

**2023 Office of Personnel Management Federal Employee Viewpoint Survey:
Report by Demographics**

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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	I have a clear idea of how well I am doing my job.
Q13	I have the autonomy to decide how I do my job.
Q14	I can make decisions about my work without getting permission first.
Q15	The people I work with cooperate to get the job done.
Q16_1	In my work unit poor performers usually: Remain in the work unit and improve their performance over time
Q16_2	In my work unit poor performers usually: Remain in the work unit and continue to underperform
Q16_3	In my work unit poor performers usually: Leave the work unit - removed or transferred
Q16_4	In my work unit poor performers usually: Leave the work unit - quit
Q16_5	In my work unit poor performers usually: There are no poor performers in my work unit
Q16_6	In my work unit poor performers usually: Do Not Know
Q17	In my work unit, differences in performance are recognized in a meaningful way.
Q18	Employees in my work unit share job knowledge.
Q19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q20	Employees in my work unit meet the needs of our customers.
Q21	Employees in my work unit contribute positively to my agency's performance.
Q22	Employees in my work unit produce high-quality work.
Q23	Employees in my work unit adapt to changing priorities.
Q24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.
Q25	I can influence decisions in my work unit.
Q26	I know what my work unit's goals are.
Q27	My work unit commits resources to develop new ideas.
Q28	My work unit successfully manages disruptions to our work.
Q29	Employees in my work unit consistently look for new ways to improve how they do their work.
Q30	Employees in my work unit incorporate new ideas into their work.

Survey Items

Item	Item Text
Q31	Employees in my work unit approach change as an opportunity.
Q32	Employees in my work unit consider customer needs a top priority.
Q33	Employees in my work unit consistently look for ways to improve customer service.
Q34	Employees in my work unit support my need to balance my work and personal responsibilities.
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 shares results from the Federal Employee Viewpoint Survey (FEVS).
Q40	Information is openly shared in my organization.
Q41	The approval process in my organization allows timely delivery of my work.
Q42	My organization effectively adapts to changing government priorities.
Q43	My organization has prepared me for potential physical security threats.
Q44	My organization has prepared me for potential cybersecurity threats.
Q45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.
Q46	I recommend my organization as a good place to work.
Q47	I believe the results of this survey will be used to make my agency a better place to work.
Q48	Supervisors in my work unit support employee development.
Q49	My supervisor supports my need to balance work and other life issues.
Q50	My supervisor listens to what I have to say.
Q51	My supervisor treats me with respect.
Q52	I have trust and confidence in my supervisor.
Q53	My supervisor holds me accountable for achieving results.
Q54	Overall, how good a job do you feel is being done by your immediate supervisor?
Q55	My supervisor provides me with constructive suggestions to improve my job performance.
Q56	My supervisor provides me with performance feedback throughout the year.
Q57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
Q58	My organization's senior leaders maintain high standards of honesty and integrity.
Q59	Managers communicate the goals of the organization.
Q60	Managers promote communication among different work units.
Q61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q62	I have a high level of respect for my organization's senior leaders.
Q63	Senior leaders demonstrate support for Work-Life programs.
Q64	Management encourages innovation.
Q65	Management makes effective changes to address challenges facing our organization.
Q66	Management involves employees in decisions that affect their work.
Q67	How satisfied are you with your involvement in decisions that affect your work?
Q68	How satisfied are you with the information you receive from management on what's going on in your organization?
Q69	How satisfied are you with the recognition you receive for doing a good job?
Q70	Considering everything, how satisfied are you with your job?
Q71	Considering everything, how satisfied are you with your pay?

Survey Items

Item	Item Text
Q72	Considering everything, how satisfied are you with your organization?
Q73	My organization’s management practices promote diversity.
Q74	My supervisor demonstrates a commitment to workforce diversity.
Q75	I have similar access to advancement opportunities.
Q76	My supervisor provides opportunities fairly to all employees in my work unit.
Q77	In my work unit, excellent work is similarly recognized for all employees.
Q78	Employees in my work unit make me feel I belong.
Q79	Employees in my work unit care about me as a person.
Q80	I am comfortable expressing opinions that are different from other employees in my work unit.
Q81	In my work unit, people’s differences are respected.
Q82	I can be successful in my organization being myself.
Q83	I can easily make a request of my organization to meet my accessibility needs.
Q84	My organization responds to my accessibility needs in a timely manner.
Q85	My organization meets my accessibility needs.
Q86	My job inspires me.
Q87	The work I do gives me a sense of accomplishment.
Q88	I feel a strong personal attachment to my organization.
Q89	I identify with the mission of my organization.
Q90	It is important to me that my work contribute to the common good.
Q91	Please select the response that BEST describes your current remote work or teleworking schedule.
Q91a	What is your current remote work status?

2023 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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
Work Location						
Headquarters	32.9 %	42.3 %	12.2 %	8.7 %	4.0 %	174,410
Field	24.8 %	42.1 %	15.4 %	11.7 %	6.0 %	288,217
Full-time telework	34.0 %	42.8 %	12.5 %	7.4 %	3.4 %	114,271
Supervisory Status						
Senior Leader	53.8 %	32.3 %	6.9 %	4.3 %	2.7 %	9,636
Manager	37.7 %	41.6 %	10.4 %	7.1 %	3.1 %	39,153
Supervisor	30.1 %	44.4 %	12.7 %	8.9 %	4.0 %	79,060
Team Leader	28.7 %	44.0 %	13.1 %	9.8 %	4.4 %	72,086
Non-Supervisor	26.9 %	41.8 %	14.9 %	10.9 %	5.5 %	382,814
Sex						
Male	29.5 %	42.4 %	13.6 %	9.5 %	5.0 %	291,761
Female	28.3 %	42.3 %	14.1 %	10.6 %	4.7 %	269,655
Hispanic or Latino						
Yes	28.5 %	38.4 %	15.0 %	11.2 %	6.9 %	65,118
No	29.0 %	42.9 %	13.7 %	9.8 %	4.6 %	499,595
Race						
American Indian/ Alaska Native	23.7 %	40.9 %	17.0 %	11.7 %	6.8 %	14,384
Asian	31.5 %	44.1 %	13.4 %	6.9 %	4.1 %	34,741
Black/African American	31.8 %	40.2 %	13.3 %	9.1 %	5.6 %	84,208
Native Hawaiian/Pacific Islander	29.6 %	37.6 %	16.2 %	10.6 %	6.1 %	3,759
White	28.8 %	43.1 %	13.5 %	10.2 %	4.4 %	381,616
Two or more races(Not Hispanic/Latino)	26.2 %	39.3 %	15.3 %	11.9 %	7.3 %	26,549
Age Group						
25 and under	31.2 %	47.2 %	11.5 %	7.7 %	2.4 %	9,687
26-29 years old	29.5 %	45.5 %	11.9 %	9.0 %	4.1 %	21,747
30-39 years old	28.2 %	42.5 %	12.9 %	10.9 %	5.5 %	109,904
40-49 years old	28.3 %	41.2 %	13.7 %	11.1 %	5.8 %	159,912
50-59 years old	29.5 %	41.9 %	14.3 %	9.7 %	4.6 %	171,756
60 or older	29.6 %	43.2 %	15.4 %	8.1 %	3.7 %	91,827
Level of Education						
Less than High School	25.6 %	43.4 %	17.5 %	9.0 %	4.5 %	415
H.S. Diploma/GED or equiv	25.4 %	42.0 %	17.5 %	9.9 %	5.3 %	24,214

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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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
Trade/Technical Certificate	22.6 %	40.0 %	17.9 %	13.1 %	6.3 %	12,296
Some College (no degree)	25.7 %	40.2 %	16.5 %	11.4 %	6.1 %	69,094
Associate's Degree	25.5 %	40.5 %	16.1 %	11.7 %	6.3 %	41,710
Bachelor's Degree	28.3 %	43.4 %	13.7 %	9.9 %	4.7 %	198,430
Master's Degree	31.8 %	42.7 %	11.9 %	9.3 %	4.3 %	161,420
Doctoral/Professional Degree	33.7 %	42.6 %	11.6 %	8.3 %	3.8 %	64,273
Pay Category						
Federal Wage Wage	19.6 %	38.7 %	18.4 %	14.9 %	8.4 %	18,059
GS 1-6	22.9 %	39.7 %	18.1 %	12.3 %	7.0 %	28,829
GS 7-12	26.4 %	41.4 %	14.9 %	11.3 %	5.9 %	235,076
GS 13-15	33.3 %	44.1 %	11.5 %	7.8 %	3.3 %	242,746
SES	59.9 %	29.1 %	5.7 %	3.3 %	2.0 %	5,284
SL/ST	44.2 %	40.3 %	8.5 %	3.8 %	3.2 %	2,052
Other	25.9 %	42.8 %	15.7 %	10.8 %	4.7 %	50,192
Time in Federal Government						
< 1 year	39.9 %	42.2 %	10.5 %	5.3 %	2.1 %	17,219
1-3 years	32.7 %	43.1 %	12.1 %	8.7 %	3.5 %	76,026
4-5 years	28.8 %	42.3 %	13.5 %	10.6 %	4.9 %	51,262
6-10 years	27.8 %	41.7 %	14.0 %	11.1 %	5.4 %	94,550
11-14 years	27.7 %	42.0 %	14.0 %	11.0 %	5.2 %	94,507
15-20 years	25.9 %	41.8 %	15.0 %	11.0 %	6.2 %	102,467
> 20 years	28.1 %	42.6 %	15.0 %	9.5 %	4.8 %	145,392
Time with Current Agency						
< 1 year	40.3 %	40.2 %	10.6 %	6.1 %	2.8 %	29,871
1-3 years	32.5 %	42.0 %	12.3 %	9.1 %	4.1 %	111,454
4-5 years	28.4 %	42.0 %	13.8 %	10.7 %	5.1 %	63,113
6-10 years	27.0 %	41.8 %	14.3 %	11.3 %	5.6 %	101,199
11-14 years	26.4 %	42.6 %	14.4 %	11.2 %	5.3 %	84,015
15-20 years	24.6 %	42.2 %	15.7 %	11.2 %	6.3 %	85,905
> 20 years	27.8 %	43.5 %	15.1 %	9.1 %	4.5 %	106,571
Leaving						
No	36.2 %	45.0 %	11.2 %	5.7 %	1.9 %	385,010
Yes, to retire	24.6 %	44.4 %	17.3 %	9.5 %	4.2 %	35,983

