9 %	12.4 %	5.7 %	7,764
Retired	26.9 %	42.4 %	17.7 %	9.4 %	3.6 %	62,727
Separated/Discharged	20.0 %	40.6 %	19.7 %	13.2 %	6.5 %	71,696
Military Spouse						
Spouse of current active duty service member	21.2 %	38.8 %	17.9 %	15.0 %	7.1 %	5,536
Spouse of separated or retired service member with a disability rating of 100%	24.0 %	40.9 %	17.7 %	12.0 %	5.4 %	10,543
Widow(er) of a service member killed while on active duty	15.0 %	45.2 %	19.1 %	12.7 %	8.0 %	287
None of the categories listed	21.4 %	43.9 %	18.7 %	11.3 %	4.7 %	500,484
NoN-Competitive Hiring Authority						
Yes	24.0 %	38.2 %	18.7 %	13.1 %	6.0 %	2,037

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(10) I receive the training I need to do my job well.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.2 %	43.5 %	18.9 %	11.7 %	4.7 %	556,658
No	22.6 %	40.6 %	17.6 %	13.2 %	6.1 %	14,227
Disability						
Yes	21.3 %	38.7 %	19.4 %	13.4 %	7.1 %	83,799
No	21.7 %	44.9 %	18.3 %	10.9 %	4.1 %	420,475

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) I am held accountable for the quality of work I produce.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
Work Location						
Headquarters	39.9 %	49.8 %	7.0 %	2.3 %	0.9 %	156,228
Field	33.3 %	51.3 %	9.6 %	4.0 %	1.8 %	249,406
Full-time telework	42.9 %	49.3 %	5.7 %	1.5 %	0.6 %	106,727
Supervisory Status						
Senior Leader	60.8 %	33.7 %	4.0 %	1.0 %	0.5 %	8,696
Manager	44.7 %	46.5 %	5.8 %	2.2 %	0.8 %	35,628
Supervisor	38.8 %	50.1 %	7.3 %	2.7 %	1.1 %	72,259
Team Leader	36.5 %	49.9 %	8.4 %	3.7 %	1.4 %	63,947
Non-Supervisor	35.2 %	51.6 %	8.6 %	3.1 %	1.4 %	336,471
Sex						
Male	36.0 %	50.2 %	8.7 %	3.4 %	1.6 %	262,823
Female	38.7 %	50.9 %	7.1 %	2.4 %	0.9 %	235,316
Hispanic or Latino						
Yes	39.6 %	46.5 %	8.9 %	3.1 %	1.8 %	53,154
No	36.7 %	51.1 %	8.0 %	3.0 %	1.2 %	447,532
Race						
American Indian/Alaska Native	34.7 %	50.9 %	10.1 %	2.7 %	1.6 %	10,112
Asian	40.9 %	49.9 %	6.9 %	1.5 %	0.7 %	30,138
Black/African American	44.7 %	47.4 %	5.6 %	1.4 %	0.9 %	74,229
Native Hawaiian/Pacific Islander	38.7 %	47.5 %	9.6 %	2.6 %	1.6 %	3,123
White	35.1 %	51.5 %	8.5 %	3.5 %	1.4 %	344,134
Two or more races (Not Hispanic/Latino)	37.3 %	48.4 %	9.2 %	3.2 %	1.8 %	22,857
Age Group						
25 and under	34.1 %	53.7 %	7.6 %	3.4 %	1.3 %	7,213
26-29 years old	34.1 %	51.5 %	8.5 %	4.2 %	1.8 %	16,919
30-39 years old	34.0 %	50.1 %	9.5 %	4.4 %	2.1 %	95,438
40-49 years old	35.6 %	50.2 %	8.9 %	3.7 %	1.6 %	137,331
50-59 years old	39.2 %	50.6 %	7.2 %	2.1 %	0.8 %	160,423
60 or older	40.7 %	50.8 %	6.5 %	1.5 %	0.5 %	83,395
Level of Education						
Less than High School	33.6 %	45.8 %	15.7 %	2.8 %	2.1 %	317
H.S. Diploma/GED or equiv	34.7 %	50.9 %	9.1 %	3.4 %	1.9 %	19,879

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) I am held accountable for the quality of work I produce.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
Trade/Technical Certificate	33.6 %	50.5 %	10.1 %	3.7 %	2.0 %	10,525
Some College(no degree)	36.8 %	49.3 %	9.0 %	3.1 %	1.8 %	61,157
Associate's Degree	35.8 %	50.3 %	8.8 %	3.5 %	1.6 %	36,292
Bachelor's Degree	35.7 %	51.4 %	8.2 %	3.2 %	1.4 %	178,614
Master's Degree	38.8 %	50.3 %	7.3 %	2.7 %	1.0 %	144,658
Doctoral/Professional Degree	39.9 %	49.7 %	7.2 %	2.5 %	0.8 %	55,592
Pay Category						
Federal Wage System	32.0 %	48.6 %	11.3 %	5.3 %	2.7 %	15,703
GS 1-6	36.4 %	50.6 %	8.9 %	2.9 %	1.4 %	21,047
GS 7-12	35.3 %	51.4 %	8.5 %	3.3 %	1.5 %	212,016
GS 13-15	39.7 %	50.1 %	7.0 %	2.4 %	0.9 %	217,906
SES	61.9 %	33.1 %	3.4 %	1.2 %	0.4 %	4,886
SL/ST	50.2 %	41.6 %	5.9 %	1.7 %	0.6 %	1,877
Other	33.9 %	51.0 %	9.9 %	3.7 %	1.6 %	43,169
Time in Federal Government						
< 1 year	40.5 %	50.8 %	6.7 %	1.6 %	0.4 %	10,919
1-3 years	38.8 %	50.3 %	7.3 %	2.6 %	1.0 %	64,985
4-5 years	36.8 %	50.1 %	8.3 %	3.4 %	1.5 %	40,123
6-10 years	36.0 %	50.1 %	8.6 %	3.7 %	1.7 %	83,451
11-14 years	35.6 %	50.7 %	8.7 %	3.4 %	1.6 %	95,196
15-20 years	35.2 %	50.7 %	9.0 %	3.5 %	1.6 %	90,819
> 20 years	38.1 %	51.1 %	7.6 %	2.2 %	1.0 %	130,954
Time with Current Agency						
< 1 year	40.9 %	50.0 %	7.1 %	1.6 %	0.4 %	19,585
1-3 years	39.4 %	49.7 %	7.3 %	2.6 %	1.0 %	97,009
4-5 years	36.9 %	50.4 %	8.0 %	3.2 %	1.4 %	50,371
6-10 years	35.9 %	50.2 %	8.5 %	3.7 %	1.7 %	91,255
11-14 years	35.0 %	50.9 %	9.0 %	3.5 %	1.6 %	86,251
15-20 years	34.5 %	51.1 %	9.1 %	3.6 %	1.7 %	76,952
> 20 years	37.6 %	51.5 %	7.7 %	2.2 %	1.0 %	95,460
Leaving						
No	41.0 %	50.5 %	6.1 %	1.8 %	0.6 %	337,483
Yes, to retire	34.3 %	53.4 %	8.6 %	2.7 %	1.0 %	34,347

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) I am held accountable for the quality of work I produce.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
Yes, to other job in Govt	31.1 %	50.3 %	11.3 %	5.0 %	2.4 %	90,314
Yes, to other job outside Govt	25.3 %	49.1 %	13.4 %	8.0 %	4.2 %	23,134
Yes, other	27.1 %	50.5 %	14.1 %	5.2 %	3.1 %	31,600
Retiring						
Less than 1 year	33.8 %	51.8 %	9.4 %	3.3 %	1.6 %	16,328
1 year	35.2 %	53.3 %	8.1 %	2.7 %	0.8 %	13,529
2 years	37.4 %	52.0 %	7.7 %	2.0 %	0.9 %	27,596
3 years	37.9 %	51.8 %	7.4 %	2.1 %	0.7 %	28,570
4 years	38.3 %	50.6 %	8.0 %	2.3 %	0.8 %	17,747
5 years	37.9 %	50.5 %	8.1 %	2.5 %	1.0 %	39,858
More than 5 years	36.8 %	50.2 %	8.2 %	3.3 %	1.5 %	369,182
Transgender						
Yes	30.4 %	45.9 %	14.0 %	4.9 %	4.9 %	1,922
No	37.2 %	50.5 %	8.0 %	3.0 %	1.3 %	492,661
Consider Yourself as						
Straight	37.4 %	50.6 %	7.9 %	2.9 %	1.2 %	455,001
Gay or Lesbian	38.2 %	48.9 %	8.4 %	3.2 %	1.3 %	12,630
Bisexual	35.3 %	49.6 %	8.6 %	4.6 %	1.9 %	8,680
Use different term	29.8 %	48.6 %	13.1 %	5.0 %	3.6 %	12,790
Military Service						
No Prior Military Service	35.8 %	51.6 %	8.2 %	3.1 %	1.3 %	374,072
Currently in Guard/Reserves	37.0 %	48.4 %	9.1 %	3.7 %	1.8 %	7,763
Retired	42.6 %	48.2 %	6.5 %	1.9 %	0.8 %	62,675
Separated/Discharged	35.7 %	49.1 %	9.4 %	3.8 %	2.0 %	71,640
Military Spouse						
Spouse of current active duty service member	39.6 %	47.7 %	8.4 %	3.2 %	1.3 %	5,523
Spouse of separated or retired service member with a disability rating of 100%	42.7 %	47.2 %	6.7 %	2.3 %	1.0 %	10,527
Widow(er) of a service member killed while on active duty	33.4 %	54.7 %	7.5 %	2.4 %	2.0 %	286
None of the categories listed	36.7 %	50.7 %	8.2 %	3.1 %	1.3 %	500,114
NoN-Competitive Hiring Authority						
Yes	41.9 %	47.7 %	6.8 %	2.6 %	0.9 %	2,034

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(11) I am held accountable for the quality of work I produce.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	36.6 %	50.7 %	8.3 %	3.1 %	1.3 %	556,225
No	41.3 %	47.4 %	7.5 %	2.7 %	1.2 %	14,200
Disability						
Yes	40.2 %	47.0 %	8.1 %	3.0 %	1.6 %	83,712
No	36.3 %	51.3 %	8.1 %	3.1 %	1.3 %	420,171

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) Continually changing work priorities make it hard for me to produce high quality work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
Work Location							
Headquarters	7.6 %	27.3 %	25.0 %	24.3 %	15.8 %	152,899	3,431
Field	6.5 %	24.6 %	25.7 %	25.5 %	17.7 %	244,975	4,611
Full-time telework	8.2 %	27.8 %	26.5 %	23.3 %	14.1 %	103,949	2,889
Supervisory Status							
Senior Leader	10.9 %	26.3 %	21.1 %	24.3 %	17.4 %	8,630	87
Manager	6.8 %	22.7 %	22.4 %	27.9 %	20.1 %	35,388	260
Supervisor	5.9 %	23.4 %	24.2 %	27.5 %	19.0 %	71,514	796
Team Leader	6.7 %	25.3 %	24.5 %	25.5 %	18.0 %	63,058	941
Non-Supervisor	7.4 %	26.9 %	26.6 %	23.8 %	15.3 %	327,706	9,017
Sex							
Male	7.0 %	25.0 %	25.8 %	24.9 %	17.2 %	257,883	5,126
Female	7.4 %	27.8 %	25.4 %	24.5 %	15.0 %	229,964	5,547
Hispanic or Latino							
Yes	7.0 %	22.1 %	25.8 %	25.5 %	19.6 %	51,989	1,182
No	7.2 %	26.7 %	25.6 %	24.6 %	15.9 %	438,337	9,546
Race							
American Indian/Alaska Native	5.5 %	17.9 %	29.5 %	28.6 %	18.5 %	9,920	191
Asian	5.3 %	19.8 %	27.0 %	29.6 %	18.3 %	29,247	916
Black/African American	8.9 %	28.5 %	26.9 %	21.7 %	14.0 %	72,227	2,096
Native Hawaiian/Pacific Islander	6.6 %	18.7 %	30.2 %	24.9 %	19.5 %	3,058	68
White	7.1 %	26.9 %	24.9 %	24.8 %	16.2 %	337,786	6,583
Two or more races (Not Hispanic/Latino)	6.6 %	23.0 %	25.4 %	25.1 %	19.8 %	22,364	498
Age Group							
25 and under	6.7 %	31.0 %	25.4 %	23.5 %	13.5 %	6,910	303
26-29 years old	6.8 %	28.3 %	24.2 %	24.3 %	16.4 %	16,456	477
30-39 years old	6.8 %	25.1 %	23.8 %	25.5 %	18.8 %	93,434	2,039
40-49 years old	6.7 %	24.5 %	24.6 %	25.6 %	18.7 %	134,870	2,549
50-59 years old	7.4 %	26.6 %	26.5 %	24.5 %	14.9 %	157,261	3,273
60 or older	8.3 %	28.3 %	28.6 %	23.0 %	11.9 %	81,461	2,063
Level of Education							
Less than High School	7.8 %	18.1 %	28.5 %	29.1 %	16.4 %	309	8
H.S. Diploma/GED or equiv	7.2 %	24.6 %	29.5 %	23.5 %	15.2 %	19,364	540
Trade/Technical Certificate	6.2 %	23.5 %	29.2 %	24.6 %	16.3 %	10,295	236
Some College(no degree)	7.5 %	24.9 %	27.8 %	23.5 %	16.2 %	59,854	1,357
Associate's Degree	7.5 %	24.8 %	27.8 %	23.9 %	16.0 %	35,481	828
Bachelor's Degree	6.5 %	25.2 %	25.4 %	25.8 %	17.1 %	175,014	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) Continually changing work priorities make it hard for me to produce high quality work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
Master's Degree	7.3 %	27.3 %	23.9 %	25.1 %	16.4 %	141,914	2,870
Doctoral/Professional Degree	8.6 %	30.2 %	23.4 %	23.0 %	14.8 %	54,334	1,308
Pay Category							
Federal Wage System	7.7 %	25.4 %	27.4 %	22.8 %	16.7 %	15,400	309
GS 1-6	8.4 %	25.2 %	28.4 %	23.4 %	14.6 %	20,365	702
GS 7-12	7.0 %	25.5 %	26.2 %	24.5 %	16.7 %	206,952	5,220
GS 13-15	6.7 %	26.5 %	24.2 %	25.7 %	16.9 %	214,245	3,831
SES	12.8 %	29.1 %	19.5 %	23.8 %	14.8 %	4,877	21
SL/ST	12.5 %	30.7 %	21.9 %	23.3 %	11.5 %	1,841	39
Other	7.5 %	26.5 %	27.0 %	24.1 %	14.8 %	42,228	972
Time in Federal Government							
< 1 year	9.6 %	32.9 %	27.7 %	19.8 %	10.0 %	10,395	527
1-3 years	8.4 %	29.6 %	25.9 %	22.4 %	13.6 %	62,987	2,048
4-5 years	7.7 %	27.5 %	25.2 %	23.8 %	15.9 %	39,231	935
6-10 years	7.3 %	25.7 %	24.7 %	25.0 %	17.4 %	81,837	1,633
11-14 years	6.5 %	24.7 %	25.1 %	25.8 %	17.9 %	93,513	1,742
15-20 years	6.4 %	24.0 %	25.5 %	25.8 %	18.3 %	89,292	1,618
> 20 years	6.7 %	25.3 %	26.8 %	25.4 %	15.8 %	128,512	2,581
Time with Current Agency							
< 1 year	9.9 %	31.3 %	27.3 %	20.3 %	11.1 %	18,709	888
1-3 years	8.4 %	28.8 %	25.4 %	22.9 %	14.5 %	94,347	2,734
4-5 years	7.5 %	26.6 %	25.3 %	24.2 %	16.4 %	49,372	1,049
6-10 years	6.8 %	25.3 %	24.8 %	25.4 %	17.7 %	89,611	1,683
11-14 years	6.4 %	24.3 %	25.4 %	25.9 %	18.0 %	84,762	1,546
15-20 years	6.2 %	23.7 %	25.8 %	26.0 %	18.3 %	75,678	1,351
> 20 years	6.5 %	25.3 %	27.0 %	25.6 %	15.6 %	93,702	1,844
Leaving							
No	8.2 %	29.7 %	27.3 %	23.0 %	11.9 %	329,690	8,083
Yes, to retire	6.0 %	23.8 %	27.3 %	26.6 %	16.4 %	33,749	642
Yes, to other job in Govt	5.7 %	20.1 %	22.0 %	27.6 %	24.6 %	88,929	1,414
Yes, to other job outside Govt	4.4 %	18.1 %	19.7 %	28.8 %	29.0 %	22,821	330
Yes, other	4.6 %	18.0 %	24.3 %	28.0 %	25.1 %	31,002	619
Retiring							
Less than 1 year	6.7 %	23.8 %	26.2 %	24.9 %	18.4 %	16,042	302
1 year	6.2 %	24.3 %	26.7 %	26.3 %	16.6 %	13,272	271
2 years	6.9 %	26.1 %	27.7 %	24.9 %	14.5 %	27,066	563
3 years	6.8 %	26.8 %	26.9 %	25.4 %	14.1 %	28,051	559

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) Continually changing work priorities make it hard for me to produce high quality work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	7.0 %	25.7 %	25.8 %	24.9 %	16.5 %	544,589	12,053
4 years	7.1 %	26.3 %	26.8 %	24.9 %	15.0 %	17,441	326
5 years	6.8 %	24.5 %	26.9 %	25.3 %	16.4 %	39,097	790
More than 5 years	7.2 %	26.2 %	25.2 %	24.6 %	16.7 %	361,294	8,135
Transgender							
Yes	7.4 %	19.5 %	22.7 %	24.3 %	26.0 %	1,891	34
No	7.2 %	26.2 %	25.6 %	24.8 %	16.3 %	482,494	10,539
Consider Yourself as							
Straight	7.2 %	26.4 %	25.7 %	24.7 %	16.0 %	445,597	9,753
Gay or Lesbian	7.4 %	26.3 %	24.0 %	24.3 %	18.0 %	12,399	242
Use different term	7.0 %	25.7 %	22.2 %	25.7 %	19.5 %	8,496	181
Use different term	5.5 %	19.7 %	25.1 %	26.6 %	23.2 %	12,520	284
Military Service							
No Prior Military Service	6.6 %	26.1 %	25.7 %	25.4 %	16.2 %	366,360	8,012
Currently in Guard/Reserves	7.2 %	24.4 %	24.1 %	24.5 %	19.8 %	7,598	167
Retired	9.1 %	28.1 %	26.0 %	22.7 %	14.1 %	61,311	1,415
Separated/Discharged	7.2 %	23.9 %	25.7 %	24.3 %	18.9 %	70,180	1,501
Military Spouse							
Spouse of current active duty service member	9.2 %	26.4 %	21.8 %	24.4 %	18.1 %	5,361	169
Spouse of separated or retired service member with a disability rating of 100%	8.2 %	26.1 %	25.3 %	24.1 %	16.4 %	10,288	246
Widow(er) of a service member killed while on active duty	12.6 %	17.3 %	22.5 %	29.0 %	18.7 %	279	6
None of the categories listed	7.1 %	26.0 %	25.8 %	24.8 %	16.4 %	489,816	10,674
NoN-Competitive Hiring Authority							
Yes	10.1 %	26.6 %	21.6 %	22.9 %	18.8 %	1,973	64
No	8.4 %	26.0 %	24.3 %	24.5 %	16.8 %	13,862	348
Disability							
Yes	7.6 %	23.1 %	25.4 %	24.6 %	19.4 %	81,904	1,882
No	7.1 %	26.7 %	25.7 %	24.8 %	15.7 %	411,585	8,896

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have a clear idea of how well I am doing my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
Work Location						
Headquarters	27.2 %	49.3 %	13.9 %	7.0 %	2.6 %	156,326
Field	22.8 %	49.4 %	15.9 %	8.3 %	3.7 %	249,593
Full-time telework	29.6 %	50.5 %	12.6 %	5.5 %	1.8 %	106,817
Supervisory Status						
Senior Leader	41.2 %	44.3 %	8.5 %	4.1 %	1.9 %	8,709
Manager	29.2 %	49.2 %	12.6 %	6.4 %	2.5 %	35,664
Supervisor	25.1 %	50.2 %	14.7 %	7.3 %	2.7 %	72,303
Team Leader	26.9 %	49.3 %	13.9 %	7.1 %	2.8 %	64,002
Non-Supervisor	24.1 %	49.7 %	15.2 %	7.7 %	3.2 %	336,704
Sex						
Male	25.3 %	49.3 %	14.8 %	7.4 %	3.2 %	262,977
Female	25.9 %	50.0 %	14.1 %	7.3 %	2.6 %	235,527
Hispanic or Latino						
Yes	27.2 %	46.5 %	15.4 %	7.2 %	3.8 %	53,167
No	25.1 %	50.0 %	14.5 %	7.4 %	2.9 %	447,880
Race						
American Indian/Alaska Native	23.0 %	48.1 %	16.9 %	8.5 %	3.5 %	10,116
Asian	31.4 %	50.6 %	11.9 %	4.5 %	1.6 %	30,176
Black/African American	29.6 %	47.9 %	13.2 %	6.2 %	3.1 %	74,296
Native Hawaiian/Pacific Islander	28.1 %	46.9 %	15.8 %	5.5 %	3.8 %	3,128
White	24.4 %	50.3 %	14.8 %	7.7 %	2.9 %	344,345
Two or more races (Not Hispanic/Latino)	23.0 %	46.7 %	16.5 %	9.0 %	4.8 %	22,873
Age Group						
25 and under	19.6 %	52.3 %	16.5 %	9.5 %	2.0 %	7,217
26-29 years old	20.9 %	50.4 %	16.9 %	9.0 %	2.8 %	16,936
30-39 years old	22.5 %	49.1 %	15.9 %	8.7 %	3.8 %	95,488
40-49 years old	24.2 %	49.0 %	15.1 %	8.1 %	3.6 %	137,423
50-59 years old	27.6 %	49.9 %	13.6 %	6.4 %	2.6 %	160,547
60 or older	29.6 %	50.4 %	12.9 %	5.3 %	1.8 %	83,470
Level of Education						
Less than High School	31.6 %	45.8 %	14.6 %	5.2 %	2.9 %	318
H.S. Diploma/GED or equiv	27.1 %	49.2 %	14.4 %	6.5 %	2.9 %	19,894

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have a clear idea of how well I am doing my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
Trade/Technical Certificate	24.5 %	47.6 %	16.4 %	7.9 %	3.6 %	10,533
Some College(no degree)	25.6 %	47.8 %	15.6 %	7.4 %	3.6 %	61,208
Associate's Degree	25.4 %	47.8 %	15.5 %	7.9 %	3.3 %	36,308
Bachelor's Degree	24.2 %	50.3 %	14.9 %	7.6 %	3.0 %	178,716
Master's Degree	26.1 %	49.9 %	13.9 %	7.3 %	2.8 %	144,787
Doctoral/Professional Degree	26.6 %	51.2 %	13.2 %	6.8 %	2.3 %	55,645
Pay Category						
Federal Wage System	22.0 %	46.0 %	17.7 %	9.6 %	4.7 %	15,704
GS 1-6	24.9 %	46.4 %	16.3 %	8.6 %	3.8 %	21,065
GS 7-12	23.9 %	49.4 %	15.5 %	7.9 %	3.3 %	212,152
GS 13-15	27.6 %	50.8 %	13.0 %	6.3 %	2.3 %	218,090
SES	41.2 %	43.8 %	9.4 %	4.1 %	1.5 %	4,894
SL/ST	33.0 %	48.2 %	11.1 %	5.2 %	2.5 %	1,879
Other	23.0 %	49.3 %	16.1 %	8.4 %	3.2 %	43,207
Time in Federal Government						
< 1 year	23.3 %	50.9 %	16.7 %	7.4 %	1.6 %	10,936
1-3 years	24.7 %	50.0 %	15.0 %	7.7 %	2.5 %	65,029
4-5 years	24.8 %	48.8 %	15.0 %	8.3 %	3.0 %	40,153
6-10 years	24.4 %	49.0 %	15.0 %	8.0 %	3.5 %	83,501
11-14 years	24.6 %	49.4 %	14.9 %	7.8 %	3.3 %	95,255
15-20 years	24.3 %	49.3 %	15.1 %	7.7 %	3.6 %	90,909
> 20 years	27.5 %	50.2 %	13.7 %	6.0 %	2.5 %	131,047
Time with Current Agency						
< 1 year	23.8 %	49.2 %	17.2 %	7.6 %	2.2 %	19,599
1-3 years	25.2 %	49.1 %	14.9 %	7.9 %	2.9 %	97,066
4-5 years	25.3 %	48.7 %	14.8 %	8.1 %	3.0 %	50,408
6-10 years	24.7 %	49.0 %	14.9 %	7.8 %	3.6 %	91,315
11-14 years	24.6 %	49.7 %	14.8 %	7.6 %	3.2 %	86,317
15-20 years	24.2 %	49.7 %	15.1 %	7.6 %	3.4 %	77,030
> 20 years	27.5 %	51.1 %	13.4 %	5.7 %	2.3 %	95,523
Leaving						
No	29.7 %	52.9 %	11.9 %	4.4 %	1.1 %	337,762
Yes, to retire	25.7 %	50.5 %	14.9 %	6.4 %	2.6 %	34,382

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have a clear idea of how well I am doing my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
Yes, to other job in Govt	17.3 %	43.3 %	19.7 %	13.2 %	6.5 %	90,358
Yes, to other job outside Govt	14.3 %	42.1 %	20.1 %	15.5 %	8.0 %	23,147
Yes, other	15.0 %	42.6 %	21.7 %	13.3 %	7.4 %	31,619
Retiring						
Less than 1 year	25.3 %	48.0 %	15.2 %	7.6 %	4.0 %	16,339
1 year	26.2 %	50.3 %	14.6 %	6.3 %	2.7 %	13,545
2 years	27.4 %	50.8 %	13.7 %	5.8 %	2.3 %	27,613
3 years	26.9 %	50.7 %	14.1 %	6.2 %	2.1 %	28,610
4 years	26.9 %	50.6 %	13.6 %	6.1 %	2.7 %	17,759
5 years	26.1 %	49.2 %	14.6 %	7.1 %	3.0 %	39,890
More than 5 years	24.8 %	49.5 %	14.9 %	7.7 %	3.1 %	369,439
Transgender						
Yes	18.5 %	40.2 %	21.9 %	11.3 %	8.2 %	1,926
No	25.5 %	49.6 %	14.5 %	7.3 %	3.0 %	493,029
Consider Yourself as						
Straight	25.8 %	49.8 %	14.3 %	7.2 %	2.8 %	455,331
Gay or Lesbian	25.4 %	47.8 %	15.2 %	8.1 %	3.4 %	12,643
Bisexual	22.2 %	47.5 %	15.9 %	10.3 %	4.1 %	8,686
Use different term	17.8 %	43.8 %	20.1 %	11.5 %	6.8 %	12,800
Military Service						
No Prior Military Service	24.3 %	50.7 %	14.8 %	7.4 %	2.8 %	374,380
Currently in Guard/Reserves	24.7 %	45.8 %	16.6 %	8.6 %	4.2 %	7,766
Retired	30.9 %	48.0 %	12.6 %	5.9 %	2.5 %	62,725
Separated/Discharged	23.8 %	47.2 %	15.9 %	8.8 %	4.3 %	71,663
Military Spouse						
Spouse of current active duty service member	27.6 %	43.9 %	15.2 %	8.9 %	4.3 %	5,530
Spouse of separated or retired service member with a disability rating of 100%	28.9 %	46.1 %	13.6 %	7.5 %	3.8 %	10,531
Widow(er) of a service member killed while on active duty	23.7 %	48.2 %	16.0 %	8.1 %	4.0 %	286
None of the categories listed	25.1 %	49.8 %	14.7 %	7.4 %	3.0 %	500,481
NoN-Competitive Hiring Authority						
Yes	31.4 %	43.7 %	13.0 %	8.0 %	3.9 %	2,035

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have a clear idea of how well I am doing my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.9 %	49.5 %	15.0 %	7.5 %	3.0 %	556,628
No	27.7 %	45.7 %	14.4 %	8.1 %	4.0 %	14,210
Disability						
Yes	25.9 %	44.7 %	15.7 %	8.9 %	4.7 %	83,785
No	25.3 %	50.6 %	14.4 %	7.1 %	2.6 %	420,467

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) 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	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
Work Location						
Headquarters	42.2 %	41.5 %	8.6 %	5.4 %	2.3 %	156,236
Field	34.0 %	43.7 %	11.1 %	7.5 %	3.7 %	249,534
Full-time telework	44.6 %	41.0 %	8.7 %	4.0 %	1.7 %	106,775
Supervisory Status						
Senior Leader	53.4 %	35.8 %	5.9 %	3.5 %	1.4 %	8,692
Manager	43.3 %	42.6 %	7.1 %	5.1 %	2.0 %	35,633
Supervisor	39.2 %	44.3 %	8.7 %	5.6 %	2.3 %	72,322
Team Leader	37.5 %	43.0 %	10.0 %	6.6 %	2.8 %	63,989
Non-Supervisor	37.3 %	42.3 %	10.6 %	6.5 %	3.2 %	336,556
Sex						
Male	39.0 %	42.8 %	9.6 %	5.8 %	2.8 %	262,872
Female	37.6 %	42.3 %	10.3 %	6.8 %	3.0 %	235,447
Hispanic or Latino						
Yes	35.4 %	41.2 %	11.6 %	7.6 %	4.2 %	53,130
No	38.8 %	42.8 %	9.7 %	6.0 %	2.7 %	447,718
Race						
American Indian/Alaska Native	27.8 %	43.0 %	14.9 %	9.2 %	5.0 %	10,120
Asian	38.0 %	45.0 %	10.1 %	4.7 %	2.3 %	30,166
Black/African American	39.5 %	42.1 %	9.8 %	5.4 %	3.2 %	74,279
Native Hawaiian/Pacific Islander	33.4 %	42.5 %	13.5 %	7.2 %	3.5 %	3,129
White	39.0 %	42.5 %	9.5 %	6.3 %	2.7 %	344,207
Two or more races (Not Hispanic/Latino)	35.6 %	41.9 %	11.4 %	6.9 %	4.2 %	22,854
Age Group						
25 and under	38.6 %	43.6 %	9.1 %	5.9 %	2.9 %	7,211
26-29 years old	36.0 %	42.8 %	10.6 %	7.0 %	3.6 %	16,915
30-39 years old	36.2 %	42.6 %	10.4 %	7.1 %	3.7 %	95,428
40-49 years old	37.1 %	42.6 %	10.1 %	6.8 %	3.4 %	137,345
50-59 years old	39.7 %	42.6 %	9.5 %	5.8 %	2.4 %	160,502
60 or older	41.7 %	42.1 %	9.6 %	4.8 %	1.8 %	83,492
Level of Education						
Less than High School	26.9 %	46.1 %	17.7 %	5.6 %	3.8 %	319
H.S. Diploma/GED or equiv	31.2 %	43.1 %	13.8 %	7.7 %	4.2 %	19,905

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) 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	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
Trade/Technical Certificate	30.0 %	43.4 %	13.6 %	8.6 %	4.5 %	10,536
Some College(no degree)	33.6 %	42.4 %	12.4 %	7.8 %	3.8 %	61,180
Associate's Degree	32.9 %	43.4 %	12.0 %	8.1 %	3.6 %	36,295
Bachelor's Degree	38.4 %	43.2 %	9.5 %	6.1 %	2.8 %	178,664
Master's Degree	41.8 %	42.4 %	8.3 %	5.2 %	2.4 %	144,695
Doctoral/Professional Degree	46.7 %	39.7 %	7.3 %	4.3 %	2.0 %	55,617
Pay Category						
Federal Wage System	25.7 %	44.9 %	14.1 %	9.6 %	5.6 %	15,714
GS 1-6	30.8 %	41.3 %	14.0 %	9.0 %	4.9 %	21,070
GS 7-12	35.5 %	43.1 %	11.0 %	7.0 %	3.4 %	212,054
GS 13-15	44.5 %	41.8 %	7.4 %	4.5 %	1.8 %	217,983
SES	61.4 %	31.1 %	4.5 %	2.1 %	0.8 %	4,883
SL/ST	48.6 %	40.4 %	5.5 %	3.9 %	1.6 %	1,881
Other	34.3 %	43.8 %	11.5 %	7.1 %	3.2 %	43,216
Time in Federal Government						
< 1 year	46.1 %	39.6 %	8.5 %	4.2 %	1.7 %	10,920
1-3 years	39.7 %	41.8 %	9.7 %	6.0 %	2.7 %	65,001
4-5 years	36.2 %	43.0 %	10.4 %	6.9 %	3.5 %	40,129
6-10 years	36.6 %	42.5 %	10.5 %	7.0 %	3.5 %	83,460
11-14 years	37.6 %	42.9 %	10.0 %	6.4 %	3.0 %	95,216
15-20 years	36.5 %	43.4 %	10.3 %	6.6 %	3.2 %	90,890
> 20 years	40.1 %	42.4 %	9.5 %	5.6 %	2.4 %	131,024
Time with Current Agency						
< 1 year	45.7 %	39.1 %	8.8 %	4.4 %	2.0 %	19,586
1-3 years	39.6 %	41.5 %	9.7 %	6.3 %	2.9 %	97,036
4-5 years	36.1 %	43.0 %	10.7 %	6.8 %	3.4 %	50,370
6-10 years	36.4 %	42.8 %	10.4 %	7.0 %	3.4 %	91,278
11-14 years	37.0 %	43.4 %	10.1 %	6.5 %	3.0 %	86,273
15-20 years	36.5 %	43.5 %	10.4 %	6.5 %	3.1 %	77,023
> 20 years	40.5 %	42.7 %	9.2 %	5.3 %	2.2 %	95,500
Leaving						
No	44.4 %	42.5 %	8.0 %	3.9 %	1.2 %	337,647
Yes, to retire	37.1 %	43.8 %	10.4 %	6.3 %	2.4 %	34,381

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) 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	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
Yes, to other job in Govt	26.8 %	42.9 %	13.5 %	10.8 %	6.0 %	90,314
Yes, to other job outside Govt	26.5 %	42.0 %	13.0 %	11.7 %	6.9 %	23,146
Yes, other	24.5 %	42.2 %	15.4 %	10.9 %	7.0 %	31,594
Retiring						
Less than 1 year	36.8 %	42.3 %	10.4 %	7.1 %	3.4 %	16,341
1 year	37.6 %	43.7 %	10.1 %	6.2 %	2.3 %	13,546
2 years	39.8 %	42.7 %	9.8 %	5.6 %	2.1 %	27,619
3 years	39.3 %	43.4 %	9.7 %	5.6 %	2.0 %	28,604
4 years	39.5 %	42.5 %	10.1 %	5.7 %	2.2 %	17,746
5 years	38.2 %	42.8 %	10.0 %	6.0 %	2.9 %	39,863
More than 5 years	38.1 %	42.5 %	9.9 %	6.4 %	3.1 %	369,277
Transgender						
Yes	30.8 %	38.2 %	13.7 %	9.5 %	7.9 %	1,922
No	38.4 %	42.6 %	9.9 %	6.2 %	2.9 %	492,827
Consider Yourself as						
Straight	38.6 %	42.7 %	9.8 %	6.1 %	2.8 %	455,146
Gay or Lesbian	40.0 %	39.4 %	9.9 %	7.1 %	3.6 %	12,627
Bisexual	36.9 %	40.3 %	10.8 %	8.3 %	3.8 %	8,679
Use different term	30.6 %	41.2 %	13.3 %	8.7 %	6.2 %	12,802
Military Service						
No Prior Military Service	38.2 %	42.9 %	10.0 %	6.1 %	2.8 %	374,248
Currently in Guard/Reserves	35.5 %	42.7 %	10.9 %	7.0 %	3.9 %	7,758
Retired	41.6 %	41.8 %	8.7 %	5.6 %	2.2 %	62,684
Separated/Discharged	35.5 %	42.1 %	11.1 %	7.4 %	3.9 %	71,645
Military Spouse						
Spouse of current active duty service member	35.5 %	40.7 %	10.4 %	8.6 %	4.9 %	5,526
Spouse of separated or retired service member with a disability rating of 100%	35.4 %	41.6 %	10.4 %	8.3 %	4.3 %	10,544
Widow(er) of a service member killed while on active duty	29.2 %	44.6 %	12.5 %	8.9 %	4.8 %	287
None of the categories listed	38.3 %	42.7 %	10.0 %	6.2 %	2.9 %	500,271
NoN-Competitive Hiring Authority						
Yes	34.7 %	41.9 %	9.8 %	9.2 %	4.4 %	2,029

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) 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	37.6 %	42.7 %	10.3 %	6.4 %	3.0 %	556,436
No	35.5 %	41.1 %	10.6 %	8.3 %	4.5 %	14,226
Disability						
Yes	36.6 %	40.2 %	11.0 %	7.7 %	4.5 %	83,749
No	38.7 %	43.1 %	9.7 %	5.9 %	2.6 %	420,314

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_1) In my work unit poor performers usually: Remain in the work unit and improve their performance overtime

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	16.1 %	90,477	465,908
Work Location			
Headquarters	16.3 %	26,054	130,200
Field	16.3 %	41,286	208,267
Full-time telework	15.8 %	16,758	90,020
Supervisory Status			
Senior Leader	29.8 %	2,666	6,041
Manager	27.6 %	10,130	25,495
Supervisor	23.5 %	17,564	54,738
Team Leader	18.2 %	11,760	52,226
Non-Supervisor	13.0 %	42,534	294,066
Sex			
Male	17.3 %	46,624	216,293
Female	15.0 %	35,829	199,632
Hispanic or Latino			
Yes	16.7 %	9,088	44,054
No	16.3 %	73,632	374,142
Race			
American Indian/Alaska Native	15.2 %	1,620	8,502
Asian	19.4 %	5,821	24,329
Black/African American	18.0 %	13,385	60,882
Native Hawaiian/Pacific Islander	20.0 %	625	2,503
White	15.7 %	55,206	289,092
Two or more races (Not Hispanic/Latino)	17.1 %	3,837	19,037
Age Group			
25 and under	18.7 %	1,322	5,891
26-29 years old	17.9 %	2,946	13,974
30-39 years old	15.9 %	15,338	80,080
40-49 years old	15.3 %	21,488	115,890
50-59 years old	16.5 %	26,807	133,698
60 or older	17.8 %	14,908	68,611
Level of Education			
Less than High School	19.5 %	62	255
H.S. Diploma/GED or equiv	16.8 %	3,438	16,456
Trade/Technical Certificate	14.9 %	1,646	8,882
Some College(no degree)	16.9 %	10,499	50,705
Associate's Degree	16.0 %	5,841	30,451
Bachelor's Degree	16.3 %	29,436	149,237
Master's Degree	16.3 %	23,828	120,903
Doctoral/Professional Degree	15.5 %	8,847	46,771
Pay Category			
Federal Wage System	16.9 %	2,735	12,983
GS 1-6	16.0 %	3,398	17,658
GS 7-12	14.6 %	30,480	181,589
GS 13-15	17.4 %	38,123	179,881
SES	32.8 %	1,650	3,239
SL/ST	21.4 %	416	1,465
Other	17.8 %	7,912	35,298
Time in Federal Government			
< 1 year	13.4 %	1,357	9,573
1-3 years	15.0 %	9,448	55,540
4-5 years	15.8 %	6,384	33,753
6-10 years	15.9 %	13,375	70,095
11-14 years	16.1 %	15,474	79,747
15-20 years	16.7 %	15,641	75,257
> 20 years	17.2 %	22,994	108,024
Time with Current Agency			
< 1 year	12.0 %	2,227	17,365
1-3 years	14.5 %	13,716	83,320
4-5 years	16.1 %	8,178	42,211

(Q15_1) In my work unit poor performers usually: Remain in the work unit and improve their performance overtime

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	16.1 %	90,477	465,908
6-10 years	16.1 %	14,938	76,352
11-14 years	16.7 %	14,603	71,674
15-20 years	17.4 %	13,729	63,285
> 20 years	17.9 %	17,388	78,112
Leaving			
No	18.0 %	60,437	277,204
Yes, to retire	17.3 %	5,942	28,445
Yes, to other job in Govt	12.8 %	11,759	78,595
Yes, to other job outside Govt	11.7 %	2,807	20,337
Yes, other	12.1 %	3,819	27,776
Retiring			
Less than 1 year	16.8 %	2,755	13,578
1 year	16.8 %	2,287	11,263
2 years	17.0 %	4,836	22,788
3 years	17.6 %	5,037	23,563
4 years	16.6 %	3,035	14,725
5 years	16.2 %	6,639	33,236
More than 5 years	16.0 %	59,747	309,551
Transgender			
Yes	13.9 %	273	1,651
No	16.4 %	81,701	411,188
Consider Yourself as			
Straight	16.4 %	75,765	379,440
Gay or Lesbian	16.9 %	2,147	10,492
Bisexual	18.3 %	1,538	7,145
Use different term	13.9 %	1,794	11,009
Military Service			
No Prior Military Service	16.4 %	61,802	312,433
Currently in Guard/Reserves	16.6 %	1,307	6,459
Retired	16.7 %	10,511	52,194
Separated/Discharged	14.9 %	11,013	60,652
Military Spouse			
Spouse of current active duty service member	14.0 %	762	4,775
Spouse of separated or retired service member with a disability rating of 100%	14.8 %	1,572	8,964
Widow(er) of a service member killed while on active duty	17.7 %	55	232
None of the categories listed	16.3 %	82,335	417,974
NoN-Competitive Hiring Authority			
Yes	15.5 %	303	1,731
No	14.3 %	2,073	12,152
Disability			
Yes	15.3 %	12,887	70,854
No	16.5 %	70,283	350,099

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_2) In my work unit poor performers usually: Remain in the work unit and continue to underperform

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	42.2 %	215,218	341,167
Work Location			
Headquarters	38.9 %	56,329	99,925
Field	48.3 %	112,645	136,908
Full-time telework	28.1 %	28,924	77,854
Supervisory Status			
Senior Leader	34.9 %	2,786	5,921
Manager	45.3 %	15,132	20,493
Supervisor	45.8 %	31,162	41,140
Team Leader	51.8 %	31,197	32,789
Non-Supervisor	39.3 %	119,167	217,433
Sex			
Male	42.8 %	102,444	160,473
Female	40.8 %	89,046	146,415
Hispanic or Latino			
Yes	43.5 %	20,989	32,153
No	41.8 %	171,850	275,924
Race			
American Indian/Alaska Native	44.5 %	4,280	5,842
Asian	34.3 %	9,277	20,873
Black/African American	31.3 %	20,956	53,311
Native Hawaiian/Pacific Islander	38.6 %	1,181	1,947
White	44.9 %	141,304	202,994
Two or more races (Not Hispanic/Latino)	44.9 %	9,457	13,417
Age Group			
25 and under	38.5 %	2,511	4,702
26-29 years old	44.9 %	6,775	10,145
30-39 years old	48.6 %	41,666	53,752
40-49 years old	45.7 %	57,627	79,751
50-59 years old	38.9 %	58,698	101,807
60 or older	31.9 %	25,665	57,854
Level of Education			
Less than High School	31.1 %	103	214
H.S. Diploma/GED or equiv	43.3 %	7,771	12,123
Trade/Technical Certificate	48.7 %	4,626	5,902
Some College(no degree)	44.4 %	24,691	36,513
Associate's Degree	46.3 %	15,476	20,816
Bachelor's Degree	42.0 %	69,599	109,074
Master's Degree	40.6 %	54,599	90,132
Doctoral/Professional Degree	36.0 %	18,491	37,127
Pay Category			
Federal Wage System	59.8 %	8,822	6,896
GS 1-6	39.2 %	7,401	13,655
GS 7-12	41.7 %	81,266	130,803
GS 13-15	39.4 %	79,858	138,146
SES	33.3 %	1,470	3,419
SL/ST	36.7 %	649	1,232
Other	47.6 %	19,867	23,343
Time in Federal Government			
< 1 year	24.9 %	2,334	8,596
1-3 years	37.8 %	21,512	43,476
4-5 years	45.1 %	16,443	23,694
6-10 years	46.2 %	34,900	48,570
11-14 years	45.4 %	39,964	55,257
15-20 years	45.0 %	38,068	52,830
> 20 years	37.5 %	46,004	85,014
Time with Current Agency			
< 1 year	24.3 %	4,151	15,441
1-3 years	37.5 %	32,239	64,797
4-5 years	45.4 %	20,966	29,423

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_2) In my work unit poor performers usually: Remain in the work unit and continue to underperform

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	42.2 %	215,218	341,167
6-10 years	46.9 %	38,950	52,340
11-14 years	46.0 %	36,639	49,638
15-20 years	45.9 %	32,744	44,270
> 20 years	37.6 %	33,684	61,816
Leaving			
No	34.8 %	108,639	229,002
Yes, to retire	39.7 %	13,093	21,294
Yes, to other job in Govt	56.4 %	48,107	42,247
Yes, to other job outside Govt	61.7 %	13,369	9,775
Yes, other	55.0 %	16,286	15,309
Retiring			
Less than 1 year	41.8 %	6,489	9,844
1 year	39.2 %	5,100	8,450
2 years	37.3 %	9,792	17,832
3 years	37.7 %	10,095	18,505
4 years	39.0 %	6,531	11,229
5 years	40.2 %	14,956	24,919
More than 5 years	43.2 %	144,928	224,370
Transgender			
Yes	51.7 %	917	1,007
No	41.9 %	189,269	303,620
Consider Yourself as			
Straight	41.6 %	173,264	281,941
Gay or Lesbian	45.5 %	5,329	7,310
Bisexual	48.9 %	3,800	4,883
Use different term	48.5 %	5,763	7,040
Military Service			
No Prior Military Service	41.0 %	140,754	233,481
Currently in Guard/Reserves	50.7 %	3,525	4,241
Retired	39.9 %	24,074	38,631
Separated/Discharged	47.0 %	30,665	41,000
Military Spouse			
Spouse of current active duty service member	50.5 %	2,616	2,921
Spouse of separated or retired service member with a disability rating of 100%	44.7 %	4,404	6,132
Widow(er) of a service member killed while on active duty	49.0 %	128	159
None of the categories listed	41.8 %	191,934	308,375
NoN-Competitive Hiring Authority			
Yes	45.1 %	852	1,182
No	47.5 %	6,260	7,965
Disability			
Yes	43.3 %	33,274	50,467
No	41.8 %	160,937	259,445

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_3) In my work unit poor performers usually: Leave the work unit - removed or transferred

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	10.1 %	53,497	502,888
Work Location			
Headquarters	10.9 %	16,565	139,689
Field	10.2 %	24,371	225,182
Full-time telework	8.5 %	8,714	98,064
Supervisory Status			
Senior Leader	22.1 %	2,067	6,640
Manager	19.0 %	6,766	28,859
Supervisor	13.3 %	9,379	62,923
Team Leader	12.4 %	7,484	56,502
Non-Supervisor	7.9 %	24,191	312,409
Sex			
Male	10.8 %	27,566	235,351
Female	9.2 %	20,818	214,643
Hispanic or Latino			
Yes	9.5 %	4,871	48,271
No	10.2 %	43,642	404,132
Race			
American Indian/Alaska Native	8.4 %	826	9,296
Asian	10.0 %	2,736	27,414
Black/African American	9.1 %	6,414	67,853
Native Hawaiian/Pacific Islander	10.8 %	337	2,791
White	10.3 %	34,252	310,046
Two or more races (Not Hispanic/Latino)	11.9 %	2,550	20,324
Age Group			
25 and under	9.4 %	600	6,613
26-29 years old	10.1 %	1,564	15,356
30-39 years old	11.2 %	9,793	85,625
40-49 years old	10.2 %	13,552	123,826
50-59 years old	9.8 %	15,310	145,195
60 or older	9.5 %	7,789	75,730
Level of Education			
Less than High School	8.2 %	23	294
H.S. Diploma/GED or equiv	7.9 %	1,454	18,440
Trade/Technical Certificate	9.0 %	859	9,669
Some College(no degree)	8.8 %	5,210	55,994
Associate's Degree	9.2 %	3,068	33,224
Bachelor's Degree	10.1 %	17,229	161,444
Master's Degree	11.9 %	16,182	128,549
Doctoral/Professional Degree	9.5 %	5,141	50,477
Pay Category			
Federal Wage System	10.7 %	1,595	14,123
GS 1-6	7.8 %	1,495	19,561
GS 7-12	8.3 %	16,317	195,752
GS 13-15	11.9 %	24,022	193,982
SES	27.0 %	1,330	3,559
SL/ST	15.3 %	293	1,588
Other	11.4 %	4,861	38,349
Time in Federal Government			
< 1 year	6.1 %	569	10,361
1-3 years	8.6 %	5,057	59,931
4-5 years	10.2 %	3,883	36,254
6-10 years	10.7 %	8,226	75,244
11-14 years	10.7 %	9,696	85,525
15-20 years	10.5 %	9,435	81,463
> 20 years	10.1 %	13,016	118,002
Time with Current Agency			
< 1 year	6.8 %	1,199	18,393
1-3 years	8.9 %	7,946	89,090
4-5 years	10.5 %	5,084	45,305

(Q15_3) In my work unit poor performers usually: Leave the work unit - removed or transferred

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	10.1 %	53,497	502,888
6-10 years	10.9 %	9,368	81,922
11-14 years	10.8 %	8,931	77,346
15-20 years	10.5 %	7,968	69,046
> 20 years	10.2 %	9,461	86,039
Leaving			
No	9.7 %	31,312	306,329
Yes, to retire	10.1 %	3,405	30,982
Yes, to other job in Govt	11.3 %	9,747	80,607
Yes, to other job outside Govt	11.2 %	2,493	20,651
Yes, other	10.1 %	3,012	28,583
Retiring			
Less than 1 year	10.3 %	1,657	14,676
1 year	10.0 %	1,336	12,214
2 years	10.1 %	2,739	24,885
3 years	10.3 %	2,859	25,741
4 years	10.2 %	1,757	16,003
5 years	9.9 %	3,916	35,959
More than 5 years	10.2 %	35,402	333,896
Transgender			
Yes	11.2 %	211	1,713
No	10.2 %	47,825	445,064
Consider Yourself as			
Straight	10.1 %	43,930	411,275
Gay or Lesbian	11.5 %	1,363	11,276
Bisexual	12.4 %	982	7,701
Use different term	10.6 %	1,283	11,520
Military Service			
No Prior Military Service	9.9 %	35,252	338,983
Currently in Guard/Reserves	11.5 %	843	6,923
Retired	10.7 %	6,674	56,031
Separated/Discharged	10.4 %	7,114	64,551
Military Spouse			
Spouse of current active duty service member	9.8 %	512	5,025
Spouse of separated or retired service member with a disability rating of 100%	9.4 %	985	9,551
Widow(er) of a service member killed while on active duty	9.1 %	25	262
None of the categories listed	10.1 %	48,383	451,926
NoN-Competitive Hiring Authority			
Yes	8.2 %	162	1,872
No	9.8 %	1,353	12,872
Disability			
Yes	10.2 %	8,245	75,496
No	10.1 %	40,624	379,758

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_4) In my work unit poor performers usually: Leave the work unit - quit

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	6.3 %	34,270	522,115
Work Location			
Headquarters	6.4 %	9,974	146,280
Field	6.7 %	16,381	233,172
Full-time telework	5.0 %	5,402	101,376
Supervisory Status			
Senior Leader	9.6 %	932	7,775
Manager	10.0 %	3,592	32,033
Supervisor	8.1 %	5,747	66,555
Team Leader	7.6 %	4,752	59,234
Non-Supervisor	5.3 %	16,919	319,681
Sex			
Male	6.3 %	16,565	246,352
Female	6.4 %	14,349	221,112
Hispanic or Latino			
Yes	6.3 %	3,319	49,823
No	6.4 %	27,754	420,020
Race			
American Indian/Alaska Native	6.1 %	585	9,537
Asian	6.2 %	1,813	28,337
Black/African American	6.0 %	4,199	70,068
Native Hawaiian/Pacific Islander	6.6 %	210	2,918
White	6.3 %	21,462	322,836
Two or more races (Not Hispanic/Latino)	8.4 %	1,817	21,057
Age Group			
25 and under	9.1 %	639	6,574
26-29 years old	9.6 %	1,552	15,368
30-39 years old	8.4 %	7,894	87,524
40-49 years old	6.4 %	8,833	128,545
50-59 years old	5.1 %	8,210	152,295
60 or older	4.8 %	3,943	79,576
Level of Education			
Less than High School	4.8 %	16	301
H.S. Diploma/GED or equiv	5.2 %	945	18,949
Trade/Technical Certificate	5.2 %	528	10,000
Some College(no degree)	5.8 %	3,369	57,835
Associate's Degree	6.0 %	2,004	34,288
Bachelor's Degree	6.4 %	11,121	167,552
Master's Degree	7.0 %	9,885	134,846
Doctoral/Professional Degree	6.5 %	3,570	52,048
Pay Category			
Federal Wage System	6.0 %	996	14,722
GS 1-6	8.0 %	1,559	19,497
GS 7-12	5.6 %	11,356	200,713
GS 13-15	6.4 %	13,718	204,286
SES	11.9 %	636	4,253
SL/ST	6.6 %	142	1,739
Other	8.5 %	3,527	39,683
Time in Federal Government			
< 1 year	5.6 %	524	10,406
1-3 years	6.9 %	4,112	60,876
4-5 years	7.8 %	2,982	37,155
6-10 years	7.3 %	5,892	77,578
11-14 years	6.5 %	6,175	89,046
15-20 years	6.0 %	5,579	85,319
> 20 years	5.0 %	6,666	124,352
Time with Current Agency			
< 1 year	5.1 %	908	18,684
1-3 years	6.7 %	6,200	90,836
4-5 years	7.8 %	3,760	46,629

(Q15_4) In my work unit poor performers usually: Leave the work unit - quit

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	6.3 %	34,270	522,115
6-10 years	7.2 %	6,396	84,894
11-14 years	6.2 %	5,419	80,858
15-20 years	5.8 %	4,593	72,421
> 20 years	4.9 %	4,670	90,830
Leaving			
No	5.4 %	18,339	319,302
Yes, to retire	5.0 %	1,726	32,661
Yes, to other job in Govt	8.5 %	7,514	82,840
Yes, to other job outside Govt	9.0 %	2,057	21,087
Yes, other	7.7 %	2,380	29,215
Retiring			
Less than 1 year	5.3 %	854	15,479
1 year	5.2 %	703	12,847
2 years	4.9 %	1,368	26,256
3 years	5.0 %	1,443	27,157
4 years	5.0 %	907	16,853
5 years	5.2 %	2,060	37,815
More than 5 years	6.8 %	24,421	344,877
Transgender			
Yes	7.5 %	147	1,777
No	6.4 %	30,622	462,267
Consider Yourself as			
Straight	6.2 %	27,638	427,567
Gay or Lesbian	8.1 %	1,002	11,637
Bisexual	9.9 %	825	7,858
Use different term	7.5 %	936	11,867
Military Service			
No Prior Military Service	6.5 %	23,474	350,761
Currently in Guard/Reserves	8.1 %	572	7,194
Retired	5.2 %	3,322	59,383
Separated/Discharged	6.4 %	4,547	67,118
Military Spouse			
Spouse of current active duty service member	7.6 %	407	5,130
Spouse of separated or retired service member with a disability rating of 100%	6.0 %	603	9,933
Widow(er) of a service member killed while on active duty	7.1 %	18	269
None of the categories listed	6.3 %	30,919	469,390
NoN-Competitive Hiring Authority			
Yes	6.9 %	135	1,899
No	6.6 %	886	13,339
Disability			
Yes	6.5 %	5,340	78,401
No	6.3 %	25,910	394,472

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_5) In my work unit poor performers usually: There are no poor performers in my work unit

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	19.5 %	116,384	440,001
Work Location			
Headquarters	22.8 %	37,709	118,545
Field	17.2 %	46,038	203,515
Full-time telework	22.7 %	24,899	81,879
Supervisory Status			
Senior Leader	17.4 %	1,629	7,078
Manager	15.7 %	5,978	29,647
Supervisor	18.6 %	14,342	57,960
Team Leader	17.0 %	11,672	52,314
Non-Supervisor	21.0 %	75,970	260,630
Sex			
Male	20.2 %	57,071	205,846
Female	19.4 %	49,060	186,401
Hispanic or Latino			
Yes	17.5 %	9,913	43,229
No	20.2 %	96,506	351,268
Race			
American Indian/Alaska Native	16.3 %	1,735	8,387
Asian	20.9 %	6,516	23,634
Black/African American	22.0 %	17,174	57,093
Native Hawaiian/Pacific Islander	19.0 %	570	2,558
White	19.6 %	73,092	271,206
Two or more races (Not Hispanic/Latino)	18.4 %	4,510	18,364
Age Group			
25 and under	19.9 %	1,610	5,603
26-29 years old	18.3 %	3,528	13,392
30-39 years old	16.8 %	18,143	77,275
40-49 years old	18.0 %	26,569	110,809
50-59 years old	21.3 %	35,479	125,026
60 or older	25.1 %	21,215	62,304
Level of Education			
Less than High School	19.8 %	64	253
H.S. Diploma/GED or equiv	18.2 %	3,862	16,032
Trade/Technical Certificate	16.1 %	1,881	8,647
Some College(no degree)	18.4 %	11,967	49,237
Associate's Degree	17.3 %	6,785	29,507
Bachelor's Degree	19.7 %	37,461	141,212
Master's Degree	21.2 %	32,563	112,168
Doctoral/Professional Degree	22.8 %	13,136	42,482
Pay Category			
Federal Wage System	11.8 %	2,096	13,622
GS 1-6	15.9 %	3,532	17,524
GS 7-12	19.6 %	43,822	168,247
GS 13-15	22.4 %	51,380	166,624
SES	16.5 %	888	4,001
SL/ST	22.0 %	439	1,442
Other	16.5 %	7,333	35,877
Time in Federal Government			
< 1 year	20.7 %	2,410	8,520
1-3 years	20.2 %	14,296	50,692
4-5 years	18.0 %	7,768	32,369
6-10 years	18.0 %	16,338	67,132
11-14 years	19.0 %	19,331	75,890
15-20 years	18.9 %	18,123	72,775
> 20 years	22.6 %	31,127	99,891
Time with Current Agency			
< 1 year	21.4 %	4,401	15,191
1-3 years	20.8 %	21,777	75,259
4-5 years	18.2 %	9,807	40,582

(Q15_5) In my work unit poor performers usually: There are no poor performers in my work unit

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	19.5 %	116,384	440,001
6-10 years	18.0 %	17,865	73,425
11-14 years	19.1 %	17,573	68,704
15-20 years	18.6 %	15,281	61,733
> 20 years	22.8 %	22,801	72,699
Leaving			
No	22.9 %	80,950	256,691
Yes, to retire	21.3 %	7,607	26,780
Yes, to other job in Govt	13.8 %	13,437	76,917
Yes, to other job outside Govt	12.3 %	3,148	19,996
Yes, other	12.7 %	4,373	27,222
Retiring			
Less than 1 year	20.7 %	3,564	12,769
1 year	21.6 %	3,020	10,530
2 years	23.1 %	6,582	21,042
3 years	22.3 %	6,686	21,914
4 years	22.6 %	4,125	13,635
5 years	21.3 %	8,921	30,954
More than 5 years	19.0 %	75,897	293,401
Transgender			
Yes	15.0 %	316	1,608
No	19.9 %	104,967	387,922
Consider Yourself as			
Straight	20.0 %	97,657	357,548
Gay or Lesbian	18.7 %	2,545	10,094
Bisexual	17.4 %	1,745	6,938
Use different term	16.7 %	2,306	10,497
Military Service			
No Prior Military Service	19.8 %	79,770	294,465
Currently in Guard/Reserves	15.7 %	1,425	6,341
Retired	22.5 %	14,475	48,230
Separated/Discharged	17.8 %	13,768	57,897
Military Spouse			
Spouse of current active duty service member	15.1 %	929	4,608
Spouse of separated or retired service member with a disability rating of 100%	17.6 %	1,969	8,567
Widow(er) of a service member killed while on active duty	13.3 %	44	243
None of the categories listed	19.9 %	106,543	393,766
NoN-Competitive Hiring Authority			
Yes	17.6 %	385	1,649
No	16.4 %	2,539	11,686
Disability			
Yes	19.1 %	17,039	66,702
No	20.0 %	90,023	330,359

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q15_6) In my work unit poor performers usually: Do not Know

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	20.8 %	123,932	432,453
Work Location			
Headquarters	19.9 %	32,168	124,086
Field	17.2 %	46,015	203,538
Full-time telework	31.6 %	34,049	72,729
Supervisory Status			
Senior Leader	10.0 %	834	7,873
Manager	7.7 %	2,798	32,827
Supervisor	10.9 %	7,989	64,313
Team Leader	12.1 %	8,525	55,461
Non-Supervisor	25.5 %	93,697	242,903
Sex			
Male	18.1 %	50,807	212,110
Female	23.7 %	58,017	177,444
Hispanic or Latino			
Yes	21.3 %	12,463	40,679
No	20.3 %	97,092	350,682
Race			
American Indian/Alaska Native	21.3 %	2,238	7,884
Asian	25.1 %	8,342	21,808
Black/African American	28.0 %	22,083	52,184
Native Hawaiian/Pacific Islander	21.2 %	702	2,426
White	17.9 %	66,677	277,621
Two or more races (Not Hispanic/Latino)	20.0 %	5,018	17,856
Age Group			
25 and under	25.1 %	1,926	5,287
26-29 years old	21.8 %	4,020	12,900
30-39 years old	19.7 %	20,854	74,564
40-49 years old	19.6 %	29,246	108,132
50-59 years old	20.5 %	34,568	125,937
60 or older	21.5 %	18,574	64,945
Level of Education			
Less than High School	28.0 %	82	235
H.S. Diploma/GED or equiv	21.8 %	4,785	15,109
Trade/Technical Certificate	19.1 %	2,250	8,278
Some College(no degree)	19.9 %	13,564	47,640
Associate's Degree	19.5 %	7,820	28,472
Bachelor's Degree	20.8 %	39,253	139,420
Master's Degree	19.6 %	29,859	114,872
Doctoral/Professional Degree	22.7 %	13,404	42,214
Pay Category			
Federal Wage System	12.1 %	2,092	13,626
GS 1-6	28.4 %	6,512	14,544
GS 7-12	23.2 %	53,953	158,116
GS 13-15	18.1 %	42,532	175,472
SES	6.9 %	329	4,560
SL/ST	13.9 %	248	1,633
Other	18.1 %	7,937	35,273
Time in Federal Government			
< 1 year	40.4 %	4,750	6,180
1-3 years	26.7 %	19,186	45,802
4-5 years	21.0 %	9,270	30,867
6-10 years	19.2 %	17,888	65,582
11-14 years	18.2 %	18,762	76,459
15-20 years	17.7 %	17,197	73,701
> 20 years	19.7 %	26,621	104,397
Time with Current Agency			
< 1 year	40.6 %	8,484	11,108
1-3 years	26.2 %	27,901	69,135
4-5 years	19.6 %	10,813	39,576

(Q15_6) In my work unit poor performers usually: Do not Know

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	20.8 %	123,932	432,453
6-10 years	18.0 %	18,134	73,156
11-14 years	17.1 %	15,971	70,306
15-20 years	16.5 %	13,713	63,301
> 20 years	18.9 %	18,721	76,779
Leaving			
No	22.7 %	80,770	256,871
Yes, to retire	18.1 %	6,461	27,926
Yes, to other job in Govt	16.3 %	16,104	74,250
Yes, to other job outside Govt	13.2 %	3,419	19,725
Yes, other	19.7 %	6,853	24,742
Retiring			
Less than 1 year	17.1 %	2,910	13,423
1 year	18.4 %	2,581	10,969
2 years	19.0 %	5,415	22,209
3 years	19.3 %	5,779	22,821
4 years	19.0 %	3,528	14,232
5 years	19.4 %	8,079	31,796
More than 5 years	21.0 %	84,112	285,186
Transgender			
Yes	17.9 %	387	1,537
No	20.4 %	107,658	385,231
Consider Yourself as			
Straight	20.4 %	99,499	355,706
Gay or Lesbian	18.3 %	2,482	10,157
Bisexual	16.7 %	1,619	7,064
Use different term	20.1 %	2,807	9,996
Military Service			
No Prior Military Service	21.8 %	86,107	288,128
Currently in Guard/Reserves	16.2 %	1,411	6,355
Retired	17.6 %	11,392	51,313
Separated/Discharged	18.6 %	14,654	57,011
Military Spouse			
Spouse of current active duty service member	20.3 %	1,185	4,352
Spouse of separated or retired service member with a disability rating of 100%	21.4 %	2,388	8,148
Widow(er) of a service member killed while on active duty	18.9 %	57	230
None of the categories listed	20.5 %	110,042	390,267
NoN-Competitive Hiring Authority			
Yes	22.0 %	478	1,556
No	20.7 %	3,119	11,106
Disability			
Yes	20.5 %	18,686	65,055
No	20.4 %	91,476	328,906

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) 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	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
Work Location							
Headquarters	12.2 %	34.5 %	26.3 %	16.7 %	10.4 %	138,349	17,878
Field	8.8 %	29.2 %	26.8 %	20.1 %	15.1 %	226,634	22,922
Full-time telework	13.3 %	35.6 %	28.5 %	14.6 %	8.0 %	88,090	18,687
Supervisory Status							
Senior Leader	26.0 %	44.4 %	16.4 %	8.8 %	4.4 %	8,347	366
Manager	15.6 %	42.3 %	20.7 %	14.2 %	7.2 %	34,586	1,063
Supervisor	11.7 %	39.1 %	23.4 %	16.3 %	9.4 %	69,156	3,166
Team Leader	9.6 %	31.1 %	26.2 %	19.7 %	13.4 %	59,275	4,695
Non-Supervisor	9.5 %	28.9 %	28.8 %	19.0 %	13.8 %	285,513	51,032
Sex							
Male	10.7 %	32.8 %	26.9 %	17.1 %	12.5 %	238,186	24,729
Female	10.4 %	30.8 %	26.9 %	19.6 %	12.2 %	202,775	32,646
Hispanic or Latino							
Yes	11.7 %	28.8 %	26.9 %	18.0 %	14.6 %	47,507	5,621
No	10.4 %	32.4 %	26.9 %	18.2 %	12.1 %	395,489	52,249
Race							
American Indian/Alaska Native	9.5 %	28.3 %	27.7 %	19.7 %	14.8 %	9,271	847
Asian	13.6 %	37.2 %	26.4 %	13.5 %	9.2 %	26,573	3,600
Black/African American	13.2 %	33.7 %	26.7 %	15.2 %	11.3 %	63,640	10,621
Native Hawaiian/Pacific Islander	12.9 %	31.2 %	27.7 %	16.2 %	12.0 %	2,884	245
White	9.9 %	31.7 %	26.9 %	19.1 %	12.4 %	306,533	37,700
Two or more races (Not Hispanic/Latino)	10.1 %	28.6 %	26.5 %	18.5 %	16.2 %	20,267	2,598
Age Group							
25 and under	7.8 %	32.2 %	27.9 %	20.9 %	11.2 %	6,184	1,025
26-29 years old	8.4 %	27.9 %	27.6 %	21.8 %	14.3 %	14,864	2,040
30-39 years old	9.3 %	28.0 %	26.1 %	20.7 %	15.9 %	84,367	11,080
40-49 years old	10.1 %	30.5 %	25.9 %	19.4 %	14.1 %	121,959	15,379
50-59 years old	11.5 %	34.2 %	27.1 %	16.7 %	10.4 %	142,077	18,433
60 or older	12.4 %	36.7 %	29.2 %	13.8 %	7.9 %	73,812	9,700
Level of Education							
Less than High School	10.4 %	36.8 %	29.1 %	12.0 %	11.7 %	279	38
H.S. Diploma/GED or equiv	10.1 %	29.6 %	28.7 %	17.8 %	13.8 %	17,880	2,023
Trade/Technical Certificate	8.3 %	26.2 %	29.6 %	19.0 %	16.8 %	9,565	963
Some College(no degree)	10.1 %	28.4 %	28.1 %	18.5 %	14.9 %	54,921	6,294
Associate's Degree	9.7 %	28.7 %	27.4 %	19.4 %	14.8 %	32,706	3,599
Bachelor's Degree	10.0 %	32.0 %	27.1 %	18.4 %	12.5 %	158,105	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) 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	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
Master's Degree	11.9 %	34.6 %	25.6 %	17.3 %	10.6 %	127,752	16,941
Doctoral/Professional Degree	10.7 %	35.0 %	26.1 %	18.4 %	9.7 %	47,348	8,262
Pay Category							
Federal Wage System	6.5 %	24.1 %	26.3 %	21.6 %	21.4 %	14,951	760
GS 1-6	9.7 %	27.0 %	29.1 %	18.9 %	15.3 %	18,235	2,837
GS 7-12	9.5 %	29.1 %	28.1 %	19.2 %	14.1 %	184,398	27,641
GS 13-15	12.6 %	37.1 %	25.5 %	16.0 %	8.8 %	193,389	24,589
SES	28.2 %	46.4 %	14.8 %	7.8 %	2.8 %	4,741	154
SL/ST	16.3 %	40.2 %	23.4 %	13.3 %	6.8 %	1,726	153
Other	8.0 %	28.7 %	27.7 %	21.1 %	14.5 %	39,237	3,986
Time in Federal Government							
< 1 year	12.6 %	33.1 %	31.5 %	16.2 %	6.6 %	8,023	2,901
1-3 years	10.7 %	31.4 %	29.2 %	18.1 %	10.6 %	54,809	10,174
4-5 years	9.4 %	29.4 %	27.4 %	19.6 %	14.1 %	35,580	4,553
6-10 years	9.8 %	29.9 %	26.0 %	19.7 %	14.6 %	74,207	9,244
11-14 years	10.1 %	31.4 %	26.2 %	18.8 %	13.5 %	85,316	9,904
15-20 years	10.0 %	31.0 %	26.2 %	18.9 %	13.9 %	82,009	8,870
> 20 years	11.7 %	34.9 %	27.1 %	16.0 %	10.3 %	116,526	14,531
Time with Current Agency							
< 1 year	13.4 %	33.9 %	31.0 %	14.7 %	7.1 %	14,300	5,300
1-3 years	11.4 %	31.6 %	28.3 %	17.7 %	11.1 %	82,269	14,741
4-5 years	9.8 %	30.2 %	26.8 %	19.4 %	13.8 %	45,099	5,276
6-10 years	9.9 %	30.1 %	25.9 %	19.5 %	14.6 %	82,017	9,254
11-14 years	9.8 %	31.2 %	26.4 %	18.9 %	13.8 %	77,879	8,415
15-20 years	9.5 %	31.2 %	26.2 %	19.3 %	13.9 %	70,017	6,981
> 20 years	11.4 %	35.6 %	27.1 %	16.0 %	9.9 %	85,293	10,238
Leaving							
No	13.2 %	37.5 %	28.0 %	14.6 %	6.7 %	293,987	43,649
Yes, to retire	10.2 %	34.3 %	28.8 %	16.5 %	10.2 %	31,125	3,269
Yes, to other job in Govt	5.9 %	21.5 %	24.6 %	25.2 %	22.9 %	82,232	8,095
Yes, to other job outside Govt	4.6 %	18.7 %	22.1 %	26.7 %	27.9 %	21,305	1,835
Yes, other	4.9 %	19.4 %	26.1 %	25.1 %	24.5 %	28,285	3,303
Retiring							
Less than 1 year	10.3 %	32.4 %	27.0 %	17.6 %	12.8 %	14,778	1,564
1 year	10.3 %	34.0 %	28.9 %	16.5 %	10.3 %	12,207	1,345
2 years	11.1 %	35.4 %	28.4 %	15.5 %	9.6 %	24,714	2,914
3 years	10.9 %	35.5 %	27.7 %	16.3 %	9.6 %	25,632	2,990

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(16) 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	10.3 %	31.5 %	27.2 %	18.5 %	12.6 %	491,186	65,222
4 years	11.0 %	35.1 %	27.2 %	16.4 %	10.2 %	15,942	1,818
5 years	10.8 %	33.0 %	27.3 %	17.2 %	11.8 %	35,668	4,210
More than 5 years	10.4 %	30.9 %	26.7 %	18.9 %	13.1 %	324,575	44,658
Transgender							
Yes	7.6 %	25.3 %	24.0 %	17.9 %	25.3 %	1,700	221
No	10.6 %	32.0 %	26.9 %	18.2 %	12.3 %	436,034	56,809
Consider Yourself as							
Straight	10.7 %	32.3 %	26.9 %	18.0 %	12.0 %	402,935	52,240
Gay or Lesbian	11.4 %	31.0 %	24.9 %	19.4 %	13.3 %	11,290	1,346
Bisexual	8.7 %	27.1 %	26.0 %	22.6 %	15.7 %	7,689	986
Use different term	7.6 %	24.2 %	26.7 %	20.7 %	20.8 %	11,232	1,559
Military Service							
No Prior Military Service	9.8 %	31.6 %	27.2 %	18.9 %	12.4 %	327,514	46,689
Currently in Guard/Reserves	11.5 %	30.1 %	27.0 %	18.2 %	13.2 %	7,147	610
Retired	13.7 %	36.1 %	26.6 %	14.7 %	9.0 %	57,215	5,516
Separated/Discharged	10.0 %	28.7 %	26.2 %	19.0 %	16.1 %	64,319	7,335
Military Spouse							
Spouse of current active duty service member	11.4 %	27.0 %	25.5 %	19.8 %	16.3 %	4,902	622
Spouse of separated or retired service member with a disability rating of 100%	12.3 %	29.2 %	24.9 %	18.9 %	14.7 %	9,351	1,179
Widow(er) of a service member killed while on active duty	11.0 %	27.6 %	20.0 %	21.8 %	19.6 %	256	31
None of the categories listed	10.4 %	31.9 %	27.0 %	18.2 %	12.4 %	441,928	58,367
NoN-Competitive Hiring Authority							
Yes	13.6 %	28.0 %	25.8 %	17.0 %	15.6 %	1,815	222
No	11.6 %	28.4 %	24.9 %	19.7 %	15.4 %	12,607	1,596
Disability							
Yes	11.5 %	29.0 %	25.3 %	18.1 %	16.1 %	74,363	9,396
No	10.3 %	32.6 %	27.3 %	18.2 %	11.7 %	371,554	48,765

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit share job knowledge.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
Work Location							
Headquarters	34.8 %	46.9 %	9.6 %	5.8 %	2.9 %	155,478	852
Field	29.1 %	49.3 %	11.3 %	6.6 %	3.6 %	248,265	1,378
Full-time telework	38.7 %	45.7 %	8.8 %	4.6 %	2.2 %	105,944	880
Supervisory Status							
Senior Leader	44.8 %	42.9 %	6.7 %	3.6 %	2.0 %	8,680	32
Manager	35.6 %	50.0 %	8.1 %	4.4 %	1.9 %	35,595	64
Supervisor	33.4 %	50.2 %	9.1 %	5.0 %	2.3 %	72,105	226
Team Leader	31.9 %	49.5 %	10.1 %	5.7 %	2.8 %	63,800	193
Non-Supervisor	31.7 %	47.2 %	11.1 %	6.5 %	3.6 %	334,110	2,651
Sex							
Male	32.8 %	48.8 %	10.2 %	5.3 %	2.9 %	261,774	1,241
Female	32.3 %	46.9 %	10.5 %	6.8 %	3.5 %	233,839	1,726
Hispanic or Latino							
Yes	30.6 %	45.8 %	12.3 %	6.9 %	4.5 %	52,798	366
No	32.8 %	48.3 %	10.1 %	5.8 %	3.0 %	445,313	2,628
Race							
American Indian/Alaska Native	23.0 %	44.6 %	16.3 %	9.8 %	6.3 %	10,022	104
Asian	30.9 %	49.5 %	11.9 %	4.8 %	2.8 %	29,970	216
Black/African American	33.1 %	46.8 %	10.5 %	5.8 %	3.9 %	73,669	632
Native Hawaiian/Pacific Islander	28.3 %	46.4 %	14.5 %	6.4 %	4.4 %	3,099	26
White	33.3 %	48.5 %	9.7 %	5.9 %	2.7 %	342,706	1,676
Two or more races (Not Hispanic/Latino)	30.9 %	45.7 %	11.9 %	7.1 %	4.5 %	22,693	178
Age Group							
25 and under	39.7 %	46.6 %	7.4 %	4.1 %	2.3 %	7,144	66
26-29 years old	35.2 %	48.3 %	8.4 %	5.5 %	2.6 %	16,828	103
30-39 years old	33.0 %	48.0 %	9.7 %	5.9 %	3.4 %	95,001	472
40-49 years old	31.6 %	48.2 %	10.3 %	6.3 %	3.6 %	136,648	766
50-59 years old	32.2 %	48.0 %	10.8 %	6.0 %	3.0 %	159,680	906
60 or older	32.9 %	47.8 %	11.2 %	5.6 %	2.5 %	82,881	659
Level of Education							
Less than High School	26.9 %	42.3 %	19.9 %	5.7 %	5.2 %	309	8
H.S. Diploma/GED or equiv	26.6 %	47.9 %	14.2 %	7.2 %	4.1 %	19,687	222
Trade/Technical Certificate	25.2 %	48.7 %	14.6 %	7.0 %	4.4 %	10,456	82
Some College(no degree)	28.2 %	48.1 %	12.7 %	7.0 %	4.1 %	60,756	475
Associate's Degree	27.5 %	48.7 %	13.0 %	7.0 %	3.8 %	36,056	269
Bachelor's Degree	32.9 %	48.7 %	9.7 %	5.8 %	2.9 %	177,815	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit share job knowledge.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
Master's Degree	34.7 %	47.9 %	9.0 %	5.6 %	2.8 %	144,025	753
Doctoral/Professional Degree	41.4 %	44.7 %	7.3 %	4.4 %	2.2 %	55,326	311
Pay Category							
Federal Wage System	22.8 %	49.8 %	14.6 %	7.7 %	5.0 %	15,623	90
GS 1-6	26.9 %	46.0 %	13.4 %	8.3 %	5.4 %	20,742	341
GS 7-12	30.4 %	48.0 %	11.2 %	6.6 %	3.7 %	210,621	1,542
GS 13-15	37.1 %	47.8 %	8.2 %	4.8 %	2.1 %	217,232	857
SES	52.5 %	39.5 %	4.5 %	2.7 %	0.9 %	4,889	6
SL/ST	39.9 %	48.1 %	6.3 %	3.5 %	2.2 %	1,864	17
Other	29.3 %	49.5 %	12.0 %	6.2 %	3.0 %	42,939	299
Time in Federal Government							
< 1 year	42.8 %	44.3 %	7.1 %	4.0 %	1.8 %	10,777	153
1-3 years	35.8 %	46.9 %	9.3 %	5.3 %	2.7 %	64,581	449
4-5 years	31.9 %	48.2 %	10.3 %	6.2 %	3.3 %	39,923	248
6-10 years	31.9 %	47.8 %	10.5 %	6.3 %	3.5 %	83,023	452
11-14 years	31.5 %	48.9 %	10.3 %	6.1 %	3.3 %	94,732	516
15-20 years	30.0 %	48.7 %	11.2 %	6.4 %	3.7 %	90,443	490
> 20 years	32.3 %	48.0 %	10.9 %	6.0 %	2.9 %	130,252	867
Time with Current Agency							
< 1 year	41.5 %	44.0 %	7.6 %	4.5 %	2.4 %	19,331	273
1-3 years	35.0 %	46.2 %	9.9 %	5.8 %	3.1 %	96,432	644
4-5 years	31.3 %	48.3 %	10.4 %	6.6 %	3.4 %	50,125	302
6-10 years	31.3 %	48.1 %	10.6 %	6.4 %	3.5 %	90,834	472
11-14 years	30.8 %	49.3 %	10.6 %	6.0 %	3.3 %	85,869	434
15-20 years	29.5 %	49.5 %	11.2 %	6.3 %	3.5 %	76,603	433
> 20 years	32.8 %	48.4 %	10.6 %	5.6 %	2.5 %	94,985	603
Leaving							
No	37.8 %	48.4 %	8.4 %	4.0 %	1.4 %	335,892	1,936
Yes, to retire	29.5 %	49.1 %	11.8 %	6.8 %	2.8 %	34,154	240
Yes, to other job in Govt	22.6 %	46.9 %	13.8 %	10.0 %	6.6 %	89,839	526
Yes, to other job outside Govt	22.9 %	47.9 %	12.6 %	9.5 %	7.0 %	23,006	144
Yes, other	20.9 %	47.1 %	15.5 %	9.6 %	6.9 %	31,305	309
Retiring							
Less than 1 year	29.4 %	47.9 %	11.5 %	7.3 %	3.8 %	16,231	112
1 year	29.5 %	48.9 %	12.0 %	6.8 %	2.8 %	13,446	104
2 years	31.3 %	48.9 %	11.3 %	5.8 %	2.7 %	27,441	197
3 years	31.1 %	49.5 %	11.0 %	5.7 %	2.7 %	28,452	167

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) Employees in my work unit share job knowledge.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	31.9 %	48.1 %	10.7 %	6.2 %	3.2 %	553,111	3,620
4 years	31.2 %	49.0 %	10.9 %	6.0 %	2.9 %	17,683	86
5 years	30.6 %	48.1 %	11.5 %	6.5 %	3.3 %	39,659	237
More than 5 years	33.1 %	47.8 %	10.0 %	5.9 %	3.2 %	367,270	2,180
Transgender							
Yes	27.6 %	42.8 %	12.0 %	9.1 %	8.5 %	1,898	27
No	32.6 %	48.0 %	10.3 %	6.0 %	3.1 %	490,176	2,907
Consider Yourself as							
Straight	32.6 %	48.2 %	10.3 %	5.9 %	3.0 %	452,801	2,580
Gay or Lesbian	35.3 %	45.7 %	9.4 %	6.0 %	3.5 %	12,571	69
Bisexual	34.2 %	46.3 %	9.3 %	6.6 %	3.6 %	8,626	51
Use different term	27.7 %	44.9 %	13.2 %	7.9 %	6.3 %	12,630	180
Military Service							
No Prior Military Service	32.9 %	48.3 %	10.0 %	5.8 %	3.0 %	372,074	2,359
Currently in Guard/Reserves	31.1 %	47.5 %	10.7 %	6.3 %	4.4 %	7,713	45
Retired	33.2 %	47.9 %	10.4 %	5.8 %	2.7 %	62,445	304
Separated/Discharged	29.6 %	47.3 %	11.9 %	7.0 %	4.2 %	71,230	440
Military Spouse							
Spouse of current active duty service member	30.7 %	45.4 %	11.3 %	7.5 %	5.0 %	5,493	39
Spouse of separated or retired service member with a disability rating of 100%	28.3 %	45.9 %	12.3 %	8.5 %	4.9 %	10,464	79
Widow(er) of a service member killed while on active duty	27.6 %	41.1 %	14.3 %	10.7 %	6.4 %	285	2
None of the categories listed	32.5 %	48.1 %	10.3 %	5.9 %	3.1 %	497,501	3,036
NoN-Competitive Hiring Authority							
Yes	29.8 %	44.8 %	12.0 %	8.2 %	5.1 %	2,013	22
No	29.1 %	45.9 %	11.9 %	8.1 %	4.9 %	14,129	96
Disability							
Yes	30.5 %	45.0 %	11.7 %	7.7 %	5.1 %	83,094	702
No	32.9 %	48.6 %	10.1 %	5.6 %	2.7 %	418,217	2,313

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
Work Location							
Headquarters	31.7 %	49.4 %	10.8 %	5.6 %	2.5 %	154,888	1,491
Field	25.1 %	51.5 %	13.4 %	6.7 %	3.4 %	247,055	2,663
Full-time telework	34.1 %	49.1 %	10.4 %	4.5 %	1.9 %	105,079	1,807
Supervisory Status							
Senior Leader	43.8 %	44.6 %	6.5 %	3.4 %	1.8 %	8,683	37
Manager	31.3 %	52.0 %	9.3 %	5.2 %	2.1 %	35,562	103
Supervisor	27.4 %	53.1 %	11.1 %	6.0 %	2.4 %	72,032	319
Team Leader	26.6 %	50.3 %	12.7 %	7.3 %	3.0 %	63,611	407
Non-Supervisor	28.5 %	50.0 %	12.7 %	5.8 %	3.0 %	331,681	5,196
Sex							
Male	29.3 %	50.4 %	11.8 %	5.6 %	2.9 %	260,724	2,378
Female	28.0 %	50.7 %	12.3 %	6.3 %	2.8 %	232,401	3,248
Hispanic or Latino							
Yes	28.2 %	47.6 %	13.8 %	6.4 %	3.9 %	52,523	662
No	28.7 %	50.9 %	11.8 %	5.8 %	2.7 %	443,059	5,040
Race							
American Indian/Alaska Native	22.1 %	48.2 %	17.5 %	7.5 %	4.7 %	9,984	138
Asian	29.0 %	52.1 %	11.7 %	4.8 %	2.3 %	29,853	341
Black/African American	31.5 %	49.4 %	11.4 %	4.7 %	3.0 %	73,295	1,064
Native Hawaiian/Pacific Islander	26.6 %	47.8 %	15.7 %	6.2 %	3.7 %	3,097	33
White	28.6 %	51.0 %	11.7 %	6.1 %	2.6 %	340,996	3,501
Two or more races (Not Hispanic/Latino)	26.8 %	48.0 %	13.9 %	6.9 %	4.4 %	22,543	331
Age Group							
25 and under	31.8 %	52.0 %	9.9 %	4.3 %	2.1 %	7,125	93
26-29 years old	29.3 %	50.7 %	11.7 %	5.6 %	2.7 %	16,765	165
30-39 years old	27.7 %	49.9 %	12.5 %	6.5 %	3.4 %	94,559	930
40-49 years old	27.3 %	50.2 %	12.4 %	6.6 %	3.4 %	136,047	1,442
50-59 years old	29.5 %	50.8 %	11.7 %	5.6 %	2.4 %	158,829	1,794
60 or older	30.6 %	50.9 %	11.9 %	4.7 %	1.8 %	82,337	1,238
Level of Education							
Less than High School	24.1 %	48.3 %	19.4 %	2.8 %	5.3 %	308	10
H.S. Diploma/GED or equiv	24.6 %	49.9 %	16.2 %	6.0 %	3.4 %	19,646	271
Trade/Technical Certificate	23.0 %	50.5 %	15.9 %	6.8 %	3.7 %	10,401	133
Some College(no degree)	25.8 %	50.0 %	14.4 %	6.3 %	3.5 %	60,427	820
Associate's Degree	25.2 %	50.9 %	14.4 %	6.3 %	3.1 %	35,898	437
Bachelor's Degree	28.0 %	51.4 %	11.8 %	6.0 %	2.8 %	176,773	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
Master's Degree	30.4 %	50.5 %	10.7 %	5.9 %	2.6 %	143,375	1,448
Doctoral/Professional Degree	37.8 %	47.6 %	8.1 %	4.6 %	2.0 %	55,018	638
Pay Category							
Federal Wage System	20.7 %	50.3 %	16.6 %	7.7 %	4.7 %	15,562	154
GS 1-6	24.0 %	49.3 %	16.5 %	6.0 %	4.1 %	20,515	576
GS 7-12	27.1 %	50.4 %	13.0 %	6.3 %	3.2 %	209,321	2,921
GS 13-15	32.1 %	50.5 %	9.9 %	5.4 %	2.1 %	216,302	1,866
SES	49.7 %	41.2 %	5.2 %	3.0 %	1.0 %	4,891	7
SL/ST	41.0 %	46.5 %	7.4 %	3.4 %	1.8 %	1,866	15
Other	25.7 %	52.0 %	13.5 %	6.0 %	2.8 %	42,768	476
Time in Federal Government							
< 1 year	37.4 %	49.5 %	8.6 %	3.3 %	1.3 %	10,657	278
1-3 years	31.9 %	49.8 %	11.1 %	5.0 %	2.2 %	64,174	883
4-5 years	28.6 %	50.0 %	12.1 %	6.2 %	3.0 %	39,703	463
6-10 years	27.7 %	50.4 %	12.6 %	6.2 %	3.2 %	82,659	863
11-14 years	27.3 %	50.6 %	12.5 %	6.5 %	3.1 %	94,311	975
15-20 years	26.1 %	50.9 %	13.0 %	6.6 %	3.4 %	89,985	967
> 20 years	28.9 %	50.7 %	12.1 %	5.7 %	2.5 %	129,547	1,616
Time with Current Agency							
< 1 year	36.7 %	47.9 %	9.5 %	4.1 %	1.9 %	19,111	506
1-3 years	31.2 %	49.2 %	11.5 %	5.5 %	2.6 %	95,902	1,216
4-5 years	28.1 %	50.1 %	12.4 %	6.3 %	3.1 %	49,862	566
6-10 years	27.3 %	50.4 %	12.7 %	6.2 %	3.2 %	90,433	910
11-14 years	26.7 %	51.1 %	12.7 %	6.4 %	3.1 %	85,477	866
15-20 years	25.8 %	51.5 %	13.0 %	6.5 %	3.3 %	76,242	835
> 20 years	29.0 %	51.4 %	11.7 %	5.6 %	2.3 %	94,438	1,148
Leaving							
No	34.2 %	52.0 %	9.2 %	3.5 %	1.1 %	334,551	3,377
Yes, to retire	25.9 %	51.9 %	13.6 %	6.1 %	2.5 %	33,952	456
Yes, to other job in Govt	18.6 %	47.7 %	17.0 %	10.6 %	6.2 %	89,188	1,214
Yes, to other job outside Govt	17.4 %	45.8 %	17.6 %	11.7 %	7.6 %	22,812	345
Yes, other	17.0 %	46.4 %	19.6 %	10.4 %	6.5 %	30,975	643
Retiring							
Less than 1 year	25.9 %	49.4 %	14.2 %	6.7 %	3.7 %	16,133	227
1 year	26.2 %	51.8 %	13.2 %	6.3 %	2.6 %	13,354	199
2 years	28.4 %	51.4 %	12.2 %	5.7 %	2.3 %	27,289	359
3 years	28.0 %	52.2 %	12.3 %	5.4 %	2.1 %	28,303	319

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	28.1 %	50.6 %	12.5 %	6.0 %	2.9 %	550,104	6,813
4 years	28.5 %	51.0 %	12.6 %	5.4 %	2.5 %	17,596	178
5 years	27.8 %	50.9 %	12.2 %	6.1 %	3.0 %	39,432	470
More than 5 years	28.9 %	50.3 %	12.0 %	6.0 %	2.9 %	365,429	4,156
Transgender							
Yes	22.9 %	44.4 %	15.4 %	8.2 %	9.1 %	1,879	45
No	28.8 %	50.6 %	12.0 %	5.9 %	2.8 %	487,734	5,522
Consider Yourself as							
Straight	28.9 %	50.8 %	11.9 %	5.8 %	2.7 %	450,619	4,932
Gay or Lesbian	29.2 %	48.5 %	12.2 %	6.6 %	3.4 %	12,486	157
Bisexual	28.8 %	48.7 %	12.6 %	6.8 %	3.1 %	8,595	86
Use different term	22.8 %	45.8 %	16.3 %	8.7 %	6.4 %	12,525	282
Military Service							
No Prior Military Service	28.4 %	51.0 %	12.1 %	5.9 %	2.7 %	369,913	4,628
Currently in Guard/Reserves	27.5 %	48.8 %	12.7 %	6.9 %	4.2 %	7,694	70
Retired	31.7 %	50.2 %	10.9 %	5.0 %	2.2 %	62,279	474
Separated/Discharged	26.5 %	49.0 %	13.5 %	7.0 %	4.0 %	70,877	842
Military Spouse							
Spouse of current active duty service member	27.4 %	48.5 %	12.6 %	7.3 %	4.3 %	5,480	60
Spouse of separated or retired service member with a disability rating of 100%	27.6 %	48.4 %	13.5 %	6.7 %	3.9 %	10,420	125
Widow(er) of a service member killed while on active duty	21.4 %	50.5 %	13.8 %	8.1 %	6.3 %	280	7
None of the categories listed	28.6 %	50.6 %	12.1 %	5.9 %	2.8 %	494,856	5,847
NoN-Competitive Hiring Authority							
Yes	28.0 %	49.0 %	12.8 %	6.0 %	4.1 %	2,007	30
No	27.3 %	48.3 %	13.2 %	7.1 %	4.0 %	14,074	159
Disability							
Yes	28.2 %	47.0 %	13.4 %	7.1 %	4.3 %	82,562	1,279
No	28.8 %	51.3 %	11.8 %	5.7 %	2.5 %	416,203	4,457

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
Work Location							
Headquarters	42.2 %	47.5 %	8.7 %	1.3 %	0.3 %	149,416	5,630
Field	35.2 %	49.4 %	12.5 %	2.2 %	0.6 %	235,284	12,136
Full-time telework	47.8 %	44.4 %	6.8 %	0.8 %	0.2 %	98,902	7,112
Supervisory Status							
Senior Leader	44.2 %	48.1 %	6.5 %	0.9 %	0.3 %	8,558	95
Manager	34.6 %	55.0 %	9.0 %	1.1 %	0.3 %	34,958	395
Supervisor	37.2 %	51.5 %	9.4 %	1.5 %	0.3 %	70,206	1,489
Team Leader	35.1 %	51.2 %	11.4 %	1.8 %	0.4 %	61,659	1,821
Non-Supervisor	41.1 %	45.9 %	10.6 %	1.8 %	0.5 %	312,449	21,447
Sex							
Male	38.4 %	48.7 %	10.5 %	1.9 %	0.5 %	249,391	11,155
Female	41.3 %	46.9 %	10.0 %	1.5 %	0.3 %	221,256	12,570
Hispanic or Latino							
Yes	40.6 %	43.7 %	12.5 %	2.4 %	0.9 %	49,759	2,957
No	39.4 %	48.6 %	10.0 %	1.6 %	0.4 %	423,225	20,984
Race							
American Indian/Alaska Native	35.6 %	45.8 %	14.3 %	3.4 %	0.9 %	9,633	408
Asian	42.3 %	46.3 %	9.5 %	1.6 %	0.4 %	28,142	1,768
Black/African American	48.2 %	41.7 %	8.4 %	1.3 %	0.4 %	69,571	4,062
Native Hawaiian/Pacific Islander	40.0 %	45.4 %	11.7 %	2.4 %	0.6 %	2,959	128
White	37.7 %	49.8 %	10.5 %	1.7 %	0.4 %	326,368	15,167
Two or more races (Not Hispanic/Latino)	37.5 %	47.6 %	11.9 %	2.2 %	0.8 %	21,443	1,259
Age Group							
25 and under	42.5 %	45.8 %	9.5 %	1.5 %	0.7 %	6,691	455
26-29 years old	39.4 %	46.9 %	11.3 %	1.8 %	0.7 %	15,885	939
30-39 years old	37.2 %	47.8 %	12.1 %	2.3 %	0.6 %	89,940	4,923
40-49 years old	37.8 %	48.2 %	11.5 %	2.1 %	0.5 %	129,986	6,420
50-59 years old	40.9 %	48.2 %	9.2 %	1.4 %	0.3 %	152,282	6,849
60 or older	43.2 %	48.0 %	7.7 %	1.0 %	0.2 %	78,250	4,304
Level of Education							
Less than High School	50.1 %	33.3 %	12.5 %	2.5 %	1.5 %	276	33
H.S. Diploma/GED or equiv	43.4 %	40.6 %	12.4 %	2.6 %	1.0 %	18,535	1,183
Trade/Technical Certificate	38.6 %	45.5 %	12.4 %	2.9 %	0.6 %	9,860	564
Some College(no degree)	41.1 %	44.5 %	11.6 %	2.2 %	0.6 %	57,325	3,295
Associate's Degree	40.1 %	45.7 %	11.5 %	2.2 %	0.4 %	34,321	1,636
Bachelor's Degree	38.7 %	49.0 %	10.2 %	1.6 %	0.4 %	168,823	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
Master's Degree	39.0 %	49.8 %	9.5 %	1.4 %	0.3 %	138,178	5,463
Doctoral/Professional Degree	39.5 %	50.8 %	8.3 %	1.0 %	0.3 %	51,502	3,703
Pay Category							
Federal Wage System	33.9 %	46.6 %	15.4 %	3.3 %	0.8 %	14,939	622
GS 1-6	41.0 %	43.5 %	12.4 %	2.4 %	0.7 %	18,825	2,032
GS 7-12	40.2 %	46.3 %	11.0 %	1.9 %	0.5 %	198,092	12,159
GS 13-15	39.9 %	50.1 %	8.6 %	1.2 %	0.3 %	208,302	8,090
SES	42.3 %	51.6 %	5.5 %	0.6 %	0.1 %	4,829	42
SL/ST	38.9 %	51.5 %	7.7 %	1.6 %	0.4 %	1,784	86
Other	36.1 %	50.2 %	11.4 %	1.9 %	0.4 %	40,759	2,104
Time in Federal Government							
< 1 year	48.7 %	42.9 %	7.4 %	0.8 %	0.2 %	9,719	1,130
1-3 years	42.7 %	45.5 %	9.9 %	1.5 %	0.4 %	60,398	4,143
4-5 years	39.0 %	47.5 %	11.1 %	2.0 %	0.4 %	37,907	1,922
6-10 years	37.8 %	48.5 %	11.3 %	1.9 %	0.5 %	78,980	3,852
11-14 years	37.9 %	49.1 %	10.8 %	1.8 %	0.4 %	90,363	4,152
15-20 years	37.9 %	48.7 %	10.9 %	2.0 %	0.6 %	85,935	4,157
> 20 years	40.5 %	48.4 %	9.3 %	1.5 %	0.4 %	124,011	5,859
Time with Current Agency							
< 1 year	48.9 %	42.3 %	7.5 %	1.0 %	0.3 %	17,596	1,857
1-3 years	42.7 %	45.5 %	9.9 %	1.5 %	0.4 %	90,785	5,514
4-5 years	38.9 %	47.8 %	11.0 %	1.9 %	0.4 %	47,731	2,249
6-10 years	37.6 %	48.7 %	11.2 %	1.9 %	0.5 %	86,613	3,938
11-14 years	37.5 %	49.3 %	11.0 %	1.9 %	0.4 %	81,834	3,813
15-20 years	37.2 %	49.2 %	11.0 %	2.0 %	0.6 %	72,782	3,561
> 20 years	39.6 %	49.4 %	9.3 %	1.4 %	0.4 %	90,389	4,288
Leaving							
No	44.8 %	47.3 %	7.0 %	0.8 %	0.1 %	319,430	15,678
Yes, to retire	37.6 %	50.1 %	10.2 %	1.6 %	0.5 %	32,376	1,656
Yes, to other job in Govt	30.6 %	49.1 %	16.3 %	3.2 %	0.8 %	85,310	4,263
Yes, to other job outside Govt	25.2 %	48.9 %	19.6 %	4.8 %	1.5 %	21,656	1,281
Yes, other	28.5 %	48.6 %	17.8 %	4.0 %	1.1 %	29,040	2,269
Retiring							
Less than 1 year	36.6 %	49.5 %	10.9 %	2.3 %	0.7 %	15,370	802
1 year	38.1 %	49.8 %	10.3 %	1.4 %	0.4 %	12,729	686
2 years	40.1 %	49.0 %	9.3 %	1.3 %	0.3 %	26,094	1,259
3 years	39.7 %	49.8 %	8.8 %	1.3 %	0.3 %	27,081	1,247

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	39.3 %	48.0 %	10.6 %	1.7 %	0.4 %	523,895	27,814
4 years	39.7 %	48.8 %	9.7 %	1.6 %	0.3 %	16,764	790
5 years	39.9 %	48.3 %	9.9 %	1.6 %	0.4 %	37,723	1,794
More than 5 years	39.5 %	47.6 %	10.6 %	1.8 %	0.5 %	348,433	18,174
Transgender							
Yes	33.0 %	43.6 %	15.5 %	5.2 %	2.8 %	1,772	134
No	39.7 %	48.0 %	10.3 %	1.7 %	0.4 %	465,540	23,400
Consider Yourself as							
Straight	40.0 %	48.0 %	10.0 %	1.6 %	0.4 %	430,430	21,121
Gay or Lesbian	37.9 %	48.7 %	11.0 %	2.0 %	0.4 %	11,994	571
Bisexual	34.8 %	49.7 %	13.2 %	1.9 %	0.5 %	8,175	435
Use different term	32.1 %	47.2 %	15.8 %	3.3 %	1.6 %	11,694	972
Military Service							
No Prior Military Service	39.2 %	48.4 %	10.4 %	1.6 %	0.4 %	351,637	19,760
Currently in Guard/Reserves	35.7 %	47.8 %	13.2 %	2.5 %	0.8 %	7,426	272
Retired	43.3 %	47.0 %	8.2 %	1.2 %	0.2 %	60,475	1,657
Separated/Discharged	37.6 %	47.4 %	11.9 %	2.5 %	0.6 %	67,520	3,490
Military Spouse							
Spouse of current active duty service member	38.7 %	45.5 %	12.9 %	2.5 %	0.4 %	5,303	192
Spouse of separated or retired service member with a disability rating of 100%	42.5 %	44.7 %	10.6 %	1.7 %	0.5 %	10,065	387
Widow(er) of a service member killed while on active duty	37.4 %	43.5 %	16.2 %	2.2 %	0.7 %	275	7
None of the categories listed	39.4 %	48.1 %	10.3 %	1.7 %	0.4 %	471,683	24,614
NoN-Competitive Hiring Authority							
Yes	42.4 %	45.0 %	9.8 %	2.1 %	0.6 %	1,953	65
No	40.7 %	45.0 %	11.9 %	2.0 %	0.4 %	13,594	516
Disability							
Yes	40.5 %	45.1 %	11.4 %	2.4 %	0.6 %	78,984	4,062
No	39.3 %	48.6 %	10.1 %	1.6 %	0.4 %	396,929	20,109

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(20) 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	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
Work Location							
Headquarters	49.9 %	38.4 %	9.4 %	1.8 %	0.5 %	149,498	3,568
Field	39.4 %	41.8 %	14.3 %	3.4 %	1.0 %	236,597	7,161
Full-time telework	55.3 %	36.2 %	7.2 %	1.0 %	0.3 %	99,380	5,493
Supervisory Status							
Senior Leader	56.5 %	35.7 %	6.1 %	1.2 %	0.5 %	8,475	49
Manager	45.0 %	44.1 %	9.0 %	1.5 %	0.4 %	34,663	179
Supervisor	44.2 %	42.9 %	10.5 %	1.9 %	0.5 %	69,947	742
Team Leader	41.1 %	42.5 %	13.2 %	2.6 %	0.6 %	61,690	946
Non-Supervisor	46.0 %	38.5 %	12.0 %	2.8 %	0.8 %	314,959	14,587
Sex							
Male	44.0 %	40.7 %	11.8 %	2.7 %	0.8 %	249,895	6,622
Female	47.4 %	38.6 %	11.2 %	2.2 %	0.6 %	222,543	8,738
Hispanic or Latino							
Yes	44.2 %	36.9 %	14.0 %	3.5 %	1.4 %	50,076	1,886
No	45.5 %	40.3 %	11.3 %	2.4 %	0.6 %	424,699	13,670
Race							
American Indian/Alaska Native	38.6 %	38.4 %	16.0 %	5.2 %	1.8 %	9,508	365
Asian	47.7 %	39.5 %	10.1 %	2.2 %	0.6 %	28,653	1,056
Black/African American	53.3 %	34.2 %	9.6 %	2.1 %	0.8 %	69,331	3,224
Native Hawaiian/Pacific Islander	44.5 %	36.2 %	14.6 %	3.8 %	0.9 %	2,934	103
White	43.9 %	41.3 %	11.7 %	2.4 %	0.6 %	327,881	9,079
Two or more races (Not Hispanic/Latino)	43.2 %	38.9 %	13.5 %	3.3 %	1.2 %	21,517	886
Age Group							
25 and under	48.5 %	37.5 %	10.6 %	2.3 %	1.0 %	6,872	217
26-29 years old	44.0 %	38.3 %	13.4 %	3.2 %	1.1 %	16,273	429
30-39 years old	42.2 %	40.1 %	13.4 %	3.2 %	1.1 %	91,408	2,570
40-49 years old	43.2 %	40.2 %	12.8 %	3.0 %	0.9 %	130,909	3,922
50-59 years old	47.1 %	40.0 %	10.4 %	2.0 %	0.5 %	151,577	5,076
60 or older	50.2 %	39.3 %	8.7 %	1.5 %	0.3 %	77,790	3,272
Level of Education							
Less than High School	43.8 %	34.8 %	15.1 %	4.0 %	2.3 %	274	29
H.S. Diploma/GED or equiv	42.9 %	35.7 %	15.3 %	4.5 %	1.6 %	18,393	905
Trade/Technical Certificate	39.7 %	37.6 %	16.6 %	4.7 %	1.3 %	9,835	418
Some College(no degree)	43.4 %	37.4 %	14.5 %	3.7 %	1.0 %	57,209	2,408
Associate's Degree	41.9 %	38.9 %	14.7 %	3.4 %	1.1 %	34,149	1,191
Bachelor's Degree	44.5 %	41.0 %	11.4 %	2.4 %	0.7 %	169,541	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(20) 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	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
Master's Degree	47.3 %	40.9 %	9.6 %	1.7 %	0.5 %	138,259	3,713
Doctoral/Professional Degree	51.1 %	40.0 %	7.5 %	1.1 %	0.4 %	53,002	1,642
Pay Category							
Federal Wage System	32.9 %	40.1 %	19.5 %	5.8 %	1.7 %	14,876	361
GS 1-6	42.6 %	36.5 %	15.1 %	4.2 %	1.6 %	19,076	1,482
GS 7-12	44.3 %	39.2 %	12.7 %	2.9 %	0.9 %	198,949	8,342
GS 13-15	49.1 %	40.8 %	8.5 %	1.4 %	0.3 %	208,758	5,067
SES	62.5 %	33.0 %	3.8 %	0.6 %	0.1 %	4,804	16
SL/ST	53.5 %	37.5 %	7.3 %	1.4 %	0.4 %	1,819	25
Other	40.0 %	41.9 %	14.2 %	3.1 %	0.8 %	41,126	1,127
Time in Federal Government							
< 1 year	55.3 %	34.3 %	8.3 %	1.7 %	0.3 %	10,079	675
1-3 years	48.0 %	37.7 %	11.2 %	2.4 %	0.8 %	61,476	2,366
4-5 years	43.5 %	39.8 %	13.1 %	2.8 %	0.7 %	38,213	1,127
6-10 years	43.0 %	40.5 %	12.6 %	2.9 %	0.9 %	79,266	2,537
11-14 years	43.8 %	41.0 %	12.0 %	2.5 %	0.7 %	90,498	2,745
15-20 years	43.2 %	40.6 %	12.4 %	2.9 %	0.9 %	86,106	2,766
> 20 years	47.4 %	39.9 %	10.2 %	2.0 %	0.5 %	123,555	4,263
Time with Current Agency							
< 1 year	55.3 %	34.2 %	8.4 %	1.7 %	0.4 %	18,050	1,189
1-3 years	48.0 %	37.7 %	11.1 %	2.4 %	0.7 %	91,814	3,399
4-5 years	43.7 %	40.0 %	12.8 %	2.7 %	0.8 %	47,923	1,423
6-10 years	42.9 %	40.7 %	12.6 %	2.9 %	0.9 %	86,782	2,630
11-14 years	43.3 %	41.2 %	12.3 %	2.5 %	0.7 %	81,939	2,503
15-20 years	42.6 %	41.1 %	12.6 %	2.9 %	0.9 %	72,919	2,330
> 20 years	47.0 %	40.7 %	9.9 %	1.9 %	0.5 %	90,191	3,001
Leaving							
No	51.8 %	38.8 %	8.0 %	1.2 %	0.2 %	321,685	9,523
Yes, to retire	43.4 %	42.3 %	11.4 %	2.3 %	0.7 %	32,136	1,215
Yes, to other job in Govt	33.5 %	41.9 %	18.3 %	4.8 %	1.5 %	84,966	3,203
Yes, to other job outside Govt	29.6 %	41.9 %	20.4 %	6.0 %	2.2 %	21,801	784
Yes, other	31.4 %	40.8 %	20.0 %	5.8 %	2.0 %	29,113	1,687
Retiring							
Less than 1 year	42.6 %	41.3 %	12.0 %	3.1 %	1.0 %	15,272	593
1 year	43.8 %	41.9 %	11.4 %	2.3 %	0.6 %	12,630	509
2 years	46.7 %	40.4 %	10.5 %	1.9 %	0.5 %	25,908	913
3 years	46.0 %	41.4 %	10.2 %	1.8 %	0.4 %	26,897	896

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(20) 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	44.8 %	40.0 %	11.9 %	2.6 %	0.7 %	525,899	18,257
4 years	46.1 %	40.2 %	10.9 %	2.3 %	0.5 %	16,770	527
5 years	45.6 %	40.0 %	11.3 %	2.4 %	0.6 %	37,579	1,287
More than 5 years	45.1 %	39.6 %	11.9 %	2.6 %	0.8 %	350,959	11,402
Transgender							
Yes	37.9 %	35.2 %	16.9 %	6.1 %	3.9 %	1,785	91
No	45.4 %	39.8 %	11.6 %	2.5 %	0.7 %	467,346	15,119
Consider Yourself as							
Straight	45.7 %	39.8 %	11.4 %	2.4 %	0.7 %	431,920	13,666
Gay or Lesbian	45.2 %	39.1 %	11.9 %	2.9 %	0.9 %	12,014	375
Bisexual	42.5 %	40.2 %	13.6 %	2.6 %	1.1 %	8,278	240
Use different term	37.0 %	39.5 %	16.8 %	4.6 %	2.1 %	11,806	638
Military Service							
No Prior Military Service	45.4 %	40.1 %	11.4 %	2.3 %	0.7 %	354,442	12,557
Currently in Guard/Reserves	40.0 %	39.4 %	15.2 %	4.3 %	1.2 %	7,456	139
Retired	49.2 %	38.8 %	9.8 %	1.8 %	0.4 %	59,604	1,330
Separated/Discharged	41.4 %	40.1 %	13.9 %	3.6 %	1.0 %	67,465	2,413
Military Spouse							
Spouse of current active duty service member	42.9 %	37.2 %	15.0 %	3.8 %	1.1 %	5,298	134
Spouse of separated or retired service member with a disability rating of 100%	45.1 %	37.4 %	13.4 %	3.1 %	1.0 %	9,976	331
Widow(er) of a service member killed while on active duty	44.6 %	34.6 %	15.7 %	3.6 %	1.4 %	267	9
None of the categories listed	45.3 %	40.0 %	11.5 %	2.5 %	0.7 %	473,693	15,989
NoN-Competitive Hiring Authority							
Yes	45.0 %	36.9 %	13.8 %	3.2 %	1.1 %	1,935	53
No	44.1 %	37.3 %	14.1 %	3.4 %	1.0 %	13,512	415
Disability							
Yes	45.2 %	37.4 %	12.9 %	3.3 %	1.2 %	78,500	3,105
No	45.3 %	40.4 %	11.3 %	2.3 %	0.6 %	399,266	12,542