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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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
Yes, to other job in Govt	15.2 %	37.0 %	18.4 %	18.7 %	10.7 %	105,650
Yes, to other job outside Govt	13.1 %	35.1 %	18.3 %	20.7 %	12.8 %	23,522
Yes, other	13.0 %	34.6 %	20.8 %	19.5 %	12.2 %	31,516
Retiring						
Less than 1 year	24.1 %	41.0 %	17.1 %	10.8 %	7.0 %	15,945
1 year	24.1 %	42.7 %	18.2 %	10.2 %	4.8 %	14,819
2 years	27.1 %	44.1 %	15.7 %	8.9 %	4.2 %	29,967
3 years	27.4 %	43.3 %	15.7 %	9.3 %	4.4 %	30,871
4 years	27.2 %	42.5 %	15.3 %	10.3 %	4.6 %	18,963
5 years	26.7 %	41.9 %	15.3 %	10.8 %	5.2 %	44,130
More than 5years	29.6 %	42.2 %	13.2 %	10.1 %	4.9 %	422,038
Transgender						
Yes	20.8 %	35.2 %	17.3 %	13.4 %	13.2 %	2,404
No	29.1 %	42.4 %	13.8 %	10.0 %	4.8 %	554,137
Consider Yourself as						
Straight	29.7 %	42.1 %	12.7 %	9.9 %	5.5 %	14,634
Gay or Lesbian	29.4 %	42.4 %	13.7 %	9.8 %	4.7 %	502,752
Bisexual	27.8 %	43.3 %	12.3 %	11.2 %	5.4 %	11,112
Use differentterm	20.2 %	38.4 %	17.8 %	14.2 %	9.4 %	15,811
Military Service						
No Prior Military Service	28.1 %	43.4 %	14.0 %	10.0 %	4.6 %	430,057
Currently in Guard/Reserves	28.5 %	41.0 %	12.8 %	11.3 %	6.3 %	7,869
Retired	33.8 %	40.6 %	13.1 %	8.4 %	4.1 %	64,456
Separated/Discharged	26.8 %	39.3 %	14.9 %	12.0 %	7.0 %	79,074
Military Spouse						
Spouse of current active duty service member	30.4 %	37.8 %	12.9 %	12.7 %	6.3 %	6,738
Spouse of separated or retired service member with a disability rating of 100%	29.7 %	37.6 %	15.0 %	11.3 %	6.4 %	12,607
Widow(er) of a service member killed while on active duty	24.7 %	35.1 %	19.0 %	13.0 %	8.2 %	339
None of the categories listed	28.6 %	42.5 %	14.0 %	10.0 %	4.9 %	562,053
NoN-Competitive Hiring Authority						
Yes	32.0 %	36.7 %	12.7 %	12.3 %	6.2 %	2,536
No	29.5 %	37.9 %	14.5 %	11.7 %	6.4 %	17,009

2023 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	28.2 %	42.2 %	14.3 %	10.3 %	5.0 %	621,922
Disability						
Yes	27.5 %	37.2 %	15.1 %	12.4 %	7.8 %	95,598
No	29.2 %	43.5 %	13.6 %	9.5 %	4.2 %	472,295

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
Work Location						
Headquarters	33.5 %	38.3 %	13.1 %	9.7 %	5.4 %	173,032
Field	24.4 %	36.7 %	16.7 %	13.8 %	8.3 %	285,228
Full-time telework	33.7 %	38.3 %	14.4 %	9.0 %	4.6 %	113,277
Supervisory Status						
Senior Leader	57.5 %	27.7 %	6.7 %	4.7 %	3.3 %	9,567
Manager	40.6 %	37.5 %	9.8 %	8.0 %	4.1 %	38,830
Supervisor	31.7 %	39.6 %	13.1 %	10.1 %	5.5 %	78,389
Team Leader	30.2 %	39.0 %	13.6 %	11.2 %	6.0 %	71,488
Non-Supervisor	25.9 %	36.9 %	16.8 %	12.8 %	7.6 %	379,064
Sex						
Male	29.4 %	37.2 %	14.9 %	11.4 %	7.1 %	288,899
Female	28.4 %	38.1 %	15.4 %	11.9 %	6.1 %	267,342
Hispanic or Latino						
Yes	27.4 %	34.1 %	16.8 %	12.9 %	8.9 %	64,504
No	29.1 %	38.1 %	14.9 %	11.5 %	6.4 %	495,052
Race						
American Indian/ Alaska Native	23.2 %	37.1 %	19.0 %	12.5 %	8.2 %	14,242
Asian	30.4 %	40.7 %	15.8 %	8.0 %	5.2 %	34,622
Black/African American	30.9 %	37.3 %	14.9 %	10.3 %	6.6 %	83,366
Native Hawaiian/Pacific Islander	28.1 %	36.2 %	16.2 %	11.4 %	8.1 %	3,723
White	29.0 %	37.7 %	14.8 %	12.0 %	6.5 %	377,999
Two or more races(Not Hispanic/Latino)	26.1 %	34.5 %	16.2 %	13.7 %	9.4 %	26,339
Age Group						
25 and under	25.7 %	38.4 %	18.5 %	11.9 %	5.4 %	9,624
26-29 years old	25.1 %	37.4 %	17.0 %	13.5 %	7.0 %	21,576
30-39 years old	27.0 %	36.6 %	15.1 %	13.1 %	8.2 %	109,129
40-49 years old	29.0 %	36.5 %	14.4 %	12.4 %	7.7 %	158,712
50-59 years old	30.3 %	38.3 %	14.9 %	10.7 %	5.8 %	169,936
60 or older	30.3 %	39.2 %	16.2 %	9.7 %	4.7 %	90,699
Level of Education						
Less than High School	23.6 %	35.7 %	21.6 %	13.6 %	5.6 %	410
H.S. Diploma/GED or equiv	25.4 %	37.3 %	18.2 %	12.0 %	7.2 %	23,897

2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
Trade/Technical Certificate	22.6 %	36.2 %	18.3 %	14.1 %	8.8 %	12,125
Some College (no degree)	26.0 %	36.0 %	17.3 %	12.6 %	8.1 %	68,283
Associate's Degree	25.9 %	36.9 %	16.7 %	12.7 %	7.8 %	41,250
Bachelor's Degree	28.1 %	38.3 %	15.2 %	11.9 %	6.6 %	196,765
Master's Degree	32.3 %	37.8 %	13.2 %	10.7 %	5.9 %	160,076
Doctoral/Professional Degree	31.3 %	36.9 %	14.4 %	11.3 %	6.1 %	63,797
Pay Category						
Federal Wage Wage	19.8 %	34.7 %	18.8 %	15.8 %	10.9 %	17,826
GS 1-6	21.4 %	35.3 %	20.2 %	14.4 %	8.8 %	28,516
GS 7-12	25.8 %	37.3 %	16.3 %	12.8 %	7.8 %	232,631
GS 13-15	34.4 %	38.8 %	12.5 %	9.5 %	4.9 %	240,873
SES	63.2 %	24.7 %	5.5 %	4.1 %	2.6 %	5,258
SL/ST	46.0 %	33.1 %	10.0 %	6.8 %	4.1 %	2,040
Other	24.7 %	36.5 %	17.7 %	13.8 %	7.3 %	49,691
Time in Federal Government						
< 1 year	33.3 %	37.7 %	16.6 %	8.9 %	3.6 %	17,070
1-3 years	29.9 %	37.4 %	16.0 %	11.2 %	5.5 %	75,425
4-5 years	27.3 %	37.0 %	15.8 %	12.7 %	7.2 %	50,848
6-10 years	27.7 %	36.9 %	15.0 %	12.7 %	7.7 %	93,672
11-14 years	28.8 %	37.2 %	14.7 %	12.2 %	7.1 %	93,606
15-20 years	27.1 %	37.0 %	15.2 %	12.7 %	7.9 %	101,545
> 20 years	29.3 %	38.6 %	15.2 %	10.6 %	6.3 %	143,886
Time with Current Agency						
< 1 year	36.1 %	36.0 %	15.1 %	8.8 %	4.1 %	29,625
1-3 years	30.8 %	37.0 %	15.1 %	11.0 %	6.0 %	110,531
4-5 years	27.7 %	37.0 %	15.4 %	12.6 %	7.3 %	62,556
6-10 years	27.2 %	37.1 %	15.2 %	12.8 %	7.7 %	100,293
11-14 years	27.7 %	37.4 %	15.0 %	12.6 %	7.3 %	83,211
15-20 years	25.8 %	37.2 %	15.9 %	13.1 %	8.0 %	85,042
> 20 years	29.0 %	39.2 %	15.3 %	10.5 %	6.0 %	105,476
Leaving						
No	35.7 %	40.2 %	13.5 %	7.7 %	2.9 %	382,019
Yes, to retire	25.4 %	39.7 %	17.6 %	11.4 %	5.9 %	35,461

2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
Yes, to other job in Govt	16.0 %	32.5 %	18.1 %	19.7 %	13.7 %	104,425
Yes, to other job outside Govt	13.1 %	29.1 %	17.5 %	22.2 %	18.1 %	23,231
Yes, other	13.6 %	29.6 %	19.8 %	20.6 %	16.4 %	31,157
Retiring						
Less than 1 year	24.9 %	36.0 %	17.0 %	13.1 %	9.0 %	15,750
1 year	25.0 %	38.4 %	17.6 %	12.4 %	6.6 %	14,599
2 years	28.2 %	39.7 %	16.2 %	10.5 %	5.4 %	29,589
3 years	28.5 %	38.8 %	15.6 %	11.1 %	5.9 %	30,549
4 years	27.6 %	38.9 %	15.4 %	11.9 %	6.2 %	18,750
5 years	27.5 %	37.5 %	15.9 %	12.3 %	6.7 %	43,605
More than 5years	29.2 %	37.2 %	14.9 %	11.8 %	6.9 %	418,547
Transgender						
Yes	21.4 %	27.5 %	17.2 %	17.1 %	16.9 %	2,380
No	29.0 %	37.6 %	15.1 %	11.6 %	6.6 %	549,048
Consider Yourself as						
Straight	29.5 %	36.4 %	13.8 %	12.6 %	7.8 %	14,485
Gay or Lesbian	29.4 %	37.8 %	15.0 %	11.4 %	6.4 %	498,169
Bisexual	26.9 %	35.5 %	15.0 %	14.5 %	8.1 %	11,021
Use differentterm	20.0 %	32.7 %	17.9 %	16.2 %	13.2 %	15,650
Military Service						
No Prior Military Service	27.4 %	38.2 %	15.8 %	12.0 %	6.5 %	426,209
Currently in Guard/Reserves	28.8 %	36.3 %	14.3 %	12.1 %	8.5 %	7,827
Retired	36.1 %	36.8 %	12.5 %	9.4 %	5.2 %	63,773
Separated/Discharged	27.2 %	35.1 %	15.5 %	13.0 %	9.2 %	78,253
Military Spouse						
Spouse of current active duty service member	31.7 %	34.6 %	13.4 %	12.7 %	7.6 %	6,693
Spouse of separated or retired service member with a disability rating of 100%	31.6 %	35.2 %	14.2 %	11.6 %	7.5 %	12,474
Widow(er) of a service member killed while on active duty	26.0 %	33.4 %	18.9 %	14.8 %	6.9 %	336
None of the categories listed	28.5 %	37.6 %	15.3 %	11.8 %	6.8 %	556,827
NoN-Competitive Hiring Authority						
Yes	34.1 %	34.0 %	12.6 %	12.8 %	6.6 %	2,512
No	31.1 %	35.2 %	14.1 %	11.9 %	7.7 %	16,853