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(21) 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	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
Work Location							
Headquarters	45.5 %	40.6 %	11.6 %	2.0 %	0.4 %	151,265	3,457
Field	35.8 %	43.0 %	16.7 %	3.7 %	0.9 %	239,233	7,642
Full-time telework	50.3 %	38.7 %	9.5 %	1.3 %	0.3 %	99,540	6,280
Supervisory Status							
Senior Leader	50.2 %	40.2 %	8.0 %	1.3 %	0.4 %	8,572	44
Manager	38.5 %	47.7 %	11.7 %	1.7 %	0.4 %	35,075	210
Supervisor	38.8 %	45.2 %	13.4 %	2.1 %	0.5 %	70,813	718
Team Leader	36.3 %	44.1 %	16.0 %	3.1 %	0.5 %	62,546	831
Non-Supervisor	42.5 %	39.8 %	14.0 %	3.0 %	0.7 %	317,332	15,870
Sex							
Male	40.0 %	42.3 %	14.0 %	3.0 %	0.7 %	253,220	6,820
Female	43.2 %	40.5 %	13.5 %	2.4 %	0.5 %	223,600	9,718
Hispanic or Latino							
Yes	41.2 %	37.7 %	16.3 %	3.5 %	1.2 %	50,421	2,137
No	41.2 %	42.1 %	13.5 %	2.6 %	0.6 %	428,764	14,566
Race							
American Indian/Alaska Native	36.4 %	39.7 %	17.2 %	5.2 %	1.5 %	9,627	369
Asian	43.4 %	40.6 %	12.9 %	2.6 %	0.6 %	28,642	1,195
Black/African American	49.4 %	36.1 %	11.5 %	2.3 %	0.7 %	69,805	3,590
Native Hawaiian/Pacific Islander	42.2 %	37.0 %	16.3 %	3.7 %	0.8 %	2,967	118
White	39.6 %	43.1 %	14.1 %	2.7 %	0.6 %	331,353	9,610
Two or more races (Not Hispanic/Latino)	38.3 %	41.2 %	15.9 %	3.5 %	1.1 %	21,741	919
Age Group							
25 and under	42.9 %	41.2 %	12.8 %	2.2 %	0.9 %	6,892	242
26-29 years old	38.8 %	40.6 %	16.2 %	3.5 %	0.9 %	16,324	470
30-39 years old	37.5 %	41.5 %	16.5 %	3.5 %	1.0 %	91,908	2,776
40-49 years old	39.0 %	41.9 %	15.2 %	3.2 %	0.7 %	131,922	4,248
50-59 years old	43.2 %	41.9 %	12.2 %	2.2 %	0.4 %	153,427	5,379
60 or older	46.9 %	41.0 %	10.2 %	1.7 %	0.3 %	78,803	3,501
Level of Education							
Less than High School	48.4 %	31.5 %	13.7 %	4.1 %	2.3 %	274	29
H.S. Diploma/GED or equiv	42.4 %	35.9 %	16.0 %	4.3 %	1.5 %	18,704	912
Trade/Technical Certificate	39.1 %	38.8 %	16.8 %	4.3 %	0.9 %	9,950	432
Some College(no degree)	40.9 %	38.7 %	15.9 %	3.7 %	0.8 %	57,899	2,548
Associate's Degree	39.3 %	40.2 %	16.0 %	3.6 %	0.9 %	34,592	1,276
Bachelor's Degree	40.0 %	42.7 %	14.1 %	2.7 %	0.6 %	170,928	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(21) 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	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
Master's Degree	41.8 %	43.2 %	12.5 %	2.0 %	0.4 %	139,408	4,005
Doctoral/Professional Degree	46.2 %	42.2 %	9.8 %	1.5 %	0.3 %	53,382	1,756
Pay Category							
Federal Wage System	33.5 %	40.4 %	19.7 %	5.2 %	1.3 %	15,203	303
GS 1-6	40.9 %	37.4 %	16.7 %	3.8 %	1.2 %	19,149	1,636
GS 7-12	40.6 %	40.4 %	15.0 %	3.2 %	0.8 %	200,497	9,228
GS 13-15	43.6 %	43.3 %	11.1 %	1.7 %	0.3 %	210,847	5,231
SES	54.1 %	39.5 %	5.7 %	0.6 %	0.1 %	4,846	12
SL/ST	49.0 %	40.1 %	9.0 %	1.5 %	0.4 %	1,842	21
Other	36.1 %	43.5 %	16.5 %	3.2 %	0.7 %	41,631	1,145
Time in Federal Government							
< 1 year	50.8 %	37.6 %	9.9 %	1.3 %	0.3 %	10,021	812
1-3 years	43.5 %	39.7 %	13.6 %	2.6 %	0.6 %	61,648	2,754
4-5 years	39.3 %	41.5 %	15.4 %	3.2 %	0.7 %	38,462	1,270
6-10 years	38.5 %	42.2 %	15.2 %	3.2 %	0.8 %	79,889	2,746
11-14 years	39.3 %	42.5 %	14.7 %	2.8 %	0.7 %	91,461	2,892
15-20 years	39.5 %	42.2 %	14.6 %	3.0 %	0.7 %	87,102	2,817
> 20 years	43.9 %	41.5 %	11.9 %	2.2 %	0.5 %	125,209	4,352
Time with Current Agency							
< 1 year	51.1 %	36.8 %	10.1 %	1.7 %	0.3 %	18,010	1,400
1-3 years	43.5 %	39.8 %	13.5 %	2.7 %	0.6 %	92,233	3,863
4-5 years	39.5 %	41.6 %	15.1 %	3.1 %	0.7 %	48,322	1,548
6-10 years	38.5 %	42.3 %	15.1 %	3.2 %	0.8 %	87,553	2,782
11-14 years	39.0 %	42.6 %	14.9 %	2.8 %	0.6 %	82,881	2,616
15-20 years	38.8 %	42.8 %	14.6 %	3.1 %	0.8 %	73,820	2,352
> 20 years	43.6 %	42.2 %	11.7 %	2.1 %	0.4 %	91,424	3,073
Leaving							
No	47.2 %	41.4 %	9.8 %	1.3 %	0.2 %	323,803	10,749
Yes, to retire	40.5 %	43.2 %	13.4 %	2.3 %	0.6 %	32,722	1,198
Yes, to other job in Govt	30.1 %	41.7 %	21.7 %	5.3 %	1.3 %	86,095	3,230
Yes, to other job outside Govt	26.3 %	41.5 %	23.5 %	6.7 %	2.0 %	22,157	721
Yes, other	28.5 %	41.4 %	22.4 %	6.1 %	1.6 %	29,542	1,681
Retiring							
Less than 1 year	39.5 %	42.6 %	13.9 %	3.1 %	0.9 %	15,542	595
1 year	41.1 %	42.7 %	13.4 %	2.3 %	0.6 %	12,847	500
2 years	43.2 %	42.4 %	12.0 %	2.0 %	0.4 %	26,315	945
3 years	42.6 %	43.0 %	11.8 %	2.1 %	0.4 %	27,322	955

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(21) 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	40.8 %	41.6 %	14.1 %	2.8 %	0.7 %	530,983	19,513
4 years	42.7 %	41.8 %	12.4 %	2.5 %	0.5 %	16,970	563
5 years	42.2 %	41.4 %	13.3 %	2.6 %	0.5 %	38,073	1,355
More than 5 years	40.7 %	41.4 %	14.3 %	2.9 %	0.7 %	353,530	12,370
Transgender							
Yes	34.4 %	37.6 %	17.5 %	6.5 %	3.9 %	1,817	87
No	41.3 %	41.6 %	13.8 %	2.7 %	0.6 %	471,613	16,323
Consider Yourself as							
Straight	41.6 %	41.6 %	13.6 %	2.6 %	0.6 %	435,828	14,771
Gay or Lesbian	40.3 %	41.5 %	14.6 %	3.0 %	0.7 %	12,136	402
Bisexual	36.8 %	42.2 %	16.8 %	3.2 %	0.9 %	8,349	252
Use different term	33.9 %	40.3 %	18.9 %	4.8 %	2.0 %	11,980	660
Military Service							
No Prior Military Service	41.3 %	41.9 %	13.7 %	2.5 %	0.6 %	357,015	13,644
Currently in Guard/Reserves	35.3 %	41.5 %	17.9 %	4.2 %	1.0 %	7,528	155
Retired	44.5 %	41.2 %	11.8 %	2.1 %	0.5 %	60,646	1,346
Separated/Discharged	38.0 %	40.9 %	16.2 %	4.0 %	0.9 %	68,385	2,447
Military Spouse							
Spouse of current active duty service member	38.8 %	38.3 %	18.5 %	3.8 %	0.6 %	5,339	126
Spouse of separated or retired service member with a disability rating of 100%	42.5 %	38.4 %	15.1 %	3.2 %	0.8 %	10,057	356
Widow(er) of a service member killed while on active duty	40.1 %	37.3 %	18.0 %	3.4 %	1.3 %	276	6
None of the categories listed	41.1 %	41.7 %	13.8 %	2.7 %	0.6 %	478,152	17,140
NoN-Competitive Hiring Authority							
Yes	41.8 %	39.0 %	15.0 %	3.6 %	0.7 %	1,948	61
No	40.9 %	38.2 %	16.7 %	3.4 %	0.7 %	13,629	420
Disability							
Yes	41.5 %	38.8 %	15.1 %	3.6 %	1.0 %	79,566	3,218
No	41.1 %	42.2 %	13.6 %	2.5 %	0.6 %	402,651	13,616

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
Work Location							
Headquarters	46.1 %	37.0 %	13.0 %	3.1 %	0.7 %	150,700	3,874
Field	36.9 %	39.0 %	17.8 %	5.0 %	1.3 %	239,297	7,605
Full-time telework	51.2 %	35.8 %	10.5 %	2.0 %	0.4 %	99,617	6,056
Supervisory Status							
Senior Leader	50.3 %	36.2 %	10.3 %	2.5 %	0.7 %	8,562	53
Manager	39.9 %	41.7 %	14.7 %	3.1 %	0.6 %	35,079	203
Supervisor	39.4 %	41.0 %	15.2 %	3.6 %	0.8 %	70,781	769
Team Leader	38.4 %	39.0 %	17.2 %	4.5 %	0.9 %	62,354	976
Non-Supervisor	43.3 %	36.7 %	15.0 %	4.0 %	1.1 %	317,107	15,846
Sex							
Male	41.1 %	38.2 %	15.4 %	4.2 %	1.1 %	252,752	7,226
Female	43.7 %	37.3 %	14.8 %	3.5 %	0.8 %	223,620	9,477
Hispanic or Latino							
Yes	42.1 %	34.7 %	16.7 %	4.8 %	1.7 %	50,476	2,047
No	42.1 %	38.3 %	15.0 %	3.8 %	0.9 %	428,270	14,816
Race							
American Indian/Alaska Native	36.7 %	34.9 %	19.0 %	6.8 %	2.6 %	9,648	370
Asian	43.1 %	38.8 %	14.0 %	3.1 %	0.9 %	28,484	1,326
Black/African American	50.1 %	33.0 %	12.7 %	3.2 %	1.0 %	70,120	3,246
Native Hawaiian/Pacific Islander	40.9 %	35.7 %	16.8 %	5.3 %	1.3 %	2,975	102
White	40.6 %	39.1 %	15.5 %	3.9 %	0.9 %	330,708	10,061
Two or more races (Not Hispanic/Latino)	40.2 %	36.5 %	16.8 %	5.0 %	1.5 %	21,721	904
Age Group							
25 and under	45.7 %	36.0 %	13.6 %	3.2 %	1.5 %	6,800	297
26-29 years old	42.5 %	35.3 %	16.4 %	4.5 %	1.3 %	16,188	534
30-39 years old	40.1 %	36.8 %	16.9 %	4.8 %	1.3 %	91,605	2,877
40-49 years old	40.5 %	37.6 %	16.3 %	4.5 %	1.1 %	131,851	4,157
50-59 years old	43.0 %	38.7 %	14.2 %	3.4 %	0.7 %	153,565	5,302
60 or older	45.5 %	39.2 %	12.3 %	2.5 %	0.5 %	78,819	3,614
Level of Education							
Less than High School	41.6 %	33.3 %	15.1 %	5.2 %	4.8 %	278	26
H.S. Diploma/GED or equiv	41.4 %	33.6 %	17.3 %	5.9 %	1.9 %	18,793	868
Trade/Technical Certificate	39.6 %	34.9 %	18.0 %	6.0 %	1.4 %	10,015	405
Some College(no degree)	41.8 %	35.2 %	16.7 %	5.0 %	1.3 %	58,135	2,394
Associate's Degree	39.7 %	36.5 %	17.6 %	5.0 %	1.3 %	34,661	1,206
Bachelor's Degree	41.8 %	38.5 %	15.0 %	3.8 %	1.0 %	170,944	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
Master's Degree	43.1 %	39.1 %	14.1 %	3.1 %	0.7 %	139,184	4,033
Doctoral/Professional Degree	43.8 %	41.0 %	12.4 %	2.4 %	0.5 %	52,694	2,325
Pay Category							
Federal Wage System	33.7 %	36.2 %	20.7 %	7.4 %	2.0 %	15,195	341
GS 1-6	40.9 %	33.8 %	17.8 %	5.4 %	2.1 %	19,209	1,580
GS 7-12	41.6 %	36.9 %	15.9 %	4.4 %	1.1 %	200,830	8,882
GS 13-15	44.6 %	39.4 %	12.8 %	2.6 %	0.5 %	210,125	5,662
SES	53.7 %	36.0 %	8.7 %	1.5 %	0.1 %	4,843	13
SL/ST	42.0 %	44.1 %	11.0 %	2.3 %	0.6 %	1,813	45
Other	37.7 %	39.4 %	17.5 %	4.4 %	1.0 %	41,561	1,220
Time in Federal Government							
< 1 year	51.6 %	34.3 %	11.3 %	2.3 %	0.4 %	9,942	865
1-3 years	45.2 %	35.9 %	14.2 %	3.8 %	1.0 %	61,493	2,801
4-5 years	41.1 %	36.8 %	16.5 %	4.5 %	1.0 %	38,399	1,282
6-10 years	40.3 %	37.9 %	16.1 %	4.5 %	1.2 %	79,874	2,693
11-14 years	40.8 %	38.4 %	15.7 %	4.1 %	1.0 %	91,374	2,898
15-20 years	40.4 %	38.3 %	16.1 %	4.1 %	1.1 %	87,094	2,816
> 20 years	42.9 %	39.1 %	14.0 %	3.3 %	0.8 %	125,183	4,451
Time with Current Agency							
< 1 year	52.1 %	33.4 %	11.2 %	2.7 %	0.5 %	17,871	1,488
1-3 years	45.0 %	36.1 %	14.1 %	3.9 %	1.0 %	92,084	3,863
4-5 years	41.0 %	37.1 %	16.3 %	4.5 %	1.0 %	48,286	1,543
6-10 years	40.1 %	38.1 %	16.2 %	4.4 %	1.2 %	87,563	2,741
11-14 years	40.3 %	38.7 %	16.0 %	4.1 %	1.0 %	82,815	2,626
15-20 years	39.7 %	38.9 %	16.3 %	4.1 %	1.1 %	73,825	2,361
> 20 years	42.3 %	39.9 %	14.0 %	3.1 %	0.7 %	91,359	3,180
Leaving							
No	47.7 %	38.0 %	11.8 %	2.1 %	0.4 %	323,225	11,026
Yes, to retire	39.6 %	41.0 %	15.0 %	3.6 %	0.8 %	32,741	1,251
Yes, to other job in Govt	32.2 %	37.1 %	21.4 %	7.2 %	2.0 %	86,234	3,065
Yes, to other job outside Govt	28.6 %	36.8 %	23.4 %	8.5 %	2.7 %	22,071	778
Yes, other	30.6 %	37.0 %	22.3 %	7.7 %	2.5 %	29,596	1,634
Retiring							
Less than 1 year	39.0 %	40.1 %	15.2 %	4.5 %	1.2 %	15,541	616
1 year	40.1 %	40.7 %	15.0 %	3.4 %	0.8 %	12,870	517
2 years	42.5 %	39.3 %	14.5 %	3.0 %	0.7 %	26,347	943
3 years	42.2 %	40.1 %	14.1 %	3.0 %	0.7 %	27,321	967

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	41.7 %	37.9 %	15.4 %	4.0 %	1.0 %	530,563	19,649
4 years	42.0 %	39.4 %	14.3 %	3.5 %	0.9 %	16,992	561
5 years	41.6 %	38.9 %	14.7 %	4.0 %	0.8 %	38,118	1,348
More than 5 years	42.2 %	37.3 %	15.4 %	4.1 %	1.0 %	352,983	12,492
Transgender							
Yes	36.3 %	33.0 %	18.8 %	7.8 %	4.0 %	1,805	83
No	42.2 %	37.9 %	15.1 %	3.9 %	1.0 %	471,182	16,478
Consider Yourself as							
Straight	42.4 %	37.9 %	15.0 %	3.8 %	0.9 %	435,482	14,910
Gay or Lesbian	42.0 %	36.8 %	16.1 %	4.1 %	1.0 %	12,124	389
Bisexual	39.1 %	37.1 %	17.0 %	5.6 %	1.2 %	8,294	285
Use different term	35.6 %	36.1 %	19.3 %	6.6 %	2.4 %	11,961	665
Military Service							
No Prior Military Service	42.1 %	38.3 %	15.1 %	3.6 %	0.9 %	356,444	13,899
Currently in Guard/Reserves	37.2 %	36.9 %	18.5 %	5.8 %	1.6 %	7,519	147
Retired	44.9 %	37.4 %	13.5 %	3.5 %	0.7 %	60,701	1,321
Separated/Discharged	39.7 %	36.9 %	16.8 %	5.3 %	1.3 %	68,461	2,394
Military Spouse							
Spouse of current active duty service member	40.2 %	34.0 %	18.6 %	5.6 %	1.5 %	5,329	137
Spouse of separated or retired service member with a disability rating of 100%	42.0 %	35.0 %	16.9 %	4.8 %	1.2 %	10,112	315
Widow(er) of a service member killed while on active duty	38.8 %	34.1 %	15.5 %	9.2 %	2.3 %	274	9
None of the categories listed	42.0 %	38.0 %	15.1 %	3.9 %	1.0 %	477,685	17,320
NoN-Competitive Hiring Authority							
Yes	43.0 %	34.1 %	16.3 %	4.7 %	1.9 %	1,960	53
No	40.9 %	34.7 %	17.8 %	5.3 %	1.2 %	13,657	404
Disability							
Yes	42.3 %	35.1 %	15.9 %	5.3 %	1.5 %	79,642	3,180
No	42.0 %	38.5 %	15.0 %	3.6 %	0.9 %	402,116	13,823

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
Work Location							
Headquarters	18.6 %	45.4 %	22.3 %	9.1 %	4.5 %	132,636	23,672
Field	12.7 %	41.5 %	25.3 %	13.0 %	7.5 %	212,109	37,534
Full-time telework	18.2 %	42.4 %	26.8 %	8.4 %	4.2 %	87,868	18,935
Supervisory Status							
Senior Leader	28.0 %	49.5 %	14.3 %	5.8 %	2.3 %	8,114	594
Manager	18.6 %	50.2 %	18.1 %	9.5 %	3.6 %	32,468	3,189
Supervisor	16.6 %	47.3 %	20.2 %	11.1 %	4.8 %	62,682	9,655
Team Leader	13.8 %	42.0 %	23.9 %	13.4 %	6.9 %	54,995	9,020
Non-Supervisor	14.8 %	41.1 %	26.8 %	10.9 %	6.5 %	278,088	58,585
Sex							
Male	15.4 %	43.3 %	24.2 %	10.9 %	6.2 %	222,781	40,223
Female	15.7 %	42.6 %	25.0 %	11.0 %	5.7 %	198,253	37,282
Hispanic or Latino							
Yes	15.2 %	39.4 %	25.4 %	11.9 %	8.0 %	46,647	6,512
No	15.5 %	43.5 %	24.4 %	10.8 %	5.7 %	376,441	71,473
Race							
American Indian/Alaska Native	12.4 %	38.4 %	28.9 %	12.7 %	7.7 %	8,794	1,327
Asian	16.4 %	44.2 %	25.8 %	8.7 %	4.9 %	25,944	4,229
Black/African American	17.1 %	41.7 %	26.2 %	9.0 %	6.0 %	64,256	10,047
Native Hawaiian/Pacific Islander	11.9 %	40.2 %	28.5 %	11.2 %	8.2 %	2,728	400
White	15.4 %	43.9 %	23.6 %	11.4 %	5.7 %	288,268	56,104
Two or more races (Not Hispanic/Latino)	14.1 %	38.7 %	26.4 %	12.3 %	8.5 %	19,519	3,357
Age Group							
25 and under	17.8 %	48.3 %	20.2 %	9.3 %	4.4 %	6,548	662
26-29 years old	16.7 %	44.3 %	21.8 %	11.0 %	6.2 %	15,040	1,874
30-39 years old	15.6 %	42.3 %	22.9 %	12.0 %	7.1 %	82,255	13,181
40-49 years old	15.1 %	42.6 %	23.7 %	11.6 %	6.9 %	116,105	21,283
50-59 years old	15.4 %	43.4 %	25.5 %	10.4 %	5.3 %	134,298	26,290
60 or older	15.3 %	42.7 %	28.1 %	9.6 %	4.3 %	68,880	14,687
Level of Education							
Less than High School	15.7 %	37.8 %	33.0 %	7.6 %	6.0 %	285	33
H.S. Diploma/GED or equiv	12.2 %	37.4 %	29.0 %	13.0 %	8.5 %	16,965	2,953
Trade/Technical Certificate	11.3 %	37.4 %	28.6 %	13.1 %	9.5 %	9,005	1,536
Some College(no degree)	12.7 %	38.3 %	28.3 %	12.6 %	8.2 %	51,744	9,494
Associate's Degree	12.1 %	39.3 %	27.6 %	13.3 %	7.8 %	30,745	5,569
Bachelor's Degree	14.6 %	43.1 %	24.9 %	11.3 %	6.0 %	149,848	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
Master's Degree	17.3 %	46.0 %	22.2 %	9.8 %	4.6 %	123,234	21,511
Doctoral/Professional Degree	23.9 %	48.0 %	18.3 %	6.7 %	3.0 %	46,456	9,149
Pay Category							
Federal Wage System	9.5 %	34.5 %	27.4 %	16.4 %	12.1 %	13,671	2,042
GS 1-6	12.9 %	38.5 %	29.4 %	11.6 %	7.6 %	18,693	2,393
GS 7-12	13.7 %	40.7 %	26.4 %	12.0 %	7.2 %	177,835	34,323
GS 13-15	18.5 %	47.1 %	21.6 %	9.1 %	3.7 %	182,347	35,685
SES	35.7 %	50.1 %	9.8 %	3.2 %	1.1 %	4,594	299
SL/ST	26.7 %	48.8 %	17.0 %	5.6 %	1.9 %	1,655	224
Other	13.6 %	42.0 %	26.0 %	12.1 %	6.3 %	37,275	5,961
Time in Federal Government							
< 1 year	24.2 %	48.6 %	18.9 %	5.8 %	2.5 %	10,242	685
1-3 years	18.3 %	45.1 %	23.0 %	9.2 %	4.5 %	56,501	8,520
4-5 years	14.9 %	42.3 %	24.7 %	11.6 %	6.5 %	34,725	5,408
6-10 years	14.6 %	42.2 %	24.5 %	11.9 %	6.9 %	70,879	12,610
11-14 years	14.4 %	42.5 %	24.8 %	11.8 %	6.6 %	79,333	15,920
15-20 years	14.0 %	41.4 %	25.3 %	12.2 %	7.1 %	75,926	14,994
> 20 years	15.1 %	42.7 %	26.2 %	10.5 %	5.5 %	108,359	22,735
Time with Current Agency							
< 1 year	24.4 %	46.1 %	20.2 %	6.3 %	3.0 %	18,290	1,313
1-3 years	18.0 %	44.7 %	23.2 %	9.3 %	4.8 %	83,971	13,088
4-5 years	14.3 %	42.5 %	25.1 %	11.7 %	6.4 %	43,254	7,142
6-10 years	14.2 %	41.6 %	24.8 %	12.1 %	7.3 %	76,960	14,348
11-14 years	13.8 %	42.2 %	25.2 %	12.1 %	6.7 %	71,454	14,862
15-20 years	13.3 %	41.2 %	25.7 %	12.7 %	7.2 %	63,989	13,048
> 20 years	14.8 %	43.1 %	26.2 %	10.5 %	5.4 %	78,398	17,153
Leaving							
No	18.7 %	47.1 %	23.1 %	8.0 %	3.1 %	283,853	53,928
Yes, to retire	12.6 %	41.2 %	28.5 %	11.8 %	5.9 %	28,381	6,002
Yes, to other job in Govt	9.9 %	35.8 %	26.7 %	16.5 %	11.2 %	77,280	13,056
Yes, to other job outside Govt	9.3 %	34.1 %	24.5 %	18.4 %	13.7 %	20,050	3,104
Yes, other	8.6 %	33.1 %	29.9 %	16.5 %	11.9 %	26,760	4,854
Retiring							
Less than 1 year	13.0 %	40.0 %	27.4 %	12.6 %	7.0 %	13,596	2,743
1 year	12.6 %	40.8 %	28.8 %	11.7 %	6.0 %	11,053	2,489
2 years	14.3 %	42.5 %	27.1 %	10.7 %	5.3 %	22,675	4,977
3 years	13.8 %	43.3 %	27.3 %	10.4 %	5.2 %	23,751	4,872

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(23) New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No recent hires in my work unit
All Responses	15.1 %	42.6 %	25.1 %	11.1 %	6.1 %	470,034	86,540
4 years	13.9 %	43.2 %	26.2 %	10.9 %	5.7 %	14,764	3,004
5 years	13.9 %	42.1 %	25.9 %	11.9 %	6.2 %	33,264	6,638
More than 5 years	16.0 %	43.1 %	23.9 %	10.9 %	6.1 %	313,767	55,615
Transgender							
Yes	11.2 %	36.4 %	23.3 %	13.5 %	15.6 %	1,646	276
No	15.5 %	43.0 %	24.5 %	11.0 %	5.9 %	416,476	76,575
Consider Yourself as							
Straight	15.6 %	43.2 %	24.6 %	10.9 %	5.8 %	384,656	70,717
Gay or Lesbian	17.4 %	42.5 %	22.3 %	11.3 %	6.5 %	10,811	1,827
Bisexual	16.5 %	42.5 %	22.1 %	12.0 %	6.9 %	7,457	1,214
Use different term	12.1 %	36.1 %	26.8 %	13.8 %	11.1 %	10,824	1,974
Military Service							
No Prior Military Service	15.6 %	43.2 %	24.6 %	10.8 %	5.8 %	315,337	59,000
Currently in Guard/Reserves	14.3 %	43.0 %	23.7 %	12.0 %	7.0 %	6,715	1,046
Retired	16.2 %	44.5 %	24.0 %	10.3 %	5.0 %	52,887	9,866
Separated/Discharged	13.7 %	39.5 %	25.9 %	12.8 %	8.1 %	60,759	10,930
Military Spouse							
Spouse of current active duty service member	16.2 %	41.3 %	23.0 %	12.1 %	7.3 %	4,900	638
Spouse of separated or retired service member with a disability rating of 100%	14.4 %	40.4 %	26.0 %	11.9 %	7.3 %	9,127	1,414
Widow(er) of a service member killed while on active duty	9.6 %	40.6 %	27.4 %	13.6 %	8.8 %	250	36
None of the categories listed	15.4 %	42.9 %	24.7 %	11.0 %	6.0 %	421,653	78,812
NoN-Competitive Hiring Authority							
Yes	17.6 %	40.5 %	24.2 %	12.3 %	5.4 %	1,825	213
No	14.5 %	40.9 %	25.0 %	12.0 %	7.7 %	12,366	1,859
Disability							
Yes	15.1 %	38.5 %	25.8 %	12.1 %	8.5 %	70,919	12,874
No	15.5 %	43.9 %	24.3 %	10.8 %	5.5 %	354,829	65,659

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) I can influence decisions in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
Work Location						
Headquarters	24.4 %	44.4 %	17.2 %	9.3 %	4.7 %	156,291
Field	18.6 %	42.4 %	20.6 %	12.0 %	6.5 %	249,587
Full-time telework	20.3 %	43.3 %	22.9 %	9.2 %	4.2 %	106,789
Supervisory Status						
Senior Leader	55.4 %	32.1 %	7.2 %	3.3 %	1.9 %	8,714
Manager	41.3 %	42.4 %	9.0 %	5.2 %	2.2 %	35,654
Supervisor	28.9 %	46.9 %	13.5 %	7.2 %	3.5 %	72,322
Team Leader	25.9 %	46.9 %	14.4 %	8.6 %	4.2 %	64,005
Non-Supervisor	15.1 %	42.0 %	23.8 %	12.5 %	6.6 %	336,615
Sex						
Male	22.9 %	44.2 %	17.6 %	9.8 %	5.5 %	262,978
Female	17.6 %	42.0 %	23.2 %	11.8 %	5.3 %	235,481
Hispanic or Latino						
Yes	18.9 %	39.4 %	23.2 %	11.6 %	6.9 %	53,174
No	20.9 %	43.8 %	19.5 %	10.5 %	5.3 %	447,806
Race						
American Indian/Alaska Native	15.8 %	40.2 %	25.0 %	11.9 %	7.2 %	10,128
Asian	18.0 %	44.7 %	24.4 %	8.6 %	4.4 %	30,157
Black/African American	19.6 %	41.0 %	23.3 %	10.3 %	5.8 %	74,275
Native Hawaiian/Pacific Islander	19.1 %	42.4 %	23.5 %	10.0 %	5.0 %	3,127
White	21.8 %	44.2 %	18.3 %	10.7 %	5.1 %	344,337
Two or more races (Not Hispanic/Latino)	18.7 %	40.6 %	21.1 %	11.4 %	8.1 %	22,875
Age Group						
25 and under	13.7 %	44.6 %	24.2 %	12.5 %	5.0 %	7,215
26-29 years old	16.2 %	44.4 %	21.6 %	12.0 %	5.8 %	16,921
30-39 years old	19.7 %	43.5 %	19.4 %	11.2 %	6.3 %	95,441
40-49 years old	21.5 %	42.9 %	18.6 %	10.9 %	6.0 %	137,406
50-59 years old	21.8 %	43.3 %	19.9 %	10.1 %	4.9 %	160,512
60 or older	20.8 %	43.2 %	22.0 %	9.7 %	4.3 %	83,533
Level of Education						
Less than High School	13.5 %	44.7 %	28.8 %	8.3 %	4.7 %	316
H.S. Diploma/GED or equiv	15.3 %	40.5 %	26.7 %	11.2 %	6.3 %	19,920

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) I can influence decisions in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
Trade/Technical Certificate	14.6 %	39.9 %	25.4 %	13.2 %	6.9 %	10,533
Some College(no degree)	17.0 %	40.4 %	24.2 %	11.7 %	6.7 %	61,192
Associate's Degree	16.4 %	41.3 %	23.3 %	12.5 %	6.5 %	36,318
Bachelor's Degree	19.7 %	44.4 %	19.8 %	10.7 %	5.3 %	178,716
Master's Degree	24.9 %	44.4 %	16.6 %	9.5 %	4.6 %	144,740
Doctoral/Professional Degree	25.8 %	43.4 %	16.0 %	9.8 %	5.0 %	55,605
Pay Category						
Federal Wage System	14.9 %	39.6 %	22.3 %	14.3 %	8.9 %	15,716
GS 1-6	10.7 %	34.1 %	31.4 %	15.4 %	8.4 %	21,063
GS 7-12	15.6 %	42.6 %	23.3 %	12.1 %	6.3 %	212,093
GS 13-15	28.2 %	46.0 %	14.3 %	7.8 %	3.7 %	218,042
SES	65.3 %	26.3 %	4.6 %	2.6 %	1.2 %	4,894
SL/ST	39.9 %	40.5 %	10.1 %	5.8 %	3.8 %	1,881
Other	18.4 %	42.3 %	21.5 %	11.8 %	5.9 %	43,228
Time in Federal Government						
< 1 year	17.6 %	42.1 %	26.9 %	10.2 %	3.3 %	10,928
1-3 years	17.9 %	43.4 %	23.2 %	10.7 %	4.8 %	65,014
4-5 years	18.4 %	42.6 %	21.1 %	12.2 %	5.8 %	40,132
6-10 years	20.0 %	43.2 %	19.5 %	11.2 %	6.1 %	83,486
11-14 years	21.5 %	43.6 %	18.3 %	10.9 %	5.8 %	95,223
15-20 years	21.0 %	42.5 %	19.3 %	11.1 %	6.1 %	90,903
> 20 years	22.4 %	43.5 %	19.6 %	9.5 %	5.0 %	131,073
Time with Current Agency						
< 1 year	19.2 %	42.6 %	24.8 %	9.6 %	3.8 %	19,603
1-3 years	18.9 %	43.0 %	22.0 %	10.8 %	5.2 %	97,056
4-5 years	18.9 %	42.7 %	20.6 %	11.9 %	5.9 %	50,387
6-10 years	20.4 %	42.8 %	19.3 %	11.2 %	6.3 %	91,296
11-14 years	21.2 %	43.6 %	18.5 %	10.9 %	5.8 %	86,289
15-20 years	20.7 %	42.7 %	19.4 %	11.2 %	6.0 %	77,023
> 20 years	23.0 %	44.1 %	19.2 %	9.0 %	4.7 %	95,544
Leaving						
No	24.6 %	46.9 %	19.1 %	7.0 %	2.4 %	337,714
Yes, to retire	19.5 %	42.7 %	21.5 %	10.9 %	5.5 %	34,399

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) I can influence decisions in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
Yes, to other job in Govt	13.3 %	36.5 %	21.5 %	17.9 %	11.0 %	90,332
Yes, to other job outside Govt	13.2 %	35.9 %	18.6 %	18.9 %	13.4 %	23,153
Yes, other	11.0 %	34.6 %	24.0 %	17.7 %	12.7 %	31,600
Retiring						
Less than 1 year	20.0 %	40.0 %	20.3 %	12.3 %	7.4 %	16,346
1 year	18.9 %	42.6 %	21.9 %	10.9 %	5.6 %	13,554
2 years	21.1 %	43.7 %	20.3 %	10.1 %	4.8 %	27,625
3 years	21.2 %	43.8 %	20.6 %	10.0 %	4.5 %	28,629
4 years	21.6 %	43.3 %	20.4 %	9.9 %	4.7 %	17,766
5 years	20.2 %	43.0 %	20.4 %	11.0 %	5.4 %	39,891
More than 5 years	20.6 %	43.3 %	19.8 %	10.7 %	5.6 %	369,333
Transgender						
Yes	14.6 %	35.8 %	21.8 %	14.5 %	13.3 %	1,923
No	20.8 %	43.3 %	19.9 %	10.6 %	5.4 %	492,968
Consider Yourself as						
Straight	20.9 %	43.5 %	19.9 %	10.4 %	5.2 %	455,301
Gay or Lesbian	23.7 %	42.1 %	17.4 %	10.8 %	6.0 %	12,637
Bisexual	19.7 %	40.1 %	19.0 %	13.6 %	7.6 %	8,673
Use different term	15.0 %	36.9 %	22.8 %	14.6 %	10.7 %	12,792
Military Service						
No Prior Military Service	19.6 %	43.7 %	20.8 %	10.7 %	5.2 %	374,307
Currently in Guard/Reserves	21.1 %	42.5 %	17.7 %	11.5 %	7.2 %	7,758
Retired	26.0 %	43.5 %	17.2 %	8.8 %	4.5 %	62,732
Separated/Discharged	19.2 %	40.7 %	20.0 %	12.5 %	7.6 %	71,662
Military Spouse						
Spouse of current active duty service member	18.5 %	40.4 %	20.8 %	14.2 %	6.1 %	5,536
Spouse of separated or retired service member with a disability rating of 100%	18.4 %	40.3 %	22.2 %	12.6 %	6.5 %	10,527
Widow(er) of a service member killed while on active duty	12.7 %	41.5 %	25.0 %	13.4 %	7.4 %	285
None of the categories listed	20.6 %	43.3 %	20.0 %	10.6 %	5.5 %	500,403
NoN-Competitive Hiring Authority						
Yes	17.9 %	41.2 %	22.0 %	12.7 %	6.1 %	2,036

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) I can influence decisions in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	20.1 %	42.9 %	20.5 %	10.9 %	5.6 %	556,440
No	18.5 %	40.2 %	21.6 %	13.3 %	6.4 %	14,212
Disability						
Yes	19.6 %	38.6 %	20.7 %	12.6 %	8.5 %	83,752
No	20.9 %	44.3 %	19.8 %	10.2 %	4.8 %	420,434

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(25) I know what my work unit's goals are.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
Work Location						
Headquarters	34.2 %	49.5 %	9.7 %	4.6 %	1.9 %	156,207
Field	28.9 %	51.8 %	11.3 %	5.4 %	2.5 %	249,483
Full-time telework	34.9 %	51.3 %	8.8 %	3.5 %	1.4 %	106,749
Supervisory Status						
Senior Leader	60.0 %	33.0 %	4.3 %	1.8 %	0.9 %	8,710
Manager	45.2 %	43.9 %	6.4 %	3.4 %	1.2 %	35,634
Supervisor	35.9 %	50.3 %	8.4 %	3.8 %	1.6 %	72,262
Team Leader	33.3 %	49.8 %	9.9 %	5.0 %	2.0 %	63,959
Non-Supervisor	28.3 %	52.6 %	11.5 %	5.2 %	2.4 %	336,525
Sex						
Male	32.0 %	50.2 %	10.6 %	4.9 %	2.3 %	262,872
Female	31.5 %	52.4 %	9.8 %	4.5 %	1.8 %	235,355
Hispanic or Latino						
Yes	33.0 %	48.8 %	10.7 %	4.8 %	2.8 %	53,138
No	31.5 %	51.4 %	10.3 %	4.8 %	2.0 %	447,619
Race						
American Indian/Alaska Native	28.1 %	51.4 %	13.0 %	4.6 %	2.9 %	10,113
Asian	35.6 %	52.2 %	8.1 %	2.7 %	1.4 %	30,144
Black/African American	34.4 %	50.1 %	9.5 %	4.0 %	2.1 %	74,238
Native Hawaiian/Pacific Islander	33.3 %	48.9 %	11.3 %	3.8 %	2.6 %	3,128
White	31.2 %	51.4 %	10.3 %	5.1 %	2.0 %	344,169
Two or more races (Not Hispanic/Latino)	29.9 %	49.0 %	12.2 %	5.5 %	3.3 %	22,871
Age Group						
25 and under	27.4 %	57.1 %	9.4 %	4.7 %	1.5 %	7,212
26-29 years old	28.4 %	54.3 %	10.6 %	4.8 %	1.9 %	16,921
30-39 years old	29.2 %	51.8 %	10.9 %	5.6 %	2.7 %	95,423
40-49 years old	30.7 %	50.7 %	10.6 %	5.5 %	2.6 %	137,328
50-59 years old	33.5 %	50.5 %	10.0 %	4.2 %	1.8 %	160,474
60 or older	35.1 %	50.4 %	9.8 %	3.5 %	1.3 %	83,446
Level of Education						
Less than High School	32.0 %	48.9 %	13.7 %	2.2 %	3.2 %	316
H.S. Diploma/GED or equiv	30.3 %	52.1 %	11.6 %	3.8 %	2.2 %	19,908

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(25) I know what my work unit's goals are.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
Trade/Technical Certificate	27.5 %	52.2 %	13.0 %	5.0 %	2.3 %	10,530
Some College(no degree)	30.2 %	50.9 %	11.7 %	4.7 %	2.4 %	61,174
Associate's Degree	29.6 %	51.9 %	11.6 %	4.7 %	2.2 %	36,272
Bachelor's Degree	30.4 %	52.4 %	10.2 %	4.9 %	2.1 %	178,636
Master's Degree	33.7 %	49.7 %	9.5 %	5.0 %	2.1 %	144,696
Doctoral/Professional Degree	36.4 %	48.5 %	8.7 %	4.6 %	1.7 %	55,583
Pay Category						
Federal Wage System	25.6 %	51.5 %	13.8 %	5.9 %	3.1 %	15,708
GS 1-6	28.8 %	52.0 %	12.0 %	4.9 %	2.3 %	21,066
GS 7-12	28.6 %	52.8 %	11.2 %	5.1 %	2.3 %	212,055
GS 13-15	35.7 %	49.1 %	8.8 %	4.5 %	1.9 %	217,888
SES	67.3 %	26.7 %	4.0 %	1.5 %	0.6 %	4,891
SL/ST	46.8 %	41.2 %	7.2 %	3.2 %	1.6 %	1,876
Other	30.1 %	51.9 %	11.4 %	4.6 %	2.0 %	43,202
Time in Federal Government						
< 1 year	33.7 %	52.5 %	9.2 %	3.8 %	0.9 %	10,917
1-3 years	31.6 %	52.4 %	9.9 %	4.5 %	1.6 %	64,988
4-5 years	30.7 %	51.6 %	10.7 %	5.0 %	2.0 %	40,134
6-10 years	30.4 %	51.4 %	10.6 %	5.1 %	2.4 %	83,447
11-14 years	30.6 %	51.1 %	10.6 %	5.3 %	2.4 %	95,205
15-20 years	30.4 %	50.9 %	11.0 %	5.1 %	2.6 %	90,876
> 20 years	33.7 %	49.9 %	10.2 %	4.2 %	1.9 %	130,959
Time with Current Agency						
< 1 year	33.2 %	51.3 %	9.7 %	4.3 %	1.4 %	19,580
1-3 years	31.5 %	51.6 %	10.2 %	4.8 %	1.9 %	97,021
4-5 years	30.7 %	51.3 %	10.7 %	5.1 %	2.2 %	50,386
6-10 years	30.6 %	51.0 %	10.7 %	5.2 %	2.5 %	91,260
11-14 years	30.5 %	51.4 %	10.7 %	5.0 %	2.4 %	86,265
15-20 years	30.5 %	51.0 %	10.9 %	5.0 %	2.5 %	76,984
> 20 years	34.2 %	50.1 %	9.9 %	4.1 %	1.8 %	95,461
Leaving						
No	37.1 %	51.8 %	7.7 %	2.6 %	0.7 %	337,595
Yes, to retire	30.4 %	51.4 %	11.7 %	4.6 %	1.9 %	34,337

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(25) I know what my work unit's goals are.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
Yes, to other job in Govt	21.7 %	49.9 %	14.8 %	9.0 %	4.6 %	90,311
Yes, to other job outside Govt	18.9 %	47.9 %	16.4 %	10.9 %	5.9 %	23,135
Yes, other	18.8 %	49.3 %	17.5 %	8.9 %	5.4 %	31,590
Retiring						
Less than 1 year	30.4 %	49.0 %	12.4 %	5.4 %	2.9 %	16,317
1 year	30.6 %	51.2 %	11.5 %	4.7 %	1.9 %	13,522
2 years	32.9 %	51.3 %	10.0 %	4.2 %	1.6 %	27,605
3 years	32.8 %	50.9 %	10.6 %	4.1 %	1.6 %	28,589
4 years	33.0 %	50.6 %	10.1 %	4.4 %	1.9 %	17,757
5 years	31.6 %	50.9 %	10.7 %	4.6 %	2.2 %	39,879
More than 5 years	31.3 %	51.2 %	10.3 %	4.9 %	2.2 %	369,228
Transgender						
Yes	23.4 %	47.0 %	13.9 %	7.7 %	8.0 %	1,919
No	31.8 %	51.1 %	10.3 %	4.7 %	2.1 %	492,744
Consider Yourself as						
Straight	32.1 %	51.2 %	10.1 %	4.6 %	2.0 %	455,087
Gay or Lesbian	32.8 %	49.4 %	10.3 %	5.0 %	2.5 %	12,629
Bisexual	30.7 %	49.6 %	10.3 %	6.9 %	2.4 %	8,680
Use different term	23.4 %	47.8 %	15.5 %	8.0 %	5.3 %	12,777
Military Service						
No Prior Military Service	31.0 %	52.2 %	10.3 %	4.6 %	1.9 %	374,145
Currently in Guard/Reserves	29.9 %	49.7 %	11.3 %	6.3 %	2.9 %	7,751
Retired	36.9 %	48.2 %	9.2 %	4.1 %	1.6 %	62,705
Separated/Discharged	28.9 %	49.5 %	12.2 %	6.0 %	3.3 %	71,634
Military Spouse						
Spouse of current active duty service member	32.3 %	49.1 %	10.7 %	5.4 %	2.6 %	5,526
Spouse of separated or retired service member with a disability rating of 100%	33.4 %	49.6 %	10.2 %	4.7 %	2.1 %	10,545
Widow(er) of a service member killed while on active duty	25.0 %	52.7 %	13.5 %	5.5 %	3.3 %	285
None of the categories listed	31.4 %	51.2 %	10.5 %	4.8 %	2.1 %	500,165
NoN-Competitive Hiring Authority						
Yes	34.8 %	49.5 %	9.1 %	4.0 %	2.6 %	2,038

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(25) I know what my work unit's goals are.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.0 %	51.2 %	10.7 %	4.9 %	2.1 %	556,152
No	32.4 %	49.5 %	10.6 %	5.2 %	2.3 %	14,217
Disability						
Yes	31.4 %	47.7 %	11.9 %	5.8 %	3.2 %	83,725
No	31.7 %	51.8 %	10.0 %	4.6 %	1.9 %	420,245

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) My work unit commits resources to develop new ideas.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
Work Location							
Headquarters	18.6 %	38.4 %	21.6 %	13.5 %	7.9 %	150,139	6,142
Field	12.7 %	33.0 %	25.6 %	16.9 %	11.7 %	236,854	12,745
Full-time telework	19.7 %	39.6 %	23.6 %	11.2 %	5.9 %	97,605	9,161
Supervisory Status							
Senior Leader	36.8 %	39.6 %	12.3 %	7.3 %	4.1 %	8,665	49
Manager	22.3 %	41.1 %	18.4 %	12.0 %	6.3 %	35,384	262
Supervisor	16.3 %	39.1 %	22.8 %	14.1 %	7.7 %	70,881	1,438
Team Leader	15.0 %	35.5 %	23.4 %	16.2 %	9.9 %	62,099	1,887
Non-Supervisor	14.4 %	34.4 %	25.4 %	15.4 %	10.4 %	311,687	24,942
Sex							
Male	15.9 %	36.1 %	23.7 %	14.4 %	9.9 %	252,064	10,896
Female	15.5 %	35.6 %	24.5 %	15.5 %	8.8 %	219,218	16,255
Hispanic or Latino							
Yes	16.0 %	32.3 %	25.0 %	15.0 %	11.7 %	50,062	3,095
No	15.7 %	36.4 %	23.9 %	14.9 %	9.2 %	423,541	24,270
Race							
American Indian/Alaska Native	13.7 %	33.8 %	26.5 %	15.6 %	10.4 %	9,672	443
Asian	17.8 %	40.6 %	23.3 %	11.0 %	7.3 %	28,373	1,790
Black/African American	18.3 %	37.1 %	23.7 %	12.2 %	8.7 %	69,157	5,128
Native Hawaiian/Pacific Islander	16.7 %	33.7 %	27.3 %	12.1 %	10.2 %	2,994	131
White	15.3 %	35.7 %	23.9 %	15.7 %	9.4 %	326,947	17,378
Two or more races (Not Hispanic/Latino)	14.2 %	32.9 %	23.7 %	15.9 %	13.3 %	21,540	1,321
Age Group							
25 and under	15.2 %	37.2 %	23.3 %	15.4 %	8.8 %	6,631	582
26-29 years old	14.5 %	34.2 %	23.1 %	17.3 %	10.9 %	15,848	1,078
30-39 years old	14.7 %	34.0 %	22.4 %	16.7 %	12.1 %	90,171	5,279
40-49 years old	15.7 %	35.0 %	23.1 %	15.6 %	10.7 %	130,283	7,105
50-59 years old	16.3 %	37.1 %	24.9 %	13.7 %	8.1 %	152,346	8,177
60 or older	16.5 %	38.0 %	26.8 %	12.5 %	6.2 %	78,468	5,039
Level of Education							
Less than High School	15.5 %	39.6 %	27.1 %	9.6 %	8.3 %	294	23
H.S. Diploma/GED or equiv	13.8 %	33.6 %	29.1 %	13.8 %	9.7 %	18,560	1,349
Trade/Technical Certificate	12.0 %	32.5 %	27.8 %	16.5 %	11.3 %	9,867	667
Some College(no degree)	13.8 %	32.4 %	27.5 %	15.1 %	11.2 %	57,316	3,896
Associate's Degree	13.8 %	33.0 %	26.5 %	15.8 %	10.9 %	34,083	2,208
Bachelor's Degree	15.1 %	36.1 %	24.2 %	15.1 %	9.5 %	168,407	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) My work unit commits resources to develop new ideas.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
Master's Degree	17.6 %	38.2 %	21.3 %	14.5 %	8.5 %	138,629	6,124
Doctoral/Professional Degree	18.9 %	37.6 %	20.8 %	14.5 %	8.1 %	52,385	3,234
Pay Category							
Federal Wage System	9.3 %	27.1 %	28.5 %	19.5 %	15.5 %	15,007	698
GS 1-6	12.8 %	30.3 %	28.4 %	16.2 %	12.2 %	18,784	2,291
GS 7-12	14.0 %	34.5 %	25.6 %	15.4 %	10.6 %	197,380	14,717
GS 13-15	18.7 %	39.6 %	21.1 %	13.4 %	7.1 %	209,651	8,363
SES	40.1 %	37.8 %	11.4 %	7.7 %	3.0 %	4,868	26
SL/ST	26.7 %	39.4 %	17.4 %	9.8 %	6.6 %	1,843	39
Other	13.0 %	33.0 %	25.9 %	17.0 %	11.1 %	40,908	2,327
Time in Federal Government							
< 1 year	19.7 %	40.3 %	22.7 %	11.5 %	5.8 %	9,530	1,401
1-3 years	17.0 %	36.5 %	23.8 %	14.3 %	8.4 %	59,946	5,075
4-5 years	14.8 %	34.3 %	24.0 %	16.1 %	10.8 %	37,768	2,382
6-10 years	14.8 %	34.4 %	23.7 %	16.0 %	11.2 %	79,145	4,328
11-14 years	14.9 %	35.4 %	23.7 %	15.9 %	10.2 %	90,735	4,497
15-20 years	14.7 %	34.6 %	24.5 %	15.5 %	10.7 %	86,650	4,224
> 20 years	16.5 %	37.5 %	24.9 %	13.4 %	7.7 %	124,436	6,612
Time with Current Agency							
< 1 year	21.1 %	39.8 %	21.7 %	11.2 %	6.3 %	17,455	2,146
1-3 years	17.2 %	36.3 %	23.4 %	14.2 %	8.9 %	90,314	6,738
4-5 years	14.8 %	34.8 %	23.8 %	16.0 %	10.6 %	47,667	2,735
6-10 years	14.6 %	34.3 %	24.0 %	15.9 %	11.2 %	86,873	4,418
11-14 years	14.5 %	35.0 %	24.1 %	16.2 %	10.2 %	82,219	4,062
15-20 years	14.0 %	34.3 %	25.2 %	15.8 %	10.7 %	73,397	3,597
> 20 years	16.3 %	38.1 %	25.0 %	13.3 %	7.3 %	90,700	4,840
Leaving							
No	19.7 %	41.3 %	23.6 %	11.0 %	4.4 %	318,039	19,692
Yes, to retire	13.3 %	35.2 %	28.4 %	14.6 %	8.5 %	32,613	1,768
Yes, to other job in Govt	8.3 %	25.9 %	24.4 %	22.5 %	18.9 %	86,259	4,077
Yes, to other job outside Govt	7.8 %	23.3 %	21.1 %	24.4 %	23.4 %	22,102	1,035
Yes, other	7.4 %	24.3 %	25.8 %	22.4 %	20.1 %	29,681	1,912
Retiring							
Less than 1 year	13.8 %	32.7 %	26.7 %	15.9 %	11.0 %	15,537	806
1 year	13.3 %	35.2 %	28.5 %	14.5 %	8.5 %	12,766	774
2 years	14.9 %	37.0 %	26.4 %	14.2 %	7.6 %	26,177	1,445
3 years	15.3 %	37.7 %	25.8 %	13.5 %	7.7 %	27,186	1,431

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) My work unit commits resources to develop new ideas.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.3 %	35.5 %	24.4 %	15.1 %	9.6 %	525,068	31,159
4 years	15.2 %	37.6 %	25.2 %	14.2 %	7.8 %	16,956	811
5 years	15.0 %	35.6 %	25.4 %	14.8 %	9.1 %	37,920	1,977
More than 5 years	15.9 %	35.7 %	23.3 %	15.1 %	9.9 %	348,473	20,860
Transgender							
Yes	11.1 %	29.4 %	22.6 %	16.4 %	20.5 %	1,802	118
No	15.8 %	35.9 %	24.0 %	14.8 %	9.4 %	466,106	26,852
Consider Yourself as							
Straight	15.9 %	36.2 %	24.1 %	14.6 %	9.1 %	430,643	24,630
Gay or Lesbian	16.9 %	33.7 %	22.4 %	16.3 %	10.8 %	12,031	608
Bisexual	14.4 %	32.5 %	21.9 %	18.3 %	12.9 %	8,192	486
Use different term	11.7 %	28.5 %	24.6 %	17.9 %	17.3 %	11,997	795
Military Service							
No Prior Military Service	15.3 %	36.2 %	24.1 %	15.1 %	9.2 %	351,947	22,369
Currently in Guard/Reserves	15.2 %	32.1 %	23.2 %	16.7 %	12.8 %	7,448	310
Retired	18.3 %	38.0 %	23.9 %	12.5 %	7.2 %	60,549	2,169
Separated/Discharged	14.2 %	32.1 %	24.5 %	16.2 %	13.0 %	68,010	3,650
Military Spouse							
Spouse of current active duty service member	15.9 %	32.2 %	22.1 %	17.5 %	12.2 %	5,258	277
Spouse of separated or retired service member with a disability rating of 100%	16.5 %	33.7 %	24.4 %	14.9 %	10.5 %	10,016	528
Widow(er) of a service member killed while on active duty	12.0 %	35.2 %	20.7 %	18.6 %	13.4 %	269	16
None of the categories listed	15.6 %	35.8 %	24.2 %	14.9 %	9.5 %	472,672	27,708
NoN-Competitive Hiring Authority							
Yes	17.0 %	33.1 %	24.1 %	15.3 %	10.5 %	1,929	107
No	16.1 %	33.1 %	23.3 %	16.1 %	11.4 %	13,522	706
Disability							
Yes	15.8 %	31.9 %	23.9 %	15.6 %	12.8 %	79,027	4,751
No	15.7 %	36.7 %	24.1 %	14.8 %	8.8 %	397,622	22,775

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***Click here to return to File Index

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) My work unit successfully manages disruptions to our work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
Work Location							
Headquarters	22.2 %	47.1 %	17.8 %	8.2 %	4.7 %	151,654	4,711
Field	17.3 %	45.4 %	20.2 %	10.3 %	6.8 %	242,045	7,640
Full-time telework	24.7 %	48.6 %	17.4 %	6.0 %	3.4 %	100,192	6,672
Supervisory Status							
Senior Leader	36.8 %	44.5 %	10.9 %	4.8 %	3.0 %	8,650	70
Manager	24.8 %	49.1 %	14.7 %	7.7 %	3.6 %	35,459	207
Supervisor	20.0 %	49.2 %	17.7 %	8.7 %	4.5 %	71,420	928
Team Leader	19.0 %	45.8 %	19.2 %	10.1 %	5.9 %	62,893	1,139
Non-Supervisor	19.2 %	45.8 %	19.9 %	9.0 %	6.0 %	319,771	17,023
Sex							
Male	20.5 %	46.9 %	18.6 %	8.6 %	5.4 %	255,745	7,341
Female	19.5 %	46.2 %	19.3 %	9.5 %	5.6 %	224,645	10,965
Hispanic or Latino							
Yes	20.2 %	42.5 %	20.8 %	9.5 %	7.1 %	51,128	2,068
No	20.0 %	47.1 %	18.7 %	8.9 %	5.3 %	431,603	16,442
Race							
American Indian/Alaska Native	16.1 %	40.8 %	24.4 %	10.7 %	8.0 %	9,783	345
Asian	20.8 %	48.7 %	19.6 %	6.6 %	4.4 %	28,689	1,489
Black/African American	21.7 %	45.6 %	19.2 %	7.7 %	5.9 %	70,333	4,005
Native Hawaiian/Pacific Islander	18.6 %	41.5 %	24.0 %	8.7 %	7.2 %	3,042	87
White	20.0 %	47.3 %	18.4 %	9.2 %	5.1 %	333,632	10,840
Two or more races (Not Hispanic/Latino)	18.9 %	42.8 %	19.9 %	10.0 %	8.3 %	22,012	873
Age Group							
25 and under	19.9 %	50.3 %	17.9 %	7.1 %	4.9 %	6,837	380
26-29 years old	19.0 %	47.9 %	17.9 %	9.4 %	5.8 %	16,241	688
30-39 years old	19.3 %	45.4 %	18.6 %	9.9 %	6.8 %	91,909	3,563
40-49 years old	19.5 %	45.5 %	18.8 %	9.7 %	6.5 %	132,690	4,788
50-59 years old	20.5 %	46.9 %	19.3 %	8.5 %	4.7 %	155,016	5,625
60 or older	21.4 %	48.7 %	19.5 %	7.0 %	3.3 %	80,192	3,357
Level of Education							
Less than High School	20.3 %	42.8 %	27.8 %	5.0 %	4.2 %	296	22
H.S. Diploma/GED or equiv	17.1 %	44.0 %	22.9 %	9.5 %	6.6 %	19,089	824
Trade/Technical Certificate	15.5 %	43.6 %	22.7 %	10.7 %	7.5 %	10,142	396
Some College(no degree)	18.4 %	43.6 %	21.8 %	9.5 %	6.7 %	58,889	2,349
Associate's Degree	17.4 %	43.9 %	21.5 %	10.6 %	6.6 %	35,026	1,289
Bachelor's Degree	19.5 %	47.6 %	18.7 %	8.8 %	5.4 %	172,164	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) My work unit successfully manages disruptions to our work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
Master's Degree	21.5 %	47.7 %	17.3 %	8.6 %	4.9 %	139,889	4,917
Doctoral/Professional Degree	25.7 %	48.1 %	14.9 %	7.2 %	4.1 %	53,344	2,311
Pay Category							
Federal Wage System	12.9 %	40.7 %	23.5 %	12.8 %	10.0 %	15,374	336
GS 1-6	17.2 %	42.3 %	22.6 %	10.0 %	7.9 %	19,685	1,409
GS 7-12	18.3 %	45.6 %	20.3 %	9.5 %	6.2 %	202,525	9,685
GS 13-15	23.0 %	48.9 %	16.5 %	7.6 %	4.0 %	211,594	6,515
SES	43.0 %	42.8 %	8.6 %	4.3 %	1.3 %	4,881	17
SL/ST	30.4 %	47.4 %	12.9 %	6.1 %	3.2 %	1,855	29
Other	18.3 %	45.8 %	20.2 %	9.8 %	5.9 %	41,983	1,279
Time in Federal Government							
< 1 year	25.6 %	49.2 %	16.7 %	5.6 %	2.8 %	9,988	937
1-3 years	21.6 %	47.7 %	18.0 %	7.9 %	4.8 %	61,746	3,305
4-5 years	19.4 %	45.5 %	19.5 %	9.6 %	6.0 %	38,604	1,559
6-10 years	19.1 %	45.7 %	18.7 %	10.0 %	6.5 %	80,589	2,922
11-14 years	19.1 %	46.1 %	19.2 %	9.4 %	6.1 %	92,142	3,133
15-20 years	18.7 %	45.8 %	19.8 %	9.5 %	6.2 %	88,150	2,796
> 20 years	20.7 %	47.1 %	19.3 %	8.3 %	4.6 %	126,466	4,669
Time with Current Agency							
< 1 year	25.4 %	47.7 %	17.5 %	5.8 %	3.6 %	17,977	1,629
1-3 years	21.5 %	46.9 %	18.1 %	8.3 %	5.3 %	92,529	4,570
4-5 years	19.2 %	45.6 %	19.3 %	9.8 %	6.1 %	48,641	1,786
6-10 years	19.0 %	45.4 %	19.1 %	9.9 %	6.6 %	88,359	2,974
11-14 years	18.8 %	46.3 %	19.4 %	9.5 %	6.0 %	83,594	2,737
15-20 years	18.3 %	46.0 %	20.2 %	9.5 %	6.0 %	74,772	2,294
> 20 years	20.8 %	47.8 %	19.2 %	8.0 %	4.2 %	92,259	3,320
Leaving							
No	24.2 %	50.8 %	16.7 %	5.9 %	2.3 %	324,767	13,104
Yes, to retire	18.2 %	46.5 %	21.9 %	8.8 %	4.7 %	33,269	1,126
Yes, to other job in Govt	12.2 %	38.5 %	22.7 %	15.0 %	11.7 %	87,461	2,938
Yes, to other job outside Govt	11.8 %	37.0 %	21.7 %	16.0 %	13.6 %	22,427	736
Yes, other	11.1 %	36.9 %	24.8 %	14.5 %	12.7 %	30,253	1,370
Retiring							
Less than 1 year	18.4 %	44.4 %	21.5 %	9.2 %	6.4 %	15,815	532
1 year	18.3 %	46.3 %	21.5 %	8.9 %	5.0 %	13,069	479
2 years	19.5 %	47.8 %	19.9 %	8.5 %	4.3 %	26,714	926
3 years	19.4 %	47.9 %	20.3 %	8.1 %	4.3 %	27,685	944

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) My work unit successfully manages disruptions to our work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.6 %	46.2 %	19.4 %	9.1 %	5.6 %	535,320	21,166
4 years	19.7 %	48.0 %	19.2 %	8.5 %	4.6 %	17,219	560
5 years	19.0 %	46.5 %	19.7 %	9.3 %	5.5 %	38,554	1,363
More than 5 years	20.3 %	46.4 %	18.6 %	9.0 %	5.7 %	355,348	14,187
Transgender							
Yes	14.8 %	39.5 %	19.9 %	11.6 %	14.3 %	1,847	78
No	20.1 %	46.6 %	18.9 %	8.9 %	5.5 %	475,127	18,084
Consider Yourself as							
Straight	20.2 %	46.9 %	18.9 %	8.7 %	5.3 %	438,990	16,531
Gay or Lesbian	22.2 %	43.8 %	17.8 %	10.0 %	6.2 %	12,213	429
Bisexual	19.8 %	42.7 %	18.9 %	11.1 %	7.5 %	8,347	335
Use different term	15.9 %	39.8 %	21.7 %	12.4 %	10.3 %	12,252	554
Military Service							
No Prior Military Service	20.0 %	47.4 %	18.8 %	8.6 %	5.1 %	359,280	15,224
Currently in Guard/Reserves	17.9 %	43.1 %	20.0 %	10.7 %	8.4 %	7,553	211
Retired	21.3 %	46.7 %	18.8 %	8.6 %	4.7 %	61,265	1,488
Separated/Discharged	18.5 %	43.1 %	20.2 %	10.5 %	7.8 %	69,325	2,373
Military Spouse							
Spouse of current active duty service member	19.3 %	41.3 %	19.0 %	11.7 %	8.6 %	5,342	197
Spouse of separated or retired service member with a disability rating of 100%	19.3 %	41.9 %	20.3 %	10.8 %	7.7 %	10,150	397
Widow(er) of a service member killed while on active duty	12.7 %	44.2 %	20.1 %	12.0 %	11.0 %	274	11
None of the categories listed	19.9 %	46.7 %	19.0 %	8.9 %	5.5 %	481,926	18,710
NoN-Competitive Hiring Authority							
Yes	21.0 %	40.9 %	19.9 %	10.7 %	7.6 %	1,984	53
No	18.9 %	41.8 %	19.8 %	11.3 %	8.2 %	13,686	548
Disability							
Yes	19.6 %	41.6 %	20.0 %	10.7 %	8.2 %	80,550	3,263
No	20.1 %	47.6 %	18.7 %	8.6 %	4.9 %	405,333	15,300

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
Work Location							
Headquarters	23.4 %	45.1 %	19.6 %	9.0 %	3.0 %	151,231	4,783
Field	17.4 %	41.9 %	23.2 %	12.6 %	4.9 %	240,347	8,719
Full-time telework	26.8 %	46.0 %	18.4 %	6.6 %	2.1 %	99,526	7,124
Supervisory Status							
Senior Leader	37.8 %	43.7 %	12.2 %	5.0 %	1.4 %	8,650	50
Manager	24.5 %	48.2 %	17.2 %	8.0 %	2.1 %	35,406	191
Supervisor	21.1 %	47.0 %	19.6 %	9.6 %	2.7 %	71,400	810
Team Leader	19.3 %	43.2 %	22.0 %	11.7 %	3.9 %	62,720	1,146
Non-Supervisor	20.1 %	42.4 %	22.3 %	10.8 %	4.3 %	317,219	18,789
Sex							
Male	20.1 %	44.0 %	21.7 %	10.2 %	4.0 %	254,649	7,737
Female	21.9 %	43.0 %	20.7 %	10.9 %	3.5 %	223,239	11,916
Hispanic or Latino							
Yes	21.6 %	39.7 %	21.9 %	11.4 %	5.4 %	50,863	2,201
No	20.7 %	44.1 %	21.2 %	10.3 %	3.6 %	429,375	17,646
Race							
American Indian/Alaska Native	17.4 %	40.2 %	23.6 %	12.7 %	6.1 %	9,708	378
Asian	22.3 %	44.9 %	21.3 %	8.0 %	3.5 %	28,893	1,193
Black/African American	25.1 %	43.7 %	19.3 %	8.3 %	3.6 %	70,055	4,064
Native Hawaiian/Pacific Islander	21.1 %	40.3 %	22.9 %	10.6 %	5.1 %	3,038	81
White	20.0 %	43.9 %	21.5 %	11.0 %	3.6 %	331,536	12,229
Two or more races (Not Hispanic/Latino)	20.2 %	40.3 %	22.1 %	11.8 %	5.6 %	21,859	965
Age Group							
25 and under	21.3 %	42.9 %	19.6 %	11.8 %	4.5 %	6,929	276
26-29 years old	19.3 %	39.9 %	22.1 %	13.3 %	5.4 %	16,330	574
30-39 years old	19.5 %	40.7 %	21.8 %	12.8 %	5.2 %	91,842	3,516
40-49 years old	20.2 %	42.7 %	21.1 %	11.5 %	4.4 %	132,129	5,115
50-59 years old	21.7 %	45.4 %	21.0 %	9.0 %	2.9 %	154,040	6,207
60 or older	22.3 %	46.7 %	21.7 %	7.1 %	2.1 %	79,109	4,046
Level of Education							
Less than High School	22.6 %	45.7 %	21.2 %	6.1 %	4.4 %	294	21
H.S. Diploma/GED or equiv	19.0 %	40.2 %	24.1 %	11.7 %	5.0 %	18,923	916
Trade/Technical Certificate	17.4 %	40.0 %	25.0 %	12.4 %	5.1 %	10,078	420
Some College(no degree)	19.3 %	41.0 %	23.5 %	11.3 %	4.9 %	58,356	2,686
Associate's Degree	18.5 %	41.4 %	23.2 %	12.4 %	4.5 %	34,789	1,400
Bachelor's Degree	20.1 %	44.1 %	21.5 %	10.5 %	3.8 %	171,266	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
Master's Degree	22.6 %	45.1 %	19.5 %	9.6 %	3.2 %	139,616	4,919
Doctoral/Professional Degree	24.2 %	46.1 %	18.7 %	8.3 %	2.7 %	52,888	2,679
Pay Category							
Federal Wage System	13.7 %	37.3 %	26.2 %	15.8 %	7.1 %	15,327	325
GS 1-6	19.0 %	38.9 %	23.9 %	12.4 %	5.8 %	19,380	1,611
GS 7-12	19.5 %	42.5 %	22.3 %	11.3 %	4.4 %	201,188	10,483
GS 13-15	23.7 %	47.0 %	18.8 %	8.1 %	2.3 %	210,720	7,038
SES	41.9 %	42.7 %	10.2 %	4.3 %	0.8 %	4,869	21
SL/ST	28.3 %	47.6 %	15.9 %	6.4 %	1.8 %	1,846	34
Other	17.1 %	40.3 %	24.7 %	13.2 %	4.7 %	41,763	1,359
Time in Federal Government							
< 1 year	27.4 %	44.3 %	17.2 %	8.5 %	2.7 %	10,137	779
1-3 years	22.2 %	42.3 %	20.7 %	10.9 %	3.9 %	61,843	3,105
4-5 years	19.6 %	40.6 %	22.5 %	12.5 %	4.8 %	38,546	1,524
6-10 years	19.6 %	42.3 %	21.6 %	11.8 %	4.7 %	80,099	3,254
11-14 years	19.7 %	43.9 %	21.6 %	11.0 %	3.9 %	91,509	3,584
15-20 years	19.6 %	43.2 %	22.3 %	10.7 %	4.1 %	87,401	3,300
> 20 years	22.1 %	46.1 %	20.9 %	8.2 %	2.7 %	125,358	5,357
Time with Current Agency							
< 1 year	27.9 %	43.3 %	17.5 %	8.5 %	2.7 %	18,195	1,383
1-3 years	22.4 %	42.4 %	20.6 %	10.6 %	4.0 %	92,487	4,443
4-5 years	19.7 %	41.3 %	22.3 %	12.1 %	4.6 %	48,429	1,876
6-10 years	19.5 %	42.6 %	21.7 %	11.6 %	4.6 %	87,812	3,345
11-14 years	19.2 %	44.0 %	21.8 %	11.0 %	3.9 %	82,876	3,274
15-20 years	19.0 %	43.5 %	22.6 %	10.7 %	4.1 %	74,060	2,762
> 20 years	21.8 %	46.7 %	21.0 %	8.0 %	2.5 %	91,467	3,819
Leaving							
No	24.8 %	47.0 %	19.3 %	7.2 %	1.7 %	323,838	13,366
Yes, to retire	18.6 %	45.9 %	23.5 %	8.9 %	3.1 %	32,841	1,396
Yes, to other job in Govt	13.6 %	36.6 %	24.9 %	17.2 %	7.8 %	86,674	3,516
Yes, to other job outside Govt	11.8 %	34.7 %	24.1 %	19.1 %	10.3 %	22,212	885
Yes, other	12.3 %	35.9 %	26.6 %	16.5 %	8.7 %	29,803	1,713
Retiring							
Less than 1 year	18.8 %	44.2 %	22.9 %	9.9 %	4.2 %	15,595	684
1 year	19.1 %	45.6 %	23.3 %	9.0 %	3.0 %	12,875	618
2 years	20.2 %	46.5 %	22.0 %	8.6 %	2.7 %	26,423	1,115
3 years	20.4 %	46.5 %	22.3 %	8.3 %	2.6 %	27,401	1,106

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) Employees in my work unit consistently look for new ways to improve how they do their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.5 %	43.4 %	21.7 %	10.6 %	3.9 %	528,700	22,745
4 years	21.0 %	45.5 %	21.6 %	9.1 %	2.8 %	17,063	637
5 years	20.6 %	44.4 %	21.9 %	9.8 %	3.3 %	38,178	1,606
More than 5 years	20.9 %	42.9 %	21.1 %	11.0 %	4.1 %	354,090	14,804
Transgender							
Yes	17.2 %	36.1 %	21.6 %	14.9 %	10.1 %	1,828	84
No	20.9 %	43.6 %	21.3 %	10.4 %	3.8 %	472,628	19,440
Consider Yourself as							
Straight	21.0 %	43.9 %	21.2 %	10.3 %	3.7 %	436,762	17,700
Gay or Lesbian	21.4 %	41.5 %	21.0 %	11.6 %	4.4 %	12,132	486
Bisexual	19.7 %	39.0 %	21.1 %	14.5 %	5.6 %	8,332	337
Use different term	16.8 %	38.2 %	23.8 %	13.5 %	7.6 %	12,110	662
Military Service							
No Prior Military Service	20.7 %	43.8 %	21.4 %	10.4 %	3.7 %	357,176	16,477
Currently in Guard/Reserves	19.2 %	41.7 %	21.3 %	12.6 %	5.2 %	7,560	194
Retired	22.6 %	45.6 %	20.4 %	8.5 %	2.9 %	61,080	1,504
Separated/Discharged	19.1 %	40.9 %	22.4 %	12.3 %	5.3 %	68,813	2,728
Military Spouse							
Spouse of current active duty service member	20.4 %	38.9 %	20.5 %	14.6 %	5.7 %	5,359	168
Spouse of separated or retired service member with a disability rating of 100%	22.3 %	41.1 %	21.0 %	11.4 %	4.2 %	10,119	388
Widow(er) of a service member killed while on active duty	18.4 %	47.4 %	16.1 %	11.7 %	6.4 %	273	10
None of the categories listed	20.7 %	43.7 %	21.4 %	10.4 %	3.8 %	479,152	20,359
NoN-Competitive Hiring Authority							
Yes	22.2 %	41.1 %	20.5 %	11.6 %	4.6 %	1,969	62
No	21.4 %	40.2 %	20.7 %	12.9 %	4.9 %	13,685	501
Disability							
Yes	21.7 %	40.2 %	21.2 %	11.4 %	5.6 %	79,853	3,722
No	20.6 %	44.3 %	21.4 %	10.3 %	3.5 %	403,393	16,304

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) Employees in my work unit incorporate new ideas into their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
Work Location							
Headquarters	23.5 %	46.5 %	18.7 %	8.4 %	2.9 %	149,820	4,558
Field	16.8 %	43.0 %	23.2 %	12.2 %	4.8 %	237,206	8,739
Full-time telework	26.1 %	46.7 %	18.6 %	6.5 %	2.1 %	98,447	7,157
Supervisory Status							
Senior Leader	38.0 %	44.5 %	11.6 %	4.4 %	1.6 %	8,560	39
Manager	24.7 %	49.2 %	16.6 %	7.4 %	2.1 %	34,973	175
Supervisor	20.8 %	48.6 %	19.1 %	8.9 %	2.6 %	70,504	823
Team Leader	19.2 %	45.2 %	21.3 %	10.7 %	3.6 %	62,052	1,120
Non-Supervisor	19.6 %	43.3 %	22.2 %	10.6 %	4.2 %	313,595	18,666
Sex							
Male	19.9 %	45.2 %	21.1 %	9.9 %	3.9 %	251,602	7,454
Female	21.3 %	44.2 %	20.8 %	10.3 %	3.4 %	220,789	12,075
Hispanic or Latino							
Yes	20.9 %	39.9 %	22.4 %	11.3 %	5.5 %	50,245	2,221
No	20.3 %	45.4 %	20.9 %	9.9 %	3.5 %	424,483	17,473
Race							
American Indian/Alaska Native	16.9 %	40.1 %	25.1 %	11.9 %	6.0 %	9,569	400
Asian	21.6 %	45.9 %	21.5 %	7.5 %	3.6 %	28,687	1,242
Black/African American	23.8 %	44.3 %	20.0 %	8.3 %	3.6 %	69,248	4,052
Native Hawaiian/Pacific Islander	19.9 %	42.1 %	24.4 %	8.9 %	4.7 %	3,005	86
White	19.9 %	45.3 %	20.8 %	10.4 %	3.5 %	327,604	12,043
Two or more races (Not Hispanic/Latino)	19.6 %	41.2 %	22.1 %	11.7 %	5.4 %	21,638	945
Age Group							
25 and under	20.7 %	43.5 %	20.2 %	11.3 %	4.3 %	6,863	280
26-29 years old	18.5 %	41.5 %	21.3 %	13.4 %	5.3 %	16,206	569
30-39 years old	19.0 %	42.4 %	21.2 %	12.3 %	5.0 %	91,201	3,390
40-49 years old	19.9 %	44.0 %	20.7 %	11.0 %	4.3 %	130,853	5,053
50-59 years old	21.4 %	46.2 %	21.0 %	8.6 %	2.9 %	151,926	6,201
60 or older	22.0 %	47.6 %	21.6 %	6.8 %	2.0 %	77,791	4,085
Level of Education							
Less than High School	22.6 %	44.3 %	23.0 %	5.7 %	4.5 %	286	21
H.S. Diploma/GED or equiv	17.6 %	41.2 %	24.9 %	11.6 %	4.8 %	18,568	987
Trade/Technical Certificate	16.4 %	41.7 %	24.9 %	12.1 %	4.9 %	9,921	432
Some College(no degree)	18.4 %	41.3 %	24.6 %	11.0 %	4.8 %	57,437	2,761
Associate's Degree	17.6 %	42.0 %	24.3 %	11.7 %	4.4 %	34,296	1,413
Bachelor's Degree	19.6 %	45.4 %	21.0 %	10.3 %	3.7 %	169,194	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) Employees in my work unit incorporate new ideas into their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
Master's Degree	22.5 %	46.6 %	18.7 %	9.0 %	3.1 %	138,371	4,765
Doctoral/Professional Degree	25.6 %	47.4 %	16.7 %	7.6 %	2.7 %	52,548	2,447
Pay Category							
Federal Wage System	12.9 %	38.4 %	26.7 %	15.3 %	6.8 %	15,087	323
GS 1-6	17.0 %	40.2 %	25.1 %	12.1 %	5.6 %	19,055	1,660
GS 7-12	18.8 %	43.4 %	22.4 %	11.1 %	4.3 %	198,556	10,559
GS 13-15	23.9 %	48.5 %	17.8 %	7.5 %	2.3 %	208,737	6,759
SES	42.7 %	43.4 %	9.2 %	3.7 %	0.9 %	4,824	16
SL/ST	30.2 %	48.3 %	13.1 %	6.1 %	2.2 %	1,819	37
Other	17.0 %	41.1 %	24.6 %	12.6 %	4.6 %	41,300	1,353
Time in Federal Government							
< 1 year	26.6 %	44.1 %	18.7 %	7.9 %	2.7 %	9,987	819
1-3 years	21.4 %	43.6 %	20.4 %	10.8 %	3.8 %	61,226	3,091
4-5 years	19.0 %	42.1 %	22.3 %	12.0 %	4.6 %	38,161	1,503
6-10 years	19.2 %	43.7 %	21.4 %	11.2 %	4.5 %	79,286	3,153
11-14 years	19.4 %	45.1 %	21.2 %	10.6 %	3.8 %	90,439	3,584
15-20 years	19.4 %	44.1 %	22.0 %	10.4 %	4.1 %	86,369	3,259
> 20 years	21.8 %	47.2 %	20.6 %	7.7 %	2.7 %	123,730	5,321
Time with Current Agency							
< 1 year	27.0 %	43.7 %	18.3 %	8.2 %	2.8 %	17,960	1,409
1-3 years	21.8 %	43.4 %	20.4 %	10.4 %	3.9 %	91,570	4,383
4-5 years	19.1 %	42.9 %	22.1 %	11.5 %	4.4 %	47,904	1,865
6-10 years	19.1 %	43.9 %	21.4 %	11.1 %	4.4 %	86,930	3,220
11-14 years	19.0 %	45.2 %	21.6 %	10.5 %	3.8 %	81,880	3,287
15-20 years	18.8 %	44.4 %	22.4 %	10.4 %	4.0 %	73,146	2,767
> 20 years	21.6 %	48.2 %	20.3 %	7.4 %	2.5 %	90,236	3,795
Leaving							
No	24.6 %	48.4 %	18.8 %	6.6 %	1.5 %	320,584	13,226
Yes, to retire	18.5 %	46.6 %	23.3 %	8.7 %	2.9 %	32,238	1,435
Yes, to other job in Govt	12.7 %	37.5 %	25.0 %	17.0 %	7.8 %	85,470	3,473
Yes, to other job outside Govt	11.2 %	35.4 %	23.9 %	19.2 %	10.2 %	21,965	840
Yes, other	11.4 %	36.5 %	27.1 %	16.6 %	8.5 %	29,414	1,734
Retiring							
Less than 1 year	18.7 %	44.8 %	22.7 %	9.8 %	4.1 %	15,315	708
1 year	18.6 %	45.9 %	24.0 %	8.5 %	2.9 %	12,623	621
2 years	19.8 %	47.4 %	22.1 %	8.1 %	2.6 %	25,957	1,128
3 years	20.3 %	47.6 %	21.9 %	7.7 %	2.4 %	26,943	1,145

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) Employees in my work unit incorporate new ideas into their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.1 %	44.6 %	21.4 %	10.2 %	3.8 %	522,485	22,560
4 years	20.4 %	46.7 %	21.5 %	8.5 %	2.9 %	16,820	648
5 years	20.1 %	45.2 %	21.8 %	9.6 %	3.3 %	37,656	1,587
More than 5 years	20.5 %	44.1 %	20.7 %	10.6 %	4.0 %	350,678	14,559
Transgender							
Yes	16.9 %	37.1 %	22.2 %	12.8 %	11.0 %	1,804	74
No	20.5 %	44.8 %	21.0 %	10.0 %	3.7 %	467,217	19,332
Consider Yourself as							
Straight	20.6 %	45.0 %	20.9 %	9.8 %	3.6 %	431,685	17,655
Gay or Lesbian	21.5 %	43.2 %	19.9 %	11.2 %	4.2 %	12,021	458
Bisexual	19.4 %	40.5 %	20.8 %	13.9 %	5.4 %	8,281	293
Use different term	16.1 %	39.6 %	23.5 %	13.4 %	7.5 %	11,962	635
Military Service							
No Prior Military Service	20.3 %	45.1 %	21.0 %	9.9 %	3.6 %	353,376	16,303
Currently in Guard/Reserves	18.7 %	42.8 %	21.1 %	12.3 %	5.2 %	7,497	193
Retired	22.5 %	46.4 %	20.1 %	8.2 %	2.7 %	60,213	1,509
Separated/Discharged	18.4 %	41.7 %	22.5 %	12.2 %	5.2 %	67,855	2,709
Military Spouse							
Spouse of current active duty service member	20.2 %	39.5 %	20.9 %	14.0 %	5.4 %	5,282	169
Spouse of separated or retired service member with a disability rating of 100%	21.5 %	42.1 %	20.9 %	11.2 %	4.3 %	9,970	411
Widow(er) of a service member killed while on active duty	17.9 %	49.0 %	15.2 %	12.6 %	5.4 %	270	9
None of the categories listed	20.3 %	44.8 %	21.2 %	10.0 %	3.7 %	473,666	20,171
NoN-Competitive Hiring Authority							
Yes	21.7 %	42.2 %	19.9 %	11.4 %	4.8 %	1,939	62
No	20.8 %	41.0 %	21.0 %	12.5 %	4.7 %	13,490	522
Disability							
Yes	20.8 %	41.0 %	21.4 %	11.4 %	5.4 %	78,859	3,654
No	20.3 %	45.6 %	21.0 %	9.8 %	3.4 %	398,807	16,234

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) Employees in my work unit approach change as an opportunity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
Work Location							
Headquarters	19.9 %	39.5 %	25.0 %	11.6 %	4.0 %	149,093	5,161
Field	13.8 %	34.9 %	28.8 %	16.0 %	6.4 %	236,360	9,379
Full-time telework	22.8 %	41.7 %	24.3 %	8.6 %	2.7 %	97,957	7,443
Supervisory Status							
Senior Leader	33.1 %	39.3 %	18.0 %	7.3 %	2.4 %	8,568	45
Manager	19.6 %	40.5 %	23.9 %	12.3 %	3.7 %	34,974	200
Supervisor	16.2 %	39.7 %	26.1 %	13.9 %	4.1 %	70,466	952
Team Leader	15.4 %	36.3 %	27.9 %	15.1 %	5.2 %	61,774	1,363
Non-Supervisor	17.0 %	36.8 %	27.5 %	13.3 %	5.4 %	311,844	19,789
Sex							
Male	16.6 %	36.7 %	27.7 %	13.5 %	5.4 %	250,276	8,726
Female	18.2 %	38.7 %	25.4 %	13.2 %	4.4 %	220,168	12,196
Hispanic or Latino							
Yes	18.5 %	34.6 %	26.5 %	13.8 %	6.6 %	50,017	2,289
No	17.0 %	37.9 %	26.9 %	13.4 %	4.8 %	422,765	18,840
Race							
American Indian/Alaska Native	15.3 %	35.6 %	27.8 %	14.2 %	7.1 %	9,594	372
Asian	20.1 %	41.6 %	24.9 %	9.3 %	4.1 %	28,465	1,384
Black/African American	21.6 %	40.4 %	23.6 %	10.2 %	4.2 %	69,123	4,032
Native Hawaiian/Pacific Islander	18.0 %	36.3 %	29.0 %	11.1 %	5.6 %	2,978	85
White	16.2 %	37.0 %	27.4 %	14.4 %	5.0 %	326,230	13,240
Two or more races (Not Hispanic/Latino)	16.6 %	33.6 %	27.7 %	14.9 %	7.3 %	21,543	997
Age Group							
25 and under	17.8 %	39.0 %	24.5 %	13.3 %	5.4 %	6,812	310
26-29 years old	16.8 %	35.7 %	25.5 %	15.4 %	6.7 %	16,064	670
30-39 years old	16.4 %	34.8 %	26.0 %	15.9 %	6.9 %	90,669	3,765
40-49 years old	16.6 %	36.0 %	26.5 %	14.9 %	5.9 %	130,218	5,461
50-59 years old	17.6 %	39.2 %	27.4 %	12.0 %	3.8 %	151,547	6,593
60 or older	18.7 %	41.1 %	28.2 %	9.4 %	2.6 %	77,611	4,208
Level of Education							
Less than High School	17.4 %	45.5 %	25.5 %	7.6 %	4.0 %	286	23
H.S. Diploma/GED or equiv	16.2 %	35.6 %	28.1 %	14.1 %	6.0 %	18,593	896
Trade/Technical Certificate	14.2 %	33.1 %	30.4 %	15.2 %	7.0 %	9,940	410
Some College(no degree)	16.2 %	34.7 %	28.3 %	14.7 %	6.2 %	57,482	2,639
Associate's Degree	15.0 %	35.1 %	28.5 %	15.4 %	6.0 %	34,247	1,386
Bachelor's Degree	16.4 %	37.7 %	27.0 %	13.7 %	5.1 %	168,657	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) Employees in my work unit approach change as an opportunity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
Master's Degree	18.8 %	39.5 %	25.1 %	12.3 %	4.2 %	137,650	5,343
Doctoral/Professional Degree	19.9 %	39.3 %	26.3 %	10.9 %	3.5 %	51,786	3,222
Pay Category							
Federal Wage System	10.9 %	28.3 %	31.3 %	19.7 %	9.8 %	15,046	352
GS 1-6	15.9 %	35.1 %	27.9 %	14.2 %	6.9 %	19,017	1,611
GS 7-12	16.3 %	36.4 %	27.3 %	14.3 %	5.7 %	197,955	10,822
GS 13-15	19.4 %	40.6 %	25.4 %	11.3 %	3.4 %	207,634	7,868
SES	36.0 %	39.4 %	17.0 %	6.4 %	1.3 %	4,825	26
SL/ST	23.0 %	42.2 %	23.6 %	8.4 %	2.7 %	1,810	47
Other	14.2 %	35.3 %	29.3 %	15.3 %	5.8 %	41,065	1,494
Time in Federal Government							
< 1 year	24.1 %	40.2 %	22.2 %	10.2 %	3.3 %	9,927	860
1-3 years	19.0 %	37.7 %	25.3 %	12.9 %	5.1 %	60,812	3,278
4-5 years	16.7 %	35.4 %	26.8 %	15.0 %	6.1 %	37,951	1,643
6-10 years	16.1 %	36.4 %	26.8 %	14.7 %	6.1 %	78,941	3,435
11-14 years	16.1 %	36.9 %	27.1 %	14.6 %	5.3 %	90,102	3,867
15-20 years	16.0 %	36.5 %	27.9 %	14.1 %	5.5 %	86,023	3,533
> 20 years	17.8 %	39.4 %	27.8 %	11.3 %	3.6 %	123,392	5,646
Time with Current Agency							
< 1 year	24.8 %	39.8 %	21.6 %	10.2 %	3.7 %	17,849	1,503
1-3 years	19.2 %	37.8 %	25.0 %	12.7 %	5.2 %	91,062	4,649
4-5 years	16.7 %	36.0 %	26.8 %	14.8 %	5.8 %	47,754	1,973
6-10 years	15.9 %	36.2 %	27.3 %	14.6 %	6.0 %	86,508	3,575
11-14 years	15.5 %	36.9 %	27.5 %	14.8 %	5.3 %	81,543	3,524
15-20 years	15.1 %	36.5 %	28.7 %	14.3 %	5.4 %	72,867	2,948
> 20 years	17.5 %	39.7 %	28.2 %	11.1 %	3.4 %	90,003	4,080
Leaving							
No	20.9 %	41.6 %	25.3 %	9.9 %	2.3 %	318,949	14,413
Yes, to retire	15.1 %	38.7 %	30.5 %	12.0 %	3.8 %	32,247	1,484
Yes, to other job in Govt	10.6 %	29.6 %	29.1 %	20.5 %	10.1 %	85,348	3,596
Yes, to other job outside Govt	9.0 %	26.3 %	28.3 %	23.2 %	13.2 %	21,860	939
Yes, other	9.3 %	28.3 %	31.6 %	20.1 %	10.7 %	29,214	1,791
Retiring							
Less than 1 year	15.3 %	36.2 %	30.0 %	13.2 %	5.3 %	15,283	738
1 year	15.1 %	38.6 %	30.7 %	11.8 %	3.8 %	12,668	625
2 years	16.1 %	40.2 %	28.8 %	11.3 %	3.6 %	25,893	1,190
3 years	16.5 %	40.2 %	28.8 %	11.3 %	3.3 %	26,882	1,206

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) Employees in my work unit approach change as an opportunity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	16.9 %	37.3 %	27.1 %	13.6 %	5.1 %	520,226	24,140
4 years	16.6 %	39.5 %	28.1 %	12.1 %	3.8 %	16,814	665
5 years	16.6 %	38.3 %	28.0 %	12.8 %	4.4 %	37,622	1,627
More than 5 years	17.5 %	36.9 %	26.2 %	14.0 %	5.5 %	348,803	15,846
Transgender							
Yes	13.4 %	30.6 %	27.1 %	16.2 %	12.7 %	1,813	77
No	17.3 %	37.6 %	26.8 %	13.4 %	5.0 %	465,283	20,696
Consider Yourself as							
Straight	17.4 %	37.8 %	26.8 %	13.2 %	4.8 %	429,947	18,850
Gay or Lesbian	18.2 %	36.1 %	25.6 %	14.4 %	5.7 %	11,958	524
Bisexual	16.4 %	33.9 %	25.3 %	16.6 %	7.8 %	8,225	337
Use different term	13.9 %	31.8 %	27.8 %	17.0 %	9.6 %	11,908	691
Military Service							
No Prior Military Service	17.1 %	38.1 %	26.8 %	13.2 %	4.8 %	351,570	17,605
Currently in Guard/Reserves	16.4 %	34.9 %	26.4 %	15.1 %	7.2 %	7,478	211
Retired	18.9 %	39.1 %	26.5 %	11.7 %	3.8 %	60,149	1,564
Separated/Discharged	15.5 %	33.3 %	28.0 %	16.1 %	7.2 %	67,686	2,862
Military Spouse							
Spouse of current active duty service member	17.8 %	34.2 %	23.6 %	17.3 %	7.0 %	5,305	168
Spouse of separated or retired service member with a disability rating of 100%	19.1 %	36.7 %	24.4 %	14.2 %	5.7 %	10,002	386
Widow(er) of a service member killed while on active duty	15.8 %	42.6 %	19.5 %	13.8 %	8.3 %	274	9
None of the categories listed	17.0 %	37.5 %	27.1 %	13.4 %	5.0 %	471,569	21,720
NoN-Competitive Hiring Authority							
Yes	20.7 %	37.0 %	21.4 %	14.8 %	6.0 %	1,937	67
No	18.2 %	35.5 %	24.5 %	15.5 %	6.3 %	13,548	492
Disability							
Yes	17.9 %	34.3 %	26.1 %	14.6 %	7.1 %	78,623	3,728
No	17.0 %	38.2 %	27.0 %	13.2 %	4.6 %	397,068	17,609

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) Employees in my work unit consider customer needs a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
Work Location							
Headquarters	37.3 %	44.0 %	12.6 %	4.1 %	1.9 %	149,764	4,529
Field	27.9 %	42.2 %	18.7 %	7.3 %	4.0 %	236,501	9,539
Full-time telework	41.2 %	44.2 %	10.6 %	2.8 %	1.2 %	100,528	5,052
Supervisory Status							
Senior Leader	47.4 %	38.3 %	9.6 %	3.2 %	1.5 %	8,548	60
Manager	37.1 %	43.3 %	12.8 %	4.9 %	1.8 %	34,873	305
Supervisor	33.0 %	44.5 %	14.9 %	5.4 %	2.3 %	70,162	1,180
Team Leader	31.9 %	43.1 %	15.8 %	6.2 %	3.0 %	61,565	1,571
Non-Supervisor	32.4 %	42.9 %	16.0 %	5.7 %	3.1 %	315,981	16,260
Sex							
Male	32.4 %	42.3 %	16.3 %	5.8 %	3.2 %	250,675	8,553
Female	34.2 %	44.2 %	14.0 %	5.2 %	2.4 %	223,066	9,633
Hispanic or Latino							
Yes	31.2 %	39.7 %	17.9 %	6.9 %	4.3 %	50,306	2,059
No	33.3 %	43.6 %	15.1 %	5.4 %	2.7 %	425,760	16,296
Race							
American Indian/Alaska Native	28.3 %	41.8 %	17.5 %	7.7 %	4.8 %	9,702	274
Asian	34.4 %	45.0 %	14.2 %	4.1 %	2.3 %	28,561	1,338
Black/African American	37.7 %	43.2 %	12.8 %	4.0 %	2.4 %	70,643	2,601
Native Hawaiian/Pacific Islander	29.9 %	42.5 %	17.7 %	6.4 %	3.6 %	3,007	77
White	32.3 %	43.1 %	15.8 %	5.9 %	2.8 %	327,398	12,373
Two or more races (Not Hispanic/Latino)	32.7 %	40.0 %	16.5 %	6.5 %	4.2 %	21,722	848
Age Group							
25 and under	33.7 %	41.2 %	15.7 %	6.1 %	3.4 %	6,742	359
26-29 years old	31.5 %	41.7 %	16.5 %	6.4 %	3.9 %	15,951	783
30-39 years old	30.7 %	42.0 %	17.0 %	6.6 %	3.8 %	90,142	4,230
40-49 years old	31.4 %	42.9 %	16.3 %	6.1 %	3.4 %	130,555	5,179
50-59 years old	34.8 %	43.7 %	14.3 %	5.0 %	2.2 %	153,500	4,825
60 or older	36.5 %	44.1 %	13.5 %	4.1 %	1.7 %	79,243	2,929
Level of Education							
Less than High School	35.2 %	37.1 %	20.3 %	3.1 %	4.3 %	284	20
H.S. Diploma/GED or equiv	29.3 %	39.9 %	19.4 %	7.0 %	4.4 %	18,823	736
Trade/Technical Certificate	27.6 %	41.3 %	19.1 %	7.6 %	4.4 %	10,035	338
Some College(no degree)	30.9 %	40.1 %	18.1 %	7.0 %	3.8 %	58,195	2,139
Associate's Degree	29.9 %	41.7 %	17.7 %	7.2 %	3.5 %	34,675	1,106
Bachelor's Degree	32.7 %	43.7 %	15.3 %	5.4 %	2.8 %	169,928	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) Employees in my work unit consider customer needs a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
Master's Degree	36.0 %	44.5 %	12.8 %	4.5 %	2.2 %	138,702	4,325
Doctoral/Professional Degree	34.7 %	44.4 %	14.7 %	4.3 %	1.8 %	51,315	3,594
Pay Category							
Federal Wage System	21.8 %	38.6 %	23.7 %	10.0 %	5.9 %	15,000	452
GS 1-6	31.1 %	41.1 %	17.3 %	6.6 %	3.8 %	19,383	1,334
GS 7-12	31.7 %	43.0 %	16.1 %	5.9 %	3.2 %	200,214	8,954
GS 13-15	36.8 %	44.6 %	12.7 %	4.0 %	1.8 %	208,719	6,751
SES	51.9 %	36.5 %	8.2 %	2.6 %	0.8 %	4,802	36
SL/ST	39.3 %	43.3 %	11.5 %	3.5 %	2.4 %	1,768	92
Other	28.3 %	41.0 %	19.0 %	7.8 %	3.9 %	40,942	1,654
Time in Federal Government							
< 1 year	39.6 %	41.8 %	12.9 %	4.1 %	1.7 %	10,052	738
1-3 years	35.1 %	42.2 %	14.9 %	5.2 %	2.6 %	61,096	3,058
4-5 years	32.5 %	42.2 %	16.1 %	6.0 %	3.2 %	38,096	1,508
6-10 years	31.6 %	42.8 %	16.0 %	6.2 %	3.4 %	79,351	3,077
11-14 years	32.0 %	43.7 %	15.4 %	5.8 %	3.1 %	90,651	3,367
15-20 years	30.8 %	42.8 %	16.9 %	6.2 %	3.3 %	86,513	3,174
> 20 years	34.4 %	44.0 %	14.6 %	4.8 %	2.2 %	124,847	4,410
Time with Current Agency							
< 1 year	40.3 %	41.9 %	12.2 %	3.8 %	1.7 %	18,199	1,165
1-3 years	35.3 %	42.6 %	14.4 %	5.0 %	2.6 %	91,706	4,074
4-5 years	32.4 %	42.4 %	16.0 %	6.0 %	3.1 %	47,968	1,800
6-10 years	31.5 %	43.1 %	15.9 %	6.1 %	3.4 %	87,009	3,125
11-14 years	31.4 %	43.5 %	16.0 %	6.0 %	3.2 %	81,993	3,169
15-20 years	30.1 %	42.7 %	17.4 %	6.4 %	3.4 %	73,210	2,732
> 20 years	34.2 %	44.2 %	14.7 %	4.7 %	2.2 %	90,949	3,256
Leaving							
No	37.7 %	44.0 %	13.3 %	3.7 %	1.3 %	321,421	12,188
Yes, to retire	30.8 %	44.4 %	16.4 %	5.9 %	2.6 %	32,627	1,177
Yes, to other job in Govt	25.2 %	41.8 %	18.8 %	8.7 %	5.4 %	85,860	3,172
Yes, to other job outside Govt	22.1 %	39.4 %	19.9 %	10.9 %	7.8 %	21,724	1,088
Yes, other	22.3 %	40.0 %	21.9 %	9.2 %	6.6 %	29,440	1,677
Retiring							
Less than 1 year	30.6 %	42.9 %	16.5 %	6.5 %	3.4 %	15,519	574
1 year	31.3 %	44.0 %	16.5 %	5.7 %	2.5 %	12,821	501
2 years	33.3 %	44.0 %	15.4 %	4.9 %	2.4 %	26,306	878
3 years	33.3 %	44.5 %	15.0 %	5.2 %	1.9 %	27,206	921

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) Employees in my work unit consider customer needs a top priority.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	32.6 %	43.1 %	15.7 %	5.7 %	2.9 %	524,000	20,970
4 years	33.6 %	43.2 %	15.6 %	5.2 %	2.4 %	16,958	532
5 years	33.0 %	43.7 %	15.2 %	5.4 %	2.7 %	38,029	1,299
More than 5 years	33.1 %	42.8 %	15.4 %	5.6 %	3.0 %	350,506	14,324
Transgender							
Yes	26.2 %	38.1 %	17.9 %	8.9 %	9.0 %	1,796	94
No	33.2 %	43.1 %	15.4 %	5.6 %	2.8 %	468,591	17,939
Consider Yourself as							
Straight	33.3 %	43.3 %	15.2 %	5.4 %	2.7 %	433,217	16,108
Gay or Lesbian	32.9 %	41.9 %	15.7 %	6.1 %	3.3 %	12,042	465
Bisexual	31.3 %	41.1 %	16.3 %	7.1 %	4.1 %	8,161	396
Use different term	27.1 %	38.3 %	20.0 %	8.2 %	6.4 %	11,868	746
Military Service							
No Prior Military Service	32.9 %	43.5 %	15.3 %	5.5 %	2.8 %	354,008	15,519
Currently in Guard/Reserves	27.7 %	42.7 %	18.5 %	7.2 %	4.0 %	7,450	214
Retired	36.4 %	43.6 %	13.5 %	4.6 %	1.9 %	60,756	1,064
Separated/Discharged	30.5 %	41.2 %	17.6 %	6.8 %	4.0 %	68,146	2,511
Military Spouse							
Spouse of current active duty service member	33.5 %	40.9 %	14.7 %	7.1 %	3.8 %	5,289	157
Spouse of separated or retired service member with a disability rating of 100%	34.5 %	42.7 %	14.1 %	5.5 %	3.2 %	10,160	246
Widow(er) of a service member killed while on active duty	30.7 %	43.3 %	12.1 %	9.8 %	4.1 %	279	6
None of the categories listed	32.9 %	43.1 %	15.5 %	5.6 %	2.9 %	474,911	18,914
NoN-Competitive Hiring Authority							
Yes	35.1 %	41.7 %	13.4 %	6.4 %	3.3 %	1,963	45
No	33.9 %	42.1 %	14.5 %	6.2 %	3.4 %	13,667	361
Disability							
Yes	34.4 %	40.1 %	15.4 %	6.2 %	4.0 %	79,657	2,900
No	32.7 %	43.7 %	15.4 %	5.4 %	2.6 %	399,390	15,623

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) Employees in my work unit consistently look for ways to improve customer service.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
Work Location							
Headquarters	27.3 %	41.4 %	21.7 %	6.9 %	2.6 %	148,936	6,226
Field	19.7 %	37.7 %	27.2 %	10.5 %	4.9 %	235,558	12,048
Full-time telework	31.6 %	42.9 %	19.1 %	4.6 %	1.7 %	99,192	6,945
Supervisory Status							
Senior Leader	39.8 %	40.0 %	14.3 %	4.4 %	1.5 %	8,574	74
Manager	27.7 %	43.0 %	20.1 %	6.9 %	2.2 %	35,057	345
Supervisor	23.7 %	42.4 %	23.2 %	7.9 %	2.8 %	70,274	1,504
Team Leader	22.0 %	39.2 %	25.4 %	9.8 %	3.7 %	61,383	2,108
Non-Supervisor	23.6 %	39.0 %	24.9 %	8.5 %	4.1 %	312,603	21,590
Sex							
Male	22.9 %	39.4 %	25.2 %	8.6 %	4.0 %	249,963	11,087
Female	25.9 %	40.4 %	22.5 %	8.1 %	3.2 %	220,712	13,010
Hispanic or Latino							
Yes	24.6 %	36.1 %	24.7 %	9.4 %	5.2 %	50,150	2,590
No	24.0 %	40.3 %	24.1 %	8.3 %	3.5 %	422,852	21,703
Race							
American Indian/Alaska Native	21.2 %	37.3 %	24.7 %	10.7 %	6.0 %	9,695	348
Asian	26.9 %	41.9 %	21.9 %	6.3 %	3.0 %	28,329	1,629
Black/African American	30.1 %	40.9 %	19.6 %	6.3 %	3.2 %	70,080	3,636
Native Hawaiian/Pacific Islander	24.1 %	37.5 %	25.9 %	7.9 %	4.6 %	3,003	96
White	22.6 %	39.8 %	25.2 %	8.9 %	3.6 %	325,405	16,416
Two or more races (Not Hispanic/Latino)	24.0 %	36.2 %	24.7 %	9.7 %	5.4 %	21,591	1,102
Age Group							
25 and under	22.4 %	38.3 %	26.1 %	9.0 %	4.2 %	6,659	494
26-29 years old	21.2 %	37.3 %	26.8 %	9.9 %	4.8 %	15,784	1,022
30-39 years old	21.8 %	37.5 %	25.7 %	10.1 %	4.9 %	89,338	5,451
40-49 years old	22.9 %	38.8 %	24.8 %	9.3 %	4.3 %	129,741	6,714
50-59 years old	25.5 %	41.2 %	23.1 %	7.4 %	2.8 %	152,848	6,554
60 or older	27.4 %	42.6 %	21.9 %	5.9 %	2.1 %	78,717	3,990
Level of Education							
Less than High School	29.9 %	36.6 %	22.5 %	5.7 %	5.3 %	294	20
H.S. Diploma/GED or equiv	22.9 %	36.4 %	26.0 %	9.5 %	5.2 %	18,812	906
Trade/Technical Certificate	20.8 %	36.0 %	27.4 %	10.5 %	5.4 %	10,031	420
Some College(no degree)	23.0 %	37.0 %	25.8 %	9.4 %	4.7 %	57,953	2,787
Associate's Degree	22.1 %	37.5 %	25.9 %	10.0 %	4.6 %	34,527	1,463
Bachelor's Degree	23.3 %	40.3 %	24.3 %	8.5 %	3.6 %	168,865	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) Employees in my work unit consistently look for ways to improve customer service.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
Master's Degree	25.9 %	41.7 %	22.0 %	7.5 %	2.9 %	137,848	5,898
Doctoral/Professional Degree	25.5 %	41.0 %	24.3 %	6.7 %	2.5 %	50,494	4,646
Pay Category							
Federal Wage System	14.6 %	31.6 %	32.6 %	13.8 %	7.5 %	14,957	586
GS 1-6	23.8 %	37.5 %	24.4 %	9.2 %	5.1 %	19,235	1,643
GS 7-12	23.0 %	39.1 %	24.9 %	8.9 %	4.1 %	198,538	11,951
GS 13-15	26.9 %	42.6 %	21.7 %	6.5 %	2.3 %	207,538	9,046
SES	42.7 %	39.7 %	12.7 %	3.9 %	0.9 %	4,815	43
SL/ST	28.8 %	41.7 %	21.6 %	5.3 %	2.6 %	1,746	112
Other	19.8 %	36.6 %	27.9 %	10.9 %	4.9 %	40,764	2,126
Time in Federal Government							
< 1 year	30.2 %	39.3 %	21.6 %	6.2 %	2.7 %	9,845	992
1-3 years	25.4 %	38.8 %	24.0 %	8.2 %	3.6 %	60,468	4,077
4-5 years	23.0 %	38.2 %	25.3 %	9.3 %	4.2 %	37,809	2,038
6-10 years	22.5 %	38.9 %	24.9 %	9.5 %	4.3 %	78,804	4,070
11-14 years	23.0 %	39.9 %	24.3 %	8.9 %	3.8 %	90,206	4,391
15-20 years	22.4 %	39.3 %	25.2 %	9.0 %	4.1 %	86,102	4,101
> 20 years	25.7 %	41.6 %	23.0 %	6.9 %	2.8 %	124,152	5,869
Time with Current Agency							
< 1 year	31.0 %	40.0 %	20.5 %	6.1 %	2.5 %	17,848	1,597
1-3 years	25.9 %	39.1 %	23.3 %	8.0 %	3.6 %	90,910	5,441
4-5 years	23.3 %	38.1 %	25.3 %	9.2 %	4.1 %	47,642	2,416
6-10 years	22.4 %	39.1 %	24.8 %	9.3 %	4.4 %	86,475	4,169
11-14 years	22.4 %	40.0 %	24.7 %	9.0 %	3.9 %	81,592	4,076
15-20 years	21.8 %	39.1 %	25.8 %	9.2 %	4.1 %	72,902	3,509
> 20 years	25.1 %	42.2 %	23.2 %	6.8 %	2.6 %	90,451	4,332
Leaving							
No	28.3 %	42.6 %	21.8 %	5.7 %	1.6 %	319,013	16,444
Yes, to retire	22.3 %	41.8 %	25.1 %	7.8 %	3.1 %	32,566	1,520
Yes, to other job in Govt	16.4 %	34.5 %	28.3 %	13.6 %	7.2 %	85,460	4,132
Yes, to other job outside Govt	13.7 %	31.0 %	29.0 %	16.3 %	10.1 %	21,598	1,330
Yes, other	14.5 %	32.8 %	30.7 %	13.7 %	8.2 %	29,238	2,087
Retiring							
Less than 1 year	22.2 %	39.7 %	25.0 %	8.9 %	4.2 %	15,452	738
1 year	22.9 %	41.1 %	25.1 %	7.9 %	3.1 %	12,762	659
2 years	24.4 %	41.7 %	23.9 %	7.2 %	2.8 %	26,192	1,203
3 years	24.7 %	41.8 %	23.8 %	7.1 %	2.5 %	27,098	1,248

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) Employees in my work unit consistently look for ways to improve customer service.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.7 %	39.7 %	24.4 %	8.5 %	3.7 %	520,585	27,607
4 years	24.5 %	41.0 %	24.1 %	7.5 %	2.8 %	16,910	709
5 years	24.2 %	40.4 %	24.0 %	8.0 %	3.3 %	37,885	1,702
More than 5 years	23.9 %	39.3 %	24.2 %	8.7 %	3.9 %	347,882	18,917
Transgender							
Yes	18.3 %	33.4 %	26.0 %	11.5 %	10.7 %	1,771	130
No	24.1 %	39.8 %	24.1 %	8.4 %	3.6 %	465,578	23,765
Consider Yourself as							
Straight	24.3 %	40.1 %	23.9 %	8.2 %	3.5 %	430,498	21,473
Gay or Lesbian	24.7 %	37.8 %	23.7 %	9.4 %	4.4 %	11,926	610
Bisexual	22.3 %	36.4 %	25.0 %	11.3 %	5.1 %	8,096	504
Use different term	18.9 %	34.2 %	27.5 %	11.4 %	8.0 %	11,786	898
Military Service							
No Prior Military Service	23.8 %	40.1 %	24.3 %	8.3 %	3.5 %	350,945	20,579
Currently in Guard/Reserves	20.9 %	37.8 %	25.6 %	10.5 %	5.2 %	7,438	271
Retired	27.0 %	41.5 %	22.0 %	6.9 %	2.7 %	60,836	1,453
Separated/Discharged	21.8 %	36.8 %	26.1 %	10.1 %	5.1 %	67,902	3,237
Military Spouse							
Spouse of current active duty service member	25.8 %	35.8 %	22.8 %	10.4 %	5.2 %	5,303	194
Spouse of separated or retired service member with a disability rating of 100%	27.7 %	38.7 %	21.3 %	8.4 %	3.9 %	10,116	352
Widow(er) of a service member killed while on active duty	25.7 %	38.1 %	21.9 %	8.9 %	5.4 %	276	9
None of the categories listed	23.8 %	39.8 %	24.4 %	8.4 %	3.7 %	471,700	25,016
NoN-Competitive Hiring Authority							
Yes	29.1 %	38.4 %	19.3 %	8.3 %	4.8 %	1,963	60
No	26.5 %	37.4 %	22.4 %	9.4 %	4.3 %	13,638	490
Disability							
Yes	25.6 %	36.7 %	23.3 %	9.2 %	5.1 %	79,324	3,776
No	23.6 %	40.4 %	24.3 %	8.2 %	3.4 %	396,621	20,742

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
Work Location							
Headquarters	33.1 %	41.4 %	14.5 %	6.1 %	4.9 %	151,993	2,154
Field	24.4 %	40.4 %	18.5 %	8.6 %	8.1 %	241,716	4,423
Full-time telework	37.9 %	41.4 %	13.4 %	4.2 %	3.1 %	102,063	3,377
Supervisory Status							
Senior Leader	41.2 %	39.0 %	12.2 %	4.2 %	3.5 %	8,539	46
Manager	29.9 %	42.5 %	15.1 %	7.2 %	5.3 %	35,010	175
Supervisor	27.0 %	43.6 %	16.2 %	7.5 %	5.7 %	70,858	534
Team Leader	28.0 %	41.1 %	16.7 %	7.9 %	6.3 %	62,517	675
Non-Supervisor	29.6 %	40.2 %	16.8 %	7.0 %	6.5 %	323,274	8,682
Sex							
Male	28.6 %	41.4 %	16.7 %	6.9 %	6.4 %	255,131	4,352
Female	30.7 %	40.3 %	15.7 %	7.3 %	6.0 %	227,119	5,099
Hispanic or Latino							
Yes	27.5 %	37.3 %	18.8 %	8.1 %	8.3 %	51,149	1,161
No	29.7 %	41.4 %	16.0 %	6.9 %	5.9 %	433,536	8,376
Race							
American Indian/Alaska Native	22.1 %	38.4 %	21.8 %	9.2 %	8.5 %	9,765	192
Asian	29.8 %	44.2 %	16.0 %	5.4 %	4.6 %	29,168	604
Black/African American	31.5 %	40.5 %	16.2 %	6.1 %	5.7 %	71,244	1,889
Native Hawaiian/Pacific Islander	25.2 %	40.5 %	20.8 %	6.6 %	6.9 %	3,031	50
White	29.5 %	41.1 %	15.9 %	7.3 %	6.1 %	333,999	5,841
Two or more races (Not Hispanic/Latino)	28.2 %	37.6 %	17.2 %	8.3 %	8.6 %	22,055	499
Age Group							
25 and under	33.2 %	39.4 %	14.6 %	6.8 %	6.0 %	6,914	153
26-29 years old	30.2 %	38.7 %	15.3 %	7.7 %	8.1 %	16,349	332
30-39 years old	29.9 %	38.2 %	15.1 %	8.1 %	8.6 %	92,543	1,706
40-49 years old	28.9 %	40.5 %	16.0 %	7.5 %	7.1 %	133,331	2,472
50-59 years old	29.5 %	42.3 %	16.8 %	6.5 %	4.9 %	155,345	2,970
60 or older	28.9 %	43.5 %	18.3 %	5.8 %	3.4 %	80,238	1,871
Level of Education							
Less than High School	22.4 %	44.3 %	23.1 %	4.5 %	5.7 %	294	16
H.S. Diploma/GED or equiv	24.7 %	38.1 %	20.8 %	8.2 %	8.2 %	19,123	483
Trade/Technical Certificate	22.5 %	38.7 %	21.6 %	8.8 %	8.5 %	10,182	209
Some College(no degree)	25.4 %	38.5 %	20.1 %	8.0 %	8.0 %	58,922	1,349
Associate's Degree	24.6 %	40.0 %	19.4 %	8.2 %	7.8 %	35,091	684
Bachelor's Degree	29.5 %	41.4 %	15.9 %	7.0 %	6.1 %	172,902	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
Master's Degree	32.6 %	42.2 %	14.0 %	6.3 %	5.0 %	140,512	2,352
Doctoral/Professional Degree	34.2 %	41.7 %	13.5 %	6.1 %	4.5 %	53,686	1,133
Pay Category							
Federal Wage System	18.3 %	37.4 %	23.9 %	10.2 %	10.2 %	15,251	253
GS 1-6	24.9 %	37.7 %	20.3 %	8.8 %	8.2 %	19,859	831
GS 7-12	27.6 %	40.5 %	17.5 %	7.5 %	6.9 %	204,005	5,039
GS 13-15	34.0 %	42.9 %	13.3 %	5.7 %	4.2 %	212,194	3,196
SES	45.3 %	36.2 %	10.6 %	5.1 %	2.7 %	4,817	15
SL/ST	34.8 %	41.5 %	15.1 %	4.2 %	4.4 %	1,829	22
Other	24.3 %	38.4 %	19.2 %	8.9 %	9.2 %	41,864	711
Time in Federal Government							
< 1 year	38.4 %	39.1 %	14.2 %	4.9 %	3.5 %	10,342	418
1-3 years	32.5 %	40.2 %	15.2 %	6.6 %	5.5 %	62,582	1,503
4-5 years	28.8 %	39.7 %	16.7 %	7.6 %	7.2 %	38,802	750
6-10 years	28.3 %	40.2 %	16.3 %	7.7 %	7.5 %	80,778	1,562
11-14 years	28.5 %	41.2 %	16.3 %	7.5 %	6.6 %	92,280	1,758
15-20 years	26.9 %	40.7 %	17.6 %	7.7 %	7.1 %	88,027	1,658
> 20 years	29.5 %	42.3 %	16.9 %	6.4 %	4.9 %	126,829	2,431
Time with Current Agency							
< 1 year	38.7 %	38.9 %	13.8 %	4.9 %	3.7 %	18,625	694
1-3 years	32.5 %	40.2 %	15.0 %	6.6 %	5.7 %	93,613	2,073
4-5 years	28.4 %	40.1 %	16.9 %	7.5 %	7.2 %	48,761	911
6-10 years	28.0 %	40.5 %	16.5 %	7.7 %	7.3 %	88,437	1,623
11-14 years	27.4 %	41.2 %	17.0 %	7.6 %	6.7 %	83,573	1,621
15-20 years	26.0 %	40.8 %	18.1 %	8.0 %	7.2 %	74,596	1,397
> 20 years	29.5 %	42.8 %	16.9 %	6.2 %	4.6 %	92,472	1,760
Leaving							
No	35.3 %	43.4 %	14.1 %	4.5 %	2.6 %	327,243	6,211
Yes, to retire	24.8 %	42.9 %	20.1 %	7.0 %	5.2 %	33,142	681
Yes, to other job in Govt	19.0 %	36.3 %	20.0 %	11.9 %	12.9 %	87,226	1,777
Yes, to other job outside Govt	17.6 %	34.0 %	19.0 %	13.1 %	16.3 %	22,299	497
Yes, other	16.9 %	33.9 %	22.5 %	12.5 %	14.3 %	30,212	892
Retiring							
Less than 1 year	24.8 %	40.9 %	19.7 %	7.6 %	6.9 %	15,738	335
1 year	25.1 %	42.3 %	20.1 %	7.2 %	5.2 %	13,001	305
2 years	27.2 %	43.2 %	18.5 %	6.5 %	4.5 %	26,693	475
3 years	27.1 %	43.7 %	18.2 %	6.5 %	4.5 %	27,606	551