2023 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	28.1 %	37.3 %	15.6 %	12.0 %	6.9 %	616,048
Disability						
Yes	28.6 %	33.4 %	15.0 %	13.2 %	9.8 %	94,599
No	28.9 %	38.4 %	15.2 %	11.4 %	6.1 %	468,072

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
Work Location						
Headquarters	35.0 %	41.0 %	12.8 %	7.1 %	4.1 %	173,130
Field	29.2 %	41.7 %	14.6 %	8.6 %	5.9 %	285,047
Full-time telework	35.5 %	42.0 %	12.8 %	6.2 %	3.5 %	113,420
Supervisory Status						
Senior Leader	60.8 %	27.8 %	5.6 %	3.2 %	2.5 %	9,589
Manager	43.0 %	38.8 %	9.2 %	5.9 %	3.1 %	38,896
Supervisor	34.8 %	42.4 %	12.0 %	6.8 %	4.0 %	78,427
Team Leader	33.5 %	42.4 %	12.8 %	7.1 %	4.2 %	71,527
Non-Supervisor	29.3 %	41.8 %	15.0 %	8.3 %	5.5 %	378,952
Sex						
Male	32.1 %	41.0 %	13.7 %	7.7 %	5.4 %	288,866
Female	32.6 %	42.4 %	13.5 %	7.4 %	4.2 %	267,428
Hispanic or Latino						
Yes	33.1 %	38.1 %	14.5 %	7.9 %	6.4 %	64,386
No	32.1 %	42.1 %	13.5 %	7.6 %	4.7 %	495,171
Race						
American Indian/ Alaska Native	29.6 %	40.7 %	15.6 %	8.4 %	5.8 %	14,202
Asian	34.9 %	43.2 %	12.8 %	5.2 %	3.9 %	34,578
Black/African American	35.6 %	40.6 %	12.9 %	6.4 %	4.5 %	83,303
Native Hawaiian/Pacific Islander	32.6 %	39.9 %	13.5 %	8.5 %	5.5 %	3,720
White	31.8 %	42.0 %	13.5 %	7.9 %	4.8 %	378,193
Two or more races(Not Hispanic/Latino)	29.3 %	38.8 %	15.7 %	9.1 %	7.1 %	26,303
Age Group						
25 and under	25.2 %	44.1 %	17.0 %	9.1 %	4.6 %	9,573
26-29 years old	25.1 %	42.4 %	17.1 %	9.6 %	5.9 %	21,550
30-39 years old	28.4 %	40.9 %	15.3 %	9.0 %	6.4 %	108,953
40-49 years old	31.0 %	40.9 %	13.9 %	8.5 %	5.7 %	158,490
50-59 years old	34.3 %	42.1 %	12.7 %	6.8 %	4.0 %	170,064
60 or older	39.1 %	42.1 %	11.1 %	4.9 %	2.8 %	91,031
Level of Education						
Less than High School	28.9 %	37.6 %	19.3 %	11.0 %	3.3 %	410
H.S. Diploma/GED or equiv	30.5 %	41.3 %	15.1 %	7.1 %	5.9 %	23,834

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
Trade/Technical Certificate	26.8 %	43.0 %	15.4 %	8.5 %	6.3 %	12,107
Some College (no degree)	30.9 %	40.7 %	14.7 %	7.9 %	5.8 %	68,214
Associate's Degree	30.3 %	40.8 %	14.7 %	8.4 %	5.7 %	41,205
Bachelor's Degree	30.3 %	42.4 %	14.2 %	8.1 %	5.0 %	196,628
Master's Degree	34.2 %	41.3 %	12.8 %	7.3 %	4.3 %	160,330
Doctoral/Professional Degree	38.9 %	41.0 %	10.6 %	6.1 %	3.4 %	63,861
Pay Category						
Federal Wage Wage	24.8 %	41.1 %	17.0 %	9.7 %	7.4 %	17,779
GS 1-6	26.6 %	41.1 %	17.3 %	8.9 %	6.1 %	28,376
GS 7-12	29.1 %	41.7 %	14.7 %	8.5 %	5.9 %	232,510
GS 13-15	36.7 %	41.8 %	11.6 %	6.5 %	3.5 %	241,236
SES	67.9 %	23.8 %	4.3 %	2.2 %	1.9 %	5,274
SL/ST	54.0 %	32.1 %	7.9 %	3.3 %	2.6 %	2,043
Other	29.8 %	41.9 %	15.6 %	8.0 %	4.7 %	49,652
Time in Federal Government						
< 1 year	35.8 %	42.6 %	13.2 %	5.7 %	2.7 %	17,042
1-3 years	31.8 %	42.3 %	14.2 %	7.6 %	4.2 %	75,313
4-5 years	29.3 %	41.6 %	15.1 %	8.7 %	5.3 %	50,757
6-10 years	29.9 %	41.1 %	14.8 %	8.6 %	5.6 %	93,635
11-14 years	31.5 %	41.6 %	13.8 %	8.0 %	5.2 %	93,665
15-20 years	30.9 %	41.2 %	13.8 %	8.2 %	5.8 %	101,547
> 20 years	35.0 %	41.6 %	12.4 %	6.6 %	4.4 %	144,125
Time with Current Agency						
< 1 year	36.9 %	40.5 %	13.0 %	6.2 %	3.4 %	29,597
1-3 years	32.1 %	41.4 %	14.0 %	7.9 %	4.6 %	110,445
4-5 years	29.7 %	41.4 %	14.9 %	8.5 %	5.5 %	62,511
6-10 years	30.0 %	41.6 %	14.5 %	8.4 %	5.5 %	100,264
11-14 years	31.0 %	41.9 %	13.9 %	8.0 %	5.2 %	83,248
15-20 years	30.8 %	41.3 %	14.0 %	8.2 %	5.8 %	85,102
> 20 years	35.6 %	42.1 %	12.0 %	6.3 %	4.1 %	105,613
Leaving						
No	39.6 %	44.1 %	10.7 %	4.0 %	1.7 %	382,159
Yes, to retire	31.1 %	43.4 %	13.8 %	7.3 %	4.4 %	35,604

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
Yes, to other job in Govt	17.7 %	37.2 %	19.8 %	14.9 %	10.5 %	104,214
Yes, to other job outside Govt	13.1 %	33.4 %	19.7 %	17.8 %	15.2 %	23,218
Yes, other	15.4 %	34.7 %	21.3 %	15.8 %	12.8 %	31,124
Retiring						
Less than 1 year	30.6 %	39.6 %	13.5 %	8.9 %	7.4 %	15,782
1 year	30.1 %	42.5 %	14.5 %	7.9 %	4.9 %	14,651
2 years	34.0 %	43.0 %	12.4 %	6.6 %	4.0 %	29,669
3 years	34.1 %	42.6 %	12.9 %	6.5 %	4.0 %	30,569
4 years	33.4 %	42.1 %	12.7 %	7.1 %	4.6 %	18,785
5 years	32.8 %	41.6 %	13.3 %	7.4 %	4.8 %	43,677
More than 5years	31.7 %	41.5 %	14.0 %	7.9 %	5.0 %	418,309
Transgender						
Yes	22.8 %	33.0 %	17.0 %	12.4 %	14.9 %	2,376
No	32.4 %	41.6 %	13.6 %	7.6 %	4.8 %	549,101
Consider Yourself as						
Straight	33.4 %	39.1 %	13.9 %	7.9 %	5.6 %	14,510
Gay or Lesbian	32.8 %	41.7 %	13.4 %	7.4 %	4.6 %	498,179
Bisexual	28.5 %	40.9 %	14.5 %	10.1 %	6.0 %	11,018
Use differentterm	22.5 %	38.0 %	18.3 %	11.6 %	9.5 %	15,627
Military Service						
No Prior Military Service	31.3 %	42.5 %	13.9 %	7.6 %	4.7 %	426,243
Currently in Guard/Reserves	29.8 %	39.4 %	15.0 %	9.1 %	6.7 %	7,800
Retired	37.8 %	40.1 %	11.9 %	6.5 %	3.8 %	63,856
Separated/Discharged	29.8 %	39.3 %	14.7 %	9.2 %	7.0 %	78,216
Military Spouse						
Spouse of current active duty service member	31.6 %	39.3 %	13.3 %	9.9 %	5.8 %	6,699
Spouse of separated or retired service member with a disability rating of 100%	35.2 %	39.0 %	13.4 %	7.3 %	5.1 %	12,483
Widow(er) of a service member killed while on active duty	33.2 %	33.8 %	16.2 %	9.3 %	7.6 %	336
None of the categories listed	31.9 %	41.7 %	13.8 %	7.7 %	4.9 %	556,876
NoN-Competitive Hiring Authority						
Yes	34.8 %	38.4 %	13.1 %	8.8 %	5.0 %	2,515
No	33.5 %	39.2 %	13.5 %	8.3 %	5.5 %	16,865

2023 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	31.5 %	41.5 %	14.1 %	7.9 %	5.0 %	616,102
Disability						
Yes	31.8 %	38.1 %	14.2 %	8.9 %	7.0 %	94,557
No	32.3 %	42.3 %	13.6 %	7.4 %	4.4 %	468,123

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
Work Location						
Headquarters	36.6 %	45.3 %	9.5 %	5.7 %	2.8 %	172,825
Field	33.2 %	47.8 %	10.0 %	5.8 %	3.1 %	284,977
Full-time telework	39.5 %	45.9 %	8.2 %	4.2 %	2.1 %	113,205
Supervisory Status						
Senior Leader	57.9 %	31.7 %	5.2 %	2.8 %	2.4 %	9,555
Manager	42.2 %	42.5 %	8.1 %	4.8 %	2.4 %	38,789
Supervisor	35.3 %	47.3 %	9.2 %	5.6 %	2.7 %	78,216
Team Leader	35.1 %	46.7 %	9.4 %	5.8 %	2.9 %	71,348
Non-Supervisor	34.0 %	47.5 %	10.0 %	5.6 %	3.0 %	378,874
Sex						
Male	35.7 %	46.4 %	9.7 %	5.3 %	2.9 %	288,548
Female	35.5 %	47.3 %	9.1 %	5.5 %	2.6 %	267,186
Hispanic or Latino						
Yes	38.6 %	43.8 %	9.4 %	4.8 %	3.4 %	64,326
No	35.0 %	47.2 %	9.5 %	5.6 %	2.7 %	494,661
Race						
American Indian/Alaska Native	35.0 %	46.1 %	10.1 %	5.3 %	3.6 %	14,248
Asian	39.8 %	46.9 %	7.6 %	3.5 %	2.1 %	34,515
Black/African American	40.3 %	44.3 %	8.1 %	4.4 %	2.9 %	83,237
Native Hawaiian/Pacific Islander	38.1 %	44.3 %	9.7 %	4.3 %	3.7 %	3,722
White	34.5 %	47.5 %	9.7 %	5.7 %	2.7 %	377,770
Two or more races(Not Hispanic/Latino)	32.3 %	45.0 %	11.6 %	6.9 %	4.2 %	26,286
Age Group						
25 and under	34.6 %	49.6 %	9.4 %	4.7 %	1.7 %	9,552
26-29 years old	32.2 %	49.1 %	10.2 %	5.7 %	2.8 %	21,498
30-39 years old	32.3 %	47.5 %	10.6 %	6.3 %	3.2 %	108,754
40-49 years old	33.8 %	46.8 %	9.9 %	6.2 %	3.3 %	158,325
50-59 years old	37.3 %	46.4 %	8.8 %	4.9 %	2.5 %	169,945
60 or older	40.7 %	45.4 %	8.1 %	3.8 %	1.9 %	91,065
Level of Education						
Less than High School	36.8 %	46.1 %	12.0 %	2.4 %	2.7 %	413
H.S. Diploma/GED or equiv	39.2 %	45.8 %	8.9 %	3.5 %	2.6 %	23,881

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
Trade/Technical Certificate	34.2 %	47.3 %	10.6 %	5.2 %	2.7 %	12,128
Some College(no degree)	36.8 %	46.0 %	9.3 %	4.9 %	3.0 %	68,329
Associate's Degree	35.8 %	46.3 %	9.7 %	5.2 %	3.1 %	41,273
Bachelor's Degree	33.9 %	48.0 %	9.7 %	5.6 %	2.8 %	196,342
Master's Degree	35.2 %	46.2 %	9.7 %	6.1 %	2.9 %	159,918
Doctoral/Professional Degree	37.5 %	45.9 %	8.5 %	5.6 %	2.5 %	63,772
Pay Category						
Federal Wage System	32.7 %	47.9 %	10.6 %	5.4 %	3.5 %	17,816
GS 1-6	36.7 %	46.4 %	9.3 %	4.7 %	2.9 %	28,522
GS 7-12	33.4 %	47.5 %	10.2 %	5.8 %	3.2 %	232,457
GS 13-15	37.1 %	46.0 %	8.9 %	5.5 %	2.6 %	240,501
SES	60.9 %	29.5 %	5.1 %	2.7 %	1.9 %	5,246
SL/ST	49.6 %	37.9 %	7.4 %	3.8 %	1.5 %	2,031
Other	34.7 %	47.9 %	9.8 %	5.2 %	2.4 %	49,710
Time in Federal Government						
< 1 year	37.0 %	46.1 %	10.0 %	5.1 %	1.7 %	17,049
1-3 years	35.9 %	46.7 %	9.8 %	5.2 %	2.3 %	75,206
4-5 years	34.3 %	47.1 %	10.0 %	5.8 %	2.7 %	50,641
6-10 years	33.6 %	47.2 %	10.1 %	5.9 %	3.1 %	93,527
11-14 years	34.3 %	47.2 %	9.8 %	5.8 %	3.0 %	93,581
15-20 years	33.8 %	47.0 %	9.8 %	6.0 %	3.3 %	101,467
> 20 years	37.6 %	46.1 %	8.7 %	4.8 %	2.8 %	144,021
Time with Current Agency						
< 1 year	36.4 %	43.9 %	11.0 %	6.0 %	2.7 %	29,569
1-3 years	35.4 %	45.9 %	10.0 %	5.9 %	2.7 %	110,236
4-5 years	34.6 %	47.0 %	9.8 %	5.8 %	2.8 %	62,414
6-10 years	34.1 %	47.5 %	9.8 %	5.6 %	3.1 %	100,118
11-14 years	34.2 %	47.6 %	9.7 %	5.6 %	2.8 %	83,154
15-20 years	33.9 %	47.6 %	9.6 %	5.6 %	3.3 %	85,098
> 20 years	38.1 %	46.6 %	8.3 %	4.5 %	2.5 %	105,598
Leaving						
No	41.7 %	47.3 %	7.0 %	2.9 %	1.0 %	381,722
Yes, to retire	35.4 %	48.3 %	9.1 %	4.6 %	2.6 %	35,599

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
Yes, to other job in Govt	23.0 %	45.6 %	14.2 %	10.9 %	6.4 %	104,190
Yes, to other job outside Govt	19.8 %	45.3 %	15.4 %	12.1 %	7.4 %	23,168
Yes, other	20.7 %	45.0 %	16.5 %	10.6 %	7.2 %	31,055
Retiring						
Less than 1 year	34.7 %	44.9 %	10.3 %	5.9 %	4.2 %	15,784
1 year	35.0 %	47.4 %	9.5 %	5.1 %	2.9 %	14,630
2 years	37.5 %	47.6 %	8.2 %	4.3 %	2.3 %	29,698
3 years	37.1 %	46.7 %	8.9 %	4.7 %	2.5 %	30,602
4 years	36.4 %	46.8 %	9.0 %	5.2 %	2.7 %	18,764
5 years	35.9 %	46.5 %	9.5 %	5.4 %	2.7 %	43,660
More than 5years	34.9 %	46.9 %	9.7 %	5.7 %	2.9 %	417,706
Transgender						
Yes	26.9 %	41.6 %	14.4 %	8.7 %	8.4 %	2,372
No	35.6 %	46.8 %	9.4 %	5.4 %	2.8 %	548,513
Consider Yourself as						
Straight	35.6 %	45.0 %	10.1 %	5.8 %	3.5 %	14,494
Gay or Lesbian	36.1 %	46.8 %	9.2 %	5.2 %	2.6 %	497,691
Bisexual	32.2 %	46.3 %	10.8 %	7.1 %	3.5 %	10,982
Use different term	24.9 %	45.9 %	14.1 %	9.0 %	6.1 %	15,639
Military Service						
No Prior Military Service	34.3 %	48.1 %	9.6 %	5.4 %	2.6 %	425,872
Currently in Guard/Reserves	33.8 %	44.9 %	10.9 %	6.5 %	4.0 %	7,791
Retired	41.7 %	42.4 %	8.4 %	4.7 %	2.7 %	63,723
Separated/Discharged	33.4 %	45.7 %	10.5 %	6.5 %	3.9 %	78,115
Military Spouse						
Spouse of current active duty service member	36.8 %	42.2 %	10.2 %	7.0 %	3.9 %	6,670
Spouse of separated or retired service member with a disability rating of 100%	38.2 %	44.5 %	8.5 %	5.5 %	3.3 %	12,454
Widow(er) of a service member killed while on active duty	35.8 %	40.3 %	11.9 %	6.3 %	5.8 %	340
None of the categories listed	35.1 %	47.0 %	9.6 %	5.5 %	2.8 %	556,305
NoN-Competitive Hiring Authority						
Yes	38.2 %	42.4 %	9.4 %	6.4 %	3.7 %	2,512
No	37.4 %	43.8 %	9.2 %	6.1 %	3.5 %	16,818

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	34.8 %	46.9 %	9.8 %	5.6 %	2.9 %	615,429
Disability						
Yes	34.9 %	42.8 %	10.8 %	6.9 %	4.6 %	94,481
No	35.6 %	47.7 %	9.2 %	5.2 %	2.4 %	467,655

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
Work Location						
Headquarters	22.2 %	42.0 %	14.0 %	13.5 %	8.3 %	174,175
Field	18.7 %	41.7 %	14.9 %	14.5 %	10.1 %	287,642
Full-time telework	24.3 %	42.7 %	13.8 %	12.1 %	7.1 %	114,113
Supervisory Status						
Senior Leader	32.7 %	35.1 %	11.5 %	12.8 %	7.9 %	9,637
Manager	20.3 %	37.2 %	13.2 %	17.4 %	11.8 %	39,105
Supervisor	17.5 %	38.8 %	14.4 %	17.7 %	11.6 %	78,906
Team Leader	17.9 %	40.2 %	15.0 %	16.3 %	10.5 %	72,010
Non-Supervisor	21.5 %	43.6 %	14.6 %	12.2 %	8.1 %	382,105
Sex						
Male	21.8 %	42.8 %	14.4 %	12.5 %	8.4 %	291,274
Female	19.7 %	41.1 %	14.2 %	15.3 %	9.7 %	269,214
Hispanic or Latino						
Yes	22.8 %	39.6 %	14.8 %	12.9 %	9.9 %	64,922
No	20.5 %	42.4 %	14.3 %	13.9 %	8.9 %	498,835
Race						
American Indian/Alaska Native	19.8 %	41.6 %	16.2 %	12.6 %	9.7 %	14,368
Asian	24.2 %	42.9 %	14.4 %	10.9 %	7.5 %	34,715
Black/African American	25.7 %	42.4 %	13.1 %	11.0 %	7.7 %	84,016
Native Hawaiian/Pacific Islander	23.0 %	41.9 %	15.3 %	10.7 %	9.1 %	3,749
White	19.8 %	42.3 %	14.2 %	14.6 %	9.1 %	381,027
Two or more races(Not Hispanic/Latino)	18.4 %	39.2 %	16.4 %	14.5 %	11.4 %	26,482
Age Group						
25 and under	24.4 %	46.0 %	15.3 %	9.6 %	4.6 %	9,654
26-29 years old	20.7 %	42.9 %	16.1 %	12.7 %	7.5 %	21,689
30-39 years old	19.0 %	40.3 %	15.3 %	14.8 %	10.6 %	109,654
40-49 years old	19.4 %	40.4 %	14.3 %	15.2 %	10.7 %	159,613
50-59 years old	21.6 %	43.0 %	13.9 %	13.3 %	8.3 %	171,487
60 or older	24.2 %	45.2 %	13.5 %	11.1 %	5.9 %	91,810
Level of Education						
Less than High School	24.5 %	41.3 %	17.4 %	8.2 %	8.5 %	415
H.S. Diploma/GED or equiv	23.9 %	43.6 %	14.7 %	10.3 %	7.5 %	24,170