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) Employees in my work unit support my need to balance my work and personal responsibilities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	28.8 %	40.9 %	16.9 %	7.2 %	6.3 %	533,626	11,042
4 years	27.8 %	42.8 %	17.7 %	6.9 %	4.7 %	17,248	291
5 years	27.1 %	42.0 %	17.6 %	7.3 %	6.1 %	38,619	707
More than 5 years	30.2 %	40.3 %	15.7 %	7.1 %	6.6 %	357,376	7,246
Transgender							
Yes	23.2 %	33.5 %	19.0 %	9.2 %	15.1 %	1,835	47
No	29.5 %	40.9 %	16.3 %	7.1 %	6.2 %	476,972	9,327
Consider Yourself as							
Straight	29.6 %	41.2 %	16.3 %	7.0 %	5.9 %	440,697	8,408
Gay or Lesbian	30.9 %	38.4 %	15.8 %	7.5 %	7.4 %	12,213	260
Bisexual	30.5 %	36.3 %	15.0 %	9.3 %	8.9 %	8,408	139
Use different term	22.7 %	36.0 %	19.9 %	9.1 %	12.3 %	12,249	371
Military Service							
No Prior Military Service	29.8 %	40.9 %	16.0 %	7.2 %	6.2 %	361,592	7,748
Currently in Guard/Reserves	27.3 %	40.0 %	16.9 %	8.0 %	7.9 %	7,563	92
Retired	30.0 %	42.9 %	17.1 %	5.9 %	4.2 %	60,929	849
Separated/Discharged	26.7 %	39.2 %	17.9 %	8.0 %	8.1 %	69,286	1,394
Military Spouse							
Spouse of current active duty service member	32.1 %	36.4 %	15.1 %	8.3 %	8.0 %	5,327	99
Spouse of separated or retired service member with a disability rating of 100%	29.4 %	39.3 %	15.9 %	8.1 %	7.4 %	10,224	164
Widow(er) of a service member killed while on active duty	23.6 %	39.3 %	17.5 %	8.6 %	11.0 %	270	7
None of the categories listed	29.2 %	41.0 %	16.5 %	7.1 %	6.2 %	483,826	9,829
NoN-Competitive Hiring Authority							
Yes	33.6 %	37.0 %	14.5 %	8.1 %	6.8 %	1,956	34
No	29.7 %	38.5 %	15.8 %	8.2 %	7.8 %	13,770	233
Disability							
Yes	28.7 %	37.2 %	17.5 %	8.0 %	8.5 %	80,779	1,761
No	29.5 %	41.7 %	16.2 %	6.9 %	5.7 %	406,943	7,869

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
Work Location							
Headquarters	11.4 %	33.2 %	27.3 %	17.9 %	10.2 %	150,338	4,951
Field	9.9 %	30.0 %	29.5 %	19.4 %	11.2 %	239,225	8,549
Full-time telework	11.7 %	31.6 %	27.9 %	17.9 %	10.9 %	99,187	6,921
Supervisory Status							
Senior Leader	13.4 %	32.0 %	22.4 %	18.5 %	13.8 %	8,578	61
Manager	9.8 %	31.8 %	25.1 %	21.5 %	11.8 %	35,155	251
Supervisor	9.5 %	30.9 %	27.5 %	20.9 %	11.2 %	70,913	927
Team Leader	9.5 %	31.4 %	28.9 %	19.4 %	10.7 %	62,396	1,248
Non-Supervisor	11.1 %	31.2 %	29.4 %	17.8 %	10.5 %	315,946	18,343
Sex							
Male	10.9 %	31.4 %	29.2 %	18.2 %	10.3 %	253,136	7,806
Female	10.4 %	31.3 %	27.6 %	19.3 %	11.4 %	222,362	11,729
Hispanic or Latino							
Yes	10.0 %	26.1 %	29.4 %	20.6 %	13.9 %	50,379	2,359
No	10.8 %	32.1 %	28.5 %	18.4 %	10.3 %	427,475	17,358
Race							
American Indian/Alaska Native	8.6 %	23.6 %	33.8 %	21.5 %	12.5 %	9,653	394
Asian	6.8 %	23.2 %	32.2 %	24.2 %	13.7 %	28,495	1,385
Black/African American	12.5 %	31.1 %	27.4 %	17.3 %	11.7 %	69,539	4,060
Native Hawaiian/Pacific Islander	8.7 %	23.6 %	34.4 %	21.2 %	12.1 %	2,973	121
White	10.8 %	33.0 %	28.1 %	18.3 %	9.9 %	330,450	11,770
Two or more races (Not Hispanic/Latino)	10.6 %	27.5 %	29.7 %	19.3 %	12.9 %	21,735	1,004
Age Group							
25 and under	11.6 %	35.5 %	25.3 %	17.0 %	10.6 %	6,831	345
26-29 years old	11.3 %	31.7 %	26.1 %	18.7 %	12.2 %	16,219	625
30-39 years old	10.0 %	29.7 %	27.0 %	20.1 %	13.1 %	91,679	3,389
40-49 years old	10.1 %	30.1 %	27.9 %	19.9 %	12.1 %	131,787	5,018
50-59 years old	11.0 %	32.3 %	29.5 %	17.8 %	9.3 %	153,139	6,259
60 or older	11.8 %	33.7 %	31.3 %	16.1 %	7.2 %	78,354	3,941
Level of Education							
Less than High School	8.7 %	21.7 %	33.7 %	21.7 %	14.1 %	289	21
H.S. Diploma/GED or equiv	11.6 %	28.2 %	31.6 %	18.1 %	10.4 %	18,741	914
Trade/Technical Certificate	10.4 %	28.7 %	32.4 %	17.9 %	10.7 %	10,004	413
Some College(no degree)	11.5 %	29.1 %	30.9 %	17.8 %	10.7 %	57,915	2,753
Associate's Degree	11.4 %	29.7 %	31.0 %	17.9 %	10.0 %	34,538	1,466
Bachelor's Degree	10.3 %	31.3 %	28.5 %	19.0 %	10.9 %	170,472	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
Master's Degree	10.5 %	32.7 %	26.9 %	19.0 %	11.0 %	138,828	5,052
Doctoral/Professional Degree	10.3 %	35.0 %	25.6 %	18.8 %	10.3 %	53,041	2,304
Pay Category							
Federal Wage System	12.7 %	30.3 %	30.8 %	16.8 %	9.3 %	15,196	348
GS 1-6	11.4 %	27.0 %	30.6 %	19.2 %	11.7 %	19,234	1,593
GS 7-12	10.8 %	30.0 %	29.0 %	18.8 %	11.4 %	200,382	10,183
GS 13-15	10.2 %	33.5 %	27.4 %	18.7 %	10.1 %	209,811	7,051
SES	14.7 %	36.1 %	21.7 %	16.8 %	10.7 %	4,841	20
SL/ST	12.6 %	35.4 %	25.4 %	18.1 %	8.4 %	1,825	44
Other	9.8 %	30.2 %	30.7 %	18.9 %	10.4 %	41,402	1,466
Time in Federal Government							
< 1 year	14.4 %	34.9 %	26.2 %	15.1 %	9.4 %	9,965	908
1-3 years	13.0 %	33.1 %	27.1 %	16.9 %	9.8 %	61,451	3,220
4-5 years	11.1 %	31.1 %	28.3 %	18.3 %	11.2 %	38,414	1,502
6-10 years	10.4 %	30.6 %	28.1 %	19.0 %	11.9 %	79,887	3,126
11-14 years	9.9 %	30.8 %	28.4 %	19.6 %	11.2 %	91,212	3,472
15-20 years	9.7 %	30.2 %	29.3 %	19.6 %	11.2 %	87,052	3,194
> 20 years	10.1 %	31.4 %	30.2 %	18.5 %	9.8 %	124,506	5,308
Time with Current Agency							
< 1 year	14.2 %	33.8 %	25.9 %	16.0 %	10.0 %	17,949	1,547
1-3 years	12.5 %	32.5 %	27.1 %	17.4 %	10.5 %	92,021	4,512
4-5 years	10.9 %	31.0 %	28.1 %	18.5 %	11.4 %	48,265	1,836
6-10 years	10.2 %	30.5 %	28.4 %	19.3 %	11.6 %	87,461	3,295
11-14 years	9.7 %	30.6 %	29.0 %	19.7 %	11.0 %	82,583	3,147
15-20 years	9.4 %	30.2 %	30.0 %	19.4 %	11.0 %	73,721	2,663
> 20 years	9.8 %	31.7 %	30.5 %	18.5 %	9.5 %	90,909	3,741
Leaving							
No	12.1 %	35.2 %	28.3 %	16.3 %	8.1 %	321,348	14,092
Yes, to retire	9.2 %	29.7 %	32.0 %	19.8 %	9.3 %	32,651	1,282
Yes, to other job in Govt	8.5 %	24.4 %	28.2 %	23.2 %	15.8 %	86,795	3,085
Yes, to other job outside Govt	7.5 %	23.6 %	26.9 %	23.4 %	18.6 %	22,282	725
Yes, other	7.4 %	23.1 %	31.1 %	22.6 %	15.8 %	29,889	1,512
Retiring							
Less than 1 year	9.6 %	30.1 %	30.6 %	19.1 %	10.5 %	15,580	561
1 year	9.3 %	30.3 %	32.0 %	18.8 %	9.6 %	12,787	584
2 years	10.7 %	32.0 %	30.9 %	18.2 %	8.3 %	26,256	1,040
3 years	10.4 %	33.3 %	30.5 %	17.3 %	8.5 %	27,170	1,126

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) Employees in my work unit are typically under too much pressure to meet work goals.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	10.5 %	31.0 %	28.9 %	18.8 %	10.8 %	525,943	22,464
4 years	11.0 %	33.2 %	29.8 %	17.5 %	8.5 %	16,967	621
5 years	10.5 %	30.9 %	30.1 %	18.4 %	10.1 %	37,951	1,555
More than 5 years	10.8 %	31.1 %	27.9 %	18.9 %	11.3 %	352,523	14,921
Transgender							
Yes	10.7 %	24.4 %	28.4 %	21.1 %	15.4 %	1,811	92
No	10.7 %	31.4 %	28.5 %	18.6 %	10.7 %	470,282	19,317
Consider Yourself as							
Straight	10.8 %	31.7 %	28.6 %	18.5 %	10.5 %	434,573	17,587
Gay or Lesbian	10.2 %	30.1 %	25.4 %	21.0 %	13.4 %	12,093	473
Bisexual	11.0 %	28.7 %	25.0 %	21.1 %	14.3 %	8,330	312
Use different term	9.0 %	24.4 %	29.8 %	20.9 %	15.9 %	12,037	652
Military Service							
No Prior Military Service	9.7 %	30.9 %	28.8 %	19.4 %	11.2 %	355,718	16,177
Currently in Guard/Reserves	12.4 %	29.0 %	27.7 %	19.2 %	11.7 %	7,531	198
Retired	13.9 %	34.2 %	28.1 %	15.8 %	8.0 %	60,568	1,609
Separated/Discharged	11.3 %	30.3 %	28.9 %	18.2 %	11.2 %	68,401	2,750
Military Spouse							
Spouse of current active duty service member	12.3 %	30.4 %	24.7 %	20.1 %	12.6 %	5,312	191
Spouse of separated or retired service member with a disability rating of 100%	12.1 %	29.3 %	27.0 %	19.4 %	12.1 %	10,034	409
Widow(er) of a service member killed while on active duty	11.6 %	21.0 %	28.7 %	22.2 %	16.4 %	262	10
None of the categories listed	10.6 %	31.3 %	28.8 %	18.6 %	10.7 %	476,883	20,158
NoN-Competitive Hiring Authority							
Yes	11.0 %	28.4 %	25.4 %	22.2 %	13.0 %	1,948	80
No	12.3 %	29.9 %	26.3 %	19.2 %	12.3 %	13,562	527
Disability							
Yes	11.6 %	27.7 %	28.4 %	19.1 %	13.1 %	79,591	3,519
No	10.5 %	32.1 %	28.6 %	18.6 %	10.2 %	401,273	16,356

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) 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	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
Work Location							
Headquarters	20.2 %	44.4 %	16.3 %	11.9 %	7.3 %	152,596	3,703
Field	13.8 %	39.2 %	19.2 %	16.2 %	11.5 %	243,599	5,976
Full-time telework	22.2 %	46.1 %	16.1 %	10.2 %	5.4 %	102,684	4,116
Supervisory Status							
Senior Leader	40.3 %	43.5 %	8.3 %	4.6 %	3.3 %	8,659	50
Manager	24.3 %	48.1 %	13.0 %	9.7 %	4.9 %	35,489	176
Supervisor	18.0 %	46.5 %	16.3 %	12.3 %	6.9 %	71,608	708
Team Leader	15.1 %	41.0 %	18.6 %	15.4 %	9.9 %	63,006	969
Non-Supervisor	16.1 %	40.5 %	18.8 %	14.6 %	10.1 %	324,518	12,144
Sex							
Male	17.5 %	41.9 %	17.8 %	13.3 %	9.5 %	257,622	5,344
Female	17.2 %	42.4 %	17.6 %	14.4 %	8.5 %	227,668	7,830
Hispanic or Latino							
Yes	17.3 %	37.4 %	18.6 %	14.8 %	11.8 %	51,663	1,498
No	17.3 %	42.7 %	17.6 %	13.7 %	8.7 %	436,062	11,777
Race							
American Indian/Alaska Native	13.1 %	34.3 %	21.8 %	17.4 %	13.3 %	9,823	294
Asian	21.1 %	44.6 %	17.6 %	9.8 %	6.9 %	29,344	828
Black/African American	21.5 %	43.1 %	16.6 %	10.9 %	8.0 %	71,773	2,528
Native Hawaiian/Pacific Islander	19.5 %	37.7 %	19.4 %	12.7 %	10.7 %	3,058	66
White	16.4 %	42.4 %	17.7 %	14.6 %	8.9 %	336,102	8,216
Two or more races (Not Hispanic/Latino)	15.5 %	38.2 %	18.3 %	15.1 %	12.9 %	22,147	716
Age Group							
25 and under	18.4 %	44.2 %	15.7 %	13.9 %	7.8 %	7,022	186
26-29 years old	15.6 %	40.7 %	17.1 %	16.2 %	10.5 %	16,498	406
30-39 years old	15.3 %	39.5 %	17.4 %	15.8 %	11.9 %	93,260	2,174
40-49 years old	16.3 %	40.7 %	17.7 %	14.9 %	10.4 %	133,920	3,458
50-59 years old	18.5 %	43.6 %	17.9 %	12.6 %	7.5 %	156,151	4,412
60 or older	19.8 %	45.2 %	18.4 %	10.8 %	5.7 %	80,963	2,585
Level of Education							
Less than High School	21.4 %	39.1 %	17.9 %	13.5 %	8.1 %	304	13
H.S. Diploma/GED or equiv	15.2 %	37.7 %	20.3 %	15.5 %	11.3 %	19,324	602
Trade/Technical Certificate	13.2 %	34.9 %	21.4 %	16.6 %	13.8 %	10,265	273
Some College(no degree)	15.5 %	37.6 %	19.5 %	15.5 %	11.9 %	59,387	1,838
Associate's Degree	15.1 %	37.8 %	19.5 %	16.1 %	11.5 %	35,311	990
Bachelor's Degree	16.6 %	42.5 %	17.8 %	14.1 %	9.0 %	173,824	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) 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	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
Master's Degree	19.6 %	44.9 %	16.4 %	12.0 %	7.1 %	141,172	3,558
Doctoral/Professional Degree	19.4 %	46.3 %	15.5 %	12.1 %	6.7 %	54,227	1,401
Pay Category							
Federal Wage System	10.7 %	31.7 %	20.3 %	19.9 %	17.4 %	15,463	252
GS 1-6	15.5 %	35.5 %	19.7 %	16.4 %	12.9 %	20,039	1,030
GS 7-12	15.8 %	40.1 %	18.9 %	15.0 %	10.3 %	205,271	6,842
GS 13-15	20.1 %	46.9 %	15.9 %	11.2 %	6.0 %	213,314	4,723
SES	45.2 %	42.8 %	6.5 %	3.9 %	1.6 %	4,869	23
SL/ST	27.9 %	46.0 %	13.1 %	8.1 %	5.0 %	1,850	31
Other	13.5 %	39.0 %	19.7 %	16.4 %	11.3 %	42,182	1,044
Time in Federal Government							
< 1 year	24.8 %	46.7 %	15.6 %	9.0 %	3.9 %	10,043	883
1-3 years	20.3 %	43.3 %	16.9 %	12.3 %	7.3 %	62,907	2,084
4-5 years	16.4 %	40.7 %	17.9 %	15.2 %	9.9 %	39,173	955
6-10 years	15.7 %	40.2 %	17.9 %	15.1 %	11.1 %	81,557	1,914
11-14 years	15.8 %	41.3 %	17.9 %	14.9 %	10.1 %	92,991	2,270
15-20 years	15.5 %	40.2 %	18.8 %	14.9 %	10.6 %	88,748	2,155
> 20 years	18.0 %	44.0 %	18.0 %	12.5 %	7.5 %	127,350	3,741
Time with Current Agency							
< 1 year	25.7 %	45.8 %	16.0 %	8.2 %	4.3 %	17,833	1,771
1-3 years	20.5 %	43.1 %	16.7 %	12.2 %	7.6 %	93,950	3,065
4-5 years	16.4 %	40.8 %	17.8 %	14.9 %	10.1 %	49,283	1,110
6-10 years	15.4 %	39.9 %	18.1 %	15.4 %	11.2 %	89,446	1,848
11-14 years	15.0 %	41.1 %	18.3 %	15.3 %	10.2 %	84,455	1,842
15-20 years	14.6 %	40.2 %	19.0 %	15.5 %	10.7 %	75,280	1,756
> 20 years	17.6 %	44.7 %	18.1 %	12.3 %	7.3 %	92,962	2,592
Leaving							
No	21.9 %	47.3 %	16.4 %	10.0 %	4.4 %	328,625	9,127
Yes, to retire	15.8 %	42.9 %	19.9 %	13.5 %	8.0 %	33,448	946
Yes, to other job in Govt	8.7 %	32.3 %	20.3 %	21.1 %	17.6 %	87,985	2,327
Yes, to other job outside Govt	6.6 %	28.2 %	18.8 %	23.7 %	22.6 %	22,661	484
Yes, other	7.2 %	29.7 %	21.7 %	21.6 %	19.7 %	30,494	1,113
Retiring							
Less than 1 year	15.5 %	40.5 %	19.0 %	14.7 %	10.2 %	15,871	480
1 year	16.2 %	42.2 %	20.2 %	13.1 %	8.2 %	13,168	380
2 years	17.5 %	44.5 %	18.7 %	12.0 %	7.3 %	26,943	701
3 years	17.4 %	44.6 %	18.6 %	12.3 %	7.1 %	27,797	810

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(35) 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	16.9 %	41.7 %	18.1 %	14.0 %	9.2 %	533,114	15,185
4 years	17.7 %	43.3 %	18.2 %	13.1 %	7.7 %	17,307	468
5 years	16.9 %	42.3 %	18.4 %	13.3 %	8.9 %	38,824	1,082
More than 5 years	17.2 %	41.5 %	17.5 %	14.2 %	9.5 %	359,468	9,838
Transgender							
Yes	12.0 %	34.1 %	18.5 %	16.5 %	18.9 %	1,864	60
No	17.3 %	42.1 %	17.7 %	13.8 %	9.0 %	479,958	13,005
Consider Yourself as							
Straight	17.6 %	42.4 %	17.7 %	13.6 %	8.8 %	443,430	11,870
Gay or Lesbian	17.7 %	41.1 %	16.6 %	14.5 %	10.2 %	12,370	262
Bisexual	15.6 %	39.3 %	16.7 %	17.0 %	11.3 %	8,460	217
Use different term	11.4 %	34.0 %	20.4 %	17.3 %	16.9 %	12,322	466
Military Service							
No Prior Military Service	16.4 %	42.4 %	17.9 %	14.2 %	9.1 %	363,725	10,591
Currently in Guard/Reserves	16.8 %	40.3 %	18.3 %	14.5 %	10.1 %	7,597	162
Retired	21.6 %	44.2 %	16.8 %	10.9 %	6.5 %	61,527	1,204
Separated/Discharged	15.7 %	38.1 %	18.7 %	15.5 %	12.1 %	69,656	2,019
Military Spouse							
Spouse of current active duty service member	17.9 %	38.2 %	16.8 %	15.2 %	12.0 %	5,383	147
Spouse of separated or retired service member with a disability rating of 100%	18.7 %	37.7 %	17.3 %	15.4 %	10.9 %	10,211	330
Widow(er) of a service member killed while on active duty	14.0 %	33.8 %	24.2 %	13.2 %	14.8 %	279	8
None of the categories listed	17.1 %	42.1 %	17.9 %	13.9 %	9.1 %	486,924	13,500
NoN-Competitive Hiring Authority							
Yes	20.1 %	38.6 %	16.7 %	13.3 %	11.2 %	1,973	60
No	18.0 %	37.6 %	17.3 %	15.7 %	11.4 %	13,803	422
Disability							
Yes	17.5 %	37.3 %	17.7 %	15.0 %	12.5 %	81,226	2,550
No	17.2 %	43.0 %	17.8 %	13.6 %	8.4 %	409,595	10,838

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(36) 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	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
Work Location							
Headquarters	35.0 %	43.4 %	11.0 %	6.3 %	4.3 %	152,521	3,824
Field	26.1 %	45.0 %	12.9 %	8.7 %	7.4 %	246,270	3,362
Full-time telework	39.7 %	42.6 %	11.0 %	3.9 %	2.9 %	100,764	6,056
Supervisory Status							
Senior Leader	57.3 %	33.4 %	5.1 %	2.4 %	1.8 %	8,673	47
Manager	44.3 %	42.3 %	7.0 %	4.0 %	2.4 %	35,406	235
Supervisor	35.3 %	45.5 %	9.7 %	5.8 %	3.7 %	71,485	857
Team Leader	30.4 %	44.2 %	12.4 %	7.5 %	5.6 %	62,718	1,289
Non-Supervisor	28.2 %	44.4 %	13.1 %	7.9 %	6.5 %	325,757	10,990
Sex							
Male	33.0 %	43.8 %	11.1 %	6.5 %	5.6 %	258,411	4,643
Female	28.6 %	44.8 %	13.0 %	8.1 %	5.6 %	227,628	7,896
Hispanic or Latino							
Yes	28.5 %	40.4 %	13.6 %	8.7 %	8.8 %	51,940	1,230
No	31.5 %	44.8 %	11.7 %	6.9 %	5.2 %	436,475	11,478
Race							
American Indian/Alaska Native	23.8 %	45.0 %	14.9 %	8.5 %	7.8 %	9,944	177
Asian	34.1 %	45.6 %	11.0 %	5.3 %	4.1 %	29,309	864
Black/African American	30.5 %	42.8 %	13.0 %	7.4 %	6.3 %	71,823	2,490
Native Hawaiian/Pacific Islander	29.2 %	44.4 %	14.5 %	5.7 %	6.1 %	3,075	50
White	31.9 %	44.8 %	11.2 %	7.0 %	5.2 %	336,580	7,836
Two or more races (Not Hispanic/Latino)	27.1 %	41.3 %	14.2 %	8.9 %	8.5 %	22,232	630
Age Group							
25 and under	32.1 %	43.4 %	12.3 %	7.6 %	4.6 %	6,977	231
26-29 years old	27.9 %	43.1 %	12.8 %	8.8 %	7.4 %	16,424	479
30-39 years old	28.6 %	41.7 %	12.6 %	8.9 %	8.1 %	92,802	2,654
40-49 years old	29.9 %	43.6 %	12.3 %	7.8 %	6.5 %	133,859	3,570
50-59 years old	32.6 %	45.8 %	11.3 %	6.1 %	4.2 %	156,822	3,770
60 or older	34.7 %	46.3 %	11.0 %	5.0 %	2.9 %	81,684	1,881
Level of Education							
Less than High School	27.3 %	44.6 %	15.5 %	6.4 %	6.2 %	303	15
H.S. Diploma/GED or equiv	25.0 %	44.7 %	14.7 %	8.2 %	7.4 %	19,560	362
Trade/Technical Certificate	24.1 %	45.1 %	14.3 %	8.7 %	7.8 %	10,369	166
Some College(no degree)	25.5 %	44.0 %	14.4 %	8.3 %	7.7 %	60,086	1,169
Associate's Degree	26.4 %	45.7 %	13.3 %	8.0 %	6.5 %	35,673	643
Bachelor's Degree	30.2 %	44.9 %	11.9 %	7.3 %	5.7 %	174,407	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(36) 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	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
Master's Degree	35.7 %	43.5 %	10.3 %	6.1 %	4.4 %	140,612	4,134
Doctoral/Professional Degree	39.1 %	41.6 %	9.6 %	6.0 %	3.7 %	53,556	2,077
Pay Category							
Federal Wage System	21.7 %	46.7 %	13.9 %	9.6 %	8.1 %	15,608	113
GS 1-6	24.2 %	43.1 %	15.6 %	9.3 %	7.8 %	20,461	628
GS 7-12	27.4 %	45.0 %	12.9 %	7.9 %	6.7 %	206,946	5,232
GS 13-15	37.7 %	43.4 %	9.9 %	5.4 %	3.5 %	211,567	6,487
SES	62.8 %	29.3 %	4.9 %	1.9 %	1.0 %	4,878	19
SL/ST	49.1 %	37.5 %	6.8 %	3.1 %	3.5 %	1,853	30
Other	26.4 %	43.7 %	13.7 %	9.1 %	7.1 %	42,402	838
Time in Federal Government							
< 1 year	38.4 %	43.7 %	10.6 %	4.6 %	2.6 %	10,348	581
1-3 years	32.9 %	44.0 %	11.6 %	6.8 %	4.7 %	62,795	2,216
4-5 years	29.5 %	43.7 %	12.6 %	8.0 %	6.2 %	39,238	914
6-10 years	29.7 %	43.4 %	12.2 %	7.9 %	6.8 %	81,365	2,102
11-14 years	30.4 %	43.8 %	12.0 %	7.5 %	6.3 %	92,910	2,352
15-20 years	29.0 %	44.0 %	12.6 %	7.9 %	6.5 %	88,868	2,069
> 20 years	32.1 %	45.6 %	11.6 %	6.2 %	4.5 %	127,999	3,143
Time with Current Agency							
< 1 year	38.4 %	43.7 %	10.3 %	4.7 %	3.0 %	18,513	1,091
1-3 years	33.2 %	43.5 %	11.7 %	6.7 %	4.9 %	93,595	3,459
4-5 years	29.8 %	43.7 %	12.5 %	8.0 %	6.0 %	49,335	1,068
6-10 years	29.7 %	43.5 %	12.3 %	7.8 %	6.7 %	89,211	2,084
11-14 years	29.5 %	44.1 %	12.2 %	7.8 %	6.4 %	84,376	1,950
15-20 years	28.2 %	44.4 %	12.7 %	8.1 %	6.7 %	75,483	1,578
> 20 years	32.0 %	46.1 %	11.4 %	6.1 %	4.4 %	93,448	2,138
Leaving							
No	36.6 %	45.6 %	10.1 %	4.9 %	2.8 %	329,462	8,360
Yes, to retire	29.1 %	46.8 %	12.4 %	6.8 %	4.8 %	33,661	732
Yes, to other job in Govt	21.2 %	41.7 %	15.2 %	11.5 %	10.5 %	87,736	2,615
Yes, to other job outside Govt	19.9 %	38.5 %	14.8 %	12.8 %	14.0 %	22,530	620
Yes, other	16.7 %	39.8 %	17.7 %	12.6 %	13.3 %	30,580	1,041
Retiring							
Less than 1 year	28.5 %	44.8 %	12.8 %	7.5 %	6.3 %	15,983	367
1 year	29.2 %	46.3 %	12.3 %	7.2 %	5.0 %	13,242	309
2 years	31.7 %	46.4 %	11.7 %	6.1 %	4.0 %	27,103	548
3 years	31.7 %	46.8 %	11.6 %	5.9 %	4.0 %	27,993	630

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(36) 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	30.5 %	44.2 %	12.2 %	7.3 %	5.7 %	533,998	14,407
4 years	32.1 %	45.5 %	11.6 %	6.3 %	4.6 %	17,441	333
5 years	30.5 %	45.1 %	12.2 %	6.7 %	5.5 %	38,985	901
More than 5 years	31.0 %	43.6 %	12.0 %	7.4 %	5.9 %	359,352	10,077
Transgender							
Yes	21.2 %	35.8 %	14.9 %	12.2 %	15.9 %	1,858	64
No	31.2 %	44.3 %	11.8 %	7.1 %	5.5 %	480,715	12,381
Consider Yourself as							
Straight	31.6 %	44.5 %	11.7 %	6.9 %	5.3 %	444,325	11,097
Gay or Lesbian	31.1 %	41.4 %	11.8 %	8.6 %	7.2 %	12,301	337
Bisexual	27.9 %	40.8 %	12.3 %	10.8 %	8.1 %	8,385	291
Use different term	21.2 %	38.5 %	16.1 %	11.5 %	12.7 %	12,304	478
Military Service							
No Prior Military Service	30.0 %	44.0 %	12.4 %	7.7 %	5.9 %	363,547	10,860
Currently in Guard/Reserves	32.0 %	44.2 %	11.2 %	7.1 %	5.6 %	7,645	116
Retired	36.9 %	46.0 %	9.6 %	4.5 %	3.1 %	61,891	854
Separated/Discharged	28.6 %	43.5 %	13.0 %	7.8 %	7.0 %	70,184	1,511
Military Spouse							
Spouse of current active duty service member	30.7 %	44.3 %	11.9 %	7.1 %	6.0 %	5,369	165
Spouse of separated or retired service member with a disability rating of 100%	30.3 %	43.1 %	12.7 %	7.8 %	6.1 %	10,258	289
Widow(er) of a service member killed while on active duty	21.5 %	45.8 %	15.6 %	8.9 %	8.2 %	277	9
None of the categories listed	30.9 %	44.2 %	12.0 %	7.2 %	5.7 %	487,627	12,911
NoN-Competitive Hiring Authority							
Yes	33.0 %	44.3 %	12.3 %	6.2 %	4.2 %	1,966	71
No	29.9 %	43.5 %	12.4 %	7.8 %	6.5 %	13,837	391
Disability							
Yes	29.5 %	41.2 %	12.9 %	8.4 %	8.0 %	81,511	2,311
No	31.4 %	44.9 %	11.7 %	6.9 %	5.1 %	410,041	10,462

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(37) My organization 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	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
Work Location							
Headquarters	31.3 %	50.6 %	11.8 %	4.2 %	2.0 %	153,390	2,847
Field	23.7 %	50.5 %	15.3 %	6.3 %	4.2 %	244,674	4,806
Full-time telework	33.6 %	50.9 %	10.9 %	3.1 %	1.5 %	103,571	3,202
Supervisory Status							
Senior Leader	51.5 %	38.5 %	6.0 %	2.7 %	1.3 %	8,687	23
Manager	34.3 %	47.9 %	10.3 %	5.1 %	2.4 %	35,506	124
Supervisor	28.7 %	50.9 %	12.5 %	5.1 %	2.8 %	71,714	606
Team Leader	26.3 %	51.2 %	13.8 %	5.8 %	3.0 %	63,046	938
Non-Supervisor	26.5 %	51.0 %	14.2 %	5.0 %	3.3 %	327,137	9,357
Sex							
Male	28.6 %	49.4 %	13.1 %	5.4 %	3.5 %	258,587	4,318
Female	26.9 %	52.6 %	13.7 %	4.5 %	2.2 %	229,526	5,852
Hispanic or Latino							
Yes	27.4 %	47.1 %	15.0 %	5.8 %	4.7 %	52,047	1,069
No	27.9 %	51.2 %	13.2 %	4.9 %	2.8 %	438,439	9,262
Race							
American Indian/Alaska Native	21.1 %	47.8 %	19.8 %	7.0 %	4.2 %	9,888	232
Asian	29.8 %	51.8 %	12.8 %	3.4 %	2.2 %	29,500	664
Black/African American	31.4 %	50.0 %	12.9 %	3.4 %	2.3 %	72,415	1,817
Native Hawaiian/Pacific Islander	28.5 %	47.9 %	15.8 %	4.1 %	3.8 %	3,067	57
White	27.5 %	51.0 %	13.0 %	5.4 %	3.0 %	337,788	6,428
Two or more races (Not Hispanic/Latino)	25.3 %	48.5 %	15.5 %	5.8 %	4.8 %	22,251	610
Age Group							
25 and under	28.5 %	55.0 %	11.1 %	3.2 %	2.2 %	7,061	149
26-29 years old	25.7 %	52.9 %	13.1 %	5.0 %	3.2 %	16,559	349
30-39 years old	25.0 %	50.3 %	14.4 %	6.1 %	4.2 %	93,542	1,856
40-49 years old	26.0 %	50.1 %	14.1 %	5.8 %	3.9 %	134,591	2,768
50-59 years old	29.6 %	50.9 %	12.8 %	4.5 %	2.3 %	157,243	3,227
60 or older	32.2 %	50.6 %	12.2 %	3.6 %	1.4 %	81,587	1,919
Level of Education							
Less than High School	33.2 %	40.0 %	18.0 %	4.3 %	4.5 %	301	14
H.S. Diploma/GED or equiv	25.2 %	49.5 %	16.5 %	5.0 %	3.8 %	19,460	447
Trade/Technical Certificate	23.0 %	50.9 %	16.5 %	5.8 %	3.8 %	10,287	253
Some College(no degree)	25.9 %	49.2 %	15.8 %	5.3 %	3.9 %	59,841	1,329
Associate's Degree	25.5 %	50.8 %	15.2 %	5.3 %	3.3 %	35,579	722
Bachelor's Degree	26.8 %	51.5 %	13.3 %	5.2 %	3.2 %	174,717	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(37) My organization 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	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
Master's Degree	30.2 %	50.8 %	11.9 %	4.7 %	2.3 %	141,890	2,788
Doctoral/Professional Degree	31.9 %	49.7 %	11.0 %	5.0 %	2.4 %	54,547	1,074
Pay Category							
Federal Wage System	20.8 %	50.8 %	17.9 %	6.6 %	3.9 %	15,434	276
GS 1-6	23.8 %	50.0 %	17.1 %	5.8 %	3.3 %	20,213	851
GS 7-12	25.6 %	50.5 %	14.7 %	5.4 %	3.8 %	206,526	5,491
GS 13-15	31.2 %	50.6 %	11.2 %	4.7 %	2.3 %	214,401	3,565
SES	56.5 %	35.2 %	4.7 %	2.7 %	0.8 %	4,882	10
SL/ST	40.4 %	45.5 %	8.3 %	3.5 %	2.3 %	1,867	16
Other	26.0 %	52.5 %	14.4 %	4.6 %	2.4 %	42,437	765
Time in Federal Government							
< 1 year	34.3 %	52.3 %	9.7 %	2.6 %	1.1 %	10,473	451
1-3 years	30.4 %	51.7 %	11.9 %	4.0 %	2.0 %	63,474	1,524
4-5 years	27.5 %	51.3 %	13.7 %	5.0 %	2.5 %	39,316	797
6-10 years	25.8 %	51.0 %	14.3 %	5.5 %	3.3 %	81,768	1,658
11-14 years	26.3 %	50.6 %	13.8 %	5.6 %	3.7 %	93,224	1,995
15-20 years	25.9 %	49.9 %	14.5 %	5.8 %	4.0 %	89,004	1,852
> 20 years	28.9 %	50.0 %	13.5 %	4.9 %	2.8 %	128,321	2,718
Time with Current Agency							
< 1 year	34.5 %	51.1 %	10.6 %	2.5 %	1.3 %	18,762	833
1-3 years	30.3 %	51.0 %	12.2 %	4.2 %	2.2 %	94,703	2,311
4-5 years	27.7 %	50.9 %	13.7 %	5.0 %	2.7 %	49,393	954
6-10 years	25.9 %	50.7 %	14.3 %	5.7 %	3.4 %	89,517	1,738
11-14 years	25.6 %	50.7 %	14.1 %	5.7 %	3.9 %	84,568	1,703
15-20 years	25.2 %	50.0 %	14.8 %	5.9 %	4.1 %	75,454	1,545
> 20 years	28.5 %	50.3 %	13.4 %	4.9 %	2.9 %	93,614	1,909
Leaving							
No	33.7 %	52.1 %	9.9 %	2.9 %	1.3 %	332,023	5,578
Yes, to retire	26.2 %	50.6 %	14.9 %	5.4 %	2.9 %	33,612	780
Yes, to other job in Govt	17.1 %	49.0 %	19.6 %	8.7 %	5.7 %	87,653	2,637
Yes, to other job outside Govt	13.5 %	43.8 %	21.2 %	12.1 %	9.4 %	22,414	725
Yes, other	14.0 %	46.5 %	22.8 %	9.5 %	7.2 %	30,338	1,265
Retiring							
Less than 1 year	25.7 %	48.7 %	15.2 %	6.4 %	4.1 %	15,937	408
1 year	26.5 %	50.1 %	14.8 %	5.5 %	3.0 %	13,236	310
2 years	28.9 %	50.4 %	13.5 %	4.8 %	2.5 %	27,057	577
3 years	28.8 %	50.9 %	13.2 %	4.6 %	2.5 %	28,039	554

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(37) My organization 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	27.3 %	50.7 %	13.8 %	5.1 %	3.1 %	536,041	11,961
4 years	28.4 %	50.7 %	13.0 %	4.9 %	3.0 %	17,430	325
5 years	27.6 %	50.1 %	14.1 %	5.1 %	3.2 %	39,081	785
More than 5 years	27.6 %	50.8 %	13.4 %	5.1 %	3.1 %	361,376	7,831
Transgender							
Yes	18.2 %	44.7 %	18.8 %	8.0 %	10.4 %	1,852	68
No	28.0 %	50.7 %	13.4 %	5.0 %	3.0 %	482,765	10,028
Consider Yourself as							
Straight	28.3 %	50.9 %	13.1 %	4.9 %	2.8 %	446,197	8,935
Gay or Lesbian	27.9 %	49.2 %	13.9 %	5.9 %	3.0 %	12,374	255
Bisexual	24.9 %	50.1 %	15.2 %	6.2 %	3.7 %	8,481	195
Use different term	19.0 %	45.6 %	19.2 %	8.4 %	7.8 %	12,292	495
Military Service							
No Prior Military Service	26.5 %	51.4 %	13.8 %	5.2 %	3.1 %	365,777	8,433
Currently in Guard/Reserves	26.9 %	50.0 %	13.5 %	6.1 %	3.5 %	7,629	118
Retired	34.4 %	49.6 %	10.9 %	3.6 %	1.6 %	61,919	794
Separated/Discharged	26.2 %	48.6 %	14.9 %	6.0 %	4.3 %	70,001	1,621
Military Spouse							
Spouse of current active duty service member	27.7 %	50.1 %	13.6 %	5.4 %	3.2 %	5,428	101
Spouse of separated or retired service member with a disability rating of 100%	28.1 %	50.5 %	14.0 %	4.6 %	2.7 %	10,294	231
Widow(er) of a service member killed while on active duty	19.8 %	53.5 %	18.2 %	4.6 %	4.0 %	277	8
None of the categories listed	27.6 %	50.6 %	13.5 %	5.1 %	3.1 %	489,630	10,629
NoN-Competitive Hiring Authority							
Yes	30.9 %	49.0 %	12.6 %	4.2 %	3.3 %	1,989	43
No	27.3 %	50.6 %	14.2 %	5.1 %	2.8 %	13,913	294
Disability							
Yes	28.3 %	47.6 %	14.7 %	5.6 %	3.7 %	81,609	2,127
No	27.7 %	51.3 %	13.2 %	4.9 %	2.9 %	412,003	8,293

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) I have a good understanding of my organization's priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
Work Location						
Headquarters	30.8 %	48.2 %	11.9 %	6.7 %	2.4 %	156,189
Field	25.7 %	49.3 %	13.7 %	8.0 %	3.4 %	249,444
Full-time telework	32.3 %	50.2 %	10.9 %	4.9 %	1.7 %	106,742
Supervisory Status						
Senior Leader	57.9 %	32.6 %	5.4 %	2.8 %	1.3 %	8,706
Manager	40.3 %	44.2 %	8.1 %	5.6 %	1.8 %	35,618
Supervisor	31.2 %	49.1 %	10.9 %	6.5 %	2.3 %	72,289
Team Leader	27.6 %	48.6 %	13.0 %	7.8 %	3.0 %	63,965
Non-Supervisor	26.0 %	50.1 %	13.6 %	7.2 %	3.0 %	336,433
Sex						
Male	28.5 %	47.8 %	13.0 %	7.5 %	3.2 %	262,830
Female	28.8 %	51.4 %	11.8 %	6.1 %	1.9 %	235,320
Hispanic or Latino						
Yes	30.5 %	46.8 %	12.7 %	6.7 %	3.4 %	53,127
No	28.2 %	49.6 %	12.6 %	7.0 %	2.6 %	447,537
Race						
American Indian/Alaska Native	24.7 %	50.4 %	15.1 %	6.8 %	3.1 %	10,103
Asian	31.9 %	51.5 %	10.7 %	4.1 %	1.8 %	30,147
Black/African American	31.5 %	49.2 %	11.8 %	5.2 %	2.3 %	74,218
Native Hawaiian/Pacific Islander	30.9 %	46.9 %	13.9 %	5.5 %	2.8 %	3,119
White	28.0 %	49.3 %	12.5 %	7.5 %	2.7 %	344,145
Two or more races (Not Hispanic/Latino)	26.7 %	47.0 %	14.1 %	7.9 %	4.3 %	22,851
Age Group						
25 and under	28.4 %	53.4 %	10.6 %	5.5 %	2.1 %	7,212
26-29 years old	26.1 %	51.1 %	12.1 %	7.7 %	2.9 %	16,912
30-39 years old	25.7 %	49.5 %	13.0 %	8.2 %	3.6 %	95,396
40-49 years old	27.1 %	48.7 %	12.8 %	8.0 %	3.4 %	137,299
50-59 years old	30.3 %	49.0 %	12.4 %	6.2 %	2.1 %	160,458
60 or older	32.3 %	49.2 %	12.3 %	4.7 %	1.5 %	83,434
Level of Education						
Less than High School	27.5 %	46.7 %	17.2 %	5.1 %	3.4 %	318
H.S. Diploma/GED or equiv	27.9 %	50.0 %	13.6 %	5.8 %	2.7 %	19,884

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) I have a good understanding of my organization's priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
Trade/Technical Certificate	25.3 %	49.3 %	15.1 %	7.2 %	3.2 %	10,536
Some College(no degree)	27.3 %	48.9 %	13.9 %	6.7 %	3.2 %	61,178
Associate's Degree	26.4 %	49.6 %	14.4 %	6.8 %	2.8 %	36,277
Bachelor's Degree	27.2 %	50.2 %	12.6 %	7.2 %	2.8 %	178,589
Master's Degree	30.7 %	48.3 %	11.5 %	7.0 %	2.5 %	144,665
Doctoral/Professional Degree	31.6 %	48.0 %	10.9 %	7.2 %	2.3 %	55,580
Pay Category						
Federal Wage System	22.8 %	47.5 %	16.8 %	9.4 %	3.5 %	15,710
GS 1-6	26.0 %	50.3 %	14.7 %	6.3 %	2.7 %	21,050
GS 7-12	26.1 %	50.3 %	13.4 %	7.1 %	3.0 %	211,982
GS 13-15	31.4 %	48.0 %	11.2 %	6.9 %	2.5 %	217,889
SES	63.4 %	28.4 %	4.1 %	3.2 %	1.0 %	4,886
SL/ST	42.9 %	40.3 %	9.5 %	5.3 %	1.9 %	1,881
Other	27.5 %	50.2 %	12.8 %	6.9 %	2.7 %	43,212
Time in Federal Government						
< 1 year	33.0 %	51.0 %	9.9 %	4.7 %	1.3 %	10,925
1-3 years	29.9 %	50.4 %	11.6 %	6.1 %	2.0 %	64,982
4-5 years	28.0 %	49.2 %	12.8 %	7.3 %	2.5 %	40,125
6-10 years	26.7 %	49.8 %	12.8 %	7.7 %	3.0 %	83,409
11-14 years	26.9 %	48.9 %	13.1 %	7.8 %	3.3 %	95,184
15-20 years	27.1 %	48.5 %	13.3 %	7.7 %	3.4 %	90,838
> 20 years	29.9 %	48.5 %	12.9 %	6.2 %	2.5 %	130,973
Time with Current Agency						
< 1 year	32.3 %	49.5 %	11.3 %	5.2 %	1.6 %	19,594
1-3 years	29.7 %	49.5 %	12.1 %	6.5 %	2.3 %	97,005
4-5 years	27.9 %	49.2 %	12.7 %	7.5 %	2.7 %	50,370
6-10 years	26.8 %	49.5 %	12.9 %	7.7 %	3.1 %	91,238
11-14 years	26.5 %	49.4 %	13.2 %	7.6 %	3.3 %	86,225
15-20 years	27.1 %	48.6 %	13.3 %	7.6 %	3.4 %	76,984
> 20 years	30.1 %	48.8 %	12.7 %	6.1 %	2.4 %	95,461
Leaving						
No	33.9 %	50.8 %	10.0 %	4.1 %	1.2 %	337,506
Yes, to retire	27.1 %	48.9 %	14.8 %	6.6 %	2.5 %	34,350

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) I have a good understanding of my organization's priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
Yes, to other job in Govt	18.8 %	46.9 %	16.8 %	12.2 %	5.3 %	90,286
Yes, to other job outside Govt	15.6 %	42.9 %	18.4 %	15.5 %	7.6 %	23,135
Yes, other	15.8 %	45.7 %	19.3 %	12.9 %	6.5 %	31,613
Retiring						
Less than 1 year	26.8 %	47.2 %	14.6 %	7.7 %	3.6 %	16,330
1 year	27.6 %	48.2 %	14.5 %	7.1 %	2.6 %	13,536
2 years	29.5 %	49.3 %	13.1 %	6.0 %	2.1 %	27,616
3 years	29.4 %	49.8 %	12.8 %	6.0 %	2.0 %	28,575
4 years	29.0 %	49.4 %	12.7 %	6.4 %	2.5 %	17,755
5 years	28.7 %	48.4 %	13.2 %	6.9 %	2.8 %	39,851
More than 5 years	28.2 %	49.3 %	12.4 %	7.2 %	2.9 %	369,154
Transgender						
Yes	20.6 %	41.5 %	18.5 %	10.4 %	9.0 %	1,922
No	28.7 %	49.3 %	12.5 %	6.9 %	2.7 %	492,663
Consider Yourself as						
Straight	28.9 %	49.5 %	12.3 %	6.7 %	2.6 %	454,998
Gay or Lesbian	29.1 %	48.4 %	12.3 %	7.8 %	2.4 %	12,633
Bisexual	27.6 %	47.4 %	13.0 %	8.9 %	3.1 %	8,675
Use different term	20.6 %	43.4 %	17.4 %	11.4 %	7.1 %	12,782
Military Service						
No Prior Military Service	27.7 %	50.3 %	12.5 %	6.8 %	2.6 %	374,078
Currently in Guard/Reserves	27.1 %	48.2 %	12.4 %	9.1 %	3.2 %	7,756
Retired	33.6 %	46.8 %	11.9 %	5.8 %	1.9 %	62,690
Separated/Discharged	25.9 %	46.9 %	14.2 %	8.9 %	4.1 %	71,642
Military Spouse						
Spouse of current active duty service member	29.6 %	47.6 %	12.4 %	7.7 %	2.7 %	5,530
Spouse of separated or retired service member with a disability rating of 100%	30.3 %	48.5 %	12.1 %	6.7 %	2.5 %	10,521
Widow(er) of a service member killed while on active duty	22.4 %	47.3 %	22.5 %	4.7 %	3.1 %	287
None of the categories listed	28.2 %	49.2 %	12.7 %	7.0 %	2.8 %	500,124
NoN-Competitive Hiring Authority						
Yes	34.0 %	44.2 %	11.9 %	7.5 %	2.4 %	2,033

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(38) I have a good understanding of my organization's priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.0 %	49.2 %	12.9 %	7.1 %	2.8 %	547,830
No	29.1 %	48.9 %	12.4 %	6.9 %	2.6 %	14,204
Disability						
Yes	28.7 %	45.8 %	13.8 %	8.1 %	3.7 %	83,760
No	28.4 %	50.0 %	12.3 %	6.7 %	2.5 %	420,135

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(39) My organization effectively adapts to changing government priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
Work Location							
Headquarters	24.3 %	46.7 %	18.0 %	7.3 %	3.7 %	151,749	4,595
Field	17.5 %	44.1 %	22.4 %	10.1 %	6.0 %	242,274	7,414
Full-time telework	28.2 %	48.9 %	15.5 %	5.1 %	2.4 %	102,266	4,578
Supervisory Status							
Senior Leader	41.4 %	41.4 %	10.5 %	4.4 %	2.3 %	8,668	48
Manager	25.3 %	45.3 %	16.6 %	8.9 %	3.9 %	35,471	191
Supervisor	20.9 %	46.1 %	19.4 %	9.2 %	4.5 %	71,349	991
Team Leader	19.3 %	44.8 %	21.2 %	9.8 %	4.9 %	62,495	1,523
Non-Supervisor	20.9 %	45.9 %	20.4 %	8.0 %	4.8 %	322,625	14,163
Sex							
Male	21.1 %	44.6 %	20.3 %	8.8 %	5.3 %	255,864	7,210
Female	22.2 %	47.8 %	18.8 %	7.6 %	3.5 %	226,967	8,621
Hispanic or Latino							
Yes	23.1 %	43.1 %	19.6 %	8.2 %	6.1 %	51,744	1,436
No	21.2 %	46.3 %	19.8 %	8.3 %	4.4 %	433,454	14,566
Race							
American Indian/Alaska Native	17.7 %	43.6 %	24.3 %	8.8 %	5.6 %	9,811	309
Asian	25.7 %	48.4 %	17.4 %	5.1 %	3.4 %	28,985	1,185
Black/African American	26.4 %	46.5 %	17.4 %	6.0 %	3.7 %	71,998	2,338
Native Hawaiian/Pacific Islander	23.7 %	42.4 %	21.4 %	7.3 %	5.1 %	3,061	69
White	20.3 %	46.1 %	20.0 %	9.0 %	4.6 %	333,854	10,601
Two or more races (Not Hispanic/Latino)	20.1 %	41.6 %	21.5 %	9.5 %	7.3 %	22,084	800
Age Group							
25 and under	22.2 %	50.4 %	17.5 %	6.2 %	3.7 %	6,839	375
26-29 years old	20.3 %	46.7 %	19.2 %	8.8 %	5.0 %	16,223	699
30-39 years old	19.8 %	44.4 %	19.5 %	9.9 %	6.4 %	92,310	3,173
40-49 years old	20.4 %	44.4 %	19.8 %	9.7 %	5.6 %	133,358	4,082
50-59 years old	22.3 %	46.7 %	20.0 %	7.4 %	3.6 %	155,967	4,659
60 or older	24.2 %	47.9 %	20.1 %	5.6 %	2.2 %	80,589	2,955
Level of Education							
Less than High School	26.0 %	41.9 %	17.9 %	5.3 %	8.9 %	292	26
H.S. Diploma/GED or equiv	20.1 %	45.5 %	22.3 %	7.3 %	4.9 %	19,275	642
Trade/Technical Certificate	18.6 %	43.5 %	23.4 %	8.7 %	5.8 %	10,182	351
Some College(no degree)	20.5 %	43.8 %	21.9 %	8.4 %	5.4 %	59,425	1,813
Associate's Degree	19.6 %	44.8 %	22.3 %	8.5 %	4.9 %	35,279	1,042
Bachelor's Degree	20.6 %	46.2 %	19.7 %	8.7 %	4.7 %	172,987	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(39) My organization effectively adapts to changing government priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
Master's Degree	23.1 %	46.5 %	18.2 %	8.2 %	4.1 %	140,619	4,188
Doctoral/Professional Degree	23.8 %	47.0 %	17.6 %	7.8 %	3.9 %	53,198	2,420
Pay Category							
Federal Wage System	14.6 %	40.9 %	26.7 %	10.8 %	7.0 %	15,200	521
GS 1-6	20.4 %	45.4 %	22.1 %	7.4 %	4.8 %	19,869	1,212
GS 7-12	20.3 %	45.4 %	20.6 %	8.5 %	5.2 %	204,356	7,852
GS 13-15	23.4 %	46.8 %	17.8 %	8.1 %	3.8 %	212,337	5,785
SES	45.7 %	39.6 %	8.8 %	4.5 %	1.4 %	4,881	16
SL/ST	29.2 %	44.9 %	15.1 %	7.2 %	3.7 %	1,828	51
Other	19.4 %	45.5 %	22.0 %	8.7 %	4.5 %	41,866	1,362
Time in Federal Government							
< 1 year	29.1 %	50.9 %	14.4 %	4.2 %	1.5 %	10,025	900
1-3 years	24.8 %	48.0 %	17.6 %	6.5 %	3.2 %	62,357	2,698
4-5 years	21.6 %	46.2 %	19.6 %	8.1 %	4.6 %	38,794	1,367
6-10 years	20.2 %	45.1 %	20.2 %	9.2 %	5.5 %	80,848	2,642
11-14 years	19.9 %	45.3 %	20.1 %	9.4 %	5.4 %	92,497	2,791
15-20 years	19.5 %	44.2 %	21.3 %	9.4 %	5.7 %	88,340	2,572
> 20 years	21.5 %	45.7 %	20.9 %	8.0 %	4.0 %	127,262	3,869
Time with Current Agency							
< 1 year	29.1 %	49.0 %	15.1 %	4.7 %	2.0 %	18,160	1,442
1-3 years	24.7 %	47.1 %	17.8 %	6.8 %	3.6 %	93,388	3,708
4-5 years	21.4 %	46.0 %	19.6 %	8.3 %	4.7 %	48,877	1,535
6-10 years	19.9 %	44.7 %	20.6 %	9.3 %	5.6 %	88,642	2,690
11-14 years	19.2 %	45.2 %	20.5 %	9.5 %	5.5 %	83,914	2,420
15-20 years	18.8 %	44.1 %	21.7 %	9.7 %	5.7 %	74,790	2,249
> 20 years	20.8 %	46.0 %	21.3 %	8.0 %	3.9 %	92,785	2,800
Leaving							
No	26.4 %	49.6 %	16.7 %	5.3 %	2.0 %	327,800	10,066
Yes, to retire	18.5 %	45.6 %	23.5 %	8.4 %	4.1 %	33,264	1,138
Yes, to other job in Govt	12.7 %	39.4 %	24.9 %	13.8 %	9.1 %	87,305	3,061
Yes, to other job outside Govt	9.4 %	34.4 %	25.0 %	17.6 %	13.7 %	22,218	935
Yes, other	10.3 %	36.6 %	28.2 %	14.3 %	10.6 %	29,974	1,645
Retiring							
Less than 1 year	18.2 %	44.0 %	23.1 %	9.4 %	5.3 %	15,762	586
1 year	19.1 %	45.0 %	23.1 %	8.5 %	4.3 %	13,086	472
2 years	20.5 %	47.0 %	21.4 %	7.5 %	3.5 %	26,848	792
3 years	21.0 %	46.9 %	21.1 %	7.4 %	3.6 %	27,797	822

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(39) My organization effectively adapts to changing government priorities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	21.1 %	45.6 %	20.2 %	8.4 %	4.6 %	530,176	18,188
4 years	20.9 %	46.4 %	20.8 %	7.7 %	4.2 %	17,294	483
5 years	20.6 %	45.6 %	21.1 %	8.2 %	4.6 %	38,736	1,165
More than 5 years	21.7 %	45.7 %	19.3 %	8.5 %	4.8 %	357,238	12,262
Transgender							
Yes	13.7 %	35.8 %	25.8 %	10.8 %	13.8 %	1,826	98
No	21.6 %	46.0 %	19.7 %	8.3 %	4.5 %	477,573	15,603
Consider Yourself as							
Straight	21.8 %	46.3 %	19.5 %	8.1 %	4.3 %	441,470	14,019
Gay or Lesbian	22.4 %	44.3 %	18.9 %	9.1 %	5.2 %	12,262	378
Bisexual	20.1 %	43.7 %	19.5 %	10.7 %	6.0 %	8,338	342
Use different term	14.2 %	37.0 %	25.1 %	12.7 %	11.0 %	12,154	652
Military Service							
No Prior Military Service	20.9 %	46.5 %	19.8 %	8.3 %	4.5 %	361,335	13,154
Currently in Guard/Reserves	20.2 %	44.7 %	19.9 %	8.9 %	6.3 %	7,581	178
Retired	24.7 %	46.5 %	19.0 %	6.9 %	3.0 %	61,494	1,257
Separated/Discharged	19.7 %	42.1 %	21.5 %	10.0 %	6.7 %	69,467	2,226
Military Spouse							
Spouse of current active duty service member	23.8 %	43.9 %	18.5 %	8.7 %	5.2 %	5,378	161
Spouse of separated or retired service member with a disability rating of 100%	23.7 %	44.3 %	19.7 %	7.7 %	4.6 %	10,267	268
Widow(er) of a service member killed while on active duty	15.0 %	48.1 %	24.4 %	6.9 %	5.6 %	283	4
None of the categories listed	21.2 %	45.8 %	20.0 %	8.4 %	4.7 %	484,203	16,422
NoN-Competitive Hiring Authority							
Yes	28.5 %	43.5 %	17.3 %	6.3 %	4.4 %	1,978	57
No	22.7 %	44.3 %	19.6 %	8.4 %	5.0 %	13,850	376
Disability							
Yes	22.1 %	42.0 %	20.5 %	9.1 %	6.3 %	80,933	2,891
No	21.3 %	46.7 %	19.7 %	8.2 %	4.2 %	407,318	13,264

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) My organization has prepared me for potential physical security threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
Work Location							
Headquarters	25.9 %	49.2 %	14.3 %	7.4 %	3.1 %	153,274	2,948
Field	20.9 %	49.5 %	15.2 %	9.2 %	5.2 %	246,890	2,660
Full-time telework	29.2 %	49.9 %	14.1 %	4.8 %	2.0 %	103,195	3,557
Supervisory Status							
Senior Leader	42.1 %	43.1 %	9.5 %	3.7 %	1.5 %	8,638	67
Manager	29.1 %	49.8 %	12.4 %	6.3 %	2.5 %	35,383	262
Supervisor	24.4 %	50.3 %	14.2 %	7.7 %	3.4 %	71,461	835
Team Leader	23.7 %	49.5 %	14.8 %	8.1 %	4.0 %	62,985	991
Non-Supervisor	22.7 %	49.4 %	15.3 %	8.2 %	4.4 %	329,448	7,099
Sex							
Male	24.4 %	49.1 %	14.7 %	7.6 %	4.3 %	258,932	3,968
Female	23.6 %	50.4 %	14.4 %	8.2 %	3.4 %	230,663	4,745
Hispanic or Latino							
Yes	23.9 %	45.8 %	15.6 %	8.7 %	6.0 %	52,350	790
No	24.0 %	50.1 %	14.5 %	7.7 %	3.7 %	439,711	8,002
Race							
American Indian/Alaska Native	19.3 %	46.9 %	17.1 %	10.2 %	6.4 %	9,986	123
Asian	25.9 %	49.9 %	15.2 %	6.0 %	3.0 %	29,247	913
Black/African American	27.8 %	49.2 %	13.3 %	6.3 %	3.4 %	73,072	1,194
Native Hawaiian/Pacific Islander	24.9 %	48.9 %	16.5 %	5.8 %	3.8 %	3,099	32
White	23.5 %	50.1 %	14.5 %	8.1 %	3.8 %	338,479	5,737
Two or more races (Not Hispanic/Latino)	21.6 %	46.8 %	15.9 %	9.4 %	6.3 %	22,471	396
Age Group							
25 and under	21.9 %	47.6 %	15.6 %	10.5 %	4.3 %	6,982	219
26-29 years old	21.6 %	47.6 %	15.2 %	10.3 %	5.4 %	16,422	477
30-39 years old	21.2 %	47.4 %	15.9 %	9.9 %	5.6 %	92,935	2,485
40-49 years old	22.5 %	48.8 %	15.5 %	8.5 %	4.7 %	134,777	2,547
50-59 years old	25.9 %	51.1 %	13.6 %	6.6 %	2.9 %	158,422	2,067
60 or older	27.7 %	51.9 %	13.3 %	5.1 %	2.1 %	82,562	984
Level of Education							
Less than High School	29.9 %	43.4 %	16.5 %	5.0 %	5.2 %	312	6
H.S. Diploma/GED or equiv	25.1 %	51.0 %	13.8 %	6.2 %	3.9 %	19,732	175
Trade/Technical Certificate	22.6 %	49.9 %	15.5 %	7.4 %	4.6 %	10,449	85
Some College(no degree)	24.0 %	49.3 %	14.4 %	7.5 %	4.8 %	60,656	552
Associate's Degree	23.4 %	50.4 %	14.4 %	7.5 %	4.2 %	35,947	344
Bachelor's Degree	23.2 %	49.8 %	14.8 %	8.1 %	4.1 %	175,868	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) My organization has prepared me for potential physical security threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
Master's Degree	25.1 %	49.2 %	14.5 %	7.8 %	3.4 %	141,530	3,151
Doctoral/Professional Degree	22.9 %	48.6 %	16.3 %	8.9 %	3.4 %	53,732	1,869
Pay Category							
Federal Wage System	18.7 %	49.8 %	17.4 %	8.6 %	5.5 %	15,563	145
GS 1-6	22.5 %	46.6 %	15.6 %	9.5 %	5.8 %	20,745	327
GS 7-12	22.8 %	49.3 %	14.9 %	8.4 %	4.6 %	208,651	3,394
GS 13-15	25.8 %	50.1 %	14.2 %	7.1 %	2.8 %	213,253	4,706
SES	43.7 %	41.3 %	10.2 %	3.7 %	1.0 %	4,864	30
SL/ST	32.6 %	47.1 %	11.9 %	6.0 %	2.3 %	1,847	35
Other	22.3 %	49.9 %	15.0 %	8.2 %	4.5 %	42,613	599
Time in Federal Government							
< 1 year	28.1 %	46.1 %	15.0 %	7.9 %	2.8 %	10,537	384
1-3 years	25.2 %	47.9 %	14.7 %	8.5 %	3.7 %	63,135	1,851
4-5 years	23.6 %	48.7 %	14.8 %	8.4 %	4.5 %	39,397	721
6-10 years	22.5 %	48.6 %	15.5 %	8.7 %	4.7 %	81,768	1,662
11-14 years	22.8 %	49.9 %	15.0 %	8.0 %	4.4 %	93,511	1,702
15-20 years	22.4 %	49.8 %	15.2 %	8.2 %	4.4 %	89,593	1,299
> 20 years	25.2 %	51.2 %	14.0 %	6.5 %	3.1 %	129,426	1,618
Time with Current Agency							
< 1 year	28.1 %	45.8 %	15.3 %	7.8 %	2.9 %	18,870	714
1-3 years	25.2 %	47.4 %	15.2 %	8.4 %	3.9 %	94,396	2,612
4-5 years	23.6 %	49.0 %	14.6 %	8.4 %	4.4 %	49,527	845
6-10 years	22.5 %	49.0 %	15.4 %	8.4 %	4.7 %	89,641	1,606
11-14 years	22.5 %	50.6 %	14.7 %	7.9 %	4.3 %	84,952	1,327
15-20 years	22.2 %	50.4 %	15.0 %	8.1 %	4.4 %	76,031	989
> 20 years	24.9 %	52.0 %	13.7 %	6.4 %	2.9 %	94,389	1,132
Leaving							
No	28.0 %	51.2 %	13.0 %	5.9 %	2.0 %	331,772	5,840
Yes, to retire	23.8 %	52.1 %	14.6 %	6.6 %	3.0 %	34,016	370
Yes, to other job in Govt	16.5 %	46.4 %	17.7 %	11.8 %	7.6 %	88,609	1,718
Yes, to other job outside Govt	13.7 %	43.8 %	17.7 %	14.3 %	10.6 %	22,586	557
Yes, other	13.5 %	44.9 %	20.7 %	12.1 %	8.8 %	30,851	728
Retiring							
Less than 1 year	23.3 %	49.9 %	15.3 %	7.3 %	4.2 %	16,160	188
1 year	24.0 %	51.2 %	14.9 %	6.9 %	3.1 %	13,397	146
2 years	25.4 %	52.7 %	13.4 %	5.8 %	2.8 %	27,371	266
3 years	24.9 %	52.3 %	13.9 %	6.1 %	2.8 %	28,263	343

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) My organization has prepared me for potential physical security threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.6 %	49.6 %	14.9 %	7.9 %	4.0 %	535,681	9,875
4 years	25.0 %	51.7 %	13.6 %	6.6 %	3.0 %	17,568	194
5 years	24.5 %	50.7 %	14.4 %	7.0 %	3.4 %	39,421	459
More than 5 years	23.5 %	48.8 %	15.0 %	8.4 %	4.3 %	361,677	7,527
Transgender							
Yes	17.5 %	40.3 %	18.1 %	10.8 %	13.1 %	1,872	48
No	24.1 %	49.7 %	14.6 %	7.8 %	3.9 %	484,231	8,601
Consider Yourself as							
Straight	24.4 %	49.9 %	14.4 %	7.6 %	3.7 %	447,532	7,626
Gay or Lesbian	23.1 %	47.2 %	15.5 %	9.4 %	4.9 %	12,348	290
Bisexual	21.3 %	47.0 %	14.4 %	11.2 %	6.1 %	8,441	234
Use different term	15.9 %	42.8 %	18.9 %	12.6 %	9.8 %	12,429	361
Military Service							
No Prior Military Service	22.9 %	49.8 %	15.0 %	8.3 %	4.0 %	366,543	7,663
Currently in Guard/Reserves	23.5 %	47.5 %	15.1 %	8.6 %	5.3 %	7,644	115
Retired	28.5 %	50.2 %	13.2 %	5.6 %	2.5 %	62,191	521
Separated/Discharged	22.8 %	47.7 %	15.5 %	8.6 %	5.4 %	70,734	914
Military Spouse							
Spouse of current active duty service member	25.3 %	46.6 %	16.0 %	8.2 %	4.0 %	5,417	106
Spouse of separated or retired service member with a disability rating of 100%	27.5 %	48.5 %	13.4 %	7.0 %	3.7 %	10,403	129
Widow(er) of a service member killed while on active duty	24.2 %	48.3 %	11.7 %	10.8 %	5.0 %	281	5
None of the categories listed	23.7 %	49.6 %	14.8 %	7.9 %	4.0 %	491,303	8,981
NoN-Competitive Hiring Authority							
Yes	30.0 %	46.8 %	13.6 %	6.7 %	3.0 %	2,004	30
No	26.0 %	47.9 %	14.5 %	7.7 %	4.0 %	13,996	209
Disability							
Yes	24.9 %	45.8 %	15.0 %	8.6 %	5.7 %	82,400	1,360
No	23.7 %	50.4 %	14.6 %	7.7 %	3.6 %	412,816	7,491

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) My organization has prepared me for potential cybersecurity threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
Work Location							
Headquarters	30.8 %	54.9 %	9.5 %	3.3 %	1.5 %	154,817	1,472
Field	24.0 %	56.3 %	12.4 %	4.6 %	2.7 %	247,096	2,522
Full-time telework	35.4 %	54.2 %	7.5 %	2.0 %	0.9 %	105,642	1,153
Supervisory Status							
Senior Leader	44.8 %	44.8 %	7.0 %	2.3 %	1.1 %	8,672	39
Manager	32.3 %	53.5 %	9.3 %	3.4 %	1.5 %	35,419	232
Supervisor	28.1 %	55.8 %	10.5 %	3.9 %	1.8 %	71,748	582
Team Leader	27.7 %	55.5 %	10.8 %	3.9 %	2.0 %	63,440	549
Non-Supervisor	27.1 %	56.0 %	11.0 %	3.8 %	2.1 %	332,894	3,786
Sex							
Male	27.6 %	54.5 %	11.4 %	4.1 %	2.4 %	260,356	2,641
Female	29.1 %	57.1 %	9.2 %	3.1 %	1.4 %	233,274	2,221
Hispanic or Latino							
Yes	28.3 %	51.8 %	12.1 %	4.6 %	3.2 %	52,662	491
No	28.1 %	56.1 %	10.4 %	3.6 %	1.8 %	443,471	4,403
Race							
American Indian/Alaska Native	24.3 %	56.4 %	12.8 %	3.8 %	2.8 %	10,030	95
Asian	30.6 %	54.6 %	10.2 %	2.8 %	1.7 %	29,842	334
Black/African American	33.1 %	53.4 %	9.0 %	2.8 %	1.7 %	73,628	665
Native Hawaiian/Pacific Islander	27.1 %	54.7 %	12.4 %	3.7 %	2.1 %	3,099	29
White	27.3 %	56.3 %	10.6 %	3.9 %	1.9 %	341,032	3,290
Two or more races (Not Hispanic/Latino)	26.5 %	53.3 %	12.3 %	4.5 %	3.4 %	22,600	271
Age Group							
25 and under	25.8 %	55.0 %	11.0 %	5.4 %	2.8 %	7,128	81
26-29 years old	25.4 %	54.6 %	11.8 %	5.3 %	2.9 %	16,740	180
30-39 years old	25.0 %	55.0 %	12.1 %	4.9 %	3.0 %	94,379	1,053
40-49 years old	26.6 %	55.7 %	11.4 %	4.1 %	2.3 %	135,907	1,478
50-59 years old	30.3 %	56.1 %	9.4 %	2.9 %	1.3 %	159,165	1,386
60 or older	32.2 %	55.6 %	8.9 %	2.4 %	0.9 %	82,831	727
Level of Education							
Less than High School	33.6 %	46.0 %	13.0 %	3.3 %	4.1 %	306	11
H.S. Diploma/GED or equiv	27.9 %	55.2 %	11.8 %	3.1 %	2.0 %	19,701	226
Trade/Technical Certificate	26.1 %	56.1 %	12.0 %	3.8 %	2.0 %	10,458	83
Some College(no degree)	27.5 %	54.6 %	11.8 %	3.8 %	2.4 %	60,689	550
Associate's Degree	26.8 %	56.0 %	11.4 %	3.7 %	2.1 %	35,984	319
Bachelor's Degree	27.1 %	56.0 %	10.8 %	3.9 %	2.2 %	176,901	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) My organization has prepared me for potential cybersecurity threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
Master's Degree	29.4 %	55.2 %	9.9 %	3.8 %	1.7 %	143,266	1,474
Doctoral/Professional Degree	30.8 %	56.5 %	8.5 %	3.0 %	1.3 %	55,045	569
Pay Category							
Federal Wage System	21.6 %	56.8 %	14.4 %	4.5 %	2.7 %	15,536	179
GS 1-6	27.2 %	55.0 %	11.8 %	3.8 %	2.2 %	20,839	234
GS 7-12	27.0 %	56.1 %	10.9 %	3.8 %	2.2 %	210,034	2,084
GS 13-15	30.2 %	55.5 %	9.5 %	3.4 %	1.5 %	215,883	2,141
SES	46.9 %	43.2 %	6.6 %	2.7 %	0.6 %	4,873	22
SL/ST	40.3 %	50.2 %	5.6 %	2.5 %	1.4 %	1,864	18
Other	25.3 %	54.5 %	12.7 %	4.8 %	2.7 %	42,738	505
Time in Federal Government							
< 1 year	32.4 %	52.8 %	9.7 %	3.6 %	1.5 %	10,792	130
1-3 years	30.1 %	54.6 %	9.8 %	3.7 %	1.7 %	64,379	643
4-5 years	27.6 %	55.2 %	11.2 %	3.9 %	2.2 %	39,768	359
6-10 years	26.8 %	55.3 %	11.1 %	4.4 %	2.5 %	82,662	806
11-14 years	26.5 %	56.2 %	11.2 %	3.9 %	2.2 %	94,236	1,000
15-20 years	26.0 %	55.9 %	11.7 %	4.1 %	2.2 %	89,937	973
> 20 years	29.5 %	56.2 %	9.9 %	2.9 %	1.5 %	129,840	1,271
Time with Current Agency							
< 1 year	32.9 %	52.2 %	9.9 %	3.5 %	1.5 %	19,341	259
1-3 years	30.1 %	54.4 %	9.9 %	3.7 %	1.8 %	96,051	993
4-5 years	27.5 %	55.3 %	11.1 %	4.0 %	2.2 %	49,921	468
6-10 years	26.9 %	55.6 %	11.0 %	4.1 %	2.4 %	90,425	869
11-14 years	26.1 %	56.7 %	11.3 %	3.8 %	2.2 %	85,469	842
15-20 years	25.7 %	56.1 %	11.8 %	4.2 %	2.3 %	76,208	822
> 20 years	29.1 %	56.7 %	9.8 %	2.9 %	1.4 %	94,632	922
Leaving							
No	32.6 %	55.7 %	8.4 %	2.4 %	0.9 %	334,870	2,868
Yes, to retire	26.7 %	57.1 %	11.1 %	3.5 %	1.6 %	34,056	354
Yes, to other job in Govt	20.1 %	55.6 %	14.4 %	6.0 %	3.9 %	89,189	1,140
Yes, to other job outside Govt	17.0 %	53.4 %	15.7 %	7.9 %	5.9 %	22,810	339
Yes, other	17.1 %	54.9 %	17.1 %	6.3 %	4.6 %	31,116	491
Retiring							
Less than 1 year	26.3 %	56.0 %	11.3 %	4.1 %	2.3 %	16,175	181
1 year	27.2 %	56.4 %	11.2 %	3.6 %	1.6 %	13,418	141
2 years	29.4 %	56.3 %	10.1 %	3.0 %	1.3 %	27,405	238
3 years	28.5 %	56.8 %	10.1 %	3.1 %	1.4 %	28,339	271

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) My organization has prepared me for potential cybersecurity threats.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	55.7 %	10.9 %	3.8 %	2.0 %	540,124	5,624
4 years	28.9 %	56.3 %	10.1 %	3.1 %	1.6 %	17,611	154
5 years	28.4 %	55.9 %	10.5 %	3.5 %	1.7 %	39,571	331
More than 5 years	27.8 %	55.3 %	10.8 %	3.9 %	2.1 %	365,527	3,806
Transgender							
Yes	22.1 %	47.5 %	16.1 %	6.3 %	8.0 %	1,887	35
No	28.3 %	55.6 %	10.5 %	3.7 %	1.9 %	488,235	4,768
Consider Yourself as							
Straight	28.5 %	55.7 %	10.3 %	3.6 %	1.8 %	451,041	4,281
Gay or Lesbian	28.3 %	54.2 %	10.7 %	4.4 %	2.3 %	12,497	135
Bisexual	27.3 %	54.3 %	10.6 %	5.1 %	2.8 %	8,602	73
Use different term	20.5 %	51.6 %	15.5 %	6.6 %	5.8 %	12,577	226
Military Service							
No Prior Military Service	27.6 %	56.3 %	10.4 %	3.7 %	1.9 %	370,481	3,842
Currently in Guard/Reserves	25.6 %	52.1 %	13.1 %	5.7 %	3.5 %	7,675	91
Retired	31.6 %	54.6 %	9.8 %	2.9 %	1.2 %	62,275	471
Separated/Discharged	26.1 %	54.3 %	12.4 %	4.3 %	2.8 %	70,907	767
Military Spouse							
Spouse of current active duty service member	29.2 %	53.5 %	11.0 %	4.2 %	2.1 %	5,479	54
Spouse of separated or retired service member with a disability rating of 100%	31.9 %	54.3 %	9.1 %	3.0 %	1.8 %	10,452	84
Widow(er) of a service member killed while on active duty	25.3 %	55.1 %	11.5 %	4.8 %	3.3 %	285	2
None of the categories listed	27.8 %	55.7 %	10.8 %	3.8 %	2.0 %	495,417	5,034
NoN-Competitive Hiring Authority							
Yes	33.9 %	52.7 %	8.6 %	3.8 %	1.0 %	2,024	12
No	30.2 %	54.3 %	10.0 %	3.4 %	2.1 %	14,091	127
Disability							
Yes	29.3 %	52.7 %	11.2 %	4.1 %	2.7 %	82,887	888
No	27.9 %	56.2 %	10.5 %	3.6 %	1.8 %	416,409	4,053

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
Work Location							
Headquarters	21.6 %	34.5 %	20.5 %	12.5 %	11.0 %	145,700	10,554
Field	16.3 %	31.3 %	21.3 %	15.0 %	16.1 %	236,071	13,499
Full-time telework	24.4 %	37.4 %	20.6 %	9.6 %	8.0 %	95,652	11,138
Supervisory Status							
Senior Leader	41.7 %	33.5 %	12.6 %	6.5 %	5.6 %	8,591	114
Manager	27.9 %	36.1 %	16.4 %	10.9 %	8.8 %	35,063	581
Supervisor	20.9 %	35.6 %	19.9 %	12.6 %	10.9 %	69,877	2,432
Team Leader	17.1 %	32.9 %	21.9 %	14.5 %	13.6 %	60,504	3,492
Non-Supervisor	17.8 %	32.5 %	21.7 %	13.7 %	14.3 %	307,540	29,082
Sex							
Male	20.1 %	33.7 %	20.6 %	12.5 %	13.1 %	247,630	15,325
Female	18.5 %	33.2 %	21.4 %	14.2 %	12.7 %	217,055	18,397
Hispanic or Latino							
Yes	19.4 %	29.4 %	21.2 %	13.4 %	16.7 %	49,933	3,213
No	19.4 %	34.0 %	20.9 %	13.2 %	12.5 %	416,985	30,828
Race							
American Indian/Alaska Native	14.8 %	28.4 %	23.1 %	15.0 %	18.7 %	9,674	447
Asian	21.5 %	38.2 %	21.2 %	9.2 %	9.9 %	27,477	2,673
Black/African American	19.7 %	31.6 %	23.7 %	11.9 %	13.2 %	68,211	6,049
Native Hawaiian/Pacific Islander	20.8 %	30.3 %	23.2 %	12.3 %	13.4 %	2,971	155
White	19.7 %	34.3 %	19.9 %	13.6 %	12.5 %	322,703	21,636
Two or more races (Not Hispanic/Latino)	16.4 %	28.3 %	21.4 %	15.5 %	18.3 %	21,251	1,614
Age Group							
25 and under	22.1 %	39.6 %	16.5 %	11.5 %	10.3 %	6,682	525
26-29 years old	19.0 %	35.1 %	19.0 %	13.5 %	13.4 %	15,629	1,287
30-39 years old	18.1 %	32.8 %	19.3 %	14.4 %	15.4 %	88,244	7,190
40-49 years old	18.3 %	32.1 %	20.6 %	14.1 %	14.9 %	127,902	9,495
50-59 years old	20.1 %	33.8 %	21.7 %	12.7 %	11.7 %	150,473	10,046
60 or older	21.7 %	35.0 %	23.1 %	11.3 %	8.9 %	78,154	5,367
Level of Education							
Less than High School	22.6 %	35.6 %	21.1 %	10.0 %	10.8 %	290	28
H.S. Diploma/GED or equiv	17.5 %	31.0 %	22.8 %	13.4 %	15.3 %	18,925	977
Trade/Technical Certificate	14.6 %	29.3 %	23.0 %	15.0 %	18.1 %	10,040	491
Some College(no degree)	17.2 %	29.7 %	22.7 %	14.0 %	16.4 %	57,892	3,317
Associate's Degree	17.1 %	30.6 %	22.6 %	14.2 %	15.5 %	34,372	1,939
Bachelor's Degree	18.9 %	34.3 %	20.8 %	13.3 %	12.7 %	166,118	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
Master's Degree	21.5 %	34.6 %	19.8 %	12.8 %	11.2 %	134,275	10,464
Doctoral/Professional Degree	22.5 %	36.7 %	18.5 %	12.2 %	10.0 %	50,778	4,831
Pay Category							
Federal Wage System	12.0 %	25.7 %	21.9 %	17.0 %	23.5 %	15,200	515
GS 1-6	18.5 %	31.5 %	21.3 %	13.2 %	15.6 %	19,491	1,572
GS 7-12	17.9 %	32.8 %	21.7 %	13.7 %	13.9 %	196,533	15,557
GS 13-15	21.9 %	35.7 %	20.1 %	12.2 %	10.2 %	202,598	15,402
SES	45.1 %	31.9 %	11.4 %	7.2 %	4.3 %	4,841	48
SL/ST	32.3 %	35.7 %	15.1 %	9.1 %	7.8 %	1,817	65
Other	16.7 %	30.2 %	21.9 %	15.2 %	16.0 %	40,832	2,401
Time in Federal Government							
< 1 year	30.1 %	40.0 %	16.7 %	7.6 %	5.5 %	9,526	1,396
1-3 years	23.9 %	36.8 %	18.8 %	10.9 %	9.6 %	59,341	5,655
4-5 years	19.0 %	33.5 %	20.5 %	13.4 %	13.5 %	37,327	2,819
6-10 years	18.2 %	32.3 %	20.7 %	14.2 %	14.7 %	77,627	5,828
11-14 years	17.8 %	32.7 %	21.1 %	14.1 %	14.3 %	88,996	6,253
15-20 years	16.9 %	31.0 %	21.7 %	14.5 %	15.8 %	85,475	5,416
> 20 years	19.1 %	33.2 %	22.5 %	13.2 %	12.1 %	122,799	8,242
Time with Current Agency							
< 1 year	29.8 %	39.1 %	17.3 %	7.4 %	6.3 %	16,967	2,624
1-3 years	23.2 %	35.9 %	19.4 %	11.1 %	10.3 %	88,388	8,648
4-5 years	18.6 %	32.9 %	21.0 %	13.8 %	13.7 %	47,151	3,248
6-10 years	17.5 %	31.8 %	21.0 %	14.6 %	15.1 %	85,409	5,870
11-14 years	17.0 %	32.1 %	21.5 %	14.6 %	14.9 %	81,120	5,184
15-20 years	16.2 %	30.7 %	22.0 %	14.9 %	16.2 %	72,757	4,261
> 20 years	19.1 %	33.9 %	22.4 %	13.2 %	11.5 %	89,724	5,784
Leaving							
No	24.3 %	38.4 %	20.4 %	10.0 %	6.9 %	313,264	24,423
Yes, to retire	17.3 %	32.4 %	24.2 %	14.1 %	12.0 %	32,439	1,943
Yes, to other job in Govt	10.2 %	23.8 %	21.7 %	19.7 %	24.6 %	84,779	5,557
Yes, to other job outside Govt	9.6 %	22.5 %	19.1 %	20.3 %	28.5 %	21,755	1,386
Yes, other	8.8 %	22.3 %	22.3 %	19.2 %	27.4 %	29,341	2,268
Retiring							
Less than 1 year	17.2 %	30.2 %	23.0 %	14.6 %	14.9 %	15,402	939
1 year	17.7 %	32.6 %	23.1 %	14.2 %	12.4 %	12,744	802
2 years	19.3 %	33.3 %	23.0 %	13.4 %	11.1 %	26,042	1,583
3 years	19.1 %	33.9 %	22.7 %	13.0 %	11.3 %	26,968	1,631

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	19.0 %	33.0 %	21.2 %	13.5 %	13.3 %	507,882	37,667
4 years	19.4 %	33.5 %	21.7 %	13.6 %	11.8 %	16,789	969
5 years	18.3 %	32.0 %	22.4 %	13.6 %	13.7 %	37,538	2,349
More than 5 years	19.5 %	33.5 %	20.4 %	13.2 %	13.4 %	342,413	26,922
Transgender							
Yes	11.9 %	24.7 %	20.5 %	16.6 %	26.4 %	1,787	136
No	19.5 %	33.5 %	20.9 %	13.2 %	12.9 %	459,597	33,326
Consider Yourself as							
Straight	19.8 %	33.9 %	20.9 %	13.0 %	12.5 %	424,921	30,338
Gay or Lesbian	19.4 %	31.9 %	19.5 %	14.8 %	14.5 %	11,820	804
Bisexual	17.4 %	30.6 %	18.0 %	17.3 %	16.6 %	8,027	649
Use different term	12.1 %	24.4 %	21.6 %	17.3 %	24.6 %	11,771	1,028
Military Service							
No Prior Military Service	18.5 %	33.7 %	21.2 %	13.6 %	13.0 %	346,115	28,157
Currently in Guard/Reserves	21.5 %	32.5 %	18.5 %	13.4 %	14.1 %	7,416	346
Retired	24.3 %	35.1 %	20.5 %	10.8 %	9.3 %	59,984	2,753
Separated/Discharged	17.3 %	29.5 %	21.3 %	14.6 %	17.4 %	67,357	4,296
Military Spouse							
Spouse of current active duty service member	22.4 %	30.8 %	18.3 %	13.9 %	14.6 %	5,187	346
Spouse of separated or retired service member with a disability rating of 100%	20.1 %	29.7 %	21.4 %	13.8 %	15.0 %	9,938	603
Widow(er) of a service member killed while on active duty	15.2 %	32.5 %	19.4 %	13.3 %	19.7 %	268	19
None of the categories listed	19.1 %	33.4 %	21.1 %	13.3 %	13.1 %	465,728	34,625
NoN-Competitive Hiring Authority							
Yes	25.5 %	31.7 %	18.2 %	11.4 %	13.3 %	1,926	110
No	20.1 %	29.8 %	20.5 %	14.3 %	15.2 %	13,370	854
Disability							
Yes	19.2 %	28.2 %	20.6 %	14.0 %	18.0 %	78,502	5,267
No	19.4 %	34.5 %	21.0 %	13.1 %	12.0 %	391,430	28,952

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
Work Location						
Headquarters	28.8 %	39.3 %	18.4 %	8.3 %	5.2 %	156,252
Field	22.1 %	38.1 %	21.5 %	10.6 %	7.7 %	249,502
Full-time telework	33.7 %	40.8 %	16.1 %	5.9 %	3.5 %	106,767
Supervisory Status						
Senior Leader	52.1 %	32.1 %	9.4 %	4.1 %	2.3 %	8,702
Manager	33.9 %	38.7 %	15.6 %	7.8 %	4.1 %	35,633
Supervisor	27.1 %	40.5 %	18.6 %	8.7 %	5.1 %	72,297
Team Leader	24.1 %	39.4 %	20.3 %	9.9 %	6.3 %	63,993
Non-Supervisor	24.9 %	38.6 %	20.4 %	9.3 %	6.8 %	336,543
Sex						
Male	27.3 %	38.5 %	18.7 %	9.0 %	6.5 %	262,955
Female	25.2 %	40.0 %	20.5 %	8.8 %	5.5 %	235,349
Hispanic or Latino						
Yes	26.8 %	35.8 %	20.5 %	9.4 %	7.5 %	53,130
No	26.2 %	39.5 %	19.3 %	8.9 %	6.0 %	447,705
Race						
American Indian/Alaska Native	21.5 %	37.3 %	24.0 %	10.0 %	7.3 %	10,112
Asian	29.6 %	41.2 %	18.2 %	6.4 %	4.6 %	30,157
Black/African American	27.4 %	39.3 %	19.7 %	7.5 %	6.1 %	74,230
Native Hawaiian/Pacific Islander	27.0 %	37.2 %	21.2 %	8.3 %	6.2 %	3,123
White	26.6 %	39.3 %	18.9 %	9.3 %	5.9 %	344,258
Two or more races (Not Hispanic/Latino)	22.9 %	35.3 %	22.1 %	10.4 %	9.2 %	22,861
Age Group						
25 and under	27.0 %	40.5 %	18.7 %	8.4 %	5.4 %	7,212
26-29 years old	23.9 %	38.7 %	20.6 %	9.6 %	7.2 %	16,921
30-39 years old	24.1 %	38.2 %	19.8 %	10.1 %	7.9 %	95,448
40-49 years old	24.8 %	38.1 %	20.0 %	10.0 %	7.2 %	137,361
50-59 years old	27.6 %	39.6 %	19.2 %	8.4 %	5.2 %	160,458
60 or older	30.5 %	41.0 %	18.3 %	6.6 %	3.5 %	83,478
Level of Education						
Less than High School	28.1 %	37.2 %	22.6 %	7.9 %	4.2 %	317
H.S. Diploma/GED or equiv	23.9 %	38.1 %	21.8 %	9.1 %	7.1 %	19,895

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
Trade/Technical Certificate	22.1 %	37.2 %	23.3 %	9.9 %	7.6 %	10,517
Some College(no degree)	23.9 %	36.9 %	22.0 %	9.7 %	7.5 %	61,170
Associate's Degree	23.4 %	37.9 %	21.8 %	9.8 %	7.1 %	36,277
Bachelor's Degree	25.4 %	39.6 %	19.5 %	9.2 %	6.3 %	178,660
Master's Degree	28.6 %	39.7 %	17.9 %	8.5 %	5.4 %	144,726
Doctoral/Professional Degree	31.7 %	39.9 %	16.1 %	7.7 %	4.6 %	55,621
Pay Category						
Federal Wage System	17.5 %	35.0 %	24.9 %	12.8 %	9.8 %	15,704
GS 1-6	23.1 %	36.8 %	22.9 %	9.5 %	7.7 %	21,057
GS 7-12	24.4 %	38.6 %	20.5 %	9.5 %	7.0 %	212,036
GS 13-15	30.0 %	40.6 %	17.0 %	7.9 %	4.5 %	217,986
SES	56.8 %	29.6 %	8.2 %	3.9 %	1.5 %	4,892
SL/ST	42.8 %	36.1 %	11.6 %	4.7 %	4.8 %	1,884
Other	21.9 %	37.3 %	23.1 %	10.3 %	7.4 %	43,214
Time in Federal Government						
< 1 year	37.4 %	40.0 %	15.0 %	4.5 %	3.1 %	10,918
1-3 years	30.9 %	39.7 %	17.6 %	7.3 %	4.6 %	65,015
4-5 years	25.4 %	38.8 %	20.4 %	9.2 %	6.2 %	40,134
6-10 years	24.3 %	38.7 %	20.4 %	9.7 %	6.9 %	83,453
11-14 years	24.5 %	38.7 %	20.0 %	9.9 %	6.9 %	95,232
15-20 years	23.3 %	37.9 %	21.0 %	10.3 %	7.6 %	90,850
> 20 years	26.8 %	39.4 %	19.5 %	8.7 %	5.6 %	130,996
Time with Current Agency						
< 1 year	37.0 %	38.6 %	15.2 %	5.3 %	3.9 %	19,591
1-3 years	30.2 %	38.8 %	17.9 %	7.8 %	5.3 %	97,035
4-5 years	25.3 %	38.4 %	20.4 %	9.4 %	6.4 %	50,387
6-10 years	23.8 %	38.7 %	20.6 %	9.9 %	7.0 %	91,265
11-14 years	23.2 %	38.9 %	20.7 %	10.1 %	7.0 %	86,283
15-20 years	22.4 %	38.2 %	21.3 %	10.5 %	7.5 %	76,994
> 20 years	27.1 %	40.2 %	19.2 %	8.3 %	5.2 %	95,480
Leaving						
No	34.9 %	44.4 %	15.0 %	4.1 %	1.7 %	337,617
Yes, to retire	23.0 %	39.1 %	22.4 %	9.6 %	5.8 %	34,378

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
Yes, to other job in Govt	10.0 %	29.6 %	28.2 %	18.4 %	13.7 %	90,307
Yes, to other job outside Govt	8.0 %	24.6 %	26.1 %	21.3 %	20.1 %	23,153
Yes, other	8.6 %	26.4 %	30.3 %	18.8 %	16.0 %	31,599
Retiring						
Less than 1 year	22.4 %	35.5 %	21.3 %	11.4 %	9.4 %	16,345
1 year	22.9 %	38.8 %	22.4 %	10.0 %	6.0 %	13,550
2 years	26.1 %	40.2 %	20.5 %	8.2 %	5.1 %	27,614
3 years	26.3 %	40.2 %	19.8 %	8.5 %	5.1 %	28,589
4 years	26.2 %	39.3 %	20.2 %	9.2 %	5.1 %	17,754
5 years	25.1 %	38.8 %	20.5 %	9.5 %	6.1 %	39,871
More than 5 years	26.5 %	38.9 %	19.3 %	9.0 %	6.3 %	369,257
Transgender						
Yes	17.6 %	30.0 %	23.5 %	13.5 %	15.4 %	1,922
No	26.5 %	39.1 %	19.4 %	8.9 %	6.1 %	492,806
Consider Yourself as						
Straight	26.9 %	39.4 %	19.2 %	8.7 %	5.9 %	455,137
Gay or Lesbian	25.5 %	37.8 %	19.9 %	9.9 %	6.9 %	12,632
Bisexual	23.6 %	35.8 %	20.8 %	11.6 %	8.2 %	8,675
Use different term	16.2 %	31.9 %	25.3 %	13.6 %	13.1 %	12,795
Military Service						
No Prior Military Service	25.6 %	39.8 %	19.7 %	8.9 %	6.0 %	374,186
Currently in Guard/Reserves	25.3 %	35.5 %	20.9 %	10.1 %	8.3 %	7,762
Retired	30.9 %	39.1 %	17.9 %	7.6 %	4.5 %	62,713
Separated/Discharged	23.6 %	35.6 %	21.2 %	11.1 %	8.6 %	71,657
Military Spouse						
Spouse of current active duty service member	25.4 %	34.9 %	20.8 %	10.7 %	8.2 %	5,528
Spouse of separated or retired service member with a disability rating of 100%	25.1 %	36.5 %	22.0 %	9.4 %	7.1 %	10,531
Widow(er) of a service member killed while on active duty	18.5 %	41.0 %	22.1 %	11.1 %	7.3 %	285
None of the categories listed	26.1 %	39.0 %	19.6 %	9.1 %	6.2 %	500,267
NoN-Competitive Hiring Authority						
Yes	26.6 %	36.4 %	20.0 %	9.7 %	7.3 %	2,035

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	25.7 %	38.8 %	20.1 %	9.2 %	6.2 %	545,445
No	24.9 %	35.9 %	21.7 %	10.0 %	7.6 %	14,207
Disability						
Yes	25.1 %	34.8 %	20.7 %	10.6 %	8.8 %	83,757
No	26.5 %	39.9 %	19.3 %	8.7 %	5.6 %	420,293

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
Work Location							
Headquarters	17.0 %	28.6 %	25.3 %	14.3 %	14.8 %	145,939	10,457
Field	12.8 %	25.0 %	26.0 %	16.2 %	20.0 %	232,742	17,013
Full-time telework	22.2 %	34.3 %	23.7 %	10.5 %	9.3 %	98,519	8,358
Supervisory Status							
Senior Leader	34.0 %	31.2 %	19.0 %	7.9 %	7.8 %	8,544	171
Manager	18.7 %	29.0 %	24.7 %	13.9 %	13.8 %	34,556	1,118
Supervisor	15.5 %	28.1 %	25.9 %	15.0 %	15.5 %	69,089	3,286
Team Leader	13.3 %	25.7 %	26.5 %	16.4 %	18.1 %	59,970	4,067
Non-Supervisor	15.3 %	27.7 %	25.4 %	14.5 %	17.0 %	309,072	27,810
Sex							
Male	15.0 %	26.4 %	25.5 %	14.8 %	18.3 %	246,627	16,518
Female	17.2 %	30.3 %	25.3 %	14.0 %	13.1 %	217,780	17,869
Hispanic or Latino							
Yes	21.2 %	26.5 %	22.3 %	12.4 %	17.5 %	49,812	3,388
No	15.1 %	28.1 %	25.9 %	14.8 %	16.1 %	416,802	31,336
Race							
American Indian/Alaska Native	18.2 %	27.9 %	23.9 %	12.3 %	17.7 %	9,471	651
Asian	26.1 %	36.1 %	19.5 %	8.2 %	10.0 %	28,322	1,868
Black/African American	21.2 %	31.3 %	24.4 %	10.0 %	13.1 %	68,869	5,477
Native Hawaiian/Pacific Islander	24.0 %	25.6 %	26.0 %	8.6 %	15.8 %	2,947	176
White	13.8 %	27.0 %	26.3 %	16.1 %	16.8 %	321,479	23,067
Two or more races (Not Hispanic/Latino)	14.3 %	23.6 %	24.2 %	15.1 %	22.9 %	21,005	1,878
Age Group							
25 and under	16.5 %	30.8 %	22.6 %	16.2 %	13.9 %	6,529	688
26-29 years old	15.7 %	26.8 %	22.5 %	16.2 %	18.8 %	15,545	1,381
30-39 years old	14.7 %	25.4 %	22.8 %	16.5 %	20.6 %	88,535	6,964
40-49 years old	15.0 %	25.9 %	24.3 %	15.6 %	19.2 %	128,059	9,416
50-59 years old	16.1 %	29.0 %	27.2 %	13.7 %	14.0 %	150,262	10,383
60 or older	18.4 %	32.5 %	28.8 %	10.9 %	9.5 %	77,851	5,756
Level of Education							
Less than High School	24.7 %	35.6 %	19.5 %	7.3 %	12.8 %	297	21
H.S. Diploma/GED or equiv	17.1 %	27.2 %	26.0 %	12.4 %	17.4 %	18,747	1,179
Trade/Technical Certificate	14.0 %	23.8 %	28.4 %	13.9 %	19.9 %	9,807	730
Some College(no degree)	15.3 %	25.1 %	26.8 %	13.7 %	19.1 %	56,995	4,259
Associate's Degree	14.7 %	25.3 %	27.1 %	14.6 %	18.3 %	33,748	2,567
Bachelor's Degree	15.2 %	28.0 %	25.1 %	15.0 %	16.6 %	166,394	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
Master's Degree	16.7 %	29.1 %	24.6 %	14.9 %	14.8 %	135,430	9,413
Doctoral/Professional Degree	16.7 %	31.3 %	24.4 %	14.6 %	13.0 %	50,952	4,714
Pay Category							
Federal Wage System	10.9 %	20.4 %	25.8 %	16.7 %	26.1 %	14,718	996
GS 1-6	19.9 %	28.2 %	23.9 %	12.1 %	15.9 %	19,214	1,873
GS 7-12	15.3 %	26.8 %	25.7 %	14.6 %	17.6 %	195,508	16,749
GS 13-15	16.1 %	29.8 %	25.2 %	14.8 %	14.0 %	204,908	13,280
SES	37.2 %	32.0 %	17.3 %	8.1 %	5.4 %	4,819	75
SL/ST	24.1 %	29.7 %	23.5 %	12.6 %	10.1 %	1,770	111
Other	13.6 %	26.0 %	26.4 %	15.4 %	18.6 %	40,037	3,219
Time in Federal Government							
< 1 year	27.5 %	35.6 %	20.6 %	9.5 %	6.8 %	9,659	1,273
1-3 years	20.3 %	31.1 %	24.1 %	12.6 %	12.0 %	59,172	5,876
4-5 years	16.3 %	26.5 %	24.9 %	15.2 %	17.0 %	37,090	3,062
6-10 years	14.5 %	25.9 %	24.6 %	15.9 %	19.0 %	77,597	5,935
11-14 years	13.8 %	26.3 %	25.5 %	15.7 %	18.6 %	89,139	6,163
15-20 years	13.4 %	25.8 %	25.8 %	15.8 %	19.2 %	85,267	5,691
> 20 years	15.4 %	29.0 %	27.2 %	13.6 %	14.7 %	122,862	8,323
Time with Current Agency							
< 1 year	26.3 %	34.4 %	21.0 %	10.2 %	8.1 %	17,411	2,200
1-3 years	19.6 %	30.1 %	24.4 %	12.8 %	13.0 %	88,856	8,235
4-5 years	15.9 %	26.4 %	24.9 %	15.2 %	17.6 %	46,821	3,589
6-10 years	13.9 %	25.9 %	25.0 %	15.8 %	19.4 %	85,271	6,102
11-14 years	13.1 %	26.0 %	26.0 %	15.9 %	18.9 %	80,890	5,463
15-20 years	12.9 %	25.5 %	26.0 %	16.0 %	19.5 %	72,333	4,751
> 20 years	14.9 %	29.2 %	27.7 %	13.9 %	14.3 %	89,587	6,026
Leaving							
No	20.1 %	33.3 %	26.2 %	11.3 %	9.1 %	314,952	22,981
Yes, to retire	13.1 %	27.4 %	29.6 %	14.6 %	15.3 %	32,218	2,199
Yes, to other job in Govt	8.1 %	18.0 %	23.7 %	20.9 %	29.2 %	83,793	6,610
Yes, to other job outside Govt	5.3 %	13.2 %	19.8 %	23.1 %	38.6 %	21,545	1,623
Yes, other	6.4 %	14.9 %	24.4 %	20.8 %	33.5 %	28,780	2,857
Retiring							
Less than 1 year	12.7 %	25.0 %	28.4 %	15.6 %	18.2 %	15,298	1,059
1 year	13.0 %	27.5 %	29.1 %	14.7 %	15.7 %	12,686	875
2 years	14.5 %	29.8 %	29.3 %	13.2 %	13.2 %	25,864	1,799
3 years	14.9 %	29.6 %	28.4 %	13.4 %	13.7 %	26,762	1,873

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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 %	27.5 %	25.7 %	14.8 %	16.6 %	506,994	38,989
4 years	14.5 %	28.8 %	28.4 %	13.5 %	14.8 %	16,663	1,116
5 years	14.7 %	28.1 %	27.2 %	14.3 %	15.7 %	37,354	2,564
More than 5 years	16.1 %	27.4 %	24.4 %	14.9 %	17.1 %	343,069	26,499
Transgender							
Yes	9.6 %	19.3 %	21.5 %	15.7 %	34.0 %	1,781	145
No	16.0 %	28.1 %	25.4 %	14.4 %	16.1 %	459,304	34,007
Consider Yourself as							
Straight	16.3 %	28.4 %	25.5 %	14.2 %	15.6 %	424,785	30,829
Gay or Lesbian	15.8 %	27.4 %	23.8 %	15.6 %	17.4 %	11,830	813
Bisexual	12.9 %	25.2 %	22.1 %	18.7 %	21.0 %	7,928	755
Use different term	9.6 %	18.0 %	24.4 %	17.9 %	30.1 %	11,654	1,150
Military Service							
No Prior Military Service	16.1 %	29.4 %	24.8 %	14.4 %	15.3 %	347,777	26,816
Currently in Guard/Reserves	15.1 %	23.2 %	23.2 %	16.8 %	21.6 %	7,264	503
Retired	15.9 %	26.2 %	28.8 %	14.1 %	14.9 %	58,890	3,871
Separated/Discharged	13.4 %	22.5 %	25.6 %	15.8 %	22.8 %	66,620	5,087
Military Spouse							
Spouse of current active duty service member	17.3 %	23.2 %	25.1 %	15.9 %	18.6 %	5,143	393
Spouse of separated or retired service member with a disability rating of 100%	18.7 %	25.4 %	24.8 %	13.9 %	17.1 %	9,828	712
Widow(er) of a service member killed while on active duty	16.7 %	28.3 %	24.0 %	12.4 %	18.6 %	268	19
None of the categories listed	15.5 %	27.8 %	25.5 %	14.7 %	16.5 %	465,573	35,196
NoN-Competitive Hiring Authority							
Yes	21.9 %	25.5 %	25.1 %	13.5 %	14.0 %	1,878	157
No	17.5 %	24.4 %	24.9 %	14.8 %	18.4 %	13,262	964
Disability							
Yes	15.7 %	23.6 %	24.8 %	14.8 %	21.1 %	77,765	6,066
No	15.8 %	28.8 %	25.5 %	14.5 %	15.3 %	391,782	28,929

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
Work Location							
Headquarters	44.7 %	36.6 %	12.2 %	3.3 %	3.2 %	148,149	8,054
Field	36.4 %	38.7 %	15.8 %	4.4 %	4.7 %	234,346	15,064
Full-time telework	48.7 %	36.4 %	10.6 %	2.1 %	2.1 %	99,293	7,462
Supervisory Status							
Senior Leader	62.1 %	27.3 %	6.8 %	2.0 %	1.8 %	8,631	78
Manager	48.2 %	36.1 %	10.3 %	2.8 %	2.6 %	34,898	728
Supervisor	40.8 %	40.2 %	12.7 %	3.3 %	3.0 %	69,857	2,415
Team Leader	41.3 %	37.6 %	14.0 %	3.7 %	3.4 %	60,572	3,377
Non-Supervisor	39.5 %	37.7 %	14.7 %	3.9 %	4.2 %	312,012	24,452
Sex							
Male	41.6 %	37.5 %	13.9 %	3.4 %	3.7 %	248,219	14,578
Female	40.3 %	38.1 %	13.6 %	4.1 %	3.9 %	221,224	14,177
Hispanic or Latino							
Yes	39.3 %	35.7 %	15.1 %	4.5 %	5.4 %	50,523	2,643
No	41.2 %	38.0 %	13.6 %	3.6 %	3.5 %	421,164	26,436
Race							
American Indian/Alaska Native	31.5 %	36.5 %	18.9 %	6.4 %	6.6 %	9,629	491
Asian	41.5 %	39.6 %	12.4 %	3.2 %	3.3 %	28,908	1,235
Black/African American	39.6 %	37.2 %	14.3 %	4.0 %	4.9 %	70,045	4,214
Native Hawaiian/Pacific Islander	36.8 %	37.8 %	15.6 %	4.8 %	5.1 %	2,977	143
White	42.0 %	38.0 %	13.3 %	3.5 %	3.2 %	324,113	20,046
Two or more races (Not Hispanic/Latino)	39.7 %	34.6 %	15.2 %	4.7 %	5.9 %	21,277	1,587
Age Group							
25 and under	41.0 %	40.0 %	12.0 %	3.8 %	3.3 %	6,771	438
26-29 years old	40.5 %	38.4 %	13.1 %	4.1 %	3.9 %	15,949	960
30-39 years old	40.8 %	37.1 %	13.6 %	4.0 %	4.5 %	89,575	5,857
40-49 years old	40.4 %	37.5 %	13.9 %	4.0 %	4.3 %	129,140	8,204
50-59 years old	41.4 %	38.0 %	13.8 %	3.5 %	3.3 %	151,546	8,891
60 or older	42.0 %	38.2 %	14.2 %	3.0 %	2.6 %	78,693	4,734
Level of Education							
Less than High School	32.1 %	42.5 %	17.2 %	4.8 %	3.3 %	301	15
H.S. Diploma/GED or equiv	33.4 %	39.3 %	17.8 %	4.6 %	5.0 %	18,955	935
Trade/Technical Certificate	32.1 %	37.7 %	19.2 %	5.2 %	5.8 %	9,942	590
Some College(no degree)	35.8 %	38.3 %	16.8 %	4.4 %	4.8 %	57,878	3,280
Associate's Degree	35.1 %	38.5 %	16.7 %	4.8 %	4.8 %	34,226	2,049
Bachelor's Degree	41.0 %	38.5 %	13.5 %	3.5 %	3.5 %	167,351	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
Master's Degree	45.0 %	36.8 %	11.7 %	3.2 %	3.3 %	136,521	8,170
Doctoral/Professional Degree	49.3 %	34.9 %	10.3 %	3.0 %	2.5 %	52,061	3,540
Pay Category							
Federal Wage System	27.4 %	38.6 %	20.9 %	6.4 %	6.8 %	14,856	837
GS 1-6	34.1 %	37.8 %	16.9 %	5.2 %	6.0 %	19,593	1,468
GS 7-12	37.8 %	38.4 %	15.2 %	4.2 %	4.4 %	198,132	13,864
GS 13-15	47.5 %	36.8 %	10.8 %	2.5 %	2.4 %	205,976	11,942
SES	68.0 %	24.5 %	5.1 %	1.4 %	1.0 %	4,854	41
SL/ST	55.0 %	32.5 %	9.2 %	1.9 %	1.4 %	1,825	53
Other	37.2 %	38.9 %	15.8 %	4.2 %	3.9 %	40,504	2,672
Time in Federal Government							
< 1 year	50.0 %	36.3 %	9.6 %	2.1 %	2.1 %	10,157	762
1-3 years	44.3 %	37.2 %	12.1 %	3.3 %	3.0 %	61,055	3,950
4-5 years	40.9 %	37.5 %	13.9 %	3.9 %	3.9 %	37,726	2,385
6-10 years	40.4 %	37.1 %	14.2 %	4.0 %	4.4 %	78,422	5,023
11-14 years	40.3 %	37.8 %	14.1 %	3.8 %	4.0 %	89,366	5,811
15-20 years	38.3 %	38.1 %	15.1 %	4.0 %	4.5 %	85,391	5,452
> 20 years	40.5 %	38.5 %	14.2 %	3.5 %	3.3 %	123,404	7,546
Time with Current Agency							
< 1 year	49.6 %	35.7 %	9.8 %	2.5 %	2.3 %	18,241	1,354
1-3 years	44.0 %	36.7 %	12.3 %	3.4 %	3.5 %	91,159	5,861
4-5 years	40.8 %	37.3 %	13.9 %	4.0 %	4.0 %	47,411	2,941
6-10 years	39.8 %	37.1 %	14.5 %	4.2 %	4.4 %	85,953	5,293
11-14 years	39.1 %	38.3 %	14.7 %	3.8 %	4.1 %	80,953	5,293
15-20 years	37.5 %	38.5 %	15.7 %	4.0 %	4.3 %	72,347	4,610
> 20 years	40.7 %	39.0 %	14.1 %	3.2 %	3.0 %	89,891	5,577
Leaving							
No	47.3 %	38.4 %	10.8 %	2.1 %	1.4 %	320,275	17,256
Yes, to retire	36.2 %	39.8 %	16.8 %	3.7 %	3.4 %	32,222	2,132
Yes, to other job in Govt	29.2 %	36.2 %	19.1 %	7.1 %	8.5 %	83,604	6,688
Yes, to other job outside Govt	29.5 %	35.5 %	19.2 %	6.9 %	8.9 %	21,177	1,943
Yes, other	26.9 %	35.9 %	21.3 %	6.9 %	9.0 %	28,692	2,900
Retiring							
Less than 1 year	36.3 %	38.0 %	17.0 %	3.9 %	4.8 %	15,266	1,062
1 year	36.5 %	39.9 %	16.4 %	3.7 %	3.4 %	12,682	848
2 years	39.3 %	39.3 %	15.1 %	3.3 %	3.0 %	26,010	1,588
3 years	39.5 %	39.3 %	14.8 %	3.3 %	3.1 %	27,028	1,553