2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
Trade/Technical Certificate	19.8 %	43.9 %	16.0 %	12.2 %	8.1 %	12,264
Some College(no degree)	21.8 %	42.4 %	15.1 %	12.2 %	8.5 %	68,962
Associate's Degree	21.6 %	42.5 %	14.8 %	12.6 %	8.6 %	41,645
Bachelor's Degree	20.0 %	42.5 %	14.4 %	13.9 %	9.1 %	198,108
Master's Degree	20.8 %	41.5 %	13.8 %	14.6 %	9.3 %	161,177
Doctoral/Professional Degree	19.5 %	39.8 %	14.2 %	16.3 %	10.2 %	64,148
Pay Category						
Federal Wage System	20.1 %	44.6 %	15.5 %	11.8 %	7.9 %	18,006
GS 1-6	23.3 %	43.3 %	15.2 %	10.7 %	7.5 %	28,752
GS 7-12	20.6 %	41.9 %	14.6 %	13.2 %	9.7 %	234,650
GS 13-15	20.6 %	41.6 %	13.8 %	15.1 %	8.9 %	242,408
SES	30.9 %	33.4 %	11.4 %	15.3 %	9.0 %	5,278
SL/ST	25.8 %	39.1 %	14.5 %	13.3 %	7.3 %	2,049
Other	19.0 %	42.6 %	15.9 %	14.1 %	8.4 %	50,119
Time in Federal Government						
< 1 year	29.3 %	45.7 %	13.6 %	7.9 %	3.5 %	17,176
1-3 years	24.3 %	43.5 %	14.4 %	11.5 %	6.4 %	75,847
4-5 years	20.9 %	41.8 %	15.3 %	13.3 %	8.7 %	51,141
6-10 years	19.3 %	40.8 %	15.0 %	14.8 %	10.2 %	94,338
11-14 years	19.2 %	41.3 %	14.2 %	15.0 %	10.3 %	94,361
15-20 years	18.6 %	41.1 %	14.7 %	15.0 %	10.6 %	102,338
> 20 years	20.6 %	42.8 %	14.1 %	13.7 %	8.8 %	145,260
Time with Current Agency						
< 1 year	29.5 %	44.0 %	13.4 %	8.6 %	4.5 %	29,795
1-3 years	23.7 %	42.7 %	14.2 %	12.0 %	7.4 %	111,227
4-5 years	20.4 %	41.6 %	15.1 %	13.7 %	9.2 %	62,993
6-10 years	18.9 %	40.7 %	14.9 %	15.1 %	10.3 %	100,992
11-14 years	18.4 %	41.6 %	14.5 %	15.1 %	10.4 %	83,861
15-20 years	18.0 %	41.4 %	14.8 %	15.1 %	10.7 %	85,813
> 20 years	20.3 %	43.0 %	14.1 %	14.0 %	8.6 %	106,467
Leaving						
No	25.4 %	45.2 %	13.2 %	11.2 %	4.9 %	384,515
Yes, to retire	20.1 %	45.0 %	14.0 %	13.0 %	7.9 %	35,965

2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
Yes, to other job in Govt	11.8 %	35.6 %	16.5 %	19.1 %	17.0 %	105,364
Yes, to other job outside Govt	9.4 %	33.2 %	16.5 %	20.0 %	20.9 %	23,424
Yes, other	10.6 %	33.7 %	19.1 %	18.8 %	17.8 %	31,420
Retiring						
Less than 1 year	20.0 %	42.0 %	14.4 %	13.2 %	10.4 %	15,917
1 year	19.3 %	44.1 %	14.1 %	13.6 %	8.9 %	14,814
2 years	21.5 %	44.8 %	13.6 %	12.7 %	7.4 %	29,980
3 years	21.2 %	44.1 %	13.8 %	13.3 %	7.6 %	30,869
4 years	20.5 %	43.6 %	14.3 %	13.1 %	8.4 %	18,928
5 years	20.4 %	43.0 %	14.2 %	13.7 %	8.7 %	44,081
More than 5years	20.7 %	41.5 %	14.6 %	14.0 %	9.3 %	421,187
Transgender						
Yes	16.6 %	34.6 %	16.7 %	14.9 %	17.2 %	2,395
No	21.0 %	42.1 %	14.3 %	13.7 %	8.9 %	553,196
Consider Yourself as						
Straight	20.1 %	38.3 %	14.9 %	15.7 %	11.1 %	14,599
Gay or Lesbian	21.3 %	42.4 %	14.2 %	13.5 %	8.6 %	501,922
Bisexual	18.3 %	39.6 %	14.6 %	16.4 %	11.0 %	11,074
Use different term	14.8 %	38.0 %	17.6 %	15.2 %	14.4 %	15,806
Military Service						
No Prior Military Service	19.3 %	42.1 %	14.9 %	14.5 %	9.3 %	429,261
Currently in Guard/Reserves	33.8 %	41.6 %	13.4 %	13.4 %	10.4 %	7,864
Retired	27.3 %	42.7 %	12.4 %	11.0 %	6.7 %	64,393
Separated/Discharged	20.4 %	40.9 %	14.8 %	13.6 %	10.3 %	78,962
Military Spouse						
Spouse of current active duty service member	23.7 %	39.2 %	13.1 %	14.0 %	9.9 %	6,725
Spouse of separated or retired service member with a disability rating of 100%	22.5 %	39.4 %	13.7 %	14.0 %	10.3 %	12,578
Widow(er) of a service member killed while on active duty	25.4 %	34.7 %	17.8 %	11.5 %	10.6 %	340
None of the categories listed	20.5 %	42.1 %	14.5 %	13.8 %	9.0 %	561,114
NoN-Competitive Hiring Authority						
Yes	25.9 %	39.6 %	12.3 %	12.1 %	10.1 %	2,526
No	22.4 %	39.2 %	13.8 %	14.4 %	10.2 %	16,977

2023 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	20.4 %	41.9 %	14.6 %	13.9 %	9.1 %	620,833
Disability						
Yes	21.1 %	38.4 %	14.8 %	14.3 %	11.5 %	95,411
No	20.7 %	42.9 %	14.3 %	13.6 %	8.4 %	471,520

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
Work Location						
Headquarters	27.2 %	40.6 %	14.4 %	11.2 %	6.6 %	172,470
Field	21.7 %	39.9 %	16.8 %	12.9 %	8.7 %	284,643
Full-time telework	27.7 %	41.2 %	15.7 %	9.9 %	5.6 %	112,998
Supervisory Status						
Senior Leader	50.6 %	32.9 %	6.9 %	5.3 %	4.2 %	9,537
Manager	33.4 %	41.3 %	11.3 %	8.9 %	5.1 %	38,746
Supervisor	26.0 %	43.2 %	14.1 %	10.5 %	6.2 %	78,079
Team Leader	25.4 %	41.2 %	14.6 %	11.7 %	7.1 %	71,310
Non-Supervisor	22.3 %	39.6 %	17.1 %	12.6 %	8.3 %	378,205
Sex						
Male	25.0 %	40.3 %	15.4 %	11.5 %	7.8 %	288,501
Female	24.2 %	40.7 %	16.2 %	12.0 %	6.9 %	266,358
Hispanic or Latino						
Yes	25.3 %	36.6 %	16.7 %	12.1 %	9.3 %	64,159
No	24.4 %	41.0 %	15.7 %	11.7 %	7.2 %	493,945
Race						
American Indian/ Alaska Native	23.2 %	39.2 %	17.5 %	11.2 %	8.9 %	14,184
Asian	28.0 %	42.7 %	15.5 %	8.3 %	5.5 %	34,434
Black/African American	27.1 %	38.1 %	16.2 %	10.8 %	7.7 %	82,967
Native Hawaiian/Pacific Islander	26.9 %	38.6 %	15.7 %	9.8 %	9.0 %	3,708
White	24.3 %	41.2 %	15.3 %	12.0 %	7.1 %	377,429
Two or more races (Not Hispanic/Latino)	21.2 %	36.9 %	17.1 %	14.0 %	10.9 %	26,207
Age Group						
25 and under	19.7 %	43.3 %	20.3 %	11.1 %	5.7 %	9,591
26-29 years old	19.9 %	41.6 %	19.9 %	11.7 %	7.0 %	21,474
30-39 years old	21.9 %	40.3 %	16.7 %	12.7 %	8.5 %	108,750
40-49 years old	23.6 %	39.7 %	15.6 %	12.6 %	8.5 %	158,353
50-59 years old	26.4 %	40.8 %	14.8 %	11.2 %	6.8 %	169,520
60 or older	28.8 %	40.8 %	14.8 %	10.0 %	5.6 %	90,550
Level of Education						
Less than High School	28.0 %	36.8 %	24.6 %	5.5 %	5.2 %	408
H.S. Diploma/ GED or equiv	25.9 %	40.8 %	17.1 %	9.5 %	6.7 %	23,874

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
Trade/Technical Certificate	22.5 %	39.9 %	17.3 %	11.9 %	8.4 %	12,118
Some College (No Degree)	24.6 %	38.6 %	17.2 %	11.5 %	8.1 %	68,097
Associate's Degree	24.3 %	39.1 %	16.5 %	11.9 %	8.1 %	41,144
Bachelor's Degree	23.4 %	41.4 %	16.1 %	11.9 %	7.2 %	196,266
Master's Degree	25.2 %	40.3 %	14.8 %	12.2 %	7.5 %	159,649
Doctoral/Professional Degree	26.6 %	40.8 %	13.6 %	11.8 %	7.2 %	63,589
Pay Category						
Federal Wage System	20.4 %	36.7 %	17.7 %	14.0 %	11.2 %	17,831
GS 1-6	21.1 %	37.0 %	20.4 %	12.7 %	8.8 %	28,419
GS 7-12	22.2 %	39.6 %	17.0 %	12.7 %	8.5 %	231,924
GS 13-15	27.7 %	42.4 %	13.3 %	10.6 %	6.0 %	240,313
SES	54.7 %	30.3 %	6.3 %	4.9 %	3.8 %	5,234
SL/ST	39.8 %	37.6 %	11.8 %	6.2 %	4.7 %	2,030
Other	22.2 %	40.1 %	18.2 %	12.3 %	7.2 %	49,622
Time in Federal Government						
< 1 year	27.8 %	41.3 %	17.7 %	8.7 %	4.5 %	17,029
1-3 years	24.3 %	41.2 %	17.1 %	11.2 %	6.2 %	75,144
4-5 years	22.7 %	40.2 %	16.8 %	12.6 %	7.7 %	50,682
6-10 years	23.0 %	39.6 %	16.2 %	12.9 %	8.2 %	93,342
11-14 years	24.1 %	40.4 %	15.5 %	12.3 %	7.8 %	93,397
15-20 years	23.2 %	39.5 %	15.7 %	12.7 %	8.8 %	101,345
> 20 years	26.4 %	40.8 %	14.8 %	10.8 %	7.2 %	143,635
Time with Current Agency						
< 1 year	29.1 %	39.9 %	16.5 %	9.4 %	5.2 %	29,551
1-3 years	24.9 %	40.2 %	16.3 %	11.7 %	6.8 %	110,148
4-5 years	23.3 %	39.5 %	16.7 %	12.6 %	8.0 %	62,386
6-10 years	22.8 %	40.0 %	16.1 %	12.7 %	8.4 %	99,934
11-14 years	23.5 %	40.7 %	15.4 %	12.4 %	8.0 %	82,986
15-20 years	22.9 %	39.9 %	16.0 %	12.7 %	8.7 %	84,962
> 20 years	26.5 %	41.6 %	14.8 %	10.4 %	6.7 %	105,299
Leaving						
No	30.9 %	45.3 %	13.7 %	7.2 %	2.9 %	381,328
Yes, to retire	24.1 %	41.3 %	16.4 %	11.4 %	6.7 %	35,500