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	40.4 %	37.8 %	14.2 %	3.7 %	3.8 %	511,232	33,009
4 years	40.2 %	38.6 %	14.1 %	4.0 %	3.2 %	16,777	971
5 years	39.3 %	37.8 %	15.0 %	3.9 %	4.0 %	37,658	2,207
More than 5 years	41.7 %	37.4 %	13.4 %	3.7 %	3.8 %	346,944	22,247
Transgender							
Yes	34.7 %	30.0 %	18.0 %	6.6 %	10.7 %	1,775	147
No	41.1 %	37.8 %	13.7 %	3.7 %	3.7 %	464,500	28,252
Consider Yourself as							
Straight	41.2 %	38.0 %	13.6 %	3.6 %	3.6 %	429,633	25,441
Gay or Lesbian	44.7 %	33.1 %	13.0 %	4.5 %	4.6 %	12,009	631
Bisexual	40.3 %	35.0 %	14.2 %	5.3 %	5.2 %	8,107	567
Use different term	33.8 %	34.4 %	18.8 %	5.4 %	7.7 %	11,605	1,185
Military Service							
No Prior Military Service	40.8 %	38.4 %	13.5 %	3.7 %	3.6 %	351,027	23,127
Currently in Guard/Reserves	40.2 %	35.1 %	14.7 %	4.5 %	5.5 %	7,409	340
Retired	43.7 %	36.7 %	13.4 %	3.1 %	3.1 %	59,824	2,835
Separated/Discharged	38.5 %	36.3 %	15.9 %	4.3 %	5.1 %	67,027	4,585
Military Spouse							
Spouse of current active duty service member	41.7 %	34.1 %	13.2 %	5.4 %	5.6 %	5,249	283
Spouse of separated or retired service member with a disability rating of 100%	38.7 %	35.7 %	14.6 %	5.3 %	5.7 %	10,020	506
Widow(er) of a service member killed while on active duty	29.4 %	41.3 %	14.5 %	6.0 %	8.8 %	269	14
None of the categories listed	40.9 %	37.9 %	13.9 %	3.6 %	3.7 %	470,037	30,096
NoN-Competitive Hiring Authority							
Yes	40.6 %	34.4 %	13.9 %	5.2 %	5.8 %	1,942	93
No	39.6 %	35.4 %	14.0 %	5.4 %	5.7 %	13,501	705
Disability							
Yes	40.2 %	34.1 %	15.1 %	4.7 %	5.9 %	78,780	4,935
No	41.1 %	38.6 %	13.5 %	3.5 %	3.3 %	395,787	24,435

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(46) 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	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
Work Location							
Headquarters	44.4 %	36.2 %	10.4 %	4.8 %	4.2 %	154,684	1,695
Field	35.6 %	37.8 %	13.5 %	6.7 %	6.4 %	246,124	3,525
Full-time telework	48.9 %	35.5 %	9.1 %	3.5 %	2.9 %	105,130	1,743
Supervisory Status							
Senior Leader	59.2 %	30.1 %	6.5 %	2.0 %	2.1 %	8,688	29
Manager	47.0 %	38.2 %	8.3 %	3.9 %	2.7 %	35,500	145
Supervisor	40.7 %	40.5 %	10.6 %	4.6 %	3.7 %	71,841	508
Team Leader	40.8 %	37.2 %	11.7 %	5.6 %	4.7 %	63,408	610
Non-Supervisor	39.2 %	36.3 %	12.6 %	6.1 %	5.8 %	331,039	5,800
Sex							
Male	40.8 %	37.2 %	11.6 %	5.4 %	5.0 %	260,168	2,865
Female	40.7 %	36.6 %	11.8 %	5.8 %	5.1 %	231,998	3,664
Hispanic or Latino							
Yes	38.5 %	33.9 %	13.8 %	6.5 %	7.4 %	52,476	712
No	41.0 %	37.4 %	11.5 %	5.4 %	4.8 %	442,139	5,909
Race							
American Indian/Alaska Native	30.5 %	35.3 %	17.2 %	8.3 %	8.7 %	9,926	193
Asian	42.4 %	38.0 %	11.2 %	4.3 %	4.2 %	29,848	327
Black/African American	40.4 %	36.4 %	12.3 %	5.1 %	5.8 %	73,089	1,257
Native Hawaiian/Pacific Islander	36.2 %	34.7 %	15.7 %	6.9 %	6.4 %	3,085	45
White	41.4 %	37.2 %	11.2 %	5.5 %	4.6 %	340,383	4,078
Two or more races (Not Hispanic/Latino)	38.8 %	34.4 %	13.2 %	6.4 %	7.2 %	22,523	366
Age Group							
25 and under	47.7 %	34.2 %	8.8 %	5.1 %	4.3 %	7,144	75
26-29 years old	43.6 %	35.1 %	10.4 %	5.6 %	5.3 %	16,755	171
30-39 years old	41.2 %	35.6 %	11.0 %	6.0 %	6.2 %	94,476	1,035
40-49 years old	39.7 %	36.7 %	11.8 %	6.0 %	5.9 %	135,763	1,721
50-59 years old	40.3 %	37.8 %	12.1 %	5.3 %	4.5 %	158,415	2,186
60 or older	40.8 %	38.5 %	12.8 %	4.7 %	3.3 %	82,108	1,413
Level of Education							
Less than High School	30.2 %	42.1 %	19.1 %	3.7 %	4.9 %	305	11
H.S. Diploma/GED or equiv	33.1 %	37.5 %	16.2 %	6.5 %	6.6 %	19,587	322
Trade/Technical Certificate	31.0 %	37.2 %	16.2 %	7.6 %	8.0 %	10,357	186
Some College(no degree)	34.9 %	36.9 %	15.1 %	6.6 %	6.5 %	60,241	977
Associate's Degree	34.2 %	37.2 %	14.9 %	7.1 %	6.5 %	35,770	548
Bachelor's Degree	40.8 %	37.7 %	11.2 %	5.5 %	4.9 %	176,384	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(46) 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	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
Master's Degree	44.9 %	36.4 %	9.7 %	4.7 %	4.2 %	143,218	1,617
Doctoral/Professional Degree	48.3 %	35.2 %	8.6 %	4.4 %	3.4 %	54,958	706
Pay Category							
Federal Wage System	26.1 %	36.7 %	18.1 %	9.2 %	9.8 %	15,500	209
GS 1-6	32.9 %	34.7 %	16.3 %	7.6 %	8.5 %	20,550	529
GS 7-12	37.6 %	37.0 %	13.0 %	6.3 %	6.0 %	208,832	3,373
GS 13-15	47.1 %	37.3 %	8.7 %	3.9 %	3.0 %	215,963	2,208
SES	63.8 %	28.7 %	5.1 %	1.3 %	0.9 %	4,886	12
SL/ST	52.0 %	36.5 %	6.4 %	2.7 %	2.4 %	1,861	20
Other	36.5 %	37.7 %	13.9 %	6.5 %	5.4 %	42,537	685
Time in Federal Government							
< 1 year	53.0 %	33.1 %	7.7 %	3.6 %	2.6 %	10,731	208
1-3 years	46.1 %	34.5 %	10.3 %	4.8 %	4.3 %	64,259	802
4-5 years	40.6 %	36.0 %	11.9 %	6.0 %	5.5 %	39,703	445
6-10 years	39.6 %	36.5 %	11.7 %	6.2 %	6.1 %	82,508	1,002
11-14 years	39.3 %	37.4 %	11.8 %	6.1 %	5.4 %	94,101	1,184
15-20 years	37.3 %	37.5 %	13.2 %	6.0 %	6.0 %	89,613	1,326
> 20 years	39.5 %	39.0 %	12.3 %	5.0 %	4.2 %	129,029	2,084
Time with Current Agency							
< 1 year	51.5 %	33.1 %	8.4 %	3.7 %	3.2 %	19,218	400
1-3 years	44.9 %	34.9 %	10.4 %	5.1 %	4.7 %	95,914	1,207
4-5 years	40.3 %	36.1 %	11.9 %	6.2 %	5.5 %	49,841	570
6-10 years	39.1 %	36.5 %	12.1 %	6.2 %	6.1 %	90,238	1,098
11-14 years	38.2 %	37.8 %	12.4 %	6.1 %	5.5 %	85,220	1,112
15-20 years	36.3 %	38.2 %	13.6 %	6.0 %	5.9 %	75,914	1,132
> 20 years	39.7 %	39.7 %	12.1 %	4.7 %	3.7 %	94,029	1,535
Leaving							
No	48.4 %	37.5 %	9.0 %	3.2 %	2.0 %	334,225	3,670
Yes, to retire	35.2 %	40.2 %	14.6 %	5.8 %	4.2 %	33,731	657
Yes, to other job in Govt	26.1 %	35.3 %	16.8 %	10.6 %	11.2 %	88,873	1,517
Yes, to other job outside Govt	26.1 %	35.3 %	16.0 %	10.4 %	12.3 %	22,742	405
Yes, other	24.6 %	35.4 %	18.1 %	9.9 %	12.0 %	30,827	792
Retiring							
Less than 1 year	34.9 %	37.9 %	15.1 %	6.1 %	6.0 %	16,029	313
1 year	35.5 %	40.2 %	14.2 %	5.9 %	4.2 %	13,298	250
2 years	38.0 %	39.6 %	13.1 %	5.2 %	4.0 %	27,178	447
3 years	38.1 %	40.3 %	12.7 %	5.1 %	3.8 %	28,181	431

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(46) 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	40.0 %	37.1 %	12.1 %	5.7 %	5.1 %	537,139	7,689
4 years	39.3 %	38.4 %	12.8 %	5.3 %	4.2 %	17,530	241
5 years	37.6 %	38.2 %	13.3 %	5.8 %	5.1 %	39,358	555
More than 5 years	41.6 %	36.2 %	11.2 %	5.6 %	5.3 %	364,884	4,679
Transgender							
Yes	31.9 %	33.0 %	14.8 %	8.2 %	12.1 %	1,888	37
No	40.7 %	36.9 %	11.7 %	5.5 %	5.1 %	486,767	6,451
Consider Yourself as							
Straight	40.9 %	37.1 %	11.6 %	5.4 %	4.9 %	449,658	5,848
Gay or Lesbian	43.3 %	33.5 %	11.4 %	6.2 %	5.6 %	12,519	122
Bisexual	40.8 %	35.1 %	11.0 %	6.6 %	6.6 %	8,576	108
Use different term	32.2 %	34.4 %	15.4 %	8.5 %	9.6 %	12,512	293
Military Service							
No Prior Military Service	41.1 %	37.2 %	11.4 %	5.5 %	4.8 %	369,249	5,265
Currently in Guard/Reserves	38.2 %	35.8 %	12.6 %	6.3 %	7.0 %	7,684	81
Retired	42.2 %	37.0 %	11.9 %	4.8 %	4.1 %	62,071	668
Separated/Discharged	36.6 %	36.2 %	13.5 %	6.8 %	7.0 %	70,662	1,040
Military Spouse							
Spouse of current active duty service member	40.2 %	33.1 %	12.0 %	7.4 %	7.3 %	5,467	71
Spouse of separated or retired service member with a disability rating of 100%	37.5 %	34.6 %	13.5 %	7.0 %	7.4 %	10,396	149
Widow(er) of a service member killed while on active duty	30.9 %	39.6 %	13.1 %	7.9 %	8.4 %	279	5
None of the categories listed	40.5 %	37.1 %	11.8 %	5.5 %	5.0 %	493,816	6,839
NoN-Competitive Hiring Authority							
Yes	39.6 %	33.6 %	12.6 %	7.0 %	7.2 %	2,005	32
No	38.3 %	34.2 %	13.0 %	7.2 %	7.4 %	14,038	192
Disability							
Yes	38.1 %	33.6 %	13.5 %	7.0 %	7.8 %	82,491	1,331
No	41.1 %	37.7 %	11.4 %	5.3 %	4.5 %	415,266	5,355

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
Work Location						
Headquarters	54.8 %	31.2 %	7.6 %	3.6 %	2.7 %	155,757
Field	46.0 %	34.3 %	10.4 %	5.0 %	4.2 %	248,708
Full-time telework	60.8 %	28.8 %	6.4 %	2.2 %	1.7 %	106,500
Supervisory Status						
Senior Leader	60.5 %	28.2 %	6.4 %	2.8 %	2.1 %	8,673
Manager	52.3 %	33.2 %	7.9 %	3.8 %	2.8 %	35,556
Supervisor	48.9 %	35.1 %	8.8 %	4.4 %	2.8 %	72,082
Team Leader	52.0 %	32.7 %	8.2 %	4.1 %	3.0 %	63,805
Non-Supervisor	51.0 %	32.0 %	9.3 %	4.1 %	3.6 %	335,480
Sex						
Male	51.0 %	33.2 %	8.7 %	3.9 %	3.2 %	261,968
Female	52.0 %	31.2 %	9.0 %	4.4 %	3.4 %	234,826
Hispanic or Latino						
Yes	47.9 %	31.2 %	10.8 %	5.3 %	4.8 %	52,989
No	51.8 %	32.5 %	8.6 %	3.9 %	3.1 %	446,339
Race						
American Indian/Alaska Native	39.5 %	34.6 %	14.3 %	6.3 %	5.3 %	10,079
Asian	50.5 %	34.2 %	9.3 %	3.4 %	2.6 %	30,046
Black/African American	50.4 %	32.4 %	9.5 %	3.8 %	3.8 %	73,982
Native Hawaiian/Pacific Islander	45.6 %	34.0 %	11.1 %	5.0 %	4.3 %	3,110
White	52.5 %	32.2 %	8.2 %	4.1 %	3.0 %	343,260
Two or more races (Not Hispanic/Latino)	49.6 %	30.9 %	9.9 %	4.8 %	4.9 %	22,817
Age Group						
25 and under	54.7 %	30.0 %	8.2 %	4.0 %	3.1 %	7,191
26-29 years old	53.3 %	29.1 %	9.0 %	4.7 %	3.9 %	16,859
30-39 years old	53.4 %	28.9 %	8.5 %	4.8 %	4.4 %	95,252
40-49 years old	51.4 %	31.8 %	8.6 %	4.4 %	3.8 %	137,098
50-59 years old	50.7 %	34.0 %	8.9 %	3.6 %	2.7 %	159,969
60 or older	48.9 %	36.3 %	9.6 %	3.2 %	2.0 %	83,001
Level of Education						
Less than High School	42.1 %	36.2 %	13.5 %	5.8 %	2.5 %	313
H.S. Diploma/GED or equiv	43.3 %	34.6 %	12.5 %	5.2 %	4.5 %	19,816

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
Trade/Technical Certificate	41.5 %	36.5 %	12.3 %	5.1 %	4.7 %	10,484
Some College(no degree)	45.5 %	34.0 %	11.4 %	4.8 %	4.4 %	60,911
Associate's Degree	44.8 %	34.7 %	11.3 %	5.1 %	4.1 %	36,158
Bachelor's Degree	52.1 %	32.3 %	8.4 %	4.0 %	3.2 %	178,214
Master's Degree	55.5 %	31.1 %	7.2 %	3.6 %	2.7 %	144,287
Doctoral/Professional Degree	57.4 %	29.9 %	6.9 %	3.4 %	2.4 %	55,462
Pay Category						
Federal Wage System	37.6 %	37.8 %	13.9 %	5.8 %	4.9 %	15,640
GS 1-6	41.8 %	34.3 %	13.0 %	5.7 %	5.2 %	20,957
GS 7-12	49.1 %	33.1 %	9.5 %	4.4 %	3.9 %	211,332
GS 13-15	57.9 %	30.6 %	6.4 %	3.1 %	2.1 %	217,435
SES	62.4 %	27.7 %	5.8 %	2.8 %	1.4 %	4,880
SL/ST	55.2 %	32.5 %	7.8 %	2.6 %	1.9 %	1,879
Other	44.6 %	33.9 %	12.0 %	5.3 %	4.2 %	43,064
Time in Federal Government						
< 1 year	59.0 %	28.7 %	7.9 %	2.5 %	1.8 %	10,890
1-3 years	55.2 %	30.0 %	8.3 %	3.7 %	2.8 %	64,820
4-5 years	51.5 %	31.3 %	9.1 %	4.5 %	3.6 %	40,032
6-10 years	51.1 %	31.7 %	8.7 %	4.6 %	3.9 %	83,238
11-14 years	51.1 %	32.5 %	8.8 %	4.2 %	3.5 %	94,941
15-20 years	48.1 %	33.6 %	9.8 %	4.6 %	3.9 %	90,574
> 20 years	50.0 %	34.5 %	9.1 %	3.7 %	2.8 %	130,526
Time with Current Agency						
< 1 year	58.7 %	28.6 %	7.8 %	2.8 %	2.2 %	19,540
1-3 years	54.7 %	30.1 %	8.2 %	3.8 %	3.1 %	96,756
4-5 years	51.1 %	31.8 %	8.9 %	4.5 %	3.6 %	50,237
6-10 years	50.5 %	32.2 %	8.9 %	4.6 %	3.8 %	91,030
11-14 years	49.8 %	33.1 %	9.2 %	4.3 %	3.6 %	86,022
15-20 years	47.0 %	34.4 %	10.1 %	4.7 %	3.9 %	76,728
> 20 years	50.4 %	34.7 %	8.9 %	3.5 %	2.5 %	95,149
Leaving						
No	59.1 %	31.1 %	6.4 %	2.2 %	1.2 %	336,755
Yes, to retire	44.3 %	38.1 %	10.5 %	4.4 %	2.7 %	34,175

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
Yes, to other job in Govt	37.7 %	34.2 %	13.1 %	7.8 %	7.2 %	89,989
Yes, to other job outside Govt	36.1 %	34.0 %	12.8 %	8.7 %	8.3 %	23,061
Yes, other	34.8 %	33.7 %	15.2 %	7.8 %	8.5 %	31,491
Retiring						
Less than 1 year	43.9 %	36.6 %	10.6 %	4.6 %	4.3 %	16,226
1 year	44.9 %	37.4 %	10.3 %	4.6 %	2.9 %	13,480
2 years	47.4 %	36.8 %	9.8 %	3.6 %	2.4 %	27,493
3 years	48.0 %	36.1 %	9.6 %	3.8 %	2.5 %	28,476
4 years	49.0 %	35.5 %	9.2 %	3.8 %	2.6 %	17,670
5 years	47.5 %	35.1 %	9.9 %	4.1 %	3.3 %	39,718
More than 5 years	52.7 %	31.1 %	8.5 %	4.1 %	3.4 %	368,359
Transgender						
Yes	43.6 %	29.7 %	12.4 %	7.1 %	7.1 %	1,915
No	51.4 %	32.4 %	8.8 %	4.1 %	3.3 %	491,335
Consider Yourself as						
Straight	51.7 %	32.4 %	8.7 %	4.0 %	3.2 %	453,769
Gay or Lesbian	52.9 %	29.6 %	8.5 %	5.3 %	3.7 %	12,613
Bisexual	52.2 %	28.6 %	8.9 %	5.9 %	4.4 %	8,654
Use different term	41.0 %	33.3 %	12.9 %	6.2 %	6.5 %	12,744
Military Service						
No Prior Military Service	51.7 %	32.0 %	8.8 %	4.1 %	3.3 %	373,114
Currently in Guard/Reserves	49.1 %	32.1 %	9.5 %	4.9 %	4.5 %	7,735
Retired	52.1 %	34.3 %	8.4 %	3.0 %	2.2 %	62,471
Separated/Discharged	48.0 %	32.7 %	10.0 %	4.9 %	4.3 %	71,431
Military Spouse						
Spouse of current active duty service member	54.3 %	27.0 %	8.8 %	5.3 %	4.6 %	5,516
Spouse of separated or retired service member with a disability rating of 100%	47.9 %	32.5 %	9.7 %	5.2 %	4.6 %	10,511
Widow(er) of a service member killed while on active duty	34.5 %	43.7 %	9.8 %	4.8 %	7.2 %	282
None of the categories listed	51.1 %	32.6 %	8.9 %	4.1 %	3.3 %	498,744
NoN-Competitive Hiring Authority						
Yes	52.7 %	28.6 %	9.4 %	5.2 %	4.2 %	2,030

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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**
All Responses	50.6 %	32.7 %	9.2 %	4.2 %	3.3 %	541,245
No	49.8 %	30.9 %	9.3 %	5.3 %	4.7 %	14,180
Disability						
Yes	48.8 %	31.2 %	9.9 %	5.1 %	5.0 %	83,432
No	51.8 %	32.7 %	8.6 %	3.9 %	3.0 %	419,083

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
Work Location						
Headquarters	52.3 %	31.8 %	8.1 %	4.5 %	3.3 %	154,941
Field	44.3 %	35.1 %	10.3 %	5.7 %	4.6 %	247,000
Full-time telework	57.5 %	30.0 %	7.0 %	3.3 %	2.2 %	105,936
Supervisory Status						
Senior Leader	63.4 %	26.0 %	5.6 %	3.0 %	2.0 %	8,626
Manager	53.3 %	32.2 %	7.2 %	4.2 %	3.1 %	35,328
Supervisor	48.3 %	35.5 %	8.2 %	4.9 %	3.2 %	71,584
Team Leader	50.3 %	33.2 %	8.5 %	4.7 %	3.3 %	63,449
Non-Supervisor	47.9 %	33.2 %	9.7 %	5.1 %	4.1 %	333,509
Sex						
Male	49.3 %	33.8 %	8.7 %	4.6 %	3.6 %	260,352
Female	49.1 %	32.3 %	9.4 %	5.3 %	3.9 %	233,480
Hispanic or Latino						
Yes	46.5 %	32.4 %	10.7 %	5.4 %	5.0 %	52,594
No	49.5 %	33.4 %	8.8 %	4.8 %	3.6 %	443,748
Race						
American Indian/Alaska Native	37.7 %	34.6 %	14.7 %	7.2 %	5.8 %	9,983
Asian	49.4 %	35.0 %	8.8 %	3.7 %	3.1 %	29,978
Black/African American	48.8 %	33.4 %	9.2 %	4.5 %	4.2 %	73,516
Native Hawaiian/Pacific Islander	43.0 %	34.0 %	13.2 %	5.1 %	4.8 %	3,094
White	50.1 %	33.1 %	8.5 %	4.9 %	3.4 %	341,187
Two or more races (Not Hispanic/Latino)	47.4 %	31.4 %	10.0 %	5.9 %	5.3 %	22,650
Age Group						
25 and under	52.2 %	32.2 %	7.7 %	4.6 %	3.3 %	7,164
26-29 years old	50.0 %	32.3 %	9.1 %	5.1 %	3.6 %	16,799
30-39 years old	50.7 %	31.3 %	8.5 %	5.0 %	4.4 %	94,871
40-49 years old	48.9 %	32.7 %	9.1 %	5.1 %	4.2 %	136,342
50-59 years old	48.6 %	34.1 %	9.1 %	4.8 %	3.4 %	158,817
60 or older	48.1 %	35.5 %	9.3 %	4.5 %	2.6 %	82,390
Level of Education						
Less than High School	39.3 %	43.1 %	9.5 %	5.2 %	2.9 %	307
H.S. Diploma/GED or equiv	41.8 %	35.5 %	12.5 %	5.5 %	4.7 %	19,625

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
Trade/Technical Certificate	39.7 %	36.7 %	12.1 %	6.3 %	5.3 %	10,396
Some College(no degree)	43.9 %	34.7 %	11.3 %	5.5 %	4.6 %	60,435
Associate's Degree	42.6 %	36.0 %	11.3 %	5.8 %	4.4 %	35,918
Bachelor's Degree	49.4 %	33.6 %	8.7 %	4.8 %	3.6 %	177,203
Master's Degree	53.0 %	31.6 %	7.6 %	4.5 %	3.3 %	143,531
Doctoral/Professional Degree	56.6 %	30.1 %	6.3 %	4.1 %	2.9 %	55,219
Pay Category						
Federal Wage System	35.8 %	37.9 %	12.9 %	7.5 %	5.9 %	15,499
GS 1-6	40.7 %	35.0 %	12.7 %	6.1 %	5.6 %	20,786
GS 7-12	46.3 %	34.1 %	10.0 %	5.4 %	4.3 %	209,936
GS 13-15	55.5 %	31.0 %	6.9 %	4.0 %	2.7 %	216,380
SES	66.9 %	24.4 %	4.5 %	2.9 %	1.4 %	4,850
SL/ST	58.6 %	29.9 %	6.4 %	3.1 %	2.1 %	1,870
Other	44.6 %	35.9 %	10.4 %	5.1 %	4.0 %	42,770
Time in Federal Government						
< 1 year	57.8 %	30.1 %	6.8 %	3.4 %	1.9 %	10,849
1-3 years	52.7 %	31.9 %	8.1 %	4.3 %	3.0 %	64,519
4-5 years	49.3 %	32.8 %	9.1 %	5.0 %	3.8 %	39,770
6-10 years	48.8 %	32.7 %	9.2 %	5.2 %	4.2 %	82,830
11-14 years	48.8 %	33.2 %	8.9 %	5.1 %	4.0 %	94,369
15-20 years	46.0 %	34.2 %	9.8 %	5.5 %	4.5 %	89,995
> 20 years	47.8 %	34.5 %	9.5 %	4.8 %	3.4 %	129,600
Time with Current Agency						
< 1 year	56.7 %	30.2 %	7.4 %	3.4 %	2.4 %	19,455
1-3 years	52.0 %	31.7 %	8.3 %	4.5 %	3.4 %	96,276
4-5 years	48.6 %	33.1 %	9.1 %	5.3 %	4.0 %	49,915
6-10 years	48.3 %	32.7 %	9.4 %	5.3 %	4.3 %	90,565
11-14 years	47.7 %	33.8 %	9.3 %	5.2 %	4.1 %	85,465
15-20 years	45.2 %	35.1 %	10.0 %	5.5 %	4.3 %	76,192
> 20 years	48.4 %	34.8 %	9.3 %	4.5 %	3.1 %	94,493
Leaving						
No	56.9 %	32.3 %	6.6 %	2.7 %	1.4 %	335,147
Yes, to retire	42.9 %	37.3 %	11.2 %	5.4 %	3.3 %	33,892

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
Yes, to other job in Govt	34.8 %	34.2 %	13.4 %	9.5 %	8.1 %	89,250
Yes, to other job outside Govt	34.5 %	34.9 %	12.7 %	9.0 %	8.9 %	22,887
Yes, other	32.4 %	34.9 %	14.7 %	8.8 %	9.1 %	31,207
Retiring						
Less than 1 year	42.7 %	35.7 %	10.6 %	5.9 %	5.2 %	16,096
1 year	43.8 %	36.4 %	11.0 %	5.4 %	3.2 %	13,351
2 years	46.2 %	36.3 %	9.8 %	4.6 %	3.1 %	27,264
3 years	46.5 %	35.7 %	9.6 %	5.1 %	3.1 %	28,279
4 years	47.3 %	35.1 %	9.6 %	4.7 %	3.4 %	17,563
5 years	45.8 %	35.4 %	9.9 %	5.3 %	3.8 %	39,398
More than 5 years	50.2 %	32.4 %	8.7 %	4.9 %	3.8 %	366,410
Transgender						
Yes	40.2 %	32.5 %	10.9 %	7.5 %	8.9 %	1,900
No	49.2 %	33.2 %	9.0 %	4.9 %	3.7 %	488,400
Consider Yourself as						
Straight	49.4 %	33.3 %	8.9 %	4.8 %	3.6 %	451,087
Gay or Lesbian	51.6 %	30.1 %	8.2 %	5.8 %	4.3 %	12,514
Bisexual	49.1 %	30.6 %	8.8 %	6.2 %	5.3 %	8,621
Use different term	39.1 %	33.4 %	13.1 %	7.0 %	7.4 %	12,655
Military Service						
No Prior Military Service	49.4 %	33.3 %	8.9 %	4.8 %	3.6 %	371,036
Currently in Guard/Reserves	46.8 %	32.0 %	9.7 %	6.4 %	5.0 %	7,712
Retired	50.5 %	33.5 %	8.7 %	4.4 %	3.0 %	62,023
Separated/Discharged	45.7 %	33.4 %	10.2 %	5.8 %	4.9 %	70,891
Military Spouse						
Spouse of current active duty service member	50.6 %	28.3 %	10.1 %	6.1 %	5.0 %	5,483
Spouse of separated or retired service member with a disability rating of 100%	46.6 %	31.4 %	10.6 %	6.0 %	5.3 %	10,408
Widow(er) of a service member killed while on active duty	33.9 %	41.4 %	11.2 %	6.0 %	7.5 %	278
None of the categories listed	48.9 %	33.4 %	9.0 %	4.9 %	3.7 %	495,788
NoN-Competitive Hiring Authority						
Yes	49.7 %	28.6 %	10.6 %	6.3 %	4.7 %	2,007

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	48.4 %	33.5 %	9.3 %	5.0 %	3.8 %	537,954
No	47.6 %	30.7 %	10.4 %	6.0 %	5.3 %	14,064
Disability						
Yes	46.2 %	31.6 %	10.2 %	6.4 %	5.7 %	82,824
No	49.7 %	33.6 %	8.8 %	4.6 %	3.3 %	416,695

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
Work Location						
Headquarters	57.7 %	29.9 %	6.8 %	2.9 %	2.7 %	155,493
Field	50.0 %	34.1 %	8.6 %	3.7 %	3.6 %	248,174
Full-time telework	62.4 %	28.1 %	5.6 %	2.0 %	1.9 %	106,293
Supervisory Status						
Senior Leader	68.3 %	22.3 %	5.3 %	2.2 %	1.9 %	8,662
Manager	59.0 %	29.4 %	6.0 %	2.9 %	2.6 %	35,484
Supervisor	53.8 %	33.5 %	6.9 %	3.2 %	2.7 %	71,963
Team Leader	55.9 %	31.5 %	6.8 %	3.0 %	2.7 %	63,693
Non-Supervisor	53.3 %	32.1 %	8.0 %	3.2 %	3.3 %	334,778
Sex						
Male	55.2 %	32.0 %	7.0 %	2.9 %	2.8 %	261,467
Female	53.9 %	31.4 %	8.0 %	3.5 %	3.3 %	234,388
Hispanic or Latino						
Yes	52.6 %	31.5 %	8.7 %	3.3 %	3.9 %	52,860
No	54.9 %	31.8 %	7.3 %	3.1 %	2.9 %	445,500
Race						
American Indian/Alaska Native	41.7 %	35.0 %	13.1 %	5.2 %	5.0 %	10,053
Asian	54.0 %	33.6 %	7.5 %	2.4 %	2.5 %	30,006
Black/African American	53.0 %	32.6 %	7.7 %	3.1 %	3.5 %	73,821
Native Hawaiian/Pacific Islander	47.8 %	34.4 %	10.3 %	3.5 %	4.0 %	3,104
White	56.0 %	31.3 %	7.0 %	3.1 %	2.7 %	342,625
Two or more races (Not Hispanic/Latino)	52.6 %	30.4 %	8.8 %	3.7 %	4.4 %	22,766
Age Group						
25 and under	59.2 %	29.5 %	6.5 %	2.4 %	2.4 %	7,177
26-29 years old	57.2 %	30.1 %	7.2 %	2.7 %	2.7 %	16,820
30-39 years old	57.0 %	29.8 %	7.0 %	3.0 %	3.2 %	95,081
40-49 years old	54.2 %	31.8 %	7.4 %	3.2 %	3.3 %	136,781
50-59 years old	53.6 %	32.7 %	7.6 %	3.2 %	2.9 %	159,675
60 or older	52.9 %	33.5 %	7.9 %	3.1 %	2.5 %	82,874
Level of Education						
Less than High School	43.6 %	39.2 %	12.3 %	2.3 %	2.6 %	309
H.S. Diploma/GED or equiv	46.5 %	35.6 %	10.4 %	3.7 %	3.8 %	19,768

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
Trade/Technical Certificate	44.7 %	36.8 %	10.3 %	4.0 %	4.2 %	10,468
Some College(no degree)	48.5 %	34.7 %	9.6 %	3.6 %	3.6 %	60,804
Associate's Degree	48.0 %	35.3 %	9.5 %	3.8 %	3.5 %	36,025
Bachelor's Degree	55.1 %	32.1 %	7.0 %	3.0 %	2.9 %	177,855
Master's Degree	58.6 %	29.5 %	6.3 %	2.9 %	2.7 %	144,033
Doctoral/Professional Degree	62.8 %	26.6 %	5.3 %	2.7 %	2.5 %	55,397
Pay Category						
Federal Wage System	40.7 %	38.2 %	11.4 %	4.7 %	5.0 %	15,561
GS 1-6	45.8 %	35.1 %	10.7 %	3.9 %	4.6 %	20,902
GS 7-12	51.7 %	33.2 %	8.3 %	3.4 %	3.4 %	210,870
GS 13-15	60.9 %	28.8 %	5.5 %	2.5 %	2.3 %	217,134
SES	72.4 %	20.1 %	4.0 %	2.2 %	1.3 %	4,867
SL/ST	65.3 %	26.6 %	3.6 %	2.4 %	2.1 %	1,876
Other	50.4 %	34.3 %	8.7 %	3.5 %	3.1 %	42,970
Time in Federal Government						
< 1 year	64.5 %	26.9 %	5.4 %	1.8 %	1.4 %	10,866
1-3 years	59.2 %	29.5 %	6.5 %	2.5 %	2.2 %	64,662
4-5 years	55.5 %	31.4 %	7.2 %	3.0 %	2.8 %	39,945
6-10 years	54.5 %	31.4 %	7.5 %	3.3 %	3.3 %	83,100
11-14 years	54.3 %	31.9 %	7.4 %	3.2 %	3.2 %	94,759
15-20 years	50.9 %	33.6 %	8.4 %	3.5 %	3.7 %	90,419
> 20 years	52.5 %	33.1 %	8.1 %	3.3 %	3.0 %	130,263
Time with Current Agency						
< 1 year	62.8 %	27.6 %	5.8 %	1.9 %	1.9 %	19,492
1-3 years	58.1 %	29.7 %	6.8 %	2.7 %	2.7 %	96,556
4-5 years	54.6 %	31.5 %	7.4 %	3.4 %	3.1 %	50,150
6-10 years	53.8 %	31.6 %	7.9 %	3.3 %	3.4 %	90,876
11-14 years	52.9 %	32.9 %	7.5 %	3.3 %	3.3 %	85,821
15-20 years	50.1 %	34.3 %	8.5 %	3.5 %	3.6 %	76,586
> 20 years	53.2 %	33.1 %	7.8 %	3.2 %	2.7 %	94,966
Leaving						
No	62.4 %	29.7 %	5.1 %	1.7 %	1.1 %	336,184
Yes, to retire	47.7 %	36.7 %	9.2 %	3.4 %	3.0 %	34,119

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
Yes, to other job in Govt	40.3 %	35.2 %	11.8 %	6.1 %	6.6 %	89,767
Yes, to other job outside Govt	40.9 %	35.0 %	11.3 %	5.8 %	7.0 %	23,010
Yes, other	37.7 %	35.5 %	13.3 %	6.1 %	7.4 %	31,377
Retiring						
Less than 1 year	47.5 %	34.7 %	9.1 %	3.9 %	4.8 %	16,203
1 year	48.7 %	35.9 %	8.9 %	3.6 %	2.8 %	13,446
2 years	51.1 %	34.8 %	8.2 %	3.2 %	2.7 %	27,429
3 years	51.6 %	34.2 %	7.9 %	3.4 %	2.9 %	28,422
4 years	52.5 %	33.4 %	7.9 %	3.5 %	2.7 %	17,648
5 years	50.8 %	34.0 %	8.3 %	3.8 %	3.2 %	39,658
More than 5 years	55.9 %	31.0 %	7.2 %	3.0 %	3.0 %	367,626
Transgender						
Yes	45.8 %	29.6 %	12.3 %	5.1 %	7.3 %	1,917
No	54.7 %	31.8 %	7.4 %	3.1 %	3.0 %	490,395
Consider Yourself as						
Straight	54.9 %	31.8 %	7.3 %	3.1 %	2.9 %	452,904
Gay or Lesbian	57.2 %	28.6 %	7.3 %	3.7 %	3.2 %	12,591
Bisexual	55.0 %	28.9 %	8.8 %	3.2 %	4.2 %	8,636
Use different term	44.1 %	33.2 %	11.6 %	4.9 %	6.1 %	12,715
Military Service						
No Prior Military Service	55.0 %	31.7 %	7.4 %	3.1 %	2.9 %	372,414
Currently in Guard/Reserves	52.6 %	31.4 %	8.2 %	3.7 %	4.1 %	7,727
Retired	55.5 %	32.2 %	7.1 %	2.8 %	2.5 %	62,359
Separated/Discharged	51.1 %	32.7 %	8.6 %	3.6 %	4.0 %	71,242
Military Spouse						
Spouse of current active duty service member	55.5 %	27.9 %	8.7 %	4.0 %	3.9 %	5,498
Spouse of separated or retired service member with a disability rating of 100%	50.4 %	31.9 %	9.0 %	4.2 %	4.5 %	10,485
Widow(er) of a service member killed while on active duty	38.8 %	39.0 %	11.4 %	4.8 %	5.9 %	283
None of the categories listed	54.4 %	32.0 %	7.5 %	3.1 %	3.0 %	497,766
NoN-Competitive Hiring Authority						
Yes	54.1 %	28.4 %	9.1 %	4.3 %	4.1 %	2,022

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	53.8 %	32.1 %	7.8 %	3.2 %	3.1 %	540,128
No	51.8 %	30.9 %	8.9 %	4.1 %	4.4 %	14,144
Disability						
Yes	51.1 %	30.7 %	9.1 %	4.3 %	4.9 %	83,240
No	55.3 %	32.1 %	7.1 %	2.9 %	2.6 %	418,314

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
Work Location						
Headquarters	50.7 %	28.1 %	10.8 %	5.5 %	5.0 %	154,839
Field	43.3 %	30.0 %	13.2 %	6.8 %	6.6 %	246,936
Full-time telework	55.9 %	26.7 %	9.9 %	4.2 %	3.3 %	105,899
Supervisory Status						
Senior Leader	63.7 %	22.7 %	7.6 %	3.0 %	3.0 %	8,612
Manager	52.3 %	28.8 %	9.3 %	5.1 %	4.5 %	35,332
Supervisor	47.0 %	30.9 %	11.5 %	5.7 %	4.9 %	71,662
Team Leader	48.0 %	29.0 %	11.5 %	6.2 %	5.2 %	63,441
Non-Supervisor	46.8 %	28.6 %	12.5 %	6.2 %	5.9 %	333,249
Sex						
Male	48.5 %	29.6 %	11.1 %	5.4 %	5.3 %	260,521
Female	47.0 %	27.8 %	12.8 %	6.6 %	5.7 %	233,121
Hispanic or Latino						
Yes	45.9 %	27.7 %	13.1 %	6.3 %	7.0 %	52,571
No	48.1 %	29.0 %	11.7 %	5.9 %	5.3 %	443,576
Race						
American Indian/Alaska Native	37.7 %	29.1 %	17.2 %	8.0 %	8.0 %	9,975
Asian	48.7 %	31.6 %	11.5 %	4.0 %	4.2 %	29,906
Black/African American	45.7 %	28.8 %	13.4 %	5.8 %	6.4 %	73,322
Native Hawaiian/Pacific Islander	43.8 %	29.6 %	14.2 %	5.3 %	7.1 %	3,103
White	49.1 %	28.7 %	11.1 %	6.0 %	5.1 %	341,329
Two or more races (Not Hispanic/Latino)	45.8 %	27.4 %	12.5 %	6.8 %	7.5 %	22,621
Age Group						
25 and under	52.5 %	28.5 %	9.2 %	5.7 %	4.0 %	7,151
26-29 years old	49.4 %	28.0 %	11.3 %	5.9 %	5.4 %	16,757
30-39 years old	49.2 %	27.2 %	11.1 %	6.3 %	6.2 %	94,769
40-49 years old	47.0 %	28.4 %	12.1 %	6.3 %	6.2 %	136,330
50-59 years old	47.2 %	29.7 %	12.2 %	5.7 %	5.2 %	158,851
60 or older	47.9 %	30.8 %	12.2 %	5.1 %	4.0 %	82,339
Level of Education						
Less than High School	41.3 %	33.3 %	16.7 %	3.2 %	5.5 %	307
H.S. Diploma/GED or equiv	41.6 %	30.8 %	15.1 %	6.4 %	6.1 %	19,613

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
Trade/Technical Certificate	39.9 %	30.4 %	14.8 %	6.9 %	8.0 %	10,384
Some College(no degree)	43.2 %	29.6 %	14.2 %	6.4 %	6.6 %	60,456
Associate's Degree	42.0 %	30.3 %	14.1 %	7.1 %	6.5 %	35,900
Bachelor's Degree	48.1 %	29.2 %	11.5 %	5.9 %	5.3 %	177,086
Master's Degree	51.0 %	27.8 %	10.6 %	5.5 %	5.0 %	143,480
Doctoral/Professional Degree	55.0 %	26.9 %	9.0 %	5.0 %	4.1 %	55,188
Pay Category						
Federal Wage System	35.5 %	31.6 %	15.6 %	8.2 %	9.1 %	15,487
GS 1-6	40.3 %	29.6 %	15.4 %	6.9 %	7.8 %	20,776
GS 7-12	45.1 %	29.2 %	12.9 %	6.5 %	6.2 %	209,813
GS 13-15	53.5 %	27.8 %	9.6 %	4.9 %	4.1 %	216,337
SES	66.6 %	21.6 %	6.8 %	2.9 %	2.1 %	4,845
SL/ST	56.7 %	27.8 %	8.4 %	4.1 %	3.0 %	1,874
Other	44.0 %	30.7 %	13.5 %	6.3 %	5.5 %	42,755
Time in Federal Government						
< 1 year	58.0 %	26.8 %	8.7 %	3.9 %	2.7 %	10,820
1-3 years	52.7 %	27.6 %	10.4 %	5.1 %	4.2 %	64,417
4-5 years	48.1 %	28.5 %	11.9 %	6.0 %	5.5 %	39,782
6-10 years	47.4 %	28.3 %	11.8 %	6.3 %	6.3 %	82,709
11-14 years	47.1 %	29.2 %	11.8 %	6.2 %	5.8 %	94,422
15-20 years	44.3 %	29.5 %	12.9 %	6.7 %	6.5 %	89,961
> 20 years	46.3 %	29.8 %	12.8 %	5.8 %	5.2 %	129,599
Time with Current Agency						
< 1 year	56.5 %	26.8 %	9.3 %	4.0 %	3.4 %	19,410
1-3 years	51.6 %	27.3 %	10.7 %	5.5 %	4.9 %	96,149
4-5 years	47.6 %	28.5 %	11.9 %	6.1 %	5.9 %	49,902
6-10 years	46.8 %	28.2 %	12.2 %	6.4 %	6.4 %	90,449
11-14 years	45.8 %	29.7 %	12.2 %	6.3 %	5.9 %	85,502
15-20 years	43.4 %	30.4 %	13.3 %	6.6 %	6.3 %	76,245
> 20 years	46.8 %	30.1 %	12.7 %	5.6 %	4.7 %	94,491
Leaving						
No	56.0 %	29.0 %	9.3 %	3.5 %	2.2 %	335,084
Yes, to retire	42.1 %	32.4 %	14.0 %	6.3 %	5.2 %	33,932

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
Yes, to other job in Govt	32.5 %	27.8 %	16.7 %	11.0 %	12.0 %	89,115
Yes, to other job outside Govt	32.5 %	28.5 %	15.6 %	10.9 %	12.5 %	22,860
Yes, other	30.9 %	28.1 %	17.9 %	10.4 %	12.7 %	31,180
Retiring						
Less than 1 year	41.9 %	30.2 %	13.9 %	6.8 %	7.2 %	16,127
1 year	42.8 %	32.4 %	13.5 %	6.0 %	5.3 %	13,366
2 years	45.2 %	31.3 %	12.9 %	5.8 %	4.7 %	27,294
3 years	45.4 %	31.3 %	12.5 %	5.9 %	4.8 %	28,268
4 years	46.3 %	30.1 %	12.8 %	5.8 %	4.9 %	17,556
5 years	44.8 %	30.5 %	12.8 %	6.3 %	5.6 %	39,378
More than 5 years	48.8 %	28.2 %	11.6 %	5.9 %	5.6 %	366,208
Transgender						
Yes	39.2 %	25.5 %	15.5 %	8.6 %	11.2 %	1,900
No	47.9 %	28.9 %	11.8 %	5.9 %	5.5 %	488,208
Consider Yourself as						
Straight	48.2 %	29.0 %	11.7 %	5.8 %	5.3 %	450,927
Gay or Lesbian	49.3 %	26.6 %	11.2 %	6.8 %	6.1 %	12,530
Bisexual	47.3 %	26.1 %	12.1 %	7.5 %	7.0 %	8,586
Use different term	37.8 %	27.8 %	16.3 %	7.9 %	10.3 %	12,644
Military Service						
No Prior Military Service	47.9 %	28.9 %	12.0 %	5.9 %	5.3 %	370,792
Currently in Guard/Reserves	46.5 %	27.3 %	11.7 %	6.8 %	7.7 %	7,692
Retired	49.5 %	29.5 %	11.1 %	5.2 %	4.7 %	62,038
Separated/Discharged	44.6 %	28.6 %	12.7 %	6.8 %	7.2 %	70,935
Military Spouse						
Spouse of current active duty service member	48.4 %	23.9 %	12.2 %	8.1 %	7.4 %	5,480
Spouse of separated or retired service member with a disability rating of 100%	44.1 %	26.8 %	13.7 %	7.5 %	7.8 %	10,399
Widow(er) of a service member killed while on active duty	37.2 %	31.5 %	12.7 %	11.7 %	7.0 %	280
None of the categories listed	47.7 %	29.0 %	11.9 %	5.9 %	5.5 %	495,578
NoN-Competitive Hiring Authority						
Yes	45.9 %	25.1 %	13.3 %	8.1 %	7.5 %	2,012

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	47.1 %	29.0 %	12.2 %	6.1 %	5.6 %	537,613
No	45.6 %	25.9 %	13.1 %	7.7 %	7.7 %	14,048
Disability						
Yes	45.2 %	26.6 %	12.9 %	7.1 %	8.2 %	82,693
No	48.3 %	29.4 %	11.7 %	5.7 %	4.9 %	416,607

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor holds me accountable for achieving results.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
Work Location						
Headquarters	51.5 %	37.4 %	8.2 %	1.8 %	1.1 %	155,422
Field	44.2 %	40.4 %	11.0 %	2.6 %	1.8 %	248,266
Full-time telework	56.9 %	35.1 %	6.5 %	1.0 %	0.7 %	106,272
Supervisory Status						
Senior Leader	66.2 %	27.1 %	4.9 %	1.0 %	0.8 %	8,636
Manager	54.7 %	36.5 %	6.4 %	1.5 %	0.9 %	35,467
Supervisor	49.1 %	40.2 %	7.8 %	1.9 %	1.1 %	71,980
Team Leader	48.9 %	38.4 %	9.1 %	2.3 %	1.3 %	63,733
Non-Supervisor	47.2 %	38.9 %	10.2 %	2.2 %	1.6 %	334,778
Sex						
Male	47.9 %	38.8 %	9.5 %	2.3 %	1.5 %	261,512
Female	49.9 %	38.1 %	9.0 %	1.8 %	1.2 %	234,337
Hispanic or Latino						
Yes	48.8 %	36.2 %	10.6 %	2.2 %	2.2 %	52,888
No	48.6 %	38.9 %	9.1 %	2.1 %	1.3 %	445,474
Race						
American Indian/Alaska Native	40.5 %	40.1 %	14.2 %	2.8 %	2.4 %	10,052
Asian	48.8 %	39.6 %	8.9 %	1.6 %	1.2 %	29,945
Black/African American	51.4 %	38.1 %	7.9 %	1.2 %	1.4 %	73,792
Native Hawaiian/Pacific Islander	45.3 %	38.1 %	11.8 %	2.4 %	2.3 %	3,101
White	48.5 %	38.6 %	9.3 %	2.3 %	1.3 %	342,705
Two or more races (Not Hispanic/Latino)	48.8 %	36.7 %	10.3 %	2.2 %	2.0 %	22,771
Age Group						
25 and under	48.5 %	38.2 %	8.8 %	2.8 %	1.8 %	7,172
26-29 years old	47.9 %	37.4 %	10.0 %	2.9 %	1.9 %	16,825
30-39 years old	49.0 %	36.0 %	10.1 %	2.9 %	2.1 %	95,037
40-49 years old	48.4 %	37.6 %	9.9 %	2.4 %	1.7 %	136,825
50-59 years old	49.0 %	39.7 %	8.7 %	1.6 %	1.0 %	159,692
60 or older	48.2 %	41.7 %	8.3 %	1.1 %	0.6 %	82,850
Level of Education						
Less than High School	39.1 %	48.7 %	8.9 %	0.9 %	2.5 %	311
H.S. Diploma/GED or equiv	43.2 %	39.7 %	12.4 %	2.4 %	2.2 %	19,759

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor holds me accountable for achieving results.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
Trade/Technical Certificate	41.1 %	41.6 %	12.4 %	2.5 %	2.3 %	10,458
Some College(no degree)	45.5 %	39.5 %	11.1 %	2.2 %	1.8 %	60,895
Associate's Degree	44.6 %	40.0 %	11.0 %	2.6 %	1.8 %	36,090
Bachelor's Degree	48.5 %	38.9 %	9.1 %	2.1 %	1.4 %	177,842
Master's Degree	51.7 %	37.2 %	8.0 %	1.9 %	1.1 %	143,966
Doctoral/Professional Degree	53.1 %	37.1 %	7.4 %	1.6 %	0.9 %	55,339
Pay Category						
Federal Wage System	37.7 %	42.0 %	13.9 %	3.6 %	2.8 %	15,594
GS 1-6	42.2 %	40.3 %	12.6 %	2.4 %	2.5 %	20,891
GS 7-12	46.4 %	39.5 %	10.2 %	2.3 %	1.6 %	210,963
GS 13-15	53.8 %	36.8 %	7.0 %	1.6 %	0.8 %	217,052
SES	69.8 %	25.0 %	4.0 %	0.8 %	0.3 %	4,864
SL/ST	56.7 %	34.4 %	6.9 %	1.1 %	0.9 %	1,875
Other	43.8 %	40.5 %	11.7 %	2.4 %	1.5 %	42,957
Time in Federal Government						
< 1 year	55.2 %	35.5 %	7.1 %	1.4 %	0.8 %	10,864
1-3 years	51.9 %	36.3 %	8.6 %	2.0 %	1.2 %	64,683
4-5 years	48.7 %	37.3 %	9.9 %	2.3 %	1.8 %	39,940
6-10 years	48.0 %	38.0 %	9.8 %	2.5 %	1.8 %	83,069
11-14 years	48.1 %	38.6 %	9.6 %	2.2 %	1.5 %	94,768
15-20 years	46.1 %	39.8 %	10.2 %	2.3 %	1.5 %	90,413
> 20 years	47.9 %	40.5 %	9.0 %	1.6 %	1.0 %	130,295
Time with Current Agency						
< 1 year	55.0 %	34.8 %	7.8 %	1.5 %	0.9 %	19,482
1-3 years	51.9 %	36.1 %	8.7 %	2.0 %	1.3 %	96,578
4-5 years	48.7 %	37.9 %	9.6 %	2.3 %	1.6 %	50,114
6-10 years	47.7 %	38.3 %	9.8 %	2.4 %	1.8 %	90,851
11-14 years	46.8 %	39.6 %	9.8 %	2.2 %	1.5 %	85,859
15-20 years	45.2 %	40.6 %	10.4 %	2.3 %	1.5 %	76,599
> 20 years	47.7 %	40.9 %	8.9 %	1.6 %	0.9 %	94,982
Leaving						
No	55.1 %	36.6 %	6.6 %	1.2 %	0.5 %	336,018
Yes, to retire	42.0 %	44.1 %	11.0 %	1.8 %	1.1 %	34,150

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor holds me accountable for achieving results.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
Yes, to other job in Govt	38.0 %	41.5 %	13.9 %	3.7 %	3.0 %	89,850
Yes, to other job outside Govt	34.2 %	41.5 %	15.2 %	5.2 %	3.9 %	23,034
Yes, other	34.6 %	41.9 %	16.7 %	3.5 %	3.3 %	31,437
Retiring						
Less than 1 year	41.7 %	42.6 %	11.7 %	2.2 %	1.8 %	16,229
1 year	43.3 %	43.9 %	9.9 %	1.7 %	1.1 %	13,460
2 years	45.6 %	42.6 %	9.5 %	1.5 %	0.9 %	27,431
3 years	46.7 %	41.8 %	9.1 %	1.6 %	0.7 %	28,420
4 years	47.5 %	40.6 %	9.4 %	1.5 %	1.0 %	17,658
5 years	47.1 %	40.9 %	9.1 %	1.8 %	1.1 %	39,646
More than 5 years	49.5 %	37.4 %	9.3 %	2.2 %	1.5 %	367,608
Transgender						
Yes	41.8 %	36.7 %	13.8 %	3.7 %	4.0 %	1,908
No	48.7 %	38.5 %	9.3 %	2.1 %	1.4 %	490,393
Consider Yourself as						
Straight	49.0 %	38.6 %	9.1 %	2.0 %	1.3 %	452,886
Gay or Lesbian	50.5 %	36.2 %	9.3 %	2.3 %	1.6 %	12,586
Bisexual	48.7 %	36.7 %	9.7 %	2.9 %	1.9 %	8,638
Use different term	39.9 %	39.2 %	14.1 %	3.5 %	3.3 %	12,725
Military Service						
No Prior Military Service	48.3 %	39.0 %	9.3 %	2.1 %	1.4 %	372,375
Currently in Guard/Reserves	47.8 %	36.2 %	11.0 %	3.0 %	2.1 %	7,722
Retired	51.2 %	38.1 %	8.3 %	1.5 %	0.9 %	62,368
Separated/Discharged	46.5 %	38.2 %	10.7 %	2.6 %	2.0 %	71,301
Military Spouse						
Spouse of current active duty service member	51.5 %	33.4 %	10.5 %	2.6 %	2.0 %	5,500
Spouse of separated or retired service member with a disability rating of 100%	49.6 %	36.7 %	10.1 %	2.1 %	1.6 %	10,478
Widow(er) of a service member killed while on active duty	39.2 %	46.0 %	10.5 %	0.6 %	3.6 %	281
None of the categories listed	48.4 %	38.8 %	9.4 %	2.1 %	1.4 %	497,806
NoN-Competitive Hiring Authority						
Yes	51.1 %	34.2 %	10.5 %	2.5 %	1.8 %	2,025

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor holds me accountable for achieving results.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.1 %	38.9 %	9.6 %	2.1 %	1.4 %	540,106
No	50.0 %	35.8 %	10.2 %	2.2 %	1.8 %	14,135
Disability						
Yes	49.2 %	36.4 %	10.3 %	2.1 %	2.0 %	83,251
No	48.4 %	39.1 %	9.1 %	2.1 %	1.3 %	418,298

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) 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	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
Work Location						
Headquarters	53.1 %	26.6 %	12.3 %	4.4 %	3.6 %	156,204
Field	46.2 %	28.5 %	14.9 %	5.7 %	4.7 %	249,444
Full-time telework	59.7 %	25.0 %	10.0 %	3.0 %	2.3 %	106,776
Supervisory Status						
Senior Leader	63.8 %	23.6 %	8.0 %	2.2 %	2.3 %	8,710
Manager	52.9 %	28.4 %	11.3 %	4.2 %	3.2 %	35,641
Supervisor	48.8 %	29.7 %	13.2 %	4.6 %	3.6 %	72,309
Team Leader	49.8 %	27.9 %	13.5 %	5.0 %	3.8 %	63,972
Non-Supervisor	50.4 %	26.7 %	13.6 %	5.1 %	4.2 %	336,443
Sex						
Male	51.3 %	27.4 %	12.8 %	4.7 %	3.9 %	262,955
Female	50.1 %	27.1 %	13.7 %	5.0 %	4.0 %	235,359
Hispanic or Latino						
Yes	47.9 %	26.5 %	14.8 %	5.7 %	5.0 %	53,160
No	51.1 %	27.4 %	13.0 %	4.7 %	3.8 %	447,692
Race						
American Indian/Alaska Native	40.6 %	27.0 %	18.1 %	7.5 %	6.7 %	10,117
Asian	51.0 %	29.2 %	12.6 %	3.9 %	3.3 %	30,162
Black/African American	50.1 %	27.0 %	14.1 %	4.6 %	4.2 %	74,287
Native Hawaiian/Pacific Islander	46.9 %	26.6 %	15.2 %	5.8 %	5.4 %	3,126
White	51.7 %	27.2 %	12.7 %	4.8 %	3.7 %	344,217
Two or more races (Not Hispanic/Latino)	48.2 %	26.9 %	13.9 %	5.6 %	5.4 %	22,877
Age Group						
25 and under	53.7 %	27.5 %	11.3 %	4.7 %	2.8 %	7,207
26-29 years old	51.0 %	27.2 %	13.2 %	5.1 %	3.6 %	16,913
30-39 years old	49.8 %	27.0 %	13.6 %	5.2 %	4.4 %	95,425
40-49 years old	48.9 %	27.5 %	13.9 %	5.3 %	4.5 %	137,374
50-59 years old	51.4 %	27.4 %	12.9 %	4.6 %	3.7 %	160,474
60 or older	53.9 %	27.2 %	12.0 %	3.9 %	3.0 %	83,503
Level of Education						
Less than High School	44.2 %	32.8 %	16.5 %	3.4 %	3.2 %	315
H.S. Diploma/GED or equiv	47.6 %	27.0 %	15.3 %	5.5 %	4.7 %	19,914

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) 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	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
Trade/Technical Certificate	45.0 %	26.7 %	16.5 %	6.4 %	5.4 %	10,533
Some College(no degree)	47.8 %	26.8 %	15.0 %	5.7 %	4.7 %	61,177
Associate's Degree	46.0 %	28.0 %	15.4 %	5.9 %	4.8 %	36,299
Bachelor's Degree	50.6 %	27.9 %	12.9 %	4.8 %	3.8 %	178,668
Master's Degree	52.6 %	27.3 %	12.3 %	4.3 %	3.6 %	144,690
Doctoral/Professional Degree	58.0 %	25.1 %	10.4 %	3.6 %	3.0 %	55,576
Pay Category						
Federal Wage System	39.2 %	29.0 %	17.5 %	7.8 %	6.5 %	15,702
GS 1-6	44.8 %	27.2 %	16.2 %	6.2 %	5.6 %	21,065
GS 7-12	48.5 %	27.5 %	14.2 %	5.4 %	4.4 %	212,028
GS 13-15	55.6 %	26.7 %	11.0 %	3.7 %	2.9 %	217,960
SES	67.1 %	21.5 %	7.8 %	2.0 %	1.7 %	4,888
SL/ST	60.4 %	25.4 %	9.4 %	2.3 %	2.6 %	1,881
Other	47.7 %	28.7 %	14.6 %	5.1 %	3.9 %	43,178
Time in Federal Government						
< 1 year	59.7 %	25.5 %	9.8 %	3.3 %	1.7 %	10,918
1-3 years	54.6 %	26.4 %	11.8 %	4.2 %	3.0 %	64,985
4-5 years	50.2 %	27.4 %	13.5 %	5.0 %	4.0 %	40,141
6-10 years	49.5 %	27.0 %	13.7 %	5.4 %	4.5 %	83,423
11-14 years	49.6 %	27.7 %	13.5 %	5.1 %	4.1 %	95,205
15-20 years	47.8 %	27.9 %	14.3 %	5.4 %	4.7 %	90,856
> 20 years	50.9 %	27.6 %	13.2 %	4.6 %	3.7 %	130,972
Time with Current Agency						
< 1 year	58.5 %	25.5 %	10.2 %	3.4 %	2.4 %	19,594
1-3 years	53.5 %	26.3 %	12.2 %	4.5 %	3.6 %	97,013
4-5 years	49.9 %	27.2 %	13.5 %	5.3 %	4.1 %	50,386
6-10 years	49.2 %	27.0 %	13.9 %	5.4 %	4.6 %	91,234
11-14 years	48.8 %	28.0 %	13.9 %	5.1 %	4.3 %	86,254
15-20 years	47.2 %	28.4 %	14.5 %	5.4 %	4.4 %	76,985
> 20 years	51.5 %	27.8 %	12.9 %	4.3 %	3.4 %	95,471
Leaving						
No	59.2 %	26.9 %	9.7 %	2.7 %	1.5 %	337,654
Yes, to retire	47.5 %	29.4 %	14.4 %	4.9 %	3.9 %	34,375

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) 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	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
Yes, to other job in Govt	33.9 %	28.0 %	20.2 %	9.2 %	8.7 %	90,275
Yes, to other job outside Govt	35.0 %	27.1 %	19.8 %	9.3 %	8.8 %	23,111
Yes, other	34.2 %	27.6 %	20.0 %	9.1 %	9.1 %	31,583
Retiring						
Less than 1 year	46.6 %	27.5 %	14.9 %	5.5 %	5.5 %	16,331
1 year	48.5 %	29.0 %	13.8 %	4.9 %	3.8 %	13,547
2 years	50.8 %	28.2 %	13.1 %	4.5 %	3.3 %	27,624
3 years	50.3 %	28.6 %	13.1 %	4.7 %	3.4 %	28,609
4 years	50.8 %	27.6 %	13.4 %	4.7 %	3.5 %	17,759
5 years	49.2 %	28.2 %	13.5 %	5.2 %	4.0 %	39,857
More than 5 years	51.0 %	27.0 %	13.1 %	4.9 %	4.0 %	369,219
Transgender						
Yes	42.2 %	24.5 %	17.1 %	7.2 %	9.0 %	1,922
No	50.8 %	27.3 %	13.2 %	4.8 %	3.9 %	492,824
Consider Yourself as						
Straight	51.1 %	27.3 %	13.0 %	4.7 %	3.8 %	455,175
Gay or Lesbian	50.2 %	26.4 %	13.7 %	5.1 %	4.5 %	12,638
Bisexual	49.0 %	25.3 %	15.2 %	5.8 %	4.6 %	8,675
Use different term	41.4 %	27.4 %	17.2 %	7.0 %	7.0 %	12,790
Military Service						
No Prior Military Service	50.9 %	27.6 %	13.2 %	4.7 %	3.7 %	374,142
Currently in Guard/Reserves	46.0 %	28.2 %	13.9 %	6.3 %	5.7 %	7,765
Retired	52.8 %	27.1 %	12.3 %	4.3 %	3.5 %	62,703
Separated/Discharged	47.8 %	26.5 %	14.5 %	5.9 %	5.3 %	71,637
Military Spouse						
Spouse of current active duty service member	47.8 %	25.9 %	14.3 %	6.7 %	5.4 %	5,532
Spouse of separated or retired service member with a disability rating of 100%	47.4 %	25.5 %	15.2 %	6.0 %	6.0 %	10,534
Widow(er) of a service member killed while on active duty	42.9 %	27.3 %	16.5 %	6.4 %	6.9 %	285
None of the categories listed	50.7 %	27.4 %	13.2 %	4.8 %	3.9 %	500,188
NoN-Competitive Hiring Authority						
Yes	47.2 %	25.4 %	15.2 %	5.9 %	6.4 %	2,035

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(52) 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	50.1 %	27.5 %	13.5 %	5.0 %	4.0 %	542,593
No	47.6 %	25.7 %	14.8 %	6.3 %	5.7 %	14,217
Disability						
Yes	48.0 %	25.7 %	14.3 %	6.0 %	6.0 %	83,748
No	51.3 %	27.6 %	13.0 %	4.6 %	3.5 %	420,272

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
Work Location						
Headquarters	37.1 %	35.2 %	15.9 %	7.7 %	4.2 %	156,310
Field	31.7 %	35.6 %	18.3 %	9.0 %	5.4 %	249,551
Full-time telework	43.5 %	34.5 %	13.7 %	5.5 %	2.8 %	106,825
Supervisory Status						
Senior Leader	45.8 %	33.6 %	12.9 %	4.7 %	3.0 %	8,715
Manager	36.6 %	37.0 %	15.2 %	7.5 %	3.7 %	35,645
Supervisor	33.6 %	37.5 %	16.7 %	8.1 %	4.0 %	72,329
Team Leader	34.5 %	35.9 %	16.8 %	8.3 %	4.5 %	63,985
Non-Supervisor	35.3 %	34.7 %	17.1 %	8.1 %	4.9 %	336,669
Sex						
Male	35.2 %	36.3 %	16.5 %	7.5 %	4.5 %	263,025
Female	35.9 %	34.0 %	16.9 %	8.5 %	4.6 %	235,503
Hispanic or Latino						
Yes	37.0 %	32.4 %	16.7 %	8.0 %	5.9 %	53,186
No	35.2 %	35.8 %	16.7 %	8.0 %	4.4 %	447,863
Race						
American Indian/Alaska Native	30.2 %	33.2 %	20.2 %	9.8 %	6.6 %	10,127
Asian	38.9 %	37.1 %	15.2 %	5.3 %	3.5 %	30,166
Black/African American	39.4 %	33.9 %	15.2 %	6.7 %	4.8 %	74,318
Native Hawaiian/Pacific Islander	36.8 %	32.0 %	18.3 %	7.6 %	5.3 %	3,126
White	34.6 %	35.8 %	16.9 %	8.4 %	4.3 %	344,351
Two or more races (Not Hispanic/Latino)	35.1 %	32.6 %	17.4 %	8.3 %	6.6 %	22,874
Age Group						
25 and under	37.2 %	37.2 %	14.4 %	7.7 %	3.5 %	7,210
26-29 years old	36.0 %	36.2 %	15.1 %	8.3 %	4.5 %	16,914
30-39 years old	36.0 %	34.5 %	15.5 %	8.7 %	5.3 %	95,463
40-49 years old	35.0 %	34.8 %	16.5 %	8.6 %	5.1 %	137,410
50-59 years old	35.5 %	35.7 %	17.1 %	7.5 %	4.2 %	160,565
60 or older	35.1 %	36.5 %	18.5 %	6.6 %	3.4 %	83,543
Level of Education						
Less than High School	32.2 %	41.9 %	18.2 %	3.7 %	4.1 %	314
H.S. Diploma/GED or equiv	34.4 %	34.3 %	18.9 %	7.4 %	5.0 %	19,923

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
Trade/Technical Certificate	31.4 %	34.2 %	20.1 %	8.7 %	5.7 %	10,537
Some College(no degree)	34.4 %	34.0 %	18.5 %	8.0 %	5.2 %	61,223
Associate's Degree	33.1 %	34.6 %	18.3 %	8.4 %	5.5 %	36,314
Bachelor's Degree	35.3 %	35.9 %	16.5 %	7.9 %	4.4 %	178,711
Master's Degree	36.5 %	35.6 %	15.6 %	8.1 %	4.3 %	144,759
Doctoral/Professional Degree	38.0 %	36.1 %	14.9 %	7.3 %	3.7 %	55,604
Pay Category						
Federal Wage System	26.5 %	34.7 %	20.7 %	11.1 %	7.1 %	15,717
GS 1-6	33.1 %	32.8 %	19.4 %	8.3 %	6.3 %	21,078
GS 7-12	34.4 %	34.8 %	17.3 %	8.4 %	5.1 %	212,136
GS 13-15	38.2 %	36.3 %	15.0 %	7.1 %	3.5 %	218,038
SES	44.7 %	33.0 %	14.2 %	5.8 %	2.2 %	4,886
SL/ST	38.9 %	36.5 %	15.4 %	6.3 %	2.9 %	1,883
Other	32.4 %	35.7 %	18.9 %	8.3 %	4.7 %	43,216
Time in Federal Government						
< 1 year	44.9 %	34.6 %	13.1 %	5.2 %	2.2 %	10,935
1-3 years	40.1 %	35.2 %	14.2 %	6.8 %	3.7 %	65,020
4-5 years	36.8 %	34.3 %	16.0 %	8.0 %	4.9 %	40,149
6-10 years	35.1 %	34.8 %	16.4 %	8.5 %	5.2 %	83,471
11-14 years	34.2 %	35.2 %	17.1 %	8.6 %	4.9 %	95,238
15-20 years	32.6 %	35.4 %	17.9 %	8.8 %	5.3 %	90,898
> 20 years	33.6 %	36.4 %	18.4 %	7.5 %	4.1 %	131,050
Time with Current Agency						
< 1 year	43.8 %	33.8 %	14.1 %	5.4 %	2.9 %	19,616
1-3 years	39.7 %	34.4 %	14.5 %	7.3 %	4.2 %	97,057
4-5 years	36.4 %	34.5 %	15.8 %	8.3 %	5.0 %	50,401
6-10 years	34.4 %	34.8 %	16.9 %	8.5 %	5.3 %	91,300
11-14 years	33.1 %	35.7 %	17.7 %	8.6 %	4.9 %	86,286
15-20 years	31.7 %	35.8 %	18.5 %	8.8 %	5.2 %	77,029
> 20 years	33.2 %	37.2 %	18.6 %	7.3 %	3.8 %	95,517
Leaving						
No	42.0 %	37.0 %	14.0 %	5.1 %	1.9 %	337,753
Yes, to retire	29.2 %	37.0 %	21.4 %	8.2 %	4.1 %	34,400

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
Yes, to other job in Govt	23.9 %	31.6 %	21.0 %	13.7 %	9.9 %	90,330
Yes, to other job outside Govt	22.0 %	31.6 %	20.9 %	15.0 %	10.6 %	23,135
Yes, other	22.3 %	31.8 %	23.0 %	12.8 %	10.1 %	31,615
Retiring						
Less than 1 year	28.6 %	34.9 %	21.4 %	9.0 %	6.1 %	16,346
1 year	30.2 %	36.8 %	20.7 %	8.1 %	4.2 %	13,557
2 years	32.4 %	37.2 %	19.2 %	7.4 %	3.8 %	27,636
3 years	32.6 %	37.5 %	18.3 %	7.9 %	3.7 %	28,614
4 years	33.6 %	36.4 %	18.6 %	7.6 %	3.9 %	17,767
5 years	33.2 %	36.2 %	17.9 %	8.2 %	4.6 %	39,892
More than 5 years	36.5 %	34.9 %	16.0 %	8.0 %	4.7 %	369,363
Transgender						
Yes	29.5 %	30.1 %	19.8 %	9.9 %	10.8 %	1,920
No	35.5 %	35.4 %	16.6 %	7.9 %	4.5 %	493,044
Consider Yourself as						
Straight	35.8 %	35.5 %	16.5 %	7.8 %	4.4 %	455,367
Gay or Lesbian	36.5 %	33.6 %	16.2 %	9.0 %	4.8 %	12,640
Bisexual	34.6 %	33.1 %	15.5 %	10.9 %	5.9 %	8,684
Use different term	27.9 %	32.2 %	20.8 %	10.8 %	8.3 %	12,790
Military Service						
No Prior Military Service	35.0 %	36.0 %	16.8 %	7.9 %	4.2 %	374,317
Currently in Guard/Reserves	34.2 %	34.2 %	16.1 %	9.1 %	6.4 %	7,762
Retired	37.6 %	34.5 %	16.8 %	7.0 %	4.1 %	62,729
Separated/Discharged	34.0 %	33.6 %	17.3 %	9.0 %	6.2 %	71,695
Military Spouse						
Spouse of current active duty service member	36.6 %	30.1 %	16.5 %	9.7 %	7.2 %	5,534
Spouse of separated or retired service member with a disability rating of 100%	36.9 %	30.5 %	16.7 %	9.0 %	6.8 %	10,539
Widow(er) of a service member killed while on active duty	30.0 %	37.8 %	13.3 %	13.3 %	5.6 %	284
None of the categories listed	35.2 %	35.5 %	16.9 %	7.9 %	4.5 %	500,445
NoN-Competitive Hiring Authority						
Yes	38.6 %	29.8 %	14.9 %	9.5 %	7.2 %	2,034

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.9 %	35.3 %	17.1 %	8.1 %	4.6 %	542,912
No	36.4 %	30.6 %	16.9 %	9.3 %	6.9 %	14,223
Disability						
Yes	35.5 %	31.5 %	17.1 %	8.9 %	6.9 %	83,787
No	35.3 %	36.2 %	16.6 %	7.8 %	4.1 %	420,460

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) My supervisor provides me with performance feedback throughout the year.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
Work Location							
Headquarters	38.1 %	37.6 %	12.8 %	6.7 %	4.7 %	154,918	1,437
Field	33.3 %	38.8 %	14.5 %	7.5 %	6.0 %	247,332	2,337
Full-time telework	46.1 %	36.5 %	10.2 %	4.5 %	2.8 %	105,863	1,020
Supervisory Status							
Senior Leader	45.8 %	33.6 %	11.9 %	5.0 %	3.7 %	8,652	65
Manager	36.8 %	38.3 %	13.3 %	6.8 %	4.8 %	35,473	196
Supervisor	33.9 %	39.9 %	14.2 %	7.2 %	4.8 %	71,810	539
Team Leader	36.5 %	38.4 %	13.0 %	7.1 %	5.0 %	63,567	444
Non-Supervisor	37.2 %	37.8 %	13.2 %	6.6 %	5.1 %	333,210	3,607
Sex							
Male	36.7 %	38.5 %	13.2 %	6.5 %	5.1 %	261,177	1,949
Female	37.8 %	37.4 %	13.1 %	6.9 %	4.8 %	232,936	2,660
Hispanic or Latino							
Yes	37.9 %	35.2 %	13.8 %	6.5 %	6.5 %	52,762	454
No	36.9 %	38.4 %	13.1 %	6.7 %	4.8 %	443,848	4,200
Race							
American Indian/Alaska Native	29.9 %	35.8 %	18.0 %	8.4 %	7.9 %	10,031	98
Asian	39.9 %	39.3 %	12.9 %	4.5 %	3.5 %	29,917	272
Black/African American	40.5 %	36.5 %	12.3 %	5.7 %	5.0 %	73,765	601
Native Hawaiian/Pacific Islander	37.9 %	34.8 %	15.1 %	5.5 %	6.7 %	3,101	28
White	36.5 %	38.6 %	13.1 %	7.0 %	4.8 %	341,256	3,199
Two or more races (Not Hispanic/Latino)	36.3 %	35.9 %	13.8 %	7.3 %	6.7 %	22,626	263
Age Group							
25 and under	40.0 %	40.0 %	10.5 %	6.2 %	3.3 %	7,064	149
26-29 years old	38.2 %	38.9 %	11.4 %	7.1 %	4.3 %	16,696	225
30-39 years old	37.6 %	37.2 %	12.5 %	7.2 %	5.6 %	94,395	1,099
40-49 years old	36.6 %	37.6 %	13.2 %	7.0 %	5.6 %	136,131	1,366
50-59 years old	37.0 %	38.4 %	13.4 %	6.4 %	4.8 %	159,444	1,173
60 or older	36.5 %	39.0 %	14.6 %	6.0 %	3.9 %	82,938	625
Level of Education							
Less than High School	34.4 %	44.7 %	12.3 %	4.2 %	4.4 %	310	5
H.S. Diploma/GED or equiv	35.8 %	37.4 %	15.1 %	6.2 %	5.4 %	19,756	168
Trade/Technical Certificate	32.2 %	38.5 %	15.9 %	6.9 %	6.4 %	10,446	98
Some College(no degree)	36.1 %	37.1 %	14.5 %	6.6 %	5.8 %	60,746	510
Associate's Degree	34.9 %	37.7 %	14.6 %	6.9 %	6.0 %	36,000	315
Bachelor's Degree	37.1 %	38.7 %	12.8 %	6.6 %	4.8 %	177,061	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) My supervisor provides me with performance feedback throughout the year.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
Master's Degree	38.0 %	37.9 %	12.4 %	7.0 %	4.7 %	143,436	1,382
Doctoral/Professional Degree	38.8 %	38.4 %	12.4 %	6.6 %	3.8 %	55,132	512
Pay Category							
Federal Wage System	27.9 %	38.9 %	16.6 %	8.5 %	8.1 %	15,595	123
GS 1-6	35.1 %	36.9 %	14.6 %	6.8 %	6.6 %	20,739	339
GS 7-12	36.4 %	37.9 %	13.5 %	6.8 %	5.5 %	210,081	2,151
GS 13-15	39.4 %	38.3 %	12.1 %	6.3 %	3.9 %	216,452	1,687
SES	44.3 %	33.6 %	13.2 %	6.3 %	2.6 %	4,858	34
SL/ST	38.3 %	39.1 %	11.6 %	7.1 %	3.8 %	1,873	10
Other	33.4 %	38.7 %	15.1 %	7.7 %	5.0 %	42,744	482
Time in Federal Government							
< 1 year	46.7 %	36.2 %	10.6 %	4.4 %	2.2 %	10,677	257
1-3 years	42.0 %	37.1 %	11.3 %	5.8 %	3.8 %	64,292	765
4-5 years	38.3 %	37.1 %	12.9 %	6.6 %	5.1 %	39,679	472
6-10 years	37.0 %	37.4 %	12.9 %	7.1 %	5.6 %	82,722	781
11-14 years	35.9 %	38.1 %	13.4 %	7.2 %	5.4 %	94,434	854
15-20 years	34.1 %	38.6 %	14.3 %	7.2 %	5.8 %	90,200	737
> 20 years	34.9 %	39.3 %	14.5 %	6.6 %	4.7 %	130,141	972
Time with Current Agency							
< 1 year	44.8 %	35.8 %	12.1 %	4.5 %	2.9 %	19,027	591
1-3 years	41.4 %	36.4 %	11.7 %	6.1 %	4.5 %	96,134	978
4-5 years	37.8 %	37.0 %	12.8 %	7.0 %	5.3 %	49,912	494
6-10 years	36.4 %	37.7 %	13.1 %	7.1 %	5.8 %	90,539	789
11-14 years	34.8 %	38.6 %	13.9 %	7.3 %	5.4 %	85,605	720
15-20 years	33.1 %	39.3 %	14.4 %	7.5 %	5.7 %	76,479	575
> 20 years	34.6 %	40.2 %	14.5 %	6.4 %	4.3 %	94,887	692
Leaving							
No	43.6 %	38.8 %	11.0 %	4.5 %	2.2 %	335,046	2,857
Yes, to retire	31.0 %	40.4 %	16.3 %	7.4 %	5.0 %	34,181	223
Yes, to other job in Govt	25.3 %	35.9 %	16.9 %	11.2 %	10.7 %	89,283	1,089
Yes, to other job outside Govt	23.5 %	37.0 %	16.7 %	12.0 %	10.8 %	22,902	239
Yes, other	24.0 %	36.7 %	18.6 %	10.5 %	10.2 %	31,212	417
Retiring							
Less than 1 year	30.8 %	38.6 %	15.9 %	8.0 %	6.7 %	16,234	118
1 year	31.6 %	40.2 %	16.2 %	7.0 %	5.0 %	13,452	101
2 years	34.1 %	39.6 %	15.1 %	6.7 %	4.5 %	27,485	173
3 years	34.2 %	40.1 %	14.5 %	6.7 %	4.4 %	28,442	190

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) My supervisor provides me with performance feedback throughout the year.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	36.5 %	38.1 %	13.5 %	6.8 %	5.0 %	537,966	5,174
4 years	34.7 %	39.5 %	14.5 %	7.0 %	4.4 %	17,635	138
5 years	34.7 %	38.4 %	14.8 %	6.8 %	5.3 %	39,567	331
More than 5 years	38.1 %	37.6 %	12.6 %	6.7 %	5.0 %	365,801	3,732
Transgender							
Yes	31.8 %	33.4 %	15.9 %	8.3 %	10.6 %	1,903	21
No	37.1 %	38.0 %	13.2 %	6.7 %	5.0 %	488,678	4,558
Consider Yourself as							
Straight	37.3 %	38.2 %	13.1 %	6.6 %	4.9 %	451,489	4,060
Gay or Lesbian	37.9 %	36.0 %	12.9 %	7.9 %	5.3 %	12,525	114
Bisexual	37.7 %	35.6 %	11.7 %	8.8 %	6.2 %	8,543	140
Use different term	29.5 %	36.7 %	16.4 %	8.5 %	8.8 %	12,611	191
Military Service							
No Prior Military Service	36.5 %	38.9 %	13.2 %	6.7 %	4.6 %	370,736	3,740
Currently in Guard/Reserves	35.3 %	36.7 %	13.2 %	8.0 %	6.8 %	7,693	75
Retired	39.9 %	36.2 %	12.9 %	6.0 %	4.9 %	62,365	393
Separated/Discharged	35.4 %	36.6 %	13.9 %	7.3 %	6.7 %	71,095	623
Military Spouse							
Spouse of current active duty service member	39.0 %	33.3 %	13.1 %	7.9 %	6.7 %	5,447	91
Spouse of separated or retired service member with a disability rating of 100%	38.1 %	33.5 %	13.7 %	7.4 %	7.3 %	10,429	108
Widow(er) of a service member killed while on active duty	28.4 %	39.1 %	14.7 %	9.6 %	8.2 %	278	7
None of the categories listed	36.8 %	38.3 %	13.3 %	6.7 %	4.9 %	496,036	4,629
NoN-Competitive Hiring Authority							
Yes	39.3 %	33.8 %	12.3 %	6.8 %	7.8 %	2,006	28
No	38.2 %	33.4 %	13.7 %	7.8 %	6.9 %	14,049	177
Disability							
Yes	37.1 %	34.6 %	13.5 %	7.4 %	7.5 %	83,030	798
No	36.9 %	38.8 %	13.2 %	6.6 %	4.5 %	416,758	3,876

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
Work Location							
Headquarters	19.2 %	34.0 %	21.5 %	13.8 %	11.5 %	153,027	3,027
Field	13.0 %	28.7 %	23.6 %	16.9 %	17.9 %	242,958	6,185
Full-time telework	21.9 %	36.9 %	21.9 %	11.1 %	8.1 %	103,145	3,524
Supervisory Status							
Senior Leader	41.6 %	35.1 %	11.9 %	6.0 %	5.3 %	8,673	25
Manager	20.2 %	34.6 %	20.3 %	13.7 %	11.3 %	35,424	173
Supervisor	15.5 %	32.6 %	22.9 %	15.5 %	13.5 %	71,440	758
Team Leader	14.6 %	30.6 %	23.0 %	16.5 %	15.3 %	62,869	1,034
Non-Supervisor	15.9 %	31.3 %	23.2 %	15.0 %	14.7 %	325,071	11,025
Sex							
Male	16.3 %	30.8 %	22.6 %	14.9 %	15.4 %	257,188	5,300
Female	17.0 %	33.5 %	22.8 %	14.7 %	11.9 %	228,248	6,954
Hispanic or Latino							
Yes	17.5 %	29.2 %	22.3 %	14.2 %	16.9 %	51,862	1,202
No	16.4 %	32.2 %	22.8 %	15.0 %	13.7 %	436,024	11,139
Race							
American Indian/Alaska Native	13.6 %	28.7 %	25.2 %	16.1 %	16.4 %	9,829	273
Asian	21.5 %	37.7 %	20.8 %	9.9 %	10.0 %	29,270	858
Black/African American	20.6 %	35.0 %	22.3 %	11.1 %	11.0 %	71,934	2,216
Native Hawaiian/Pacific Islander	19.8 %	31.5 %	22.8 %	12.4 %	13.5 %	3,060	60
White	15.5 %	31.3 %	22.7 %	16.0 %	14.4 %	336,057	7,747
Two or more races (Not Hispanic/Latino)	14.9 %	28.1 %	22.6 %	15.4 %	19.0 %	22,208	643
Age Group							
25 and under	17.6 %	35.0 %	21.8 %	14.3 %	11.3 %	6,910	291
26-29 years old	15.7 %	30.6 %	22.1 %	15.9 %	15.7 %	16,364	522
30-39 years old	15.1 %	28.6 %	21.5 %	16.7 %	18.1 %	93,020	2,339
40-49 years old	15.3 %	30.0 %	22.0 %	16.0 %	16.7 %	134,156	3,107
50-59 years old	17.4 %	33.6 %	23.4 %	13.9 %	11.7 %	156,533	3,710
60 or older	19.1 %	36.3 %	24.5 %	12.0 %	8.1 %	80,970	2,334
Level of Education							
Less than High School	22.6 %	32.2 %	26.4 %	6.3 %	12.5 %	301	11
H.S. Diploma/GED or equiv	15.8 %	30.6 %	24.4 %	13.9 %	15.3 %	19,284	583
Trade/Technical Certificate	13.0 %	28.4 %	24.5 %	16.5 %	17.6 %	10,217	288
Some College(no degree)	15.4 %	29.5 %	24.2 %	14.6 %	16.4 %	59,450	1,644
Associate's Degree	15.1 %	30.2 %	23.7 %	15.3 %	15.7 %	35,190	1,032
Bachelor's Degree	15.7 %	31.6 %	22.8 %	15.4 %	14.5 %	173,852	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
Master's Degree	18.1 %	33.7 %	21.5 %	14.4 %	12.2 %	141,483	3,042
Doctoral/Professional Degree	18.5 %	33.3 %	21.2 %	14.9 %	12.1 %	54,233	1,333
Pay Category							
Federal Wage System	9.6 %	23.3 %	24.4 %	18.6 %	24.1 %	15,260	406
GS 1-6	17.1 %	30.7 %	23.3 %	14.0 %	14.9 %	19,850	1,156
GS 7-12	15.7 %	30.9 %	23.4 %	15.1 %	14.9 %	204,962	6,736
GS 13-15	17.9 %	34.3 %	21.7 %	14.3 %	11.7 %	214,254	3,560
SES	44.1 %	34.0 %	10.9 %	6.9 %	4.2 %	4,881	8
SL/ST	27.9 %	34.7 %	19.1 %	10.3 %	7.9 %	1,854	23
Other	13.7 %	28.9 %	24.0 %	16.6 %	16.7 %	42,135	1,021
Time in Federal Government							
< 1 year	27.0 %	38.8 %	20.1 %	8.7 %	5.5 %	10,219	687
1-3 years	20.6 %	34.6 %	21.4 %	13.0 %	10.5 %	62,623	2,308
4-5 years	16.2 %	31.4 %	22.5 %	15.2 %	14.7 %	39,022	1,069
6-10 years	15.1 %	29.9 %	22.5 %	16.3 %	16.1 %	81,337	2,008
11-14 years	15.0 %	30.4 %	22.8 %	15.9 %	16.0 %	93,090	1,997
15-20 years	14.3 %	29.8 %	23.0 %	16.2 %	16.8 %	88,895	1,849
> 20 years	16.3 %	32.9 %	23.9 %	14.3 %	12.5 %	127,805	3,024
Time with Current Agency							
< 1 year	27.4 %	38.3 %	19.2 %	8.9 %	6.2 %	18,392	1,167
1-3 years	20.5 %	34.1 %	21.6 %	13.0 %	10.9 %	93,879	3,043
4-5 years	16.0 %	31.1 %	22.6 %	15.4 %	14.8 %	49,149	1,183
6-10 years	14.6 %	29.6 %	22.9 %	16.4 %	16.6 %	89,106	2,054
11-14 years	14.0 %	29.9 %	23.0 %	16.3 %	16.7 %	84,388	1,749
15-20 years	13.3 %	29.4 %	23.5 %	16.5 %	17.3 %	75,333	1,564
> 20 years	15.7 %	33.2 %	24.2 %	14.5 %	12.3 %	93,165	2,194
Leaving							
No	21.2 %	37.4 %	22.6 %	11.6 %	7.2 %	328,732	8,523
Yes, to retire	14.1 %	31.6 %	25.9 %	15.4 %	13.0 %	33,489	811
Yes, to other job in Govt	8.0 %	21.6 %	22.8 %	21.5 %	26.1 %	88,040	2,134
Yes, to other job outside Govt	5.8 %	16.4 %	19.3 %	22.8 %	35.6 %	22,595	504
Yes, other	6.6 %	19.2 %	23.5 %	21.1 %	29.6 %	30,573	982
Retiring							
Less than 1 year	13.9 %	29.7 %	24.0 %	15.8 %	16.6 %	15,928	381
1 year	14.2 %	31.7 %	25.4 %	15.5 %	13.2 %	13,178	329
2 years	15.8 %	34.0 %	24.9 %	14.0 %	11.3 %	26,883	671
3 years	16.5 %	34.1 %	24.4 %	13.7 %	11.3 %	27,889	657

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	16.2 %	31.5 %	23.0 %	15.1 %	14.3 %	526,253	13,759
4 years	16.0 %	33.1 %	24.7 %	14.0 %	12.2 %	17,380	356
5 years	15.6 %	32.3 %	23.8 %	14.5 %	13.8 %	38,909	899
More than 5 years	16.7 %	31.3 %	22.1 %	15.2 %	14.7 %	359,447	9,429
Transgender							
Yes	10.9 %	23.2 %	21.2 %	15.3 %	29.5 %	1,848	68
No	16.6 %	32.0 %	22.7 %	14.8 %	13.9 %	480,131	12,080
Consider Yourself as							
Straight	16.8 %	32.4 %	22.6 %	14.6 %	13.5 %	443,667	10,927
Gay or Lesbian	16.6 %	29.4 %	22.1 %	16.2 %	15.7 %	12,328	296
Bisexual	14.5 %	28.1 %	21.5 %	17.8 %	18.0 %	8,427	234
Use different term	10.3 %	22.5 %	23.1 %	17.8 %	26.2 %	12,294	483
Military Service							
No Prior Military Service	15.9 %	32.0 %	22.9 %	15.2 %	14.0 %	363,854	9,900
Currently in Guard/Reserves	16.0 %	30.3 %	21.5 %	15.9 %	16.3 %	7,611	142
Retired	20.3 %	34.8 %	22.6 %	12.5 %	9.8 %	61,468	1,136
Separated/Discharged	14.7 %	27.5 %	22.6 %	16.2 %	18.9 %	69,795	1,746
Military Spouse							
Spouse of current active duty service member	18.7 %	30.4 %	19.6 %	15.9 %	15.3 %	5,393	134
Spouse of separated or retired service member with a disability rating of 100%	18.9 %	30.9 %	22.3 %	13.7 %	14.1 %	10,290	238
Widow(er) of a service member killed while on active duty	13.0 %	39.4 %	20.1 %	14.2 %	13.5 %	277	8
None of the categories listed	16.2 %	31.7 %	22.8 %	15.0 %	14.2 %	487,042	12,580
NoN-Competitive Hiring Authority							
Yes	21.9 %	32.2 %	19.9 %	13.7 %	12.4 %	1,979	50
No	18.2 %	30.5 %	21.5 %	14.7 %	15.0 %	13,882	328
Disability							
Yes	17.1 %	28.7 %	21.9 %	14.9 %	17.3 %	81,281	2,325
No	16.3 %	32.5 %	22.9 %	14.9 %	13.4 %	409,712	10,104

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
Work Location							
Headquarters	27.9 %	37.7 %	19.0 %	7.2 %	8.2 %	146,735	8,346
Field	19.5 %	34.7 %	22.7 %	9.4 %	13.7 %	230,633	16,677
Full-time telework	29.6 %	39.9 %	19.3 %	5.4 %	5.7 %	97,453	8,593
Supervisory Status							
Senior Leader	52.4 %	30.3 %	9.4 %	3.6 %	4.2 %	8,605	51
Manager	29.9 %	37.3 %	17.5 %	7.3 %	8.1 %	34,463	870
Supervisor	23.5 %	37.7 %	20.7 %	8.4 %	9.8 %	68,802	2,906
Team Leader	22.4 %	36.5 %	21.1 %	9.0 %	11.0 %	59,729	3,705
Non-Supervisor	22.7 %	36.3 %	21.8 %	8.0 %	11.2 %	307,335	26,565
Sex							
Male	24.7 %	35.8 %	20.1 %	8.0 %	11.4 %	244,985	15,687
Female	23.0 %	38.0 %	22.0 %	8.0 %	9.0 %	217,485	16,206
Hispanic or Latino							
Yes	24.0 %	33.9 %	21.1 %	8.1 %	13.0 %	49,726	3,000
No	23.9 %	37.1 %	20.9 %	8.0 %	10.2 %	414,965	29,197
Race							
American Indian/Alaska Native	17.1 %	32.0 %	25.8 %	11.0 %	14.1 %	9,522	523
Asian	27.4 %	40.9 %	19.0 %	5.3 %	7.4 %	28,312	1,717
Black/African American	24.5 %	37.0 %	22.5 %	6.8 %	9.3 %	69,224	4,400
Native Hawaiian/Pacific Islander	24.5 %	34.9 %	23.1 %	6.7 %	10.8 %	2,958	136
White	24.2 %	36.9 %	20.2 %	8.3 %	10.4 %	318,981	22,452
Two or more races (Not Hispanic/Latino)	21.2 %	32.7 %	22.3 %	9.0 %	14.9 %	21,116	1,598
Age Group							
25 and under	26.7 %	42.1 %	17.5 %	6.4 %	7.3 %	6,601	542
26-29 years old	23.6 %	38.5 %	19.4 %	8.1 %	10.5 %	15,639	1,142
30-39 years old	22.7 %	35.6 %	19.8 %	8.8 %	13.1 %	88,656	6,213
40-49 years old	22.3 %	35.6 %	21.0 %	8.6 %	12.5 %	127,604	8,799
50-59 years old	24.5 %	36.8 %	21.6 %	7.8 %	9.2 %	149,248	9,804
60 or older	27.1 %	38.6 %	21.7 %	6.4 %	6.2 %	77,029	5,628
Level of Education							
Less than High School	22.1 %	41.0 %	21.8 %	4.4 %	10.8 %	293	17
H.S. Diploma/GED or equiv	20.0 %	33.9 %	24.2 %	9.1 %	12.8 %	18,770	948
Trade/Technical Certificate	17.1 %	32.7 %	24.8 %	10.3 %	15.2 %	9,921	522
Some College(no degree)	20.2 %	33.5 %	23.6 %	9.2 %	13.5 %	57,146	3,458
Associate's Degree	20.0 %	34.4 %	23.3 %	9.3 %	13.0 %	33,901	2,041
Bachelor's Degree	23.0 %	37.3 %	21.1 %	8.1 %	10.5 %	164,748	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
Master's Degree	27.2 %	38.5 %	18.8 %	7.0 %	8.5 %	134,456	9,213
Doctoral/Professional Degree	30.6 %	38.0 %	17.4 %	6.6 %	7.5 %	51,043	4,178
Pay Category							
Federal Wage System	13.4 %	28.3 %	24.8 %	12.8 %	20.7 %	14,760	770
GS 1-6	22.2 %	35.4 %	22.5 %	8.2 %	11.8 %	19,056	1,805
GS 7-12	21.9 %	36.1 %	22.2 %	8.3 %	11.4 %	194,466	15,703
GS 13-15	27.3 %	38.8 %	18.7 %	7.1 %	8.1 %	203,634	12,843
SES	58.5 %	27.2 %	8.2 %	3.4 %	2.8 %	4,824	37
SL/ST	42.4 %	34.4 %	13.0 %	4.0 %	6.1 %	1,817	53
Other	20.8 %	34.7 %	23.0 %	9.0 %	12.4 %	40,173	2,707
Time in Federal Government							
< 1 year	37.6 %	41.3 %	14.7 %	3.4 %	3.0 %	9,811	1,045
1-3 years	29.9 %	38.9 %	18.3 %	6.0 %	6.8 %	59,991	4,524
4-5 years	23.8 %	37.5 %	20.9 %	7.7 %	10.1 %	37,271	2,570
6-10 years	22.7 %	36.1 %	21.0 %	8.3 %	11.9 %	77,344	5,496
11-14 years	22.2 %	35.9 %	21.1 %	8.7 %	12.1 %	88,251	6,218
15-20 years	20.6 %	34.7 %	22.1 %	9.3 %	13.3 %	84,364	5,724
> 20 years	22.9 %	36.3 %	22.5 %	8.3 %	10.0 %	121,480	8,391
Time with Current Agency							
< 1 year	36.4 %	40.8 %	15.4 %	3.6 %	3.8 %	17,610	1,837
1-3 years	29.2 %	38.6 %	18.7 %	6.1 %	7.4 %	89,649	6,644
4-5 years	23.5 %	36.7 %	21.1 %	8.2 %	10.6 %	46,969	3,028
6-10 years	21.7 %	35.5 %	21.5 %	8.9 %	12.4 %	84,752	5,877
11-14 years	21.0 %	35.4 %	21.8 %	9.1 %	12.8 %	79,969	5,580
15-20 years	19.5 %	34.4 %	22.6 %	9.6 %	13.9 %	71,531	4,784
> 20 years	22.6 %	36.8 %	22.6 %	8.3 %	9.7 %	88,449	6,222
Leaving							
No	29.8 %	40.6 %	18.9 %	5.6 %	5.1 %	314,552	20,641
Yes, to retire	20.3 %	36.3 %	24.1 %	8.8 %	10.5 %	31,722	2,279
Yes, to other job in Govt	13.0 %	29.5 %	24.7 %	12.6 %	20.2 %	82,965	6,527
Yes, to other job outside Govt	11.4 %	25.8 %	22.4 %	13.8 %	26.5 %	21,044	1,870
Yes, other	11.0 %	26.6 %	25.9 %	12.8 %	23.7 %	28,672	2,655
Retiring							
Less than 1 year	20.3 %	34.0 %	23.0 %	9.5 %	13.3 %	15,079	1,099
1 year	20.6 %	36.6 %	23.8 %	8.6 %	10.5 %	12,453	929
2 years	23.1 %	36.8 %	23.1 %	8.0 %	9.0 %	25,562	1,791
3 years	23.7 %	36.7 %	22.6 %	8.2 %	8.9 %	26,520	1,816

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	23.5 %	36.4 %	21.3 %	8.2 %	10.7 %	500,578	35,739
4 years	23.0 %	36.8 %	22.1 %	8.3 %	9.7 %	16,569	1,023
5 years	22.1 %	35.9 %	22.5 %	8.6 %	11.0 %	37,018	2,440
More than 5 years	24.2 %	36.7 %	20.4 %	7.9 %	10.8 %	342,163	24,445
Transgender							
Yes	15.5 %	27.3 %	21.3 %	11.1 %	24.7 %	1,743	164
No	24.0 %	36.8 %	20.9 %	8.0 %	10.4 %	457,510	31,413
Consider Yourself as							
Straight	24.3 %	37.1 %	20.7 %	7.8 %	10.0 %	423,076	28,474
Gay or Lesbian	24.7 %	34.5 %	20.7 %	8.8 %	11.3 %	11,780	763
Bisexual	22.0 %	34.9 %	20.8 %	9.4 %	12.9 %	8,006	607
Use different term	15.1 %	28.0 %	24.2 %	11.1 %	21.5 %	11,519	1,185
Military Service							
No Prior Military Service	23.2 %	37.4 %	21.1 %	8.1 %	10.3 %	345,630	25,844
Currently in Guard/Reserves	23.9 %	35.2 %	19.6 %	9.2 %	12.2 %	7,298	398
Retired	28.6 %	37.3 %	19.8 %	6.8 %	7.5 %	59,165	2,919
Separated/Discharged	21.2 %	32.4 %	22.1 %	9.3 %	15.1 %	66,181	4,781
Military Spouse							
Spouse of current active duty service member	26.1 %	34.0 %	18.7 %	8.7 %	12.5 %	5,197	293
Spouse of separated or retired service member with a disability rating of 100%	23.2 %	34.6 %	22.3 %	8.3 %	11.6 %	9,924	521
Widow(er) of a service member killed while on active duty	19.3 %	36.5 %	23.0 %	7.5 %	13.8 %	268	17
None of the categories listed	23.7 %	36.6 %	21.0 %	8.1 %	10.6 %	463,141	33,152
NoN-Competitive Hiring Authority							
Yes	27.7 %	34.6 %	19.1 %	8.4 %	10.3 %	1,925	86
No	23.6 %	34.4 %	21.2 %	8.5 %	12.3 %	13,368	741
Disability							
Yes	23.6 %	32.4 %	21.0 %	9.0 %	13.9 %	77,521	5,421
No	23.9 %	37.6 %	20.9 %	7.8 %	9.8 %	390,032	27,075

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
Work Location							
Headquarters	23.5 %	44.1 %	17.0 %	8.8 %	6.7 %	153,516	1,781
Field	17.5 %	42.1 %	19.4 %	10.7 %	10.4 %	244,391	3,525
Full-time telework	27.6 %	47.4 %	14.6 %	6.1 %	4.3 %	104,301	1,818
Supervisory Status							
Senior Leader	45.1 %	38.4 %	9.5 %	4.0 %	3.0 %	8,634	32
Manager	26.9 %	47.2 %	13.9 %	6.7 %	5.2 %	35,324	89
Supervisor	20.7 %	45.8 %	17.8 %	8.9 %	6.9 %	71,438	429
Team Leader	18.8 %	42.6 %	18.6 %	11.0 %	8.9 %	63,045	571
Non-Supervisor	20.3 %	43.1 %	18.4 %	9.5 %	8.7 %	328,218	6,150
Sex							
Male	21.0 %	42.4 %	18.1 %	9.6 %	8.9 %	258,345	2,954
Female	21.5 %	45.7 %	17.2 %	8.7 %	6.9 %	230,054	3,862
Hispanic or Latino							
Yes	22.0 %	40.5 %	18.1 %	9.2 %	10.2 %	52,035	778
No	21.0 %	44.1 %	17.8 %	9.3 %	7.8 %	438,843	6,093
Race							
American Indian/Alaska Native	16.0 %	38.1 %	23.1 %	11.2 %	11.6 %	9,807	224
Asian	25.1 %	46.1 %	16.6 %	6.2 %	6.1 %	29,479	497
Black/African American	25.2 %	45.9 %	15.7 %	6.6 %	6.6 %	72,396	1,202
Native Hawaiian/Pacific Islander	22.7 %	39.8 %	20.4 %	8.3 %	8.9 %	3,066	39
White	20.3 %	43.5 %	18.0 %	10.1 %	8.1 %	338,165	4,192
Two or more races (Not Hispanic/Latino)	19.4 %	40.7 %	18.9 %	9.7 %	11.3 %	22,314	403
Age Group							
25 and under	24.3 %	47.2 %	14.8 %	7.4 %	6.3 %	6,985	186
26-29 years old	21.1 %	43.4 %	17.2 %	9.7 %	8.6 %	16,539	301
30-39 years old	20.0 %	42.0 %	16.9 %	10.6 %	10.5 %	93,762	1,273
40-49 years old	19.8 %	42.7 %	17.8 %	10.1 %	9.6 %	134,981	1,723
50-59 years old	22.0 %	44.5 %	18.2 %	8.6 %	6.7 %	157,273	2,085
60 or older	23.3 %	45.9 %	18.8 %	7.3 %	4.7 %	81,352	1,303
Level of Education							
Less than High School	24.2 %	42.5 %	18.6 %	5.8 %	8.8 %	302	9
H.S. Diploma/GED or equiv	19.4 %	40.1 %	21.5 %	8.7 %	10.3 %	19,350	372
Trade/Technical Certificate	16.6 %	38.5 %	22.3 %	11.2 %	11.3 %	10,220	209
Some College(no degree)	19.1 %	40.7 %	20.3 %	9.8 %	10.1 %	59,715	1,056
Associate's Degree	18.6 %	41.3 %	20.1 %	10.2 %	9.8 %	35,399	633
Bachelor's Degree	20.6 %	44.6 %	17.5 %	9.2 %	8.0 %	175,118	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
Master's Degree	23.1 %	45.3 %	16.0 %	8.9 %	6.8 %	142,291	1,581
Doctoral/Professional Degree	24.2 %	45.2 %	15.6 %	8.8 %	6.2 %	54,646	696
Pay Category							
Federal Wage System	12.8 %	34.5 %	23.3 %	13.9 %	15.5 %	15,298	279
GS 1-6	20.7 %	41.3 %	19.7 %	8.8 %	9.5 %	20,142	722
GS 7-12	19.9 %	43.3 %	18.6 %	9.4 %	8.7 %	206,836	3,712
GS 13-15	23.4 %	45.9 %	15.9 %	8.6 %	6.2 %	215,012	1,826
SES	48.4 %	38.4 %	7.7 %	3.5 %	1.9 %	4,853	13
SL/ST	34.0 %	41.4 %	12.5 %	6.2 %	5.8 %	1,854	21
Other	18.2 %	41.5 %	20.1 %	10.4 %	9.8 %	42,326	638
Time in Federal Government							
< 1 year	32.6 %	46.2 %	12.9 %	5.1 %	3.2 %	10,519	342
1-3 years	25.7 %	44.4 %	15.8 %	8.0 %	6.0 %	63,361	1,272
4-5 years	21.2 %	42.8 %	17.9 %	9.4 %	8.7 %	39,289	630
6-10 years	19.6 %	42.8 %	17.9 %	10.3 %	9.4 %	81,903	1,099
11-14 years	19.6 %	43.0 %	18.2 %	10.1 %	9.1 %	93,489	1,149
15-20 years	18.4 %	42.4 %	19.1 %	10.3 %	9.9 %	89,163	1,099
> 20 years	20.8 %	45.0 %	18.7 %	8.5 %	7.0 %	128,395	1,647
Time with Current Agency							
< 1 year	32.3 %	44.8 %	13.8 %	5.5 %	3.7 %	18,883	594
1-3 years	25.3 %	43.9 %	16.1 %	8.2 %	6.5 %	94,728	1,733
4-5 years	20.6 %	42.7 %	18.0 %	9.9 %	8.9 %	49,358	729
6-10 years	19.2 %	42.6 %	18.2 %	10.4 %	9.7 %	89,678	1,107
11-14 years	18.5 %	43.2 %	18.8 %	10.3 %	9.3 %	84,705	1,008
15-20 years	17.5 %	42.6 %	19.4 %	10.4 %	10.1 %	75,587	912
> 20 years	20.5 %	45.7 %	18.8 %	8.4 %	6.6 %	93,610	1,158
Leaving							
No	26.5 %	47.5 %	15.7 %	6.5 %	3.8 %	331,225	4,386
Yes, to retire	17.6 %	44.4 %	20.6 %	9.6 %	7.8 %	33,631	431
Yes, to other job in Govt	11.2 %	36.6 %	21.5 %	14.7 %	16.0 %	88,341	1,386
Yes, to other job outside Govt	9.4 %	33.9 %	20.2 %	16.5 %	19.9 %	22,661	343
Yes, other	9.6 %	34.6 %	23.6 %	14.3 %	17.9 %	30,731	683
Retiring							
Less than 1 year	17.8 %	42.1 %	20.2 %	10.4 %	9.6 %	15,999	203
1 year	17.9 %	44.4 %	20.5 %	9.3 %	7.9 %	13,229	186
2 years	20.2 %	44.9 %	19.8 %	8.4 %	6.6 %	27,018	353
3 years	20.4 %	45.4 %	19.2 %	8.7 %	6.3 %	27,959	368

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	20.8 %	43.5 %	18.2 %	9.4 %	8.2 %	529,488	7,759
4 years	20.5 %	44.5 %	19.4 %	8.5 %	7.0 %	17,418	223
5 years	19.6 %	43.8 %	19.4 %	9.1 %	8.0 %	39,054	512
More than 5 years	21.5 %	43.4 %	17.3 %	9.5 %	8.4 %	362,012	5,262
Transgender							
Yes	14.5 %	34.8 %	19.3 %	12.9 %	18.4 %	1,865	42
No	21.2 %	43.8 %	17.8 %	9.2 %	8.0 %	483,079	6,700
Consider Yourself as							
Straight	21.5 %	44.0 %	17.6 %	9.1 %	7.8 %	446,268	6,041
Gay or Lesbian	21.3 %	41.7 %	17.5 %	10.2 %	9.2 %	12,412	146
Bisexual	19.9 %	42.1 %	16.8 %	11.5 %	9.7 %	8,516	114
Use different term	14.1 %	35.8 %	21.4 %	12.8 %	16.0 %	12,428	303
Military Service							
No Prior Military Service	20.7 %	44.7 %	17.6 %	9.2 %	7.8 %	366,512	5,406
Currently in Guard/Reserves	20.6 %	40.3 %	18.5 %	10.4 %	10.1 %	7,626	96
Retired	24.4 %	43.2 %	17.8 %	8.6 %	6.1 %	61,568	668
Separated/Discharged	19.0 %	39.8 %	19.1 %	10.6 %	11.4 %	70,157	1,057
Military Spouse							
Spouse of current active duty service member	23.1 %	39.8 %	17.2 %	10.4 %	9.4 %	5,406	89
Spouse of separated or retired service member with a disability rating of 100%	22.0 %	41.9 %	17.9 %	9.0 %	9.2 %	10,285	176
Widow(er) of a service member killed while on active duty	16.1 %	46.5 %	18.3 %	9.7 %	9.4 %	283	3
None of the categories listed	20.9 %	43.7 %	17.9 %	9.3 %	8.1 %	490,187	6,971
NoN-Competitive Hiring Authority							
Yes	26.3 %	39.7 %	15.8 %	9.2 %	9.0 %	1,980	33
No	21.6 %	41.4 %	18.0 %	9.6 %	9.3 %	13,894	233
Disability							
Yes	21.6 %	39.3 %	18.5 %	9.9 %	10.7 %	81,736	1,398
No	21.0 %	44.6 %	17.7 %	9.2 %	7.6 %	412,251	5,521

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
Work Location							
Headquarters	22.3 %	39.3 %	18.9 %	11.0 %	8.5 %	151,330	3,440
Field	16.3 %	36.3 %	21.4 %	13.1 %	12.9 %	240,049	7,401
Full-time telework	26.0 %	41.5 %	17.7 %	8.7 %	6.1 %	101,730	4,163
Supervisory Status							
Senior Leader	42.5 %	38.2 %	10.9 %	4.9 %	3.6 %	8,604	36
Manager	26.1 %	44.0 %	15.4 %	8.5 %	6.1 %	35,190	157
Supervisor	19.6 %	41.1 %	19.9 %	10.9 %	8.5 %	70,828	883
Team Leader	17.6 %	37.2 %	20.3 %	13.3 %	11.5 %	62,180	1,283
Non-Supervisor	19.0 %	37.1 %	20.7 %	12.1 %	11.1 %	320,622	12,936
Sex							
Male	20.0 %	37.8 %	20.1 %	11.3 %	10.7 %	253,847	6,681
Female	19.9 %	38.9 %	19.7 %	12.1 %	9.4 %	225,774	7,711
Hispanic or Latino							
Yes	21.0 %	34.7 %	20.4 %	11.4 %	12.6 %	51,266	1,417
No	19.7 %	38.7 %	19.9 %	11.7 %	9.9 %	430,768	13,076
Race							
American Indian/Alaska Native	15.3 %	33.0 %	24.2 %	13.5 %	13.9 %	9,712	310
Asian	23.6 %	41.5 %	19.0 %	8.2 %	7.7 %	28,877	948
Black/African American	24.1 %	41.1 %	18.3 %	8.2 %	8.3 %	71,441	2,146
Native Hawaiian/Pacific Islander	21.5 %	37.2 %	21.9 %	9.7 %	9.7 %	3,015	76
White	19.0 %	37.9 %	20.0 %	12.7 %	10.4 %	331,750	9,659
Two or more races (Not Hispanic/Latino)	18.4 %	34.5 %	21.1 %	12.1 %	14.0 %	21,913	738
Age Group							
25 and under	23.4 %	41.2 %	16.6 %	10.6 %	8.2 %	6,701	296
26-29 years old	20.1 %	37.3 %	19.0 %	12.5 %	11.2 %	16,021	518
30-39 years old	19.0 %	36.3 %	18.8 %	13.0 %	13.0 %	91,733	2,488
40-49 years old	18.9 %	37.3 %	19.4 %	12.4 %	12.0 %	132,768	3,588
50-59 years old	20.5 %	39.4 %	20.6 %	10.9 %	8.6 %	154,920	4,550
60 or older	21.5 %	40.2 %	22.0 %	9.8 %	6.4 %	79,957	3,013
Level of Education							
Less than High School	19.1 %	43.6 %	18.7 %	9.4 %	9.2 %	297	12
H.S. Diploma/GED or equiv	18.8 %	35.6 %	23.5 %	10.2 %	11.9 %	19,081	659
Trade/Technical Certificate	15.5 %	34.4 %	23.4 %	13.3 %	13.3 %	10,094	359
Some College(no degree)	18.1 %	35.5 %	22.3 %	11.7 %	12.4 %	58,734	1,998
Associate's Degree	17.9 %	36.1 %	22.0 %	12.0 %	12.0 %	34,812	1,208
Bachelor's Degree	19.5 %	38.9 %	19.6 %	11.8 %	10.2 %	171,734	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
Master's Degree	21.7 %	39.9 %	18.1 %	11.5 %	8.7 %	140,054	3,343
Doctoral/Professional Degree	21.9 %	38.8 %	18.9 %	11.9 %	8.5 %	53,247	1,896
Pay Category							
Federal Wage System	11.9 %	30.0 %	24.5 %	15.5 %	18.2 %	15,032	511
GS 1-6	19.1 %	35.3 %	21.7 %	11.7 %	12.2 %	19,565	1,275
GS 7-12	18.8 %	37.3 %	20.8 %	11.9 %	11.2 %	202,611	7,458
GS 13-15	22.1 %	41.0 %	18.1 %	11.0 %	7.8 %	211,736	4,562
SES	44.8 %	39.0 %	9.4 %	4.2 %	2.7 %	4,833	23
SL/ST	30.9 %	38.0 %	16.5 %	7.9 %	6.8 %	1,830	40
Other	16.8 %	35.7 %	22.7 %	12.7 %	12.1 %	41,530	1,323
Time in Federal Government							
< 1 year	30.8 %	41.4 %	16.3 %	7.1 %	4.4 %	10,139	631
1-3 years	24.3 %	39.0 %	18.0 %	10.6 %	8.1 %	61,676	2,471
4-5 years	19.9 %	37.4 %	19.6 %	12.0 %	11.1 %	38,482	1,206
6-10 years	18.4 %	37.0 %	19.9 %	12.8 %	11.8 %	80,378	2,286
11-14 years	18.3 %	37.7 %	20.2 %	12.4 %	11.3 %	91,995	2,482
15-20 years	17.6 %	36.7 %	21.0 %	12.6 %	12.1 %	87,835	2,404
> 20 years	19.5 %	39.6 %	21.2 %	10.9 %	8.9 %	126,437	3,736
Time with Current Agency							
< 1 year	31.3 %	40.4 %	16.1 %	7.3 %	5.0 %	18,297	1,053
1-3 years	23.9 %	38.7 %	18.1 %	10.7 %	8.5 %	92,569	3,307
4-5 years	19.4 %	37.3 %	19.7 %	12.3 %	11.3 %	48,400	1,449
6-10 years	18.0 %	36.8 %	20.3 %	12.9 %	12.0 %	88,110	2,401
11-14 years	17.4 %	37.6 %	20.8 %	12.6 %	11.6 %	83,409	2,195
15-20 years	16.5 %	36.9 %	21.5 %	12.8 %	12.3 %	74,434	2,064
> 20 years	19.0 %	40.2 %	21.5 %	10.8 %	8.5 %	92,137	2,759
Leaving							
No	25.2 %	42.5 %	18.5 %	8.7 %	5.1 %	325,187	9,580
Yes, to retire	16.3 %	38.4 %	23.7 %	11.9 %	9.6 %	33,103	1,082
Yes, to other job in Govt	10.2 %	30.1 %	22.2 %	17.6 %	19.8 %	86,868	2,610
Yes, to other job outside Govt	8.6 %	27.2 %	21.1 %	18.6 %	24.4 %	22,184	695
Yes, other	8.8 %	28.3 %	24.1 %	17.3 %	21.6 %	30,072	1,232
Retiring							
Less than 1 year	16.4 %	36.3 %	22.6 %	12.8 %	11.9 %	15,742	516
1 year	16.6 %	38.4 %	23.5 %	11.9 %	9.6 %	13,008	451
2 years	18.6 %	39.4 %	22.8 %	10.8 %	8.4 %	26,622	851
3 years	18.9 %	39.8 %	22.1 %	11.0 %	8.1 %	27,538	871

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	19.5 %	38.0 %	20.3 %	11.8 %	10.4 %	519,846	16,143
4 years	19.0 %	39.8 %	21.5 %	11.0 %	8.7 %	17,110	535
5 years	18.3 %	38.4 %	21.5 %	11.6 %	10.2 %	38,442	1,163
More than 5 years	20.3 %	37.9 %	19.3 %	11.8 %	10.7 %	355,137	10,599
Transgender							
Yes	14.0 %	28.5 %	20.2 %	15.1 %	22.2 %	1,822	82
No	20.0 %	38.3 %	19.9 %	11.6 %	10.1 %	474,406	14,150
Consider Yourself as							
Straight	20.3 %	38.7 %	19.9 %	11.4 %	9.8 %	438,440	12,851
Gay or Lesbian	19.7 %	35.9 %	19.2 %	13.2 %	12.0 %	12,179	343
Bisexual	18.1 %	34.7 %	17.9 %	15.8 %	13.6 %	8,298	244
Use different term	12.9 %	29.9 %	22.4 %	15.5 %	19.3 %	12,119	544
Military Service							
No Prior Military Service	19.3 %	38.7 %	20.0 %	11.9 %	10.1 %	359,326	11,496
Currently in Guard/Reserves	19.8 %	36.6 %	19.8 %	12.2 %	11.7 %	7,519	159
Retired	23.5 %	39.2 %	19.7 %	10.1 %	7.4 %	60,897	1,386
Separated/Discharged	18.1 %	34.8 %	20.8 %	12.6 %	13.7 %	68,934	2,169
Military Spouse							
Spouse of current active duty service member	21.7 %	35.1 %	18.4 %	12.4 %	12.4 %	5,342	136
Spouse of separated or retired service member with a disability rating of 100%	21.0 %	36.5 %	19.6 %	11.1 %	11.7 %	10,187	274
Widow(er) of a service member killed while on active duty	13.6 %	40.3 %	20.8 %	14.0 %	11.3 %	282	4
None of the categories listed	19.7 %	38.2 %	20.1 %	11.7 %	10.3 %	481,140	14,830
NoN-Competitive Hiring Authority							
Yes	23.8 %	36.2 %	17.2 %	11.1 %	11.6 %	1,969	44
No	20.6 %	36.0 %	19.5 %	11.8 %	12.1 %	13,741	369
Disability							
Yes	20.5 %	34.1 %	20.1 %	12.0 %	13.3 %	80,381	2,650
No	19.7 %	39.1 %	20.0 %	11.6 %	9.6 %	404,696	11,971

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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**
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628
Work Location						
Headquarters	33.7 %	33.7 %	18.6 %	7.1 %	6.8 %	149,568
Field	25.9 %	32.4 %	21.9 %	9.2 %	10.5 %	236,749
Full-time telework	39.4 %	34.9 %	16.1 %	5.0 %	4.6 %	99,403
Supervisory Status						
Senior Leader	52.0 %	29.3 %	11.7 %	3.1 %	3.9 %	8,495
Manager	34.6 %	34.4 %	18.5 %	6.4 %	6.1 %	34,774
Supervisor	29.0 %	34.5 %	20.9 %	7.9 %	7.7 %	70,020
Team Leader	28.5 %	33.0 %	21.1 %	8.7 %	8.8 %	61,597
Non-Supervisor	30.2 %	33.0 %	19.9 %	8.0 %	8.8 %	314,986
Sex						
Male	30.2 %	32.9 %	19.8 %	8.1 %	8.9 %	251,420
Female	31.6 %	33.9 %	19.9 %	7.3 %	7.3 %	221,310
Hispanic or Latino						
Yes	29.4 %	30.4 %	20.7 %	8.6 %	10.9 %	50,566
No	30.8 %	33.7 %	19.8 %	7.7 %	8.0 %	424,385
Race						
American Indian/Alaska Native	23.4 %	29.2 %	24.1 %	10.6 %	12.7 %	9,544
Asian	32.6 %	35.8 %	18.6 %	6.5 %	6.4 %	28,653
Black/African American	33.6 %	33.7 %	18.7 %	6.5 %	7.5 %	69,834
Native Hawaiian/Pacific Islander	31.1 %	29.7 %	21.7 %	7.9 %	9.6 %	2,980
White	30.5 %	33.4 %	19.9 %	8.0 %	8.2 %	327,636
Two or more races (Not Hispanic/Latino)	27.8 %	31.2 %	21.4 %	8.6 %	11.0 %	21,455
Age Group						
25 and under	31.2 %	37.2 %	18.8 %	7.0 %	5.7 %	6,637
26-29 years old	29.1 %	33.4 %	20.7 %	8.3 %	8.5 %	15,841
30-39 years old	28.7 %	32.1 %	20.6 %	8.6 %	10.0 %	90,330
40-49 years old	28.9 %	32.5 %	20.6 %	8.5 %	9.5 %	130,647
50-59 years old	31.8 %	34.0 %	19.3 %	7.4 %	7.5 %	152,674
60 or older	34.8 %	34.8 %	18.5 %	6.2 %	5.6 %	78,939
Level of Education						
Less than High School	30.3 %	34.8 %	16.9 %	7.3 %	10.7 %	298
H.S. Diploma/GED or equiv	29.5 %	30.9 %	20.5 %	8.7 %	10.5 %	18,800

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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**
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628
Trade/Technical Certificate	24.1 %	32.3 %	21.6 %	9.7 %	12.3 %	9,937
Some College(no degree)	28.6 %	30.9 %	21.2 %	8.9 %	10.3 %	57,732
Associate's Degree	27.2 %	32.2 %	21.5 %	8.9 %	10.3 %	34,287
Bachelor's Degree	29.9 %	34.1 %	20.1 %	7.8 %	8.1 %	168,965
Master's Degree	32.7 %	34.4 %	19.0 %	7.0 %	7.0 %	138,209
Doctoral/Professional Degree	36.2 %	33.4 %	17.6 %	6.6 %	6.2 %	52,638
Pay Category						
Federal Wage System	18.9 %	28.1 %	24.3 %	12.6 %	16.0 %	14,911
GS 1-6	28.6 %	31.6 %	21.4 %	8.4 %	10.1 %	19,040
GS 7-12	29.0 %	33.2 %	20.5 %	8.3 %	9.1 %	198,947
GS 13-15	34.3 %	34.5 %	18.4 %	6.5 %	6.3 %	209,449
SES	53.5 %	28.5 %	11.9 %	3.1 %	2.8 %	4,785
SL/ST	42.4 %	31.6 %	15.5 %	5.2 %	5.3 %	1,817
Other	27.3 %	32.6 %	21.7 %	8.9 %	9.6 %	40,701
Time in Federal Government						
< 1 year	42.4 %	36.5 %	14.1 %	4.0 %	3.0 %	9,848
1-3 years	35.5 %	34.1 %	17.7 %	6.7 %	5.9 %	60,420
4-5 years	30.2 %	33.6 %	20.1 %	7.8 %	8.4 %	37,823
6-10 years	28.9 %	32.6 %	20.5 %	8.6 %	9.4 %	79,045
11-14 years	29.1 %	33.0 %	20.6 %	8.2 %	9.2 %	90,742
15-20 years	27.5 %	32.3 %	21.4 %	8.8 %	10.1 %	86,658
> 20 years	30.9 %	33.8 %	20.0 %	7.5 %	7.8 %	124,842
Time with Current Agency						
< 1 year	42.5 %	35.1 %	14.4 %	4.2 %	3.8 %	17,794
1-3 years	35.1 %	33.6 %	18.0 %	6.8 %	6.5 %	90,828
4-5 years	29.7 %	33.3 %	20.3 %	8.0 %	8.7 %	47,661
6-10 years	28.3 %	32.4 %	20.7 %	8.9 %	9.7 %	86,701
11-14 years	27.9 %	33.1 %	21.2 %	8.3 %	9.6 %	82,256
15-20 years	26.7 %	32.3 %	21.8 %	9.0 %	10.3 %	73,530
> 20 years	30.9 %	34.4 %	20.0 %	7.4 %	7.4 %	91,026
Leaving						
No	38.2 %	36.4 %	16.7 %	4.9 %	3.7 %	320,964
Yes, to retire	27.0 %	34.4 %	22.2 %	8.3 %	8.2 %	32,688

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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**
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628
Yes, to other job in Govt	16.3 %	27.2 %	26.4 %	13.3 %	16.9 %	85,351
Yes, to other job outside Govt	14.7 %	25.5 %	25.4 %	14.4 %	20.0 %	21,812
Yes, other	15.4 %	26.1 %	26.0 %	13.9 %	18.6 %	29,092
Retiring						
Less than 1 year	26.7 %	31.6 %	22.0 %	9.1 %	10.6 %	15,545
1 year	27.5 %	34.5 %	21.5 %	8.4 %	8.1 %	12,833
2 years	30.2 %	35.2 %	19.9 %	7.3 %	7.3 %	26,278
3 years	31.0 %	34.8 %	19.5 %	7.4 %	7.3 %	27,229
4 years	30.6 %	34.1 %	20.0 %	7.9 %	7.4 %	16,940
5 years	29.4 %	33.2 %	20.8 %	7.8 %	8.8 %	38,000
More than 5 years	30.9 %	33.1 %	19.8 %	7.8 %	8.4 %	349,430
Transgender						
Yes	22.4 %	29.4 %	19.3 %	9.5 %	19.3 %	1,781
No	30.8 %	33.4 %	19.9 %	7.8 %	8.2 %	467,566
Consider Yourself as						
Straight	31.1 %	33.6 %	19.7 %	7.6 %	8.0 %	432,249
Gay or Lesbian	29.7 %	31.3 %	21.2 %	8.8 %	8.9 %	12,072
Bisexual	27.7 %	31.2 %	22.1 %	9.4 %	9.5 %	8,207
Use different term	22.3 %	28.0 %	23.4 %	11.1 %	15.3 %	11,799
Military Service						
No Prior Military Service	30.5 %	33.7 %	20.0 %	7.7 %	8.0 %	353,364
Currently in Guard/Reserves	28.1 %	32.0 %	20.3 %	9.1 %	10.4 %	7,423
Retired	33.6 %	34.1 %	18.7 %	6.8 %	6.8 %	60,484
Separated/Discharged	27.7 %	30.8 %	20.9 %	9.3 %	11.3 %	67,870
Military Spouse						
Spouse of current active duty service member	30.4 %	31.6 %	19.4 %	9.0 %	9.8 %	5,259
Spouse of separated or retired service member with a disability rating of 100%	30.3 %	31.3 %	20.1 %	8.1 %	10.2 %	9,995
Widow(er) of a service member killed while on active duty	23.4 %	33.2 %	24.4 %	10.1 %	8.9 %	275
None of the categories listed	30.5 %	33.4 %	20.0 %	7.8 %	8.3 %	473,879
NoN-Competitive Hiring Authority						
Yes	32.0 %	30.9 %	20.3 %	7.6 %	9.1 %	1,930

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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**
All Responses	30.2 %	33.2 %	20.2 %	7.9 %	8.4 %	511,628
No	29.9 %	31.5 %	19.7 %	8.6 %	10.2 %	13,506
Disability						
Yes	29.7 %	30.2 %	20.1 %	8.5 %	11.5 %	79,127
No	30.8 %	34.0 %	19.9 %	7.7 %	7.7 %	398,854

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
Work Location							
Headquarters	29.6 %	36.5 %	18.3 %	8.5 %	7.1 %	154,635	1,438
Field	21.1 %	33.9 %	22.2 %	11.2 %	11.6 %	245,689	3,416
Full-time telework	32.3 %	38.7 %	17.9 %	6.3 %	4.8 %	105,013	1,657
Supervisory Status							
Senior Leader	52.7 %	30.2 %	9.4 %	4.1 %	3.6 %	8,684	12
Manager	30.8 %	35.5 %	17.0 %	9.1 %	7.6 %	35,463	130
Supervisor	25.1 %	36.8 %	19.5 %	10.0 %	8.5 %	71,735	471
Team Leader	24.0 %	34.6 %	20.9 %	10.9 %	9.6 %	63,350	568
Non-Supervisor	24.8 %	35.6 %	21.0 %	9.3 %	9.3 %	330,644	5,431
Sex							
Male	25.6 %	34.5 %	19.8 %	9.9 %	10.3 %	259,550	3,022
Female	26.3 %	37.6 %	20.6 %	8.6 %	6.8 %	231,971	3,163
Hispanic or Latino							
Yes	28.4 %	33.5 %	19.5 %	8.4 %	10.2 %	52,486	580
No	25.4 %	36.0 %	20.3 %	9.6 %	8.7 %	441,529	5,656
Race							
American Indian/Alaska Native	22.4 %	34.4 %	23.2 %	10.0 %	10.0 %	9,941	134
Asian	29.6 %	40.2 %	17.8 %	6.1 %	6.2 %	29,673	441
Black/African American	30.0 %	38.6 %	18.8 %	6.2 %	6.4 %	73,283	871
Native Hawaiian/Pacific Islander	29.1 %	34.6 %	21.0 %	7.1 %	8.3 %	3,093	29
White	24.9 %	35.1 %	20.3 %	10.4 %	9.3 %	339,735	4,151
Two or more races (Not Hispanic/Latino)	24.4 %	32.0 %	21.3 %	10.0 %	12.4 %	22,497	340
Age Group							
25 and under	30.7 %	38.5 %	17.5 %	7.4 %	5.8 %	7,029	170
26-29 years old	26.6 %	35.5 %	20.1 %	9.0 %	8.8 %	16,572	330
30-39 years old	24.8 %	34.2 %	19.8 %	10.3 %	10.9 %	93,955	1,427
40-49 years old	24.5 %	34.4 %	20.2 %	10.2 %	10.6 %	135,579	1,731
50-59 years old	26.2 %	36.4 %	20.3 %	9.1 %	7.9 %	158,619	1,666
60 or older	27.8 %	38.3 %	20.6 %	7.8 %	5.6 %	82,278	920
Level of Education							
Less than High School	32.2 %	37.0 %	16.2 %	4.8 %	9.8 %	304	8
H.S. Diploma/GED or equiv	24.6 %	34.8 %	22.1 %	8.6 %	9.9 %	19,580	273
Trade/Technical Certificate	21.7 %	33.9 %	22.5 %	10.3 %	11.6 %	10,389	115
Some College(no degree)	24.2 %	34.0 %	21.5 %	9.8 %	10.5 %	60,350	736
Associate's Degree	23.7 %	34.8 %	21.8 %	9.8 %	9.9 %	35,734	481
Bachelor's Degree	24.6 %	35.7 %	20.7 %	9.7 %	9.3 %	175,924	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
Master's Degree	28.0 %	36.9 %	18.7 %	8.9 %	7.5 %	142,967	1,622
Doctoral/Professional Degree	29.0 %	35.9 %	17.8 %	9.6 %	7.7 %	54,920	623
Pay Category							
Federal Wage System	16.6 %	30.2 %	24.2 %	13.6 %	15.3 %	15,459	206
GS 1-6	26.9 %	35.2 %	21.0 %	8.3 %	8.7 %	20,476	537
GS 7-12	24.7 %	35.4 %	21.1 %	9.3 %	9.5 %	208,223	3,501
GS 13-15	27.5 %	37.0 %	18.5 %	9.3 %	7.7 %	216,009	1,784
SES	55.7 %	27.3 %	9.3 %	4.7 %	3.0 %	4,883	5
SL/ST	38.5 %	34.4 %	14.6 %	5.4 %	7.0 %	1,869	8
Other	22.9 %	34.1 %	22.5 %	10.4 %	10.1 %	42,585	548
Time in Federal Government							
< 1 year	42.6 %	37.7 %	13.6 %	3.7 %	2.5 %	10,605	310
1-3 years	33.3 %	37.5 %	17.2 %	6.7 %	5.3 %	63,726	1,200
4-5 years	26.6 %	36.0 %	20.1 %	9.0 %	8.2 %	39,506	592
6-10 years	24.4 %	35.2 %	20.6 %	10.0 %	9.8 %	82,270	1,094
11-14 years	23.7 %	35.0 %	20.7 %	10.3 %	10.4 %	94,012	1,123
15-20 years	22.0 %	33.9 %	21.6 %	11.0 %	11.5 %	89,746	981
> 20 years	23.7 %	35.9 %	21.7 %	9.9 %	8.9 %	129,433	1,306
Time with Current Agency							
< 1 year	40.8 %	37.3 %	14.7 %	4.1 %	3.1 %	18,995	580
1-3 years	32.1 %	37.3 %	17.7 %	7.0 %	5.9 %	95,305	1,619
4-5 years	26.0 %	35.7 %	20.3 %	9.4 %	8.6 %	49,715	624
6-10 years	23.4 %	34.9 %	21.0 %	10.4 %	10.2 %	90,103	1,081
11-14 years	22.2 %	34.6 %	21.3 %	10.8 %	11.0 %	85,234	943
15-20 years	20.9 %	33.6 %	22.1 %	11.3 %	12.0 %	76,025	821
> 20 years	23.2 %	36.1 %	21.7 %	10.1 %	8.9 %	94,357	943
Leaving							
No	32.2 %	39.4 %	17.7 %	6.3 %	4.3 %	333,242	3,989
Yes, to retire	20.5 %	35.4 %	23.2 %	11.2 %	9.7 %	33,911	359
Yes, to other job in Govt	14.4 %	29.5 %	24.9 %	14.8 %	16.3 %	89,001	1,218
Yes, to other job outside Govt	10.8 %	22.9 %	23.3 %	18.2 %	24.7 %	22,764	359
Yes, other	12.3 %	26.4 %	26.0 %	15.4 %	19.9 %	30,907	641
Retiring							
Less than 1 year	20.0 %	32.8 %	22.7 %	12.0 %	12.5 %	16,121	169
1 year	20.9 %	35.5 %	22.9 %	11.1 %	9.6 %	13,360	141
2 years	23.6 %	36.7 %	21.9 %	9.6 %	8.2 %	27,274	283
3 years	24.2 %	36.7 %	21.6 %	9.4 %	8.1 %	28,268	269

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	25.4 %	35.5 %	20.6 %	9.5 %	9.0 %	531,454	7,008
4 years	24.3 %	35.8 %	21.6 %	9.8 %	8.5 %	17,563	153
5 years	23.7 %	36.0 %	21.2 %	9.9 %	9.3 %	39,397	395
More than 5 years	26.5 %	35.5 %	19.8 %	9.3 %	9.0 %	363,856	5,090
Transgender							
Yes	17.0 %	25.9 %	20.4 %	12.8 %	24.0 %	1,870	45
No	26.0 %	35.8 %	20.1 %	9.3 %	8.8 %	486,143	6,073
Consider Yourself as							
Straight	26.3 %	36.1 %	19.9 %	9.2 %	8.5 %	449,234	5,379
Gay or Lesbian	25.3 %	34.1 %	20.0 %	11.1 %	9.6 %	12,464	164
Bisexual	22.3 %	34.5 %	20.7 %	11.3 %	11.3 %	8,524	146
Use different term	16.0 %	27.9 %	24.2 %	12.9 %	19.0 %	12,453	323
Military Service							
No Prior Military Service	25.2 %	36.3 %	20.5 %	9.4 %	8.6 %	368,665	5,055
Currently in Guard/Reserves	25.4 %	33.4 %	20.2 %	10.6 %	10.4 %	7,652	103
Retired	30.0 %	36.6 %	18.6 %	8.1 %	6.6 %	62,191	430
Separated/Discharged	22.7 %	31.9 %	21.4 %	11.0 %	12.9 %	70,538	1,009
Military Spouse							
Spouse of current active duty service member	30.8 %	32.2 %	18.6 %	9.7 %	8.8 %	5,462	68
Spouse of separated or retired service member with a disability rating of 100%	27.6 %	34.8 %	20.3 %	9.0 %	8.4 %	10,422	96
Widow(er) of a service member killed while on active duty	18.2 %	39.0 %	22.3 %	8.3 %	12.2 %	282	3
None of the categories listed	25.4 %	35.6 %	20.4 %	9.5 %	9.1 %	493,191	6,429
NoN-Competitive Hiring Authority							
Yes	33.7 %	32.7 %	18.8 %	7.6 %	7.3 %	2,017	18
No	27.8 %	34.0 %	19.8 %	9.6 %	8.9 %	14,047	149
Disability							
Yes	25.8 %	32.6 %	20.3 %	9.9 %	11.4 %	82,482	1,151
No	25.7 %	36.4 %	20.2 %	9.4 %	8.4 %	414,637	5,150

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
Work Location							
Headquarters	27.6 %	36.9 %	19.1 %	8.6 %	7.7 %	147,758	7,590
Field	19.4 %	33.9 %	23.9 %	10.9 %	11.9 %	230,929	16,787
Full-time telework	33.1 %	39.9 %	17.3 %	5.5 %	4.3 %	99,925	6,199
Supervisory Status							
Senior Leader	47.9 %	32.4 %	11.2 %	4.9 %	3.7 %	8,570	83
Manager	29.1 %	37.4 %	18.2 %	8.2 %	7.1 %	34,666	776
Supervisor	23.8 %	37.8 %	20.9 %	9.3 %	8.2 %	69,209	2,634
Team Leader	22.8 %	35.6 %	21.7 %	10.3 %	9.7 %	60,041	3,543
Non-Supervisor	23.4 %	35.3 %	22.1 %	9.3 %	9.8 %	310,209	24,062
Sex							
Male	24.5 %	35.8 %	21.2 %	8.9 %	9.7 %	246,492	14,732
Female	24.5 %	36.0 %	21.4 %	9.7 %	8.4 %	219,308	14,611
Hispanic or Latino							
Yes	24.2 %	31.8 %	22.6 %	9.7 %	11.6 %	49,895	2,857
No	24.4 %	36.4 %	21.1 %	9.2 %	8.9 %	418,215	26,686
Race							
American Indian/Alaska Native	18.5 %	31.2 %	28.5 %	10.5 %	11.3 %	9,318	699
Asian	27.9 %	39.4 %	18.7 %	6.9 %	7.0 %	28,652	1,400
Black/African American	28.0 %	36.8 %	20.3 %	7.2 %	7.6 %	70,262	3,479
Native Hawaiian/Pacific Islander	25.5 %	31.9 %	25.8 %	7.6 %	9.3 %	2,963	142
White	23.8 %	36.0 %	21.2 %	9.7 %	9.3 %	320,984	21,074
Two or more races (Not Hispanic/Latino)	22.2 %	31.8 %	22.4 %	10.2 %	13.4 %	21,117	1,595
Age Group							
25 and under	24.2 %	34.9 %	22.3 %	10.0 %	8.6 %	6,338	823
26-29 years old	21.7 %	31.6 %	22.8 %	12.3 %	11.6 %	15,302	1,531
30-39 years old	22.1 %	32.1 %	20.8 %	11.8 %	13.2 %	88,870	6,131
40-49 years old	23.2 %	34.7 %	21.2 %	10.1 %	10.9 %	129,221	7,527
50-59 years old	25.9 %	38.1 %	21.2 %	7.7 %	7.1 %	150,871	8,475
60 or older	27.4 %	40.2 %	21.9 %	6.2 %	4.3 %	77,470	5,113
Level of Education							
Less than High School	24.9 %	37.9 %	20.8 %	6.5 %	9.9 %	295	18
H.S. Diploma/GED or equiv	21.5 %	32.5 %	26.4 %	9.0 %	10.7 %	18,472	1,254
Trade/Technical Certificate	18.7 %	31.3 %	27.7 %	10.5 %	11.9 %	9,684	746
Some College(no degree)	21.6 %	32.4 %	25.2 %	9.8 %	11.1 %	56,788	3,887
Associate's Degree	21.3 %	33.1 %	24.6 %	10.2 %	10.8 %	33,616	2,416
Bachelor's Degree	23.5 %	36.5 %	21.2 %	9.4 %	9.4 %	166,403	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
Master's Degree	27.3 %	37.9 %	18.3 %	8.7 %	7.8 %	136,787	7,100
Doctoral/Professional Degree	28.5 %	38.1 %	17.7 %	8.4 %	7.2 %	51,691	3,585
Pay Category							
Federal Wage System	13.8 %	27.8 %	29.5 %	13.2 %	15.8 %	14,297	1,280
GS 1-6	21.6 %	31.5 %	26.3 %	10.0 %	10.7 %	18,478	2,380
GS 7-12	22.5 %	34.9 %	22.7 %	9.7 %	10.2 %	195,540	15,053
GS 13-15	28.2 %	39.3 %	17.8 %	7.8 %	6.9 %	207,613	9,111
SES	50.6 %	30.6 %	10.1 %	5.6 %	3.1 %	4,819	43
SL/ST	37.4 %	36.8 %	15.2 %	5.8 %	4.8 %	1,789	77
Other	19.9 %	32.2 %	24.6 %	11.6 %	11.7 %	39,934	2,994
Time in Federal Government							
< 1 year	35.7 %	36.7 %	18.1 %	5.8 %	3.7 %	9,586	1,270
1-3 years	28.4 %	35.1 %	21.1 %	8.6 %	6.9 %	59,312	5,316
4-5 years	23.3 %	33.9 %	21.8 %	10.7 %	10.2 %	37,197	2,719
6-10 years	22.7 %	34.2 %	21.5 %	10.5 %	11.1 %	77,999	4,972
11-14 years	23.1 %	35.5 %	21.0 %	9.9 %	10.5 %	89,548	5,131
15-20 years	21.7 %	35.2 %	22.4 %	9.6 %	11.1 %	85,490	4,787
> 20 years	24.6 %	38.6 %	21.5 %	8.0 %	7.4 %	123,078	6,816
Time with Current Agency							
< 1 year	36.0 %	36.3 %	17.8 %	5.8 %	4.1 %	17,472	2,005
1-3 years	28.6 %	35.1 %	20.4 %	8.4 %	7.4 %	89,502	6,979
4-5 years	23.2 %	34.6 %	21.6 %	10.5 %	10.1 %	47,097	2,987
6-10 years	22.3 %	34.5 %	21.6 %	10.5 %	11.1 %	85,692	5,079
11-14 years	21.8 %	35.7 %	21.6 %	10.0 %	10.8 %	81,181	4,573
15-20 years	20.6 %	35.2 %	23.1 %	9.8 %	11.3 %	72,192	4,243
> 20 years	24.1 %	39.2 %	21.6 %	7.9 %	7.2 %	89,484	5,187
Leaving							
No	30.9 %	39.9 %	19.3 %	6.0 %	3.9 %	316,426	19,278
Yes, to retire	20.9 %	38.3 %	24.7 %	8.7 %	7.5 %	31,986	2,030
Yes, to other job in Govt	12.5 %	28.7 %	24.8 %	15.3 %	18.7 %	84,257	5,436
Yes, to other job outside Govt	9.5 %	24.0 %	22.9 %	18.4 %	25.2 %	21,355	1,609
Yes, other	10.3 %	25.0 %	27.4 %	15.7 %	21.7 %	28,677	2,636
Retiring							
Less than 1 year	20.6 %	36.5 %	23.5 %	9.2 %	10.2 %	15,167	996
1 year	21.5 %	37.8 %	24.5 %	8.6 %	7.7 %	12,562	832
2 years	23.6 %	39.3 %	22.9 %	7.7 %	6.6 %	25,786	1,576
3 years	24.3 %	39.2 %	22.2 %	7.6 %	6.6 %	26,814	1,497

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	23.9 %	35.8 %	21.7 %	9.3 %	9.3 %	502,973	32,625
4 years	24.2 %	38.2 %	22.6 %	8.0 %	6.9 %	16,657	947
5 years	23.1 %	37.3 %	22.3 %	8.8 %	8.5 %	37,433	2,130
More than 5 years	24.6 %	35.0 %	20.9 %	9.7 %	9.9 %	344,706	22,579
Transgender							
Yes	16.2 %	27.2 %	22.4 %	11.9 %	22.3 %	1,740	165
No	24.5 %	35.9 %	21.3 %	9.2 %	9.1 %	460,831	28,848
Consider Yourself as							
Straight	24.9 %	36.2 %	21.2 %	9.0 %	8.8 %	426,170	26,106
Gay or Lesbian	23.9 %	33.5 %	20.2 %	11.4 %	11.0 %	11,880	679
Bisexual	20.5 %	32.6 %	20.8 %	13.2 %	12.9 %	7,968	664
Use different term	15.3 %	28.6 %	25.3 %	12.1 %	18.6 %	11,607	1,100
Military Service							
No Prior Military Service	23.7 %	36.1 %	21.3 %	9.6 %	9.3 %	348,677	23,131
Currently in Guard/Reserves	23.0 %	33.1 %	22.3 %	10.6 %	10.9 %	7,307	422
Retired	28.9 %	38.2 %	20.5 %	6.7 %	5.7 %	59,244	3,029
Separated/Discharged	21.9 %	32.6 %	23.0 %	10.1 %	12.4 %	66,731	4,420
Military Spouse							
Spouse of current active duty service member	26.5 %	28.4 %	21.0 %	13.0 %	11.1 %	5,189	314
Spouse of separated or retired service member with a disability rating of 100%	25.1 %	32.7 %	22.0 %	9.9 %	10.3 %	9,970	498
Widow(er) of a service member killed while on active duty	18.8 %	34.7 %	25.5 %	9.8 %	11.2 %	269	16
None of the categories listed	24.1 %	36.0 %	21.4 %	9.2 %	9.2 %	466,813	30,197
NoN-Competitive Hiring Authority							
Yes	28.4 %	31.5 %	21.0 %	9.9 %	9.3 %	1,916	110
No	25.0 %	31.0 %	21.7 %	11.3 %	10.9 %	13,418	711
Disability							
Yes	24.1 %	32.2 %	22.1 %	9.7 %	11.9 %	78,199	4,924
No	24.4 %	36.7 %	21.2 %	9.1 %	8.6 %	392,754	24,938

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
Work Location							
Headquarters	24.6 %	37.3 %	21.7 %	9.6 %	6.8 %	151,003	4,460
Field	17.0 %	32.8 %	25.5 %	13.1 %	11.6 %	239,435	8,773
Full-time telework	28.0 %	38.3 %	21.1 %	7.7 %	5.0 %	101,862	4,331
Supervisory Status							
Senior Leader	46.7 %	33.8 %	11.5 %	4.6 %	3.5 %	8,625	32
Manager	28.0 %	39.7 %	18.5 %	7.9 %	5.9 %	35,190	263
Supervisor	21.2 %	38.2 %	22.7 %	10.5 %	7.3 %	70,762	1,190
Team Leader	20.2 %	35.2 %	23.6 %	11.9 %	9.1 %	62,143	1,537
Non-Supervisor	19.9 %	34.1 %	24.6 %	11.5 %	9.8 %	319,888	14,850
Sex							
Male	21.3 %	34.6 %	23.1 %	11.1 %	9.9 %	254,219	7,424
Female	21.5 %	36.3 %	24.0 %	10.8 %	7.5 %	224,799	9,354
Hispanic or Latino							
Yes	21.8 %	31.2 %	23.8 %	11.5 %	11.7 %	51,251	1,625
No	21.2 %	35.8 %	23.5 %	11.0 %	8.6 %	430,101	15,331
Race							
American Indian/Alaska Native	16.5 %	31.0 %	28.4 %	12.2 %	12.0 %	9,647	402
Asian	24.4 %	37.7 %	22.8 %	8.2 %	6.9 %	28,878	1,146
Black/African American	25.2 %	36.7 %	22.6 %	8.1 %	7.4 %	71,100	2,675
Native Hawaiian/Pacific Islander	22.6 %	32.9 %	25.7 %	9.8 %	9.0 %	3,036	84
White	20.6 %	35.4 %	23.3 %	11.7 %	9.0 %	331,593	11,020
Two or more races (Not Hispanic/Latino)	19.6 %	31.1 %	24.5 %	11.9 %	12.9 %	21,836	906
Age Group							
25 and under	21.5 %	36.9 %	21.9 %	11.6 %	8.1 %	6,866	318
26-29 years old	19.3 %	34.3 %	23.1 %	13.1 %	10.3 %	16,229	624
30-39 years old	19.6 %	33.2 %	22.7 %	12.8 %	11.7 %	92,077	2,965
40-49 years old	20.5 %	34.2 %	23.0 %	11.8 %	10.4 %	132,390	4,367
50-59 years old	22.5 %	36.6 %	23.8 %	9.8 %	7.3 %	154,266	5,440
60 or older	23.4 %	37.3 %	25.1 %	8.8 %	5.4 %	79,630	3,167
Level of Education							
Less than High School	22.7 %	38.5 %	21.4 %	7.5 %	9.9 %	299	12
H.S. Diploma/GED or equiv	19.9 %	32.8 %	26.8 %	10.1 %	10.4 %	19,028	738
Trade/Technical Certificate	16.5 %	31.7 %	27.4 %	12.5 %	11.9 %	10,039	419
Some College(no degree)	19.5 %	32.3 %	26.1 %	11.2 %	10.8 %	58,554	2,258
Associate's Degree	19.2 %	33.3 %	25.6 %	11.5 %	10.4 %	34,713	1,372
Bachelor's Degree	20.6 %	35.7 %	23.5 %	11.2 %	9.0 %	171,583	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
Master's Degree	23.8 %	37.2 %	21.2 %	10.4 %	7.4 %	139,878	4,180
Doctoral/Professional Degree	22.2 %	35.7 %	22.0 %	12.2 %	7.9 %	53,225	2,050
Pay Category							
Federal Wage System	13.1 %	27.2 %	28.7 %	15.3 %	15.7 %	15,028	579
GS 1-6	18.9 %	31.3 %	27.1 %	12.0 %	10.7 %	19,510	1,349
GS 7-12	19.7 %	34.0 %	24.9 %	11.5 %	9.9 %	202,129	8,782
GS 13-15	24.3 %	38.5 %	20.9 %	9.7 %	6.5 %	211,512	5,479
SES	47.7 %	34.3 %	11.4 %	4.1 %	2.5 %	4,854	21
SL/ST	33.6 %	34.9 %	16.9 %	8.9 %	5.7 %	1,836	32
Other	17.9 %	32.7 %	25.1 %	13.0 %	11.2 %	41,455	1,536
Time in Federal Government							
< 1 year	31.5 %	36.8 %	20.3 %	7.3 %	4.1 %	10,080	779
1-3 years	25.0 %	35.5 %	22.1 %	10.4 %	7.0 %	61,903	2,791
4-5 years	20.6 %	34.3 %	23.4 %	11.9 %	9.8 %	38,534	1,406
6-10 years	20.0 %	34.0 %	23.5 %	12.1 %	10.4 %	80,287	2,734
11-14 years	20.1 %	34.9 %	23.4 %	11.7 %	9.8 %	91,825	2,974
15-20 years	19.0 %	33.9 %	24.6 %	11.7 %	10.9 %	87,619	2,774
> 20 years	21.1 %	36.9 %	24.6 %	9.9 %	7.5 %	125,841	4,368
Time with Current Agency							
< 1 year	32.2 %	36.5 %	19.6 %	7.2 %	4.5 %	18,143	1,347
1-3 years	25.0 %	35.1 %	22.1 %	10.3 %	7.4 %	92,623	3,934
4-5 years	20.6 %	34.6 %	23.5 %	11.6 %	9.7 %	48,523	1,618
6-10 years	19.5 %	34.0 %	23.8 %	12.1 %	10.6 %	87,958	2,842
11-14 years	18.8 %	34.9 %	23.9 %	12.2 %	10.1 %	83,276	2,641
15-20 years	17.8 %	34.1 %	25.2 %	11.9 %	11.0 %	74,230	2,341
> 20 years	20.7 %	37.3 %	24.8 %	9.8 %	7.3 %	91,769	3,112
Leaving							
No	27.1 %	39.7 %	21.5 %	7.7 %	4.0 %	324,881	11,049
Yes, to retire	17.7 %	35.2 %	27.8 %	11.1 %	8.2 %	32,884	1,247
Yes, to other job in Govt	10.6 %	27.3 %	27.3 %	17.4 %	17.4 %	86,620	3,254
Yes, to other job outside Govt	7.9 %	23.5 %	24.1 %	20.4 %	24.2 %	22,291	733
Yes, other	9.1 %	24.4 %	28.4 %	17.8 %	20.2 %	29,916	1,512
Retiring							
Less than 1 year	17.6 %	32.9 %	26.8 %	11.9 %	10.9 %	15,643	589
1 year	17.9 %	35.1 %	27.8 %	11.2 %	8.0 %	12,934	499
2 years	20.1 %	36.8 %	25.7 %	10.1 %	7.4 %	26,458	981
3 years	21.0 %	37.1 %	25.0 %	9.8 %	7.1 %	27,481	933

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	20.9 %	35.1 %	23.9 %	11.1 %	9.0 %	517,493	18,812
4 years	20.9 %	36.3 %	24.8 %	10.5 %	7.5 %	17,055	568
5 years	20.5 %	35.3 %	24.6 %	10.7 %	8.9 %	38,338	1,308
More than 5 years	21.5 %	35.0 %	22.9 %	11.3 %	9.3 %	354,936	12,656
Transgender							
Yes	13.9 %	25.8 %	25.1 %	11.8 %	23.4 %	1,830	83
No	21.4 %	35.3 %	23.5 %	11.0 %	8.8 %	473,803	16,542
Consider Yourself as							
Straight	21.7 %	35.6 %	23.4 %	10.7 %	8.5 %	437,840	15,041
Gay or Lesbian	21.1 %	32.9 %	22.2 %	13.2 %	10.6 %	12,184	381
Bisexual	17.5 %	33.1 %	22.6 %	14.4 %	12.4 %	8,354	293
Use different term	13.2 %	26.4 %	26.5 %	15.3 %	18.6 %	12,089	622
Military Service							
No Prior Military Service	20.3 %	35.7 %	23.9 %	11.4 %	8.8 %	358,919	13,323
Currently in Guard/Reserves	21.4 %	33.1 %	22.0 %	12.2 %	11.3 %	7,515	218
Retired	26.6 %	36.9 %	22.1 %	8.4 %	6.1 %	60,709	1,698
Separated/Discharged	19.3 %	31.5 %	24.5 %	12.2 %	12.5 %	68,724	2,555
Military Spouse							
Spouse of current active duty service member	24.4 %	31.7 %	22.9 %	11.3 %	9.7 %	5,341	169
Spouse of separated or retired service member with a disability rating of 100%	23.5 %	33.8 %	22.8 %	10.2 %	9.6 %	10,111	353
Widow(er) of a service member killed while on active duty	13.4 %	37.9 %	28.9 %	8.8 %	11.1 %	277	9
None of the categories listed	21.0 %	35.2 %	23.7 %	11.1 %	9.0 %	480,416	17,282
NoN-Competitive Hiring Authority							
Yes	26.2 %	33.0 %	22.1 %	10.0 %	8.7 %	1,966	62
No	23.3 %	33.0 %	23.0 %	10.7 %	9.9 %	13,663	468
Disability							
Yes	21.9 %	31.4 %	23.4 %	11.5 %	11.8 %	80,259	3,026
No	21.1 %	36.1 %	23.5 %	10.9 %	8.3 %	404,099	14,093

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(63) Management makes effective changes to address challenges facing our organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
Work Location							
Headquarters	21.3 %	34.8 %	22.7 %	12.4 %	8.8 %	150,290	5,166
Field	15.1 %	30.8 %	25.2 %	15.2 %	13.7 %	239,248	8,930
Full-time telework	25.6 %	38.0 %	21.2 %	9.2 %	6.1 %	101,515	4,690
Supervisory Status							
Senior Leader	40.7 %	34.7 %	13.6 %	6.8 %	4.2 %	8,649	36
Manager	22.9 %	35.3 %	20.9 %	12.2 %	8.6 %	35,230	261
Supervisor	17.8 %	34.3 %	23.9 %	14.2 %	9.9 %	70,719	1,229
Team Leader	16.7 %	31.4 %	24.6 %	15.2 %	12.1 %	61,914	1,744
Non-Supervisor	18.3 %	33.1 %	24.2 %	13.1 %	11.3 %	318,821	15,854
Sex							
Male	18.7 %	32.9 %	23.6 %	13.1 %	11.7 %	253,219	8,387
Female	19.3 %	34.4 %	23.7 %	13.3 %	9.4 %	224,564	9,565
Hispanic or Latino							
Yes	20.3 %	30.6 %	23.1 %	12.9 %	13.0 %	51,157	1,686
No	18.7 %	33.8 %	23.7 %	13.3 %	10.5 %	428,964	16,454
Race							
American Indian/Alaska Native	16.0 %	30.9 %	27.1 %	13.2 %	12.9 %	9,644	386
Asian	22.8 %	37.5 %	22.1 %	9.4 %	8.2 %	28,782	1,220
Black/African American	23.4 %	36.8 %	21.9 %	9.5 %	8.4 %	71,150	2,711
Native Hawaiian/Pacific Islander	21.3 %	32.9 %	25.4 %	10.9 %	9.6 %	3,020	92
White	17.9 %	32.9 %	23.9 %	14.3 %	11.1 %	330,491	12,013
Two or more races (Not Hispanic/Latino)	17.3 %	29.6 %	24.1 %	13.9 %	15.1 %	21,815	926
Age Group							
25 and under	20.2 %	36.5 %	20.8 %	12.7 %	9.7 %	6,786	364
26-29 years old	17.6 %	32.4 %	22.5 %	14.9 %	12.6 %	16,124	654
30-39 years old	17.4 %	30.6 %	22.5 %	15.2 %	14.3 %	91,723	3,237
40-49 years old	17.9 %	31.7 %	23.5 %	14.2 %	12.6 %	132,189	4,630
50-59 years old	19.9 %	35.1 %	24.1 %	12.1 %	8.8 %	154,036	5,667
60 or older	21.1 %	37.1 %	25.4 %	10.3 %	6.1 %	79,367	3,509
Level of Education							
Less than High School	22.4 %	39.3 %	18.6 %	9.1 %	10.5 %	299	12
H.S. Diploma/GED or equiv	18.6 %	32.4 %	26.2 %	11.3 %	11.4 %	19,006	765
Trade/Technical Certificate	15.5 %	30.7 %	26.8 %	13.9 %	13.0 %	10,025	433
Some College(no degree)	17.9 %	31.2 %	25.4 %	12.9 %	12.6 %	58,618	2,204
Associate's Degree	17.8 %	31.9 %	24.8 %	13.4 %	12.1 %	34,636	1,408
Bachelor's Degree	18.1 %	33.6 %	23.6 %	13.6 %	11.1 %	171,125	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(63) Management makes effective changes to address challenges facing our organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
Master's Degree	20.4 %	34.5 %	22.5 %	13.1 %	9.5 %	139,314	4,764
Doctoral/Professional Degree	19.9 %	35.0 %	22.2 %	13.6 %	9.3 %	53,031	2,293
Pay Category							
Federal Wage System	11.6 %	26.4 %	27.8 %	16.9 %	17.2 %	14,948	648
GS 1-6	18.8 %	32.3 %	24.6 %	12.3 %	12.0 %	19,648	1,256
GS 7-12	18.3 %	32.8 %	24.0 %	13.2 %	11.7 %	201,763	9,092
GS 13-15	20.4 %	35.3 %	22.6 %	12.9 %	8.9 %	210,671	6,345
SES	41.3 %	34.8 %	13.4 %	7.3 %	3.2 %	4,861	16
SL/ST	27.7 %	33.5 %	20.0 %	11.3 %	7.5 %	1,838	36
Other	15.7 %	30.9 %	26.2 %	14.7 %	12.5 %	41,297	1,643
Time in Federal Government							
< 1 year	29.9 %	38.7 %	18.7 %	8.1 %	4.6 %	10,030	842
1-3 years	23.2 %	35.1 %	22.0 %	11.4 %	8.3 %	61,549	3,062
4-5 years	18.4 %	33.2 %	23.4 %	13.6 %	11.4 %	38,352	1,520
6-10 years	17.5 %	32.0 %	23.4 %	14.5 %	12.6 %	80,097	2,937
11-14 years	17.5 %	32.4 %	23.8 %	14.3 %	12.0 %	91,583	3,182
15-20 years	16.6 %	31.3 %	25.0 %	14.3 %	12.8 %	87,379	3,068
> 20 years	18.4 %	34.6 %	25.0 %	12.5 %	9.4 %	125,840	4,436
Time with Current Agency							
< 1 year	30.2 %	37.5 %	19.1 %	8.2 %	5.0 %	17,983	1,519
1-3 years	23.0 %	34.8 %	22.1 %	11.5 %	8.7 %	92,190	4,299
4-5 years	18.3 %	32.9 %	23.6 %	13.7 %	11.4 %	48,353	1,733
6-10 years	17.1 %	31.7 %	23.8 %	14.6 %	12.8 %	87,878	2,970
11-14 years	16.3 %	32.3 %	24.3 %	14.7 %	12.5 %	83,016	2,820
15-20 years	15.5 %	31.3 %	25.4 %	14.6 %	13.2 %	74,038	2,549
> 20 years	17.8 %	34.9 %	25.3 %	12.6 %	9.3 %	91,786	3,181
Leaving							
No	24.4 %	38.8 %	22.3 %	9.5 %	5.1 %	324,012	11,938
Yes, to retire	15.5 %	33.5 %	27.7 %	13.6 %	9.7 %	32,900	1,268
Yes, to other job in Govt	8.9 %	23.6 %	26.2 %	20.4 %	20.9 %	86,350	3,454
Yes, to other job outside Govt	6.5 %	18.6 %	23.5 %	22.9 %	28.6 %	22,146	835
Yes, other	7.2 %	21.0 %	27.7 %	20.4 %	23.6 %	29,904	1,527
Retiring							
Less than 1 year	15.6 %	30.7 %	26.6 %	14.7 %	12.4 %	15,637	610
1 year	15.6 %	34.0 %	27.2 %	13.5 %	9.7 %	12,928	519
2 years	17.6 %	35.6 %	26.3 %	11.8 %	8.7 %	26,428	1,022
3 years	18.3 %	35.7 %	25.3 %	12.0 %	8.6 %	27,382	1,047

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(63) Management makes effective changes to address challenges facing our organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.5 %	33.2 %	24.0 %	13.3 %	10.9 %	516,113	20,139
4 years	18.4 %	34.5 %	25.4 %	12.6 %	9.1 %	17,055	598
5 years	18.1 %	33.7 %	24.8 %	13.0 %	10.4 %	38,254	1,375
More than 5 years	19.1 %	32.9 %	23.1 %	13.5 %	11.3 %	353,889	13,589
Transgender							
Yes	12.4 %	23.8 %	23.5 %	14.7 %	25.6 %	1,814	96
No	19.0 %	33.5 %	23.6 %	13.2 %	10.7 %	472,566	17,721
Consider Yourself as							
Straight	19.3 %	33.9 %	23.6 %	12.9 %	10.3 %	436,767	16,071
Gay or Lesbian	18.8 %	30.5 %	22.8 %	15.2 %	12.7 %	12,188	399
Bisexual	15.8 %	30.4 %	22.9 %	16.2 %	14.7 %	8,304	314
Use different term	11.7 %	24.2 %	25.6 %	16.8 %	21.7 %	12,029	683
Military Service							
No Prior Military Service	18.0 %	33.7 %	23.9 %	13.6 %	10.8 %	357,955	14,263
Currently in Guard/Reserves	19.2 %	30.8 %	22.4 %	14.2 %	13.4 %	7,513	218
Retired	23.2 %	35.6 %	23.0 %	10.9 %	7.4 %	60,547	1,852
Separated/Discharged	17.2 %	29.7 %	24.4 %	14.2 %	14.5 %	68,562	2,710
Military Spouse							
Spouse of current active duty service member	22.7 %	29.2 %	22.1 %	14.3 %	11.7 %	5,331	171
Spouse of separated or retired service member with a disability rating of 100%	21.4 %	32.5 %	22.5 %	12.9 %	10.6 %	10,112	352
Widow(er) of a service member killed while on active duty	14.6 %	32.5 %	30.9 %	7.7 %	14.3 %	277	10
None of the categories listed	18.6 %	33.3 %	23.9 %	13.3 %	10.9 %	479,150	18,523
NoN-Competitive Hiring Authority							
Yes	25.1 %	30.9 %	21.1 %	12.9 %	9.9 %	1,972	54
No	21.2 %	31.3 %	22.7 %	13.5 %	11.3 %	13,649	476
Disability							
Yes	19.6 %	30.2 %	23.4 %	13.1 %	13.7 %	79,981	3,272
No	18.6 %	34.1 %	23.8 %	13.3 %	10.2 %	403,153	15,015

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management involves employees in decisions that affect their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
Work Location							
Headquarters	18.0 %	30.1 %	22.6 %	15.7 %	13.5 %	150,661	4,951
Field	12.6 %	25.3 %	23.8 %	18.6 %	19.6 %	239,730	8,532
Full-time telework	21.0 %	31.7 %	22.8 %	14.1 %	10.4 %	101,335	5,006
Supervisory Status							
Senior Leader	37.2 %	35.0 %	15.0 %	7.7 %	5.2 %	8,611	49
Manager	20.3 %	34.3 %	21.1 %	13.6 %	10.7 %	35,169	325
Supervisor	15.0 %	30.4 %	23.6 %	17.1 %	13.9 %	70,819	1,182
Team Leader	13.9 %	26.6 %	23.4 %	18.5 %	17.5 %	62,069	1,664
Non-Supervisor	15.1 %	26.8 %	23.7 %	17.2 %	17.2 %	319,350	15,588
Sex							
Male	16.1 %	28.4 %	23.0 %	15.8 %	16.7 %	253,383	8,225
Female	15.5 %	27.7 %	23.6 %	18.2 %	14.9 %	224,890	9,565
Hispanic or Latino							
Yes	16.9 %	25.3 %	23.0 %	16.2 %	18.7 %	51,104	1,787
No	15.6 %	28.4 %	23.3 %	17.0 %	15.7 %	429,566	16,133
Race							
American Indian/Alaska Native	13.4 %	24.5 %	26.4 %	16.5 %	19.1 %	9,692	350
Asian	20.1 %	33.4 %	23.5 %	11.7 %	11.3 %	28,552	1,376
Black/African American	19.3 %	30.5 %	23.1 %	14.0 %	13.2 %	71,076	2,709
Native Hawaiian/Pacific Islander	19.3 %	28.0 %	26.1 %	12.8 %	13.8 %	3,003	95
White	14.9 %	27.6 %	23.1 %	18.0 %	16.4 %	331,110	11,800
Two or more races (Not Hispanic/Latino)	14.5 %	24.9 %	22.6 %	16.8 %	21.3 %	21,872	910
Age Group							
25 and under	17.4 %	30.7 %	20.4 %	16.6 %	14.9 %	6,732	450
26-29 years old	15.3 %	25.9 %	21.8 %	18.6 %	18.5 %	16,058	788
30-39 years old	14.8 %	25.6 %	21.3 %	18.1 %	20.1 %	91,704	3,442
40-49 years old	15.3 %	27.0 %	22.3 %	17.3 %	18.2 %	132,405	4,551
50-59 years old	16.2 %	29.6 %	24.4 %	16.1 %	13.6 %	154,341	5,395
60 or older	17.1 %	30.7 %	26.4 %	15.2 %	10.6 %	79,488	3,267
Level of Education							
Less than High School	18.5 %	36.2 %	20.0 %	10.3 %	14.9 %	296	11
H.S. Diploma/GED or equiv	15.7 %	26.2 %	25.4 %	15.4 %	17.3 %	19,052	665
Trade/Technical Certificate	12.4 %	24.7 %	25.1 %	17.4 %	20.4 %	10,085	366
Some College(no degree)	14.7 %	25.0 %	24.5 %	16.8 %	19.0 %	58,729	2,104
Associate's Degree	14.5 %	25.7 %	24.2 %	17.4 %	18.1 %	34,773	1,318
Bachelor's Degree	15.2 %	28.0 %	23.2 %	17.2 %	16.3 %	171,249	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management involves employees in decisions that affect their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
Master's Degree	17.2 %	30.3 %	22.4 %	16.4 %	13.7 %	139,303	4,850
Doctoral/Professional Degree	16.6 %	29.3 %	22.0 %	17.5 %	14.5 %	53,169	2,235
Pay Category							
Federal Wage System	9.9 %	20.9 %	23.8 %	19.8 %	25.7 %	15,075	499
GS 1-6	15.7 %	25.4 %	23.6 %	16.9 %	18.4 %	19,626	1,249
GS 7-12	15.1 %	26.6 %	23.6 %	17.2 %	17.5 %	202,091	8,908
GS 13-15	17.2 %	31.0 %	22.8 %	16.1 %	12.9 %	210,880	6,373
SES	37.6 %	34.8 %	14.8 %	8.9 %	3.9 %	4,860	26
SL/ST	24.3 %	33.2 %	20.3 %	12.5 %	9.7 %	1,836	35
Other	12.6 %	25.5 %	24.8 %	18.6 %	18.4 %	41,358	1,603
Time in Federal Government							
< 1 year	25.8 %	33.7 %	21.2 %	11.9 %	7.3 %	9,854	1,021
1-3 years	19.9 %	29.7 %	22.5 %	15.1 %	12.7 %	61,226	3,497
4-5 years	15.6 %	27.2 %	23.1 %	17.1 %	17.0 %	38,409	1,556
6-10 years	14.8 %	26.3 %	22.6 %	17.8 %	18.6 %	80,250	2,882
11-14 years	14.4 %	27.1 %	22.8 %	18.0 %	17.7 %	91,849	3,005
15-20 years	13.7 %	26.4 %	23.5 %	17.7 %	18.7 %	87,726	2,686
> 20 years	15.0 %	29.2 %	25.1 %	16.5 %	14.1 %	126,177	4,104
Time with Current Agency							
< 1 year	26.6 %	33.2 %	21.1 %	11.1 %	7.9 %	17,716	1,784
1-3 years	19.8 %	29.5 %	22.4 %	15.1 %	13.1 %	91,951	4,678
4-5 years	15.4 %	27.0 %	23.2 %	17.2 %	17.2 %	48,420	1,751
6-10 years	14.2 %	25.9 %	23.0 %	18.2 %	18.8 %	87,997	2,914
11-14 years	13.3 %	26.8 %	23.3 %	18.4 %	18.3 %	83,392	2,535
15-20 years	12.7 %	26.1 %	23.8 %	18.2 %	19.1 %	74,401	2,185
> 20 years	14.4 %	29.7 %	25.3 %	16.7 %	13.9 %	92,042	2,914
Leaving							
No	20.5 %	33.3 %	23.8 %	13.8 %	8.7 %	323,268	12,857
Yes, to retire	12.5 %	28.0 %	26.8 %	17.8 %	14.9 %	32,939	1,140
Yes, to other job in Govt	7.3 %	18.1 %	22.0 %	22.9 %	29.6 %	87,184	2,794
Yes, to other job outside Govt	5.6 %	15.1 %	19.0 %	23.8 %	36.5 %	22,363	700
Yes, other	6.0 %	16.4 %	23.4 %	22.2 %	32.0 %	30,229	1,237
Retiring							
Less than 1 year	12.5 %	25.9 %	25.0 %	18.1 %	18.4 %	15,691	535
1 year	12.5 %	28.3 %	26.7 %	17.8 %	14.8 %	12,957	466
2 years	14.1 %	29.5 %	26.8 %	16.2 %	13.5 %	26,478	948
3 years	15.2 %	29.8 %	25.5 %	16.4 %	13.1 %	27,480	922

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management involves employees in decisions that affect their work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.5 %	27.8 %	23.5 %	17.0 %	16.2 %	516,890	19,739
4 years	15.2 %	29.4 %	24.9 %	16.8 %	13.7 %	17,072	576
5 years	14.7 %	28.4 %	24.6 %	17.0 %	15.4 %	38,375	1,285
More than 5 years	16.1 %	27.6 %	22.6 %	17.0 %	16.7 %	354,144	13,763
Transgender							
Yes	11.5 %	19.5 %	21.9 %	15.5 %	31.6 %	1,824	84
No	15.9 %	28.1 %	23.3 %	16.8 %	15.9 %	472,995	17,612
Consider Yourself as							
Straight	16.1 %	28.5 %	23.3 %	16.6 %	15.4 %	436,979	16,104
Gay or Lesbian	16.1 %	25.8 %	21.2 %	18.3 %	18.6 %	12,213	388
Bisexual	12.8 %	24.7 %	21.0 %	19.6 %	21.9 %	8,334	313
Use different term	9.7 %	20.3 %	22.5 %	19.2 %	28.3 %	12,128	605
Military Service							
No Prior Military Service	14.8 %	27.8 %	23.5 %	17.6 %	16.2 %	358,383	14,147
Currently in Guard/Reserves	17.3 %	29.1 %	20.5 %	16.0 %	17.2 %	7,499	230
Retired	20.1 %	31.2 %	23.5 %	13.9 %	11.3 %	60,576	1,817
Separated/Discharged	14.4 %	24.8 %	22.9 %	17.3 %	20.6 %	68,785	2,539
Military Spouse							
Spouse of current active duty service member	19.7 %	25.2 %	20.4 %	17.8 %	16.9 %	5,305	200
Spouse of separated or retired service member with a disability rating of 100%	18.1 %	26.9 %	22.1 %	16.7 %	16.3 %	10,149	333
Widow(er) of a service member killed while on active duty	10.1 %	28.9 %	26.9 %	16.2 %	17.9 %	273	8
None of the categories listed	15.5 %	27.9 %	23.5 %	17.0 %	16.2 %	479,807	18,215
NoN-Competitive Hiring Authority							
Yes	21.6 %	27.1 %	20.1 %	16.4 %	14.7 %	1,955	70
No	18.0 %	26.1 %	21.7 %	17.3 %	16.9 %	13,674	468
Disability							
Yes	16.7 %	24.6 %	22.3 %	16.5 %	19.9 %	80,247	3,051
No	15.5 %	28.7 %	23.5 %	17.0 %	15.3 %	403,431	15,045

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
Work Location						
Headquarters	18.8 %	36.2 %	23.0 %	15.6 %	6.3 %	155,389
Field	13.3 %	32.0 %	26.1 %	19.6 %	9.1 %	247,921
Full-time telework	19.5 %	37.6 %	24.1 %	13.7 %	5.0 %	106,253
Supervisory Status						
Senior Leader	44.4 %	35.8 %	10.7 %	6.6 %	2.5 %	8,663
Manager	25.7 %	39.0 %	17.2 %	13.3 %	4.8 %	35,424
Supervisor	17.5 %	38.0 %	22.2 %	16.3 %	6.1 %	71,849
Team Leader	15.2 %	34.8 %	23.7 %	18.8 %	7.5 %	63,639
Non-Supervisor	14.2 %	32.8 %	26.7 %	18.0 %	8.2 %	334,602
Sex						
Male	17.0 %	34.7 %	24.1 %	16.4 %	7.8 %	261,391
Female	15.1 %	34.1 %	25.6 %	18.4 %	6.8 %	234,036
Hispanic or Latino						
Yes	16.2 %	31.6 %	25.5 %	17.9 %	8.9 %	52,815
No	16.1 %	34.8 %	24.7 %	17.2 %	7.2 %	445,146
Race						
American Indian/Alaska Native	13.6 %	33.8 %	26.9 %	17.7 %	8.1 %	10,031
Asian	18.8 %	39.4 %	25.0 %	11.4 %	5.4 %	29,973
Black/African American	18.9 %	35.3 %	23.9 %	15.0 %	6.9 %	73,771
Native Hawaiian/Pacific Islander	19.4 %	34.1 %	27.5 %	11.9 %	7.1 %	3,103
White	15.7 %	34.4 %	24.5 %	18.1 %	7.3 %	342,327
Two or more races (Not Hispanic/Latino)	13.9 %	30.3 %	26.0 %	19.0 %	10.8 %	22,752
Age Group						
25 and under	13.4 %	37.0 %	27.0 %	16.8 %	5.9 %	7,176
26-29 years old	12.7 %	32.9 %	26.9 %	19.4 %	8.0 %	16,851
30-39 years old	13.7 %	31.7 %	25.6 %	19.5 %	9.4 %	95,077
40-49 years old	15.4 %	33.4 %	24.3 %	18.4 %	8.5 %	136,710
50-59 years old	17.8 %	36.1 %	24.1 %	15.8 %	6.2 %	159,498
60 or older	19.1 %	37.0 %	24.7 %	14.2 %	5.0 %	82,694
Level of Education						
Less than High School	18.4 %	44.1 %	19.6 %	11.0 %	6.8 %	311
H.S. Diploma/GED or equiv	16.2 %	33.0 %	27.5 %	15.6 %	7.7 %	19,716

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
Trade/Technical Certificate	13.1 %	31.8 %	28.1 %	18.4 %	8.6 %	10,421
Some College(no degree)	15.2 %	32.1 %	26.4 %	17.6 %	8.7 %	60,730
Associate's Degree	15.0 %	32.1 %	26.7 %	18.1 %	8.1 %	35,996
Bachelor's Degree	15.2 %	34.4 %	25.2 %	17.7 %	7.5 %	177,714
Master's Degree	17.9 %	36.2 %	22.9 %	16.5 %	6.5 %	144,033
Doctoral/Professional Degree	17.2 %	35.4 %	22.5 %	17.8 %	7.1 %	55,320
Pay Category						
Federal Wage System	10.9 %	28.5 %	28.5 %	20.7 %	11.4 %	15,575
GS 1-6	13.5 %	30.0 %	29.5 %	17.9 %	9.1 %	20,856
GS 7-12	14.5 %	32.9 %	26.1 %	18.3 %	8.2 %	210,728
GS 13-15	18.9 %	37.6 %	21.9 %	15.6 %	5.9 %	216,935
SES	46.5 %	34.4 %	10.0 %	7.3 %	1.9 %	4,879
SL/ST	30.3 %	35.7 %	16.9 %	11.5 %	5.5 %	1,871
Other	12.8 %	32.1 %	27.5 %	19.3 %	8.3 %	42,928
Time in Federal Government						
< 1 year	21.6 %	38.2 %	26.6 %	10.4 %	3.1 %	10,846
1-3 years	17.5 %	35.8 %	26.0 %	15.1 %	5.7 %	64,660
4-5 years	14.8 %	32.9 %	26.2 %	18.4 %	7.7 %	39,933
6-10 years	14.6 %	32.7 %	25.0 %	18.8 %	8.8 %	83,037
11-14 years	15.1 %	33.4 %	24.5 %	18.6 %	8.3 %	94,701
15-20 years	14.9 %	33.1 %	24.7 %	18.6 %	8.7 %	90,322
> 20 years	17.4 %	35.8 %	24.0 %	16.2 %	6.6 %	130,106
Time with Current Agency						
< 1 year	23.3 %	37.7 %	25.1 %	10.4 %	3.4 %	19,472
1-3 years	18.0 %	35.4 %	25.2 %	15.4 %	6.1 %	96,521
4-5 years	14.9 %	33.1 %	25.5 %	18.4 %	8.0 %	50,146
6-10 years	14.5 %	32.4 %	25.1 %	19.1 %	8.9 %	90,794
11-14 years	14.4 %	33.4 %	24.7 %	19.0 %	8.4 %	85,765
15-20 years	14.0 %	33.2 %	25.1 %	19.0 %	8.7 %	76,498
> 20 years	17.1 %	36.3 %	24.1 %	16.1 %	6.5 %	94,838
Leaving						
No	21.1 %	40.8 %	23.5 %	11.5 %	3.1 %	335,712
Yes, to retire	14.6 %	34.4 %	26.6 %	17.5 %	6.9 %	34,053
Yes, to other job in Govt	6.6 %	22.4 %	27.5 %	28.4 %	15.1 %	89,843

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
Yes, to other job outside Govt	5.1 %	18.5 %	24.8 %	31.6 %	20.0 %	23,038
Yes, other	5.2 %	20.4 %	28.7 %	28.4 %	17.3 %	31,404
Retiring						
Less than 1 year	14.5 %	31.7 %	25.0 %	19.2 %	9.5 %	16,210
1 year	14.6 %	34.2 %	26.8 %	17.4 %	7.0 %	13,404
2 years	16.7 %	36.6 %	24.6 %	15.9 %	6.1 %	27,357
3 years	17.2 %	36.5 %	24.4 %	15.8 %	6.0 %	28,392
4 years	17.1 %	35.7 %	25.1 %	16.3 %	5.9 %	17,600
5 years	16.1 %	34.7 %	25.0 %	17.1 %	7.1 %	39,600
More than 5 years	15.9 %	33.9 %	24.8 %	17.5 %	7.7 %	367,474
Transgender						
Yes	9.7 %	26.7 %	26.3 %	21.0 %	16.4 %	1,905
No	16.2 %	34.5 %	24.7 %	17.2 %	7.4 %	489,980
Consider Yourself as						
Straight	16.5 %	34.9 %	24.6 %	16.9 %	7.1 %	452,512
Gay or Lesbian	16.1 %	31.7 %	23.9 %	19.5 %	8.8 %	12,588
Bisexual	12.2 %	29.8 %	24.9 %	22.7 %	10.4 %	8,641
Use different term	9.6 %	25.7 %	27.6 %	23.0 %	14.0 %	12,716
Military Service						
No Prior Military Service	14.7 %	34.4 %	25.6 %	17.9 %	7.4 %	372,130
Currently in Guard/Reserves	17.1 %	32.8 %	24.2 %	17.7 %	8.3 %	7,732
Retired	22.3 %	37.2 %	21.7 %	13.6 %	5.2 %	62,259
Separated/Discharged	15.0 %	30.8 %	25.1 %	18.9 %	10.1 %	71,216
Military Spouse						
Spouse of current active duty service member	17.5 %	33.0 %	23.5 %	19.0 %	7.0 %	5,497
Spouse of separated or retired service member with a disability rating of 100%	17.5 %	33.9 %	23.6 %	17.2 %	7.8 %	10,464
Widow(er) of a service member killed while on active duty	13.7 %	35.8 %	23.7 %	20.7 %	6.2 %	282
None of the categories listed	15.9 %	34.2 %	25.0 %	17.4 %	7.5 %	497,387
NoN-Competitive Hiring Authority						
Yes	20.2 %	32.8 %	23.2 %	18.0 %	5.8 %	2,016
No	16.8 %	33.7 %	23.6 %	18.0 %	7.8 %	14,127

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	15.8 %	34.1 %	25.1 %	17.5 %	7.5 %	534,329
Disability						
Yes	16.4 %	30.1 %	23.8 %	19.1 %	10.5 %	83,202
No	16.0 %	35.3 %	25.0 %	16.9 %	6.8 %	417,918

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
Work Location						
Headquarters	19.0 %	38.2 %	21.0 %	15.5 %	6.4 %	154,943
Field	13.4 %	34.2 %	23.9 %	19.0 %	9.4 %	247,164
Full-time telework	21.5 %	41.7 %	20.1 %	12.1 %	4.5 %	105,981
Supervisory Status						
Senior Leader	44.1 %	36.4 %	10.0 %	7.1 %	2.4 %	8,640
Manager	25.2 %	40.8 %	16.5 %	12.6 %	4.8 %	35,320
Supervisor	17.3 %	39.2 %	21.4 %	15.9 %	6.2 %	71,707
Team Leader	14.3 %	35.3 %	23.0 %	19.1 %	8.2 %	63,460
Non-Supervisor	15.2 %	36.1 %	23.4 %	17.1 %	8.2 %	333,584
Sex						
Male	16.9 %	36.4 %	22.3 %	16.3 %	8.1 %	260,557
Female	16.3 %	37.7 %	22.1 %	17.1 %	6.7 %	233,447
Hispanic or Latino						
Yes	16.9 %	34.4 %	22.8 %	17.0 %	9.0 %	52,681
No	16.5 %	37.2 %	22.2 %	16.6 %	7.4 %	443,833
Race						
American Indian/Alaska Native	13.3 %	32.8 %	26.1 %	19.0 %	8.8 %	10,015
Asian	19.7 %	41.2 %	22.2 %	11.6 %	5.3 %	29,928
Black/African American	21.0 %	39.9 %	20.2 %	12.8 %	6.1 %	73,597
Native Hawaiian/Pacific Islander	18.3 %	36.1 %	24.4 %	14.2 %	7.0 %	3,095
White	15.8 %	36.5 %	22.3 %	17.8 %	7.7 %	341,242
Two or more races (Not Hispanic/Latino)	14.9 %	32.7 %	24.0 %	17.6 %	10.8 %	22,686
Age Group						
25 and under	14.4 %	39.7 %	23.5 %	16.2 %	6.3 %	7,140
26-29 years old	13.5 %	35.0 %	23.5 %	19.2 %	8.8 %	16,741
30-39 years old	14.3 %	34.1 %	22.7 %	19.0 %	9.9 %	94,700
40-49 years old	15.7 %	35.7 %	21.9 %	17.9 %	8.7 %	136,305
50-59 years old	18.2 %	38.5 %	21.9 %	15.3 %	6.1 %	159,134
60 or older	19.4 %	40.0 %	22.6 %	13.3 %	4.7 %	82,530
Level of Education						
Less than High School	20.0 %	40.6 %	19.6 %	12.8 %	6.9 %	314
H.S. Diploma/GED or equiv	16.2 %	34.8 %	24.3 %	16.7 %	8.0 %	19,672

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
Trade/Technical Certificate	12.6 %	32.9 %	26.2 %	19.4 %	8.9 %	10,393
Some College(no degree)	15.6 %	34.2 %	24.0 %	17.1 %	9.0 %	60,534
Associate's Degree	14.9 %	34.2 %	24.8 %	17.8 %	8.3 %	35,922
Bachelor's Degree	15.7 %	37.2 %	22.5 %	16.9 %	7.7 %	177,120
Master's Degree	18.5 %	38.7 %	20.4 %	15.8 %	6.5 %	143,653
Doctoral/Professional Degree	17.9 %	38.2 %	20.8 %	16.3 %	6.8 %	55,193
Pay Category						
Federal Wage System	10.0 %	27.6 %	27.2 %	23.0 %	12.3 %	15,522
GS 1-6	15.0 %	34.4 %	24.9 %	16.6 %	9.1 %	20,816
GS 7-12	15.0 %	35.8 %	23.2 %	17.5 %	8.4 %	210,078
GS 13-15	19.2 %	39.8 %	20.1 %	15.0 %	5.9 %	216,373
SES	46.5 %	35.0 %	9.5 %	7.4 %	1.6 %	4,875
SL/ST	30.0 %	36.3 %	17.0 %	11.8 %	5.0 %	1,867
Other	13.5 %	34.5 %	25.1 %	18.3 %	8.5 %	42,774
Time in Federal Government						
< 1 year	23.9 %	42.6 %	20.5 %	10.0 %	2.9 %	10,800
1-3 years	18.5 %	39.2 %	21.5 %	15.0 %	5.8 %	64,443
4-5 years	15.2 %	36.1 %	23.1 %	17.6 %	8.1 %	39,761
6-10 years	15.1 %	35.0 %	22.8 %	18.2 %	8.9 %	82,793
11-14 years	15.4 %	35.8 %	22.5 %	17.9 %	8.4 %	94,429
15-20 years	15.1 %	35.2 %	23.0 %	17.8 %	8.9 %	90,082
> 20 years	17.5 %	37.9 %	22.3 %	15.7 %	6.5 %	129,827
Time with Current Agency						
< 1 year	25.3 %	41.4 %	19.8 %	10.1 %	3.5 %	19,406
1-3 years	18.9 %	38.4 %	21.3 %	15.2 %	6.2 %	96,236
4-5 years	15.5 %	35.5 %	23.0 %	17.8 %	8.2 %	49,954
6-10 years	14.9 %	34.7 %	23.2 %	18.4 %	8.9 %	90,558
11-14 years	14.5 %	35.7 %	22.8 %	18.4 %	8.6 %	85,489
15-20 years	14.2 %	35.2 %	23.4 %	18.1 %	9.1 %	76,288
> 20 years	17.2 %	38.5 %	22.4 %	15.6 %	6.4 %	94,631
Leaving						
No	21.6 %	42.7 %	20.7 %	11.7 %	3.3 %	334,833
Yes, to retire	14.7 %	36.7 %	24.6 %	17.0 %	7.0 %	33,993
Yes, to other job in Govt	7.1 %	25.9 %	25.2 %	26.5 %	15.4 %	89,524

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
Yes, to other job outside Govt	5.4 %	22.3 %	23.7 %	28.9 %	19.7 %	22,937
Yes, other	5.6 %	23.4 %	27.5 %	26.6 %	16.9 %	31,296
Retiring						
Less than 1 year	14.6 %	34.9 %	23.5 %	18.0 %	9.0 %	16,169
1 year	14.8 %	36.3 %	24.9 %	16.8 %	7.2 %	13,382
2 years	17.0 %	38.4 %	23.2 %	15.4 %	5.9 %	27,317
3 years	17.1 %	39.2 %	22.6 %	15.1 %	6.0 %	28,335
4 years	17.1 %	38.3 %	22.7 %	15.7 %	6.2 %	17,564
5 years	16.5 %	37.0 %	22.9 %	16.3 %	7.3 %	39,481
More than 5 years	16.5 %	36.4 %	22.2 %	17.0 %	7.9 %	366,317
Transgender						
Yes	10.9 %	26.3 %	24.2 %	22.9 %	15.7 %	1,893
No	16.7 %	37.0 %	22.2 %	16.6 %	7.5 %	488,579
Consider Yourself as						
Straight	17.0 %	37.4 %	22.1 %	16.3 %	7.2 %	451,234
Gay or Lesbian	16.5 %	35.2 %	20.6 %	18.4 %	9.3 %	12,540
Bisexual	13.5 %	32.9 %	22.3 %	21.1 %	10.3 %	8,595
Use different term	9.4 %	28.1 %	25.8 %	22.0 %	14.7 %	12,679
Military Service						
No Prior Military Service	15.6 %	37.3 %	22.7 %	17.0 %	7.5 %	371,030
Currently in Guard/Reserves	16.7 %	34.3 %	22.6 %	18.0 %	8.4 %	7,703
Retired	21.4 %	38.4 %	20.5 %	14.2 %	5.5 %	62,105
Separated/Discharged	15.3 %	33.1 %	23.1 %	18.3 %	10.2 %	71,033
Military Spouse						
Spouse of current active duty service member	17.6 %	34.3 %	20.2 %	19.2 %	8.7 %	5,487
Spouse of separated or retired service member with a disability rating of 100%	18.2 %	35.1 %	22.2 %	16.6 %	7.9 %	10,441
Widow(er) of a service member killed while on active duty	14.7 %	37.6 %	23.2 %	16.4 %	8.1 %	284
None of the categories listed	16.4 %	36.8 %	22.5 %	16.8 %	7.6 %	495,957
NoN-Competitive Hiring Authority						
Yes	20.2 %	34.6 %	20.4 %	18.1 %	6.8 %	2,014
No	17.4 %	34.8 %	21.7 %	17.5 %	8.5 %	14,098

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	16.3 %	36.6 %	22.7 %	16.8 %	7.6 %	532,752
Disability						
Yes	16.9 %	32.7 %	22.4 %	17.9 %	10.1 %	82,982
No	16.5 %	37.7 %	22.3 %	16.5 %	7.0 %	416,703

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(67) 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	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
Work Location						
Headquarters	22.4 %	36.9 %	20.8 %	12.4 %	7.5 %	155,035
Field	16.1 %	33.3 %	23.5 %	15.9 %	11.2 %	247,332
Full-time telework	24.6 %	38.5 %	20.5 %	10.8 %	5.7 %	106,034
Supervisory Status						
Senior Leader	42.9 %	34.2 %	12.6 %	6.6 %	3.7 %	8,647
Manager	26.5 %	37.8 %	18.4 %	11.1 %	6.2 %	35,354
Supervisor	19.8 %	37.6 %	21.6 %	13.4 %	7.6 %	71,708
Team Leader	18.5 %	34.5 %	22.0 %	15.2 %	9.8 %	63,481
Non-Supervisor	18.3 %	34.7 %	23.0 %	14.2 %	9.8 %	333,833
Sex						
Male	19.9 %	35.2 %	22.2 %	13.2 %	9.5 %	260,737
Female	19.4 %	35.6 %	21.7 %	14.7 %	8.5 %	233,550
Hispanic or Latino						
Yes	19.2 %	31.7 %	23.0 %	14.8 %	11.4 %	52,673
No	19.7 %	35.9 %	21.9 %	13.8 %	8.8 %	444,157
Race						
American Indian/Alaska Native	15.7 %	30.3 %	25.9 %	16.8 %	11.4 %	10,018
Asian	21.6 %	39.0 %	22.3 %	10.5 %	6.7 %	29,918
Black/African American	22.4 %	35.9 %	20.4 %	12.5 %	8.8 %	73,680
Native Hawaiian/Pacific Islander	20.0 %	33.3 %	25.5 %	12.3 %	9.0 %	3,092
White	19.4 %	35.6 %	21.8 %	14.3 %	8.9 %	341,449
Two or more races (Not Hispanic/Latino)	17.4 %	31.2 %	24.2 %	14.9 %	12.4 %	22,707
Age Group						
25 and under	17.3 %	39.4 %	22.0 %	13.4 %	8.0 %	7,159
26-29 years old	16.4 %	34.4 %	23.2 %	15.7 %	10.4 %	16,790
30-39 years old	16.9 %	33.5 %	22.4 %	15.8 %	11.4 %	94,811
40-49 years old	18.5 %	34.2 %	22.3 %	14.6 %	10.3 %	136,417
50-59 years old	21.5 %	36.5 %	21.6 %	12.7 %	7.7 %	159,146
60 or older	23.1 %	37.8 %	21.5 %	11.5 %	6.1 %	82,543
Level of Education						
Less than High School	25.2 %	33.8 %	24.3 %	10.5 %	6.1 %	315
H.S. Diploma/GED or equiv	19.3 %	33.0 %	22.1 %	14.7 %	10.9 %	19,668

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(67) 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	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
Trade/Technical Certificate	16.0 %	31.5 %	23.7 %	16.7 %	12.1 %	10,398
Some College(no degree)	18.4 %	31.8 %	23.0 %	15.1 %	11.6 %	60,570
Associate's Degree	18.0 %	32.0 %	23.6 %	15.5 %	10.9 %	35,916
Bachelor's Degree	18.8 %	36.1 %	22.3 %	13.9 %	8.8 %	177,343
Master's Degree	21.4 %	37.0 %	21.2 %	12.7 %	7.7 %	143,732
Doctoral/Professional Degree	21.2 %	38.2 %	20.5 %	12.8 %	7.3 %	55,166
Pay Category						
Federal Wage System	12.3 %	28.1 %	24.8 %	18.5 %	16.3 %	15,519
GS 1-6	17.2 %	30.4 %	23.8 %	16.2 %	12.4 %	20,804
GS 7-12	18.0 %	34.2 %	22.9 %	14.8 %	10.1 %	210,255
GS 13-15	22.8 %	38.9 %	20.5 %	11.5 %	6.3 %	216,497
SES	45.6 %	34.3 %	11.7 %	6.3 %	2.1 %	4,869
SL/ST	33.8 %	33.7 %	17.9 %	9.7 %	4.9 %	1,863
Other	15.5 %	31.8 %	24.4 %	16.6 %	11.7 %	42,822
Time in Federal Government						
< 1 year	25.9 %	39.1 %	23.5 %	8.1 %	3.4 %	10,832
1-3 years	21.9 %	37.4 %	21.6 %	12.1 %	7.1 %	64,475
4-5 years	18.1 %	34.4 %	22.7 %	15.0 %	9.8 %	39,826
6-10 years	17.9 %	33.5 %	22.5 %	15.2 %	10.9 %	82,853
11-14 years	18.2 %	34.5 %	22.4 %	14.9 %	10.0 %	94,470
15-20 years	17.7 %	33.8 %	22.8 %	15.1 %	10.6 %	90,117
> 20 years	21.1 %	36.9 %	21.5 %	12.7 %	7.8 %	129,870
Time with Current Agency						
< 1 year	26.5 %	38.5 %	23.5 %	7.8 %	3.7 %	19,433
1-3 years	22.4 %	36.4 %	21.6 %	12.2 %	7.5 %	96,271
4-5 years	18.5 %	34.3 %	22.2 %	15.0 %	10.0 %	50,023
6-10 years	17.6 %	33.5 %	22.4 %	15.5 %	11.0 %	90,595
11-14 years	17.4 %	34.4 %	22.6 %	15.3 %	10.3 %	85,570
15-20 years	16.8 %	34.0 %	23.1 %	15.2 %	10.9 %	76,322
> 20 years	20.8 %	37.6 %	21.4 %	12.7 %	7.5 %	94,656
Leaving						
No	25.4 %	40.8 %	20.0 %	9.7 %	4.1 %	334,968
Yes, to retire	18.3 %	35.7 %	23.9 %	13.9 %	8.3 %	34,004
Yes, to other job in Govt	8.6 %	25.3 %	25.8 %	22.1 %	18.2 %	89,611

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(67) 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	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
Yes, to other job outside Govt	6.6 %	21.4 %	25.5 %	24.0 %	22.6 %	22,962
Yes, other	7.2 %	23.2 %	27.9 %	21.6 %	20.1 %	31,360
Retiring						
Less than 1 year	18.1 %	33.6 %	23.0 %	14.1 %	11.2 %	16,163
1 year	18.6 %	35.7 %	23.5 %	13.9 %	8.3 %	13,391
2 years	20.8 %	37.3 %	22.1 %	12.6 %	7.2 %	27,316
3 years	20.8 %	37.2 %	21.9 %	12.9 %	7.2 %	28,320
4 years	20.7 %	37.3 %	21.6 %	13.0 %	7.4 %	17,579
5 years	19.1 %	35.9 %	22.3 %	13.8 %	8.9 %	39,496
More than 5 years	19.3 %	34.9 %	22.1 %	14.1 %	9.4 %	366,609
Transgender						
Yes	13.6 %	27.8 %	25.1 %	16.3 %	17.3 %	1,900
No	19.7 %	35.4 %	22.0 %	13.9 %	9.1 %	488,865
Consider Yourself as						
Straight	20.0 %	35.7 %	21.8 %	13.7 %	8.8 %	451,486
Gay or Lesbian	20.1 %	33.2 %	20.8 %	16.0 %	10.0 %	12,561
Bisexual	17.3 %	31.6 %	21.1 %	17.8 %	12.3 %	8,618
Use different term	11.7 %	29.2 %	26.8 %	17.0 %	15.2 %	12,688
Military Service						
No Prior Military Service	18.4 %	36.0 %	22.1 %	14.4 %	9.0 %	371,249
Currently in Guard/Reserves	19.3 %	33.8 %	23.5 %	13.4 %	10.0 %	7,706
Retired	25.1 %	36.3 %	20.9 %	10.8 %	6.9 %	62,148
Separated/Discharged	18.2 %	31.6 %	23.6 %	14.8 %	11.9 %	71,075
Military Spouse						
Spouse of current active duty service member	20.2 %	31.5 %	21.7 %	15.8 %	10.9 %	5,472
Spouse of separated or retired service member with a disability rating of 100%	20.8 %	31.6 %	20.8 %	16.1 %	10.7 %	10,440
Widow(er) of a service member killed while on active duty	16.0 %	34.1 %	19.1 %	16.6 %	14.2 %	285
None of the categories listed	19.4 %	35.4 %	22.3 %	13.8 %	9.1 %	496,291
NoN-Competitive Hiring Authority						
Yes	23.1 %	31.3 %	20.1 %	15.4 %	10.1 %	2,017
No	20.0 %	31.6 %	21.4 %	16.1 %	10.9 %	14,080

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(67) 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	19.2 %	35.2 %	22.4 %	14.0 %	9.1 %	533,049
Disability						
Yes	19.3 %	30.2 %	22.4 %	15.2 %	13.0 %	83,028
No	19.6 %	36.5 %	22.0 %	13.6 %	8.3 %	416,958

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(68) 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	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
Work Location						
Headquarters	27.2 %	41.9 %	15.6 %	10.1 %	5.3 %	154,740
Field	21.8 %	40.6 %	17.9 %	12.2 %	7.5 %	246,710
Full-time telework	30.5 %	43.8 %	14.0 %	7.9 %	3.7 %	105,795
Supervisory Status						
Senior Leader	49.7 %	34.4 %	8.6 %	5.1 %	2.2 %	8,622
Manager	31.3 %	41.3 %	13.5 %	9.3 %	4.5 %	35,269
Supervisor	25.3 %	43.1 %	15.8 %	10.4 %	5.3 %	71,547
Team Leader	23.7 %	41.9 %	17.0 %	11.5 %	5.9 %	63,383
Non-Supervisor	23.8 %	41.3 %	17.1 %	11.0 %	6.7 %	333,012
Sex						
Male	26.0 %	40.8 %	16.0 %	10.8 %	6.5 %	260,097
Female	24.2 %	43.0 %	16.8 %	10.5 %	5.5 %	233,039
Hispanic or Latino						
Yes	26.4 %	38.2 %	17.2 %	10.8 %	7.3 %	52,542
No	25.0 %	42.1 %	16.3 %	10.7 %	5.9 %	443,139
Race						
American Indian/Alaska Native	23.4 %	40.0 %	19.5 %	10.4 %	6.7 %	9,986
Asian	26.1 %	45.9 %	16.2 %	7.7 %	4.1 %	29,871
Black/African American	28.6 %	41.9 %	15.3 %	8.5 %	5.6 %	73,387
Native Hawaiian/Pacific Islander	27.6 %	39.5 %	19.2 %	7.6 %	6.1 %	3,089
White	24.9 %	41.7 %	16.1 %	11.3 %	6.0 %	340,771
Two or more races (Not Hispanic/Latino)	21.9 %	37.7 %	19.1 %	12.2 %	9.0 %	22,640
Age Group						
25 and under	19.8 %	42.6 %	18.9 %	12.3 %	6.3 %	7,124
26-29 years old	18.9 %	40.2 %	19.3 %	13.4 %	8.1 %	16,757
30-39 years old	20.7 %	40.5 %	17.8 %	12.8 %	8.2 %	94,574
40-49 years old	23.2 %	40.7 %	17.0 %	11.9 %	7.2 %	136,097
50-59 years old	27.8 %	42.6 %	15.4 %	9.4 %	4.8 %	158,770
60 or older	32.4 %	43.4 %	13.8 %	7.1 %	3.3 %	82,391
Level of Education						
Less than High School	29.2 %	38.8 %	19.6 %	5.7 %	6.7 %	312
H.S. Diploma/GED or equiv	26.5 %	39.7 %	17.3 %	9.8 %	6.7 %	19,652

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(68) 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	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
Trade/Technical Certificate	23.5 %	39.2 %	18.6 %	11.2 %	7.5 %	10,367
Some College(no degree)	25.1 %	39.3 %	17.7 %	10.9 %	7.1 %	60,409
Associate's Degree	23.9 %	40.3 %	18.0 %	11.1 %	6.7 %	35,834
Bachelor's Degree	23.6 %	42.3 %	16.5 %	11.3 %	6.3 %	176,895
Master's Degree	26.3 %	42.4 %	15.7 %	10.3 %	5.4 %	143,386
Doctoral/Professional Degree	28.5 %	43.0 %	13.9 %	9.7 %	5.0 %	55,083
Pay Category						
Federal Wage System	19.1 %	37.3 %	20.4 %	13.5 %	9.7 %	15,485
GS 1-6	21.6 %	39.3 %	19.3 %	11.9 %	7.9 %	20,758
GS 7-12	23.4 %	40.9 %	17.3 %	11.5 %	6.9 %	209,710
GS 13-15	28.3 %	43.5 %	14.2 %	9.4 %	4.5 %	216,064
SES	51.9 %	32.6 %	8.2 %	5.5 %	1.7 %	4,865
SL/ST	41.1 %	38.4 %	10.8 %	5.9 %	3.8 %	1,862
Other	21.2 %	40.7 %	19.3 %	12.0 %	6.8 %	42,697
Time in Federal Government						
< 1 year	32.6 %	42.6 %	13.9 %	7.4 %	3.4 %	10,776
1-3 years	27.3 %	41.8 %	16.1 %	9.8 %	5.1 %	64,310
4-5 years	22.7 %	41.4 %	17.7 %	11.5 %	6.7 %	39,709
6-10 years	22.5 %	40.7 %	17.4 %	12.2 %	7.1 %	82,640
11-14 years	23.3 %	41.3 %	16.9 %	11.7 %	6.8 %	94,246
15-20 years	23.2 %	40.7 %	17.3 %	11.6 %	7.2 %	89,966
> 20 years	27.6 %	42.8 %	15.3 %	9.2 %	5.0 %	129,614
Time with Current Agency						
< 1 year	33.2 %	40.8 %	13.9 %	7.9 %	4.3 %	19,363
1-3 years	27.2 %	40.9 %	16.0 %	10.2 %	5.6 %	96,017
4-5 years	23.1 %	41.2 %	17.7 %	11.5 %	6.6 %	49,889
6-10 years	22.4 %	40.9 %	17.5 %	12.2 %	7.0 %	90,409
11-14 years	22.7 %	41.6 %	17.2 %	11.7 %	6.9 %	85,347
15-20 years	22.8 %	41.4 %	17.3 %	11.4 %	7.0 %	76,176
> 20 years	27.9 %	43.5 %	15.0 %	9.0 %	4.7 %	94,498
Leaving						
No	34.1 %	47.8 %	12.2 %	4.4 %	1.4 %	334,282
Yes, to retire	23.3 %	42.7 %	17.5 %	10.9 %	5.6 %	33,929
Yes, to other job in Govt	7.9 %	31.0 %	25.0 %	22.5 %	13.6 %	89,351

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(68) 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	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
Yes, to other job outside Govt	5.1 %	23.6 %	22.4 %	27.3 %	21.6 %	22,904
Yes, other	6.5 %	27.5 %	26.2 %	22.8 %	17.0 %	31,249
Retiring						
Less than 1 year	22.6 %	38.7 %	16.1 %	13.3 %	9.4 %	16,140
1 year	23.2 %	42.3 %	17.8 %	10.7 %	6.0 %	13,359
2 years	27.3 %	43.5 %	15.4 %	9.2 %	4.6 %	27,275
3 years	27.3 %	43.3 %	15.9 %	9.1 %	4.4 %	28,236
4 years	27.5 %	42.7 %	15.1 %	9.8 %	4.9 %	17,538
5 years	25.8 %	42.0 %	16.5 %	10.1 %	5.5 %	39,423
More than 5 years	24.6 %	41.3 %	16.7 %	11.0 %	6.3 %	365,720
Transgender						
Yes	14.9 %	33.1 %	21.7 %	16.0 %	14.2 %	1,895
No	25.3 %	41.7 %	16.3 %	10.7 %	6.0 %	487,724
Consider Yourself as						
Straight	25.7 %	42.0 %	16.1 %	10.4 %	5.8 %	450,440
Gay or Lesbian	23.6 %	40.5 %	16.3 %	12.2 %	7.5 %	12,519
Bisexual	20.4 %	37.7 %	18.8 %	14.1 %	9.1 %	8,584
Use different term	15.6 %	34.7 %	22.2 %	15.3 %	12.2 %	12,669
Military Service						
No Prior Military Service	23.8 %	42.7 %	16.8 %	10.8 %	5.9 %	370,482
Currently in Guard/Reserves	23.1 %	39.1 %	17.0 %	12.1 %	8.7 %	7,681
Retired	31.9 %	41.0 %	14.1 %	8.7 %	4.3 %	61,943
Separated/Discharged	23.4 %	37.7 %	17.8 %	12.6 %	8.5 %	70,890
Military Spouse						
Spouse of current active duty service member	22.7 %	38.1 %	17.9 %	13.3 %	8.0 %	5,474
Spouse of separated or retired service member with a disability rating of 100%	25.7 %	39.6 %	17.7 %	10.5 %	6.5 %	10,401
Widow(er) of a service member killed while on active duty	18.9 %	44.5 %	17.4 %	9.1 %	10.1 %	283
None of the categories listed	24.9 %	41.7 %	16.5 %	10.8 %	6.1 %	495,147
NoN-Competitive Hiring Authority						
Yes	25.7 %	39.0 %	16.7 %	11.8 %	6.8 %	2,004
No	24.2 %	39.1 %	18.0 %	11.5 %	7.2 %	14,053

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(68) 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	24.7 %	41.5 %	16.8 %	10.9 %	6.2 %	531,817
Disability						
Yes	24.4 %	36.9 %	17.5 %	12.3 %	8.8 %	82,746
No	25.3 %	42.7 %	16.2 %	10.4 %	5.5 %	416,070

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(69) 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	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
Work Location						
Headquarters	20.1 %	40.5 %	16.5 %	14.6 %	8.3 %	155,291
Field	15.3 %	36.2 %	17.3 %	18.0 %	13.2 %	247,673
Full-time telework	21.3 %	41.5 %	16.4 %	14.1 %	6.7 %	106,147
Supervisory Status						
Senior Leader	37.3 %	37.1 %	10.8 %	10.2 %	4.6 %	8,648
Manager	25.3 %	40.6 %	13.7 %	13.2 %	7.1 %	35,389
Supervisor	19.9 %	40.3 %	15.8 %	14.8 %	9.2 %	71,806
Team Leader	16.4 %	38.0 %	16.9 %	17.0 %	11.7 %	63,617
Non-Supervisor	16.4 %	37.9 %	17.6 %	16.9 %	11.2 %	334,281
Sex						
Male	18.0 %	37.9 %	17.0 %	16.0 %	11.2 %	261,218
Female	17.9 %	39.4 %	16.5 %	16.6 %	9.6 %	233,760
Hispanic or Latino						
Yes	18.3 %	35.0 %	17.1 %	16.5 %	13.2 %	52,772
No	17.8 %	39.0 %	16.8 %	16.2 %	10.2 %	444,732
Race						
American Indian/Alaska Native	16.3 %	35.4 %	19.6 %	16.9 %	11.8 %	10,010
Asian	15.9 %	37.6 %	20.6 %	15.7 %	10.3 %	29,934
Black/African American	20.0 %	38.7 %	15.9 %	15.1 %	10.3 %	73,679
Native Hawaiian/Pacific Islander	16.8 %	35.5 %	21.0 %	14.9 %	11.9 %	3,098
White	18.2 %	39.2 %	16.2 %	16.3 %	10.1 %	342,066
Two or more races (Not Hispanic/Latino)	14.7 %	34.1 %	18.3 %	18.7 %	14.3 %	22,729
Age Group						
25 and under	8.9 %	29.1 %	21.2 %	22.3 %	18.5 %	7,176
26-29 years old	10.0 %	29.0 %	19.1 %	22.3 %	19.7 %	16,845
30-39 years old	13.3 %	33.6 %	18.3 %	19.4 %	15.6 %	95,036
40-49 years old	16.8 %	38.4 %	17.3 %	16.8 %	10.8 %	136,639
50-59 years old	21.2 %	41.7 %	15.6 %	14.0 %	7.4 %	159,369
60 or older	23.1 %	42.8 %	15.1 %	13.0 %	6.0 %	82,494
Level of Education						
Less than High School	19.8 %	34.5 %	20.5 %	14.2 %	11.1 %	311
H.S. Diploma/GED or equiv	17.1 %	34.5 %	17.5 %	16.5 %	14.5 %	19,692

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(69) 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	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
Trade/Technical Certificate	13.4 %	32.9 %	17.8 %	20.4 %	15.6 %	10,388
Some College(no degree)	16.2 %	34.6 %	17.5 %	17.7 %	14.0 %	60,629
Associate's Degree	15.6 %	35.2 %	17.7 %	18.0 %	13.6 %	35,956
Bachelor's Degree	17.2 %	38.9 %	16.9 %	16.5 %	10.5 %	177,605
Master's Degree	20.6 %	41.3 %	16.1 %	14.3 %	7.7 %	143,965
Doctoral/Professional Degree	18.1 %	40.2 %	16.8 %	16.5 %	8.3 %	55,256
Pay Category						
Federal Wage System	10.6 %	29.3 %	18.3 %	21.1 %	20.8 %	15,547
GS 1-6	7.8 %	23.7 %	19.6 %	25.5 %	23.5 %	20,805
GS 7-12	14.7 %	37.4 %	18.5 %	18.3 %	11.1 %	210,541
GS 13-15	24.4 %	44.5 %	14.6 %	11.4 %	5.0 %	216,855
SES	41.0 %	38.3 %	9.5 %	8.5 %	2.8 %	4,872
SL/ST	32.0 %	38.7 %	11.7 %	11.0 %	6.6 %	1,860
Other	12.6 %	31.0 %	17.5 %	19.6 %	19.3 %	42,859
Time in Federal Government						
< 1 year	13.5 %	32.8 %	20.4 %	20.5 %	12.7 %	10,841
1-3 years	13.7 %	34.6 %	19.1 %	19.7 %	13.0 %	64,598
4-5 years	13.3 %	34.0 %	18.5 %	19.7 %	14.5 %	39,883
6-10 years	15.0 %	36.4 %	17.9 %	17.9 %	12.9 %	82,965
11-14 years	17.9 %	39.9 %	16.6 %	15.8 %	9.8 %	94,645
15-20 years	18.9 %	39.6 %	16.3 %	15.1 %	10.2 %	90,240
> 20 years	23.1 %	42.1 %	14.8 %	12.9 %	7.1 %	129,973
Time with Current Agency						
< 1 year	17.0 %	35.7 %	19.2 %	17.6 %	10.5 %	19,454
1-3 years	15.8 %	36.1 %	18.3 %	18.1 %	11.8 %	96,442
4-5 years	15.0 %	35.6 %	17.9 %	18.5 %	13.0 %	50,071
6-10 years	15.7 %	37.2 %	17.5 %	17.4 %	12.2 %	90,729
11-14 years	17.9 %	40.0 %	16.5 %	15.7 %	9.9 %	85,711
15-20 years	18.7 %	39.4 %	16.3 %	15.1 %	10.5 %	76,408
> 20 years	23.1 %	42.3 %	14.6 %	13.0 %	7.1 %	94,764
Leaving						
No	22.5 %	43.2 %	15.9 %	13.0 %	5.4 %	335,425
Yes, to retire	22.2 %	43.1 %	15.0 %	12.8 %	6.9 %	34,008
Yes, to other job in Govt	8.5 %	31.0 %	19.7 %	22.6 %	18.1 %	89,791

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(69) 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	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
Yes, to other job outside Govt	4.6 %	19.8 %	16.4 %	26.2 %	33.0 %	23,027
Yes, other	6.5 %	25.7 %	20.7 %	23.7 %	23.4 %	31,370
Retiring						
Less than 1 year	22.9 %	42.2 %	14.1 %	12.3 %	8.5 %	16,181
1 year	21.5 %	42.1 %	15.0 %	13.6 %	7.9 %	13,385
2 years	22.8 %	43.2 %	14.5 %	13.0 %	6.5 %	27,330
3 years	22.1 %	42.7 %	15.1 %	13.3 %	6.7 %	28,345
4 years	21.8 %	41.9 %	15.7 %	13.7 %	7.0 %	17,598
5 years	19.9 %	41.3 %	16.2 %	14.2 %	8.3 %	39,530
More than 5 years	16.3 %	37.0 %	17.6 %	17.3 %	11.7 %	367,223
Transgender						
Yes	12.0 %	29.9 %	20.3 %	18.9 %	19.0 %	1,905
No	18.0 %	38.5 %	16.8 %	16.2 %	10.5 %	489,539
Consider Yourself as						
Straight	18.2 %	38.8 %	16.7 %	16.1 %	10.2 %	452,069
Gay or Lesbian	17.9 %	37.0 %	15.5 %	17.2 %	12.5 %	12,576
Bisexual	14.2 %	31.9 %	17.0 %	20.4 %	16.6 %	8,642
Use different term	11.4 %	31.7 %	19.9 %	18.7 %	18.4 %	12,714
Military Service						
No Prior Military Service	16.6 %	38.0 %	17.3 %	16.9 %	11.1 %	371,835
Currently in Guard/Reserves	15.1 %	34.1 %	17.8 %	18.4 %	14.7 %	7,716
Retired	23.9 %	43.1 %	14.6 %	12.4 %	6.1 %	62,182
Separated/Discharged	17.0 %	36.2 %	17.4 %	17.1 %	12.3 %	71,164
Military Spouse						
Spouse of current active duty service member	13.9 %	33.7 %	18.2 %	19.8 %	14.4 %	5,487
Spouse of separated or retired service member with a disability rating of 100%	18.6 %	38.1 %	16.9 %	16.1 %	10.3 %	10,442
Widow(er) of a service member killed while on active duty	13.5 %	39.8 %	21.0 %	16.0 %	9.7 %	283
None of the categories listed	17.8 %	38.5 %	16.9 %	16.3 %	10.6 %	496,982
NoN-Competitive Hiring Authority						
Yes	15.7 %	32.9 %	17.8 %	20.4 %	13.2 %	2,008
No	16.9 %	37.1 %	17.4 %	17.0 %	11.7 %	14,105

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(69) 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	17.6 %	38.3 %	17.1 %	16.4 %	10.6 %	533,799
Disability						
Yes	16.9 %	35.4 %	17.3 %	17.7 %	12.7 %	83,077
No	18.1 %	39.1 %	16.7 %	16.0 %	10.1 %	417,599

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
Work Location						
Headquarters	22.9 %	41.6 %	18.4 %	11.2 %	6.0 %	155,324
Field	16.4 %	38.5 %	21.3 %	14.4 %	9.4 %	247,903
Full-time telework	26.6 %	44.5 %	16.7 %	8.1 %	4.1 %	106,218
Supervisory Status						
Senior Leader	45.1 %	36.3 %	9.5 %	6.0 %	3.0 %	8,643
Manager	26.1 %	41.2 %	16.2 %	10.9 %	5.7 %	35,405
Supervisor	20.2 %	41.9 %	18.9 %	12.4 %	6.6 %	71,839
Team Leader	17.9 %	40.3 %	20.3 %	14.0 %	7.5 %	63,642
Non-Supervisor	19.2 %	40.2 %	20.3 %	12.3 %	7.9 %	334,540
Sex						
Male	20.7 %	39.8 %	19.1 %	12.5 %	8.0 %	261,339
Female	19.9 %	42.1 %	20.0 %	11.7 %	6.3 %	233,966
Hispanic or Latino						
Yes	21.4 %	37.3 %	19.8 %	12.5 %	9.2 %	52,806
No	20.1 %	41.1 %	19.5 %	12.2 %	7.1 %	445,020
Race						
American Indian/Alaska Native	17.4 %	37.4 %	23.8 %	13.0 %	8.5 %	10,011
Asian	22.3 %	45.0 %	18.8 %	8.9 %	5.1 %	29,954
Black/African American	23.3 %	42.1 %	18.3 %	9.8 %	6.5 %	73,752
Native Hawaiian/Pacific Islander	22.0 %	37.9 %	23.0 %	9.8 %	7.3 %	3,098
White	20.0 %	40.6 %	19.3 %	12.8 %	7.4 %	342,248
Two or more races (Not Hispanic/Latino)	17.5 %	35.9 %	22.0 %	14.2 %	10.3 %	22,743
Age Group						
25 and under	17.5 %	42.4 %	21.6 %	12.3 %	6.2 %	7,163
26-29 years old	15.7 %	39.7 %	22.7 %	13.5 %	8.4 %	16,821
30-39 years old	16.7 %	38.9 %	20.8 %	14.0 %	9.7 %	94,940
40-49 years old	18.8 %	39.5 %	19.7 %	13.3 %	8.7 %	136,659
50-59 years old	22.4 %	41.7 %	18.6 %	11.3 %	6.0 %	159,501
60 or older	25.4 %	43.2 %	18.2 %	9.1 %	4.2 %	82,789
Level of Education						
Less than High School	20.6 %	46.3 %	18.4 %	6.3 %	8.4 %	316
H.S. Diploma/GED or equiv	20.0 %	37.3 %	22.0 %	11.7 %	9.0 %	19,744

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
Trade/Technical Certificate	16.8 %	37.4 %	23.0 %	13.4 %	9.4 %	10,423
Some College(no degree)	19.0 %	37.9 %	21.2 %	12.8 %	9.2 %	60,718
Associate's Degree	18.7 %	38.1 %	21.6 %	13.2 %	8.4 %	36,013
Bachelor's Degree	19.0 %	41.2 %	19.8 %	12.5 %	7.4 %	177,672
Master's Degree	22.3 %	42.0 %	17.9 %	11.7 %	6.1 %	143,966
Doctoral/Professional Degree	23.0 %	43.2 %	16.9 %	11.2 %	5.8 %	55,278
Pay Category						
Federal Wage System	12.4 %	33.0 %	24.9 %	17.4 %	12.3 %	15,560
GS 1-6	17.5 %	37.4 %	23.7 %	12.3 %	9.1 %	20,858
GS 7-12	18.7 %	39.9 %	20.5 %	12.8 %	8.2 %	210,754
GS 13-15	23.4 %	43.2 %	16.9 %	11.0 %	5.5 %	216,842
SES	48.3 %	34.9 %	8.6 %	5.8 %	2.4 %	4,866
SL/ST	33.3 %	40.1 %	14.1 %	7.0 %	5.4 %	1,867
Other	15.8 %	38.5 %	22.9 %	14.1 %	8.6 %	42,935
Time in Federal Government						
< 1 year	29.3 %	44.4 %	16.6 %	6.5 %	3.1 %	10,826
1-3 years	23.2 %	42.8 %	18.8 %	10.0 %	5.2 %	64,602
4-5 years	18.5 %	40.5 %	21.1 %	12.7 %	7.3 %	39,894
6-10 years	18.0 %	39.3 %	20.8 %	13.6 %	8.3 %	83,014
11-14 years	18.7 %	39.9 %	19.8 %	13.3 %	8.4 %	94,680
15-20 years	18.2 %	38.7 %	20.3 %	13.6 %	9.1 %	90,350
> 20 years	21.6 %	41.3 %	18.7 %	11.7 %	6.6 %	130,122
Time with Current Agency						
< 1 year	30.4 %	42.3 %	16.2 %	7.2 %	3.9 %	19,437
1-3 years	23.5 %	41.7 %	18.6 %	10.4 %	5.9 %	96,462
4-5 years	18.8 %	40.0 %	21.0 %	12.7 %	7.5 %	50,116
6-10 years	17.8 %	39.2 %	20.7 %	13.9 %	8.4 %	90,807
11-14 years	17.6 %	39.8 %	20.2 %	13.7 %	8.6 %	85,730
15-20 years	17.2 %	39.1 %	20.7 %	13.8 %	9.2 %	76,499
> 20 years	21.4 %	42.1 %	18.6 %	11.5 %	6.4 %	94,867
Leaving						
No	27.6 %	47.9 %	16.0 %	6.2 %	2.3 %	335,587
Yes, to retire	18.1 %	40.3 %	21.0 %	13.4 %	7.2 %	34,086
Yes, to other job in Govt	6.3 %	28.0 %	26.9 %	23.4 %	15.4 %	89,852

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
Yes, to other job outside Govt	3.8 %	20.3 %	24.4 %	27.6 %	24.0 %	23,015
Yes, other	5.1 %	23.8 %	27.7 %	24.3 %	19.1 %	31,419
Retiring						
Less than 1 year	17.8 %	36.6 %	19.3 %	15.6 %	10.7 %	16,215
1 year	18.2 %	40.0 %	21.1 %	13.1 %	7.6 %	13,428
2 years	21.3 %	41.9 %	19.3 %	11.6 %	5.9 %	27,381
3 years	21.6 %	41.7 %	19.3 %	11.2 %	6.1 %	28,408
4 years	21.3 %	41.4 %	19.3 %	11.9 %	6.1 %	17,622
5 years	20.3 %	40.5 %	19.6 %	12.3 %	7.2 %	39,611
More than 5 years	20.0 %	40.5 %	19.7 %	12.3 %	7.5 %	367,247
Transgender						
Yes	11.7 %	30.2 %	23.0 %	18.0 %	17.0 %	1,903
No	20.4 %	40.8 %	19.5 %	12.1 %	7.2 %	489,866
Consider Yourself as						
Straight	20.8 %	41.1 %	19.2 %	11.9 %	7.0 %	452,413
Gay or Lesbian	19.4 %	39.1 %	20.0 %	13.3 %	8.2 %	12,579
Bisexual	16.0 %	37.0 %	22.1 %	15.4 %	9.5 %	8,633
Use different term	11.8 %	31.5 %	24.0 %	18.1 %	14.6 %	12,699
Military Service						
No Prior Military Service	19.1 %	41.6 %	20.0 %	12.3 %	7.1 %	372,012
Currently in Guard/Reserves	19.2 %	37.0 %	20.4 %	13.9 %	9.5 %	7,718
Retired	26.1 %	41.0 %	17.5 %	10.1 %	5.2 %	62,270
Separated/Discharged	18.4 %	36.1 %	20.4 %	14.7 %	10.4 %	71,228
Military Spouse						
Spouse of current active duty service member	19.5 %	37.0 %	20.8 %	14.0 %	8.7 %	5,494
Spouse of separated or retired service member with a disability rating of 100%	20.9 %	38.5 %	20.0 %	12.6 %	8.0 %	10,469
Widow(er) of a service member killed while on active duty	17.4 %	37.4 %	21.7 %	13.9 %	9.6 %	284
None of the categories listed	20.0 %	40.6 %	19.7 %	12.3 %	7.4 %	497,280
NoN-Competitive Hiring Authority						
Yes	22.3 %	37.7 %	19.2 %	12.8 %	8.0 %	2,019
No	20.0 %	37.9 %	20.5 %	13.3 %	8.3 %	14,127

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	19.8 %	40.4 %	19.9 %	12.4 %	7.4 %	534,146
Disability						
Yes	20.0 %	35.9 %	20.3 %	13.8 %	10.0 %	83,218
No	20.3 %	41.6 %	19.4 %	11.9 %	6.8 %	417,790