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
Yes, to other job in Govt	11.7 %	30.7 %	19.9 %	21.3 %	16.3 %	103,950
Yes, to other job outside Govt	9.5 %	28.4 %	18.9 %	22.4 %	20.8 %	23,118
Yes, other	10.7 %	28.9 %	21.7 %	21.1 %	17.7 %	30,919
Retiring						
Less than 1 year	23.3 %	37.1 %	15.8 %	13.2 %	10.7 %	15,723
1 year	23.3 %	40.4 %	16.4 %	12.3 %	7.5 %	14,586
2 years	26.4 %	41.7 %	15.2 %	10.5 %	6.2 %	29,573
3 years	26.0 %	41.0 %	15.4 %	11.0 %	6.6 %	30,466
4 years	25.2 %	41.1 %	14.9 %	11.5 %	7.3 %	18,693
5 years	24.7 %	39.9 %	15.7 %	12.1 %	7.7 %	43,555
More than 5years	24.2 %	40.4 %	16.0 %	11.9 %	7.5 %	417,361
Transgender						
Yes	17.1 %	30.6 %	18.2 %	16.1 %	18.0 %	2,370
No	24.7 %	40.5 %	15.7 %	11.7 %	7.4 %	547,663
Consider Yourself as						
Straight	24.6 %	38.7 %	16.0 %	12.3 %	8.4 %	14,444
Gay or Lesbian	25.1 %	40.7 %	15.6 %	11.4 %	7.1 %	496,915
Bisexual	21.2 %	38.5 %	16.4 %	14.3 %	9.5 %	10,958
Use differentterm	16.3 %	34.2 %	19.1 %	16.4 %	13.9 %	15,636
Military Service						
No Prior Military Service	23.0 %	41.3 %	16.6 %	11.9 %	7.2 %	425,091
Currently in Guard/Reserves	24.3 %	38.7 %	15.1 %	12.4 %	9.5 %	7,796
Retired	31.9 %	39.2 %	12.8 %	10.0 %	6.2 %	63,658
Separated/Discharged	23.3 %	37.4 %	15.8 %	13.3 %	10.2 %	78,052
Military Spouse						
Spouse of current active duty service member	25.5 %	37.3 %	14.8 %	13.5 %	9.0 %	6,658
Spouse of separated or retired service member with a disability rating of 100%	27.8 %	38.0 %	14.9 %	11.3 %	8.0 %	12,423
Widow(er) of a service member killed while on active duty	26.6 %	30.5 %	19.7 %	10.3 %	12.8 %	335
None of the categories listed	24.2 %	40.5 %	15.9 %	11.9 %	7.5 %	555,461
NoN-Competitive Hiring Authority						
Yes	28.9 %	37.1 %	14.3 %	11.9 %	7.9 %	2,506
No	26.5 %	37.7 %	15.1 %	12.2 %	8.5 %	16,774

2023 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	23.9 %	40.2 %	16.2 %	12.0 %	7.6 %	614,430
Disability						
Yes	24.5 %	34.9 %	15.5 %	13.7 %	11.3 %	94,269
No	24.5 %	41.6 %	15.9 %	11.3 %	6.6 %	466,942

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
Work Location						
Headquarters	42.6 %	44.5 %	7.7 %	3.1 %	2.1 %	173,954
Field	35.6 %	47.3 %	9.8 %	4.0 %	3.3 %	287,502
Full-time telework	43.0 %	46.0 %	7.1 %	2.3 %	1.6 %	114,002
Supervisory Status						
Senior Leader	67.7 %	26.1 %	3.3 %	1.5 %	1.4 %	9,618
Manager	50.6 %	39.5 %	5.6 %	2.4 %	1.9 %	39,051
Supervisor	41.8 %	45.6 %	7.4 %	3.0 %	2.2 %	78,868
Team Leader	39.7 %	45.9 %	8.3 %	3.7 %	2.5 %	71,942
Non-Supervisor	36.4 %	47.6 %	9.5 %	3.7 %	2.8 %	381,811
Sex						
Male	38.9 %	45.0 %	9.1 %	3.9 %	3.1 %	290,920
Female	39.7 %	47.9 %	7.8 %	2.7 %	1.8 %	269,063
Hispanic or Latino						
Yes	40.1 %	43.9 %	9.2 %	3.5 %	3.3 %	64,974
No	38.9 %	46.6 %	8.5 %	3.4 %	2.5 %	498,328
Race						
American Indian/Alaska Native	34.6 %	47.7 %	10.5 %	3.8 %	3.3 %	14,351
Asian	42.5 %	47.2 %	6.8 %	1.8 %	1.7 %	34,592
Black/African American	43.3 %	44.9 %	7.2 %	2.3 %	2.2 %	83,928
Native Hawaiian/Pacific Islander	39.9 %	45.2 %	8.7 %	3.1 %	3.2 %	3,753
White	38.4 %	46.6 %	8.8 %	3.7 %	2.6 %	380,752
Two or more races(Not Hispanic/Latino)	37.6 %	44.4 %	10.2 %	4.1 %	3.8 %	26,489
Age Group						
25 and under	37.9 %	48.6 %	9.5 %	2.4 %	1.6 %	9,672
26-29 years old	36.3 %	48.9 %	9.0 %	3.3 %	2.5 %	21,709
30-39 years old	36.8 %	46.8 %	9.3 %	3.9 %	3.2 %	109,618
40-49 years old	37.9 %	46.0 %	8.9 %	4.0 %	3.2 %	159,574
50-59 years old	40.7 %	45.9 %	8.2 %	3.0 %	2.2 %	171,313
60 or older	42.5 %	45.6 %	7.7 %	2.5 %	1.6 %	91,511
Level of Education						
Less than High School	30.0 %	49.8 %	13.9 %	4.2 %	2.1 %	417
H.S. Diploma/GED or equiv	35.6 %	47.2 %	10.9 %	3.2 %	3.1 %	24,104

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
Trade/Technical Certificate	32.7 %	48.4 %	11.3 %	4.1 %	3.5 %	12,247
Some College(no degree)	37.4 %	46.4 %	9.6 %	3.5 %	3.1 %	68,944
Associate's Degree	36.8 %	46.5 %	10.0 %	3.7 %	3.0 %	41,615
Bachelor's Degree	37.6 %	47.5 %	8.8 %	3.5 %	2.6 %	197,969
Master's Degree	41.6 %	45.2 %	7.5 %	3.4 %	2.3 %	161,089
Doctoral/Professional Degree	45.2 %	43.0 %	6.7 %	3.0 %	2.1 %	64,032
Pay Category						
Federal Wage System	31.7 %	48.4 %	11.8 %	4.4 %	3.7 %	17,996
GS 1-6	34.7 %	48.5 %	11.0 %	3.1 %	2.7 %	28,760
GS 7-12	36.1 %	47.7 %	9.5 %	3.7 %	3.1 %	234,543
GS 13-15	43.3 %	44.3 %	7.1 %	3.2 %	2.1 %	242,063
SES	74.9 %	20.2 %	2.4 %	1.3 %	1.3 %	5,274
SL/ST	58.4 %	32.2 %	5.3 %	2.5 %	1.7 %	2,050
Other	37.4 %	47.6 %	9.6 %	3.3 %	2.1 %	50,076
Time in Federal Government						
< 1 year	44.6 %	44.8 %	7.1 %	2.4 %	1.2 %	17,190
1-3 years	40.1 %	46.9 %	8.2 %	2.9 %	1.9 %	75,892
4-5 years	37.6 %	47.3 %	9.0 %	3.7 %	2.5 %	51,111
6-10 years	37.8 %	46.6 %	9.2 %	3.7 %	2.8 %	94,237
11-14 years	38.3 %	46.5 %	8.7 %	3.7 %	2.8 %	94,271
15-20 years	37.2 %	46.0 %	9.4 %	4.0 %	3.4 %	102,290
> 20 years	40.2 %	45.6 %	8.5 %	3.2 %	2.5 %	144,973
Time with Current Agency						
< 1 year	44.7 %	43.6 %	7.4 %	2.7 %	1.7 %	29,805
1-3 years	40.0 %	46.2 %	8.4 %	3.2 %	2.2 %	111,233
4-5 years	37.7 %	46.9 %	9.0 %	3.7 %	2.7 %	62,920
6-10 years	37.6 %	46.7 %	9.0 %	3.7 %	2.9 %	100,903
11-14 years	37.6 %	46.9 %	8.9 %	3.7 %	2.8 %	83,786
15-20 years	36.8 %	46.3 %	9.6 %	4.0 %	3.3 %	85,747
> 20 years	40.5 %	45.8 %	8.2 %	3.0 %	2.4 %	106,271
Leaving						
No	45.4 %	45.5 %	6.2 %	1.9 %	1.1 %	384,005
Yes, to retire	36.3 %	47.7 %	9.8 %	3.4 %	2.7 %	35,832