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) My organization's management practices promote diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.8 %	40.0 %	19.5 %	6.9 %	5.8 %	491,409	44,282
Work Location							
Headquarters	30.5 %	40.0 %	17.8 %	6.7 %	5.1 %	144,975	11,214
Field	24.8 %	39.8 %	21.1 %	7.5 %	6.8 %	228,833	20,538
Full-time telework	34.3 %	41.3 %	15.6 %	5.0 %	3.8 %	96,554	10,183
Supervisory Status							
Senior Leader	51.2 %	32.5 %	9.6 %	3.7 %	3.0 %	8,622	86
Manager	36.9 %	41.0 %	13.7 %	4.9 %	3.5 %	34,909	723
Supervisor	30.1 %	42.4 %	17.1 %	6.0 %	4.4 %	69,353	2,907
Team Leader	27.1 %	40.3 %	19.8 %	7.2 %	5.6 %	59,149	4,786
Non-Supervisor	26.3 %	39.7 %	20.4 %	7.2 %	6.4 %	302,380	34,030
Sex							
Male	29.5 %	39.8 %	19.4 %	5.8 %	5.5 %	241,700	21,095
Female	26.2 %	40.8 %	18.6 %	8.2 %	6.1 %	217,108	18,389
Hispanic or Latino							
Yes	26.9 %	36.6 %	19.9 %	8.2 %	8.4 %	49,814	3,336
No	28.3 %	40.8 %	19.0 %	6.6 %	5.3 %	411,139	36,599
Race							
American Indian/Alaska Native	20.3 %	36.1 %	24.4 %	10.0 %	9.2 %	9,473	644
Asian	27.5 %	41.8 %	18.5 %	6.4 %	5.7 %	28,377	1,781
Black/African American	25.1 %	37.8 %	18.9 %	9.3 %	8.9 %	70,222	4,112
Native Hawaiian/Pacific Islander	24.9 %	36.8 %	22.5 %	8.0 %	7.8 %	2,932	191
White	29.6 %	41.5 %	18.6 %	5.9 %	4.4 %	314,691	29,518
Two or more races (Not Hispanic/Latino)	25.9 %	34.6 %	21.4 %	8.8 %	9.2 %	20,898	1,960
Age Group							
25 and under	26.0 %	44.9 %	18.2 %	6.9 %	4.0 %	6,581	623
26-29 years old	25.0 %	42.4 %	18.8 %	7.8 %	6.0 %	15,512	1,389
30-39 years old	26.3 %	39.3 %	19.6 %	8.0 %	6.8 %	86,693	8,682
40-49 years old	27.7 %	39.3 %	19.3 %	7.2 %	6.5 %	126,134	11,205
50-59 years old	29.5 %	40.3 %	18.7 %	6.2 %	5.2 %	148,696	11,780
60 or older	30.1 %	41.6 %	19.1 %	5.3 %	3.9 %	77,222	6,295
Level of Education							
Less than High School	24.1 %	37.4 %	23.5 %	6.3 %	8.7 %	288	27
H.S. Diploma/GED or equiv	23.0 %	38.9 %	24.3 %	6.8 %	7.0 %	18,561	1,348
Trade/Technical Certificate	21.0 %	38.6 %	23.9 %	8.5 %	8.0 %	9,707	835
Some College(no degree)	24.5 %	38.2 %	22.9 %	7.4 %	7.1 %	56,707	4,493
Associate's Degree	24.7 %	38.6 %	22.4 %	7.6 %	6.7 %	33,464	2,823
Bachelor's Degree	28.6 %	41.2 %	18.6 %	6.3 %	5.3 %	163,157	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) My organization's management practices promote diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.8 %	40.0 %	19.5 %	6.9 %	5.8 %	491,409	44,282
Master's Degree	30.7 %	40.4 %	16.8 %	6.8 %	5.3 %	133,638	11,008
Doctoral/Professional Degree	31.9 %	41.1 %	15.6 %	6.9 %	4.6 %	50,618	4,964
Pay Category							
Federal Wage System	17.5 %	34.6 %	27.0 %	10.1 %	10.7 %	14,428	1,273
GS 1-6	23.1 %	37.1 %	22.4 %	8.7 %	8.7 %	19,138	1,925
GS 7-12	25.5 %	40.0 %	20.8 %	7.3 %	6.5 %	193,265	18,753
GS 13-15	33.3 %	41.4 %	15.8 %	5.6 %	3.9 %	201,008	16,796
SES	54.4 %	32.9 %	8.1 %	3.2 %	1.4 %	4,848	41
SL/ST	43.6 %	38.1 %	10.7 %	4.2 %	3.4 %	1,808	73
Other	24.7 %	40.2 %	21.4 %	7.4 %	6.3 %	39,714	3,485
Time in Federal Government							
< 1 year	36.4 %	42.7 %	14.2 %	4.4 %	2.2 %	9,732	1,184
1-3 years	30.7 %	41.0 %	18.0 %	6.0 %	4.3 %	59,198	5,758
4-5 years	26.9 %	39.4 %	20.3 %	7.4 %	5.9 %	36,717	3,407
6-10 years	26.7 %	39.4 %	19.6 %	7.6 %	6.6 %	76,444	6,947
11-14 years	27.3 %	39.8 %	19.7 %	7.1 %	6.1 %	86,848	8,295
15-20 years	26.3 %	39.5 %	20.3 %	7.1 %	6.7 %	83,448	7,375
> 20 years	28.8 %	40.8 %	18.8 %	6.3 %	5.3 %	121,590	9,408
Time with Current Agency							
< 1 year	37.3 %	40.9 %	14.7 %	4.3 %	2.8 %	17,457	2,135
1-3 years	30.8 %	40.1 %	18.1 %	6.3 %	4.8 %	88,429	8,530
4-5 years	27.0 %	39.2 %	20.2 %	7.6 %	6.1 %	46,175	4,189
6-10 years	26.2 %	39.0 %	20.1 %	7.9 %	6.8 %	83,906	7,311
11-14 years	26.2 %	40.2 %	20.1 %	7.2 %	6.3 %	78,923	7,295
15-20 years	25.6 %	39.9 %	20.6 %	7.2 %	6.7 %	70,782	6,182
> 20 years	29.0 %	41.7 %	18.5 %	6.0 %	4.8 %	88,694	6,777
Leaving							
No	33.5 %	43.2 %	16.4 %	4.4 %	2.5 %	312,477	25,002
Yes, to retire	25.3 %	41.9 %	21.6 %	6.3 %	4.9 %	31,634	2,745
Yes, to other job in Govt	17.9 %	33.8 %	24.1 %	12.0 %	12.2 %	81,749	8,528
Yes, to other job outside Govt	18.7 %	33.1 %	23.4 %	11.7 %	13.1 %	20,693	2,416
Yes, other	15.7 %	32.5 %	27.1 %	11.5 %	13.2 %	27,847	3,720
Retiring							
Less than 1 year	25.7 %	39.8 %	21.2 %	6.6 %	6.7 %	14,993	1,345
1 year	25.9 %	41.7 %	21.2 %	6.3 %	4.8 %	12,412	1,128
2 years	27.5 %	42.3 %	20.0 %	5.7 %	4.5 %	25,514	2,111
3 years	28.0 %	41.5 %	19.7 %	6.1 %	4.7 %	26,510	2,059

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) My organization's management practices promote diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.8 %	40.0 %	19.5 %	6.9 %	5.8 %	491,409	44,282
4 years	28.4 %	40.3 %	19.8 %	6.7 %	4.9 %	16,462	1,299
5 years	27.5 %	39.7 %	19.8 %	6.8 %	6.2 %	36,794	3,071
More than 5 years	28.3 %	39.9 %	18.9 %	7.0 %	5.9 %	338,156	30,918
Transgender							
Yes	21.3 %	28.4 %	22.2 %	11.2 %	16.9 %	1,715	205
No	28.2 %	40.3 %	19.0 %	6.8 %	5.7 %	454,213	38,679
Consider Yourself as							
Straight	28.5 %	40.6 %	18.8 %	6.6 %	5.5 %	420,220	35,004
Gay or Lesbian	26.3 %	37.6 %	18.9 %	9.7 %	7.6 %	11,834	805
Bisexual	23.2 %	36.6 %	21.1 %	10.8 %	8.3 %	7,987	689
Use different term	21.7 %	31.4 %	24.6 %	10.5 %	11.7 %	11,197	1,595
Military Service							
No Prior Military Service	27.3 %	41.3 %	18.7 %	7.1 %	5.5 %	343,326	30,773
Currently in Guard/Reserves	30.3 %	36.6 %	19.3 %	7.3 %	6.5 %	7,221	531
Retired	32.0 %	39.0 %	19.2 %	5.2 %	4.5 %	58,332	4,336
Separated/Discharged	27.0 %	36.5 %	21.6 %	7.2 %	7.7 %	64,902	6,697
Military Spouse							
Spouse of current active duty service member	29.4 %	35.1 %	19.7 %	8.0 %	7.8 %	5,117	413
Spouse of separated or retired service member with a disability rating of 100%	26.6 %	36.2 %	19.0 %	9.3 %	8.9 %	9,869	670
Widow(er) of a service member killed while on active duty	20.2 %	36.2 %	25.4 %	6.2 %	11.9 %	264	21
None of the categories listed	28.0 %	40.3 %	19.3 %	6.8 %	5.6 %	458,798	41,276
NoN-Competitive Hiring Authority							
Yes	28.8 %	34.9 %	20.2 %	7.6 %	8.5 %	1,898	137
No	27.3 %	36.0 %	19.2 %	9.0 %	8.5 %	13,260	959
Disability							
Yes	27.5 %	34.7 %	20.4 %	8.2 %	9.2 %	76,919	6,825
No	28.2 %	41.4 %	18.9 %	6.5 %	5.0 %	386,816	33,454

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) My supervisor demonstrates a commitment to workforce diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	34.4 %	38.2 %	18.4 %	4.6 %	4.5 %	492,680	43,274
Work Location							
Headquarters	38.2 %	37.7 %	16.0 %	4.1 %	3.9 %	145,809	10,417
Field	30.6 %	38.5 %	20.3 %	5.2 %	5.3 %	229,172	20,339
Full-time telework	41.5 %	37.9 %	14.8 %	3.1 %	2.8 %	96,546	10,279
Supervisory Status							
Senior Leader	58.9 %	27.8 %	8.4 %	2.2 %	2.7 %	8,623	89
Manager	44.0 %	38.0 %	12.3 %	2.9 %	2.7 %	34,838	802
Supervisor	36.4 %	40.6 %	15.9 %	3.8 %	3.3 %	69,439	2,882
Team Leader	34.8 %	38.4 %	18.4 %	4.4 %	4.1 %	59,526	4,441
Non-Supervisor	32.7 %	38.0 %	19.4 %	4.9 %	5.0 %	303,193	33,369
Sex							
Male	35.8 %	38.1 %	18.1 %	3.8 %	4.1 %	242,691	20,240
Female	33.3 %	38.6 %	17.8 %	5.4 %	4.9 %	217,271	18,361
Hispanic or Latino							
Yes	33.4 %	35.0 %	19.3 %	5.7 %	6.7 %	49,822	3,347
No	34.9 %	38.8 %	17.8 %	4.3 %	4.1 %	412,305	35,685
Race							
American Indian/Alaska Native	25.0 %	35.4 %	24.1 %	7.4 %	8.1 %	9,534	580
Asian	33.7 %	40.1 %	17.4 %	4.1 %	4.7 %	28,360	1,826
Black/African American	33.0 %	36.7 %	18.0 %	5.7 %	6.6 %	69,986	4,396
Native Hawaiian/Pacific Islander	29.9 %	37.0 %	21.4 %	6.2 %	5.5 %	2,954	172
White	36.0 %	39.0 %	17.5 %	4.0 %	3.5 %	315,957	28,432
Two or more races (Not Hispanic/Latino)	33.3 %	34.4 %	19.8 %	5.4 %	7.0 %	20,945	1,920
Age Group							
25 and under	31.4 %	43.5 %	17.2 %	4.3 %	3.5 %	6,597	614
26-29 years old	31.9 %	40.5 %	17.9 %	5.0 %	4.6 %	15,579	1,336
30-39 years old	33.7 %	38.3 %	18.0 %	4.8 %	5.2 %	87,205	8,223
40-49 years old	34.6 %	37.6 %	18.1 %	4.7 %	5.0 %	126,521	10,883
50-59 years old	35.7 %	38.1 %	17.9 %	4.2 %	4.1 %	148,923	11,655
60 or older	36.0 %	38.7 %	18.4 %	3.9 %	3.1 %	77,254	6,300
Level of Education							
Less than High School	27.7 %	40.4 %	22.8 %	2.8 %	6.3 %	294	23
H.S. Diploma/GED or equiv	27.8 %	38.3 %	22.9 %	5.5 %	5.5 %	18,659	1,263
Trade/Technical Certificate	25.4 %	38.0 %	24.2 %	6.0 %	6.4 %	9,806	735
Some College(no degree)	30.1 %	37.4 %	21.6 %	5.3 %	5.7 %	56,932	4,281
Associate's Degree	29.7 %	37.8 %	21.5 %	5.5 %	5.6 %	33,628	2,680
Bachelor's Degree	34.6 %	39.2 %	17.8 %	4.2 %	4.1 %	163,379	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) My supervisor demonstrates a commitment to workforce diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	34.4 %	38.2 %	18.4 %	4.6 %	4.5 %	492,680	43,274
Master's Degree	38.7 %	38.0 %	15.4 %	4.0 %	3.9 %	133,941	10,774
Doctoral/Professional Degree	42.1 %	37.1 %	13.8 %	3.8 %	3.1 %	50,683	4,925
Pay Category							
Federal Wage System	22.0 %	36.4 %	26.4 %	7.2 %	8.1 %	14,602	1,106
GS 1-6	27.1 %	37.0 %	22.2 %	6.2 %	7.4 %	19,172	1,907
GS 7-12	31.4 %	38.5 %	19.8 %	5.1 %	5.2 %	193,549	18,577
GS 13-15	41.4 %	38.4 %	14.2 %	3.2 %	2.8 %	201,798	16,125
SES	65.1 %	25.7 %	6.3 %	1.9 %	1.0 %	4,838	58
SL/ST	50.8 %	34.9 %	9.9 %	1.9 %	2.5 %	1,803	78
Other	31.3 %	38.7 %	20.6 %	4.9 %	4.6 %	39,657	3,558
Time in Federal Government							
< 1 year	42.2 %	39.6 %	13.5 %	2.8 %	1.8 %	9,795	1,129
1-3 years	37.1 %	38.6 %	16.9 %	4.0 %	3.5 %	59,546	5,466
4-5 years	33.8 %	38.3 %	18.6 %	4.7 %	4.6 %	36,911	3,245
6-10 years	34.0 %	37.7 %	18.5 %	4.8 %	5.0 %	76,729	6,695
11-14 years	34.3 %	38.2 %	18.2 %	4.6 %	4.6 %	87,067	8,132
15-20 years	32.9 %	37.7 %	19.2 %	4.8 %	5.4 %	83,613	7,253
> 20 years	34.8 %	38.5 %	18.2 %	4.4 %	4.1 %	121,509	9,539
Time with Current Agency							
< 1 year	42.9 %	38.1 %	13.8 %	2.8 %	2.4 %	17,633	1,969
1-3 years	37.3 %	37.7 %	16.8 %	4.1 %	4.0 %	89,046	7,975
4-5 years	34.1 %	38.1 %	18.2 %	4.9 %	4.7 %	46,426	3,978
6-10 years	33.4 %	37.5 %	18.8 %	5.2 %	5.1 %	84,120	7,150
11-14 years	33.0 %	38.6 %	18.9 %	4.6 %	4.8 %	78,968	7,302
15-20 years	31.9 %	38.3 %	19.8 %	4.8 %	5.2 %	70,882	6,104
> 20 years	35.0 %	39.2 %	18.0 %	4.0 %	3.7 %	88,507	7,003
Leaving							
No	40.6 %	40.1 %	14.9 %	2.7 %	1.7 %	313,615	24,066
Yes, to retire	30.6 %	39.5 %	21.7 %	4.4 %	3.8 %	31,663	2,740
Yes, to other job in Govt	24.0 %	34.3 %	23.3 %	8.4 %	10.0 %	81,766	8,563
Yes, to other job outside Govt	24.7 %	33.9 %	23.7 %	7.7 %	10.0 %	20,676	2,432
Yes, other	21.5 %	33.5 %	26.5 %	7.9 %	10.6 %	27,883	3,699
Retiring							
Less than 1 year	31.1 %	37.6 %	21.4 %	4.7 %	5.2 %	15,021	1,332
1 year	31.5 %	39.3 %	20.9 %	4.2 %	4.1 %	12,435	1,118
2 years	33.4 %	39.5 %	19.6 %	4.0 %	3.6 %	25,544	2,093
3 years	33.8 %	38.9 %	19.2 %	4.5 %	3.5 %	26,501	2,100

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) My supervisor demonstrates a commitment to workforce diversity.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	34.4 %	38.2 %	18.4 %	4.6 %	4.5 %	492,680	43,274
4 years	34.3 %	38.7 %	18.8 %	4.2 %	4.0 %	16,432	1,339
5 years	33.4 %	38.2 %	18.9 %	4.6 %	4.9 %	36,878	2,999
More than 5 years	35.3 %	38.1 %	17.6 %	4.5 %	4.5 %	339,272	30,004
Transgender							
Yes	30.2 %	28.4 %	21.1 %	7.6 %	12.7 %	1,722	201
No	34.8 %	38.4 %	17.9 %	4.5 %	4.4 %	455,277	37,878
Consider Yourself as							
Straight	35.0 %	38.6 %	17.8 %	4.4 %	4.3 %	421,151	34,314
Gay or Lesbian	36.4 %	35.0 %	16.9 %	5.7 %	5.8 %	11,869	776
Bisexual	32.8 %	35.9 %	18.5 %	6.6 %	6.3 %	8,003	685
Use different term	28.6 %	32.3 %	23.3 %	6.9 %	8.9 %	11,251	1,547
Military Service							
No Prior Military Service	34.0 %	39.2 %	17.8 %	4.7 %	4.3 %	343,402	30,908
Currently in Guard/Reserves	36.2 %	34.8 %	18.8 %	4.6 %	5.6 %	7,266	490
Retired	38.7 %	37.2 %	17.1 %	3.6 %	3.4 %	58,942	3,755
Separated/Discharged	33.2 %	35.8 %	20.3 %	4.7 %	6.0 %	65,385	6,247
Military Spouse							
Spouse of current active duty service member	35.8 %	34.1 %	17.7 %	5.8 %	6.6 %	5,159	373
Spouse of separated or retired service member with a disability rating of 100%	33.0 %	34.4 %	18.5 %	6.5 %	7.6 %	9,911	632
Widow(er) of a service member killed while on active duty	24.0 %	42.0 %	20.9 %	4.8 %	8.3 %	265	22
None of the categories listed	34.7 %	38.4 %	18.2 %	4.4 %	4.3 %	459,931	40,407
NoN-Competitive Hiring Authority							
Yes	33.0 %	35.7 %	18.0 %	6.1 %	7.2 %	1,908	127
No	34.1 %	34.2 %	18.2 %	6.2 %	7.2 %	13,335	891
Disability							
Yes	34.5 %	33.7 %	19.1 %	5.4 %	7.3 %	77,376	6,439
No	34.8 %	39.3 %	17.8 %	4.3 %	3.8 %	387,492	32,979

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) I have similar access to advancement opportunities as others in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.6 %	39.3 %	15.9 %	9.8 %	9.3 %	517,875	16,670
Work Location							
Headquarters	29.2 %	39.2 %	14.5 %	9.0 %	8.1 %	151,530	4,490
Field	22.3 %	39.1 %	16.8 %	10.7 %	11.0 %	242,375	6,796
Full-time telework	31.6 %	40.6 %	14.1 %	7.6 %	6.2 %	102,311	4,330
Supervisory Status							
Senior Leader	50.8 %	30.8 %	9.4 %	5.2 %	3.7 %	8,615	75
Manager	35.8 %	39.5 %	11.7 %	7.0 %	6.0 %	35,305	292
Supervisor	27.6 %	41.9 %	14.2 %	8.8 %	7.5 %	71,120	1,094
Team Leader	26.2 %	39.6 %	15.2 %	10.0 %	9.0 %	62,447	1,443
Non-Supervisor	23.9 %	39.1 %	16.6 %	10.2 %	10.2 %	323,126	12,955
Sex							
Male	27.0 %	39.2 %	15.3 %	9.1 %	9.3 %	255,743	6,802
Female	24.8 %	40.0 %	15.9 %	10.3 %	8.9 %	227,351	7,821
Hispanic or Latino							
Yes	24.6 %	35.9 %	17.3 %	10.3 %	11.9 %	51,580	1,497
No	26.3 %	40.1 %	15.4 %	9.5 %	8.8 %	433,831	13,364
Race							
American Indian/Alaska Native	17.7 %	35.3 %	21.8 %	12.3 %	12.8 %	9,845	253
Asian	26.0 %	42.0 %	17.0 %	7.8 %	7.3 %	29,017	1,077
Black/African American	24.3 %	38.7 %	17.0 %	9.8 %	10.3 %	71,907	2,238
Native Hawaiian/Pacific Islander	23.3 %	36.1 %	21.1 %	9.7 %	9.8 %	3,045	67
White	27.2 %	40.2 %	14.6 %	9.5 %	8.5 %	334,243	9,669
Two or more races (Not Hispanic/Latino)	23.8 %	35.1 %	16.6 %	10.9 %	13.6 %	22,037	800
Age Group							
25 and under	29.8 %	45.7 %	11.9 %	7.4 %	5.3 %	6,981	229
26-29 years old	28.0 %	42.1 %	13.5 %	8.7 %	7.8 %	16,395	503
30-39 years old	26.7 %	40.0 %	13.9 %	9.4 %	10.1 %	92,258	3,118
40-49 years old	25.6 %	39.0 %	14.8 %	10.1 %	10.5 %	133,108	4,164
50-59 years old	25.9 %	39.0 %	16.4 %	9.8 %	8.9 %	155,979	4,321
60 or older	25.4 %	39.5 %	18.7 %	9.5 %	7.0 %	80,831	2,390
Level of Education							
Less than High School	20.7 %	39.4 %	22.8 %	8.1 %	9.1 %	302	13
H.S. Diploma/GED or equiv	20.5 %	39.5 %	20.3 %	9.8 %	9.8 %	19,429	427
Trade/Technical Certificate	17.7 %	36.8 %	21.5 %	11.9 %	12.1 %	10,250	260
Some College(no degree)	21.2 %	38.1 %	19.1 %	10.7 %	10.9 %	59,544	1,525
Associate's Degree	21.3 %	37.7 %	18.7 %	11.4 %	10.9 %	35,289	937
Bachelor's Degree	26.2 %	40.8 %	14.8 %	9.2 %	8.9 %	173,292	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) I have similar access to advancement opportunities as others in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.6 %	39.3 %	15.9 %	9.8 %	9.3 %	517,875	16,670
Master's Degree	29.3 %	39.4 %	13.5 %	9.3 %	8.5 %	140,020	4,509
Doctoral/Professional Degree	32.9 %	38.9 %	12.5 %	8.6 %	7.2 %	53,231	2,325
Pay Category							
Federal Wage System	15.5 %	35.7 %	20.3 %	13.0 %	15.4 %	15,310	373
GS 1-6	17.7 %	34.7 %	21.0 %	12.7 %	13.9 %	19,963	1,043
GS 7-12	23.0 %	39.2 %	16.9 %	10.6 %	10.4 %	204,961	6,787
GS 13-15	31.9 %	40.9 %	12.7 %	7.9 %	6.6 %	211,649	6,083
SES	57.5 %	29.0 %	7.7 %	3.6 %	2.3 %	4,854	38
SL/ST	42.4 %	35.2 %	12.1 %	5.3 %	5.0 %	1,832	50
Other	22.4 %	39.8 %	17.7 %	10.3 %	9.8 %	41,758	1,382
Time in Federal Government							
< 1 year	34.7 %	43.5 %	13.0 %	5.2 %	3.5 %	10,042	868
1-3 years	30.1 %	41.0 %	14.3 %	8.1 %	6.6 %	62,157	2,790
4-5 years	26.1 %	39.6 %	15.4 %	9.7 %	9.1 %	38,806	1,297
6-10 years	25.5 %	39.0 %	15.1 %	10.1 %	10.3 %	80,808	2,523
11-14 years	25.2 %	39.3 %	15.5 %	10.1 %	9.9 %	92,384	2,704
15-20 years	23.5 %	38.4 %	16.5 %	10.7 %	11.0 %	88,319	2,417
> 20 years	25.0 %	39.3 %	16.9 %	9.9 %	8.9 %	127,570	3,184
Time with Current Agency							
< 1 year	35.2 %	41.6 %	13.7 %	5.5 %	3.9 %	18,000	1,572
1-3 years	29.4 %	39.9 %	14.8 %	8.5 %	7.4 %	93,039	3,903
4-5 years	25.8 %	39.2 %	15.8 %	9.8 %	9.4 %	48,872	1,461
6-10 years	24.8 %	38.3 %	15.5 %	10.7 %	10.7 %	88,668	2,458
11-14 years	24.1 %	39.3 %	15.7 %	10.5 %	10.4 %	83,870	2,291
15-20 years	22.6 %	38.8 %	16.8 %	10.6 %	11.1 %	74,977	1,885
> 20 years	25.3 %	40.1 %	16.6 %	9.6 %	8.4 %	93,086	2,224
Leaving							
No	32.8 %	43.1 %	13.6 %	6.6 %	4.0 %	327,952	9,277
Yes, to retire	21.6 %	39.5 %	19.7 %	10.4 %	8.8 %	33,422	852
Yes, to other job in Govt	13.3 %	32.4 %	18.7 %	16.0 %	19.5 %	87,066	3,147
Yes, to other job outside Govt	14.1 %	32.2 %	17.0 %	15.5 %	21.3 %	22,185	928
Yes, other	11.8 %	31.3 %	21.2 %	15.6 %	20.1 %	29,969	1,555
Retiring							
Less than 1 year	22.0 %	36.7 %	19.2 %	10.8 %	11.3 %	15,862	433
1 year	22.0 %	39.8 %	18.8 %	10.3 %	9.1 %	13,169	343
2 years	23.8 %	40.4 %	18.5 %	9.5 %	7.7 %	26,880	675
3 years	24.2 %	40.6 %	17.6 %	9.9 %	7.8 %	27,789	734

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) I have similar access to advancement opportunities as others in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.6 %	39.3 %	15.9 %	9.8 %	9.3 %	517,875	16,670
4 years	24.8 %	39.2 %	17.3 %	10.1 %	8.6 %	17,320	402
5 years	23.4 %	38.3 %	17.7 %	10.7 %	9.8 %	38,777	1,025
More than 5 years	26.9 %	39.6 %	14.8 %	9.5 %	9.3 %	356,981	11,937
Transgender							
Yes	21.1 %	31.0 %	15.8 %	11.8 %	20.2 %	1,839	79
No	26.1 %	39.6 %	15.6 %	9.6 %	9.1 %	477,828	14,429
Consider Yourself as							
Straight	26.3 %	39.8 %	15.5 %	9.5 %	8.9 %	441,705	12,921
Gay or Lesbian	27.7 %	39.2 %	13.8 %	10.1 %	9.2 %	12,255	369
Bisexual	26.5 %	38.2 %	13.6 %	11.0 %	10.6 %	8,426	247
Use different term	18.3 %	32.6 %	19.0 %	13.1 %	17.0 %	12,139	641
Military Service							
No Prior Military Service	25.5 %	40.7 %	15.4 %	9.6 %	8.8 %	361,586	12,164
Currently in Guard/Reserves	27.6 %	35.9 %	14.7 %	10.9 %	11.0 %	7,551	201
Retired	29.6 %	37.8 %	16.1 %	9.0 %	7.5 %	61,332	1,268
Separated/Discharged	23.7 %	36.2 %	16.8 %	10.7 %	12.6 %	69,399	2,138
Military Spouse							
Spouse of current active duty service member	25.7 %	34.7 %	16.3 %	11.5 %	11.8 %	5,357	162
Spouse of separated or retired service member with a disability rating of 100%	23.3 %	35.2 %	17.6 %	11.2 %	12.6 %	10,252	267
Widow(er) of a service member killed while on active duty	18.1 %	35.3 %	24.5 %	7.9 %	14.2 %	273	11
None of the categories listed	26.0 %	39.6 %	15.6 %	9.7 %	9.1 %	484,254	15,367
NoN-Competitive Hiring Authority							
Yes	24.1 %	35.4 %	17.2 %	11.2 %	12.0 %	1,968	64
No	24.1 %	35.0 %	17.2 %	11.3 %	12.4 %	13,815	373
Disability							
Yes	23.6 %	33.5 %	17.2 %	11.6 %	14.2 %	80,926	2,678
No	26.5 %	40.8 %	15.3 %	9.3 %	8.1 %	407,557	12,281

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) My supervisor provides opportunities fairly to all employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	39.1 %	15.9 %	7.3 %	7.2 %	507,104	26,510
Work Location							
Headquarters	34.1 %	38.7 %	14.4 %	6.8 %	6.1 %	148,848	6,933
Field	27.0 %	39.2 %	17.0 %	8.1 %	8.6 %	237,798	10,922
Full-time telework	37.5 %	39.5 %	13.7 %	5.1 %	4.3 %	99,272	7,164
Supervisory Status							
Senior Leader	53.2 %	30.8 %	9.3 %	3.7 %	2.9 %	8,543	138
Manager	39.4 %	39.0 %	12.0 %	5.1 %	4.5 %	34,981	564
Supervisor	31.9 %	41.9 %	14.3 %	6.4 %	5.6 %	70,237	1,857
Team Leader	31.1 %	39.5 %	15.6 %	7.2 %	6.6 %	61,457	2,328
Non-Supervisor	29.1 %	38.7 %	16.6 %	7.7 %	8.0 %	314,962	20,512
Sex							
Male	32.3 %	39.6 %	15.0 %	6.3 %	6.8 %	251,784	10,337
Female	29.0 %	38.7 %	16.5 %	8.3 %	7.5 %	221,470	13,276
Hispanic or Latino							
Yes	29.1 %	35.9 %	17.4 %	8.0 %	9.6 %	50,785	2,218
No	31.2 %	39.7 %	15.4 %	7.0 %	6.7 %	424,661	21,753
Race							
American Indian/Alaska Native	21.7 %	34.3 %	21.9 %	10.4 %	11.7 %	9,701	392
Asian	30.7 %	41.6 %	15.8 %	5.8 %	6.1 %	28,706	1,363
Black/African American	29.3 %	37.8 %	17.2 %	7.5 %	8.2 %	70,254	3,757
Native Hawaiian/Pacific Islander	26.5 %	36.6 %	20.1 %	8.6 %	8.2 %	3,018	97
White	32.1 %	39.8 %	14.8 %	7.0 %	6.4 %	327,316	15,981
Two or more races (Not Hispanic/Latino)	29.0 %	36.6 %	16.4 %	7.8 %	10.2 %	21,597	1,202
Age Group							
25 and under	33.7 %	44.1 %	11.4 %	6.1 %	4.7 %	6,853	316
26-29 years old	31.9 %	41.1 %	13.8 %	6.9 %	6.3 %	16,156	672
30-39 years old	31.6 %	39.4 %	14.0 %	7.0 %	8.0 %	90,746	4,397
40-49 years old	30.4 %	39.1 %	15.2 %	7.3 %	8.0 %	130,706	6,358
50-59 years old	31.1 %	38.5 %	16.5 %	7.2 %	6.7 %	152,563	7,493
60 or older	30.5 %	39.3 %	18.0 %	7.0 %	5.3 %	78,659	4,497
Level of Education							
Less than High School	25.8 %	37.8 %	22.0 %	7.6 %	6.9 %	294	18
H.S. Diploma/GED or equiv	24.2 %	38.9 %	19.7 %	8.4 %	8.8 %	19,090	708
Trade/Technical Certificate	22.9 %	37.3 %	20.2 %	9.2 %	10.3 %	10,074	411
Some College(no degree)	26.2 %	37.7 %	19.0 %	8.4 %	8.8 %	58,374	2,581
Associate's Degree	25.5 %	37.9 %	18.7 %	8.8 %	9.1 %	34,675	1,485
Bachelor's Degree	31.1 %	40.3 %	15.1 %	6.8 %	6.7 %	169,754	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) My supervisor provides opportunities fairly to all employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	39.1 %	15.9 %	7.3 %	7.2 %	507,104	26,510
Master's Degree	34.5 %	39.3 %	13.6 %	6.5 %	6.1 %	137,287	7,007
Doctoral/Professional Degree	38.0 %	38.6 %	12.2 %	5.9 %	5.3 %	51,724	3,745
Pay Category							
Federal Wage System	20.2 %	36.8 %	20.3 %	10.1 %	12.6 %	15,172	466
GS 1-6	22.4 %	36.3 %	20.6 %	9.6 %	11.1 %	19,431	1,529
GS 7-12	27.9 %	38.9 %	17.1 %	7.9 %	8.2 %	200,280	11,053
GS 13-15	37.1 %	40.2 %	12.4 %	5.6 %	4.8 %	207,523	9,916
SES	58.3 %	28.6 %	7.9 %	3.5 %	1.7 %	4,817	68
SL/ST	46.8 %	34.1 %	10.7 %	4.1 %	4.4 %	1,803	75
Other	26.9 %	39.5 %	18.2 %	7.9 %	7.4 %	40,903	2,153
Time in Federal Government							
< 1 year	39.8 %	41.8 %	11.4 %	3.9 %	3.0 %	9,856	1,025
1-3 years	35.1 %	39.5 %	14.1 %	6.0 %	5.2 %	61,076	3,697
4-5 years	31.2 %	38.9 %	15.5 %	7.3 %	7.1 %	38,065	1,926
6-10 years	30.3 %	38.9 %	15.4 %	7.3 %	8.0 %	79,332	3,875
11-14 years	30.3 %	39.1 %	15.8 %	7.4 %	7.5 %	90,453	4,466
15-20 years	28.3 %	38.7 %	16.6 %	7.9 %	8.5 %	86,508	4,119
> 20 years	29.8 %	39.2 %	16.8 %	7.4 %	6.8 %	124,395	6,185
Time with Current Agency							
< 1 year	40.1 %	39.8 %	12.4 %	4.2 %	3.4 %	17,698	1,819
1-3 years	34.6 %	38.9 %	14.4 %	6.3 %	5.9 %	91,416	5,311
4-5 years	30.8 %	38.8 %	15.6 %	7.5 %	7.4 %	47,961	2,255
6-10 years	29.6 %	38.6 %	15.8 %	7.8 %	8.3 %	86,916	4,083
11-14 years	29.1 %	39.4 %	16.1 %	7.6 %	7.7 %	82,045	3,968
15-20 years	27.3 %	38.9 %	17.2 %	8.0 %	8.6 %	73,348	3,415
> 20 years	30.0 %	40.1 %	16.6 %	7.1 %	6.3 %	90,719	4,461
Leaving							
No	37.8 %	41.8 %	12.9 %	4.6 %	2.9 %	321,794	14,878
Yes, to retire	26.0 %	39.4 %	20.0 %	8.1 %	6.6 %	32,538	1,708
Yes, to other job in Govt	18.0 %	33.7 %	20.2 %	12.5 %	15.6 %	85,035	5,006
Yes, to other job outside Govt	18.8 %	35.1 %	19.0 %	11.0 %	16.2 %	21,648	1,387
Yes, other	16.7 %	33.3 %	21.9 %	12.0 %	16.1 %	29,154	2,319
Retiring							
Less than 1 year	26.2 %	37.6 %	19.1 %	8.3 %	8.7 %	15,434	837
1 year	26.8 %	39.2 %	19.3 %	8.0 %	6.7 %	12,798	702
2 years	28.7 %	39.8 %	18.3 %	7.0 %	6.1 %	26,166	1,354
3 years	28.7 %	40.4 %	17.7 %	7.2 %	6.0 %	27,132	1,365

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) My supervisor provides opportunities fairly to all employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	30.5 %	39.1 %	15.9 %	7.3 %	7.2 %	507,104	26,510
4 years	29.6 %	39.1 %	17.5 %	7.6 %	6.2 %	16,900	796
5 years	28.1 %	38.5 %	17.8 %	7.9 %	7.7 %	37,938	1,819
More than 5 years	31.9 %	39.2 %	14.8 %	7.0 %	7.2 %	350,140	18,058
Transgender							
Yes	26.7 %	31.6 %	17.1 %	8.7 %	15.9 %	1,805	109
No	31.0 %	39.2 %	15.6 %	7.1 %	7.0 %	468,141	23,293
Consider Yourself as							
Straight	31.2 %	39.4 %	15.5 %	7.0 %	6.9 %	432,887	20,992
Gay or Lesbian	32.3 %	37.8 %	14.3 %	7.8 %	7.8 %	12,003	596
Bisexual	31.3 %	37.2 %	14.9 %	8.2 %	8.4 %	8,222	429
Use different term	23.2 %	34.9 %	19.5 %	9.5 %	12.9 %	11,848	901
Military Service							
No Prior Military Service	30.2 %	40.1 %	15.5 %	7.3 %	6.9 %	353,258	19,809
Currently in Guard/Reserves	32.8 %	35.9 %	15.3 %	7.2 %	8.7 %	7,489	250
Retired	35.1 %	37.8 %	15.5 %	6.2 %	5.4 %	60,534	1,989
Separated/Discharged	28.9 %	36.9 %	17.0 %	7.8 %	9.4 %	68,188	3,235
Military Spouse							
Spouse of current active duty service member	31.4 %	34.2 %	16.3 %	9.0 %	9.0 %	5,252	258
Spouse of separated or retired service member with a disability rating of 100%	28.2 %	34.6 %	17.8 %	8.9 %	10.6 %	10,056	441
Widow(er) of a service member killed while on active duty	20.3 %	36.7 %	18.2 %	12.0 %	12.8 %	268	16
None of the categories listed	30.8 %	39.3 %	15.7 %	7.1 %	7.0 %	474,165	24,604
NoN-Competitive Hiring Authority							
Yes	29.9 %	34.1 %	17.9 %	8.4 %	9.6 %	1,924	97
No	29.2 %	34.5 %	17.1 %	9.1 %	10.1 %	13,559	610
Disability							
Yes	29.2 %	34.2 %	17.3 %	8.5 %	10.8 %	79,314	4,167
No	31.2 %	40.3 %	15.3 %	6.9 %	6.3 %	399,157	19,933

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) In my work unit, excellent work is similarly recognized for all employees.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.7 %	35.2 %	18.1 %	10.9 %	10.1 %	502,077	32,257
Work Location							
Headquarters	29.5 %	36.0 %	16.4 %	9.7 %	8.3 %	147,539	8,441
Field	21.9 %	34.2 %	19.2 %	12.3 %	12.4 %	235,629	13,422
Full-time telework	32.7 %	37.3 %	16.0 %	8.0 %	6.0 %	97,950	8,689
Supervisory Status							
Senior Leader	50.3 %	32.3 %	9.4 %	4.4 %	3.6 %	8,551	127
Manager	35.1 %	37.9 %	13.5 %	7.9 %	5.6 %	34,979	612
Supervisor	27.1 %	39.0 %	16.3 %	10.0 %	7.6 %	70,256	1,918
Team Leader	25.1 %	34.6 %	18.2 %	11.8 %	10.4 %	61,027	2,876
Non-Supervisor	24.3 %	34.4 %	18.8 %	11.3 %	11.2 %	310,507	25,465
Sex							
Male	26.9 %	35.6 %	17.6 %	10.0 %	9.9 %	250,456	11,990
Female	25.0 %	35.1 %	18.0 %	11.9 %	10.0 %	218,167	16,952
Hispanic or Latino							
Yes	24.6 %	31.9 %	19.1 %	11.5 %	12.9 %	50,382	2,672
No	26.3 %	35.9 %	17.6 %	10.7 %	9.6 %	420,426	26,642
Race							
American Indian/Alaska Native	18.3 %	29.9 %	22.8 %	13.8 %	15.2 %	9,663	420
Asian	27.2 %	39.4 %	18.0 %	7.8 %	7.7 %	28,470	1,603
Black/African American	26.1 %	36.1 %	18.1 %	9.7 %	9.9 %	70,092	3,982
Native Hawaiian/Pacific Islander	23.5 %	33.5 %	21.4 %	10.8 %	10.8 %	2,989	117
White	26.7 %	35.4 %	17.2 %	11.1 %	9.6 %	323,432	20,439
Two or more races (Not Hispanic/Latino)	23.9 %	32.0 %	18.3 %	11.8 %	14.0 %	21,439	1,399
Age Group							
25 and under	28.4 %	38.7 %	15.3 %	10.2 %	7.4 %	6,807	397
26-29 years old	25.7 %	35.7 %	17.7 %	10.6 %	10.4 %	16,060	833
30-39 years old	25.5 %	34.5 %	16.8 %	11.2 %	12.1 %	89,990	5,340
40-49 years old	25.2 %	34.7 %	17.4 %	11.3 %	11.4 %	129,261	8,018
50-59 years old	26.7 %	35.6 %	18.2 %	10.6 %	8.8 %	150,877	9,375
60 or older	27.2 %	36.9 %	19.2 %	9.7 %	7.0 %	78,001	5,162
Level of Education							
Less than High School	25.2 %	35.2 %	20.9 %	8.0 %	10.6 %	297	17
H.S. Diploma/GED or equiv	21.1 %	33.5 %	20.7 %	12.2 %	12.6 %	18,993	848
Trade/Technical Certificate	18.8 %	31.3 %	21.6 %	13.1 %	15.2 %	10,047	456
Some College(no degree)	22.0 %	32.7 %	20.1 %	12.3 %	13.0 %	57,975	3,059
Associate's Degree	21.5 %	32.7 %	20.1 %	12.9 %	12.8 %	34,555	1,663
Bachelor's Degree	25.8 %	36.4 %	17.6 %	10.6 %	9.6 %	167,688	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) In my work unit, excellent work is similarly recognized for all employees.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.7 %	35.2 %	18.1 %	10.9 %	10.1 %	502,077	32,257
Master's Degree	29.4 %	36.6 %	16.2 %	9.7 %	8.1 %	135,942	8,545
Doctoral/Professional Degree	32.6 %	36.2 %	15.1 %	9.1 %	7.0 %	51,046	4,496
Pay Category							
Federal Wage System	15.5 %	29.6 %	20.8 %	15.1 %	18.9 %	15,174	484
GS 1-6	19.9 %	31.6 %	21.1 %	12.6 %	14.8 %	19,436	1,552
GS 7-12	23.2 %	34.5 %	19.2 %	11.7 %	11.4 %	198,035	13,647
GS 13-15	31.8 %	38.0 %	15.1 %	8.7 %	6.4 %	204,912	12,785
SES	55.7 %	30.8 %	8.3 %	3.3 %	2.0 %	4,809	75
SL/ST	40.9 %	34.8 %	12.3 %	7.1 %	5.0 %	1,800	78
Other	21.5 %	33.5 %	19.9 %	13.0 %	12.1 %	40,924	2,206
Time in Federal Government							
< 1 year	35.2 %	38.7 %	15.8 %	6.4 %	3.9 %	9,637	1,271
1-3 years	30.1 %	36.2 %	16.8 %	9.2 %	7.8 %	60,666	4,252
4-5 years	25.4 %	34.3 %	18.1 %	11.4 %	10.7 %	37,867	2,206
6-10 years	24.8 %	34.1 %	18.0 %	11.3 %	11.8 %	78,660	4,670
11-14 years	25.0 %	35.0 %	17.8 %	11.6 %	10.6 %	89,553	5,498
15-20 years	23.4 %	34.3 %	18.6 %	11.9 %	11.8 %	85,676	5,035
> 20 years	26.2 %	36.5 %	18.1 %	10.4 %	8.8 %	122,826	7,892
Time with Current Agency							
< 1 year	35.7 %	37.2 %	16.4 %	6.4 %	4.4 %	17,138	2,425
1-3 years	29.6 %	35.6 %	16.9 %	9.3 %	8.5 %	90,555	6,348
4-5 years	25.2 %	34.2 %	18.2 %	11.6 %	10.8 %	47,601	2,701
6-10 years	24.2 %	34.0 %	18.1 %	11.6 %	12.1 %	86,248	4,890
11-14 years	23.9 %	35.1 %	18.1 %	12.1 %	10.9 %	81,339	4,783
15-20 years	22.7 %	34.5 %	18.9 %	12.0 %	12.0 %	72,807	4,035
> 20 years	26.3 %	37.2 %	17.9 %	10.2 %	8.3 %	89,616	5,663
Leaving							
No	32.8 %	39.0 %	15.9 %	7.7 %	4.7 %	317,750	19,372
Yes, to retire	22.3 %	36.4 %	20.4 %	11.8 %	9.2 %	32,343	1,907
Yes, to other job in Govt	13.4 %	28.1 %	21.1 %	16.9 %	20.5 %	84,501	5,704
Yes, to other job outside Govt	13.5 %	27.0 %	19.9 %	17.2 %	22.5 %	21,638	1,453
Yes, other	12.2 %	27.1 %	22.8 %	16.6 %	21.3 %	29,123	2,408
Retiring							
Less than 1 year	22.2 %	34.3 %	19.7 %	12.1 %	11.7 %	15,360	923
1 year	22.7 %	36.4 %	19.8 %	12.0 %	9.1 %	12,672	833
2 years	25.0 %	37.0 %	19.3 %	10.5 %	8.3 %	25,986	1,545
3 years	25.4 %	36.6 %	19.3 %	10.5 %	8.2 %	26,856	1,666

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) In my work unit, excellent work is similarly recognized for all employees.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.7 %	35.2 %	18.1 %	10.9 %	10.1 %	502,077	32,257
4 years	25.5 %	35.8 %	18.7 %	11.2 %	8.8 %	16,761	958
5 years	24.3 %	35.0 %	19.3 %	11.1 %	10.3 %	37,460	2,318
More than 5 years	26.6 %	35.1 %	17.3 %	10.7 %	10.3 %	346,612	22,212
Transgender							
Yes	21.6 %	27.4 %	18.8 %	11.6 %	20.7 %	1,780	131
No	26.1 %	35.4 %	17.7 %	10.8 %	9.9 %	463,573	28,550
Consider Yourself as							
Straight	26.3 %	35.6 %	17.7 %	10.7 %	9.7 %	428,555	25,933
Gay or Lesbian	27.1 %	33.9 %	17.1 %	11.2 %	10.8 %	11,950	678
Bisexual	25.3 %	33.3 %	15.8 %	12.9 %	12.7 %	8,145	526
Use different term	19.3 %	29.2 %	20.6 %	13.5 %	17.4 %	11,783	991
Military Service							
No Prior Military Service	25.4 %	36.2 %	17.7 %	10.9 %	9.7 %	349,122	24,526
Currently in Guard/Reserves	26.6 %	33.2 %	17.9 %	10.7 %	11.6 %	7,434	317
Retired	30.1 %	35.0 %	17.7 %	9.4 %	7.9 %	60,316	2,248
Separated/Discharged	23.9 %	31.9 %	18.9 %	11.9 %	13.5 %	67,753	3,766
Military Spouse							
Spouse of current active duty service member	25.6 %	30.1 %	18.0 %	13.0 %	13.4 %	5,212	313
Spouse of separated or retired service member with a disability rating of 100%	24.4 %	30.7 %	18.9 %	12.2 %	13.8 %	10,016	496
Widow(er) of a service member killed while on active duty	19.7 %	34.5 %	17.4 %	11.7 %	16.8 %	259	22
None of the categories listed	26.0 %	35.5 %	17.9 %	10.8 %	9.9 %	469,428	30,041
NoN-Competitive Hiring Authority							
Yes	25.2 %	32.6 %	16.8 %	12.3 %	13.1 %	1,934	97
No	24.7 %	30.1 %	18.8 %	12.6 %	13.8 %	13,460	727
Disability							
Yes	24.7 %	30.1 %	18.5 %	12.1 %	14.6 %	78,651	4,936
No	26.3 %	36.5 %	17.6 %	10.5 %	9.0 %	395,142	24,559

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***Click here to return to File Index

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) Employees in my work unit treat me as a valued member of the team.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	37.7 %	43.7 %	11.1 %	4.0 %	3.5 %	527,735	6,014
Work Location							
Headquarters	42.2 %	42.0 %	9.3 %	3.6 %	2.9 %	154,790	1,145
Field	34.0 %	45.0 %	12.2 %	4.6 %	4.2 %	246,275	2,666
Full-time telework	43.7 %	41.9 %	9.5 %	2.8 %	2.1 %	104,708	1,857
Supervisory Status							
Senior Leader	58.5 %	31.4 %	5.6 %	2.6 %	1.8 %	8,654	24
Manager	44.9 %	42.3 %	7.7 %	2.8 %	2.4 %	35,452	105
Supervisor	38.5 %	45.6 %	9.5 %	3.6 %	2.8 %	71,794	337
Team Leader	41.0 %	43.6 %	9.1 %	3.5 %	2.8 %	63,514	343
Non-Supervisor	36.2 %	43.7 %	12.0 %	4.3 %	3.9 %	330,937	4,945
Sex							
Male	38.8 %	44.0 %	10.5 %	3.5 %	3.2 %	259,716	2,664
Female	37.7 %	43.0 %	11.1 %	4.5 %	3.7 %	232,375	2,618
Hispanic or Latino							
Yes	36.6 %	41.3 %	12.7 %	4.6 %	4.8 %	52,369	646
No	38.5 %	43.9 %	10.5 %	3.9 %	3.2 %	442,200	4,702
Race							
American Indian/Alaska Native	28.0 %	43.4 %	16.7 %	6.1 %	5.9 %	9,963	121
Asian	37.8 %	45.6 %	10.9 %	2.8 %	2.9 %	29,686	408
Black/African American	38.2 %	42.0 %	11.4 %	4.1 %	4.3 %	73,151	944
Native Hawaiian/Pacific Islander	35.1 %	41.3 %	15.2 %	4.0 %	4.4 %	3,087	29
White	39.2 %	43.9 %	10.1 %	3.8 %	3.0 %	340,467	3,170
Two or more races (Not Hispanic/Latino)	35.7 %	41.2 %	12.8 %	5.2 %	5.1 %	22,469	357
Age Group							
25 and under	41.5 %	42.9 %	9.2 %	3.6 %	2.8 %	7,113	88
26-29 years old	40.2 %	42.5 %	10.2 %	3.6 %	3.5 %	16,747	168
30-39 years old	39.3 %	42.8 %	10.1 %	3.9 %	3.8 %	94,415	922
40-49 years old	37.6 %	43.5 %	10.8 %	4.2 %	3.9 %	135,812	1,389
50-59 years old	37.9 %	43.9 %	11.1 %	3.9 %	3.2 %	158,536	1,581
60 or older	38.1 %	44.3 %	11.6 %	3.5 %	2.5 %	81,952	1,187
Level of Education							
Less than High School	30.9 %	43.6 %	15.9 %	4.6 %	5.0 %	301	13
H.S. Diploma/GED or equiv	31.2 %	43.8 %	15.5 %	4.8 %	4.8 %	19,613	252
Trade/Technical Certificate	29.7 %	44.9 %	14.9 %	5.8 %	4.7 %	10,375	140
Some College(no degree)	33.2 %	44.0 %	13.7 %	4.7 %	4.5 %	60,215	790
Associate's Degree	32.4 %	44.4 %	13.6 %	5.1 %	4.5 %	35,785	404
Bachelor's Degree	38.2 %	44.6 %	10.4 %	3.8 %	3.1 %	176,324	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) Employees in my work unit treat me as a valued member of the team.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	37.7 %	43.7 %	11.1 %	4.0 %	3.5 %	527,735	6,014
Master's Degree	42.0 %	42.7 %	8.9 %	3.5 %	3.0 %	143,143	1,299
Doctoral/Professional Degree	46.4 %	40.5 %	7.8 %	3.0 %	2.4 %	54,929	564
Pay Category							
Federal Wage System	26.6 %	45.3 %	16.0 %	6.2 %	6.0 %	15,493	180
GS 1-6	30.8 %	42.5 %	14.9 %	5.9 %	5.9 %	20,405	585
GS 7-12	35.0 %	44.3 %	12.2 %	4.5 %	4.0 %	208,912	2,705
GS 13-15	44.3 %	42.7 %	8.0 %	2.8 %	2.1 %	215,782	1,755
SES	64.9 %	28.6 %	3.7 %	1.8 %	1.0 %	4,871	13
SL/ST	53.1 %	35.9 %	6.6 %	1.9 %	2.6 %	1,870	11
Other	34.5 %	44.8 %	12.6 %	4.2 %	3.9 %	42,651	471
Time in Federal Government							
< 1 year	46.8 %	39.8 %	8.8 %	2.8 %	1.7 %	10,663	249
1-3 years	42.0 %	42.1 %	9.8 %	3.5 %	2.7 %	64,039	861
4-5 years	38.4 %	42.8 %	11.1 %	4.1 %	3.6 %	39,610	465
6-10 years	37.6 %	43.7 %	10.9 %	4.1 %	3.8 %	82,429	897
11-14 years	37.4 %	44.4 %	10.7 %	3.9 %	3.5 %	94,028	994
15-20 years	35.3 %	44.4 %	11.8 %	4.4 %	4.1 %	89,732	932
> 20 years	37.4 %	44.0 %	11.4 %	4.0 %	3.3 %	129,267	1,340
Time with Current Agency							
< 1 year	45.7 %	39.8 %	9.2 %	3.2 %	2.2 %	19,147	414
1-3 years	41.1 %	41.8 %	10.1 %	3.8 %	3.2 %	95,754	1,138
4-5 years	37.8 %	43.1 %	11.1 %	4.3 %	3.6 %	49,771	538
6-10 years	37.1 %	43.7 %	11.1 %	4.2 %	3.9 %	90,157	964
11-14 years	36.4 %	44.9 %	11.2 %	4.1 %	3.5 %	85,172	902
15-20 years	34.6 %	45.2 %	12.0 %	4.3 %	4.0 %	76,007	798
> 20 years	37.9 %	44.5 %	10.9 %	3.7 %	3.0 %	94,196	984
Leaving							
No	45.0 %	43.5 %	8.2 %	2.2 %	1.2 %	333,678	3,262
Yes, to retire	33.5 %	45.4 %	13.3 %	4.4 %	3.4 %	33,831	424
Yes, to other job in Govt	25.9 %	43.8 %	15.2 %	7.5 %	7.6 %	89,060	1,079
Yes, to other job outside Govt	25.7 %	43.5 %	15.2 %	7.2 %	8.5 %	22,767	331
Yes, other	22.8 %	43.2 %	18.0 %	7.5 %	8.4 %	30,903	633
Retiring							
Less than 1 year	34.1 %	43.1 %	13.0 %	4.9 %	5.0 %	16,090	191
1 year	33.7 %	45.8 %	13.0 %	4.1 %	3.4 %	13,325	168
2 years	36.2 %	45.3 %	11.6 %	3.9 %	2.9 %	27,168	349
3 years	36.2 %	45.4 %	11.6 %	3.9 %	2.9 %	28,180	318

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) Employees in my work unit treat me as a valued member of the team.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	37.7 %	43.7 %	11.1 %	4.0 %	3.5 %	527,735	6,014
4 years	36.5 %	44.9 %	11.8 %	3.7 %	3.1 %	17,522	180
5 years	35.1 %	44.6 %	12.3 %	4.3 %	3.8 %	39,339	412
More than 5 years	39.1 %	43.2 %	10.4 %	3.9 %	3.4 %	364,701	3,997
Transgender							
Yes	29.8 %	38.1 %	15.3 %	6.6 %	10.1 %	1,875	41
No	38.4 %	43.6 %	10.7 %	3.9 %	3.4 %	486,756	5,165
Consider Yourself as							
Straight	38.6 %	43.7 %	10.6 %	3.9 %	3.3 %	449,709	4,601
Gay or Lesbian	41.5 %	40.2 %	9.7 %	4.2 %	4.4 %	12,510	106
Bisexual	39.3 %	40.2 %	11.0 %	5.0 %	4.5 %	8,566	105
Use different term	28.7 %	42.0 %	15.8 %	6.1 %	7.4 %	12,477	287
Military Service							
No Prior Military Service	38.2 %	44.1 %	10.6 %	3.8 %	3.2 %	369,157	4,279
Currently in Guard/Reserves	37.4 %	41.5 %	11.3 %	5.3 %	4.6 %	7,680	65
Retired	40.9 %	42.6 %	10.1 %	3.6 %	2.8 %	62,103	466
Separated/Discharged	34.5 %	43.1 %	12.8 %	4.8 %	4.8 %	70,602	914
Military Spouse							
Spouse of current active duty service member	39.9 %	39.2 %	10.7 %	5.4 %	4.8 %	5,484	40
Spouse of separated or retired service member with a disability rating of 100%	36.0 %	41.4 %	12.2 %	5.2 %	5.2 %	10,421	86
Widow(er) of a service member killed while on active duty	28.7 %	47.2 %	10.4 %	6.4 %	7.4 %	281	4
None of the categories listed	38.0 %	43.8 %	10.9 %	3.9 %	3.4 %	493,642	5,614
NoN-Competitive Hiring Authority							
Yes	39.6 %	39.2 %	10.6 %	5.1 %	5.5 %	2,025	7
No	37.0 %	41.0 %	11.7 %	5.3 %	5.0 %	14,060	123
Disability							
Yes	35.5 %	40.0 %	13.0 %	5.6 %	5.8 %	82,515	1,080
No	38.8 %	44.4 %	10.3 %	3.6 %	2.9 %	415,180	4,312

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) Employees in my work unit make me feel I belong.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.3 %	41.6 %	13.6 %	4.6 %	4.0 %	526,803	6,595
Work Location							
Headquarters	40.5 %	40.1 %	11.8 %	4.2 %	3.4 %	154,524	1,338
Field	32.7 %	42.8 %	14.7 %	5.0 %	4.7 %	245,891	2,889
Full-time telework	42.3 %	40.0 %	11.8 %	3.3 %	2.5 %	104,488	1,991
Supervisory Status							
Senior Leader	57.3 %	30.4 %	6.8 %	3.0 %	2.4 %	8,653	24
Manager	43.6 %	40.8 %	9.6 %	3.3 %	2.6 %	35,402	131
Supervisor	37.1 %	44.0 %	11.8 %	3.9 %	3.2 %	71,677	404
Team Leader	38.6 %	41.9 %	12.2 %	4.0 %	3.3 %	63,349	469
Non-Supervisor	34.9 %	41.4 %	14.4 %	4.9 %	4.4 %	330,393	5,276
Sex							
Male	37.3 %	42.1 %	12.9 %	4.0 %	3.7 %	259,310	2,960
Female	36.4 %	40.8 %	13.5 %	5.1 %	4.3 %	231,982	2,813
Hispanic or Latino							
Yes	35.4 %	39.4 %	14.9 %	5.0 %	5.3 %	52,286	673
No	37.0 %	41.9 %	13.0 %	4.4 %	3.7 %	441,486	5,161
Race							
American Indian/Alaska Native	27.2 %	41.6 %	18.3 %	6.3 %	6.6 %	9,945	131
Asian	36.7 %	43.7 %	12.9 %	3.3 %	3.3 %	29,667	415
Black/African American	37.1 %	40.0 %	13.6 %	4.5 %	4.9 %	72,999	1,036
Native Hawaiian/Pacific Islander	33.7 %	40.4 %	16.5 %	4.7 %	4.7 %	3,075	34
White	37.7 %	42.0 %	12.5 %	4.3 %	3.4 %	339,975	3,477
Two or more races (Not Hispanic/Latino)	34.1 %	38.7 %	15.7 %	5.8 %	5.8 %	22,428	389
Age Group							
25 and under	39.0 %	40.0 %	13.5 %	4.0 %	3.5 %	7,100	96
26-29 years old	37.7 %	39.9 %	13.4 %	4.7 %	4.3 %	16,695	195
30-39 years old	37.6 %	40.7 %	12.8 %	4.5 %	4.4 %	94,209	1,055
40-49 years old	36.3 %	41.6 %	13.1 %	4.7 %	4.3 %	135,582	1,536
50-59 years old	36.7 %	42.0 %	13.2 %	4.4 %	3.7 %	158,279	1,756
60 or older	36.9 %	42.5 %	13.7 %	4.0 %	2.9 %	81,915	1,187
Level of Education							
Less than High School	31.9 %	39.3 %	19.0 %	2.5 %	7.3 %	299	13
H.S. Diploma/GED or equiv	30.2 %	42.5 %	17.2 %	4.9 %	5.1 %	19,577	271
Trade/Technical Certificate	28.7 %	43.1 %	17.0 %	6.0 %	5.2 %	10,358	147
Some College(no degree)	32.2 %	41.9 %	16.0 %	5.0 %	4.9 %	60,131	839
Associate's Degree	31.4 %	42.4 %	15.9 %	5.3 %	5.0 %	35,735	433
Bachelor's Degree	36.7 %	42.4 %	12.9 %	4.3 %	3.7 %	175,995	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) Employees in my work unit make me feel I belong.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.3 %	41.6 %	13.6 %	4.6 %	4.0 %	526,803	6,595
Master's Degree	40.3 %	40.6 %	11.5 %	4.1 %	3.5 %	142,910	1,459
Doctoral/Professional Degree	44.5 %	38.8 %	10.2 %	3.8 %	2.8 %	54,850	613
Pay Category							
Federal Wage System	25.3 %	43.2 %	18.4 %	6.6 %	6.5 %	15,459	196
GS 1-6	29.9 %	40.0 %	17.5 %	6.0 %	6.6 %	20,403	570
GS 7-12	33.7 %	42.2 %	14.5 %	5.0 %	4.6 %	208,588	2,868
GS 13-15	42.7 %	41.0 %	10.4 %	3.4 %	2.6 %	215,352	2,082
SES	63.2 %	28.3 %	5.4 %	1.7 %	1.4 %	4,872	15
SL/ST	50.5 %	35.7 %	8.3 %	2.6 %	2.9 %	1,871	11
Other	33.1 %	42.4 %	15.6 %	4.7 %	4.2 %	42,574	516
Time in Federal Government							
< 1 year	45.0 %	38.5 %	11.0 %	3.2 %	2.2 %	10,653	244
1-3 years	40.5 %	39.9 %	12.6 %	3.9 %	3.2 %	63,957	897
4-5 years	36.5 %	41.0 %	13.6 %	4.7 %	4.1 %	39,565	480
6-10 years	36.0 %	41.6 %	13.3 %	4.7 %	4.3 %	82,257	1,004
11-14 years	35.9 %	42.4 %	13.2 %	4.5 %	4.0 %	93,868	1,089
15-20 years	34.1 %	42.2 %	14.2 %	4.9 %	4.5 %	89,559	1,069
> 20 years	36.2 %	42.1 %	13.6 %	4.3 %	3.8 %	129,037	1,501
Time with Current Agency							
< 1 year	44.3 %	38.0 %	11.4 %	3.7 %	2.7 %	19,148	394
1-3 years	39.6 %	39.5 %	12.7 %	4.3 %	3.8 %	95,615	1,205
4-5 years	36.1 %	41.3 %	13.5 %	4.9 %	4.1 %	49,694	569
6-10 years	35.7 %	41.5 %	13.7 %	4.7 %	4.4 %	89,956	1,097
11-14 years	34.8 %	43.0 %	13.6 %	4.5 %	4.0 %	85,049	977
15-20 years	33.4 %	42.9 %	14.4 %	4.8 %	4.4 %	75,859	924
> 20 years	36.7 %	42.7 %	13.1 %	4.1 %	3.4 %	94,017	1,115
Leaving							
No	43.8 %	42.1 %	10.2 %	2.5 %	1.4 %	333,145	3,612
Yes, to retire	32.0 %	43.5 %	15.5 %	5.0 %	3.9 %	33,816	416
Yes, to other job in Govt	24.1 %	40.5 %	18.4 %	8.4 %	8.6 %	88,888	1,196
Yes, to other job outside Govt	23.5 %	40.3 %	18.1 %	8.2 %	9.9 %	22,713	367
Yes, other	21.1 %	39.2 %	21.7 %	8.5 %	9.5 %	30,812	680
Retiring							
Less than 1 year	32.6 %	40.9 %	15.2 %	5.5 %	5.7 %	16,072	196
1 year	32.4 %	43.6 %	15.2 %	4.7 %	4.0 %	13,310	172
2 years	34.9 %	43.5 %	14.0 %	4.3 %	3.3 %	27,158	353
3 years	35.3 %	43.2 %	13.8 %	4.4 %	3.3 %	28,123	359

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) Employees in my work unit make me feel I belong.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	36.3 %	41.6 %	13.6 %	4.6 %	4.0 %	526,803	6,595
4 years	35.3 %	43.0 %	14.0 %	4.4 %	3.2 %	17,491	203
5 years	33.7 %	42.7 %	14.4 %	4.9 %	4.2 %	39,275	465
More than 5 years	37.6 %	41.1 %	13.0 %	4.4 %	3.9 %	364,039	4,402
Transgender							
Yes	27.9 %	34.7 %	17.9 %	7.5 %	12.0 %	1,866	44
No	36.9 %	41.6 %	13.1 %	4.4 %	3.9 %	485,991	5,634
Consider Yourself as							
Straight	37.2 %	41.8 %	12.9 %	4.3 %	3.7 %	449,039	4,995
Gay or Lesbian	39.4 %	38.1 %	12.5 %	4.9 %	5.1 %	12,476	128
Bisexual	36.6 %	36.7 %	14.5 %	6.5 %	5.7 %	8,544	118
Use different term	27.2 %	38.2 %	19.5 %	6.8 %	8.3 %	12,435	318
Military Service							
No Prior Military Service	36.7 %	42.0 %	13.2 %	4.4 %	3.7 %	368,480	4,716
Currently in Guard/Reserves	35.9 %	39.5 %	13.4 %	5.9 %	5.4 %	7,672	70
Retired	39.7 %	40.8 %	12.4 %	3.9 %	3.2 %	62,023	515
Separated/Discharged	33.2 %	40.9 %	15.1 %	5.4 %	5.4 %	70,504	968
Military Spouse							
Spouse of current active duty service member	38.7 %	37.0 %	12.8 %	5.6 %	5.8 %	5,476	43
Spouse of separated or retired service member with a disability rating of 100%	35.0 %	39.4 %	14.3 %	5.7 %	5.7 %	10,393	98
Widow(er) of a service member killed while on active duty	27.0 %	45.0 %	13.5 %	5.8 %	8.6 %	280	4
None of the categories listed	36.6 %	41.7 %	13.3 %	4.4 %	3.9 %	492,814	6,141
NoN-Competitive Hiring Authority							
Yes	38.2 %	37.5 %	13.4 %	4.4 %	6.6 %	2,020	8
No	36.0 %	38.8 %	13.7 %	5.9 %	5.6 %	14,029	137
Disability							
Yes	34.2 %	37.6 %	15.3 %	6.2 %	6.7 %	82,408	1,134
No	37.3 %	42.5 %	12.8 %	4.1 %	3.3 %	414,480	4,759

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) Employees in my work unit care about me as a person.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.5 %	40.1 %	16.1 %	4.1 %	4.2 %	518,891	14,356
Work Location							
Headquarters	39.6 %	39.2 %	14.1 %	3.7 %	3.4 %	152,414	3,381
Field	31.9 %	41.0 %	17.4 %	4.7 %	5.1 %	242,579	6,136
Full-time telework	41.2 %	38.9 %	14.4 %	2.8 %	2.6 %	102,384	4,098
Supervisory Status							
Senior Leader	55.9 %	30.4 %	8.7 %	2.6 %	2.4 %	8,602	67
Manager	42.1 %	39.0 %	12.9 %	3.2 %	2.8 %	35,145	366
Supervisor	36.2 %	42.0 %	14.4 %	3.9 %	3.5 %	71,001	1,055
Team Leader	37.2 %	40.5 %	15.0 %	3.8 %	3.6 %	62,562	1,238
Non-Supervisor	34.2 %	40.0 %	16.9 %	4.3 %	4.6 %	324,524	11,081
Sex							
Male	36.1 %	40.6 %	15.7 %	3.7 %	3.9 %	255,235	6,918
Female	36.0 %	39.5 %	15.8 %	4.4 %	4.3 %	228,983	5,802
Hispanic or Latino							
Yes	34.7 %	37.9 %	17.0 %	4.6 %	5.7 %	51,588	1,369
No	36.1 %	40.4 %	15.6 %	4.0 %	3.9 %	435,005	11,520
Race							
American Indian/Alaska Native	26.8 %	40.0 %	20.9 %	5.9 %	6.5 %	9,823	248
Asian	36.4 %	43.2 %	14.1 %	3.1 %	3.2 %	29,371	682
Black/African American	35.8 %	38.3 %	16.8 %	3.9 %	5.1 %	71,690	2,321
Native Hawaiian/Pacific Islander	34.0 %	38.5 %	19.2 %	3.3 %	5.0 %	3,051	58
White	36.8 %	40.5 %	15.1 %	4.0 %	3.6 %	335,258	8,124
Two or more races (Not Hispanic/Latino)	33.7 %	36.9 %	17.9 %	5.2 %	6.3 %	22,059	754
Age Group							
25 and under	38.7 %	40.2 %	14.2 %	3.6 %	3.3 %	7,000	193
26-29 years old	37.1 %	39.2 %	15.0 %	4.4 %	4.4 %	16,534	369
30-39 years old	36.8 %	39.2 %	15.0 %	4.2 %	4.7 %	92,956	2,296
40-49 years old	35.3 %	39.9 %	15.9 %	4.3 %	4.6 %	133,586	3,501
50-59 years old	35.6 %	40.5 %	16.2 %	3.9 %	3.8 %	155,919	4,083
60 or older	36.3 %	41.2 %	16.2 %	3.4 %	2.9 %	80,653	2,395
Level of Education							
Less than High School	29.0 %	37.8 %	22.0 %	3.4 %	7.8 %	299	15
H.S. Diploma/GED or equiv	29.8 %	39.8 %	19.8 %	4.8 %	5.8 %	19,370	457
Trade/Technical Certificate	28.2 %	40.2 %	20.4 %	5.3 %	5.8 %	10,222	278
Some College(no degree)	31.5 %	39.5 %	18.9 %	4.7 %	5.4 %	59,252	1,712
Associate's Degree	30.8 %	40.4 %	18.6 %	5.0 %	5.2 %	35,281	883
Bachelor's Degree	35.8 %	41.0 %	15.4 %	3.9 %	3.8 %	173,281	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) Employees in my work unit care about me as a person.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.5 %	40.1 %	16.1 %	4.1 %	4.2 %	518,891	14,356
Master's Degree	39.3 %	39.8 %	13.8 %	3.6 %	3.5 %	140,878	3,458
Doctoral/Professional Degree	43.2 %	38.3 %	12.6 %	3.2 %	2.7 %	53,948	1,501
Pay Category							
Federal Wage System	24.5 %	40.4 %	21.5 %	6.4 %	7.2 %	15,277	379
GS 1-6	29.7 %	38.1 %	20.1 %	5.2 %	6.9 %	20,032	929
GS 7-12	33.1 %	40.5 %	17.1 %	4.5 %	4.7 %	205,352	6,099
GS 13-15	41.4 %	40.1 %	12.9 %	3.0 %	2.6 %	212,175	5,159
SES	61.0 %	28.4 %	7.4 %	2.0 %	1.2 %	4,847	37
SL/ST	47.5 %	35.7 %	11.0 %	3.2 %	2.6 %	1,847	31
Other	32.2 %	40.2 %	18.3 %	4.6 %	4.7 %	41,995	1,090
Time in Federal Government							
< 1 year	44.0 %	37.1 %	14.3 %	2.5 %	2.2 %	10,403	496
1-3 years	39.3 %	39.0 %	14.7 %	3.7 %	3.3 %	62,903	1,947
4-5 years	35.7 %	39.5 %	16.0 %	4.5 %	4.3 %	39,058	992
6-10 years	35.1 %	40.0 %	16.1 %	4.3 %	4.5 %	81,027	2,211
11-14 years	35.1 %	40.8 %	15.8 %	4.1 %	4.2 %	92,439	2,507
15-20 years	33.3 %	40.4 %	16.9 %	4.4 %	4.9 %	88,279	2,317
> 20 years	35.4 %	40.7 %	16.2 %	3.8 %	3.9 %	127,167	3,298
Time with Current Agency							
< 1 year	43.1 %	36.8 %	14.6 %	3.0 %	2.5 %	18,653	891
1-3 years	38.5 %	38.7 %	15.1 %	3.9 %	3.8 %	94,042	2,770
4-5 years	35.5 %	39.6 %	16.1 %	4.4 %	4.3 %	49,055	1,216
6-10 years	34.9 %	39.9 %	16.3 %	4.4 %	4.6 %	88,661	2,372
11-14 years	34.2 %	41.1 %	16.2 %	4.1 %	4.4 %	83,809	2,204
15-20 years	32.6 %	41.1 %	17.1 %	4.4 %	4.8 %	74,795	1,935
> 20 years	35.8 %	41.5 %	15.5 %	3.7 %	3.5 %	92,711	2,375
Leaving							
No	42.6 %	40.8 %	12.8 %	2.3 %	1.5 %	328,524	8,133
Yes, to retire	31.6 %	42.3 %	17.8 %	4.1 %	4.2 %	33,335	863
Yes, to other job in Govt	23.8 %	38.6 %	21.3 %	7.6 %	8.8 %	87,360	2,713
Yes, to other job outside Govt	23.4 %	38.4 %	20.4 %	7.5 %	10.3 %	22,362	716
Yes, other	20.9 %	37.3 %	24.0 %	7.8 %	10.0 %	30,193	1,324
Retiring							
Less than 1 year	32.0 %	40.0 %	17.5 %	4.6 %	5.9 %	15,862	391
1 year	31.8 %	42.0 %	17.7 %	4.3 %	4.1 %	13,114	370
2 years	34.2 %	42.0 %	16.7 %	3.7 %	3.4 %	26,775	728
3 years	34.5 %	41.3 %	16.9 %	3.9 %	3.4 %	27,707	768

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) Employees in my work unit care about me as a person.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.5 %	40.1 %	16.1 %	4.1 %	4.2 %	518,891	14,356
4 years	34.6 %	41.1 %	16.9 %	3.9 %	3.6 %	17,246	431
5 years	33.0 %	40.7 %	17.4 %	4.3 %	4.5 %	38,707	1,022
More than 5 years	36.6 %	39.8 %	15.5 %	4.0 %	4.1 %	358,536	9,833
Transgender							
Yes	27.5 %	32.5 %	20.8 %	7.0 %	12.2 %	1,834	80
No	36.1 %	40.1 %	15.7 %	4.0 %	4.1 %	478,993	12,506
Consider Yourself as							
Straight	36.3 %	40.3 %	15.5 %	3.9 %	3.9 %	442,778	11,147
Gay or Lesbian	38.4 %	36.7 %	15.3 %	4.5 %	5.1 %	12,314	297
Bisexual	35.6 %	36.5 %	16.3 %	5.7 %	5.8 %	8,438	224
Use different term	27.1 %	36.4 %	21.7 %	6.0 %	8.8 %	12,137	619
Military Service							
No Prior Military Service	36.0 %	40.7 %	15.5 %	3.9 %	3.9 %	363,049	10,066
Currently in Guard/Reserves	35.4 %	38.4 %	15.7 %	4.7 %	5.7 %	7,608	134
Retired	38.3 %	39.5 %	15.2 %	3.6 %	3.3 %	61,185	1,320
Separated/Discharged	32.1 %	38.7 %	18.4 %	5.0 %	5.8 %	69,236	2,214
Military Spouse							
Spouse of current active duty service member	38.1 %	35.8 %	15.0 %	5.3 %	5.7 %	5,417	104
Spouse of separated or retired service member with a disability rating of 100%	34.2 %	37.7 %	17.0 %	4.9 %	6.1 %	10,286	207
Widow(er) of a service member killed while on active duty	26.8 %	38.0 %	21.2 %	5.5 %	8.5 %	274	10
None of the categories listed	35.7 %	40.3 %	15.9 %	4.0 %	4.1 %	485,386	13,438
NoN-Competitive Hiring Authority							
Yes	38.3 %	35.7 %	15.6 %	4.1 %	6.3 %	1,999	25
No	35.1 %	37.3 %	16.4 %	5.3 %	5.9 %	13,878	296
Disability							
Yes	33.7 %	36.1 %	17.8 %	5.6 %	6.8 %	81,087	2,424
No	36.4 %	41.0 %	15.4 %	3.7 %	3.5 %	408,524	10,612

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) I am comfortable expressing opinions that are different from other employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.6 %	44.2 %	12.6 %	7.8 %	5.8 %	523,674	6,799
Work Location							
Headquarters	33.0 %	43.4 %	11.4 %	7.2 %	5.0 %	153,547	1,565
Field	27.0 %	44.6 %	13.1 %	8.6 %	6.8 %	244,887	2,868
Full-time telework	33.2 %	44.5 %	12.0 %	6.4 %	3.9 %	104,001	1,970
Supervisory Status							
Senior Leader	53.2 %	33.5 %	6.5 %	4.0 %	2.9 %	8,590	25
Manager	38.4 %	42.8 %	8.7 %	6.0 %	4.2 %	35,261	103
Supervisor	31.1 %	46.2 %	11.0 %	6.8 %	4.9 %	71,375	404
Team Leader	32.0 %	45.1 %	10.8 %	7.0 %	5.1 %	63,127	428
Non-Supervisor	27.7 %	44.1 %	13.6 %	8.4 %	6.3 %	328,581	5,553
Sex							
Male	31.3 %	43.8 %	11.8 %	7.2 %	5.8 %	258,183	3,002
Female	28.4 %	45.2 %	12.9 %	8.2 %	5.2 %	230,559	3,077
Hispanic or Latino							
Yes	30.0 %	40.6 %	13.9 %	8.2 %	7.4 %	52,056	711
No	30.0 %	44.9 %	12.1 %	7.6 %	5.4 %	439,186	5,415
Race							
American Indian/Alaska Native	23.1 %	42.9 %	17.2 %	9.5 %	7.4 %	9,884	131
Asian	29.4 %	45.9 %	14.5 %	6.0 %	4.3 %	29,449	476
Black/African American	33.3 %	43.7 %	11.5 %	6.2 %	5.3 %	72,656	971
Native Hawaiian/Pacific Islander	30.8 %	42.3 %	15.0 %	5.9 %	6.0 %	3,053	35
White	29.9 %	44.9 %	11.9 %	7.9 %	5.4 %	338,074	3,906
Two or more races (Not Hispanic/Latino)	28.9 %	40.3 %	12.9 %	8.8 %	9.0 %	22,440	306
Age Group							
25 and under	27.5 %	44.0 %	14.7 %	9.0 %	4.8 %	7,007	172
26-29 years old	28.1 %	44.0 %	13.1 %	8.8 %	6.0 %	16,603	260
30-39 years old	30.9 %	43.8 %	11.7 %	7.7 %	6.0 %	93,865	1,190
40-49 years old	30.3 %	44.3 %	11.6 %	7.7 %	6.1 %	135,026	1,518
50-59 years old	30.0 %	44.4 %	12.5 %	7.6 %	5.5 %	157,466	1,753
60 or older	29.5 %	45.1 %	13.7 %	7.3 %	4.4 %	81,297	1,217
Level of Education							
Less than High School	26.1 %	47.2 %	16.7 %	4.0 %	6.0 %	303	9
H.S. Diploma/GED or equiv	27.8 %	44.3 %	14.8 %	7.1 %	6.1 %	19,453	264
Trade/Technical Certificate	26.3 %	44.3 %	14.4 %	8.2 %	6.9 %	10,304	131
Some College(no degree)	28.9 %	43.5 %	13.5 %	7.7 %	6.5 %	59,922	782
Associate's Degree	27.6 %	43.8 %	13.9 %	8.4 %	6.3 %	35,547	447
Bachelor's Degree	29.1 %	45.0 %	12.5 %	7.8 %	5.5 %	175,096	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) I am comfortable expressing opinions that are different from other employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.6 %	44.2 %	12.6 %	7.8 %	5.8 %	523,674	6,799
Master's Degree	31.9 %	44.1 %	11.1 %	7.6 %	5.3 %	142,170	1,593
Doctoral/Professional Degree	33.5 %	43.7 %	10.7 %	7.3 %	4.7 %	54,529	673
Pay Category							
Federal Wage System	25.2 %	44.1 %	14.0 %	8.8 %	7.9 %	15,447	151
GS 1-6	24.4 %	41.6 %	16.7 %	9.3 %	8.0 %	20,213	627
GS 7-12	27.1 %	44.6 %	13.6 %	8.5 %	6.3 %	207,348	3,203
GS 13-15	34.5 %	44.5 %	10.0 %	6.5 %	4.5 %	214,464	1,985
SES	57.9 %	32.5 %	4.4 %	3.3 %	2.0 %	4,840	8
SL/ST	41.3 %	40.1 %	9.6 %	4.8 %	4.2 %	1,850	9
Other	26.9 %	44.3 %	14.0 %	8.6 %	6.2 %	42,424	490
Time in Federal Government							
< 1 year	33.3 %	42.8 %	13.3 %	6.8 %	3.8 %	10,494	376
1-3 years	31.3 %	43.8 %	12.8 %	7.5 %	4.6 %	63,444	1,176
4-5 years	29.7 %	43.2 %	12.8 %	8.6 %	5.7 %	39,357	545
6-10 years	29.7 %	44.2 %	12.0 %	7.9 %	6.2 %	81,950	993
11-14 years	29.8 %	44.6 %	12.0 %	7.6 %	6.0 %	93,559	1,004
15-20 years	28.3 %	44.1 %	12.6 %	8.2 %	6.8 %	89,209	947
> 20 years	29.7 %	45.0 %	12.6 %	7.5 %	5.3 %	128,344	1,455
Time with Current Agency							
< 1 year	33.9 %	42.9 %	12.3 %	6.9 %	4.0 %	18,860	625
1-3 years	31.3 %	43.2 %	12.6 %	7.7 %	5.2 %	94,872	1,561
4-5 years	29.6 %	43.2 %	12.7 %	8.4 %	6.0 %	49,497	602
6-10 years	29.5 %	43.9 %	12.3 %	8.0 %	6.3 %	89,700	974
11-14 years	29.1 %	45.0 %	12.1 %	7.7 %	6.1 %	84,735	911
15-20 years	27.7 %	44.7 %	12.8 %	8.1 %	6.7 %	75,562	786
> 20 years	29.9 %	45.7 %	12.3 %	7.3 %	4.8 %	93,559	1,047
Leaving							
No	34.8 %	46.0 %	11.2 %	5.3 %	2.6 %	330,965	4,284
Yes, to retire	26.8 %	45.3 %	14.1 %	8.1 %	5.6 %	33,522	432
Yes, to other job in Govt	21.2 %	41.3 %	14.4 %	12.2 %	10.9 %	88,788	971
Yes, to other job outside Govt	20.9 %	39.1 %	12.8 %	13.2 %	13.9 %	22,693	294
Yes, other	18.4 %	39.3 %	16.4 %	12.9 %	12.9 %	30,861	510
Retiring							
Less than 1 year	27.5 %	43.2 %	13.5 %	8.6 %	7.3 %	15,936	204
1 year	26.7 %	45.4 %	13.7 %	8.2 %	6.0 %	13,209	163
2 years	28.6 %	45.7 %	13.4 %	7.5 %	4.8 %	26,975	348
3 years	28.5 %	45.3 %	13.2 %	8.0 %	5.0 %	28,022	313

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) I am comfortable expressing opinions that are different from other employees in my work unit.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.6 %	44.2 %	12.6 %	7.8 %	5.8 %	523,674	6,799
4 years	29.1 %	45.0 %	12.9 %	7.6 %	5.3 %	17,436	166
5 years	27.7 %	44.8 %	13.3 %	7.9 %	6.2 %	39,023	493
More than 5 years	30.5 %	44.0 %	12.1 %	7.7 %	5.7 %	362,329	4,702
Transgender							
Yes	22.8 %	34.3 %	14.9 %	10.6 %	17.4 %	1,868	39
No	30.1 %	44.4 %	12.3 %	7.6 %	5.5 %	483,460	5,943
Consider Yourself as							
Straight	30.4 %	44.7 %	12.2 %	7.5 %	5.3 %	446,617	5,372
Gay or Lesbian	31.8 %	43.2 %	10.9 %	8.1 %	6.0 %	12,412	127
Bisexual	28.4 %	40.4 %	12.8 %	10.4 %	8.0 %	8,549	101
Use different term	22.0 %	37.4 %	16.0 %	11.5 %	13.1 %	12,430	271
Military Service							
No Prior Military Service	28.9 %	45.5 %	12.7 %	7.7 %	5.2 %	366,486	4,967
Currently in Guard/Reserves	32.0 %	41.2 %	11.8 %	7.8 %	7.2 %	7,627	91
Retired	34.4 %	41.7 %	11.3 %	7.1 %	5.5 %	61,778	517
Separated/Discharged	29.0 %	41.9 %	12.5 %	8.5 %	8.0 %	70,248	907
Military Spouse							
Spouse of current active duty service member	31.2 %	40.1 %	12.2 %	8.7 %	7.7 %	5,457	48
Spouse of separated or retired service member with a disability rating of 100%	30.5 %	40.9 %	13.3 %	8.1 %	7.2 %	10,330	111
Widow(er) of a service member killed while on active duty	23.8 %	40.5 %	14.2 %	7.1 %	14.4 %	286	1
None of the categories listed	29.8 %	44.4 %	12.4 %	7.7 %	5.7 %	490,374	6,331
NoN-Competitive Hiring Authority							
Yes	32.2 %	40.9 %	12.1 %	8.4 %	6.4 %	2,012	11
No	30.4 %	40.5 %	13.1 %	8.4 %	7.6 %	13,964	149
Disability							
Yes	29.8 %	38.9 %	12.8 %	9.4 %	9.1 %	82,067	1,068
No	30.0 %	45.5 %	12.2 %	7.4 %	4.9 %	412,262	5,106

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) In my work unit, people's differences are respected.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.1 %	44.6 %	15.7 %	6.1 %	4.6 %	517,791	12,414
Work Location							
Headquarters	32.8 %	44.2 %	13.9 %	5.3 %	3.8 %	152,190	2,860
Field	25.7 %	44.7 %	17.0 %	7.1 %	5.6 %	242,419	5,182
Full-time telework	34.9 %	45.3 %	13.2 %	3.9 %	2.7 %	102,291	3,644
Supervisory Status							
Senior Leader	52.4 %	34.4 %	7.9 %	2.9 %	2.4 %	8,574	35
Manager	37.3 %	43.8 %	11.2 %	4.6 %	3.1 %	35,173	177
Supervisor	30.5 %	46.5 %	13.7 %	5.5 %	3.7 %	71,077	679
Team Leader	29.9 %	45.6 %	14.7 %	5.9 %	3.9 %	62,600	932
Non-Supervisor	27.6 %	44.4 %	16.5 %	6.4 %	5.1 %	323,865	10,082
Sex							
Male	30.5 %	44.9 %	14.9 %	5.5 %	4.3 %	255,740	5,339
Female	28.3 %	44.5 %	15.8 %	6.7 %	4.7 %	227,893	5,607
Hispanic or Latino							
Yes	29.9 %	41.1 %	16.2 %	6.6 %	6.3 %	51,492	1,229
No	29.4 %	45.2 %	15.2 %	5.9 %	4.3 %	434,523	9,870
Race							
American Indian/Alaska Native	21.6 %	40.9 %	20.8 %	9.3 %	7.4 %	9,789	216
Asian	30.7 %	46.9 %	14.3 %	4.5 %	3.6 %	29,245	668
Black/African American	29.5 %	42.6 %	16.3 %	6.2 %	5.4 %	71,671	1,919
Native Hawaiian/Pacific Islander	28.6 %	40.6 %	19.3 %	6.0 %	5.4 %	3,031	55
White	30.0 %	45.6 %	14.6 %	5.8 %	4.0 %	334,787	7,025
Two or more races (Not Hispanic/Latino)	27.9 %	40.4 %	17.0 %	7.3 %	7.4 %	22,121	618
Age Group							
25 and under	30.8 %	46.3 %	13.6 %	5.6 %	3.8 %	6,976	192
26-29 years old	29.2 %	44.8 %	14.6 %	6.4 %	4.9 %	16,480	353
30-39 years old	30.0 %	44.4 %	14.4 %	6.1 %	5.1 %	93,099	1,881
40-49 years old	29.2 %	44.4 %	15.0 %	6.3 %	5.1 %	133,719	2,763
50-59 years old	29.4 %	44.7 %	15.8 %	5.8 %	4.3 %	155,638	3,513
60 or older	29.7 %	45.8 %	16.3 %	5.1 %	3.1 %	80,177	2,336
Level of Education							
Less than High School	29.0 %	45.0 %	16.6 %	4.6 %	4.8 %	296	14
H.S. Diploma/GED or equiv	24.9 %	43.3 %	19.1 %	7.0 %	5.7 %	19,292	419
Trade/Technical Certificate	23.2 %	42.5 %	20.1 %	7.6 %	6.5 %	10,173	253
Some College(no degree)	26.4 %	42.9 %	18.1 %	6.9 %	5.7 %	59,290	1,382
Associate's Degree	25.4 %	43.6 %	18.0 %	7.4 %	5.5 %	35,228	754
Bachelor's Degree	29.2 %	45.8 %	15.0 %	5.8 %	4.2 %	173,131	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) In my work unit, people's differences are respected.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.1 %	44.6 %	15.7 %	6.1 %	4.6 %	517,791	12,414
Master's Degree	32.0 %	45.0 %	13.4 %	5.4 %	4.1 %	140,710	2,972
Doctoral/Professional Degree	35.4 %	44.6 %	12.2 %	4.6 %	3.2 %	53,836	1,340
Pay Category							
Federal Wage System	19.5 %	43.4 %	20.3 %	8.9 %	7.8 %	15,332	247
GS 1-6	24.2 %	41.6 %	19.3 %	7.5 %	7.4 %	19,924	894
GS 7-12	26.7 %	44.8 %	16.9 %	6.6 %	5.1 %	204,830	5,652
GS 13-15	34.6 %	45.4 %	12.3 %	4.6 %	3.1 %	212,268	4,065
SES	57.2 %	33.5 %	5.8 %	2.3 %	1.3 %	4,827	15
SL/ST	42.1 %	40.9 %	10.5 %	3.1 %	3.4 %	1,837	22
Other	26.1 %	44.1 %	17.7 %	7.1 %	5.1 %	41,978	912
Time in Federal Government							
< 1 year	36.9 %	44.4 %	12.6 %	3.7 %	2.3 %	10,366	500
1-3 years	32.6 %	44.8 %	13.8 %	5.3 %	3.6 %	62,747	1,804
4-5 years	29.5 %	43.9 %	15.5 %	6.4 %	4.7 %	38,975	892
6-10 years	28.7 %	44.3 %	15.4 %	6.4 %	5.2 %	81,142	1,763
11-14 years	28.8 %	45.0 %	15.5 %	6.0 %	4.7 %	92,463	2,060
15-20 years	27.0 %	44.5 %	16.4 %	6.9 %	5.3 %	88,152	1,976
> 20 years	29.0 %	45.0 %	16.1 %	5.6 %	4.2 %	126,891	2,870
Time with Current Agency							
< 1 year	36.8 %	43.7 %	12.7 %	4.1 %	2.7 %	18,565	912
1-3 years	32.1 %	43.9 %	14.2 %	5.6 %	4.2 %	93,791	2,566
4-5 years	29.1 %	44.0 %	15.7 %	6.5 %	4.7 %	49,001	1,058
6-10 years	28.3 %	44.0 %	15.9 %	6.5 %	5.3 %	88,806	1,828
11-14 years	27.8 %	45.4 %	15.9 %	6.2 %	4.7 %	83,764	1,846
15-20 years	26.3 %	45.0 %	16.6 %	6.8 %	5.2 %	74,691	1,634
> 20 years	29.3 %	45.9 %	15.7 %	5.3 %	3.8 %	92,542	2,037
Leaving							
No	35.4 %	46.7 %	12.4 %	3.7 %	1.8 %	328,153	6,930
Yes, to retire	25.2 %	45.9 %	18.5 %	6.2 %	4.1 %	33,105	853
Yes, to other job in Govt	18.7 %	40.7 %	20.4 %	10.6 %	9.5 %	87,406	2,304
Yes, to other job outside Govt	18.7 %	40.3 %	19.4 %	10.3 %	11.3 %	22,361	611
Yes, other	16.0 %	39.0 %	23.1 %	10.9 %	10.9 %	30,198	1,151
Retiring							
Less than 1 year	25.4 %	44.1 %	18.3 %	6.3 %	5.9 %	15,720	414
1 year	25.9 %	45.1 %	18.3 %	6.5 %	4.2 %	13,031	344
2 years	27.9 %	46.1 %	16.6 %	5.9 %	3.5 %	26,644	676
3 years	27.7 %	46.2 %	16.7 %	5.5 %	3.9 %	27,698	655

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) In my work unit, people's differences are respected.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.1 %	44.6 %	15.7 %	6.1 %	4.6 %	517,791	12,414
4 years	28.2 %	45.5 %	16.4 %	5.7 %	4.2 %	17,196	395
5 years	27.1 %	44.9 %	16.6 %	6.5 %	4.8 %	38,593	912
More than 5 years	30.1 %	44.4 %	14.9 %	6.0 %	4.6 %	358,534	8,252
Transgender							
Yes	21.9 %	34.8 %	19.8 %	10.0 %	13.5 %	1,844	61
No	29.6 %	44.8 %	15.2 %	5.9 %	4.5 %	478,416	10,761
Consider Yourself as							
Straight	29.9 %	45.0 %	15.0 %	5.8 %	4.3 %	442,114	9,666
Gay or Lesbian	31.1 %	41.9 %	14.9 %	6.9 %	5.2 %	12,297	247
Bisexual	27.9 %	41.0 %	16.5 %	8.3 %	6.3 %	8,457	186
Use different term	21.4 %	37.6 %	22.0 %	9.3 %	9.7 %	12,196	500
Military Service							
No Prior Military Service	29.0 %	45.8 %	15.1 %	5.9 %	4.2 %	362,439	8,815
Currently in Guard/Reserves	30.2 %	42.3 %	15.4 %	6.6 %	5.5 %	7,590	123
Retired	32.8 %	42.9 %	14.9 %	5.5 %	3.9 %	61,160	1,098
Separated/Discharged	27.2 %	41.9 %	17.4 %	7.1 %	6.4 %	69,345	1,790
Military Spouse							
Spouse of current active duty service member	30.4 %	39.5 %	15.5 %	8.0 %	6.6 %	5,411	93
Spouse of separated or retired service member with a disability rating of 100%	28.3 %	39.9 %	17.2 %	7.9 %	6.7 %	10,235	202
Widow(er) of a service member killed while on active duty	22.6 %	41.6 %	18.5 %	8.0 %	9.3 %	279	8
None of the categories listed	29.3 %	44.9 %	15.4 %	5.9 %	4.5 %	484,894	11,559
NoN-Competitive Hiring Authority							
Yes	30.3 %	40.0 %	14.5 %	8.2 %	6.9 %	1,994	31
No	28.9 %	39.7 %	16.9 %	7.9 %	6.6 %	13,837	271
Disability							
Yes	28.2 %	39.1 %	17.3 %	7.8 %	7.6 %	81,070	2,057
No	29.7 %	45.9 %	14.9 %	5.6 %	3.9 %	407,988	9,145

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) I can be successful in my organization being myself.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.8 %	43.1 %	14.8 %	6.6 %	5.7 %	524,357	5,854
Work Location							
Headquarters	33.2 %	42.3 %	13.5 %	6.0 %	4.9 %	153,582	1,442
Field	26.8 %	43.5 %	15.6 %	7.3 %	6.7 %	245,135	2,515
Full-time telework	35.0 %	43.2 %	13.1 %	4.9 %	3.7 %	104,395	1,553
Supervisory Status							
Senior Leader	54.2 %	32.4 %	7.0 %	3.4 %	3.1 %	8,585	24
Manager	38.3 %	40.8 %	11.0 %	5.5 %	4.4 %	35,213	130
Supervisor	31.0 %	44.1 %	13.4 %	6.6 %	4.9 %	71,321	427
Team Leader	31.3 %	43.3 %	13.6 %	6.5 %	5.3 %	63,120	414
Non-Supervisor	28.2 %	43.4 %	15.6 %	6.7 %	6.1 %	329,397	4,598
Sex							
Male	31.3 %	42.8 %	13.9 %	6.3 %	5.7 %	258,465	2,620
Female	29.1 %	44.0 %	15.1 %	6.6 %	5.2 %	231,082	2,439
Hispanic or Latino							
Yes	30.4 %	39.7 %	15.6 %	7.0 %	7.3 %	52,162	574
No	30.3 %	43.8 %	14.3 %	6.4 %	5.3 %	439,830	4,587
Race							
American Indian/Alaska Native	24.0 %	42.6 %	18.8 %	7.4 %	7.2 %	9,917	94
Asian	30.0 %	45.5 %	15.4 %	4.7 %	4.3 %	29,450	443
Black/African American	30.9 %	40.9 %	15.0 %	6.7 %	6.5 %	72,691	902
Native Hawaiian/Pacific Islander	31.6 %	39.0 %	17.8 %	5.5 %	6.1 %	3,055	32
White	30.9 %	44.2 %	13.6 %	6.3 %	4.9 %	338,805	3,057
Two or more races (Not Hispanic/Latino)	28.1 %	37.9 %	16.7 %	7.9 %	9.4 %	22,429	307
Age Group							
25 and under	31.9 %	46.8 %	12.7 %	4.8 %	3.7 %	7,069	106
26-29 years old	31.2 %	44.5 %	13.0 %	6.1 %	5.2 %	16,680	174
30-39 years old	30.9 %	42.7 %	13.7 %	6.6 %	6.2 %	94,087	929
40-49 years old	29.7 %	42.3 %	14.4 %	7.0 %	6.5 %	135,100	1,366
50-59 years old	30.2 %	43.2 %	15.0 %	6.4 %	5.2 %	157,570	1,599
60 or older	30.7 %	45.1 %	14.9 %	5.5 %	3.8 %	81,512	980
Level of Education							
Less than High School	27.8 %	44.4 %	17.0 %	4.6 %	6.1 %	306	8
H.S. Diploma/GED or equiv	27.7 %	44.0 %	16.3 %	5.7 %	6.2 %	19,533	196
Trade/Technical Certificate	25.2 %	43.0 %	17.9 %	7.0 %	6.9 %	10,307	121
Some College(no degree)	27.8 %	42.1 %	16.6 %	6.7 %	6.7 %	60,032	648
Associate's Degree	27.1 %	43.0 %	16.4 %	7.0 %	6.5 %	35,640	339
Bachelor's Degree	29.8 %	44.4 %	14.2 %	6.3 %	5.3 %	175,385	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) I can be successful in my organization being myself.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.8 %	43.1 %	14.8 %	6.6 %	5.7 %	524,357	5,854
Master's Degree	32.4 %	42.6 %	13.3 %	6.5 %	5.2 %	142,310	1,377
Doctoral/Professional Degree	35.1 %	41.9 %	12.3 %	6.3 %	4.5 %	54,537	633
Pay Category							
Federal Wage System	22.2 %	42.8 %	17.6 %	8.3 %	9.1 %	15,441	148
GS 1-6	26.1 %	42.4 %	17.5 %	6.7 %	7.4 %	20,424	417
GS 7-12	27.6 %	43.8 %	15.7 %	6.8 %	6.1 %	207,830	2,654
GS 13-15	34.8 %	42.8 %	12.3 %	5.8 %	4.3 %	214,420	1,904
SES	58.1 %	30.5 %	5.7 %	3.6 %	2.1 %	4,835	10
SL/ST	44.7 %	38.5 %	9.0 %	3.6 %	4.2 %	1,853	7
Other	27.0 %	42.7 %	16.6 %	7.3 %	6.4 %	42,480	418
Time in Federal Government							
< 1 year	38.3 %	43.3 %	12.0 %	3.9 %	2.4 %	10,575	288
1-3 years	34.0 %	44.1 %	13.0 %	5.1 %	3.8 %	63,709	882
4-5 years	30.3 %	43.2 %	14.6 %	6.6 %	5.3 %	39,459	421
6-10 years	29.3 %	42.8 %	14.7 %	7.0 %	6.3 %	82,056	870
11-14 years	29.2 %	42.9 %	14.8 %	6.9 %	6.1 %	93,597	926
15-20 years	27.6 %	42.5 %	15.7 %	7.4 %	6.9 %	89,193	912
> 20 years	29.8 %	43.5 %	14.9 %	6.3 %	5.5 %	128,466	1,271
Time with Current Agency							
< 1 year	37.8 %	42.5 %	12.3 %	4.2 %	3.2 %	18,930	546
1-3 years	33.3 %	43.2 %	13.3 %	5.6 %	4.7 %	95,165	1,239
4-5 years	30.0 %	42.9 %	14.7 %	6.7 %	5.6 %	49,577	498
6-10 years	28.8 %	42.6 %	15.1 %	7.1 %	6.5 %	89,803	845
11-14 years	28.3 %	43.1 %	15.2 %	7.1 %	6.2 %	84,784	820
15-20 years	26.9 %	42.8 %	16.0 %	7.5 %	6.8 %	75,571	732
> 20 years	30.1 %	44.3 %	14.5 %	6.0 %	5.0 %	93,670	887
Leaving							
No	37.0 %	46.0 %	11.3 %	3.6 %	2.1 %	331,947	3,117
Yes, to retire	26.3 %	44.9 %	16.6 %	6.9 %	5.3 %	33,596	363
Yes, to other job in Govt	18.0 %	38.1 %	20.4 %	11.9 %	11.7 %	88,601	1,137
Yes, to other job outside Govt	17.1 %	35.9 %	18.6 %	12.9 %	15.5 %	22,651	324
Yes, other	15.1 %	35.5 %	22.9 %	12.4 %	14.0 %	30,755	613
Retiring							
Less than 1 year	26.3 %	42.1 %	16.3 %	8.0 %	7.4 %	15,977	167
1 year	26.5 %	44.7 %	16.5 %	6.7 %	5.6 %	13,241	134
2 years	29.2 %	44.9 %	15.1 %	6.2 %	4.6 %	26,972	318
3 years	28.8 %	45.0 %	15.1 %	6.3 %	4.8 %	28,105	244

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) I can be successful in my organization being myself.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	29.8 %	43.1 %	14.8 %	6.6 %	5.7 %	524,357	5,854
4 years	28.7 %	44.6 %	15.1 %	6.6 %	5.1 %	17,434	155
5 years	27.7 %	43.3 %	15.9 %	7.0 %	6.0 %	39,083	417
More than 5 years	30.9 %	42.9 %	14.2 %	6.4 %	5.6 %	362,852	4,011
Transgender							
Yes	20.0 %	31.5 %	20.4 %	9.7 %	18.5 %	1,866	37
No	30.5 %	43.4 %	14.3 %	6.4 %	5.5 %	484,272	4,934
Consider Yourself as							
Straight	30.8 %	43.7 %	14.1 %	6.2 %	5.2 %	447,380	4,411
Gay or Lesbian	31.8 %	39.7 %	14.4 %	7.8 %	6.4 %	12,439	107
Bisexual	27.4 %	38.9 %	15.4 %	9.9 %	8.4 %	8,569	76
Use different term	20.1 %	33.8 %	21.4 %	11.0 %	13.7 %	12,415	287
Military Service							
No Prior Military Service	29.7 %	44.3 %	14.5 %	6.3 %	5.2 %	367,185	4,104
Currently in Guard/Reserves	31.9 %	40.1 %	14.0 %	7.1 %	7.0 %	7,650	68
Retired	34.2 %	41.8 %	13.6 %	5.7 %	4.7 %	61,756	488
Separated/Discharged	27.5 %	40.1 %	16.2 %	8.0 %	8.1 %	70,256	891
Military Spouse							
Spouse of current active duty service member	32.1 %	40.3 %	14.1 %	7.4 %	6.2 %	5,454	47
Spouse of separated or retired service member with a disability rating of 100%	29.4 %	40.2 %	16.1 %	7.3 %	6.9 %	10,341	86
Widow(er) of a service member killed while on active duty	20.4 %	42.5 %	18.6 %	7.1 %	11.3 %	285	2
None of the categories listed	30.0 %	43.3 %	14.6 %	6.5 %	5.6 %	491,077	5,421
NoN-Competitive Hiring Authority							
Yes	32.9 %	40.8 %	13.4 %	7.1 %	5.8 %	2,008	17
No	29.9 %	40.1 %	15.8 %	7.4 %	6.8 %	13,974	118
Disability							
Yes	28.3 %	37.1 %	16.6 %	8.5 %	9.5 %	82,184	952
No	30.7 %	44.6 %	14.0 %	6.0 %	4.7 %	412,897	4,256

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) I can easily make a request of my organization to meet my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	28.4 %	41.2 %	19.3 %	6.0 %	5.1 %	328,338	119,219	82,121
Work Location								
Headquarters	32.7 %	41.1 %	16.6 %	5.4 %	4.2 %	93,250	37,116	24,808
Field	24.6 %	40.8 %	21.4 %	7.0 %	6.2 %	154,541	54,957	37,989
Full-time telework	34.8 %	43.0 %	15.2 %	4.0 %	3.0 %	66,908	23,123	16,050
Supervisory Status								
Senior Leader	54.7 %	32.8 %	8.5 %	2.1 %	1.8 %	5,920	1,725	997
Manager	38.5 %	42.0 %	13.6 %	3.2 %	2.5 %	22,227	8,095	5,023
Supervisor	30.0 %	43.9 %	17.8 %	4.9 %	3.4 %	44,417	16,580	10,727
Team Leader	28.5 %	41.1 %	18.6 %	6.7 %	5.0 %	37,726	15,468	10,336
Non-Supervisor	26.8 %	40.9 %	20.1 %	6.5 %	5.7 %	207,101	74,463	52,537
Sex								
Male	29.9 %	41.3 %	18.7 %	5.3 %	4.7 %	163,331	57,999	39,648
Female	27.4 %	41.4 %	19.0 %	6.8 %	5.4 %	144,013	54,178	35,574
Hispanic or Latino								
Yes	27.8 %	38.6 %	20.5 %	6.8 %	6.4 %	37,106	9,298	6,365
No	29.0 %	41.8 %	18.6 %	5.8 %	4.8 %	271,388	103,441	69,676
Race								
American Indian/Alaska Native	20.2 %	40.6 %	25.0 %	7.6 %	6.6 %	7,881	1,240	907
Asian	28.7 %	44.2 %	18.8 %	4.6 %	3.6 %	20,229	5,803	3,908
Black/African American	28.3 %	42.7 %	19.1 %	5.2 %	4.7 %	52,076	14,065	7,610
Native Hawaiian/Pacific Islander	27.7 %	37.3 %	24.6 %	5.6 %	4.8 %	2,346	470	293
White	29.7 %	41.3 %	18.2 %	6.0 %	4.7 %	201,537	83,160	57,090
Two or more races (Not Hispanic/Latino)	27.4 %	37.3 %	19.4 %	7.3 %	8.6 %	14,725	4,719	3,268
Age Group								
25 and under	30.3 %	42.0 %	17.2 %	5.9 %	4.5 %	4,045	2,115	
26-29 years old	28.6 %	39.3 %	18.8 %	6.8 %	6.4 %	9,578	4,786	2,449
30-39 years old	29.3 %	39.0 %	17.8 %	7.1 %	6.8 %	54,583	24,897	15,453
40-49 years old	28.5 %	40.7 %	18.6 %	6.5 %	5.8 %	83,036	31,435	21,981
50-59 years old	28.9 %	42.1 %	19.6 %	5.2 %	4.1 %	101,856	33,599	23,827
60 or older	28.7 %	44.1 %	19.5 %	4.7 %	2.9 %	55,709	15,871	11,043
Level of Education								
Less than High School	22.8 %	43.9 %	24.1 %	4.0 %	5.2 %	266	24	22
H.S. Diploma/GED or equiv	22.8 %	41.0 %	24.5 %	6.5 %	5.3 %	15,082	2,712	1,893
Trade/Technical Certificate	21.2 %	40.8 %	24.5 %	7.2 %	6.3 %	7,779	1,549	1,112
Some College(no degree)	24.7 %	40.3 %	23.0 %	6.6 %	5.5 %	43,465	10,217	7,009
Associate's Degree	24.7 %	40.7 %	22.5 %	6.7 %	5.4 %	25,502	6,198	4,282
Bachelor's Degree	28.9 %	42.2 %	18.1 %	5.8 %	5.0 %	108,328		
Master's Degree	33.3 %	41.5 %	15.4 %	5.3 %	4.5 %	83,218	36,533	23,990
Doctoral/Professional Degree	34.3 %	39.8 %	15.0 %	6.0 %	4.8 %	28,435	15,412	11,357
Pay Category								
Federal Wage System	17.9 %	38.9 %	27.5 %	8.6 %	7.1 %	10,995	2,693	1,861
GS 1-6	23.6 %	39.4 %	23.2 %	7.3 %	6.6 %	15,272	3,301	2,294
GS 7-12	26.4 %	41.7 %	20.0 %	6.3 %	5.5 %	138,470	42,745	29,196
GS 13-15	35.1 %	42.0 %	14.7 %	4.6 %	3.5 %	122,918	55,525	38,055

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) I can easily make a request of my organization to meet my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	28.4 %	41.2 %	19.3 %	6.0 %	5.1 %	328,338	119,219	82,121
SES	62.5 %	28.7 %	6.3 %	1.6 %	0.8 %	2,879	1,285	697
SL/ST	44.4 %	35.7 %	11.6 %	4.0 %	4.2 %	1,070	483	312
Other	23.6 %	39.4 %	23.1 %	7.4 %	6.5 %	25,872	10,099	6,925
Time in Federal Government								
< 1 year	37.9 %	40.4 %	14.9 %	4.0 %	2.8 %	6,621	2,469	1,774
1-3 years	32.2 %	41.4 %	17.5 %	5.0 %	3.9 %	39,779	15,023	9,754
4-5 years	28.6 %	40.4 %	19.6 %	6.1 %	5.3 %	24,899	9,278	5,690
6-10 years	28.1 %	40.9 %	18.4 %	6.6 %	6.0 %	51,051	19,279	12,600
11-14 years	28.1 %	41.0 %	18.9 %	6.5 %	5.5 %	57,255	21,631	15,606
15-20 years	26.2 %	40.6 %	20.5 %	6.8 %	6.0 %	55,559	20,104	14,486
> 20 years	28.3 %	42.4 %	19.7 %	5.4 %	4.2 %	82,066	28,330	19,495
Time with Current Agency								
< 1 year	37.5 %	40.3 %	15.5 %	3.9 %	2.8 %	12,112	4,228	3,153
1-3 years	32.4 %	40.8 %	17.3 %	5.2 %	4.4 %	59,825	21,872	14,686
4-5 years	28.6 %	41.0 %	19.1 %	6.2 %	5.2 %	31,608	11,346	7,121
6-10 years	27.4 %	41.0 %	18.8 %	6.7 %	6.1 %	56,229	20,687	13,755
11-14 years	26.8 %	41.2 %	19.6 %	6.6 %	5.7 %	52,020	19,624	13,923
15-20 years	24.9 %	41.0 %	21.2 %	7.1 %	5.9 %	46,911	17,091	12,331
> 20 years	28.2 %	42.8 %	19.8 %	5.2 %	4.0 %	58,777	21,377	14,505
Leaving								
No	34.9 %	43.8 %	15.9 %	3.5 %	1.9 %	208,508	77,138	49,591
Yes, to retire	24.4 %	43.5 %	21.7 %	5.9 %	4.4 %	22,587	6,550	4,880
Yes, to other job in Govt	17.9 %	37.0 %	24.3 %	10.4 %	10.4 %	54,039	20,363	15,228
Yes, to other job outside Govt	16.2 %	32.8 %	23.1 %	12.5 %	15.4 %	12,946	5,689	4,338
Yes, other	14.2 %	33.1 %	27.6 %	12.1 %	13.0 %	19,297	6,572	5,479
Retiring								
Less than 1 year	24.5 %	41.2 %	20.9 %	6.5 %	6.8 %	10,493	3,277	2,415
1 year	24.6 %	42.6 %	22.1 %	5.9 %	4.8 %	8,766	2,653	1,978
2 years	26.9 %	43.1 %	20.4 %	5.7 %	3.9 %	17,784	5,692	3,845
3 years	27.1 %	43.0 %	20.5 %	5.6 %	3.9 %	18,474	5,806	4,064
4 years	27.6 %	43.2 %	19.9 %	5.4 %	3.9 %	11,279	3,593	2,732
5 years	25.9 %	42.3 %	20.9 %	6.2 %	4.7 %	25,752	7,956	5,802
More than 5 years	29.7 %	40.8 %	18.3 %	6.0 %	5.2 %	222,447	86,441	57,982
Transgender								
Yes	20.2 %	31.0 %	21.2 %	10.7 %	16.9 %	1,278	345	285
No	28.9 %	41.4 %	18.8 %	5.9 %	4.9 %	303,712	111,294	74,319
Consider Yourself as								
Straight	29.2 %	41.8 %	18.7 %	5.7 %	4.7 %	281,785	102,516	67,638
Gay or Lesbian	30.5 %	37.5 %	17.5 %	7.8 %	6.8 %	7,040	3,348	2,164
Bisexual	27.3 %	35.4 %	18.8 %	10.0 %	8.6 %	5,110	2,117	1,417
Use different term	19.3 %	34.2 %	24.0 %	10.4 %	12.2 %	8,139	2,340	2,211
Military Service								
No Prior Military Service	27.8 %	41.7 %	19.1 %	6.3 %	5.1 %	222,994	88,495	59,980
Currently in Guard/Reserves	30.5 %	40.0 %	18.5 %	6.4 %	4.7 %	4,902	1,729	1,083