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
Yes, to other job in Govt	27.6 %	48.2 %	12.9 %	6.2 %	5.1 %	105,449
Yes, to other job outside Govt	23.5 %	45.9 %	14.5 %	8.5 %	7.7 %	23,459
Yes, other	24.1 %	46.9 %	15.6 %	6.9 %	6.6 %	31,464
Retiring						
Less than 1 year	36.3 %	44.8 %	10.5 %	4.0 %	4.3 %	15,888
1 year	35.9 %	47.7 %	9.9 %	3.5 %	2.9 %	14,755
2 years	39.2 %	46.6 %	8.7 %	3.0 %	2.4 %	29,896
3 years	39.3 %	46.7 %	8.4 %	3.3 %	2.3 %	30,785
4 years	39.1 %	46.1 %	8.6 %	3.6 %	2.5 %	18,930
5 years	38.4 %	46.4 %	8.9 %	3.5 %	2.8 %	44,046
More than 5years	39.2 %	46.2 %	8.6 %	3.5 %	2.5 %	420,978
Transgender						
Yes	31.0 %	38.9 %	13.7 %	7.3 %	9.2 %	2,388
No	39.3 %	46.3 %	8.5 %	3.4 %	2.5 %	552,725
Consider Yourself as						
Straight	41.5 %	44.0 %	8.3 %	3.6 %	2.7 %	14,596
Gay or Lesbian	39.6 %	46.3 %	8.4 %	3.3 %	2.4 %	501,447
Bisexual	39.5 %	45.5 %	8.2 %	3.7 %	3.1 %	11,083
Use different term	30.2 %	45.7 %	12.8 %	5.6 %	5.6 %	15,775
Military Service						
No Prior Military Service	38.1 %	47.6 %	8.7 %	3.3 %	2.4 %	428,948
Currently in Guard/Reserves	33.8 %	44.4 %	9.7 %	4.4 %	3.8 %	7,850
Retired	45.4 %	42.2 %	7.2 %	3.0 %	2.2 %	64,296
Separated/Discharged	36.6 %	44.7 %	10.2 %	4.6 %	4.0 %	78,888
Military Spouse						
Spouse of current active duty service member	40.6 %	43.9 %	8.8 %	4.2 %	2.6 %	6,734
Spouse of separated or retired service member with a disability rating of 100%	41.7 %	44.3 %	8.1 %	3.3 %	2.5 %	12,549
Widow(er) of a service member killed while on active duty	39.8 %	40.6 %	11.6 %	4.5 %	3.5 %	334
None of the categories listed	38.8 %	46.4 %	8.7 %	3.5 %	2.6 %	560,651
NoN-Competitive Hiring Authority						
Yes	40.9 %	43.7 %	9.2 %	3.8 %	2.5 %	2,530
No	41.3 %	44.3 %	8.3 %	3.6 %	2.5 %	16,950

2023 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	38.4 %	46.5 %	9.0 %	3.5 %	2.7 %	620,335
Disability						
Yes	39.3 %	43.1 %	9.7 %	4.1 %	3.8 %	95,424
No	39.0 %	47.0 %	8.4 %	3.3 %	2.3 %	471,029

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
Work Location							
Headquarters	40.9 %	33.7 %	12.5 %	6.7 %	6.2 %	167,423	7,094
Field	32.8 %	34.5 %	14.9 %	9.0 %	8.7 %	278,686	9,851
Full-time telework	40.7 %	35.4 %	13.9 %	5.3 %	4.7 %	108,045	6,249
Supervisory Status							
Senior Leader	64.0 %	22.0 %	6.4 %	3.6 %	4.0 %	9,528	108
Manager	49.5 %	30.5 %	8.6 %	6.1 %	5.4 %	38,719	461
Supervisor	40.2 %	34.2 %	12.0 %	7.0 %	6.5 %	77,205	1,904
Team Leader	35.7 %	35.2 %	13.5 %	8.4 %	7.3 %	69,495	2,668
Non-Supervisor	33.9 %	35.1 %	15.3 %	8.0 %	7.7 %	364,703	18,387
Sex							
Male	39.3 %	33.8 %	12.9 %	7.0 %	6.9 %	282,008	9,892
Female	33.4 %	35.8 %	15.1 %	8.4 %	7.4 %	257,663	12,263
Hispanic or Latino							
Yes	35.7 %	32.0 %	15.2 %	8.1 %	8.9 %	62,979	2,174
No	36.9 %	35.0 %	13.7 %	7.6 %	6.9 %	479,795	20,199
Race							
American Indian/Alaska Native	28.0 %	32.5 %	17.3 %	10.3 %	11.8 %	13,918	474
Asian	35.1 %	39.6 %	14.9 %	5.2 %	5.3 %	32,984	1,704
Black/African American	34.8 %	33.6 %	16.6 %	7.0 %	8.0 %	80,443	3,934
Native Hawaiian/Pacific Islander	35.0 %	33.6 %	14.8 %	6.9 %	9.7 %	3,677	90
White	38.5 %	34.8 %	12.6 %	7.6 %	6.5 %	367,998	13,854
Two or more races(Not Hispanic/Latino)	32.7 %	30.8 %	15.5 %	9.8 %	11.2 %	25,447	1,158
Age Group							
25 and under	37.3 %	40.3 %	13.0 %	5.9 %	3.5 %	9,279	428
26-29 years old	36.6 %	39.1 %	12.3 %	6.8 %	5.1 %	20,771	978
30-39 years old	36.9 %	35.1 %	13.0 %	7.7 %	7.3 %	105,456	4,441
40-49 years old	36.5 %	33.6 %	13.4 %	8.2 %	8.2 %	153,797	6,195
50-59 years old	36.6 %	33.9 %	14.6 %	7.7 %	7.3 %	165,320	6,572
60 or older	37.5 %	35.0 %	15.0 %	6.7 %	5.8 %	88,379	3,649
Level of Education							
Less than High School	26.3 %	36.3 %	18.6 %	8.6 %	10.2 %	390	24
H.S. Diploma/GED or equiv	30.6 %	35.5 %	17.8 %	8.2 %	7.8 %	23,329	917
Trade/Technical Certificate	28.5 %	33.9 %	17.9 %	9.9 %	9.9 %	11,886	422
Some College(no degree)	32.9 %	33.1 %	16.4 %	8.5 %	9.1 %	66,842	2,351
Associate's Degree	33.0 %	33.5 %	15.9 %	8.8 %	8.8 %	40,365	1,430
Bachelor's Degree	36.4 %	35.7 %	13.6 %	7.5 %	6.8 %	190,728	7,830

2023 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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
Master's Degree	40.1 %	34.2 %	12.2 %	7.1 %	6.4 %	154,919	6,622
Doctoral/Professional Degree	42.4 %	33.7 %	11.6 %	6.8 %	5.5 %	61,057	3,164
Pay Category							
Federal Wage System	24.8 %	32.5 %	17.8 %	11.8 %	13.0 %	17,587	502
GS 1-6	30.5 %	34.8 %	17.4 %	8.7 %	8.5 %	27,603	1,299
GS 7-12	33.7 %	35.2 %	15.0 %	8.1 %	8.0 %	225,588	9,763
GS 13-15	42.1 %	34.0 %	11.7 %	6.5 %	5.7 %	232,835	9,922
SES	70.0 %	20.2 %	3.8 %	3.7 %	2.3 %	5,241	34
SL/ST	53.6 %	30.3 %	7.9 %	4.3 %	3.9 %	2,009	49
Other	33.2 %	34.5 %	15.9 %	8.7 %	7.7 %	48,374	1,876
Time in Federal Government							
< 1 year	44.8 %	36.1 %	12.2 %	4.0 %	2.9 %	16,269	964
1-3 years	40.8 %	36.1 %	12.5 %	6.1 %	4.5 %	72,841	3,272
4-5 years	37.3 %	35.3 %	13.4 %	7.4 %	6.6 %	49,359	1,940
6-10 years	36.1 %	34.1 %	14.0 %	7.9 %	7.8 %	90,783	3,790
11-14 years	36.4 %	34.1 %	13.6 %	8.0 %	7.8 %	90,884	3,626
15-20 years	33.8 %	33.5 %	14.7 %	9.0 %	8.9 %	98,638	3,981
> 20 years	34.6 %	34.3 %	15.2 %	8.0 %	7.9 %	139,674	5,857
Time with Current Agency							
< 1 year	45.2 %	34.8 %	12.0 %	4.3 %	3.7 %	28,239	1,662
1-3 years	40.7 %	35.0 %	12.6 %	6.3 %	5.4 %	106,814	4,759
4-5 years	36.8 %	34.8 %	13.7 %	7.7 %	7.0 %	60,811	2,353
6-10 years	35.0 %	34.1 %	14.2 %	8.3 %	8.3 %	97,279	3,973
11-14 years	35.1 %	34.1 %	14.2 %	8.4 %	8.2 %	80,794	3,217
15-20 years	32.4 %	33.9 %	15.3 %	9.3 %	9.1 %	82,741	3,281
> 20 years	34.6 %	34.9 %	15.2 %	7.9 %	7.5 %	102,449	4,184
Leaving							
No	42.5 %	36.5 %	12.5 %	5.1 %	3.5 %	370,207	14,954
Yes, to retire	33.9 %	35.2 %	15.9 %	8.3 %	6.8 %	34,670	1,330
Yes, to other job in Govt	25.8 %	30.6 %	16.7 %	12.8 %	14.1 %	101,231	4,586
Yes, to other job outside Govt	24.3 %	30.6 %	15.3 %	13.7 %	16.2 %	22,545	989
Yes, other	22.4 %	28.6 %	18.1 %	13.3 %	17.6 %	30,069	1,521
Retiring							
Less than 1 year	33.5 %	32.4 %	15.6 %	8.9 %	9.6 %	15,346	608
1 year	33.2 %	34.8 %	15.7 %	8.6 %	7.7 %	14,288	532
2 years	36.0 %	35.0 %	14.6 %	7.6 %	6.8 %	28,950	1,095
3 years	35.5 %	34.6 %	14.7 %	8.0 %	7.2 %	29,873	1,088

2023 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	35.9 %	34.4 %	14.4 %	7.9 %	7.4 %	596,805	25,588
4 years	35.1 %	33.9 %	14.9 %	8.3 %	7.7 %	18,295	696
5 years	34.1 %	33.8 %	15.2 %	8.6 %	8.3 %	42,562	1,658
More than 5 years	37.2 %	34.7 %	13.6 %	7.5 %	7.0 %	404,781	17,395
Transgender							
Yes	28.3 %	25.3 %	15.5 %	12.1 %	18.8 %	2,282	125
No	36.9 %	34.6 %	13.8 %	7.6 %	7.1 %	532,761	21,775
Consider Yourself as							
Straight	37.6 %	33.4 %	13.0 %	7.8 %	8.3 %	14,094	554
Gay or Lesbian	37.4 %	34.8 %	13.7 %	7.4 %	6.8 %	483,700	19,410
Bisexual	36.0 %	34.1 %	12.3 %	9.4 %	8.2 %	10,650	458
Use different term	25.9 %	30.4 %	17.0 %	12.3 %	14.4 %	15,026	806
Military Service							
No Prior Military Service	34.6 %	36.1 %	14.6 %	7.8 %	6.9 %	411,043	19,204
Currently in Guard/Reserves	42.2 %	31.0 %	11.1 %	7.5 %	8.1 %	7,706	172
Retired	45.1 %	30.8 %	11.7 %	6.3 %	6.1 %	63,143	1,429
Separated/Discharged	35.8 %	31.4 %	14.2 %	8.8 %	9.7 %	76,590	2,614
Military Spouse							
Spouse of current active duty service member	38.6 %	30.8 %	13.1 %	8.7 %	8.8 %	6,556	203
Spouse of separated or retired service member with a disability rating of 100%	36.2 %	30.9 %	14.7 %	8.5 %	9.7 %	12,245	389
Widow(er) of a service member killed while on active duty	29.8 %	25.1 %	24.0 %	11.5 %	9.6 %	321	16
None of the categories listed	36.4 %	34.7 %	14.0 %	7.7 %	7.2 %	539,599	22,841
NoN-Competitive Hiring Authority							
Yes	38.2 %	31.0 %	14.1 %	8.3 %	8.3 %	2,451	88
No	36.8 %	30.7 %	14.3 %	8.7 %	9.5 %	16,539	511
Disability							
Yes	35.3 %	29.4 %	14.7 %	9.2 %	11.5 %	92,280	3,530
No	37.0 %	35.7 %	13.7 %	7.3 %	6.2 %	453,498	18,997