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) I can easily make a request of my organization to meet my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	28.4 %	41.2 %	19.3 %	6.0 %	5.1 %	328,338	119,219	82,121
Retired	33.0 %	42.3 %	17.1 %	4.1 %	3.4 %	42,227	12,055	7,923
Separated/Discharged	27.5 %	38.9 %	20.6 %	6.5 %	6.4 %	46,920	13,867	10,342
Military Spouse								
Spouse of current active duty service member	32.6 %	37.3 %	18.1 %	6.2 %	5.8 %	3,496	1,239	756
Spouse of separated or retired service member with a disability rating of 100%	27.7 %	39.3 %	19.6 %	6.8 %	6.6 %	7,640	1,663	1,151
Widow(er) of a service member killed while on active duty	20.0 %	43.6 %	18.3 %	5.5 %	12.6 %	203	50	31
None of the categories listed	28.6 %	41.4 %	19.0 %	6.0 %	5.0 %	305,864	113,278	77,455
NoN-Competitive Hiring Authority								
Yes	33.3 %	38.0 %	18.4 %	5.9 %	4.5 %	1,441	381	194
No	28.5 %	38.8 %	19.2 %	6.7 %	6.7 %	9,828	2,554	1,733
Disability								
Yes	27.9 %	36.9 %	17.6 %	8.3 %	9.2 %	68,219	6,972	7,955
No	29.1 %	42.7 %	19.3 %	5.3 %	3.7 %	241,890	106,887	68,514

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) My organization responds to my accessibility needs in a timely manner.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	26.4 %	37.6 %	24.2 %	6.3 %	5.6 %	307,344	120,489	101,427
Work Location								
Headquarters	30.5 %	37.9 %	21.5 %	5.5 %	4.7 %	86,646	37,563	30,814
Field	22.6 %	36.8 %	26.5 %	7.3 %	6.8 %	145,206	55,367	46,732
Full-time telework	32.8 %	39.7 %	19.7 %	4.4 %	3.4 %	62,588	23,511	19,919
Supervisory Status								
Senior Leader	51.1 %	31.8 %	12.2 %	2.6 %	2.3 %	5,561	1,787	1,291
Manager	35.8 %	38.9 %	18.1 %	4.0 %	3.2 %	20,442	8,290	6,595
Supervisor	27.5 %	40.3 %	22.9 %	5.2 %	4.1 %	41,133	16,853	13,691
Team Leader	26.0 %	36.9 %	24.4 %	7.1 %	5.6 %	35,178	15,576	12,731
Non-Supervisor	25.0 %	37.3 %	24.9 %	6.6 %	6.2 %	194,658	75,083	64,078
Sex								
Male	27.7 %	37.8 %	23.7 %	5.6 %	5.2 %	153,576	58,458	48,753
Female	25.5 %	37.7 %	23.8 %	7.0 %	5.9 %	134,230	54,953	44,407
Hispanic or Latino								
Yes	25.9 %	35.3 %	24.7 %	7.2 %	6.9 %	35,697	9,400	7,632
No	26.9 %	38.2 %	23.7 %	6.0 %	5.2 %	253,138	104,553	86,491
Race								
American Indian/Alaska Native	18.7 %	36.3 %	29.7 %	8.3 %	7.0 %	7,705	1,218	1,101
Asian	27.6 %	41.9 %	21.9 %	4.8 %	3.9 %	19,615	5,841	4,471
Black/African American	26.6 %	39.0 %	23.6 %	5.6 %	5.2 %	49,802	14,395	9,516
Native Hawaiian/Pacific Islander	26.0 %	35.2 %	28.0 %	5.6 %	5.1 %	2,282	474	347
White	27.5 %	37.6 %	23.4 %	6.2 %	5.2 %	186,481	83,909	71,126
Two or more races (Not Hispanic/Latino)	25.1 %	33.5 %	24.5 %	7.7 %	9.2 %	13,852	4,787	4,055
Age Group								
25 and under	28.6 %	39.8 %	20.5 %	6.1 %	5.0 %	3,816	2,116	
26-29 years old	27.4 %	36.6 %	22.3 %	6.6 %	7.1 %	9,069	4,805	2,917
30-39 years old	27.6 %	36.2 %	21.9 %	7.1 %	7.2 %	51,033	25,035	18,757
40-49 years old	26.7 %	36.8 %	23.5 %	6.7 %	6.3 %	77,212	31,830	27,313
50-59 years old	26.5 %	38.3 %	25.0 %	5.7 %	4.6 %	95,313	34,086	29,804
60 or older	26.1 %	40.2 %	25.1 %	5.2 %	3.4 %	52,717	16,053	13,807
Level of Education								
Less than High School	20.3 %	43.2 %	25.6 %	5.2 %	5.7 %	263	24	27
H.S. Diploma/GED or equiv	21.3 %	37.9 %	28.3 %	6.6 %	5.8 %	14,691	2,735	2,248
Trade/Technical Certificate	19.5 %	36.8 %	29.2 %	7.8 %	6.6 %	7,562	1,551	1,319
Some College(no degree)	22.8 %	36.7 %	27.9 %	6.6 %	6.1 %	41,735	10,387	8,514
Associate's Degree	22.9 %	37.3 %	26.9 %	7.2 %	5.6 %	24,548	6,251	5,159
Bachelor's Degree	26.8 %	38.3 %	23.4 %	6.0 %	5.5 %	100,888		
Master's Degree	31.3 %	38.0 %	20.1 %	5.6 %	5.1 %	76,736	36,949	29,954
Doctoral/Professional Degree	32.1 %	36.6 %	19.8 %	6.2 %	5.2 %	25,695	15,506	13,963
Pay Category								
Federal Wage System	16.3 %	34.5 %	32.3 %	8.9 %	7.9 %	10,719	2,675	2,146
GS 1-6	22.2 %	36.4 %	27.1 %	7.3 %	7.0 %	14,765	3,320	2,771
GS 7-12	24.7 %	38.0 %	24.9 %	6.5 %	6.0 %	131,175	43,168	35,921
GS 13-15	32.6 %	38.5 %	19.9 %	4.8 %	4.1 %	112,489	56,270	47,557

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) My organization responds to my accessibility needs in a timely manner.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	26.4 %	37.6 %	24.2 %	6.3 %	5.6 %	307,344	120,489	101,427
SES	58.7 %	27.8 %	9.9 %	2.3 %	1.3 %	2,583	1,327	945
SL/ST	40.7 %	34.5 %	15.5 %	4.4 %	4.8 %	982	488	397
Other	21.6 %	35.8 %	27.6 %	8.0 %	7.0 %	24,392	10,147	8,316
Time in Federal Government								
< 1 year	36.7 %	38.1 %	18.3 %	3.9 %	3.0 %	6,169	2,493	2,188
1-3 years	30.7 %	38.5 %	21.7 %	5.1 %	4.1 %	37,495	15,109	11,904
4-5 years	26.6 %	37.0 %	24.0 %	6.6 %	5.8 %	23,575	9,364	6,892
6-10 years	26.1 %	37.4 %	23.2 %	6.9 %	6.4 %	47,830	19,473	15,521
11-14 years	26.0 %	37.1 %	24.0 %	6.8 %	6.1 %	53,243	21,941	19,252
15-20 years	24.0 %	37.1 %	25.4 %	6.8 %	6.7 %	52,071	20,257	17,773
> 20 years	25.8 %	38.3 %	25.3 %	5.7 %	4.8 %	76,478	28,730	24,605
Time with Current Agency								
< 1 year	36.3 %	37.6 %	19.2 %	3.7 %	3.2 %	11,260	4,285	3,933
1-3 years	30.7 %	37.8 %	21.5 %	5.3 %	4.6 %	56,290	22,076	17,932
4-5 years	26.7 %	37.5 %	23.7 %	6.4 %	5.7 %	29,883	11,437	8,706
6-10 years	25.3 %	37.3 %	23.7 %	7.1 %	6.7 %	52,657	20,971	16,962
11-14 years	24.7 %	37.3 %	24.8 %	6.8 %	6.3 %	48,490	19,836	17,177
15-20 years	22.7 %	37.2 %	26.4 %	7.2 %	6.5 %	43,971	17,203	15,116
> 20 years	25.6 %	38.6 %	25.7 %	5.6 %	4.6 %	54,545	21,667	18,394
Leaving								
No	32.6 %	40.8 %	20.4 %	3.9 %	2.2 %	194,676	78,320	62,016
Yes, to retire	22.0 %	39.2 %	27.4 %	6.3 %	5.1 %	21,404	6,631	5,960
Yes, to other job in Govt	16.3 %	32.4 %	29.8 %	10.4 %	11.0 %	50,624	20,410	18,519
Yes, to other job outside Govt	14.8 %	28.1 %	28.5 %	12.4 %	16.2 %	12,055	5,659	5,227
Yes, other	12.9 %	28.4 %	33.2 %	11.4 %	14.1 %	18,238	6,535	6,549
Retiring								
Less than 1 year	22.4 %	36.7 %	26.5 %	7.2 %	7.2 %	9,929	3,305	2,936
1 year	22.1 %	38.4 %	27.9 %	6.1 %	5.5 %	8,314	2,670	2,405
2 years	24.3 %	39.3 %	25.6 %	6.2 %	4.6 %	16,729	5,762	4,813
3 years	24.7 %	38.5 %	26.3 %	6.0 %	4.5 %	17,355	5,890	5,086
4 years	24.9 %	39.5 %	25.5 %	5.7 %	4.4 %	10,535	3,667	3,398
5 years	23.7 %	38.3 %	26.6 %	6.2 %	5.1 %	24,195	8,093	7,202
More than 5 years	27.8 %	37.4 %	22.9 %	6.2 %	5.7 %	207,674	87,285	71,614
Transgender								
Yes	18.1 %	29.1 %	24.7 %	10.5 %	17.6 %	1,200	340	364
No	26.9 %	37.9 %	23.7 %	6.2 %	5.4 %	284,426	112,492	92,055
Consider Yourself as								
Straight	27.1 %	38.2 %	23.6 %	6.0 %	5.1 %	264,356	103,596	83,668
Gay or Lesbian	27.7 %	33.8 %	22.4 %	8.2 %	7.9 %	6,469	3,389	2,682
Bisexual	25.5 %	33.2 %	22.0 %	10.1 %	9.2 %	4,594	2,136	1,901
Use different term	18.0 %	30.5 %	28.8 %	9.7 %	12.9 %	7,532	2,376	2,770
Military Service								
No Prior Military Service	25.7 %	38.1 %	24.0 %	6.6 %	5.6 %	207,788	89,321	74,091
Currently in Guard/Reserves	29.4 %	37.1 %	22.4 %	6.0 %	5.2 %	4,658	1,737	1,307

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) My organization responds to my accessibility needs in a timely manner.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	26.4 %	37.6 %	24.2 %	6.3 %	5.6 %	307,344	120,489	101,427
Retired	30.8 %	38.6 %	22.1 %	4.7 %	3.8 %	39,899	12,286	9,978
Separated/Discharged	25.5 %	35.3 %	25.7 %	6.5 %	7.0 %	44,306	14,057	12,702
Military Spouse								
Spouse of current active duty service member	31.2 %	34.6 %	21.4 %	6.8 %	5.9 %	3,317	1,243	928
Spouse of separated or retired service member with a disability rating of 100%	26.0 %	36.0 %	24.6 %	6.5 %	6.9 %	7,321	1,697	1,434
Widow(er) of a service member killed while on active duty	17.6 %	38.9 %	19.3 %	11.9 %	12.3 %	194	54	35
None of the categories listed	26.5 %	37.8 %	24.0 %	6.2 %	5.5 %	285,985	114,495	95,735
NoN-Competitive Hiring Authority								
Yes	31.9 %	36.6 %	21.4 %	5.4 %	4.7 %	1,400	374	240
No	27.0 %	35.4 %	23.7 %	6.9 %	7.0 %	9,367	2,603	2,142
Disability								
Yes	26.0 %	33.3 %	22.7 %	8.2 %	9.8 %	64,613	7,204	11,274
No	26.9 %	39.1 %	24.2 %	5.6 %	4.2 %	225,758	107,880	83,339

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) My organization meets my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	27.4 %	39.7 %	23.1 %	5.1 %	4.8 %	311,682	123,093	94,153
Work Location								
Headquarters	31.7 %	39.7 %	20.2 %	4.5 %	4.0 %	88,009	38,406	28,543
Field	23.5 %	39.2 %	25.5 %	5.9 %	5.9 %	147,129	56,574	43,466
Full-time telework	33.8 %	41.7 %	18.4 %	3.4 %	2.8 %	63,531	23,983	18,417
Supervisory Status								
Senior Leader	52.8 %	32.0 %	11.5 %	1.7 %	2.1 %	5,571	1,829	1,232
Manager	37.4 %	40.2 %	17.1 %	2.8 %	2.6 %	20,480	8,583	6,227
Supervisor	28.9 %	42.4 %	21.3 %	4.1 %	3.3 %	41,530	17,269	12,827
Team Leader	27.2 %	39.8 %	22.7 %	5.5 %	4.7 %	35,820	15,956	11,687
Non-Supervisor	25.9 %	39.4 %	23.9 %	5.4 %	5.4 %	197,848	76,495	59,299
Sex								
Male	29.0 %	39.9 %	22.2 %	4.4 %	4.5 %	156,144	59,708	44,819
Female	26.2 %	39.9 %	23.1 %	5.8 %	5.0 %	135,722	56,155	41,545
Hispanic or Latino								
Yes	26.8 %	37.1 %	24.3 %	5.6 %	6.2 %	35,888	9,541	7,277
No	27.9 %	40.3 %	22.3 %	4.9 %	4.5 %	257,026	106,902	79,988
Race								
American Indian/Alaska Native	19.6 %	38.3 %	29.4 %	6.6 %	6.2 %	7,731	1,252	1,031
Asian	28.1 %	43.3 %	21.1 %	4.1 %	3.4 %	19,692	5,896	4,301
Black/African American	27.4 %	41.0 %	22.3 %	4.6 %	4.7 %	50,021	14,638	8,959
Native Hawaiian/Pacific Islander	25.7 %	37.4 %	27.8 %	4.6 %	4.5 %	2,294	480	324
White	28.7 %	39.8 %	22.1 %	5.0 %	4.4 %	189,933	85,869	65,597
Two or more races (Not Hispanic/Latino)	26.0 %	35.6 %	24.0 %	6.4 %	7.9 %	14,040	4,897	3,739
Age Group								
25 and under	29.9 %	42.2 %	19.5 %	4.4 %	4.1 %	3,878	2,145	
26-29 years old	28.5 %	38.7 %	22.0 %	4.6 %	6.1 %	9,208	4,877	2,709
30-39 years old	28.6 %	38.4 %	21.1 %	5.7 %	6.3 %	51,927	25,489	17,405
40-49 years old	27.6 %	38.9 %	22.6 %	5.5 %	5.4 %	78,187	32,578	25,530
50-59 years old	27.6 %	40.3 %	23.5 %	4.7 %	3.9 %	96,601	34,894	27,584
60 or older	27.1 %	42.3 %	23.3 %	4.3 %	2.9 %	53,431	16,407	12,628
Level of Education								
Less than High School	22.6 %	42.2 %	24.8 %	4.5 %	5.9 %	261	25	26
H.S. Diploma/GED or equiv	22.1 %	39.4 %	28.1 %	5.4 %	5.0 %	14,737	2,779	2,151
Trade/Technical Certificate	20.1 %	38.7 %	28.9 %	6.3 %	5.9 %	7,601	1,579	1,244
Some College(no degree)	23.5 %	39.0 %	26.7 %	5.5 %	5.3 %	41,997	10,551	8,038
Associate's Degree	23.7 %	39.3 %	26.0 %	6.0 %	5.0 %	24,728	6,375	4,822
Bachelor's Degree	27.9 %	40.5 %	22.0 %	4.9 %	4.7 %	102,504		
Master's Degree	32.4 %	40.1 %	18.8 %	4.3 %	4.3 %	78,064	37,820	27,680
Doctoral/Professional Degree	33.4 %	38.7 %	18.7 %	5.1 %	4.2 %	26,388	15,884	12,873
Pay Category								
Federal Wage System	17.4 %	36.7 %	31.9 %	7.3 %	6.8 %	10,778	2,718	2,048
GS 1-6	22.7 %	38.3 %	26.9 %	6.0 %	6.1 %	14,866	3,380	2,581
GS 7-12	25.5 %	40.3 %	23.7 %	5.3 %	5.3 %	132,951	43,965	33,215
GS 13-15	34.0 %	40.6 %	18.3 %	3.8 %	3.3 %	114,458	57,657	44,095

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) My organization meets my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	27.4 %	39.7 %	23.1 %	5.1 %	4.8 %	311,682	123,093	94,153
SES	60.2 %	28.6 %	8.8 %	1.2 %	1.1 %	2,617	1,362	876
SL/ST	42.3 %	35.7 %	15.4 %	2.6 %	4.0 %	1,004	498	361
Other	22.5 %	37.9 %	26.8 %	6.7 %	6.0 %	24,689	10,356	7,788
Time in Federal Government								
< 1 year	37.5 %	39.9 %	16.7 %	3.4 %	2.5 %	6,351	2,532	1,968
1-3 years	31.5 %	40.4 %	20.4 %	4.2 %	3.5 %	38,107	15,327	11,033
4-5 years	27.8 %	39.0 %	23.1 %	5.3 %	4.9 %	23,849	9,540	6,429
6-10 years	27.1 %	39.6 %	22.5 %	5.3 %	5.5 %	48,511	19,880	14,418
11-14 years	27.1 %	39.4 %	22.7 %	5.5 %	5.3 %	54,134	22,433	17,804
15-20 years	25.0 %	39.0 %	24.5 %	5.7 %	5.8 %	52,680	20,731	16,629
> 20 years	26.8 %	40.7 %	23.8 %	4.6 %	4.1 %	77,490	29,462	22,747
Time with Current Agency								
< 1 year	37.1 %	39.0 %	18.0 %	3.2 %	2.7 %	11,547	4,369	3,553
1-3 years	31.6 %	39.7 %	20.3 %	4.4 %	4.0 %	57,138	22,442	16,700
4-5 years	27.7 %	39.4 %	22.8 %	5.3 %	4.8 %	30,222	11,653	8,131
6-10 years	26.3 %	39.6 %	23.0 %	5.4 %	5.7 %	53,377	21,413	15,733
11-14 years	25.9 %	39.6 %	23.6 %	5.5 %	5.5 %	49,262	20,301	15,886
15-20 years	23.8 %	39.4 %	25.3 %	5.9 %	5.6 %	44,505	17,584	14,150
> 20 years	26.6 %	41.0 %	24.0 %	4.5 %	3.9 %	55,312	22,254	16,957
Leaving								
No	33.8 %	42.7 %	18.8 %	2.9 %	1.8 %	197,505	79,947	57,335
Yes, to retire	22.9 %	41.7 %	25.8 %	5.1 %	4.5 %	21,699	6,786	5,476
Yes, to other job in Govt	17.0 %	35.1 %	29.3 %	8.9 %	9.7 %	51,277	20,889	17,354
Yes, to other job outside Govt	15.8 %	30.8 %	28.4 %	10.6 %	14.4 %	12,294	5,791	4,855
Yes, other	13.4 %	30.5 %	33.3 %	10.2 %	12.6 %	18,483	6,690	6,144
Retiring								
Less than 1 year	23.3 %	39.0 %	24.9 %	6.1 %	6.6 %	10,054	3,406	2,688
1 year	23.0 %	40.7 %	26.6 %	5.0 %	4.7 %	8,429	2,722	2,233
2 years	25.2 %	41.7 %	24.3 %	4.9 %	3.8 %	16,980	5,893	4,409
3 years	25.7 %	41.1 %	24.6 %	4.8 %	3.7 %	17,592	6,036	4,680
4 years	26.4 %	41.2 %	23.2 %	5.6 %	3.6 %	10,675	3,737	3,162
5 years	24.6 %	40.5 %	25.2 %	5.1 %	4.6 %	24,480	8,262	6,692
More than 5 years	28.8 %	39.4 %	21.9 %	5.0 %	4.9 %	210,765	89,149	66,508
Transgender								
Yes	18.5 %	32.5 %	24.8 %	9.4 %	14.8 %	1,234	349	322
No	27.9 %	40.0 %	22.5 %	5.0 %	4.6 %	288,422	114,915	85,348
Consider Yourself as								
Straight	28.2 %	40.3 %	22.3 %	4.8 %	4.4 %	267,889	105,805	77,649
Gay or Lesbian	28.8 %	36.1 %	22.3 %	6.5 %	6.4 %	6,595	3,484	2,458
Bisexual	26.6 %	35.8 %	22.0 %	8.2 %	7.4 %	4,745	2,179	1,704
Use different term	18.5 %	32.8 %	28.7 %	8.6 %	11.4 %	7,693	2,427	2,548
Military Service								
No Prior Military Service	26.7 %	40.2 %	22.9 %	5.3 %	4.9 %	210,863	91,273	68,837
Currently in Guard/Reserves	29.8 %	39.0 %	21.6 %	4.9 %	4.7 %	4,708	1,779	1,219

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) My organization meets my accessibility needs.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Accessibility Needs	No Basis to Judge
All Responses	27.4 %	39.7 %	23.1 %	5.1 %	4.8 %	311,682	123,093	94,153
Retired	31.9 %	40.7 %	20.5 %	3.7 %	3.2 %	40,480	12,555	9,082
Separated/Discharged	26.5 %	37.3 %	24.8 %	5.4 %	6.0 %	44,852	14,334	11,842
Military Spouse								
Spouse of current active duty service member	32.0 %	36.1 %	21.5 %	5.1 %	5.3 %	3,341	1,279	862
Spouse of separated or retired service member with a disability rating of 100%	26.5 %	38.0 %	23.5 %	5.7 %	6.2 %	7,373	1,735	1,332
Widow(er) of a service member killed while on active duty	18.5 %	41.8 %	20.3 %	9.3 %	10.2 %	194	52	36
None of the categories listed	27.6 %	39.9 %	22.8 %	5.0 %	4.7 %	290,172	116,960	88,797
NoN-Competitive Hiring Authority								
Yes	32.6 %	37.9 %	20.3 %	4.9 %	4.3 %	1,407	380	228
No	27.5 %	37.3 %	23.3 %	5.7 %	6.2 %	9,435	2,669	1,989
Disability								
Yes	26.7 %	35.3 %	22.2 %	7.3 %	8.5 %	65,686	7,394	9,953
No	28.1 %	41.3 %	22.8 %	4.3 %	3.6 %	228,811	110,159	77,776

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
 ***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
Work Location						
Headquarters	24.2 %	38.0 %	20.8 %	11.5 %	5.6 %	155,643
Field	19.7 %	36.5 %	22.6 %	13.2 %	8.0 %	248,547
Full-time telework	24.6 %	39.6 %	21.3 %	9.9 %	4.6 %	106,293
Supervisory Status						
Senior Leader	50.5 %	33.2 %	9.8 %	4.8 %	1.7 %	8,668
Manager	30.8 %	39.0 %	16.6 %	9.3 %	4.3 %	35,517
Supervisor	23.8 %	40.3 %	19.7 %	10.8 %	5.3 %	72,055
Team Leader	22.2 %	38.2 %	21.5 %	12.1 %	6.0 %	63,722
Non-Supervisor	19.9 %	36.7 %	23.2 %	12.8 %	7.4 %	335,144
Sex						
Male	21.7 %	37.3 %	21.7 %	12.1 %	7.2 %	261,908
Female	22.8 %	38.2 %	21.7 %	11.8 %	5.6 %	234,443
Hispanic or Latino						
Yes	25.5 %	35.8 %	20.1 %	11.2 %	7.4 %	52,946
No	21.6 %	37.9 %	22.0 %	12.1 %	6.5 %	445,959
Race						
American Indian/Alaska Native	24.5 %	38.6 %	20.5 %	10.0 %	6.4 %	10,050
Asian	27.0 %	40.6 %	20.3 %	7.7 %	4.4 %	30,056
Black/African American	25.4 %	38.2 %	20.6 %	9.7 %	6.0 %	73,882
Native Hawaiian/Pacific Islander	26.6 %	37.4 %	21.1 %	8.3 %	6.6 %	3,112
White	21.1 %	37.6 %	21.9 %	12.8 %	6.6 %	342,978
Two or more races (Not Hispanic/Latino)	19.9 %	33.4 %	23.2 %	13.8 %	9.7 %	22,788
Age Group						
25 and under	16.6 %	34.6 %	24.7 %	16.3 %	7.9 %	7,201
26-29 years old	16.1 %	33.9 %	23.9 %	16.3 %	9.7 %	16,895
30-39 years old	18.4 %	34.8 %	23.1 %	14.7 %	9.1 %	95,258
40-49 years old	20.9 %	36.4 %	21.7 %	13.3 %	7.8 %	137,087
50-59 years old	24.0 %	39.5 %	21.2 %	10.3 %	4.9 %	159,796
60 or older	27.9 %	41.5 %	19.9 %	7.5 %	3.2 %	82,680
Level of Education						
Less than High School	29.1 %	38.9 %	21.9 %	4.7 %	5.5 %	313
H.S. Diploma/GED or equiv	21.6 %	37.0 %	23.7 %	10.5 %	7.2 %	19,802

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
Trade/Technical Certificate	19.5 %	37.1 %	23.6 %	12.2 %	7.6 %	10,472
Some College(no degree)	21.3 %	36.1 %	23.2 %	11.9 %	7.5 %	60,883
Associate's Degree	20.7 %	36.2 %	23.5 %	12.4 %	7.1 %	36,135
Bachelor's Degree	20.1 %	37.3 %	22.6 %	13.0 %	7.0 %	177,980
Master's Degree	23.8 %	38.7 %	20.2 %	11.6 %	5.7 %	144,188
Doctoral/Professional Degree	27.4 %	39.3 %	18.1 %	10.2 %	5.0 %	55,406
Pay Category						
Federal Wage System	15.6 %	33.0 %	26.2 %	14.7 %	10.6 %	15,635
GS 1-6	19.7 %	34.6 %	24.5 %	13.0 %	8.2 %	20,939
GS 7-12	20.1 %	36.6 %	22.8 %	13.0 %	7.5 %	211,146
GS 13-15	24.9 %	40.0 %	19.6 %	10.6 %	4.9 %	217,212
SES	55.8 %	30.2 %	8.2 %	4.3 %	1.6 %	4,868
SL/ST	42.4 %	35.7 %	12.3 %	6.6 %	2.9 %	1,867
Other	19.6 %	36.0 %	24.2 %	12.9 %	7.3 %	43,036
Time in Federal Government						
< 1 year	27.5 %	39.3 %	20.2 %	9.2 %	3.9 %	10,894
1-3 years	23.1 %	37.8 %	21.6 %	11.8 %	5.7 %	64,801
4-5 years	20.3 %	36.2 %	22.9 %	13.3 %	7.3 %	40,016
6-10 years	20.3 %	36.2 %	22.4 %	13.5 %	7.7 %	83,165
11-14 years	20.4 %	36.8 %	22.4 %	13.0 %	7.3 %	94,865
15-20 years	20.9 %	36.9 %	22.0 %	12.7 %	7.6 %	90,527
> 20 years	24.1 %	39.4 %	21.1 %	10.1 %	5.4 %	130,239
Time with Current Agency						
< 1 year	28.2 %	38.2 %	19.8 %	9.4 %	4.5 %	19,535
1-3 years	23.1 %	37.2 %	21.7 %	11.9 %	6.1 %	96,720
4-5 years	20.4 %	36.3 %	22.7 %	13.3 %	7.3 %	50,192
6-10 years	20.1 %	36.5 %	22.5 %	13.4 %	7.6 %	90,962
11-14 years	20.1 %	37.3 %	22.4 %	12.8 %	7.4 %	85,951
15-20 years	20.7 %	37.1 %	22.2 %	12.5 %	7.5 %	76,654
> 20 years	24.4 %	39.9 %	20.9 %	9.8 %	5.0 %	94,934
Leaving						
No	28.3 %	43.3 %	19.7 %	6.6 %	2.1 %	336,378
Yes, to retire	19.7 %	38.3 %	24.1 %	11.9 %	6.0 %	34,099

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
Yes, to other job in Govt	10.3 %	27.1 %	26.2 %	22.5 %	13.9 %	90,011
Yes, to other job outside Govt	8.0 %	22.3 %	21.6 %	25.8 %	22.2 %	23,052
Yes, other	8.7 %	24.7 %	27.3 %	22.5 %	16.8 %	31,455
Retiring						
Less than 1 year	19.5 %	35.0 %	22.7 %	13.3 %	9.5 %	16,223
1 year	19.5 %	37.9 %	24.2 %	12.1 %	6.2 %	13,420
2 years	22.4 %	40.6 %	21.8 %	10.3 %	5.0 %	27,400
3 years	22.9 %	39.9 %	22.5 %	10.1 %	4.5 %	28,382
4 years	23.4 %	39.1 %	21.7 %	10.8 %	5.0 %	17,649
5 years	22.7 %	38.8 %	21.6 %	11.2 %	5.7 %	39,646
More than 5 years	21.8 %	37.0 %	21.8 %	12.5 %	6.9 %	368,241
Transgender						
Yes	13.2 %	27.6 %	24.6 %	17.2 %	17.4 %	1,913
No	22.2 %	37.7 %	21.7 %	11.9 %	6.5 %	490,910
Consider Yourself as						
Straight	22.5 %	38.0 %	21.5 %	11.6 %	6.3 %	453,383
Gay or Lesbian	20.8 %	36.7 %	21.2 %	13.6 %	7.6 %	12,586
Bisexual	18.4 %	32.3 %	21.9 %	17.3 %	10.1 %	8,667
Use different term	15.1 %	29.1 %	25.3 %	17.1 %	13.4 %	12,738
Military Service						
No Prior Military Service	21.4 %	38.0 %	22.0 %	12.2 %	6.4 %	372,712
Currently in Guard/Reserves	20.7 %	34.2 %	22.2 %	13.4 %	9.5 %	7,751
Retired	26.3 %	39.2 %	20.5 %	9.7 %	4.3 %	62,430
Separated/Discharged	19.8 %	34.2 %	22.6 %	14.0 %	9.3 %	71,365
Military Spouse						
Spouse of current active duty service member	21.3 %	34.8 %	21.4 %	14.4 %	8.2 %	5,526
Spouse of separated or retired service member with a disability rating of 100%	25.0 %	36.5 %	21.1 %	11.1 %	6.2 %	10,473
Widow(er) of a service member killed while on active duty	20.1 %	41.2 %	19.7 %	11.2 %	7.8 %	286
None of the categories listed	21.8 %	37.5 %	21.9 %	12.1 %	6.6 %	498,280
NoN-Competitive Hiring Authority						
Yes	23.8 %	37.3 %	19.5 %	12.4 %	7.0 %	2,027

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.8 %	37.4 %	22.0 %	12.1 %	6.7 %	531,023
No	23.5 %	35.6 %	21.5 %	12.4 %	7.0 %	14,159
Disability						
Yes	22.8 %	34.1 %	21.5 %	12.9 %	8.7 %	83,353
No	21.8 %	38.3 %	21.8 %	11.9 %	6.1 %	418,720

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) The work I do gives me a sense of accomplishment.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
Work Location						
Headquarters	31.2 %	43.7 %	13.4 %	7.4 %	4.3 %	155,049
Field	27.0 %	43.9 %	14.7 %	8.5 %	6.0 %	247,419
Full-time telework	31.9 %	45.1 %	13.3 %	6.3 %	3.3 %	106,009
Supervisory Status						
Senior Leader	57.5 %	31.4 %	6.5 %	3.0 %	1.6 %	8,650
Manager	38.9 %	41.3 %	10.4 %	6.2 %	3.2 %	35,363
Supervisor	31.6 %	45.1 %	12.4 %	6.8 %	4.1 %	71,676
Team Leader	30.4 %	44.9 %	13.1 %	7.4 %	4.2 %	63,477
Non-Supervisor	26.7 %	44.2 %	15.1 %	8.3 %	5.6 %	333,911
Sex						
Male	29.1 %	43.3 %	14.0 %	8.1 %	5.6 %	260,607
Female	30.0 %	45.3 %	13.7 %	7.1 %	3.9 %	233,810
Hispanic or Latino						
Yes	32.1 %	40.6 %	14.0 %	7.6 %	5.8 %	52,717
No	28.9 %	44.6 %	14.0 %	7.7 %	4.8 %	444,242
Race						
American Indian/Alaska Native	31.1 %	43.8 %	13.9 %	6.6 %	4.6 %	10,035
Asian	32.8 %	45.6 %	13.2 %	5.0 %	3.3 %	30,005
Black/African American	32.6 %	43.5 %	13.7 %	6.1 %	4.2 %	73,623
Native Hawaiian/Pacific Islander	32.6 %	41.9 %	15.6 %	5.2 %	4.7 %	3,098
White	28.6 %	44.4 %	13.8 %	8.2 %	5.0 %	341,561
Two or more races (Not Hispanic/Latino)	26.9 %	40.9 %	15.6 %	9.1 %	7.5 %	22,687
Age Group						
25 and under	22.2 %	44.3 %	17.4 %	10.5 %	5.6 %	7,180
26-29 years old	22.1 %	43.7 %	16.6 %	10.4 %	7.2 %	16,829
30-39 years old	25.1 %	42.7 %	15.5 %	9.6 %	7.0 %	94,962
40-49 years old	27.8 %	43.2 %	14.3 %	8.8 %	5.9 %	136,537
50-59 years old	31.7 %	45.0 %	13.2 %	6.4 %	3.6 %	158,997
60 or older	36.2 %	45.9 %	11.2 %	4.4 %	2.3 %	82,470
Level of Education						
Less than High School	32.0 %	43.2 %	16.6 %	4.1 %	4.2 %	314
H.S. Diploma/GED or equiv	28.2 %	44.3 %	15.4 %	6.6 %	5.4 %	19,703

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) The work I do gives me a sense of accomplishment.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
Trade/Technical Certificate	27.0 %	45.3 %	14.9 %	7.5 %	5.3 %	10,445
Some College(no degree)	29.2 %	43.0 %	14.7 %	7.5 %	5.6 %	60,567
Associate's Degree	28.2 %	44.1 %	14.7 %	7.8 %	5.1 %	35,964
Bachelor's Degree	27.2 %	44.5 %	14.6 %	8.3 %	5.3 %	177,296
Master's Degree	30.8 %	43.9 %	13.3 %	7.6 %	4.4 %	143,691
Doctoral/Professional Degree	35.1 %	43.9 %	10.8 %	6.3 %	3.8 %	55,233
Pay Category						
Federal Wage System	23.4 %	43.9 %	16.8 %	8.7 %	7.2 %	15,540
GS 1-6	26.7 %	43.0 %	16.9 %	7.7 %	5.6 %	20,821
GS 7-12	27.0 %	44.2 %	14.7 %	8.4 %	5.7 %	210,350
GS 13-15	32.5 %	44.4 %	12.4 %	6.9 %	3.8 %	216,360
SES	62.5 %	28.3 %	5.2 %	2.9 %	1.1 %	4,858
SL/ST	50.4 %	36.3 %	7.2 %	3.4 %	2.7 %	1,868
Other	26.9 %	44.2 %	15.7 %	8.1 %	5.0 %	42,894
Time in Federal Government						
< 1 year	34.0 %	43.6 %	13.7 %	5.8 %	2.9 %	10,864
1-3 years	29.8 %	44.1 %	14.1 %	7.7 %	4.3 %	64,556
4-5 years	27.2 %	43.7 %	15.1 %	8.7 %	5.3 %	39,886
6-10 years	27.2 %	43.8 %	14.7 %	8.7 %	5.7 %	82,893
11-14 years	27.8 %	43.8 %	14.4 %	8.4 %	5.6 %	94,482
15-20 years	28.1 %	43.6 %	14.5 %	8.1 %	5.7 %	90,122
> 20 years	31.9 %	44.9 %	12.9 %	6.2 %	4.0 %	129,695
Time with Current Agency						
< 1 year	34.1 %	42.4 %	13.6 %	6.4 %	3.4 %	19,489
1-3 years	29.5 %	43.5 %	14.3 %	8.0 %	4.7 %	96,368
4-5 years	27.4 %	43.8 %	14.9 %	8.7 %	5.3 %	50,025
6-10 years	27.2 %	43.9 %	14.8 %	8.5 %	5.6 %	90,633
11-14 years	27.7 %	44.1 %	14.2 %	8.3 %	5.6 %	85,586
15-20 years	28.1 %	44.1 %	14.3 %	7.7 %	5.7 %	76,318
> 20 years	32.5 %	45.4 %	12.4 %	6.0 %	3.8 %	94,519
Leaving						
No	36.6 %	47.2 %	11.0 %	3.8 %	1.5 %	335,327
Yes, to retire	27.5 %	45.8 %	14.7 %	7.6 %	4.4 %	33,948

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) The work I do gives me a sense of accomplishment.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
Yes, to other job in Govt	15.7 %	38.9 %	20.0 %	15.0 %	10.4 %	89,498
Yes, to other job outside Govt	12.6 %	33.8 %	18.1 %	18.0 %	17.4 %	22,920
Yes, other	13.5 %	36.7 %	21.6 %	15.2 %	12.9 %	31,292
Retiring						
Less than 1 year	27.1 %	43.0 %	14.3 %	8.7 %	7.0 %	16,165
1 year	27.6 %	45.0 %	14.8 %	7.8 %	4.8 %	13,356
2 years	30.6 %	46.6 %	13.0 %	6.0 %	3.8 %	27,263
3 years	30.7 %	46.1 %	13.5 %	6.2 %	3.5 %	28,229
4 years	31.1 %	44.8 %	13.6 %	6.8 %	3.7 %	17,584
5 years	30.1 %	44.8 %	13.7 %	7.1 %	4.2 %	39,420
More than 5 years	28.9 %	43.7 %	14.2 %	8.0 %	5.2 %	366,946
Transgender						
Yes	18.2 %	37.6 %	17.9 %	12.5 %	13.8 %	1,907
No	29.5 %	44.1 %	13.9 %	7.6 %	4.9 %	488,998
Consider Yourself as						
Straight	29.9 %	44.3 %	13.7 %	7.5 %	4.7 %	451,618
Gay or Lesbian	29.1 %	42.7 %	14.0 %	8.5 %	5.6 %	12,539
Bisexual	25.3 %	41.6 %	14.3 %	11.2 %	7.5 %	8,634
Use different term	20.2 %	39.2 %	18.2 %	11.5 %	10.8 %	12,678
Military Service						
No Prior Military Service	28.6 %	44.9 %	14.1 %	7.6 %	4.8 %	371,376
Currently in Guard/Reserves	26.5 %	40.7 %	15.3 %	10.5 %	6.9 %	7,718
Retired	34.3 %	43.7 %	12.7 %	6.1 %	3.2 %	62,131
Separated/Discharged	26.5 %	41.4 %	15.3 %	9.5 %	7.3 %	71,024
Military Spouse						
Spouse of current active duty service member	28.9 %	41.2 %	15.3 %	9.1 %	5.5 %	5,500
Spouse of separated or retired service member with a disability rating of 100%	32.2 %	43.0 %	13.4 %	7.1 %	4.4 %	10,458
Widow(er) of a service member killed while on active duty	22.3 %	45.7 %	19.0 %	6.1 %	7.0 %	282
None of the categories listed	29.0 %	44.1 %	14.1 %	7.8 %	5.0 %	496,315
NoN-Competitive Hiring Authority						
Yes	32.7 %	41.6 %	13.5 %	6.9 %	5.3 %	2,017

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) The work I do gives me a sense of accomplishment.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.9 %	44.1 %	14.2 %	7.8 %	5.0 %	528,951
No	30.4 %	42.4 %	14.4 %	8.0 %	4.7 %	14,126
Disability						
Yes	29.8 %	40.6 %	14.4 %	8.5 %	6.6 %	82,995
No	29.2 %	44.9 %	13.9 %	7.5 %	4.6 %	417,105

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) I feel a strong personal attachment to my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
Work Location						
Headquarters	27.1 %	35.0 %	20.9 %	10.8 %	6.2 %	155,704
Field	22.2 %	33.5 %	23.0 %	12.6 %	8.7 %	248,590
Full-time telework	27.1 %	36.4 %	22.7 %	9.1 %	4.8 %	106,414
Supervisory Status						
Senior Leader	55.2 %	28.6 %	10.0 %	4.1 %	2.0 %	8,691
Manager	37.3 %	35.2 %	15.2 %	7.7 %	4.5 %	35,516
Supervisor	28.2 %	37.3 %	19.1 %	9.7 %	5.8 %	72,087
Team Leader	25.5 %	35.0 %	21.4 %	11.4 %	6.7 %	63,754
Non-Supervisor	21.7 %	33.8 %	24.2 %	12.3 %	8.0 %	335,277
Sex						
Male	24.7 %	34.0 %	21.9 %	11.5 %	7.9 %	262,024
Female	25.0 %	35.5 %	22.6 %	10.9 %	5.9 %	234,567
Hispanic or Latino						
Yes	26.6 %	33.2 %	21.4 %	10.7 %	8.1 %	52,939
No	24.5 %	34.7 %	22.3 %	11.4 %	7.0 %	446,199
Race						
American Indian/Alaska Native	25.1 %	35.3 %	23.0 %	10.0 %	6.7 %	10,074
Asian	27.6 %	38.2 %	21.6 %	7.8 %	4.9 %	30,066
Black/African American	24.6 %	34.4 %	23.2 %	10.8 %	7.0 %	73,950
Native Hawaiian/Pacific Islander	27.0 %	34.8 %	22.8 %	9.1 %	6.3 %	3,111
White	25.0 %	34.7 %	21.7 %	11.6 %	7.0 %	343,133
Two or more races (Not Hispanic/Latino)	22.1 %	31.0 %	23.2 %	12.9 %	10.8 %	22,781
Age Group						
25 and under	17.2 %	30.5 %	26.8 %	16.4 %	9.1 %	7,193
26-29 years old	17.8 %	30.2 %	25.9 %	15.7 %	10.4 %	16,856
30-39 years old	21.1 %	31.8 %	23.3 %	13.9 %	9.9 %	95,170
40-49 years old	23.9 %	33.9 %	21.8 %	12.2 %	8.2 %	136,976
50-59 years old	26.9 %	36.3 %	21.7 %	9.7 %	5.5 %	159,903
60 or older	30.3 %	38.0 %	20.8 %	7.5 %	3.5 %	83,068
Level of Education						
Less than High School	29.3 %	36.6 %	22.9 %	6.6 %	4.6 %	314
H.S. Diploma/GED or equiv	23.8 %	35.3 %	23.2 %	10.4 %	7.3 %	19,816

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) I feel a strong personal attachment to my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
Trade/Technical Certificate	22.3 %	33.9 %	24.3 %	11.6 %	7.9 %	10,490
Some College(no degree)	24.0 %	34.1 %	23.2 %	10.9 %	7.9 %	60,935
Associate's Degree	23.3 %	34.0 %	23.5 %	11.5 %	7.7 %	36,136
Bachelor's Degree	23.0 %	34.7 %	22.8 %	12.0 %	7.6 %	178,080
Master's Degree	26.6 %	34.5 %	21.1 %	11.2 %	6.5 %	144,211
Doctoral/Professional Degree	29.3 %	34.7 %	20.0 %	10.3 %	5.7 %	55,434
Pay Category						
Federal Wage System	17.8 %	30.5 %	25.3 %	14.5 %	11.9 %	15,627
GS 1-6	20.9 %	33.5 %	25.7 %	11.7 %	8.3 %	20,955
GS 7-12	22.2 %	34.0 %	23.5 %	12.2 %	8.1 %	211,255
GS 13-15	28.5 %	36.0 %	20.0 %	10.0 %	5.5 %	217,286
SES	61.2 %	25.0 %	8.4 %	3.6 %	1.9 %	4,878
SL/ST	42.1 %	31.3 %	16.5 %	5.4 %	4.7 %	1,873
Other	22.0 %	33.5 %	24.3 %	12.4 %	7.8 %	43,060
Time in Federal Government						
< 1 year	26.4 %	33.6 %	25.4 %	9.9 %	4.7 %	10,897
1-3 years	24.0 %	33.9 %	23.9 %	11.9 %	6.3 %	64,796
4-5 years	22.2 %	32.8 %	24.2 %	12.6 %	8.1 %	39,987
6-10 years	22.6 %	33.2 %	23.0 %	12.8 %	8.4 %	83,175
11-14 years	23.5 %	34.2 %	22.3 %	12.0 %	7.9 %	94,863
15-20 years	23.8 %	34.4 %	21.9 %	11.8 %	8.2 %	90,566
> 20 years	28.0 %	36.4 %	20.6 %	9.1 %	5.8 %	130,463
Time with Current Agency						
< 1 year	26.2 %	32.6 %	25.3 %	10.3 %	5.5 %	19,537
1-3 years	23.5 %	32.8 %	24.2 %	12.4 %	7.0 %	96,723
4-5 years	22.4 %	32.8 %	24.0 %	12.7 %	8.1 %	50,215
6-10 years	22.7 %	33.5 %	22.9 %	12.6 %	8.3 %	90,944
11-14 years	23.5 %	35.0 %	21.9 %	11.7 %	7.9 %	85,953
15-20 years	24.3 %	35.1 %	21.6 %	11.1 %	7.9 %	76,711
> 20 years	29.6 %	37.5 %	19.2 %	8.4 %	5.3 %	95,105
Leaving						
No	31.5 %	39.6 %	20.4 %	6.3 %	2.2 %	336,645
Yes, to retire	23.9 %	35.7 %	22.9 %	11.1 %	6.5 %	34,195

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) I feel a strong personal attachment to my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
Yes, to other job in Govt	11.6 %	25.2 %	26.6 %	21.1 %	15.5 %	89,896
Yes, to other job outside Govt	9.3 %	20.4 %	22.3 %	23.9 %	24.2 %	23,035
Yes, other	10.2 %	22.9 %	27.8 %	21.0 %	18.1 %	31,457
Retiring						
Less than 1 year	23.9 %	32.7 %	21.1 %	12.7 %	9.7 %	16,261
1 year	23.5 %	35.5 %	23.1 %	11.4 %	6.4 %	13,456
2 years	25.7 %	37.7 %	21.5 %	9.5 %	5.6 %	27,482
3 years	26.1 %	36.7 %	22.5 %	9.6 %	5.1 %	28,456
4 years	25.6 %	36.4 %	22.6 %	9.9 %	5.5 %	17,699
5 years	25.2 %	35.3 %	22.4 %	10.8 %	6.3 %	39,701
More than 5 years	24.3 %	33.9 %	22.4 %	11.7 %	7.6 %	368,139
Transgender						
Yes	15.9 %	26.0 %	24.7 %	13.7 %	19.8 %	1,914
No	24.9 %	34.7 %	22.2 %	11.3 %	7.1 %	491,140
Consider Yourself as						
Straight	25.2 %	35.0 %	22.0 %	11.0 %	6.8 %	453,631
Gay or Lesbian	24.6 %	32.3 %	22.2 %	12.3 %	8.5 %	12,585
Bisexual	21.3 %	30.9 %	21.6 %	15.5 %	10.7 %	8,654
Use different term	17.1 %	26.7 %	25.2 %	16.2 %	14.7 %	12,725
Military Service						
No Prior Military Service	24.3 %	35.1 %	22.6 %	11.2 %	6.8 %	372,870
Currently in Guard/Reserves	23.5 %	33.1 %	20.7 %	13.0 %	9.7 %	7,750
Retired	28.6 %	35.3 %	21.1 %	9.8 %	5.2 %	62,477
Separated/Discharged	21.8 %	31.1 %	23.1 %	13.6 %	10.5 %	71,400
Military Spouse						
Spouse of current active duty service member	23.6 %	31.4 %	22.3 %	13.8 %	8.9 %	5,519
Spouse of separated or retired service member with a disability rating of 100%	26.0 %	33.6 %	21.6 %	11.5 %	7.3 %	10,494
Widow(er) of a service member killed while on active duty	19.5 %	38.5 %	24.3 %	8.6 %	9.1 %	287
None of the categories listed	24.5 %	34.5 %	22.4 %	11.4 %	7.2 %	498,502
NoN-Competitive Hiring Authority						
Yes	25.9 %	32.5 %	20.5 %	12.5 %	8.6 %	2,023

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) I feel a strong personal attachment to my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	34.4 %	22.6 %	11.5 %	7.3 %	531,252
No	24.8 %	32.8 %	22.2 %	12.3 %	7.8 %	14,182
Disability						
Yes	24.7 %	31.3 %	22.2 %	12.2 %	9.7 %	83,411
No	24.7 %	35.3 %	22.3 %	11.1 %	6.6 %	418,895

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) I identify with the mission of my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
Work Location						
Headquarters	34.3 %	45.0 %	14.6 %	3.7 %	2.6 %	155,314
Field	29.0 %	45.8 %	16.3 %	4.7 %	4.2 %	247,818
Full-time telework	33.8 %	46.8 %	14.4 %	3.0 %	2.0 %	106,109
Supervisory Status						
Senior Leader	62.3 %	28.9 %	6.2 %	1.5 %	1.2 %	8,671
Manager	44.7 %	41.4 %	9.0 %	2.9 %	2.0 %	35,451
Supervisor	34.8 %	46.5 %	12.5 %	3.5 %	2.7 %	71,900
Team Leader	32.8 %	45.6 %	14.7 %	3.9 %	2.9 %	63,614
Non-Supervisor	28.4 %	46.4 %	17.1 %	4.4 %	3.7 %	334,228
Sex						
Male	31.8 %	44.7 %	15.1 %	4.5 %	3.9 %	261,408
Female	31.5 %	47.4 %	15.5 %	3.3 %	2.3 %	233,770
Hispanic or Latino						
Yes	33.2 %	42.7 %	15.3 %	4.5 %	4.5 %	52,773
No	31.3 %	46.3 %	15.4 %	4.0 %	3.1 %	444,932
Race						
American Indian/Alaska Native	30.1 %	46.1 %	16.5 %	3.7 %	3.6 %	10,037
Asian	32.7 %	47.8 %	14.1 %	3.2 %	2.2 %	29,982
Black/African American	32.0 %	47.4 %	14.9 %	3.1 %	2.6 %	73,641
Native Hawaiian/Pacific Islander	31.3 %	44.7 %	17.2 %	3.2 %	3.6 %	3,103
White	31.8 %	45.6 %	15.1 %	4.3 %	3.3 %	342,299
Two or more races (Not Hispanic/Latino)	30.1 %	42.4 %	17.5 %	4.7 %	5.2 %	22,699
Age Group						
25 and under	25.5 %	46.2 %	19.6 %	5.1 %	3.6 %	7,157
26-29 years old	25.6 %	45.6 %	19.1 %	5.3 %	4.4 %	16,807
30-39 years old	28.2 %	44.7 %	17.4 %	5.1 %	4.6 %	94,929
40-49 years old	30.4 %	45.3 %	15.7 %	4.6 %	4.0 %	136,704
50-59 years old	33.7 %	46.5 %	14.1 %	3.4 %	2.3 %	159,395
60 or older	36.6 %	46.9 %	12.7 %	2.4 %	1.5 %	82,744
Level of Education						
Less than High School	32.6 %	43.6 %	17.5 %	2.4 %	4.0 %	312
H.S. Diploma/GED or equiv	27.7 %	46.1 %	18.4 %	3.8 %	4.0 %	19,729

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) I identify with the mission of my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
Trade/Technical Certificate	27.0 %	46.3 %	18.3 %	4.5 %	4.0 %	10,432
Some College(no degree)	29.4 %	45.5 %	17.0 %	4.2 %	3.9 %	60,708
Associate's Degree	28.3 %	46.1 %	17.7 %	4.2 %	3.6 %	36,026
Bachelor's Degree	29.3 %	46.6 %	16.2 %	4.4 %	3.5 %	177,594
Master's Degree	34.8 %	45.3 %	13.3 %	3.8 %	2.7 %	143,894
Doctoral/Professional Degree	39.9 %	43.6 %	11.2 %	3.1 %	2.2 %	55,285
Pay Category						
Federal Wage System	23.4 %	45.0 %	20.9 %	5.5 %	5.1 %	15,580
GS 1-6	27.1 %	45.8 %	19.0 %	4.1 %	4.0 %	20,836
GS 7-12	28.3 %	46.4 %	17.0 %	4.5 %	3.9 %	210,559
GS 13-15	36.2 %	45.2 %	12.7 %	3.5 %	2.4 %	216,793
SES	69.8 %	24.1 %	4.3 %	1.1 %	0.7 %	4,872
SL/ST	52.8 %	34.8 %	8.1 %	2.4 %	1.8 %	1,865
Other	29.9 %	47.0 %	16.2 %	4.0 %	2.9 %	42,962
Time in Federal Government						
< 1 year	37.5 %	45.2 %	13.2 %	2.5 %	1.6 %	10,862
1-3 years	32.8 %	46.1 %	15.0 %	3.7 %	2.5 %	64,597
4-5 years	30.5 %	45.7 %	16.4 %	4.1 %	3.3 %	39,858
6-10 years	30.1 %	45.7 %	16.0 %	4.4 %	3.7 %	82,982
11-14 years	30.1 %	45.7 %	16.0 %	4.5 %	3.7 %	94,658
15-20 years	29.9 %	45.7 %	15.9 %	4.5 %	4.1 %	90,310
> 20 years	33.1 %	45.8 %	14.8 %	3.6 %	2.8 %	130,021
Time with Current Agency						
< 1 year	36.2 %	44.5 %	14.2 %	3.0 %	2.1 %	19,492
1-3 years	32.1 %	45.7 %	15.5 %	3.9 %	2.8 %	96,394
4-5 years	30.3 %	45.7 %	16.3 %	4.3 %	3.5 %	50,028
6-10 years	29.8 %	46.0 %	16.0 %	4.5 %	3.7 %	90,748
11-14 years	29.9 %	46.1 %	15.8 %	4.5 %	3.8 %	85,740
15-20 years	30.1 %	45.7 %	15.8 %	4.4 %	4.0 %	76,508
> 20 years	34.1 %	45.6 %	14.3 %	3.4 %	2.6 %	94,802
Leaving						
No	37.7 %	47.1 %	12.0 %	2.1 %	1.0 %	335,935
Yes, to retire	29.2 %	46.5 %	17.0 %	4.2 %	3.2 %	34,059

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) I identify with the mission of my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
Yes, to other job in Govt	20.4 %	44.3 %	21.3 %	7.5 %	6.6 %	89,540
Yes, to other job outside Govt	18.2 %	39.7 %	21.2 %	9.5 %	11.4 %	22,933
Yes, other	17.5 %	41.2 %	24.9 %	7.9 %	8.5 %	31,287
Retiring						
Less than 1 year	29.4 %	43.6 %	17.0 %	5.1 %	4.9 %	16,207
1 year	29.6 %	46.3 %	16.9 %	4.1 %	3.1 %	13,391
2 years	31.6 %	48.1 %	14.3 %	3.3 %	2.7 %	27,379
3 years	32.2 %	47.0 %	14.9 %	3.5 %	2.4 %	28,370
4 years	32.2 %	47.0 %	14.3 %	3.7 %	2.8 %	17,627
5 years	31.5 %	46.4 %	14.9 %	4.1 %	3.0 %	39,550
More than 5 years	31.4 %	45.5 %	15.6 %	4.1 %	3.4 %	367,217
Transgender						
Yes	23.5 %	37.5 %	18.8 %	8.2 %	12.1 %	1,901
No	31.7 %	45.9 %	15.2 %	4.0 %	3.2 %	489,756
Consider Yourself as						
Straight	31.9 %	46.1 %	15.0 %	3.9 %	3.1 %	452,368
Gay or Lesbian	32.8 %	44.9 %	14.6 %	4.2 %	3.4 %	12,555
Bisexual	30.2 %	42.4 %	17.1 %	5.8 %	4.5 %	8,630
Use different term	24.3 %	40.0 %	20.7 %	6.7 %	8.3 %	12,662
Military Service						
No Prior Military Service	30.9 %	46.6 %	15.6 %	3.9 %	3.0 %	371,809
Currently in Guard/Reserves	29.4 %	42.8 %	16.7 %	6.1 %	5.0 %	7,738
Retired	36.1 %	45.3 %	13.1 %	3.3 %	2.2 %	62,343
Separated/Discharged	28.9 %	43.2 %	17.4 %	5.3 %	5.1 %	71,126
Military Spouse						
Spouse of current active duty service member	30.5 %	43.7 %	17.7 %	4.6 %	3.6 %	5,495
Spouse of separated or retired service member with a disability rating of 100%	32.3 %	45.2 %	15.7 %	3.9 %	2.9 %	10,441
Widow(er) of a service member killed while on active duty	22.0 %	50.8 %	16.2 %	4.1 %	6.9 %	281
None of the categories listed	31.3 %	45.8 %	15.5 %	4.1 %	3.3 %	497,115
NoN-Competitive Hiring Authority						
Yes	32.1 %	43.1 %	17.7 %	3.5 %	3.6 %	2,011

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) I identify with the mission of my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	31.2 %	45.8 %	15.7 %	4.1 %	3.3 %	529,722
No	31.3 %	45.0 %	16.3 %	4.3 %	3.1 %	14,110
Disability						
Yes	32.3 %	42.7 %	16.0 %	4.6 %	4.4 %	83,124
No	31.3 %	46.5 %	15.2 %	3.9 %	3.0 %	417,737

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(89) It is important to me that my work contribute to the common good.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
Work Location						
Headquarters	52.1 %	40.7 %	5.6 %	0.8 %	0.8 %	155,750
Field	46.4 %	43.8 %	7.1 %	1.2 %	1.5 %	248,649
Full-time telework	50.8 %	42.2 %	5.7 %	0.7 %	0.6 %	106,449
Supervisory Status						
Senior Leader	71.1 %	24.5 %	3.1 %	0.8 %	0.6 %	8,664
Manager	58.1 %	36.5 %	3.8 %	0.7 %	0.8 %	35,533
Supervisor	50.7 %	42.1 %	5.4 %	0.9 %	0.9 %	72,053
Team Leader	51.6 %	41.1 %	5.6 %	0.8 %	0.9 %	63,812
Non-Supervisor	46.5 %	44.0 %	7.1 %	1.1 %	1.3 %	335,426
Sex						
Male	48.2 %	42.3 %	6.9 %	1.2 %	1.4 %	261,982
Female	50.2 %	43.0 %	5.4 %	0.7 %	0.7 %	234,722
Hispanic or Latino						
Yes	50.0 %	40.2 %	6.7 %	1.3 %	1.8 %	52,910
No	48.8 %	42.9 %	6.3 %	0.9 %	1.0 %	446,342
Race						
American Indian/Alaska Native	44.3 %	44.9 %	8.0 %	1.3 %	1.5 %	10,055
Asian	48.1 %	43.7 %	6.2 %	1.0 %	1.0 %	30,015
Black/African American	48.7 %	43.4 %	6.2 %	0.8 %	1.0 %	73,925
Native Hawaiian/Pacific Islander	45.1 %	43.4 %	8.7 %	0.8 %	1.9 %	3,100
White	49.4 %	42.4 %	6.1 %	1.0 %	1.1 %	343,322
Two or more races (Not Hispanic/Latino)	50.0 %	39.5 %	7.5 %	1.2 %	1.9 %	22,784
Age Group						
25 and under	47.7 %	42.2 %	7.5 %	1.2 %	1.4 %	7,193
26-29 years old	46.5 %	42.5 %	7.8 %	1.5 %	1.7 %	16,874
30-39 years old	48.2 %	41.8 %	6.9 %	1.3 %	1.7 %	95,209
40-49 years old	49.0 %	42.0 %	6.5 %	1.1 %	1.4 %	137,090
50-59 years old	49.3 %	43.2 %	6.0 %	0.7 %	0.8 %	159,941
60 or older	50.1 %	43.5 %	5.5 %	0.5 %	0.4 %	82,970
Level of Education						
Less than High School	40.0 %	43.8 %	12.2 %	0.5 %	3.5 %	313
H.S. Diploma/GED or equiv	40.1 %	46.8 %	10.1 %	1.1 %	1.9 %	19,810

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(89) It is important to me that my work contribute to the common good.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
Trade/Technical Certificate	42.6 %	46.5 %	8.7 %	0.8 %	1.3 %	10,473
Some College(no degree)	45.1 %	44.7 %	7.7 %	1.1 %	1.4 %	60,932
Associate's Degree	44.1 %	45.6 %	7.9 %	1.1 %	1.3 %	36,144
Bachelor's Degree	46.9 %	44.3 %	6.6 %	1.1 %	1.2 %	178,139
Master's Degree	53.5 %	39.7 %	5.0 %	0.8 %	0.9 %	144,278
Doctoral/Professional Degree	60.6 %	34.6 %	3.5 %	0.6 %	0.6 %	55,463
Pay Category						
Federal Wage System	38.9 %	46.7 %	11.0 %	1.4 %	2.1 %	15,640
GS 1-6	44.0 %	45.0 %	8.2 %	1.3 %	1.5 %	20,925
GS 7-12	46.3 %	44.3 %	7.0 %	1.1 %	1.4 %	211,323
GS 13-15	53.7 %	40.1 %	4.8 %	0.7 %	0.7 %	217,367
SES	78.7 %	19.1 %	1.6 %	0.4 %	0.2 %	4,876
SL/ST	68.3 %	27.2 %	3.6 %	0.2 %	0.6 %	1,868
Other	46.6 %	43.6 %	7.5 %	1.1 %	1.1 %	43,085
Time in Federal Government						
< 1 year	55.8 %	38.3 %	4.6 %	0.7 %	0.7 %	10,898
1-3 years	52.0 %	40.5 %	5.8 %	0.9 %	0.8 %	64,809
4-5 years	49.4 %	41.6 %	6.8 %	1.1 %	1.2 %	40,005
6-10 years	48.8 %	42.2 %	6.5 %	1.1 %	1.3 %	83,246
11-14 years	48.0 %	43.1 %	6.5 %	1.1 %	1.3 %	94,892
15-20 years	46.8 %	43.8 %	6.9 %	1.1 %	1.4 %	90,613
> 20 years	48.0 %	43.8 %	6.5 %	0.8 %	0.9 %	130,445
Time with Current Agency						
< 1 year	55.0 %	38.4 %	5.2 %	0.7 %	0.8 %	19,542
1-3 years	51.6 %	40.7 %	5.9 %	0.9 %	0.9 %	96,742
4-5 years	48.7 %	42.2 %	6.8 %	1.0 %	1.2 %	50,213
6-10 years	48.2 %	42.7 %	6.7 %	1.1 %	1.3 %	91,030
11-14 years	47.1 %	43.9 %	6.6 %	1.1 %	1.3 %	86,004
15-20 years	46.4 %	44.1 %	7.0 %	1.1 %	1.4 %	76,733
> 20 years	48.3 %	43.7 %	6.3 %	0.8 %	0.9 %	95,094
Leaving						
No	52.1 %	42.1 %	5.0 %	0.5 %	0.3 %	336,595
Yes, to retire	43.0 %	46.9 %	8.0 %	1.1 %	1.2 %	34,167

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(89) It is important to me that my work contribute to the common good.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
Yes, to other job in Govt	44.5 %	43.3 %	8.3 %	1.7 %	2.2 %	90,078
Yes, to other job outside Govt	44.0 %	40.5 %	9.0 %	2.4 %	4.1 %	23,076
Yes, other	40.3 %	43.4 %	11.1 %	1.9 %	3.2 %	31,468
Retiring						
Less than 1 year	44.5 %	44.7 %	7.7 %	1.1 %	1.9 %	16,251
1 year	44.0 %	45.7 %	7.8 %	1.2 %	1.3 %	13,465
2 years	46.2 %	45.5 %	6.5 %	0.8 %	0.9 %	27,456
3 years	46.4 %	45.7 %	6.4 %	0.8 %	0.7 %	28,458
4 years	47.1 %	44.7 %	6.6 %	0.8 %	0.8 %	17,694
5 years	47.3 %	44.2 %	6.5 %	0.9 %	1.0 %	39,715
More than 5 years	49.8 %	41.8 %	6.3 %	1.0 %	1.2 %	368,298
Transgender						
Yes	43.7 %	36.3 %	10.8 %	2.7 %	6.4 %	1,914
No	49.1 %	42.6 %	6.3 %	1.0 %	1.1 %	491,264
Consider Yourself as						
Straight	49.1 %	42.8 %	6.2 %	0.9 %	1.1 %	453,683
Gay or Lesbian	52.6 %	39.7 %	5.5 %	0.9 %	1.3 %	12,618
Bisexual	53.5 %	37.7 %	6.2 %	1.2 %	1.4 %	8,663
Use different term	45.7 %	38.8 %	10.2 %	2.1 %	3.3 %	12,737
Military Service						
No Prior Military Service	49.1 %	42.8 %	6.1 %	0.9 %	1.0 %	373,015
Currently in Guard/Reserves	46.6 %	41.8 %	7.7 %	1.8 %	2.1 %	7,750
Retired	49.8 %	42.6 %	6.0 %	0.9 %	0.7 %	62,457
Separated/Discharged	47.0 %	42.1 %	7.9 %	1.2 %	1.8 %	71,418
Military Spouse						
Spouse of current active duty service member	51.0 %	40.5 %	6.3 %	1.1 %	1.1 %	5,522
Spouse of separated or retired service member with a disability rating of 100%	49.7 %	42.4 %	5.9 %	1.0 %	1.0 %	10,499
Widow(er) of a service member killed while on active duty	41.5 %	45.4 %	7.2 %	1.8 %	4.1 %	286
None of the categories listed	48.7 %	42.7 %	6.4 %	1.0 %	1.1 %	498,645
NoN-Competitive Hiring Authority						
Yes	50.4 %	41.6 %	6.0 %	0.9 %	1.0 %	2,030

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(89) It is important to me that my work contribute to the common good.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	48.6 %	42.7 %	6.6 %	1.0 %	1.1 %	531,401
No	50.1 %	41.6 %	6.1 %	1.1 %	1.1 %	14,178
Disability						
Yes	50.4 %	40.1 %	6.9 %	1.1 %	1.6 %	83,423
No	48.6 %	43.2 %	6.2 %	0.9 %	1.0 %	419,012

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) What percentage of your work time are you currently required to be 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	35.7 %	13.4 %	8.7 %	9.1 %	15.1 %	17.9 %	533,035
Work Location							
Headquarters	27.9 %	15.5 %	11.9 %	13.2 %	19.8 %	11.7 %	156,330
Field	49.5 %	16.1 %	9.3 %	8.3 %	11.1 %	5.7 %	249,621
Full-time telework	3.6 %	1.5 %	1.3 %	4.4 %	19.8 %	69.4 %	106,890
Supervisory Status							
Senior Leader	32.9 %	20.4 %	11.4 %	10.8 %	15.2 %	9.3 %	8,712
Manager	37.9 %	18.3 %	9.6 %	9.1 %	14.4 %	10.7 %	35,666
Supervisor	39.3 %	16.2 %	8.8 %	8.9 %	14.0 %	12.8 %	72,360
Team Leader	35.6 %	14.3 %	9.6 %	9.2 %	15.2 %	16.1 %	64,024
Non-Supervisor	34.6 %	12.1 %	8.5 %	9.2 %	15.4 %	20.3 %	336,689
Sex							
Male	40.1 %	14.4 %	9.3 %	8.6 %	13.8 %	13.8 %	263,091
Female	29.0 %	12.1 %	7.9 %	9.9 %	17.1 %	24.0 %	235,568
Hispanic or Latino							
Yes	45.3 %	13.3 %	7.6 %	8.3 %	11.8 %	13.6 %	53,181
No	34.1 %	13.5 %	8.9 %	9.2 %	15.6 %	18.6 %	447,998
Race							
American Indian/Alaska Native	52.4 %	12.5 %	6.4 %	6.3 %	9.7 %	12.6 %	10,119
Asian	28.6 %	12.6 %	9.3 %	9.7 %	17.2 %	22.5 %	30,183
Black/African American	30.4 %	12.3 %	7.9 %	11.0 %	16.4 %	22.1 %	74,327
Native Hawaiian/Pacific Islander	53.3 %	14.6 %	8.3 %	6.6 %	8.2 %	9.1 %	3,126
White	36.2 %	13.8 %	9.0 %	8.8 %	15.1 %	17.1 %	344,467
Two or more races (Not Hispanic/Latino)	40.3 %	13.8 %	8.4 %	8.3 %	13.4 %	15.9 %	22,884
Age Group							
25 and under	43.8 %	14.8 %	9.7 %	8.0 %	11.0 %	12.6 %	7,214
26-29 years old	41.8 %	13.6 %	9.4 %	8.3 %	13.1 %	13.8 %	16,923
30-39 years old	37.9 %	12.9 %	8.8 %	8.6 %	14.6 %	17.3 %	95,492
40-49 years old	36.2 %	13.6 %	8.7 %	8.9 %	15.2 %	17.4 %	137,455
50-59 years old	34.2 %	13.9 %	8.9 %	9.6 %	15.6 %	17.9 %	160,610
60 or older	31.8 %	13.0 %	8.4 %	9.5 %	15.7 %	21.5 %	83,554
Level of Education							
Less than High School	55.4 %	13.6 %	6.2 %	5.1 %	5.7 %	14.0 %	315
H.S. Diploma/GED or equiv	59.5 %	11.2 %	5.4 %	5.7 %	7.6 %	10.7 %	19,919
Trade/Technical Certificate	64.4 %	10.5 %	5.0 %	5.2 %	6.4 %	8.6 %	10,544
Some College(no degree)	52.2 %	11.8 %	6.1 %	6.7 %	10.0 %	13.1 %	61,239
Associate's Degree	54.9 %	13.0 %	6.5 %	5.9 %	8.7 %	11.1 %	36,314
Bachelor's Degree	33.0 %	14.5 %	9.6 %	9.4 %	15.5 %	18.0 %	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) What percentage of your work time are you currently required to be 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	35.7 %	13.4 %	8.7 %	9.1 %	15.1 %	17.9 %	533,035
Master's Degree	23.8 %	14.3 %	10.1 %	11.1 %	19.3 %	21.4 %	144,805
Doctoral/Professional Degree	15.7 %	11.7 %	10.7 %	11.8 %	21.8 %	28.2 %	55,636
Pay Category							
Federal Wage System	85.0 %	6.4 %	2.3 %	1.5 %	2.1 %	2.8 %	15,715
GS 1-6	59.3 %	10.3 %	4.3 %	4.0 %	6.3 %	15.8 %	21,075
GS 7-12	39.3 %	15.2 %	8.8 %	8.5 %	12.9 %	15.2 %	212,152
GS 13-15	18.3 %	12.7 %	10.0 %	11.9 %	21.7 %	25.4 %	218,118
SES	18.3 %	20.5 %	14.8 %	15.5 %	19.6 %	11.2 %	4,897
SL/ST	17.6 %	16.7 %	12.7 %	13.9 %	21.3 %	17.7 %	1,882
Other	49.5 %	12.3 %	8.9 %	7.1 %	10.8 %	11.4 %	43,233
Time in Federal Government							
< 1 year	39.1 %	12.2 %	8.7 %	8.5 %	14.3 %	17.3 %	10,930
1-3 years	39.0 %	13.6 %	8.7 %	8.4 %	13.7 %	16.6 %	65,037
4-5 years	41.2 %	13.1 %	8.7 %	8.4 %	13.2 %	15.4 %	40,161
6-10 years	37.7 %	13.3 %	8.3 %	8.6 %	14.5 %	17.5 %	83,501
11-14 years	33.4 %	13.3 %	8.8 %	9.3 %	15.9 %	19.3 %	95,261
15-20 years	37.6 %	13.7 %	8.6 %	8.9 %	14.6 %	16.7 %	90,918
> 20 years	29.5 %	13.7 %	9.4 %	10.3 %	17.1 %	20.0 %	131,082
Time with Current Agency							
< 1 year	36.1 %	13.1 %	8.5 %	9.2 %	14.6 %	18.5 %	19,610
1-3 years	35.8 %	13.5 %	8.9 %	9.2 %	14.9 %	17.7 %	97,082
4-5 years	38.5 %	13.3 %	8.7 %	8.8 %	14.3 %	16.4 %	50,411
6-10 years	36.0 %	13.0 %	8.3 %	8.9 %	15.3 %	18.5 %	91,329
11-14 years	34.3 %	13.1 %	8.8 %	9.3 %	15.4 %	19.0 %	86,307
15-20 years	39.9 %	13.7 %	8.3 %	8.5 %	13.7 %	15.9 %	77,038
> 20 years	30.1 %	14.1 %	9.6 %	10.0 %	16.9 %	19.3 %	95,547
Leaving							
No	31.7 %	13.2 %	8.6 %	9.4 %	16.4 %	20.7 %	337,828
Yes, to retire	37.3 %	13.7 %	8.8 %	9.0 %	13.9 %	17.3 %	34,386
Yes, to other job in Govt	40.8 %	14.3 %	9.1 %	9.2 %	13.6 %	13.0 %	90,368
Yes, to other job outside Govt	45.4 %	13.9 %	10.0 %	7.9 %	11.5 %	11.2 %	23,148
Yes, other	45.5 %	13.0 %	8.5 %	7.9 %	12.0 %	13.1 %	31,590
Retiring							
Less than 1 year	38.1 %	13.3 %	8.3 %	8.5 %	14.3 %	17.6 %	16,341
1 year	37.5 %	13.3 %	8.9 %	9.2 %	13.7 %	17.3 %	13,558
2 years	35.1 %	13.5 %	8.7 %	9.5 %	15.0 %	18.1 %	27,633
3 years	35.1 %	14.5 %	8.8 %	9.1 %	14.7 %	17.8 %	28,629

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) What percentage of your work time are you currently required to be 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	35.7 %	13.4 %	8.7 %	9.1 %	15.1 %	17.9 %	533,035
4 years	36.3 %	14.7 %	9.0 %	9.1 %	14.6 %	16.4 %	17,768
5 years	36.6 %	14.5 %	8.4 %	9.1 %	14.4 %	17.1 %	39,905
More than 5 years	35.2 %	13.2 %	8.8 %	9.2 %	15.4 %	18.2 %	369,463
Transgender							
Yes	42.5 %	14.0 %	7.9 %	7.7 %	11.8 %	16.2 %	1,923
No	35.5 %	13.5 %	8.8 %	9.1 %	15.1 %	18.0 %	493,166
Consider Yourself as							
Straight	35.5 %	13.5 %	8.8 %	9.1 %	15.1 %	17.9 %	455,485
Gay or Lesbian	30.0 %	12.0 %	8.6 %	9.8 %	17.9 %	21.7 %	12,648
Bisexual	37.7 %	13.1 %	8.4 %	9.0 %	14.7 %	17.0 %	8,684
Use different term	41.4 %	13.5 %	8.1 %	8.3 %	13.3 %	15.5 %	12,799
Military Service							
No Prior Military Service	30.9 %	12.4 %	8.8 %	9.7 %	17.1 %	21.2 %	374,410
Currently in Guard/Reserves	52.7 %	18.2 %	8.1 %	6.1 %	8.1 %	6.8 %	7,768
Retired	43.7 %	17.3 %	9.3 %	8.4 %	10.8 %	10.4 %	62,744
Separated/Discharged	44.7 %	13.6 %	8.2 %	8.1 %	12.1 %	13.4 %	71,704
Military Spouse							
Spouse of current active duty service member	49.4 %	14.7 %	6.9 %	6.4 %	9.2 %	13.4 %	5,536
Spouse of separated or retired service member with a disability rating of 100%	42.0 %	14.0 %	8.2 %	8.6 %	11.4 %	15.8 %	10,542
Widow(er) of a service member killed while on active duty	39.8 %	16.8 %	7.5 %	7.3 %	10.9 %	17.6 %	286
None of the categories listed	35.1 %	13.4 %	8.8 %	9.2 %	15.3 %	18.1 %	500,564
NoN-Competitive Hiring Authority							
Yes	55.6 %	15.9 %	6.0 %	5.6 %	7.2 %	9.8 %	2,035
No	42.7 %	14.1 %	8.0 %	8.1 %	11.2 %	16.0 %	14,229
Disability							
Yes	39.3 %	14.1 %	8.1 %	8.5 %	12.9 %	17.2 %	83,807
No	34.8 %	13.3 %	8.9 %	9.3 %	15.6 %	18.1 %	420,553

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(91) Please select the response that BEST describes your current remote work or teleworking schedule.

Demographics	I have an approved remote work agreement	I telework 3 or more 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	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %	529,973
Work Location										
Headquarters	8.1 %	32.0 %	23.4 %	3.4 %	10.9 %	10.2 %	1.6 %	6.7 %	3.9 %	156,163
Field	3.9 %	18.3 %	17.3 %	3.4 %	12.0 %	31.4 %	1.4 %	7.3 %	5.2 %	248,876
Full-time telework	59.7 %	33.2 %	4.1 %	0.5 %	0.6 %	0.9 %	0.1 %	0.5 %	0.4 %	106,723
Supervisory Status										
Senior Leader	9.0 %	22.5 %	21.3 %	5.0 %	16.3 %	13.8 %	1.3 %	3.8 %	7.0 %	8,703
Manager	8.3 %	21.7 %	18.3 %	4.5 %	17.0 %	17.8 %	0.9 %	5.6 %	5.8 %	35,625
Supervisor	10.0 %	22.1 %	17.4 %	3.9 %	13.1 %	22.1 %	1.1 %	5.7 %	4.7 %	72,238
Team Leader	12.7 %	25.0 %	17.3 %	3.4 %	10.9 %	20.5 %	1.4 %	5.6 %	3.3 %	63,901
Non-Supervisor	16.1 %	25.9 %	16.5 %	2.4 %	8.0 %	19.8 %	1.2 %	6.2 %	3.8 %	335,840
Sex										
Male	11.4 %	21.9 %	16.1 %	3.2 %	11.0 %	24.5 %	1.4 %	5.7 %	4.7 %	262,650
Female	18.5 %	29.1 %	18.0 %	2.5 %	7.9 %	13.7 %	0.9 %	6.3 %	3.0 %	234,932
Hispanic or Latino										
Yes	11.9 %	20.2 %	16.2 %	2.4 %	7.4 %	29.0 %	1.2 %	7.2 %	4.3 %	53,030
No	14.7 %	25.6 %	17.0 %	3.0 %	10.1 %	18.7 %	1.2 %	5.8 %	4.0 %	447,073
Race										
American Indian/Alaska Native	12.4 %	15.7 %	12.0 %	2.4 %	8.1 %	30.8 %	2.7 %	9.3 %	6.6 %	10,059
Asian	21.1 %	25.9 %	18.4 %	2.2 %	6.7 %	15.2 %	1.4 %	5.3 %	3.8 %	30,128
Black/African American	19.1 %	27.9 %	17.8 %	2.1 %	6.0 %	16.4 %	1.0 %	6.3 %	3.5 %	74,116
Native Hawaiian/Pacific Islander	9.7 %	14.6 %	13.2 %	3.1 %	10.6 %	29.1 %	1.7 %	11.0 %	7.0 %	3,118
White	12.9 %	24.7 %	16.7 %	3.2 %	10.9 %	20.6 %	1.1 %	5.6 %	4.1 %	343,848
Two or more races (Not Hispanic/Latino)	12.9 %	22.3 %	16.2 %	2.5 %	10.4 %	22.4 %	1.6 %	8.1 %	3.6 %	22,833
Age Group										
25 and under	9.2 %	19.2 %	17.9 %	3.1 %	11.0 %	25.9 %	1.4 %		6.1 %	7,201
26-29 years old	10.7 %	21.5 %	16.3 %	3.2 %	9.7 %	27.5 %	1.1 %	6.1 %	3.9 %	16,900
30-39 years old	13.2 %	24.6 %	16.3 %	2.8 %	9.3 %	23.6 %	0.9 %	6.6 %	2.8 %	95,374
40-49 years old	13.8 %	24.8 %	17.1 %	2.9 %	9.6 %	21.2 %	1.0 %	6.5 %	3.1 %	137,238
50-59 years old	14.5 %	25.5 %	17.4 %	3.0 %	10.2 %	17.9 %	1.4 %	5.7 %	4.5 %	160,256
60 or older	18.0 %	25.6 %	16.2 %	2.7 %	9.7 %	15.0 %	1.9 %	4.7 %	6.3 %	83,180
Level of Education										
Less than High School	12.4 %	15.4 %	9.0 %	3.2 %	6.0 %	30.2 %	2.7 %	6.3 %	14.8 %	315
H.S. Diploma/GED or equiv	9.6 %	13.9 %	10.8 %	1.7 %	6.7 %	41.4 %	1.9 %	6.7 %	7.3 %	19,768
Trade/Technical Certificate	7.7 %	11.6 %	9.5 %	2.0 %	8.1 %	45.8 %	2.2 %	8.0 %	5.2 %	10,475
Some College(no degree)	11.3 %	17.2 %	12.7 %	2.1 %	8.9 %	33.9 %	1.6 %	7.6 %	4.8 %	61,015
Associate's Degree	9.5 %	15.4 %	13.0 %	2.6 %	10.0 %	33.9 %	1.8 %	8.8 %	5.1 %	36,178
Bachelor's Degree	14.2 %	25.7 %	18.0 %	3.0 %	10.4 %	17.9 %				
Master's Degree	16.6 %	31.1 %	19.5 %	3.4 %	10.6 %	9.4 %	1.0 %	5.2 %	3.2 %	144,635
Doctoral/Professional Degree	21.9 %	34.2 %	19.8 %	3.1 %	7.7 %	7.5 %	0.6 %	2.5 %	2.6 %	55,565
Pay Category										
Federal Wage System	2.6 %	3.1 %	3.0 %	0.9 %	4.1 %	74.2 %	2.6 %	5.4 %	4.0 %	15,591
GS 1-6	13.7 %	11.1 %	9.3 %	1.8 %	8.5 %	36.7 %	2.0 %	10.4 %	6.6 %	20,877
GS 7-12	12.5 %	22.4 %	17.7 %	3.0 %	10.9 %	19.4 %	1.4 %	8.2 %	4.7 %	
GS 13-15	19.7 %	34.3 %	19.1 %	3.1 %	9.1 %	8.3 %	0.8 %	2.9 %	2.7 %	217,926
SES	7.4 %	30.0 %	28.3 %	5.8 %	15.3 %	7.5 %	0.3 %	0.8 %	4.4 %	4,887
SL/ST	14.2 %	32.2 %	22.7 %	5.2 %	11.8 %	7.8 %	0.6 %	1.7 %	3.8 %	1,882
Other	8.4 %	18.3 %	14.1 %	2.9 %	9.8 %	34.5 %	1.2 %	6.2 %	4.6 %	43,002
Time in Federal Government										
< 1 year	14.7 %	21.9 %	16.5 %	2.7 %	9.1 %	23.0 %	1.1 %	5.9 %	4.9 %	10,871
1-3 years	13.7 %	22.4 %	16.7 %	3.0 %	10.1 %	22.6 %	1.1 %	6.2 %	4.1 %	64,851

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(91) Please select the response that BEST describes your current remote work or teleworking schedule.

Demographics	I have an approved remote work agreement	I telework 3 or more 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	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %	529,973
4-5 years	12.4 %	22.4 %	15.8 %	3.0 %	10.1 %	24.4 %	1.4 %	6.9 %	3.7 %	40,047
6-10 years	14.3 %	23.7 %	16.1 %	2.9 %	10.1 %	21.7 %	1.1 %	6.5 %	3.5 %	83,349
11-14 years	14.9 %	26.7 %	16.8 %	2.9 %	9.7 %	18.4 %	1.2 %	6.0 %	3.4 %	95,088
15-20 years	13.2 %	24.2 %	16.4 %	2.8 %	9.5 %	22.7 %	1.1 %	6.2 %	3.8 %	90,705
> 20 years	15.6 %	27.8 %	18.4 %	2.9 %	9.4 %	14.7 %	1.4 %	4.9 %	5.0 %	130,789
Time with Current Agency										
< 1 year	15.8 %	23.3 %	16.6 %	2.9 %	10.0 %	18.1 %	1.2 %	7.3 %	4.7 %	19,526
1-3 years	14.6 %	24.6 %	17.3 %	2.8 %	10.1 %	19.3 %	1.1 %	6.5 %	3.8 %	96,858
4-5 years	13.0 %	24.0 %	16.5 %	3.0 %	9.9 %	22.0 %	1.2 %	6.7 %	3.7 %	50,283
6-10 years	15.0 %	24.9 %	16.2 %	2.8 %	9.5 %	20.7 %	1.1 %	6.3 %	3.5 %	91,144
11-14 years	14.6 %	26.0 %	16.8 %	2.8 %	9.5 %	19.6 %	1.3 %	5.9 %	3.5 %	86,151
15-20 years	12.6 %	22.8 %	15.9 %	2.8 %	9.5 %	25.1 %	1.2 %	5.9 %	4.1 %	76,842
> 20 years	14.7 %	27.3 %	18.5 %	3.1 %	9.9 %	15.3 %	1.4 %	4.4 %	5.3 %	95,349
Leaving										
No	16.8 %	26.5 %	16.4 %	2.9 %	9.8 %	18.6 %	1.0 %	3.6 %	4.4 %	337,119
Yes, to retire	14.4 %	23.3 %	16.2 %	2.7 %	9.6 %	20.4 %	1.8 %	5.3 %	6.2 %	34,281
Yes, to other job in Govt	9.5 %	23.5 %	18.8 %	3.0 %	9.5 %	20.7 %	1.3 %	11.1 %	2.6 %	90,210
Yes, to other job outside Govt	8.4 %	19.6 %	17.5 %	3.3 %	10.6 %	26.0 %	1.6 %	10.4 %	2.5 %	23,095
Yes, other	9.8 %	20.8 %	16.3 %	2.5 %	9.7 %	26.0 %	1.5 %	10.3 %	3.3 %	31,458
Retiring										
Less than 1 year	14.5 %	23.1 %	15.7 %	2.8 %	9.6 %	20.9 %	1.7 %	5.9 %	5.9 %	16,297
1 year	14.2 %	23.3 %	16.3 %	2.8 %	9.7 %	20.4 %	1.9 %	5.3 %	6.0 %	13,509
2 years	14.6 %	24.8 %	16.5 %	2.7 %	10.0 %	19.7 %	1.4 %	4.8 %	5.6 %	27,565
3 years	14.2 %	24.4 %	16.7 %	3.0 %	10.3 %	18.7 %	1.5 %	5.7 %	5.6 %	28,542
4 years	13.0 %	23.6 %	17.2 %	3.1 %	10.5 %	20.0 %	1.6 %	6.0 %	5.1 %	17,715
5 years	14.4 %	23.5 %	16.9 %	3.1 %	10.3 %	19.7 %	1.4 %	6.3 %	4.4 %	39,803
More than 5 years	14.3 %	25.4 %	17.0 %	2.9 %	9.6 %	20.1 %	1.1 %	6.0 %	3.6 %	368,807
Transgender										
Yes	12.6 %	19.8 %	16.2 %	2.9 %	7.4 %	27.9 %	1.3 %	7.3 %	4.5 %	1,919
No	14.4 %	24.9 %	16.9 %	2.9 %	9.7 %	20.0 %	1.2 %	6.0 %	4.0 %	492,117
Consider Yourself as										
Straight	14.3 %	24.9 %	16.9 %	2.9 %	9.8 %	20.0 %	1.2 %	5.9 %	4.0 %	454,543
Gay or Lesbian	16.5 %	28.9 %	17.5 %	3.0 %	7.6 %	17.1 %	0.9 %	5.1 %	3.4 %	12,622
Bisexual	13.2 %	24.4 %	16.4 %	3.0 %	10.4 %	21.3 %	1.4 %	6.8 %	3.1 %	8,674
Use different term	12.7 %	21.5 %	14.9 %	2.8 %	9.8 %	24.5 %	1.9 %	7.3 %	4.6 %	12,761
Military Service										
No Prior Military Service	16.4 %	27.8 %	17.4 %	2.7 %	8.3 %	17.8 %	0.9 %	5.1 %	3.5 %	373,525
Currently in Guard/Reserves	6.5 %	13.5 %	15.7 %	3.8 %	12.5 %	31.4 %	1.2 %	11.1 %	4.4 %	7,755
Retired	9.3 %	19.2 %	16.7 %	3.6 %	15.3 %	20.1 %	2.2 %	7.6 %	6.1 %	62,665
Separated/Discharged	11.4 %	20.2 %	15.2 %	2.7 %	10.0 %	27.5 %	1.5 %	7.4 %	4.1 %	71,547
Military Spouse										
Spouse of current active duty service member	12.7 %	16.2 %	14.2 %	3.4 %	14.3 %	20.7 %	1.1 %	13.7 %	3.7 %	5,524
Spouse of separated or retired service member with a disability rating of 100%	13.9 %	21.1 %	16.1 %	3.2 %	10.8 %	18.1 %	1.4 %	11.7 %	3.8 %	10,509
Widow(er) of a service member killed while on active duty	14.7 %	22.1 %	17.8 %	2.8 %	12.0 %	13.5 %	2.0 %	12.5 %	2.5 %	285
None of the categories listed	14.3 %	25.2 %	17.0 %	2.9 %	9.6 %	20.0 %	1.2 %	5.7 %	4.0 %	499,461
Non-Competitive Hiring Authority										
Yes	10.7 %	13.9 %	13.5 %	2.8 %	15.7 %	19.9 %	1.3 %	16.2 %	6.0 %	2,029
No	14.0 %	20.3 %	15.8 %	3.3 %	11.4 %	18.8 %	1.3 %	11.8 %	3.3 %	14,192

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(91) Please select the response that BEST describes your current remote work or teleworking schedule.

Demographics	I have an approved remote work agreement	I telework 3 or more 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	14.2 %	24.9 %	16.9 %	2.9 %	9.7 %	20.1 %	1.2 %	6.0 %	4.0 %	529,973
Disability										
Yes	14.7 %	22.6 %	15.9 %	2.8 %	10.3 %	19.9 %	1.7 %	8.1 %	4.0 %	83,584
No	14.2 %	25.4 %	17.1 %	2.9 %	9.6 %	20.1 %	1.1 %	5.5 %	4.0 %	419,686

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q91a) What is your current remote work status?

Demographics	Approved remote work agreement Live more than 50 miles away	Approved remote work agreement Live less than 50 miles away	Item Response Total**
All Responses	25.1 %	74.9 %	100,673
Work Location			
Headquarters	17.9 %	82.1 %	17,088
Field	23.0 %	77.0 %	12,045
Full-time telework	27.3 %	72.7 %	69,314
Supervisory Status			
Senior Leader	33.5 %	66.5 %	902
Manager	24.7 %	75.3 %	3,957
Supervisor	24.8 %	75.2 %	9,733
Team Leader	25.0 %	75.0 %	11,172
Non-Supervisor	25.1 %	74.9 %	72,723
Sex			
Male	26.9 %	73.1 %	41,211
Female	23.8 %	76.2 %	53,968
Hispanic or Latino			
Yes	26.4 %	73.6 %	8,777
No	25.1 %	74.9 %	86,808
Race			
American Indian/Alaska Native	35.3 %	64.7 %	1,442
Asian	20.6 %	79.4 %	8,841
Black/African American	19.5 %	80.5 %	18,460
Native Hawaiian/Pacific Islander	26.8 %	73.2 %	439
White	27.4 %	72.6 %	59,279
Two or more races (Not Hispanic/Latino)	27.0 %	73.0 %	4,116
Age Group			
25 and under	27.4 %	72.6 %	916
26-29 years old	26.4 %	73.6 %	2,574
30-39 years old	26.5 %	73.5 %	18,496
40-49 years old	25.0 %	75.0 %	26,216
50-59 years old	23.8 %	76.2 %	29,469
60 or older	26.5 %	73.5 %	17,646
Level of Education			
Less than High School	31.8 %	68.2 %	48
H.S. Diploma/GED or equiv	19.1 %	80.9 %	2,599
Trade/Technical Certificate	23.9 %	76.1 %	1,157
Some College(no degree)	23.4 %	76.6 %	9,433
Associate's Degree	23.0 %	77.0 %	4,809
Bachelor's Degree	23.9 %	76.1 %	32,997
Master's Degree	27.1 %	72.9 %	30,725
Doctoral/Professional Degree	28.1 %	71.9 %	14,784
Pay Category			
Federal Wage System	41.4 %	58.6 %	590
GS 1-6	29.2 %	70.8 %	3,577
GS 7-12	22.1 %	77.9 %	34,551
GS 13-15	26.3 %	73.7 %	54,165
SES	26.7 %	73.3 %	430
SL/ST	28.7 %	71.3 %	308
Other	30.3 %	69.7 %	4,784
Time in Federal Government			
< 1 year	34.8 %	65.2 %	2,078
1-3 years	28.8 %	71.2 %	12,381
4-5 years	26.4 %	73.6 %	7,039
6-10 years	26.3 %	73.7 %	17,120
11-14 years	25.1 %	74.9 %	19,089
15-20 years	25.7 %	74.3 %	15,902
> 20 years	21.3 %	78.7 %	24,689
Time with Current Agency			
< 1 year	38.3 %	61.7 %	4,120

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q91a) What is your current remote work status?

Demographics	Approved remote work agreement Live more than 50 miles away	Approved remote work agreement Live less than 50 miles away	Item Response Total**
All Responses	25.1 %	74.9 %	100,673
1-3 years	28.2 %	71.8 %	19,378
4-5 years	25.5 %	74.5 %	9,021
6-10 years	25.2 %	74.8 %	19,300
11-14 years	24.3 %	75.7 %	16,891
15-20 years	24.2 %	75.8 %	12,752
> 20 years	19.7 %	80.3 %	16,956
Leaving			
No	25.4 %	74.6 %	73,322
Yes, to retire	24.6 %	75.4 %	5,976
Yes, to other job in Govt	22.1 %	77.9 %	12,059
Yes, to other job outside Govt	31.2 %	68.8 %	2,831
Yes, other	27.9 %	72.1 %	4,205
Retiring			
Less than 1 year	26.9 %	73.1 %	2,838
1 year	22.4 %	77.6 %	2,383
2 years	24.5 %	75.5 %	4,942
3 years	25.2 %	74.8 %	5,020
4 years	24.8 %	75.2 %	2,934
5 years	24.0 %	76.0 %	7,296
More than 5 years	25.4 %	74.6 %	72,193
Transgender			
Yes	31.2 %	68.8 %	339
No	25.2 %	74.8 %	94,218
Consider Yourself as			
Straight	25.0 %	75.0 %	86,967
Gay or Lesbian	28.1 %	71.9 %	2,658
Bisexual	28.5 %	71.5 %	1,608
Use different term	27.9 %	72.1 %	2,197
Military Service			
No Prior Military Service	24.4 %	75.6 %	78,651
Currently in Guard/Reserves	27.5 %	72.5 %	793
Retired	27.2 %	72.8 %	7,486
Separated/Discharged	28.1 %	71.9 %	11,404
Military Spouse			
Spouse of current active duty service member	46.2 %	53.8 %	1,093
Spouse of separated or retired service member with a disability rating of 100%	28.4 %	71.6 %	2,004
Widow(er) of a service member killed while on active duty	42.9 %	57.1 %	61
None of the categories listed	24.8 %	75.2 %	95,288
NoN-Competitive Hiring Authority			
Yes	44.0 %	56.0 %	313
No	33.9 %	66.1 %	2,824
Disability			
Yes	25.7 %	74.3 %	16,744
No	25.1 %	74.9 %	79,336

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q92) Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

Demographics	Yes	No	Item Response Total**
All Responses	28.3 %	71.7 %	529,243
Work Location			
Headquarters	31.6 %	68.4 %	155,984
Field	24.5 %	75.5 %	248,555
Full-time telework	35.0 %	65.0 %	106,492
Supervisory Status			
Senior Leader	35.3 %	64.7 %	8,690
Manager	28.5 %	71.5 %	35,595
Supervisor	28.0 %	72.0 %	72,176
Team Leader	29.9 %	70.1 %	63,821
Non-Supervisor	27.8 %	72.2 %	335,296
Sex			
Male	28.3 %	71.7 %	262,276
Female	28.3 %	71.7 %	234,587
Hispanic or Latino			
Yes	26.3 %	73.7 %	52,967
No	28.6 %	71.4 %	446,429
Race			
American Indian/Alaska Native	25.2 %	74.8 %	10,072
Asian	36.9 %	63.1 %	30,057
Black/African American	32.3 %	67.7 %	74,035
Native Hawaiian/Pacific Islander	29.7 %	70.3 %	3,112
White	26.8 %	73.2 %	343,319
Two or more races (Not Hispanic/Latino)	26.3 %	73.7 %	22,821
Age Group			
25 and under	9.7 %	90.3 %	7,153
26-29 years old	15.5 %	84.5 %	16,857
30-39 years old	22.1 %	77.9 %	95,157
40-49 years old	27.6 %	72.4 %	137,071
50-59 years old	32.3 %	67.7 %	160,059
60 or older	36.1 %	63.9 %	83,137
Level of Education			
Less than High School	33.5 %	66.5 %	313
H.S. Diploma/GED or equiv	23.1 %	76.9 %	19,740
Trade/Technical Certificate	20.2 %	79.8 %	10,471
Some College(no degree)	24.7 %	75.3 %	60,930
Associate's Degree	23.8 %	76.2 %	36,105
Bachelor's Degree	28.5 %	71.5 %	178,260
Master's Degree	31.7 %	68.3 %	144,410
Doctoral/Professional Degree	31.9 %	68.1 %	55,446
Pay Category			
Federal Wage System	9.2 %	90.8 %	15,547
GS 1-6	19.8 %	80.2 %	20,879
GS 7-12	26.3 %	73.7 %	211,429
GS 13-15	36.0 %	64.0 %	217,653
SES	29.5 %	70.5 %	4,885
SL/ST	34.9 %	65.1 %	1,880
Other	21.8 %	78.2 %	42,939
Time in Federal Government			
< 1 year	8.6 %	91.4 %	10,761
1-3 years	16.7 %	83.3 %	64,618
4-5 years	24.7 %	75.3 %	40,005
6-10 years	27.4 %	72.6 %	83,233
11-14 years	31.4 %	68.6 %	95,013
15-20 years	30.1 %	69.9 %	90,616
> 20 years	35.2 %	64.8 %	130,718
Time with Current Agency			
< 1 year	14.7 %	85.3 %	19,389
1-3 years	20.6 %	79.4 %	96,576
4-5 years	28.0 %	72.0 %	50,258

(Q92) Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

Demographics	Yes	No	Item Response Total**
All Responses	28.3 %	71.7 %	529,243
6-10 years	29.7 %	70.3 %	91,056
11-14 years	31.8 %	68.2 %	86,098
15-20 years	29.9 %	70.1 %	76,765
> 20 years	34.6 %	65.4 %	95,272
Leaving			
No	29.6 %	70.4 %	336,539
Yes, to retire	33.8 %	66.2 %	34,278
Yes, to other job in Govt	25.6 %	74.4 %	90,094
Yes, to other job outside Govt	22.4 %	77.6 %	23,077
Yes, other	23.9 %	76.1 %	31,458
Retiring			
Less than 1 year	32.8 %	67.2 %	16,297
1 year	32.6 %	67.4 %	13,501
2 years	33.9 %	66.1 %	27,530
3 years	32.9 %	67.1 %	28,496
4 years	31.3 %	68.7 %	17,716
5 years	32.6 %	67.4 %	39,759
More than 5 years	26.7 %	73.3 %	368,190
Transgender			
Yes	26.3 %	73.7 %	1,909
No	28.3 %	71.7 %	491,436
Consider Yourself as			
Straight	28.5 %	71.5 %	453,930
Gay or Lesbian	26.3 %	73.7 %	12,608
Bisexual	21.8 %	78.2 %	8,647
Use different term	26.0 %	74.0 %	12,741
Military Service			
No Prior Military Service	28.3 %	71.7 %	372,977
Currently in Guard/Reserves	25.1 %	74.9 %	7,745
Retired	30.8 %	69.2 %	62,583
Separated/Discharged	26.4 %	73.6 %	71,467
Military Spouse			
Spouse of current active duty service member	21.6 %	78.4 %	5,508
Spouse of separated or retired service member with a disability rating of 100%	29.8 %	70.2 %	10,495
Widow(er) of a service member killed while on active duty	33.3 %	66.7 %	284
None of the categories listed	28.4 %	71.6 %	498,775
NoN-Competitive Hiring Authority			
Yes	22.1 %	77.9 %	2,026
No	27.5 %	72.5 %	14,162
Disability			
Yes	29.8 %	70.2 %	83,512
No	28.0 %	72.0 %	419,068

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Demographics	No	Yes, to retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
Work Location							
Headquarters	71.9 %	4.6 %	2.3 %	12.9 %	3.4 %	4.9 %	155,850
Field	72.8 %	5.2 %	2.3 %	11.2 %	3.4 %	5.2 %	247,995
Full-time telework	82.3 %	4.8 %	2.0 %	6.2 %	1.5 %	3.3 %	106,615
Supervisory Status							
Senior Leader	82.3 %	6.7 %	1.1 %	5.1 %	2.2 %	2.8 %	8,692
Manager	77.0 %	6.4 %	1.9 %	8.4 %	2.8 %	3.5 %	35,549
Supervisor	75.1 %	5.6 %	2.3 %	10.3 %	2.7 %	4.1 %	72,038
Team Leader	72.9 %	4.8 %	2.3 %	11.5 %	3.7 %	4.8 %	63,751
Non-Supervisor	73.8 %	4.7 %	2.2 %	11.1 %	3.1 %	5.1 %	334,971
Sex							
Male	74.7 %	5.2 %	2.1 %	10.3 %	3.4 %	4.3 %	262,045
Female	74.0 %	4.6 %	2.4 %	11.4 %	2.5 %	5.2 %	234,423
Hispanic or Latino							
Yes	72.3 %	4.6 %	2.6 %	12.3 %	2.9 %	5.3 %	52,886
No	74.6 %	5.0 %	2.2 %	10.5 %	3.1 %	4.6 %	446,108
Race							
American Indian/Alaska Native	72.2 %	5.8 %	2.3 %	11.1 %	3.0 %	5.7 %	10,053
Asian	76.4 %	4.2 %	2.5 %	10.1 %	2.5 %	4.3 %	30,079
Black/African American	73.2 %	5.5 %	2.5 %	12.4 %	1.9 %	4.6 %	73,959
Native Hawaiian/Pacific Islander	71.3 %	6.7 %	2.2 %	12.1 %	2.6 %	5.1 %	3,112
White	75.3 %	5.0 %	2.1 %	9.9 %	3.3 %	4.5 %	343,111
Two or more races (Not Hispanic/Latino)	68.1 %	3.8 %	2.7 %	14.9 %	3.9 %	6.6 %	22,756
Age Group							
25 and under	74.8 %	0.2 %	2.3 %	9.8 %	6.6 %	6.3 %	7,175
26-29 years old	70.1 %	0.2 %	3.0 %	13.0 %	7.0 %	6.8 %	16,843
30-39 years old	71.4 %	0.2 %	2.9 %	14.4 %	5.0 %	6.1 %	95,081
40-49 years old	74.9 %	1.2 %	2.5 %	13.2 %	3.2 %	5.0 %	136,929
50-59 years old	77.0 %	6.4 %	1.9 %	9.1 %	1.8 %	3.9 %	159,881
60 or older	73.5 %	17.6 %	1.1 %	3.8 %	1.0 %	3.1 %	83,127
Level of Education							
Less than High School	75.7 %	10.3 %	1.1 %	6.9 %	1.2 %	4.8 %	314
H.S. Diploma/GED or equiv	77.3 %	7.4 %	1.8 %	7.6 %	1.6 %	4.3 %	19,692
Trade/Technical Certificate	75.2 %	6.2 %	2.3 %	8.5 %	2.5 %	5.4 %	10,427
Some College(no degree)	74.1 %	7.1 %	2.1 %	9.6 %	2.3 %	4.9 %	60,814
Associate's Degree	74.0 %	5.7 %	2.1 %	10.7 %	2.4 %	5.2 %	36,017
Bachelor's Degree	73.6 %	4.7 %	2.3 %	11.1 %	3.4 %	4.9 %	
Master's Degree	73.3 %	3.9 %	2.4 %	12.4 %	3.3 %	4.6 %	144,404

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Demographics	No	Yes, to retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
Doctoral/Professional Degree	79.0 %	3.6 %	1.7 %	8.1 %	3.7 %	3.9 %	55,466
Pay Category							
Federal Wage System	76.2 %	4.2 %	1.7 %	9.3 %	3.5 %	5.2 %	15,488
GS 1-6	73.8 %	4.3 %	2.2 %	10.5 %	3.0 %	6.3 %	20,856
GS 7-12	71.9 %	4.8 %	2.5 %	12.4 %	3.2 %	5.3 %	211,245
GS 13-15	76.1 %	5.4 %	2.1 %	9.8 %	2.8 %	3.7 %	217,559
SES	84.9 %	6.5 %	0.9 %	3.7 %	2.4 %	1.6 %	4,879
SL/ST	81.2 %	7.3 %	0.5 %	5.2 %	3.2 %	2.6 %	1,881
Other	75.5 %	4.3 %	1.9 %	8.6 %	3.5 %	6.2 %	42,743
Time in Federal Government							
< 1 year	83.7 %	0.3 %	1.6 %	7.1 %	2.8 %	4.5 %	10,846
1-3 years	77.4 %	0.3 %	2.2 %	10.8 %	3.9 %	5.4 %	64,674
4-5 years	73.4 %	0.8 %	2.6 %	12.9 %	4.4 %	5.9 %	39,927
6-10 years	72.7 %	1.6 %	2.6 %	13.5 %	4.0 %	5.6 %	83,121
11-14 years	73.6 %	3.0 %	2.4 %	12.6 %	3.4 %	5.0 %	94,846
15-20 years	74.0 %	5.6 %	2.3 %	10.9 %	2.6 %	4.5 %	90,447
> 20 years	73.1 %	13.2 %	1.7 %	6.9 %	1.6 %	3.6 %	130,530
Time with Current Agency							
< 1 year	81.2 %	0.6 %	1.7 %	9.8 %	2.4 %	4.1 %	19,492
1-3 years	74.8 %	1.0 %	2.3 %	13.4 %	3.6 %	5.0 %	96,639
4-5 years	72.5 %	1.6 %	2.7 %	13.6 %	3.8 %	5.8 %	50,139
6-10 years	72.3 %	2.6 %	2.5 %	13.2 %	3.8 %	5.5 %	90,933
11-14 years	74.1 %	4.3 %	2.3 %	11.1 %	3.2 %	5.0 %	85,913
15-20 years	74.6 %	7.2 %	2.2 %	8.8 %	2.7 %	4.5 %	76,607
> 20 years	74.4 %	14.0 %	1.6 %	4.8 %	1.7 %	3.4 %	95,121
Leaving							
No	94.7 %	1.8 %	1.0 %	1.2 %	0.3 %	1.0 %	336,575
Yes, to retire	43.7 %	53.3 %	0.3 %	0.6 %	0.5 %	1.7 %	34,246
Yes, to other job in Govt	39.5 %	0.6 %	7.0 %	48.8 %	0.8 %	3.2 %	90,026
Yes, to other job outside Govt	37.6 %	1.1 %	0.8 %	3.5 %	49.5 %	7.5 %	23,035
Yes, other	43.2 %	2.2 %	2.1 %	4.9 %	2.8 %	44.8 %	31,379
Retiring							
Less than 1 year	35.3 %	55.4 %	0.2 %	1.3 %	3.1 %	4.8 %	16,271
1 year	51.6 %	40.1 %	0.5 %	1.7 %	2.2 %	3.9 %	13,494
2 years	71.0 %	19.5 %	1.0 %	3.1 %	1.4 %	4.0 %	27,513
3 years	77.8 %	8.9 %	1.4 %	6.4 %	1.5 %	4.1 %	28,476
4 years	79.5 %	5.9 %	1.8 %	7.4 %	1.6 %	3.9 %	17,693
5 years	78.2 %	3.4 %	2.2 %	9.9 %	2.0 %	4.3 %	39,708

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(93) Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

Demographics	No	Yes, to retire	Yes, Another Job Within My Agency	Yes, Another Job Within Federal Gov	Yes, Another Job Outside Federal Gov	Yes, other	Item Response Total**
All Responses	74.1 %	5.0 %	2.2 %	10.8 %	3.1 %	4.9 %	528,449
More than 5 years	76.0 %	0.4 %	2.6 %	12.7 %	3.5 %	5.0 %	367,971
Transgender							
Yes	60.8 %	4.5 %	2.8 %	15.2 %	7.1 %	9.6 %	1,909
No	74.4 %	4.9 %	2.2 %	10.8 %	3.0 %	4.7 %	491,031
Consider Yourself as							
Straight	74.9 %	5.0 %	2.2 %	10.5 %	2.9 %	4.5 %	453,569
Gay or Lesbian	71.4 %	4.3 %	2.9 %	13.1 %	3.7 %	4.8 %	12,594
Bisexual	67.5 %	2.2 %	3.4 %	15.5 %	5.5 %	5.9 %	8,658
Use different term	62.6 %	5.4 %	2.7 %	13.5 %	5.9 %	9.8 %	12,736
Military Service							
No Prior Military Service	75.2 %	4.3 %	2.4 %	10.0 %	3.3 %	4.8 %	372,557
Currently in Guard/Reserves	68.4 %	1.8 %	2.3 %	17.0 %	4.6 %	6.0 %	7,741
Retired	74.8 %	8.0 %	1.5 %	9.9 %	1.7 %	4.1 %	62,571
Separated/Discharged	70.2 %	5.1 %	2.3 %	13.8 %	3.3 %	5.3 %	71,340
Military Spouse							
Spouse of current active duty service member	67.2 %	1.3 %	2.7 %	17.9 %	3.6 %	7.3 %	5,506
Spouse of separated or retired service member with a disability rating of 100%	67.4 %	6.5 %	2.2 %	15.1 %	2.6 %	6.2 %	10,482
Widow(er) of a service member killed while on active duty	61.3 %	11.9 %	5.1 %	11.3 %	5.3 %	5.0 %	285
None of the categories listed	74.5 %	5.0 %	2.2 %	10.6 %	3.1 %	4.7 %	498,242
NoN-Competitive Hiring Authority							
Yes	68.0 %	3.0 %	2.2 %	16.9 %	2.7 %	7.2 %	2,027
No	67.0 %	4.8 %	2.5 %	16.1 %	3.1 %	6.5 %	14,147
Disability							
Yes	66.8 %	6.6 %	2.4 %	14.3 %	3.4 %	6.5 %	83,454
No	75.9 %	4.6 %	2.2 %	10.0 %	3.0 %	4.3 %	418,665

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
All Responses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
Work Location							
Headquarters	21.1 %	33.5 %	25.2 %	10.4 %	9.8 %	141,849	14,315
Field	16.9 %	32.3 %	30.3 %	10.3 %	10.1 %	202,599	46,298
Full-time telework	25.9 %	35.9 %	25.9 %	6.5 %	5.7 %	90,099	16,597
Supervisory Status							
Senior Leader	44.8 %	31.8 %	15.2 %	4.5 %	3.6 %	8,152	556
Manager	29.0 %	35.2 %	21.9 %	7.7 %	6.2 %	31,773	3,839
Supervisor	22.1 %	35.7 %	25.9 %	8.8 %	7.4 %	61,938	10,271
Team Leader	18.3 %	33.5 %	28.2 %	10.3 %	9.8 %	54,518	9,382
Non-Supervisor	18.1 %	32.7 %	29.3 %	10.1 %	9.9 %	281,943	54,004
Sex							
Male	20.6 %	33.3 %	28.9 %	8.6 %	8.6 %	219,859	42,688
Female	19.2 %	33.9 %	26.4 %	10.9 %	9.6 %	202,841	32,247
Hispanic or Latino							
Yes	20.3 %	30.9 %	29.2 %	9.5 %	10.1 %	44,212	8,822
No	19.9 %	33.9 %	27.7 %	9.7 %	8.9 %	380,733	66,408
Race							
American Indian/Alaska Native	15.9 %	32.4 %	33.6 %	8.4 %	9.6 %	8,145	1,933
Asian	22.9 %	37.1 %	26.2 %	7.0 %	6.8 %	25,764	4,353
Black/African American	21.3 %	34.6 %	27.7 %	8.0 %	8.5 %	63,932	10,250
Native Hawaiian/Pacific Islander	19.3 %	30.9 %	33.7 %	8.3 %	7.8 %	2,608	516
White	19.9 %	33.6 %	27.4 %	10.1 %	9.0 %	292,098	51,716
Two or more races (Not Hispanic/Latino)	17.5 %	28.9 %	30.3 %	10.7 %	12.7 %	18,988	3,854
Age Group							
25 and under	15.5 %	36.6 %	26.9 %	12.5 %	8.5 %	5,830	1,355
26-29 years old	14.3 %	33.4 %	28.3 %	12.9 %	11.1 %	13,905	2,981
30-39 years old	16.4 %	31.5 %	27.4 %	12.0 %	12.6 %	79,456	15,802
40-49 years old	19.3 %	32.5 %	27.9 %	10.2 %	10.1 %	116,367	20,872
50-59 years old	22.3 %	34.3 %	27.8 %	8.2 %	7.4 %	137,660	22,630
60 or older	23.2 %	36.2 %	28.5 %	6.9 %	5.3 %	71,585	11,772
Level of Education							
Less than High School	23.5 %	33.9 %	30.1 %	5.5 %	7.1 %	261	54
H.S. Diploma/GED or equiv	16.8 %	32.0 %	35.8 %	7.5 %	7.9 %	15,573	4,235
Trade/Technical Certificate	14.9 %	29.9 %	36.5 %	9.2 %	9.5 %	7,794	2,695
Some College(no degree)	17.3 %	30.4 %	34.2 %	9.1 %	9.0 %	48,525	12,514
Associate's Degree	17.3 %	31.4 %	33.6 %	8.7 %	9.1 %	28,393	7,799
Bachelor's Degree	19.1 %	33.9 %	27.4 %	10.0 %	9.6 %	152,408	
Master's Degree	22.0 %	34.5 %	24.3 %	10.0 %	9.1 %	127,548	17,079
Doctoral/Professional Degree	24.9 %	36.0 %	21.9 %	9.4 %	7.9 %	49,612	5,943

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
All Responses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
Pay Category							
Federal Wage System	11.5 %	25.8 %	44.0 %	8.6 %	10.2 %	9,428	6,177
GS 1-6	15.8 %	31.3 %	35.6 %	8.5 %	8.7 %	15,591	5,369
GS 7-12	17.0 %	32.7 %	29.9 %	10.4 %	10.1 %	178,745	33,046
GS 13-15	24.1 %	35.2 %	23.4 %	9.1 %	8.3 %	194,955	22,911
SES	49.0 %	30.9 %	11.7 %	5.0 %	3.4 %	4,734	162
SL/ST	32.0 %	36.7 %	18.2 %	6.5 %	6.5 %	1,739	143
Other	16.8 %	32.4 %	31.4 %	10.2 %	9.2 %	32,939	10,066
Time in Federal Government							
< 1 year	23.2 %	37.3 %	27.2 %	7.6 %	4.7 %	8,424	2,460
1-3 years	19.8 %	34.3 %	28.2 %	9.6 %	8.0 %	53,084	11,758
4-5 years	17.8 %	32.1 %	29.3 %	10.8 %	10.0 %	33,068	7,001
6-10 years	18.4 %	32.1 %	28.4 %	10.5 %	10.7 %	69,988	13,313
11-14 years	19.1 %	32.6 %	27.8 %	10.3 %	10.2 %	81,150	13,931
15-20 years	19.2 %	32.7 %	28.5 %	9.8 %	9.9 %	76,557	14,155
> 20 years	22.0 %	34.8 %	27.0 %	8.4 %	7.7 %	115,613	15,253
Time with Current Agency							
< 1 year	24.0 %	35.1 %	28.1 %	7.6 %	5.2 %	15,418	4,131
1-3 years	20.6 %	33.5 %	27.8 %	9.5 %	8.6 %	80,633	16,218
4-5 years	18.2 %	32.3 %	28.8 %	10.7 %	10.0 %	42,174	8,135
6-10 years	18.5 %	32.3 %	28.2 %	10.4 %	10.6 %	77,368	13,757
11-14 years	18.8 %	32.7 %	28.0 %	10.3 %	10.1 %	73,778	12,362
15-20 years	18.9 %	33.1 %	28.8 %	9.6 %	9.7 %	64,533	12,333
> 20 years	22.1 %	35.3 %	26.8 %	8.4 %	7.5 %	84,335	11,030
Leaving							
No	25.4 %	38.1 %	25.8 %	6.7 %	3.9 %	286,181	50,971
Yes, to retire	17.9 %	34.3 %	31.8 %	8.6 %	7.3 %	29,613	4,704
Yes, to other job in Govt	9.9 %	25.0 %	31.0 %	15.5 %	18.5 %	76,956	13,257
Yes, to other job outside Govt	8.5 %	21.6 %	28.7 %	17.1 %	24.1 %	19,489	3,600
Yes, other	7.4 %	21.3 %	34.1 %	15.8 %	21.3 %	26,123	5,378
Retiring							
Less than 1 year	18.0 %	32.3 %	30.8 %	9.3 %	9.5 %	13,966	2,353
1 year	18.0 %	34.1 %	31.6 %	9.0 %	7.3 %	11,664	1,853
2 years	20.7 %	35.8 %	29.3 %	7.7 %	6.6 %	23,734	3,841
3 years	21.5 %	35.7 %	27.7 %	8.3 %	6.8 %	24,495	4,057
4 years	21.0 %	35.2 %	28.2 %	8.2 %	7.3 %	15,239	2,496
5 years	20.8 %	33.6 %	29.1 %	8.7 %	7.8 %	33,993	5,850
More than 5 years	19.6 %	33.0 %	27.5 %	10.1 %	9.8 %	312,016	56,728
Transgender							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(94) My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Not Applicable
All Responses	19.7 %	33.3 %	28.2 %	9.7 %	9.2 %	449,772	80,186
Yes	12.7 %	24.5 %	28.2 %	12.0 %	22.6 %	1,609	306
No	20.0 %	33.6 %	27.8 %	9.6 %	8.9 %	418,205	73,988
Consider Yourself as							
Straight	20.3 %	34.0 %	27.7 %	9.4 %	8.6 %	386,559	68,047
Gay or Lesbian	19.5 %	33.0 %	24.9 %	11.3 %	11.3 %	10,872	1,751
Bisexual	16.0 %	29.8 %	26.8 %	14.5 %	12.9 %	7,310	1,357
Use different term	12.8 %	25.0 %	32.0 %	12.8 %	17.4 %	10,590	2,189
Military Service							
No Prior Military Service	19.3 %	34.2 %	26.7 %	10.4 %	9.4 %	320,510	53,122
Currently in Guard/Reserves	19.6 %	31.6 %	30.3 %	8.6 %	10.0 %	6,187	1,559
Retired	23.4 %	33.5 %	29.5 %	7.2 %	6.4 %	52,337	10,323
Separated/Discharged	18.6 %	29.9 %	31.5 %	9.3 %	10.8 %	58,638	12,882
Military Spouse							
Spouse of current active duty service member	18.6 %	30.6 %	29.1 %	10.8 %	10.8 %	4,379	1,135
Spouse of separated or retired service member with a disability rating of 100%	19.6 %	30.2 %	29.2 %	10.2 %	10.8 %	8,818	1,703
Widow(er) of a service member killed while on active duty	16.8 %	34.8 %	28.6 %	5.4 %	14.5 %	235	50
None of the categories listed	19.9 %	33.5 %	27.9 %	9.6 %	9.1 %	424,505	75,042
NoN-Competitive Hiring Authority							
Yes	21.4 %	31.5 %	29.4 %	9.8 %	7.9 %	1,596	437
No	18.7 %	30.3 %	29.1 %	10.5 %	11.4 %	11,761	2,429
Disability							
Yes	18.3 %	28.6 %	29.9 %	10.5 %	12.7 %	71,476	12,186
No	20.3 %	34.6 %	27.5 %	9.4 %	8.3 %	356,018	63,680

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Demographics	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
Work Location					
Headquarters	21.7 %	68.2 %	5.6 %	4.4 %	156,230
Field	41.9 %	51.5 %	2.6 %	4.0 %	248,977
Full-time telework	2.3 %	59.7 %	33.1 %	4.9 %	106,765
Supervisory Status					
Senior Leader	24.4 %	68.2 %	4.7 %	2.7 %	8,709
Manager	29.9 %	61.2 %	5.8 %	3.1 %	35,617
Supervisor	34.6 %	54.1 %	7.4 %	3.9 %	72,245
Team Leader	29.2 %	59.8 %	7.5 %	3.5 %	63,946
Non-Supervisor	28.4 %	57.6 %	9.3 %	4.7 %	336,089
Sex					
Male	33.2 %	56.3 %	6.8 %	3.8 %	262,627
Female	24.0 %	59.9 %	11.1 %	5.0 %	235,212
Hispanic or Latino					
Yes	38.1 %	51.1 %	6.8 %	4.0 %	53,041
No	28.1 %	58.8 %	8.8 %	4.3 %	447,328
Race					
American Indian/Alaska Native	40.9 %	49.3 %	5.6 %	4.3 %	10,080
Asian	24.3 %	60.4 %	11.5 %	3.8 %	30,134
Black/African American	25.7 %	57.1 %	11.6 %	5.6 %	74,182
Native Hawaiian/Pacific Islander	44.3 %	46.3 %	4.7 %	4.6 %	3,121
White	29.9 %	58.4 %	7.8 %	3.9 %	343,965
Two or more races (Not Hispanic/Latino)	32.4 %	56.2 %	6.8 %	4.6 %	22,842
Age Group					
25 and under	38.3 %	52.8 %	5.2 %	3.7 %	7,197
26-29 years old	37.1 %	52.6 %	6.3 %	4.0 %	16,885
30-39 years old	33.1 %	55.0 %	8.0 %	3.9 %	95,333
40-49 years old	30.5 %	57.2 %	8.3 %	4.0 %	137,274
50-59 years old	27.2 %	59.7 %	8.7 %	4.4 %	160,355
60 or older	24.0 %	60.8 %	10.1 %	5.0 %	83,357
Level of Education					
Less than High School	50.2 %	33.9 %	7.4 %	8.5 %	314

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Demographics	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
H.S. Diploma/GED or equiv	50.0 %	39.5 %	5.5 %	4.9 %	19,798
Trade/Technical Certificate	52.7 %	39.0 %	4.3 %	4.1 %	10,486
Some College(no degree)	42.7 %	46.2 %	6.6 %	4.6 %	61,048
Associate's Degree	43.8 %	46.7 %	5.3 %	4.2 %	36,208
Bachelor's Degree	27.3 %	59.4 %	8.9 %	4.4 %	178,540
Master's Degree	20.0 %	65.5 %	10.3 %	4.2 %	144,686
Doctoral/Professional Degree	14.2 %	72.1 %	10.2 %	3.5 %	55,600
Pay Category					
Federal Wage System	73.7 %	21.9 %	1.6 %	2.7 %	15,625
GS 1-6	46.2 %	40.0 %	8.7 %	5.1 %	20,958
GS 7-12	31.7 %	57.1 %	7.0 %	4.3 %	211,859
GS 13-15	15.6 %	67.8 %	12.3 %	4.4 %	217,960
SES	10.7 %	81.8 %	4.9 %	2.5 %	4,894
SL/ST	14.7 %	76.0 %	6.2 %	3.0 %	1,877
Other	42.7 %	47.3 %	4.9 %	5.1 %	43,039
Time in Federal Government					
< 1 year	34.8 %	51.6 %	8.6 %	5.0 %	10,889
1-3 years	33.6 %	53.5 %	8.2 %	4.7 %	64,877
4-5 years	34.1 %	54.5 %	7.2 %	4.2 %	40,095
6-10 years	31.5 %	56.4 %	8.2 %	3.9 %	83,357
11-14 years	27.5 %	59.3 %	9.1 %	4.0 %	95,105
15-20 years	31.2 %	56.7 %	7.9 %	4.1 %	90,747
> 20 years	23.0 %	62.9 %	9.3 %	4.8 %	130,903
Time with Current Agency					
< 1 year	30.7 %	54.9 %	9.3 %	5.1 %	19,548
1-3 years	30.5 %	56.1 %	8.8 %	4.7 %	96,876
4-5 years	31.7 %	56.5 %	7.6 %	4.2 %	50,327
6-10 years	29.6 %	57.6 %	8.7 %	4.1 %	91,180
11-14 years	28.3 %	58.8 %	8.9 %	4.0 %	86,164
15-20 years	33.2 %	55.5 %	7.4 %	4.0 %	76,909
> 20 years	23.6 %	62.9 %	8.9 %	4.6 %	95,418
Leaving					

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Demographics	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
No	27.4 %	58.3 %	9.9 %	4.4 %	337,309
Yes, to retire	28.7 %	59.4 %	7.4 %	4.4 %	34,295
Yes, to other job in Govt	32.1 %	57.8 %	6.2 %	3.9 %	90,240
Yes, to other job outside Govt	36.3 %	55.5 %	5.2 %	3.0 %	23,098
Yes, other	34.7 %	53.4 %	5.8 %	6.1 %	31,515
Retiring					
Less than 1 year	28.5 %	59.6 %	7.2 %	4.7 %	16,290
1 year	28.8 %	58.9 %	7.7 %	4.6 %	13,514
2 years	27.7 %	59.4 %	8.3 %	4.6 %	27,575
3 years	27.8 %	59.1 %	8.5 %	4.6 %	28,544
4 years	28.9 %	58.9 %	7.9 %	4.3 %	17,743
5 years	28.9 %	58.5 %	8.3 %	4.4 %	39,862
More than 5 years	29.7 %	57.4 %	8.7 %	4.2 %	368,931
Transgender					
Yes	33.1 %	53.6 %	8.0 %	5.2 %	1,909
No	29.4 %	57.8 %	8.5 %	4.2 %	492,385
Consider Yourself as					
Straight	29.5 %	57.8 %	8.6 %	4.2 %	454,777
Gay or Lesbian	25.0 %	61.0 %	10.1 %	3.9 %	12,621
Bisexual	31.7 %	57.5 %	7.0 %	3.8 %	8,673
Use different term	31.2 %	55.9 %	6.7 %	6.2 %	12,775
Military Service					
No Prior Military Service	26.3 %	59.1 %	10.1 %	4.5 %	373,840
Currently in Guard/Reserves	44.7 %	48.7 %	3.0 %	3.5 %	7,751
Retired	33.3 %	58.0 %	4.8 %	3.9 %	62,649
Separated/Discharged	36.1 %	53.7 %	6.2 %	4.0 %	71,536
Military Spouse					
Spouse of current active duty service member	41.4 %	49.8 %	5.0 %	3.8 %	5,521
Spouse of separated or retired service member with a disability rating of 100%	33.5 %	54.7 %	7.4 %	4.4 %	10,523
Widow(er) of a service member killed while on active duty	30.1 %	57.7 %	8.7 %	3.5 %	284

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(95) Please select the response that BEST describes how employees in your work unit currently report to work:

Demographics	All employees are physically present on worksite	Some employees are physically present on worksite	No employees are physically present on worksite	Other	Item Response Total**
All Responses	29.4 %	57.7 %	8.5 %	4.4 %	530,125
None of the categories listed	29.0 %	58.0 %	8.6 %	4.3 %	499,763
NoN-Competitive Hiring Authority					
Yes	45.8 %	46.0 %	4.3 %	3.9 %	2,031
No	34.6 %	54.3 %	6.9 %	4.2 %	14,200
Disability					
Yes	30.3 %	57.9 %	7.3 %	4.5 %	83,646
No	29.2 %	57.7 %	8.8 %	4.2 %	419,911

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(96) 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	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
Work Location							
Headquarters	34.2 %	42.0 %	12.3 %	6.2 %	5.2 %	152,705	3,489
Field	26.2 %	43.4 %	15.3 %	7.4 %	7.6 %	241,553	7,776
Full-time telework	41.1 %	42.8 %	9.9 %	3.3 %	2.9 %	102,626	4,095
Supervisory Status							
Senior Leader	60.4 %	30.2 %	5.7 %	1.7 %	2.1 %	8,674	34
Manager	41.3 %	42.2 %	9.1 %	4.1 %	3.3 %	35,234	395
Supervisor	33.0 %	45.1 %	12.3 %	5.2 %	4.5 %	70,942	1,326
Team Leader	30.1 %	43.3 %	13.4 %	6.9 %	6.3 %	62,331	1,621
Non-Supervisor	29.2 %	42.8 %	14.4 %	6.8 %	6.8 %	324,151	12,188
Sex							
Male	32.1 %	42.6 %	13.1 %	6.0 %	6.3 %	255,472	7,267
Female	30.4 %	43.6 %	13.7 %	6.8 %	5.5 %	228,139	7,206
Hispanic or Latino							
Yes	29.9 %	40.0 %	15.1 %	6.9 %	8.1 %	51,650	1,445
No	31.5 %	43.5 %	13.1 %	6.2 %	5.7 %	434,332	13,206
Race							
American Indian/Alaska Native	25.1 %	42.7 %	17.4 %	7.1 %	7.6 %	9,825	271
Asian	34.9 %	44.1 %	11.8 %	4.6 %	4.6 %	29,471	655
Black/African American	33.9 %	42.2 %	13.1 %	5.4 %	5.5 %	72,109	2,119
Native Hawaiian/Pacific Islander	31.7 %	40.9 %	15.8 %	5.7 %	5.9 %	3,044	77
White	31.2 %	43.6 %	13.0 %	6.5 %	5.8 %	334,108	10,000
Two or more races (Not Hispanic/Latino)	28.1 %	39.2 %	15.7 %	7.6 %	9.3 %	22,037	821
Age Group							
25 and under	27.7 %	46.5 %	13.1 %	7.1 %	5.6 %	6,901	294
26-29 years old	25.6 %	42.5 %	15.8 %	8.2 %	7.9 %	16,281	603
30-39 years old	26.6 %	41.2 %	15.0 %	8.4 %	8.8 %	92,242	3,096
40-49 years old	29.3 %	42.6 %	14.3 %	6.9 %	7.0 %	133,191	4,128
50-59 years old	34.4 %	43.8 %	12.2 %	5.2 %	4.5 %	156,297	4,158
60 or older	37.5 %	44.5 %	11.2 %	3.9 %	2.8 %	81,146	2,315
Level of Education							
Less than High School	31.3 %	41.9 %	16.5 %	2.5 %	7.8 %	302	14
H.S. Diploma/GED or equiv	26.6 %	43.3 %	17.2 %	6.3 %	6.6 %	19,275	600
Trade/Technical Certificate	25.3 %	42.8 %	17.1 %	7.0 %	7.8 %	10,124	381
Some College(no degree)	27.9 %	42.1 %	15.7 %	6.9 %	7.3 %	59,183	1,966
Associate's Degree	27.9 %	43.3 %	15.4 %	6.8 %	6.5 %	35,068	1,189
Bachelor's Degree	30.0 %	43.7 %	13.4 %	6.5 %	6.4 %	173,166	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(96) 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	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
Master's Degree	34.9 %	42.7 %	11.6 %	5.8 %	5.0 %	140,915	3,743
Doctoral/Professional Degree	37.3 %	41.8 %	10.8 %	5.6 %	4.5 %	53,956	1,637
Pay Category							
Federal Wage System	21.9 %	42.7 %	18.6 %	8.0 %	8.9 %	15,060	629
GS 1-6	27.3 %	42.4 %	16.8 %	6.6 %	6.9 %	19,978	1,024
GS 7-12	28.1 %	43.4 %	14.5 %	7.0 %	6.9 %	205,010	6,885
GS 13-15	36.4 %	43.0 %	11.0 %	5.1 %	4.4 %	212,565	5,393
SES	64.8 %	27.9 %	4.1 %	2.0 %	1.2 %	4,882	14
SL/ST	50.2 %	35.2 %	7.1 %	3.6 %	3.8 %	1,858	22
Other	27.2 %	42.3 %	15.6 %	7.5 %	7.3 %	41,675	1,494
Time in Federal Government							
< 1 year	40.1 %	43.9 %	10.3 %	3.4 %	2.3 %	10,339	569
1-3 years	33.6 %	43.0 %	12.7 %	5.9 %	4.8 %	62,609	2,293
4-5 years	29.1 %	42.6 %	14.6 %	7.1 %	6.6 %	38,821	1,268
6-10 years	29.1 %	42.3 %	14.2 %	7.3 %	7.2 %	80,871	2,530
11-14 years	29.8 %	42.6 %	13.8 %	6.9 %	6.9 %	92,368	2,825
15-20 years	28.8 %	42.7 %	14.4 %	6.8 %	7.2 %	88,138	2,696
> 20 years	33.2 %	43.9 %	12.7 %	5.4 %	4.8 %	127,634	3,326
Time with Current Agency							
< 1 year	40.2 %	42.9 %	10.5 %	3.7 %	2.7 %	18,530	1,038
1-3 years	33.9 %	42.4 %	12.8 %	5.9 %	5.1 %	93,695	3,215
4-5 years	29.6 %	42.4 %	14.3 %	7.2 %	6.6 %	48,843	1,502
6-10 years	28.9 %	42.5 %	14.3 %	7.1 %	7.2 %	88,589	2,631
11-14 years	29.0 %	43.0 %	14.1 %	6.9 %	7.0 %	83,757	2,497
15-20 years	28.2 %	42.8 %	14.7 %	6.9 %	7.3 %	74,726	2,234
> 20 years	33.1 %	44.6 %	12.4 %	5.3 %	4.7 %	93,082	2,394
Leaving							
No	38.2 %	44.7 %	10.6 %	3.9 %	2.6 %	328,719	8,749
Yes, to retire	30.0 %	45.6 %	13.9 %	5.7 %	4.8 %	33,347	995
Yes, to other job in Govt	18.3 %	40.1 %	18.6 %	11.0 %	12.0 %	86,912	3,358
Yes, to other job outside Govt	14.8 %	36.2 %	18.9 %	12.9 %	17.2 %	22,170	945
Yes, other	14.9 %	36.8 %	21.9 %	11.6 %	14.8 %	30,106	1,458
Retiring							
Less than 1 year	29.8 %	43.3 %	14.1 %	6.3 %	6.5 %	15,811	522
1 year	31.0 %	44.8 %	14.0 %	5.3 %	4.9 %	13,100	423
2 years	33.4 %	44.8 %	12.5 %	5.1 %	4.3 %	26,879	719
3 years	33.2 %	45.3 %	12.2 %	5.3 %	4.1 %	27,846	749

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(96) 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	30.9 %	42.9 %	13.7 %	6.4 %	6.1 %	513,825	16,027
4 years	33.9 %	43.9 %	12.6 %	5.2 %	4.5 %	17,313	441
5 years	31.8 %	43.6 %	13.4 %	5.6 %	5.5 %	38,785	1,084
More than 5 years	30.6 %	42.5 %	13.7 %	6.7 %	6.5 %	357,704	11,343
Transgender							
Yes	18.9 %	34.9 %	19.2 %	9.7 %	17.3 %	1,838	81
No	31.5 %	43.1 %	13.3 %	6.3 %	5.9 %	478,382	14,221
Consider Yourself as							
Straight	31.9 %	43.3 %	13.1 %	6.1 %	5.6 %	442,157	12,792
Gay or Lesbian	30.6 %	41.1 %	13.4 %	7.5 %	7.3 %	12,284	347
Bisexual	26.0 %	40.5 %	15.0 %	10.0 %	8.5 %	8,412	267
Use different term	19.7 %	36.3 %	19.3 %	10.1 %	14.6 %	12,138	649
Military Service							
No Prior Military Service	29.9 %	43.4 %	13.7 %	6.8 %	6.2 %	362,698	11,302
Currently in Guard/Reserves	30.8 %	42.1 %	14.0 %	6.3 %	6.7 %	7,533	220
Retired	38.2 %	43.3 %	11.0 %	4.2 %	3.3 %	61,305	1,376
Separated/Discharged	29.0 %	41.1 %	15.1 %	6.9 %	8.0 %	69,036	2,586
Military Spouse							
Spouse of current active duty service member	32.7 %	40.3 %	13.9 %	6.9 %	6.2 %	5,329	193
Spouse of separated or retired service member with a disability rating of 100%	31.5 %	41.2 %	14.2 %	6.8 %	6.3 %	10,217	312
Widow(er) of a service member killed while on active duty	22.1 %	48.0 %	16.1 %	6.3 %	7.5 %	274	11
None of the categories listed	31.0 %	43.0 %	13.5 %	6.3 %	6.1 %	485,053	14,986
NoN-Competitive Hiring Authority							
Yes	35.1 %	39.7 %	14.9 %	5.8 %	4.6 %	1,955	76
No	31.2 %	41.2 %	13.9 %	7.1 %	6.6 %	13,771	436
Disability							
Yes	30.5 %	39.4 %	14.4 %	7.3 %	8.4 %	81,119	2,558
No	31.4 %	43.8 %	13.2 %	6.1 %	5.5 %	407,954	12,199

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(97) 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	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
Work Location							
Headquarters	29.4 %	40.6 %	14.9 %	8.7 %	6.3 %	149,421	4,258
Field	23.2 %	41.0 %	18.9 %	9.0 %	7.9 %	227,529	17,645
Full-time telework	35.2 %	42.6 %	12.5 %	5.9 %	3.8 %	100,721	4,209
Supervisory Status							
Senior Leader	53.3 %	32.5 %	7.8 %	3.7 %	2.7 %	8,428	111
Manager	33.9 %	40.4 %	13.3 %	7.6 %	4.8 %	33,888	1,182
Supervisor	27.8 %	42.7 %	16.0 %	7.9 %	5.6 %	67,698	3,310
Team Leader	25.7 %	40.1 %	17.4 %	9.5 %	7.4 %	59,943	3,072
Non-Supervisor	26.0 %	41.4 %	17.2 %	8.4 %	7.1 %	311,918	18,780
Sex							
Male	27.6 %	40.5 %	17.1 %	8.0 %	6.9 %	244,481	14,096
Female	27.3 %	42.3 %	15.6 %	8.7 %	6.1 %	220,168	11,066
Hispanic or Latino							
Yes	27.0 %	39.2 %	17.8 %	8.0 %	8.1 %	49,519	2,503
No	27.4 %	41.5 %	16.3 %	8.3 %	6.4 %	417,573	22,755
Race							
American Indian/Alaska Native	22.7 %	38.7 %	22.1 %	8.4 %	8.1 %	9,311	564
Asian	31.4 %	43.6 %	14.0 %	6.0 %	5.0 %	28,719	813
Black/African American	32.0 %	42.7 %	14.5 %	5.7 %	5.1 %	69,475	2,788
Native Hawaiian/Pacific Islander	27.8 %	40.0 %	19.0 %	7.1 %	6.0 %	2,935	127
White	26.6 %	41.0 %	16.7 %	9.0 %	6.7 %	320,675	18,638
Two or more races (Not Hispanic/Latino)	24.5 %	38.3 %	18.5 %	9.1 %	9.6 %	21,101	1,390
Age Group							
25 and under	24.2 %	44.0 %	16.1 %	9.2 %	6.5 %	6,612	475
26-29 years old	22.7 %	39.7 %	17.3 %	10.9 %	9.5 %	15,596	1,072
30-39 years old	23.5 %	38.8 %	17.5 %	10.4 %	9.9 %	88,887	5,472
40-49 years old	25.8 %	40.7 %	17.1 %	8.9 %	7.5 %	128,660	6,974
50-59 years old	29.8 %	42.5 %	15.7 %	7.1 %	4.9 %	149,912	7,310
60 or older	32.5 %	43.2 %	15.5 %	5.6 %	3.2 %	77,317	4,041
Level of Education							
Less than High School	27.1 %	40.1 %	20.2 %	6.5 %	6.1 %	286	18
H.S. Diploma/GED or equiv	24.2 %	42.0 %	21.0 %	6.4 %	6.3 %	17,800	1,503
Trade/Technical Certificate	22.3 %	39.2 %	23.2 %	7.8 %	7.5 %	9,249	1,036
Some College(no degree)	25.4 %	40.4 %	19.6 %	7.5 %	7.0 %	55,055	4,768
Associate's Degree	24.8 %	40.5 %	20.0 %	7.8 %	6.9 %	32,574	2,958
Bachelor's Degree	26.3 %	42.0 %	16.2 %	8.7 %	6.9 %	166,959	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(97) 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	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
Master's Degree	29.8 %	40.9 %	14.4 %	8.5 %	6.3 %	137,685	4,908
Doctoral/Professional Degree	31.5 %	40.9 %	13.0 %	8.8 %	5.8 %	53,184	1,712
Pay Category							
Federal Wage System	19.0 %	36.7 %	26.5 %	8.7 %	9.2 %	12,874	2,493
GS 1-6	25.2 %	40.5 %	20.6 %	6.7 %	6.9 %	18,171	2,360
GS 7-12	24.9 %	41.5 %	17.6 %	8.7 %	7.4 %	196,095	11,964
GS 13-15	31.0 %	41.8 %	13.5 %	8.1 %	5.6 %	209,086	5,796
SES	55.8 %	30.1 %	7.3 %	4.4 %	2.3 %	4,786	34
SL/ST	41.2 %	38.5 %	11.2 %	5.3 %	3.8 %	1,811	32
Other	23.8 %	40.2 %	19.7 %	9.0 %	7.4 %	38,760	3,635
Time in Federal Government							
< 1 year	36.7 %	42.7 %	12.3 %	5.4 %	2.9 %	9,917	815
1-3 years	29.8 %	41.5 %	15.6 %	7.7 %	5.5 %	59,846	4,127
4-5 years	25.9 %	40.3 %	17.3 %	9.1 %	7.5 %	37,083	2,418
6-10 years	25.5 %	39.9 %	17.1 %	9.5 %	8.0 %	77,636	4,576
11-14 years	25.7 %	40.7 %	16.9 %	9.0 %	7.6 %	89,027	4,733
15-20 years	25.1 %	40.8 %	17.8 %	8.7 %	7.6 %	84,490	4,797
> 20 years	28.9 %	42.7 %	16.1 %	7.2 %	5.2 %	123,354	4,903
Time with Current Agency							
< 1 year	36.5 %	41.9 %	13.0 %	5.2 %	3.4 %	17,777	1,477
1-3 years	29.9 %	40.9 %	15.6 %	7.9 %	5.8 %	90,057	5,456
4-5 years	25.9 %	40.4 %	17.1 %	9.0 %	7.6 %	46,852	2,722
6-10 years	25.3 %	39.9 %	17.2 %	9.4 %	8.1 %	85,213	4,650
11-14 years	25.0 %	41.1 %	17.2 %	9.1 %	7.6 %	80,637	4,259
15-20 years	24.6 %	41.0 %	18.2 %	8.6 %	7.6 %	71,270	4,269
> 20 years	28.6 %	43.4 %	16.0 %	7.2 %	4.9 %	89,939	3,589
Leaving							
No	33.8 %	43.8 %	13.9 %	5.7 %	2.9 %	316,154	15,721
Yes, to retire	25.7 %	43.1 %	18.4 %	7.6 %	5.2 %	31,969	1,565
Yes, to other job in Govt	15.2 %	36.5 %	21.1 %	13.5 %	13.7 %	83,668	5,280
Yes, to other job outside Govt	12.2 %	33.3 %	20.6 %	15.4 %	18.4 %	21,225	1,610
Yes, other	12.3 %	34.3 %	24.4 %	13.7 %	15.2 %	28,771	2,235
Retiring							
Less than 1 year	25.9 %	40.8 %	18.4 %	8.2 %	6.7 %	15,133	818
1 year	26.2 %	42.8 %	18.3 %	7.5 %	5.3 %	12,574	662
2 years	28.7 %	43.1 %	16.9 %	6.7 %	4.7 %	25,614	1,318
3 years	28.4 %	44.2 %	15.7 %	7.3 %	4.4 %	26,533	1,365

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(97) 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	27.0 %	41.2 %	16.8 %	8.3 %	6.7 %	493,838	27,130
4 years	28.6 %	42.8 %	16.9 %	7.1 %	4.5 %	16,505	865
5 years	27.6 %	42.2 %	16.9 %	7.6 %	5.7 %	37,100	1,941
More than 5 years	26.9 %	40.6 %	16.5 %	8.7 %	7.2 %	344,705	19,129
Transgender							
Yes	17.0 %	33.4 %	21.3 %	10.7 %	17.6 %	1,772	122
No	27.5 %	41.3 %	16.4 %	8.2 %	6.5 %	459,686	24,744
Consider Yourself as							
Straight	27.9 %	41.5 %	16.3 %	8.0 %	6.2 %	424,823	22,538
Gay or Lesbian	27.0 %	38.7 %	16.0 %	9.9 %	8.3 %	11,864	577
Bisexual	22.7 %	38.4 %	17.0 %	11.6 %	10.2 %	8,035	519
Use different term	17.5 %	34.8 %	21.4 %	11.9 %	14.4 %	11,665	908
Military Service							
No Prior Military Service	26.2 %	41.9 %	16.3 %	8.7 %	6.8 %	350,279	17,598
Currently in Guard/Reserves	27.5 %	39.6 %	16.8 %	8.5 %	7.6 %	7,093	553
Retired	32.7 %	40.5 %	15.8 %	6.7 %	4.4 %	58,215	3,317
Separated/Discharged	25.7 %	39.0 %	18.6 %	8.3 %	8.4 %	65,515	4,925
Military Spouse							
Spouse of current active duty service member	28.5 %	37.7 %	16.9 %	9.5 %	7.5 %	5,050	400
Spouse of separated or retired service member with a disability rating of 100%	28.0 %	38.7 %	17.3 %	8.6 %	7.4 %	9,699	613
Widow(er) of a service member killed while on active duty	20.9 %	44.4 %	17.8 %	7.1 %	9.7 %	255	19
None of the categories listed	27.1 %	41.3 %	16.6 %	8.3 %	6.6 %	466,375	25,380
NoN-Competitive Hiring Authority							
Yes	30.6 %	38.3 %	17.6 %	7.4 %	6.2 %	1,825	174
No	27.6 %	38.4 %	17.0 %	9.2 %	7.8 %	13,093	850
Disability							
Yes	26.9 %	37.6 %	17.8 %	8.8 %	8.8 %	77,954	4,271
No	27.4 %	42.0 %	16.2 %	8.2 %	6.1 %	391,991	21,247

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(98) 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	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
Work Location							
Headquarters	48.5 %	38.2 %	7.8 %	2.9 %	2.7 %	154,581	1,634
Field	39.1 %	42.4 %	10.5 %	3.9 %	4.2 %	245,906	3,387
Full-time telework	55.3 %	36.2 %	5.9 %	1.3 %	1.3 %	104,329	2,404
Supervisory Status							
Senior Leader	65.7 %	27.2 %	4.4 %	1.4 %	1.4 %	8,669	33
Manager	51.7 %	38.0 %	6.2 %	2.2 %	1.9 %	35,373	255
Supervisor	45.0 %	41.8 %	8.2 %	2.6 %	2.3 %	71,565	696
Team Leader	45.4 %	40.2 %	8.4 %	3.1 %	3.0 %	63,291	680
Non-Supervisor	43.1 %	40.3 %	9.5 %	3.4 %	3.7 %	330,500	5,845
Sex							
Male	44.9 %	40.3 %	8.6 %	2.9 %	3.2 %	259,206	3,495
Female	44.8 %	39.7 %	9.0 %	3.4 %	3.2 %	231,906	3,450
Hispanic or Latino							
Yes	42.0 %	38.2 %	11.0 %	4.1 %	4.8 %	52,351	739
No	45.2 %	40.4 %	8.5 %	3.0 %	3.0 %	441,251	6,280
Race							
American Indian/Alaska Native	35.0 %	41.5 %	13.4 %	5.0 %	5.1 %	9,974	123
Asian	46.7 %	40.1 %	8.2 %	2.6 %	2.5 %	29,773	361
Black/African American	45.3 %	38.9 %	9.2 %	3.0 %	3.6 %	72,977	1,210
Native Hawaiian/Pacific Islander	41.0 %	39.9 %	12.3 %	2.9 %	4.0 %	3,090	32
White	45.3 %	40.5 %	8.3 %	3.1 %	2.9 %	339,628	4,508
Two or more races (Not Hispanic/Latino)	42.6 %	37.7 %	10.6 %	3.8 %	5.3 %	22,477	392
Age Group							
25 and under	42.8 %	42.9 %	8.6 %	2.7 %	2.9 %	7,071	130
26-29 years old	41.7 %	41.8 %	9.1 %	3.6 %	3.9 %	16,590	301
30-39 years old	42.8 %	39.6 %	9.4 %	3.8 %	4.3 %	93,921	1,459
40-49 years old	43.3 %	40.2 %	9.3 %	3.4 %	3.8 %	135,382	1,954
50-59 years old	46.2 %	40.0 %	8.4 %	2.8 %	2.5 %	158,407	2,032
60 or older	48.6 %	39.8 %	7.7 %	2.2 %	1.7 %	82,271	1,120
Level of Education							
Less than High School	38.6 %	40.5 %	15.0 %	2.3 %	3.6 %	306	9
H.S. Diploma/GED or equiv	36.5 %	43.3 %	12.4 %	3.7 %	4.1 %	19,582	281
Trade/Technical Certificate	34.8 %	44.0 %	12.3 %	4.6 %	4.3 %	10,330	171
Some College(no degree)	39.3 %	41.4 %	11.2 %	3.8 %	4.2 %	60,243	900
Associate's Degree	38.7 %	42.3 %	11.5 %	3.8 %	3.7 %	35,709	530
Bachelor's Degree	44.1 %	41.0 %	8.6 %	3.1 %	3.3 %	175,926	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(98) 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	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
Master's Degree	49.2 %	38.4 %	7.1 %	2.7 %	2.7 %	142,862	1,799
Doctoral/Professional Degree	55.2 %	34.6 %	5.9 %	2.2 %	2.0 %	54,769	846
Pay Category							
Federal Wage System	31.6 %	45.5 %	13.4 %	4.5 %	4.9 %	15,412	265
GS 1-6	36.7 %	41.7 %	12.5 %	4.3 %	4.8 %	20,543	463
GS 7-12	40.9 %	41.6 %	10.0 %	3.7 %	3.9 %	208,571	3,332
GS 13-15	52.1 %	37.6 %	6.2 %	2.1 %	2.0 %	215,302	2,672
SES	72.0 %	23.5 %	2.9 %	0.8 %	0.8 %	4,878	14
SL/ST	61.9 %	30.6 %	4.0 %	1.7 %	1.8 %	1,870	11
Other	40.0 %	41.6 %	11.1 %	3.5 %	3.8 %	42,428	731
Time in Federal Government							
< 1 year	52.5 %	37.8 %	6.6 %	1.7 %	1.3 %	10,632	281
1-3 years	47.1 %	39.2 %	8.1 %	2.9 %	2.6 %	63,851	1,080
4-5 years	43.6 %	39.9 %	9.6 %	3.4 %	3.5 %	39,505	598
6-10 years	43.3 %	40.4 %	9.1 %	3.5 %	3.7 %	82,204	1,219
11-14 years	43.7 %	40.7 %	8.9 %	3.2 %	3.5 %	93,809	1,346
15-20 years	42.0 %	40.6 %	9.9 %	3.5 %	3.9 %	89,489	1,335
> 20 years	46.0 %	40.1 %	8.4 %	2.8 %	2.7 %	129,299	1,643
Time with Current Agency							
< 1 year	51.4 %	37.5 %	7.3 %	2.0 %	1.8 %	19,072	503
1-3 years	47.1 %	38.7 %	8.3 %	3.0 %	2.9 %	95,394	1,562
4-5 years	43.4 %	40.1 %	9.5 %	3.4 %	3.5 %	49,662	696
6-10 years	43.3 %	40.2 %	9.2 %	3.5 %	3.7 %	89,956	1,275
11-14 years	42.7 %	41.2 %	9.2 %	3.3 %	3.6 %	85,029	1,186
15-20 years	41.3 %	41.3 %	10.1 %	3.6 %	3.8 %	75,852	1,083
> 20 years	46.4 %	40.4 %	8.1 %	2.6 %	2.5 %	94,273	1,188
Leaving							
No	52.4 %	39.0 %	6.0 %	1.6 %	1.1 %	333,524	3,975
Yes, to retire	41.5 %	42.9 %	9.9 %	3.1 %	2.6 %	33,871	446
Yes, to other job in Govt	30.6 %	42.1 %	13.9 %	6.2 %	7.2 %	88,521	1,750
Yes, to other job outside Govt	29.4 %	41.3 %	13.8 %	6.5 %	9.0 %	22,576	541
Yes, other	27.1 %	41.7 %	16.6 %	6.5 %	8.2 %	30,779	784
Retiring							
Less than 1 year	41.3 %	41.1 %	10.3 %	3.4 %	3.9 %	16,074	248
1 year	41.8 %	43.0 %	9.2 %	3.2 %	2.7 %	13,352	179
2 years	45.2 %	41.2 %	8.6 %	2.7 %	2.2 %	27,242	347
3 years	44.7 %	41.6 %	8.6 %	2.8 %	2.3 %	28,226	349

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(98) 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	44.3 %	40.2 %	9.0 %	3.2 %	3.2 %	522,084	7,780
4 years	45.8 %	40.2 %	8.7 %	2.7 %	2.6 %	17,547	211
5 years	43.6 %	41.0 %	9.1 %	3.2 %	3.2 %	39,322	518
More than 5 years	44.9 %	39.8 %	8.8 %	3.2 %	3.4 %	363,612	5,491
Transgender							
Yes	33.5 %	36.0 %	14.5 %	5.7 %	10.3 %	1,878	41
No	44.9 %	40.1 %	8.8 %	3.1 %	3.2 %	485,770	6,817
Consider Yourself as							
Straight	45.2 %	40.2 %	8.6 %	3.0 %	3.0 %	448,807	6,136
Gay or Lesbian	47.1 %	36.3 %	9.0 %	3.7 %	3.9 %	12,473	162
Bisexual	44.1 %	37.4 %	9.6 %	4.6 %	4.3 %	8,549	123
Use different term	34.7 %	38.8 %	13.7 %	5.0 %	7.8 %	12,454	324
Military Service							
No Prior Military Service	44.8 %	40.2 %	8.7 %	3.2 %	3.2 %	368,560	5,501
Currently in Guard/Reserves	41.9 %	40.4 %	9.6 %	3.7 %	4.3 %	7,643	105
Retired	47.8 %	39.8 %	7.9 %	2.3 %	2.2 %	61,980	674
Separated/Discharged	40.9 %	40.4 %	10.7 %	3.7 %	4.3 %	70,417	1,192
Military Spouse							
Spouse of current active duty service member	44.5 %	37.4 %	10.8 %	3.5 %	3.8 %	5,424	100
Spouse of separated or retired service member with a disability rating of 100%	42.5 %	38.3 %	10.1 %	4.5 %	4.6 %	10,378	147
Widow(er) of a service member killed while on active duty	30.8 %	45.1 %	10.2 %	6.8 %	7.2 %	279	4
None of the categories listed	44.6 %	40.2 %	8.9 %	3.1 %	3.2 %	492,808	7,237
NoN-Competitive Hiring Authority							
Yes	45.5 %	36.6 %	9.9 %	4.6 %	3.4 %	1,990	36
No	42.6 %	38.4 %	10.5 %	4.0 %	4.5 %	13,993	213
Disability							
Yes	43.0 %	37.3 %	10.3 %	4.1 %	5.3 %	82,407	1,261
No	45.1 %	40.7 %	8.5 %	2.9 %	2.8 %	414,276	5,864

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(99) 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	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
Work Location							
Headquarters	46.2 %	36.7 %	9.4 %	4.1 %	3.6 %	153,016	2,318
Field	37.0 %	39.6 %	12.5 %	5.3 %	5.6 %	243,654	4,411
Full-time telework	52.5 %	35.5 %	7.9 %	2.2 %	2.0 %	103,010	3,182
Supervisory Status							
Senior Leader	63.9 %	26.9 %	5.2 %	2.1 %	1.8 %	8,591	46
Manager	49.5 %	37.1 %	7.5 %	3.0 %	2.8 %	35,114	318
Supervisor	42.9 %	40.2 %	9.7 %	4.0 %	3.3 %	70,918	927
Team Leader	42.9 %	38.5 %	10.3 %	4.3 %	4.1 %	62,696	1,005
Non-Supervisor	40.8 %	38.0 %	11.6 %	4.7 %	4.9 %	326,870	7,757
Sex							
Male	42.6 %	38.5 %	10.5 %	4.1 %	4.3 %	256,695	4,783
Female	42.5 %	37.5 %	10.9 %	4.8 %	4.3 %	229,429	4,557
Hispanic or Latino							
Yes	39.8 %	35.8 %	12.8 %	5.3 %	6.2 %	51,846	931
No	42.9 %	38.4 %	10.4 %	4.2 %	4.1 %	436,731	8,513
Race							
American Indian/Alaska Native	32.8 %	37.5 %	16.5 %	6.7 %	6.6 %	9,849	161
Asian	44.0 %	39.3 %	10.1 %	3.4 %	3.2 %	29,349	575
Black/African American	42.9 %	37.6 %	11.0 %	3.9 %	4.6 %	72,052	1,415
Native Hawaiian/Pacific Islander	38.5 %	37.1 %	14.7 %	4.6 %	5.1 %	3,058	45
White	43.1 %	38.4 %	10.2 %	4.3 %	4.0 %	336,474	6,290
Two or more races (Not Hispanic/Latino)	40.4 %	35.2 %	12.1 %	5.4 %	7.0 %	22,322	454
Age Group							
25 and under	40.6 %	40.8 %	10.2 %	4.2 %	4.2 %	6,986	180
26-29 years old	39.4 %	39.2 %	11.2 %	5.1 %	5.1 %	16,444	383
30-39 years old	40.9 %	37.4 %	11.2 %	5.0 %	5.6 %	93,272	1,871
40-49 years old	41.2 %	38.1 %	10.9 %	4.7 %	5.0 %	134,348	2,570
50-59 years old	43.9 %	38.1 %	10.4 %	4.0 %	3.6 %	156,602	2,814
60 or older	45.7 %	38.4 %	10.1 %	3.3 %	2.5 %	81,010	1,565
Level of Education							
Less than High School	37.1 %	36.6 %	16.6 %	5.3 %	4.4 %	300	9
H.S. Diploma/GED or equiv	34.6 %	40.2 %	15.0 %	4.8 %	5.4 %	19,310	329
Trade/Technical Certificate	32.9 %	40.1 %	15.0 %	5.5 %	6.4 %	10,195	226
Some College(no degree)	37.4 %	38.4 %	13.5 %	5.2 %	5.5 %	59,588	1,127
Associate's Degree	36.6 %	39.5 %	13.4 %	5.2 %	5.2 %	35,343	685
Bachelor's Degree	41.8 %	39.1 %	10.4 %	4.4 %	4.3 %	174,101	

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(99) 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	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
Master's Degree	46.7 %	37.0 %	8.9 %	3.8 %	3.6 %	141,584	2,482
Doctoral/Professional Degree	52.6 %	33.8 %	7.3 %	3.3 %	3.0 %	54,226	1,188
Pay Category							
Federal Wage System	29.6 %	41.3 %	15.9 %	6.4 %	6.9 %	15,240	327
GS 1-6	34.4 %	38.4 %	14.7 %	6.0 %	6.5 %	20,258	576
GS 7-12	38.8 %	39.0 %	12.0 %	5.1 %	5.1 %	206,375	4,377
GS 13-15	49.7 %	36.6 %	7.8 %	3.1 %	2.8 %	213,250	3,743
SES	70.1 %	23.1 %	4.2 %	1.5 %	1.0 %	4,855	17
SL/ST	59.5 %	29.7 %	6.5 %	1.9 %	2.5 %	1,863	14
Other	37.6 %	39.4 %	13.1 %	4.8 %	5.1 %	41,976	947
Time in Federal Government							
< 1 year	50.7 %	36.6 %	8.1 %	2.7 %	2.0 %	10,492	373
1-3 years	44.7 %	37.4 %	10.2 %	4.1 %	3.7 %	63,213	1,449
4-5 years	41.4 %	37.7 %	11.5 %	4.6 %	4.7 %	39,141	784
6-10 years	41.3 %	38.0 %	10.8 %	4.9 %	5.0 %	81,465	1,626
11-14 years	41.5 %	38.7 %	10.8 %	4.4 %	4.6 %	92,889	1,838
15-20 years	39.8 %	38.2 %	11.7 %	5.0 %	5.3 %	88,658	1,695
> 20 years	43.4 %	38.4 %	10.5 %	4.0 %	3.7 %	127,728	2,263
Time with Current Agency							
< 1 year	49.8 %	36.1 %	8.6 %	2.9 %	2.6 %	18,793	688
1-3 years	44.8 %	36.9 %	10.2 %	4.1 %	4.0 %	94,444	2,073
4-5 years	41.4 %	37.8 %	11.4 %	4.8 %	4.7 %	49,222	910
6-10 years	41.1 %	37.9 %	11.0 %	4.9 %	5.0 %	89,125	1,711
11-14 years	40.4 %	39.2 %	11.1 %	4.5 %	4.8 %	84,206	1,586
15-20 years	39.0 %	38.7 %	12.0 %	5.1 %	5.2 %	75,105	1,397
> 20 years	43.8 %	38.9 %	10.2 %	3.8 %	3.4 %	93,126	1,665
Leaving							
No	50.1 %	38.2 %	7.9 %	2.4 %	1.5 %	330,027	5,711
Yes, to retire	38.7 %	40.9 %	12.3 %	4.6 %	3.6 %	33,430	590
Yes, to other job in Govt	28.5 %	37.8 %	15.9 %	8.3 %	9.6 %	87,740	2,138
Yes, to other job outside Govt	27.2 %	37.0 %	15.4 %	8.9 %	11.5 %	22,391	634
Yes, other	25.2 %	36.8 %	18.3 %	8.7 %	11.1 %	30,488	933
Retiring							
Less than 1 year	38.6 %	38.7 %	12.4 %	5.0 %	5.3 %	15,871	299
1 year	39.2 %	40.5 %	12.0 %	4.6 %	3.7 %	13,179	242
2 years	42.5 %	39.8 %	10.6 %	4.0 %	3.2 %	26,841	501
3 years	42.1 %	39.6 %	10.8 %	4.1 %	3.3 %	27,806	538

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(99) 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	42.1 %	38.2 %	11.0 %	4.4 %	4.4 %	516,692	10,364
4 years	43.1 %	38.6 %	10.6 %	4.2 %	3.5 %	17,354	284
5 years	41.2 %	38.9 %	11.2 %	4.4 %	4.3 %	38,830	725
More than 5 years	42.7 %	37.7 %	10.6 %	4.4 %	4.5 %	360,344	7,268
Transgender							
Yes	32.0 %	33.7 %	15.3 %	7.7 %	11.3 %	1,859	52
No	42.6 %	38.1 %	10.6 %	4.3 %	4.3 %	480,841	9,183
Consider Yourself as							
Straight	42.9 %	38.3 %	10.5 %	4.2 %	4.1 %	444,229	8,330
Gay or Lesbian	45.6 %	33.8 %	11.1 %	4.5 %	5.1 %	12,373	210
Bisexual	41.7 %	35.9 %	10.2 %	6.3 %	6.0 %	8,475	167
Use different term	32.9 %	34.8 %	15.4 %	7.0 %	9.8 %	12,314	394
Military Service							
No Prior Military Service	42.4 %	38.3 %	10.7 %	4.4 %	4.2 %	364,685	7,459
Currently in Guard/Reserves	40.3 %	37.6 %	11.1 %	5.3 %	5.7 %	7,579	145
Retired	45.9 %	37.9 %	9.5 %	3.6 %	3.1 %	61,449	867
Separated/Discharged	38.8 %	37.9 %	12.4 %	5.1 %	5.9 %	69,680	1,535
Military Spouse							
Spouse of current active duty service member	42.4 %	34.3 %	12.0 %	5.8 %	5.6 %	5,385	117
Spouse of separated or retired service member with a disability rating of 100%	40.2 %	36.5 %	11.2 %	6.3 %	5.8 %	10,256	184
Widow(er) of a service member killed while on active duty	27.8 %	41.3 %	14.7 %	7.7 %	8.6 %	272	4
None of the categories listed	42.3 %	38.2 %	10.8 %	4.3 %	4.3 %	487,759	9,722
NoN-Competitive Hiring Authority							
Yes	41.5 %	34.9 %	11.4 %	6.5 %	5.7 %	1,981	40
No	40.7 %	35.9 %	11.6 %	6.0 %	5.8 %	13,840	263
Disability							
Yes	40.6 %	34.9 %	11.9 %	5.6 %	7.0 %	81,712	1,505
No	42.9 %	38.8 %	10.5 %	4.1 %	3.8 %	409,909	8,046

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Demographics	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously	Item Response Total**
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %	529,150
Work Location							
Headquarters	3.5 %	93.4 %	1.4 %	0.6 %	0.7 %	0.4 %	156,190
Field	3.8 %	92.8 %	1.5 %	0.6 %	0.7 %	0.5 %	249,319
Full-time telework	3.6 %	93.3 %	1.3 %	0.7 %	0.6 %	0.5 %	106,728
Supervisory Status							
Senior Leader	1.7 %	94.3 %	1.7 %	1.2 %	0.5 %	0.7 %	8,713
Manager	2.3 %	95.0 %	0.9 %	0.8 %	0.5 %	0.5 %	35,645
Supervisor	3.3 %	93.7 %	1.2 %	0.7 %	0.6 %	0.5 %	72,293
Team Leader	4.2 %	92.6 %	1.4 %	0.6 %	0.8 %	0.4 %	63,953
Non-Supervisor	3.8 %	92.9 %	1.6 %	0.6 %	0.7 %	0.5 %	336,273
Sex							
Male	4.0 %	92.6 %	1.5 %	0.7 %	0.7 %	0.5 %	262,860
Female	3.2 %	93.7 %	1.4 %	0.5 %	0.7 %	0.5 %	235,294
Hispanic or Latino							
Yes	3.9 %	91.2 %	2.4 %	0.8 %	1.0 %	0.7 %	53,110
No	3.6 %	93.3 %	1.3 %	0.6 %	0.7 %	0.4 %	447,580
Race							
American Indian/Alaska Native	2.8 %	88.9 %	5.2 %	1.1 %	0.8 %	1.2 %	10,093
Asian	3.8 %	91.3 %	2.4 %	1.1 %	0.9 %	0.5 %	30,123
Black/African American	2.5 %	92.6 %	2.5 %	0.9 %	0.7 %	0.8 %	74,239
Native Hawaiian/Pacific Islander	2.5 %	90.2 %	4.0 %	1.5 %	1.0 %	0.8 %	3,122
White	4.0 %	93.6 %	0.9 %	0.5 %	0.7 %	0.4 %	344,204
Two or more races (Not Hispanic/Latino)	3.9 %	92.2 %	1.9 %	0.7 %	0.8 %	0.6 %	22,856
Age Group							
25 and under	1.9 %	96.1 %	1.1 %	0.2 %	0.5 %	0.2 %	7,206
26-29 years old	7.0 %	90.5 %	0.9 %	0.3 %	1.1 %	0.2 %	16,908
30-39 years old	11.7 %	84.4 %	1.5 %	0.6 %	1.4 %	0.4 %	95,426
40-49 years old	2.6 %	93.8 %	1.7 %	0.7 %	0.7 %	0.5 %	137,341
50-59 years old	0.3 %	96.7 %	1.5 %	0.6 %	0.4 %	0.5 %	160,446
60 or older	0.2 %	97.1 %	1.2 %	0.6 %	0.3 %	0.6 %	83,406
Level of Education							
Less than High School	3.8 %	81.0 %	7.6 %	2.6 %	1.8 %	3.2 %	311
H.S. Diploma/GED or equiv	2.3 %	92.1 %	2.8 %	1.1 %	0.8 %	0.9 %	19,833
Trade/Technical Certificate	2.1 %	93.1 %	2.5 %	0.7 %	0.8 %	0.8 %	10,508
Some College(no degree)	2.4 %	93.6 %	2.0 %	0.7 %	0.7 %	0.6 %	61,145
Associate's Degree	2.6 %	93.4 %	2.0 %	0.6 %	0.7 %	0.7 %	36,252
Bachelor's Degree	4.0 %	92.9 %	1.3 %	0.6 %	0.7 %	0.4 %	144,723
Master's Degree	4.2 %	93.1 %	1.1 %	0.6 %	0.7 %	0.4 %	144,723
Doctoral/Professional Degree	4.9 %	92.9 %	0.7 %	0.6 %	0.7 %	0.3 %	55,586
Pay Category							
Federal Wage System	3.8 %	91.4 %	2.7 %	0.7 %	0.7 %	0.6 %	15,672
GS 1-6	2.2 %	91.2 %	3.7 %	1.0 %	1.2 %	0.8 %	21,002
GS 7-12	3.8 %	92.6 %	1.6 %	0.6 %	0.8 %	0.5 %	211,916

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Demographics	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously	Item Response Total**
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %	529,150
GS 13-15	3.7 %	94.1 %	0.8 %	0.6 %	0.5 %	0.4 %	218,004
SES	0.8 %	97.8 %	0.5 %	0.5 %	0.2 %	0.2 %	4,897
SL/ST	2.6 %	96.0 %	0.4 %	0.5 %	0.2 %	0.2 %	1,880
Other	3.7 %	92.7 %	1.6 %	0.6 %	0.8 %	0.5 %	43,136
Time in Federal Government							
< 1 year	0.5 %	95.2 %	1.3 %	0.2 %	2.5 %	0.2 %	10,899
1-3 years	5.2 %	91.4 %	1.6 %	0.5 %	1.1 %	0.3 %	64,925
4-5 years	6.5 %	90.1 %	1.6 %	0.7 %	0.7 %	0.4 %	40,113
6-10 years	6.3 %	90.4 %	1.5 %	0.7 %	0.8 %	0.4 %	83,450
11-14 years	4.6 %	92.4 %	1.3 %	0.6 %	0.7 %	0.5 %	95,167
15-20 years	2.1 %	94.5 %	1.5 %	0.7 %	0.6 %	0.6 %	90,815
> 20 years	0.5 %	96.4 %	1.4 %	0.7 %	0.4 %	0.7 %	130,903
Time with Current Agency							
< 1 year	1.9 %	94.0 %	1.6 %	0.4 %	1.8 %	0.3 %	19,564
1-3 years	5.0 %	91.6 %	1.6 %	0.5 %	0.9 %	0.3 %	96,948
4-5 years	5.8 %	90.7 %	1.7 %	0.6 %	0.8 %	0.4 %	50,372
6-10 years	5.5 %	91.3 %	1.5 %	0.7 %	0.7 %	0.4 %	91,235
11-14 years	3.9 %	93.0 %	1.3 %	0.6 %	0.6 %	0.6 %	86,226
15-20 years	1.9 %	94.8 %	1.5 %	0.7 %	0.5 %	0.6 %	76,949
> 20 years	0.4 %	96.7 %	1.3 %	0.6 %	0.3 %	0.6 %	95,436
Leaving							
No	3.5 %	93.7 %	1.1 %	0.6 %	0.6 %	0.4 %	337,484
Yes, to retire	0.3 %	96.3 %	1.5 %	0.7 %	0.4 %	0.8 %	34,342
Yes, to other job in Govt	4.3 %	91.6 %	2.1 %	0.6 %	0.9 %	0.5 %	90,286
Yes, to other job outside Govt	5.9 %	90.0 %	1.9 %	0.6 %	1.0 %	0.6 %	23,109
Yes, other	4.4 %	90.9 %	2.4 %	0.8 %	1.0 %	0.6 %	31,523
Retiring							
Less than 1 year	0.5 %	96.2 %	1.6 %	0.6 %	0.4 %	0.7 %	16,326
1 year	0.4 %	96.4 %	1.5 %	0.6 %	0.3 %	0.7 %	13,523
2 years	0.2 %	96.8 %	1.3 %	0.6 %	0.4 %	0.7 %	27,608
3 years	0.3 %	96.9 %	1.2 %	0.6 %	0.4 %	0.6 %	28,587
4 years	0.4 %	96.4 %	1.5 %	0.7 %	0.3 %	0.7 %	17,758
5 years	0.6 %	96.4 %	1.4 %	0.6 %	0.4 %	0.6 %	39,847
More than 5 years	4.9 %	91.8 %	1.5 %	0.6 %	0.8 %	0.4 %	369,160
Transgender							
Yes	3.6 %	88.6 %	3.7 %	1.2 %	1.7 %	1.1 %	1,919
No	3.7 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %	492,695
Consider Yourself as							
Straight	3.8 %	93.0 %	1.4 %	0.6 %	0.7 %	0.5 %	455,088
Gay or Lesbian	1.5 %	96.3 %	1.0 %	0.3 %	0.4 %	0.4 %	12,631
Bisexual	2.6 %	94.4 %	1.4 %	0.5 %	0.8 %	0.3 %	8,679
Use different term	2.5 %	91.9 %	2.7 %	0.9 %	1.0 %	0.9 %	12,777
Military Service							

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL1) Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

Demographics	Yes	No, Did not have qualifying event	No, Not aware of leave although had qualifying event	No, Did not use leave although had qualifying event	No, Had qualifying event but not eligible for leave	No, Had qualifying event used all FMLA leave previously	Item Response Total**
All Responses	3.6 %	93.1 %	1.5 %	0.6 %	0.7 %	0.5 %	529,150
No Prior Military Service	4.3 %	92.5 %	1.4 %	0.6 %	0.7 %	0.5 %	374,008
Currently in Guard/Reserves	6.9 %	88.7 %	2.1 %	0.8 %	1.1 %	0.4 %	7,765
Retired	0.6 %	96.7 %	1.3 %	0.5 %	0.5 %	0.4 %	62,701
Separated/Discharged	3.4 %	92.9 %	1.7 %	0.7 %	0.7 %	0.6 %	71,646
Military Spouse							
Spouse of current active duty service member	7.1 %	87.6 %	2.5 %	0.7 %	1.5 %	0.7 %	5,528
Spouse of separated or retired service member with a disability rating of 100%	1.7 %	92.8 %	2.7 %	1.1 %	0.9 %	0.8 %	10,522
Widow(er) of a service member killed while on active duty	3.1 %	81.6 %	5.6 %	4.5 %	3.5 %	1.6 %	286
None of the categories listed	3.6 %	93.2 %	1.4 %	0.6 %	0.7 %	0.5 %	500,098
NoN-Competitive Hiring Authority							
Yes	5.2 %	87.7 %	3.3 %	1.2 %	1.6 %	1.0 %	2,035
No	3.6 %	91.2 %	2.5 %	0.9 %	1.1 %	0.7 %	14,202
Disability							
Yes	2.4 %	93.1 %	2.2 %	0.8 %	0.8 %	0.7 %	83,722
No	3.9 %	93.0 %	1.3 %	0.6 %	0.7 %	0.4 %	420,140

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_1) For what purpose did you use Paid Parental Leave? Birth of a child

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	96.3 %	16,758	639
Work Location			
Headquarters	97.0 %	4,870	158
Field	95.7 %	7,912	354
Full-time telework	97.3 %	3,565	109
Supervisory Status			
Senior Leader	91.8 %	105	12
Manager	92.9 %	661	46
Supervisor	95.0 %	2,035	96
Team Leader	96.6 %	2,289	90
Non-Supervisor	96.7 %	11,359	377
Sex			
Male	96.8 %	9,152	281
Female	95.7 %	6,838	313
Hispanic or Latino			
Yes	96.5 %	1,835	70
No	96.4 %	14,219	522
Race			
American Indian/Alaska Native	87.5 %	205	27
Asian	98.3 %	1,083	16
Black/African American	96.2 %	1,639	71
Native Hawaiian/Pacific Islander	96.4 %	68	3
White	96.6 %	11,767	423
Two or more races (Not Hispanic/Latino)	95.9 %	763	37
Age Group			
25 and under	97.7 %	125	4
26-29 years old	99.3 %	1,066	7
30-39 years old	98.3 %	11,191	180
40-49 years old	92.2 %	3,359	253
50-59 years old	73.8 %	316	123
60 or older	74.5 %	71	30
Level of Education			
Less than High School	72.5 %	6	3
H.S. Diploma/GED or equiv	96.1 %	329	18
Trade/Technical Certificate	89.5 %	154	22
Some College(no degree)	94.8 %	1,013	56
Associate's Degree	95.3 %	698	47
Bachelor's Degree	97.1 %	6,170	200
Master's Degree	96.5 %	5,428	188
Doctoral/Professional Degree	97.0 %	2,451	71
Pay Category			
Federal Wage System	93.0 %	456	32
GS 1-6	96.0 %	365	18
GS 7-12	96.7 %	6,976	245
GS 13-15	96.4 %	7,248	266
SES	94.2 %	32	3
SL/ST	94.5 %	29	2
Other	96.3 %	1,339	53
Time in Federal Government			
< 1 year	94.1 %	38	3
1-3 years	98.5 %	3,032	53
4-5 years	97.8 %	2,379	52
6-10 years	97.0 %	4,963	140
11-14 years	95.9 %	3,951	159
15-20 years	93.3 %	1,647	120
> 20 years	83.0 %	422	91
Time with Current Agency			
< 1 year	98.0 %	320	6
1-3 years	98.0 %	4,411	93
4-5 years	97.3 %	2,674	75

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_1) For what purpose did you use Paid Parental Leave? Birth of a child

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	96.3 %	16,758	639
6-10 years	96.5 %	4,605	158
11-14 years	95.6 %	2,998	135
15-20 years	93.2 %	1,179	86
> 20 years	81.4 %	266	64
Leaving			
No	96.6 %	10,620	372
Yes, to retire	85.2 %	67	16
Yes, to other job in Govt	96.1 %	3,417	146
Yes, to other job outside Govt	96.6 %	1,186	36
Yes, other	95.8 %	1,150	49
Retiring			
Less than 1 year	90.8 %	48	6
1 year	86.3 %	34	7
2 years	77.2 %	45	15
3 years	81.1 %	51	19
4 years	75.9 %	43	18
5 years	82.9 %	142	31
More than 5 years	96.8 %	15,957	513
Transgender			
Yes	93.2 %	56	5
No	96.5 %	15,831	582
Consider Yourself as			
Straight	96.7 %	15,121	499
Gay or Lesbian	70.4 %	124	55
Bisexual	95.7 %	249	14
Use different term	93.8 %	273	16
Military Service			
No Prior Military Service	96.9 %	13,676	454
Currently in Guard/Reserves	96.5 %	473	20
Retired	87.8 %	284	38
Separated/Discharged	95.0 %	2,000	108
Military Spouse			
Spouse of current active duty service member	97.1 %	371	10
Spouse of separated or retired service member with a disability rating of 100%	88.9 %	136	18
Widow(er) of a service member killed while on active duty	50.5 %	3	5
None of the categories listed	96.5 %	15,922	581
NoN-Competitive Hiring Authority			
Yes	94.6 %	91	4
No	94.4 %	415	28
Disability			
Yes	94.0 %	1,700	115
No	96.7 %	14,421	482

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_2) For what purpose did you use Paid Parental Leave? Placement of a child for adoption

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	1.8 %	325	17,072
Work Location			
Headquarters	1.6 %	92	4,936
Field	2.0 %	169	8,097
Full-time telework	1.5 %	53	3,621
Supervisory Status			
Senior Leader	9.0 %	10	107
Manager	4.3 %	31	676
Supervisor	1.7 %	43	2,088
Team Leader	1.9 %	51	2,328
Non-Supervisor	1.6 %	178	11,558
Sex			
Male	1.7 %	161	9,272
Female	1.8 %	135	7,016
Hispanic or Latino			
Yes	2.6 %	46	1,859
No	1.6 %	254	14,487
Race			
American Indian/Alaska Native	6.7 %	14	218
Asian	1.1 %	12	1,087
Black/African American	2.3 %	47	1,663
Native Hawaiian/Pacific Islander	1.0 %	1	70
White	1.7 %	202	11,988
Two or more races (Not Hispanic/Latino)	1.3 %	14	786
Age Group			
25 and under	5.8 %	6	123
26-29 years old	0.5 %	4	1,069
30-39 years old	0.8 %	92	11,279
40-49 years old	3.6 %	120	3,492
50-59 years old	12.9 %	60	379
60 or older	14.9 %	17	84
Level of Education			
Less than High School	30.1 %	2	7
H.S. Diploma/GED or equiv	2.4 %	11	336
Trade/Technical Certificate	7.6 %	17	159
Some College(no degree)	2.3 %	22	1,047
Associate's Degree	2.1 %	25	720
Bachelor's Degree	1.3 %	94	6,276
Master's Degree	1.7 %	92	5,524
Doctoral/Professional Degree	1.8 %	40	2,482
Pay Category			
Federal Wage System	2.2 %	12	476
GS 1-6	2.6 %	10	373
GS 7-12	1.4 %	104	7,117
GS 13-15	2.1 %	156	7,358
SES	3.4 %	2	33
SL/ST	5.5 %	2	29
Other	1.6 %	24	1,368
Time in Federal Government			
< 1 year	19.0 %	5	36
1-3 years	0.7 %	25	3,060
4-5 years	1.4 %	30	2,401
6-10 years	1.6 %	71	5,032
11-14 years	1.8 %	84	4,026
15-20 years	2.3 %	47	1,720
> 20 years	8.5 %	48	465
Time with Current Agency			
< 1 year	3.6 %	8	318
1-3 years	1.0 %	46	4,458
4-5 years	1.6 %	43	2,706

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_2) For what purpose did you use Paid Parental Leave? Placement of a child for adoption

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	1.8 %	325	17,072
6-10 years	1.8 %	78	4,685
11-14 years	2.0 %	70	3,063
15-20 years	2.5 %	36	1,229
> 20 years	8.5 %	29	301
Leaving			
No	1.8 %	193	10,799
Yes, to retire	12.7 %	13	70
Yes, to other job in Govt	1.5 %	64	3,499
Yes, to other job outside Govt	1.8 %	22	1,200
Yes, other	1.5 %	20	1,179
Retiring			
Less than 1 year	15.2 %	7	47
1 year	13.4 %	6	35
2 years	13.4 %	8	52
3 years	13.2 %	13	57
4 years	18.7 %	10	51
5 years	7.7 %	14	159
More than 5 years	1.4 %	248	16,222
Transgender			
Yes	9.0 %	4	57
No	1.7 %	289	16,124
Consider Yourself as			
Straight	1.5 %	236	15,384
Gay or Lesbian	17.4 %	35	144
Bisexual	3.9 %	9	254
Use different term	3.8 %	9	280
Military Service			
No Prior Military Service	1.5 %	228	13,902
Currently in Guard/Reserves	1.6 %	10	483
Retired	9.1 %	27	295
Separated/Discharged	2.0 %	44	2,064
Military Spouse			
Spouse of current active duty service member	3.3 %	10	371
Spouse of separated or retired service member with a disability rating of 100%	6.4 %	11	143
Widow(er) of a service member killed while on active duty	33.0 %	3	5
None of the categories listed	1.6 %	283	16,220
NoN-Competitive Hiring Authority			
Yes	7.5 %	6	89
No	3.6 %	17	426
Disability			
Yes	3.0 %	59	1,756
No	1.6 %	243	14,660

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

***[Click here to return to File Index](#)

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_3) For what purpose did you use Paid Parental Leave? Placement of a child for foster care

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.5 %	408	16,989
Work Location			
Headquarters	1.7 %	83	4,945
Field	3.0 %	238	8,028
Full-time telework	1.9 %	73	3,601
Supervisory Status			
Senior Leader	9.3 %	10	107
Manager	3.7 %	22	685
Supervisor	3.8 %	62	2,069
Team Leader	2.0 %	51	2,328
Non-Supervisor	2.2 %	250	11,486
Sex			
Male	2.1 %	166	9,267
Female	3.0 %	214	6,937
Hispanic or Latino			
Yes	2.2 %	41	1,864
No	2.4 %	333	14,408
Race			
American Indian/Alaska Native	11.0 %	22	210
Asian	0.8 %	8	1,091
Black/African American	1.9 %	35	1,675
Native Hawaiian/Pacific Islander	2.6 %	2	69
White	2.3 %	277	11,913
Two or more races (Not Hispanic/Latino)	2.9 %	25	775
Age Group			
25 and under	4.5 %	4	125
26-29 years old	0.3 %	4	1,069
30-39 years old	1.2 %	115	11,256
40-49 years old	4.7 %	156	3,456
50-59 years old	18.2 %	75	364
60 or older	23.5 %	26	75
Level of Education			
Less than High School	36.3 %	3	6
H.S. Diploma/GED or equiv	4.1 %	16	331
Trade/Technical Certificate	5.8 %	14	162
Some College(no degree)	3.3 %	41	1,028
Associate's Degree	3.6 %	32	713
Bachelor's Degree	2.1 %	130	6,240
Master's Degree	2.2 %	114	5,502
Doctoral/Professional Degree	1.4 %	34	2,488
Pay Category			
Federal Wage System	6.2 %	25	463
GS 1-6	4.5 %	20	363
GS 7-12	2.4 %	177	7,044
GS 13-15	1.8 %	134	7,380
SES	2.3 %	1	34
SL/ST	0.0 %	0	31
Other	2.6 %	38	1,354
Time in Federal Government			
< 1 year	11.3 %	3	38
1-3 years	0.9 %	33	3,052
4-5 years	1.6 %	34	2,397
6-10 years	1.7 %	86	5,017
11-14 years	2.6 %	86	4,024
15-20 years	5.2 %	88	1,679
> 20 years	12.4 %	63	450
Time with Current Agency			
< 1 year	2.3 %	5	321
1-3 years	1.1 %	53	4,451
4-5 years	1.7 %	47	2,702

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL2_3) For what purpose did you use Paid Parental Leave? Placement of a child for foster care

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.5 %	408	16,989
6-10 years	2.1 %	97	4,666
11-14 years	2.8 %	76	3,057
15-20 years	5.6 %	61	1,204
> 20 years	16.7 %	53	277
Leaving			
No	2.1 %	218	10,774
Yes, to retire	12.7 %	16	67
Yes, to other job in Govt	2.8 %	99	3,464
Yes, to other job outside Govt	2.5 %	25	1,197
Yes, other	3.2 %	35	1,164
Retiring			
Less than 1 year	10.2 %	6	48
1 year	9.3 %	6	35
2 years	20.4 %	14	46
3 years	7.9 %	7	63
4 years	20.2 %	12	49
5 years	11.6 %	20	153
More than 5 years	2.1 %	324	16,146
Transgender			
Yes	5.4 %	3	58
No	2.4 %	374	16,039
Consider Yourself as			
Straight	2.2 %	329	15,291
Gay or Lesbian	13.9 %	24	155
Bisexual	4.4 %	12	251
Use different term	3.5 %	8	281
Military Service			
No Prior Military Service	2.2 %	289	13,841
Currently in Guard/Reserves	2.8 %	14	479
Retired	5.9 %	23	299
Separated/Discharged	3.2 %	69	2,039
Military Spouse			
Spouse of current active duty service member	1.4 %	5	376
Spouse of separated or retired service member with a disability rating of 100%	7.1 %	12	142
Widow(er) of a service member killed while on active duty	16.6 %	2	6
None of the categories listed	2.4 %	374	16,129
NoN-Competitive Hiring Authority			
Yes	3.2 %	3	92
No	3.1 %	16	427
Disability			
Yes	4.5 %	81	1,734
No	2.1 %	300	14,603

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Demographics	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
Work Location						
Headquarters	81.5 %	9.4 %	3.3 %	3.3 %	2.4 %	5,038
Field	79.5 %	10.0 %	3.4 %	4.3 %	2.7 %	8,292
Full-time telework	87.0 %	7.0 %	2.3 %	2.1 %	1.6 %	3,685
Supervisory Status						
Senior Leader	67.0 %	4.0 %	4.5 %	7.6 %	16.9 %	118
Manager	67.0 %	20.1 %	3.5 %	5.9 %	3.5 %	705
Supervisor	74.1 %	10.8 %	5.5 %	5.9 %	3.7 %	2,139
Team Leader	77.1 %	11.3 %	3.9 %	4.5 %	3.2 %	2,390
Non-Supervisor	84.5 %	8.1 %	2.7 %	2.9 %	1.9 %	11,765
Sex						
Male	75.6 %	11.7 %	4.5 %	5.0 %	3.2 %	9,454
Female	92.3 %	4.7 %	1.0 %	1.1 %	1.0 %	7,174
Hispanic or Latino						
Yes	84.4 %	8.1 %	2.3 %	2.6 %	2.6 %	1,914
No	81.1 %	9.4 %	3.4 %	3.7 %	2.4 %	14,776
Race						
American Indian/Alaska Native	76.9 %	11.4 %	3.3 %	5.1 %	3.4 %	234
Asian	84.6 %	7.3 %	2.4 %	2.6 %	3.2 %	1,096
Black/African American	84.6 %	8.0 %	2.5 %	2.4 %	2.5 %	1,714
Native Hawaiian/Pacific Islander	71.5 %	18.0 %	3.5 %	6.6 %	0.5 %	76
White	80.9 %	9.4 %	3.5 %	3.8 %	2.4 %	12,222
Two or more races (Not Hispanic/Latino)	83.2 %	8.8 %	2.6 %	3.6 %	1.8 %	800
Age Group						
25 and under	83.3 %	8.7 %	1.4 %	4.1 %	2.5 %	128
26-29 years old	86.9 %	7.6 %	1.9 %	2.6 %	1.0 %	1,077
30-39 years old	83.7 %	8.8 %	3.0 %	3.0 %	1.6 %	11,392
40-49 years old	75.7 %	11.0 %	4.3 %	5.4 %	3.6 %	3,613
50-59 years old	58.7 %	14.3 %	5.3 %	6.6 %	15.1 %	448
60 or older	49.2 %	6.6 %	5.9 %	11.9 %	26.3 %	114
Level of Education						
Less than High School	82.1 %	17.9 %	0	0	0	8
H.S. Diploma/GED or equiv	84.0 %	7.7 %	3.2 %	2.4 %	2.7 %	347
Trade/Technical Certificate	71.7 %	15.4 %	2.7 %	7.0 %	3.3 %	175

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Demographics	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
Some College(no degree)	80.2 %	10.5 %	2.9 %	4.5 %	1.9 %	1,084
Associate's Degree	81.0 %	7.9 %	3.3 %	3.8 %	4.0 %	749
Bachelor's Degree	81.4 %	9.2 %	3.4 %	3.5 %	2.5 %	6,382
Master's Degree	81.9 %	9.1 %	3.2 %	3.7 %	2.0 %	5,631
Doctoral/Professional Degree	82.0 %	9.3 %	2.9 %	3.3 %	2.5 %	2,527
Pay Category						
Federal Wage System	77.3 %	8.7 %	4.7 %	5.6 %	3.7 %	489
GS 1-6	81.0 %	8.6 %	2.7 %	5.3 %	2.5 %	386
GS 7-12	83.3 %	8.5 %	2.5 %	3.5 %	2.3 %	7,242
GS 13-15	80.1 %	10.1 %	4.1 %	3.5 %	2.4 %	7,527
SES	66.2 %	7.3 %	5.9 %	20.6 %	0.0%	35
SL/ST	75.1 %	9.2 %	12.4 %	3.3 %	0.0%	32
Other	80.1 %	10.2 %	3.1 %	3.9 %	2.7 %	1,401
Time in Federal Government						
< 1 year	73.5 %	18.4 %	8.1 %	0.0%	0.0%	41
1-3 years	81.9 %	10.3 %	3.0 %	3.2 %	1.7 %	3,092
4-5 years	85.0 %	7.4 %	2.5 %	2.9 %	2.2 %	2,434
6-10 years	84.0 %	8.8 %	2.8 %	2.6 %	1.8 %	5,104
11-14 years	79.7 %	9.4 %	4.1 %	4.5 %	2.3 %	4,125
15-20 years	76.3 %	10.4 %	3.6 %	5.5 %	4.2 %	1,780
> 20 years	65.6 %	10.6 %	4.3 %	8.5 %	10.9 %	518
Time with Current Agency						
< 1 year	79.6 %	14.4 %	1.5 %	4.1 %	0.3 %	325
1-3 years	81.5 %	9.8 %	3.3 %	3.4 %	2.1 %	4,517
4-5 years	85.4 %	7.5 %	2.9 %	2.3 %	2.0 %	2,751
6-10 years	83.2 %	8.8 %	2.9 %	3.2 %	1.9 %	4,773
11-14 years	79.5 %	9.5 %	3.7 %	4.7 %	2.6 %	3,144
15-20 years	74.6 %	11.0 %	3.9 %	5.8 %	4.8 %	1,273
> 20 years	64.9 %	10.8 %	4.7 %	8.9 %	10.8 %	334
Leaving						
No	80.5 %	9.7 %	3.4 %	3.8 %	2.6 %	11,012
Yes, to retire	64.8 %	13.4 %	3.2 %	7.8 %	10.9 %	86
Yes, to other job in Govt	83.8 %	8.4 %	2.7 %	2.9 %	2.1 %	3,572
Yes, to other job outside Govt	80.3 %	10.3 %	4.0 %	3.8 %	1.7 %	1,232

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Demographics	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
Yes, other	83.4 %	7.7 %	2.9 %	3.9 %	2.1 %	1,202
Retiring						
Less than 1 year	78.2 %	10.9 %	6.5 %	2.1 %	2.3 %	55
1 year	61.3 %	16.1 %	1.3 %	11.6 %	9.7 %	42
2 years	75.4 %	4.5 %	3.0 %	4.6 %	12.5 %	57
3 years	66.6 %	11.0 %	4.0 %	5.5 %	12.9 %	73
4 years	71.1 %	10.7 %	7.7 %	3.2 %	7.3 %	64
5 years	63.8 %	13.5 %	1.3 %	9.4 %	12.1 %	176
More than 5 years	81.8 %	9.2 %	3.2 %	3.6 %	2.2 %	16,510
Transgender						
Yes	89.6 %	5.2 %	1.6 %	2.1 %	1.6 %	62
No	81.5 %	9.2 %	3.2 %	3.6 %	2.4 %	16,457
Consider Yourself as						
Straight	81.5 %	9.3 %	3.3 %	3.6 %	2.4 %	15,667
Gay or Lesbian	78.8 %	10.1 %	1.7 %	5.4 %	4.1 %	179
Bisexual	88.4 %	6.2 %	2.7 %	2.4 %	0.3 %	261
Use different term	83.4 %	7.7 %	1.8 %	3.1 %	4.0 %	290
Military Service						
No Prior Military Service	82.9 %	8.7 %	2.8 %	3.4 %	2.2 %	14,177
Currently in Guard/Reserves	77.0 %	9.6 %	5.2 %	5.4 %	2.7 %	491
Retired	68.3 %	13.1 %	6.0 %	5.0 %	7.6 %	324
Separated/Discharged	76.7 %	11.3 %	4.4 %	4.5 %	3.0 %	2,112
Military Spouse						
Spouse of current active duty service member	88.0 %	5.6 %	1.8 %	2.5 %	2.1 %	383
Spouse of separated or retired service member with a disability rating of 100%	76.3 %	12.2 %	4.4 %	2.7 %	4.4 %	155
Widow(er) of a service member killed while on active duty	76.2 %	12.6 %	11.2 %	0	0	9
None of the categories listed	81.2 %	9.4 %	3.3 %	3.7 %	2.4 %	16,549
NoN-Competitive Hiring Authority						
Yes	80.3 %	7.7 %	4.0 %	3.6 %	4.3 %	94
No	86.5 %	6.9 %	2.1 %	2.2 %	2.3 %	448
Disability						

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL3) How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event?

Demographics	Full 12 Weeks	At least 8 weeks but less than 12 weeks	At least 6 weeks but less than 8 weeks	At least 3 weeks but less than 6 weeks	Less than 3 weeks	Item Response Total**
All Responses	81.3 %	9.3 %	3.3 %	3.6 %	2.4 %	17,443
Yes	80.7 %	10.1 %	2.4 %	3.5 %	3.3 %	1,819
No	81.6 %	9.1 %	3.3 %	3.7 %	2.3 %	14,947

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_1) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not need to use the full 12 weeks of leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	28.7 %	946	2,154
Work Location			
Headquarters	28.7 %	260	620
Field	27.4 %	502	1,208
Full-time telework	33.0 %	157	283
Supervisory Status			
Senior Leader	39.1 %	14	23
Manager	22.7 %	53	158
Supervisor	27.6 %	150	379
Team Leader	26.4 %	143	352
Non-Supervisor	30.6 %	572	1,197
Sex			
Male	29.5 %	754	1,655
Female	25.8 %	152	376
Hispanic or Latino			
Yes	20.4 %	65	243
No	29.5 %	830	1,808
Race			
American Indian/Alaska Native	25.4 %	14	43
Asian	28.4 %	51	113
Black/African American	23.0 %	62	197
Native Hawaiian/Pacific Islander	--	--	--
White	29.2 %	707	1,508
Two or more races (Not Hispanic/Latino)	33.8 %	40	100
Age Group			
25 and under	27.5 %	6	13
26-29 years old	25.5 %	31	108
30-39 years old	27.7 %	509	1,218
40-49 years old	30.6 %	276	558
50-59 years old	34.5 %	60	122
60 or older	42.3 %	29	30
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	36.9 %	16	43
Trade/Technical Certificate	20.8 %	13	35
Some College(no degree)	25.5 %	66	154
Associate's Degree	35.2 %	48	96
Bachelor's Degree	29.3 %	369	816
Master's Degree	27.2 %	274	661
Doctoral/Professional Degree	32.8 %	139	262
Pay Category			
Federal Wage System	33.2 %	33	75
GS 1-6	29.8 %	21	49
GS 7-12	28.5 %	370	861
GS 13-15	29.3 %	428	916
SES	77.5 %	6	4
SL/ST	71.9 %	5	4
Other	23.5 %	68	194
Time in Federal Government			
< 1 year	--	--	--
1-3 years	26.0 %	148	389
4-5 years	27.2 %	93	228
6-10 years	28.3 %	240	542
11-14 years	27.8 %	230	540
15-20 years	35.7 %	147	280
> 20 years	33.6 %	69	116
Time with Current Agency			
< 1 year	40.4 %	22	40
1-3 years	28.3 %	237	554

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_1) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not need to use the full 12 weeks of leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	28.7 %	946	2,154
4-5 years	24.7 %	100	268
6-10 years	26.1 %	221	535
11-14 years	28.4 %	187	425
15-20 years	38.4 %	113	207
> 20 years	34.7 %	50	78
Leaving			
No	34.0 %	708	1,300
Yes, to retire	23.5 %	10	17
Yes, to other job in Govt	20.9 %	131	434
Yes, to other job outside Govt	17.4 %	45	198
Yes, other	21.4 %	36	155
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	30.6 %	6	8
3 years	29.0 %	10	17
4 years	58.7 %	12	10
5 years	26.0 %	19	39
More than 5 years	29.1 %	873	1,994
Transgender			
Yes	--	--	--
No	29.0 %	898	2,003
Consider Yourself as			
Straight	29.2 %	862	1,898
Gay or Lesbian	27.6 %	13	23
Bisexual	10.8 %	5	28
Use different term	18.3 %	11	47
Military Service			
No Prior Military Service	29.3 %	704	1,608
Currently in Guard/Reserves	23.9 %	33	89
Retired	32.5 %	38	65
Separated/Discharged	28.0 %	155	344
Military Spouse			
Spouse of current active duty service member	17.7 %	13	30
Spouse of separated or retired service member with a disability rating of 100%	29.6 %	10	21
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	29.1 %	908	2,052
NoN-Competitive Hiring Authority			
Yes	24.4 %	5	8
No	22.2 %	17	44
Disability			
Yes	28.1 %	103	243
No	28.8 %	803	1,806

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_2) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.4 %	71	3,029
Work Location			
Headquarters	0.6 %	7	873
Field	3.5 %	54	1,656
Full-time telework	2.0 %	8	432
Supervisory Status			
Senior Leader	--	--	--
Manager	--	--	--
Supervisor	2.2 %	12	517
Team Leader	2.4 %	12	483
Non-Supervisor	2.8 %	43	1,726
Sex			
Male	1.7 %	33	2,376
Female	7.0 %	33	495
Hispanic or Latino			
Yes	6.4 %	17	291
No	1.9 %	48	2,590
Race			
American Indian/Alaska Native	--	--	--
Asian	7.9 %	8	156
Black/African American	3.6 %	11	248
Native Hawaiian/Pacific Islander	--	--	--
White	1.6 %	32	2,183
Two or more races (Not Hispanic/Latino)	5.8 %	9	131
Age Group			
25 and under	--	--	--
26-29 years old	6.5 %	11	128
30-39 years old	1.5 %	27	1,700
40-49 years old	2.4 %	14	820
50-59 years old	7.3 %	10	172
60 or older	--	--	--
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	8.4 %	8	51
Trade/Technical Certificate	--	--	--
Some College(no degree)	5.2 %	15	205
Associate's Degree	3.3 %	4	140
Bachelor's Degree	2.6 %	23	1,162
Master's Degree	1.3 %	12	923
Doctoral/Professional Degree	0.9 %	4	397
Pay Category			
Federal Wage System	3.9 %	5	103
GS 1-6	7.2 %	5	65
GS 7-12	1.8 %	20	1,211
GS 13-15	1.0 %	12	1,332
SES	--	--	--
SL/ST	--	--	--
Other	8.9 %	25	237
Time in Federal Government			
< 1 year	--	--	--
1-3 years	1.8 %	11	526
4-5 years	3.1 %	10	311
6-10 years	1.9 %	15	767
11-14 years	2.0 %	12	758
15-20 years	3.3 %	11	416
> 20 years	3.9 %	5	180
Time with Current Agency			
< 1 year	--	--	--
1-3 years	1.5 %	13	778

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_2) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	2.4 %	71	3,029
4-5 years	4.0 %	12	356
6-10 years	2.7 %	18	738
11-14 years	2.0 %	11	601
15-20 years	1.8 %	6	314
> 20 years	4.6 %	5	123
Leaving			
No	1.8 %	33	1,975
Yes, to retire	--	--	--
Yes, to other job in Govt	3.8 %	19	546
Yes, to other job outside Govt	2.4 %	6	237
Yes, other	3.1 %	7	184
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	--	--	--
3 years	--	--	--
4 years	--	--	--
5 years	--	--	--
More than 5 years	2.4 %	63	2,804
Transgender			
Yes	--	--	--
No	2.5 %	66	2,835
Consider Yourself as			
Straight	2.2 %	56	2,704
Gay or Lesbian	--	--	--
Bisexual	27.5 %	6	27
Use different term	--	--	--
Military Service			
No Prior Military Service	2.7 %	57	2,255
Currently in Guard/Reserves	--	--	--
Retired	--	--	--
Separated/Discharged	2.5 %	10	489
Military Spouse			
Spouse of current active duty service member	--	--	--
Spouse of separated or retired service member with a disability rating of 100%	--	--	--
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	2.5 %	66	2,894
NoN-Competitive Hiring Authority			
Yes	--	--	--
No	--	--	--
Disability			
Yes	3.9 %	12	334
No	2.3 %	55	2,554

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_3) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	3.7 %	111	2,989
Work Location			
Headquarters	3.5 %	37	843
Field	4.0 %	56	1,654
Full-time telework	4.0 %	18	422
Supervisory Status			
Senior Leader	--	--	--
Manager	--	--	--
Supervisor	1.8 %	12	517
Team Leader	2.3 %	13	482
Non-Supervisor	5.2 %	81	1,688
Sex			
Male	3.1 %	67	2,342
Female	8.4 %	41	487
Hispanic or Latino			
Yes	6.6 %	20	288
No	3.5 %	86	2,552
Race			
American Indian/Alaska Native	--	--	--
Asian	5.2 %	11	153
Black/African American	9.3 %	17	242
Native Hawaiian/Pacific Islander	--	--	--
White	2.8 %	61	2,154
Two or more races (Not Hispanic/Latino)	3.5 %	7	133
Age Group			
25 and under	--	--	--
26-29 years old	6.9 %	11	128
30-39 years old	3.9 %	63	1,664
40-49 years old	2.7 %	24	810
50-59 years old	4.2 %	5	177
60 or older	5.3 %	4	55
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	--	--	--
Trade/Technical Certificate	--	--	--
Some College(no degree)	6.2 %	11	209
Associate's Degree	2.8 %	4	140
Bachelor's Degree	3.2 %	31	1,154
Master's Degree	4.0 %	42	893
Doctoral/Professional Degree	3.5 %	16	385
Pay Category			
Federal Wage System	2.7 %	4	104
GS 1-6	4.8 %	4	66
GS 7-12	5.5 %	58	1,173
GS 13-15	1.9 %	27	1,317
SES	--	--	--
SL/ST	--	--	--
Other	4.5 %	15	247
Time in Federal Government			
< 1 year	--	--	--
1-3 years	11.1 %	61	476
4-5 years	2.9 %	10	311
6-10 years	1.5 %	12	770
11-14 years	1.2 %	8	762
15-20 years	3.4 %	12	415
> 20 years	--	--	--
Time with Current Agency			
< 1 year	--	--	--
1-3 years	7.4 %	60	731

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_3) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	3.7 %	111	2,989
4-5 years	3.9 %	15	353
6-10 years	1.6 %	12	744
11-14 years	1.9 %	9	603
15-20 years	2.7 %	8	312
> 20 years	--	--	--
Leaving			
No	3.7 %	72	1,936
Yes, to retire	--	--	--
Yes, to other job in Govt	4.1 %	20	545
Yes, to other job outside Govt	2.3 %	6	237
Yes, other	4.3 %	10	181
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	--	--	--
3 years	--	--	--
4 years	--	--	--
5 years	--	--	--
More than 5 years	3.4 %	99	2,768
Transgender			
Yes	--	--	--
No	3.8 %	104	2,797
Consider Yourself as			
Straight	3.8 %	98	2,662
Gay or Lesbian	--	--	--
Bisexual	--	--	--
Use different term	--	--	--
Military Service			
No Prior Military Service	3.5 %	82	2,230
Currently in Guard/Reserves	8.6 %	7	115
Retired	6.4 %	5	98
Separated/Discharged	2.8 %	15	484
Military Spouse			
Spouse of current active duty service member	26.6 %	11	32
Spouse of separated or retired service member with a disability rating of 100%	--	--	--
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	3.4 %	98	2,862
NoN-Competitive Hiring Authority			
Yes	26.7 %	4	9
No	12.0 %	8	53
Disability			
Yes	3.9 %	16	330
No	3.8 %	91	2,518

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_4) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel I could be away from job responsibilities for a full 12 weeks

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	57.0 %	1,792	1,308
Work Location			
Headquarters	60.6 %	515	365
Field	55.3 %	995	715
Full-time telework	55.3 %	233	207
Supervisory Status			
Senior Leader	34.8 %	14	23
Manager	65.3 %	145	66
Supervisor	63.0 %	336	193
Team Leader	63.4 %	310	185
Non-Supervisor	52.5 %	947	822
Sex			
Male	59.5 %	1,471	938
Female	43.1 %	223	305
Hispanic or Latino			
Yes	51.7 %	160	148
No	57.6 %	1,538	1,100
Race			
American Indian/Alaska Native	52.8 %	28	29
Asian	50.8 %	91	73
Black/African American	39.5 %	106	153
Native Hawaiian/Pacific Islander	31.7 %	9	11
White	60.1 %	1,333	882
Two or more races (Not Hispanic/Latino)	50.9 %	72	68
Age Group			
25 and under	53.9 %	11	8
26-29 years old	50.2 %	76	63
30-39 years old	61.6 %	1,060	667
40-49 years old	55.3 %	475	359
50-59 years old	34.6 %	73	109
60 or older	15.4 %	12	47
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	29.7 %	20	39
Trade/Technical Certificate	39.5 %	17	31
Some College(no degree)	44.3 %	102	118
Associate's Degree	40.0 %	57	87
Bachelor's Degree	58.6 %	706	479
Master's Degree	62.2 %	569	366
Doctoral/Professional Degree	66.3 %	254	147
Pay Category			
Federal Wage System	40.0 %	44	64
GS 1-6	34.7 %	27	43
GS 7-12	52.7 %	674	557
GS 13-15	66.4 %	867	477
SES	--	--	--
SL/ST	95.0 %	8	1
Other	53.1 %	125	137
Time in Federal Government			
< 1 year	36.2 %	5	6
1-3 years	50.6 %	279	258
4-5 years	61.6 %	192	129
6-10 years	60.2 %	470	312
11-14 years	60.1 %	466	304
15-20 years	56.1 %	251	176
> 20 years	44.0 %	89	96
Time with Current Agency			
< 1 year	47.9 %	30	32
1-3 years	52.0 %	418	373

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_4) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel I could be away from job responsibilities for a full 12 weeks

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	57.0 %	1,792	1,308
4-5 years	61.6 %	227	141
6-10 years	61.4 %	465	291
11-14 years	60.0 %	363	249
15-20 years	53.3 %	185	135
> 20 years	46.7 %	63	65
Leaving			
No	56.0 %	1,147	861
Yes, to retire	20.7 %	5	22
Yes, to other job in Govt	58.0 %	327	238
Yes, to other job outside Govt	66.2 %	163	80
Yes, other	55.3 %	107	84
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	42.9 %	6	8
3 years	17.1 %	7	20
4 years	38.6 %	6	16
5 years	28.1 %	20	38
More than 5 years	58.5 %	1,699	1,168
Transgender			
Yes	84.3 %	8	1
No	56.9 %	1,664	1,237
Consider Yourself as			
Straight	57.0 %	1,583	1,177
Gay or Lesbian	57.0 %	21	15
Bisexual	42.8 %	16	17
Use different term	45.1 %	31	27
Military Service			
No Prior Military Service	58.4 %	1,365	947
Currently in Guard/Reserves	58.9 %	72	50
Retired	41.8 %	42	61
Separated/Discharged	54.1 %	271	228
Military Spouse			
Spouse of current active duty service member	45.1 %	18	25
Spouse of separated or retired service member with a disability rating of 100%	52.0 %	12	19
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	57.2 %	1,719	1,241
NoN-Competitive Hiring Authority			
Yes	52.3 %	6	7
No	47.9 %	24	37
Disability			
Yes	44.2 %	158	188
No	58.6 %	1,543	1,066

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_5) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?
 Concerned about the impact using the leave would have on my career advancement

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	29.0 %	856	2,244
Work Location			
Headquarters	34.5 %	281	599
Field	26.8 %	443	1,267
Full-time telework	26.7 %	111	329
Supervisory Status			
Senior Leader	27.8 %	10	27
Manager	20.7 %	46	165
Supervisor	31.5 %	149	380
Team Leader	33.2 %	159	336
Non-Supervisor	27.8 %	474	1,295
Sex			
Male	28.8 %	663	1,746
Female	26.3 %	132	396
Hispanic or Latino			
Yes	34.1 %	97	211
No	27.8 %	708	1,930
Race			
American Indian/Alaska Native	14.0 %	10	47
Asian	20.9 %	37	127
Black/African American	24.2 %	58	201
Native Hawaiian/Pacific Islander	30.9 %	8	12
White	29.0 %	604	1,611
Two or more races (Not Hispanic/Latino)	35.6 %	50	90
Age Group			
25 and under	37.3 %	6	13
26-29 years old	35.8 %	48	91
30-39 years old	31.9 %	523	1,204
40-49 years old	23.3 %	194	640
50-59 years old	14.1 %	28	154
60 or older	5.1 %	4	55
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	10.9 %	8	51
Trade/Technical Certificate	22.7 %	10	38
Some College(no degree)	20.4 %	51	169
Associate's Degree	25.7 %	34	110
Bachelor's Degree	29.1 %	316	869
Master's Degree	32.6 %	286	649
Doctoral/Professional Degree	31.0 %	113	288
Pay Category			
Federal Wage System	22.6 %	22	86
GS 1-6	18.6 %	15	55
GS 7-12	29.2 %	358	873
GS 13-15	30.0 %	365	979
SES	--	--	--
SL/ST	--	--	--
Other	31.2 %	74	188
Time in Federal Government			
< 1 year	57.7 %	5	6
1-3 years	33.6 %	178	359
4-5 years	32.6 %	94	227
6-10 years	31.5 %	227	555
11-14 years	27.5 %	210	560
15-20 years	21.1 %	96	331
> 20 years	14.9 %	22	163
Time with Current Agency			
< 1 year	35.3 %	20	42
1-3 years	32.4 %	252	539

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_5) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?
Concerned about the impact using the leave would have on my career advancement

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	29.0 %	856	2,244
4-5 years	32.4 %	108	260
6-10 years	30.5 %	219	537
11-14 years	25.6 %	145	467
15-20 years	20.8 %	71	249
> 20 years	14.8 %	18	110
Leaving			
No	22.5 %	435	1,573
Yes, to retire	--	--	--
Yes, to other job in Govt	40.1 %	222	343
Yes, to other job outside Govt	44.3 %	107	136
Yes, other	36.8 %	68	123
Retiring			
Less than 1 year	--	--	--
1 year	22.8 %	4	11
2 years	--	--	--
3 years	--	--	--
4 years	--	--	--
5 years	10.5 %	7	51
More than 5 years	29.8 %	813	2,054
Transgender			
Yes	33.5 %	4	5
No	28.5 %	784	2,117
Consider Yourself as			
Straight	28.3 %	738	2,022
Gay or Lesbian	42.6 %	13	23
Bisexual	22.9 %	8	25
Use different term	38.0 %	24	34
Military Service			
No Prior Military Service	29.2 %	636	1,676
Currently in Guard/Reserves	27.8 %	30	92
Retired	14.1 %	17	86
Separated/Discharged	30.8 %	149	350
Military Spouse			
Spouse of current active duty service member	28.8 %	13	30
Spouse of separated or retired service member with a disability rating of 100%	30.7 %	6	25
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	28.8 %	816	2,144
NoN-Competitive Hiring Authority			
Yes	--	--	--
No	33.8 %	15	46
Disability			
Yes	30.6 %	107	239
No	28.6 %	703	1,906

SOURCE: Federal Employee Viewpoint Survey
 **Unweighted count of responses to a question.
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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_6) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel that my coworkers supported my use of all 12 weeks of the leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	13.2 %	372	2,728
Work Location			
Headquarters	14.9 %	112	768
Field	12.9 %	212	1,498
Full-time telework	10.0 %	40	400
Supervisory Status			
Senior Leader	21.0 %	5	32
Manager	7.5 %	16	195
Supervisor	15.3 %	72	457
Team Leader	12.4 %	66	429
Non-Supervisor	13.4 %	208	1,561
Sex			
Male	13.0 %	284	2,125
Female	11.3 %	60	468
Hispanic or Latino			
Yes	13.2 %	34	274
No	13.0 %	316	2,322
Race			
American Indian/Alaska Native	12.8 %	7	50
Asian	8.8 %	10	154
Black/African American	6.8 %	15	244
Native Hawaiian/Pacific Islander	--	--	--
White	13.7 %	285	1,930
Two or more races (Not Hispanic/Latino)	11.9 %	13	127
Age Group			
25 and under	--	--	--
26-29 years old	17.3 %	25	114
30-39 years old	14.8 %	230	1,497
40-49 years old	9.9 %	85	749
50-59 years old	4.0 %	7	175
60 or older	--	--	--
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	--	--	--
Trade/Technical Certificate	10.7 %	5	43
Some College(no degree)	14.6 %	34	186
Associate's Degree	17.2 %	19	125
Bachelor's Degree	14.3 %	160	1,025
Master's Degree	13.3 %	109	826
Doctoral/Professional Degree	7.6 %	31	370
Pay Category			
Federal Wage System	13.6 %	13	95
GS 1-6	17.7 %	11	59
GS 7-12	14.3 %	171	1,060
GS 13-15	12.6 %	144	1,200
SES	--	--	--
SL/ST	--	--	--
Other	10.2 %	27	235
Time in Federal Government			
< 1 year	--	--	--
1-3 years	12.4 %	59	478
4-5 years	14.4 %	41	280
6-10 years	13.9 %	93	689
11-14 years	14.1 %	109	661
15-20 years	11.5 %	42	385
> 20 years	6.7 %	15	170
Time with Current Agency			
< 1 year	11.4 %	8	54
1-3 years	12.4 %	85	706

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_6) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel that my coworkers supported my use of all 12 weeks of the leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	13.2 %	372	2,728
4-5 years	14.8 %	49	319
6-10 years	14.5 %	101	655
11-14 years	11.9 %	74	538
15-20 years	13.5 %	33	287
> 20 years	10.7 %	13	115
Leaving			
No	7.4 %	154	1,854
Yes, to retire	--	--	--
Yes, to other job in Govt	22.5 %	106	459
Yes, to other job outside Govt	25.1 %	59	184
Yes, other	23.6 %	43	148
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	--	--	--
3 years	--	--	--
4 years	--	--	--
5 years	13.8 %	4	54
More than 5 years	13.3 %	352	2,515
Transgender			
Yes	--	--	--
No	12.9 %	341	2,560
Consider Yourself as			
Straight	12.8 %	320	2,440
Gay or Lesbian	21.5 %	7	29
Bisexual	--	--	--
Use different term	9.7 %	7	51
Military Service			
No Prior Military Service	11.8 %	263	2,049
Currently in Guard/Reserves	20.0 %	20	102
Retired	10.2 %	11	92
Separated/Discharged	16.8 %	69	430
Military Spouse			
Spouse of current active duty service member	13.6 %	7	36
Spouse of separated or retired service member with a disability rating of 100%	--	--	--
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	13.2 %	356	2,604
NoN-Competitive Hiring Authority			
Yes	--	--	--
No	15.9 %	8	53
Disability			
Yes	15.0 %	47	299
No	12.9 %	306	2,303

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_7) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel that my supervisor supported my use of all 12 weeks of the leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	15.4 %	422	2,678
Work Location			
Headquarters	16.5 %	121	759
Field	15.9 %	255	1,455
Full-time telework	11.1 %	39	401
Supervisory Status			
Senior Leader	--	--	--
Manager	13.0 %	30	181
Supervisor	20.0 %	87	442
Team Leader	18.5 %	81	414
Non-Supervisor	13.7 %	218	1,551
Sex			
Male	15.3 %	320	2,089
Female	13.7 %	73	455
Hispanic or Latino			
Yes	17.4 %	48	260
No	15.3 %	357	2,281
Race			
American Indian/Alaska Native	12.8 %	9	48
Asian	13.2 %	18	146
Black/African American	11.4 %	28	231
Native Hawaiian/Pacific Islander	--	--	--
White	16.2 %	311	1,904
Two or more races (Not Hispanic/Latino)	15.4 %	22	118
Age Group			
25 and under	--	--	--
26-29 years old	24.9 %	31	108
30-39 years old	16.2 %	239	1,488
40-49 years old	14.2 %	115	719
50-59 years old	6.3 %	13	169
60 or older	--	--	--
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	11.6 %	5	54
Trade/Technical Certificate	16.3 %	7	41
Some College(no degree)	17.2 %	37	183
Associate's Degree	16.0 %	21	123
Bachelor's Degree	16.8 %	182	1,003
Master's Degree	15.2 %	123	812
Doctoral/Professional Degree	9.5 %	34	367
Pay Category			
Federal Wage System	22.2 %	18	90
GS 1-6	23.3 %	16	54
GS 7-12	15.7 %	188	1,043
GS 13-15	15.1 %	166	1,178
SES	--	--	--
SL/ST	--	--	--
Other	11.3 %	29	233
Time in Federal Government			
< 1 year	--	--	--
1-3 years	12.1 %	54	483
4-5 years	14.1 %	41	280
6-10 years	17.6 %	106	676
11-14 years	17.5 %	129	641
15-20 years	14.8 %	57	370
> 20 years	12.7 %	26	159
Time with Current Agency			
< 1 year	11.2 %	10	52
1-3 years	13.3 %	86	705

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_7) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Did not feel that my supervisor supported my use of all 12 weeks of the leave

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	15.4 %	422	2,678
4-5 years	13.9 %	51	317
6-10 years	17.1 %	107	649
11-14 years	17.1 %	94	518
15-20 years	16.4 %	46	274
> 20 years	19.3 %	23	105
Leaving			
No	9.1 %	170	1,838
Yes, to retire	--	--	--
Yes, to other job in Govt	28.0 %	134	431
Yes, to other job outside Govt	27.0 %	62	181
Yes, other	23.1 %	47	144
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	--	--	--
3 years	--	--	--
4 years	--	--	--
5 years	25.5 %	10	48
More than 5 years	15.7 %	400	2,467
Transgender			
Yes	--	--	--
No	15.4 %	393	2,508
Consider Yourself as			
Straight	15.1 %	364	2,396
Gay or Lesbian	33.5 %	10	26
Bisexual	26.2 %	8	25
Use different term	16.3 %	10	48
Military Service			
No Prior Military Service	14.5 %	305	2,007
Currently in Guard/Reserves	19.9 %	22	100
Retired	7.3 %	9	94
Separated/Discharged	20.0 %	82	417
Military Spouse			
Spouse of current active duty service member	8.7 %	5	38
Spouse of separated or retired service member with a disability rating of 100%	--	--	--
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	15.8 %	411	2,549
NoN-Competitive Hiring Authority			
Yes	--	--	--
No	9.6 %	6	55
Disability			
Yes	18.1 %	65	281
No	15.1 %	337	2,272

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_8) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Other reason

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	23.9 %	699	2,401
Work Location			
Headquarters	23.1 %	202	678
Field	24.1 %	380	1,330
Full-time telework	24.4 %	105	335
Supervisory Status			
Senior Leader	12.1 %	5	32
Manager	14.7 %	30	181
Supervisor	21.5 %	107	422
Team Leader	24.1 %	107	388
Non-Supervisor	25.7 %	441	1,328
Sex			
Male	22.0 %	499	1,910
Female	31.5 %	159	369
Hispanic or Latino			
Yes	28.7 %	85	223
No	23.1 %	582	2,056
Race			
American Indian/Alaska Native	18.1 %	13	44
Asian	23.0 %	34	130
Black/African American	35.0 %	79	180
Native Hawaiian/Pacific Islander	26.7 %	7	13
White	22.3 %	480	1,735
Two or more races (Not Hispanic/Latino)	24.4 %	32	108
Age Group			
25 and under	42.2 %	7	12
26-29 years old	23.3 %	31	108
30-39 years old	22.7 %	388	1,339
40-49 years old	23.9 %	181	653
50-59 years old	27.0 %	47	135
60 or older	28.5 %	12	47
Level of Education			
Less than High School	--	--	--
H.S. Diploma/GED or equiv	27.4 %	16	43
Trade/Technical Certificate	39.0 %	16	32
Some College(no degree)	33.3 %	67	153
Associate's Degree	32.5 %	47	97
Bachelor's Degree	22.0 %	258	927
Master's Degree	22.1 %	201	734
Doctoral/Professional Degree	17.9 %	71	330
Pay Category			
Federal Wage System	25.9 %	28	80
GS 1-6	33.2 %	22	48
GS 7-12	27.1 %	307	924
GS 13-15	19.2 %	256	1,088
SES	--	--	--
SL/ST	--	--	--
Other	25.6 %	74	188
Time in Federal Government			
< 1 year	--	--	--
1-3 years	27.0 %	134	403
4-5 years	20.0 %	70	251
6-10 years	25.3 %	182	600
11-14 years	24.8 %	178	592
15-20 years	19.2 %	83	344
> 20 years	24.0 %	38	147
Time with Current Agency			
< 1 year	25.6 %	15	47
1-3 years	25.7 %	192	599

2022 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(PPL4_8) What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave?

Other reason

Demographics	% of Participants	Participants Total	Non Participants Total
All Responses	23.9 %	699	2,401
4-5 years	20.8 %	80	288
6-10 years	24.4 %	172	584
11-14 years	25.0 %	146	466
15-20 years	20.3 %	62	258
> 20 years	22.1 %	22	106
Leaving			
No	22.9 %	438	1,570
Yes, to retire	24.3 %	6	21
Yes, to other job in Govt	24.6 %	130	435
Yes, to other job outside Govt	20.4 %	51	192
Yes, other	34.7 %	61	130
Retiring			
Less than 1 year	--	--	--
1 year	--	--	--
2 years	--	--	--
3 years	45.3 %	8	19
4 years	37.6 %	6	16
5 years	32.0 %	18	40
More than 5 years	23.4 %	640	2,227
Transgender			
Yes	--	--	--
No	23.4 %	653	2,248
Consider Yourself as			
Straight	23.4 %	620	2,140
Gay or Lesbian	30.4 %	10	26
Bisexual	23.8 %	7	26
Use different term	31.2 %	16	42
Military Service			
No Prior Military Service	22.8 %	507	1,805
Currently in Guard/Reserves	23.3 %	27	95
Retired	38.3 %	34	69
Separated/Discharged	24.3 %	119	380
Military Spouse			
Spouse of current active duty service member	40.4 %	14	29
Spouse of separated or retired service member with a disability rating of 100%	27.1 %	10	21
Widow(er) of a service member killed while on active duty	--	--	--
None of the categories listed	23.4 %	663	2,297
NoN-Competitive Hiring Authority			
Yes	--	--	--
No	39.5 %	22	39
Disability			
Yes	29.5 %	98	248
No	22.9 %	568	2,041

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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