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
Work Location						
Headquarters	25.3 %	50.1 %	12.7 %	9.1 %	2.8 %	174,708
Field	21.1 %	51.1 %	14.3 %	10.2 %	3.4 %	288,809
Full-time telework	26.2 %	50.3 %	12.5 %	8.4 %	2.6 %	114,436
Supervisory Status						
Senior Leader	44.1 %	42.0 %	7.1 %	4.8 %	2.1 %	9,655
Manager	28.5 %	50.2 %	11.1 %	7.9 %	2.3 %	39,259
Supervisor	23.3 %	51.6 %	13.2 %	9.3 %	2.6 %	79,184
Team Leader	22.8 %	51.9 %	13.2 %	9.4 %	2.7 %	72,261
Non-Supervisor	22.2 %	50.5 %	14.1 %	9.9 %	3.4 %	383,440
Sex						
Male	24.0 %	50.9 %	13.5 %	8.7 %	3.0 %	292,274
Female	22.7 %	50.5 %	13.3 %	10.4 %	3.1 %	270,160
Hispanic or Latino						
Yes	25.1 %	47.9 %	13.9 %	9.4 %	3.7 %	65,267
No	23.0 %	51.2 %	13.4 %	9.5 %	2.9 %	500,478
Race						
American Indian/Alaska Native	22.0 %	49.5 %	15.1 %	9.5 %	3.9 %	14,409
Asian	25.7 %	51.9 %	12.4 %	7.4 %	2.6 %	34,809
Black/African American	28.4 %	48.8 %	11.7 %	7.8 %	3.2 %	84,365
Native Hawaiian/Pacific Islander	24.9 %	48.0 %	15.2 %	8.0 %	3.8 %	3,773
White	22.4 %	51.5 %	13.4 %	9.8 %	2.8 %	382,270
Two or more races(Not Hispanic/Latino)	20.6 %	47.8 %	16.1 %	11.0 %	4.5 %	26,617
Age Group						
25 and under	22.8 %	52.2 %	14.6 %	8.4 %	2.0 %	9,710
26-29 years old	20.4 %	51.6 %	14.6 %	10.3 %	3.1 %	21,783
30-39 years old	20.7 %	50.0 %	14.7 %	10.9 %	3.8 %	110,066
40-49 years old	21.8 %	50.1 %	13.9 %	10.5 %	3.6 %	160,174
50-59 years old	24.8 %	51.3 %	12.7 %	8.6 %	2.6 %	172,107
60 or older	27.9 %	51.6 %	11.7 %	6.8 %	1.9 %	92,034
Level of Education						
Less than High School	25.7 %	48.7 %	16.4 %	6.1 %	3.1 %	416
H.S. Diploma/GED or equiv	25.5 %	50.0 %	13.6 %	7.9 %	3.0 %	24,265

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
Trade/Technical Certificate	21.0 %	50.3 %	15.3 %	10.0 %	3.4 %	12,311
Some College(no degree)	23.8 %	49.5 %	14.2 %	9.1 %	3.4 %	69,248
Associate's Degree	23.2 %	49.5 %	14.5 %	9.4 %	3.4 %	41,822
Bachelor's Degree	21.9 %	51.4 %	13.8 %	9.9 %	3.1 %	198,793
Master's Degree	23.6 %	50.9 %	13.0 %	9.7 %	2.9 %	161,725
Doctoral/Professional Degree	26.6 %	51.3 %	11.3 %	8.4 %	2.4 %	64,306
Pay Category						
Federal Wage System	20.6 %	50.8 %	15.5 %	9.8 %	3.3 %	18,097
GS 1-6	22.6 %	47.7 %	15.0 %	10.5 %	4.2 %	28,909
GS 7-12	21.5 %	49.9 %	14.4 %	10.5 %	3.7 %	235,530
GS 13-15	25.0 %	51.9 %	12.2 %	8.5 %	2.4 %	243,083
SES	46.9 %	40.1 %	6.3 %	5.1 %	1.6 %	5,293
SL/ST	36.7 %	48.5 %	7.0 %	6.2 %	1.6 %	2,058
Other	22.8 %	51.8 %	14.0 %	8.8 %	2.6 %	50,323
Time in Federal Government						
< 1 year	23.3 %	48.5 %	15.6 %	9.8 %	2.8 %	17,245
1-3 years	23.0 %	50.0 %	14.3 %	9.8 %	2.9 %	76,181
4-5 years	22.2 %	50.2 %	14.1 %	10.4 %	3.0 %	51,341
6-10 years	22.0 %	50.1 %	14.1 %	10.3 %	3.5 %	94,675
11-14 years	22.6 %	51.2 %	13.3 %	9.8 %	3.1 %	94,635
15-20 years	22.3 %	50.9 %	13.6 %	9.8 %	3.4 %	102,715
> 20 years	25.2 %	51.4 %	12.5 %	8.2 %	2.7 %	145,686
Time with Current Agency						
< 1 year	23.9 %	46.6 %	15.2 %	10.6 %	3.6 %	29,914
1-3 years	22.9 %	49.0 %	14.3 %	10.6 %	3.3 %	111,643
4-5 years	22.7 %	50.3 %	13.9 %	10.1 %	3.1 %	63,252
6-10 years	22.5 %	50.7 %	13.6 %	9.9 %	3.3 %	101,349
11-14 years	22.5 %	52.0 %	13.4 %	9.2 %	2.9 %	84,133
15-20 years	22.3 %	51.5 %	13.6 %	9.3 %	3.3 %	86,099
> 20 years	25.4 %	52.3 %	12.0 %	7.8 %	2.5 %	106,785
Leaving						
No	28.0 %	53.5 %	11.2 %	6.1 %	1.3 %	385,666
Yes, to retire	23.8 %	52.5 %	13.0 %	8.1 %	2.5 %	36,049

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
Yes, to other job in Govt	14.0 %	45.2 %	17.7 %	16.6 %	6.6 %	105,878
Yes, to other job outside Govt	11.8 %	43.6 %	18.5 %	18.0 %	8.0 %	23,549
Yes, other	12.6 %	43.5 %	20.0 %	16.7 %	7.2 %	31,577
Retiring						
Less than 1 year	23.8 %	49.2 %	13.4 %	9.5 %	4.0 %	15,976
1 year	23.1 %	52.3 %	13.3 %	8.6 %	2.7 %	14,830
2 years	25.6 %	52.2 %	12.0 %	7.9 %	2.3 %	30,037
3 years	25.2 %	51.5 %	12.6 %	8.2 %	2.5 %	30,954
4 years	24.3 %	51.9 %	12.9 %	8.4 %	2.5 %	19,008
5 years	23.6 %	51.2 %	13.2 %	9.1 %	2.9 %	44,233
More than 5years	22.8 %	50.5 %	13.8 %	9.8 %	3.2 %	422,727
Transgender						
Yes	17.1 %	41.8 %	17.9 %	14.6 %	8.5 %	2,406
No	23.5 %	50.8 %	13.4 %	9.4 %	3.0 %	555,140
Consider Yourself as						
Straight	22.7 %	48.9 %	13.6 %	10.8 %	3.9 %	14,656
Gay or Lesbian	23.8 %	51.0 %	13.2 %	9.1 %	2.9 %	503,661
Bisexual	20.0 %	49.8 %	13.5 %	12.8 %	3.8 %	11,125
Use different term	15.9 %	46.4 %	17.3 %	14.3 %	6.1 %	15,851
Military Service						
No Prior Military Service	22.0 %	51.5 %	13.8 %	9.7 %	3.0 %	430,794
Currently in Guard/Reserves	33.8 %	48.4 %	14.1 %	10.9 %	3.9 %	7,889
Retired	29.7 %	49.3 %	11.0 %	7.6 %	2.4 %	64,580
Separated/Discharged	22.2 %	48.8 %	14.5 %	10.4 %	4.1 %	79,251
Military Spouse						
Spouse of current active duty service member	23.5 %	45.6 %	13.7 %	12.7 %	4.5 %	6,756
Spouse of separated or retired service member with a disability rating of 100%	26.6 %	47.5 %	12.6 %	9.8 %	3.6 %	12,628
Widow(er) of a service member killed while on active duty	26.0 %	45.0 %	12.9 %	10.7 %	5.4 %	340
None of the categories listed	23.0 %	50.9 %	13.6 %	9.5 %	3.0 %	563,061
NoN-Competitive Hiring Authority						
Yes	25.6 %	46.8 %	12.3 %	11.1 %	4.3 %	2,535
No	25.3 %	46.7 %	13.2 %	10.9 %	3.9 %	17,049

2023 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	22.8 %	50.5 %	13.8 %	9.7 %	3.1 %	623,096
Disability						
Yes	23.3 %	46.4 %	14.3 %	11.3 %	4.7 %	95,805
No	23.3 %	51.7 %	13.3 %	9.1 %	2.7 %	473,114

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
Work Location						
Headquarters	25.0 %	43.3 %	16.9 %	10.6 %	4.1 %	173,397
Field	20.2 %	43.7 %	17.7 %	12.9 %	5.5 %	286,320
Full-time telework	26.3 %	44.6 %	15.7 %	9.7 %	3.7 %	113,602
Supervisory Status						
Senior Leader	43.7 %	36.8 %	11.5 %	5.4 %	2.6 %	9,580
Manager	28.3 %	43.7 %	15.4 %	9.5 %	3.2 %	38,929
Supervisor	23.0 %	45.1 %	17.0 %	11.1 %	3.7 %	78,516
Team Leader	22.0 %	44.4 %	17.6 %	11.7 %	4.4 %	71,666
Non-Supervisor	21.6 %	43.5 %	17.4 %	12.2 %	5.3 %	380,412
Sex						
Male	23.4 %	43.8 %	17.2 %	10.8 %	4.7 %	289,802
Female	22.1 %	44.0 %	16.7 %	12.5 %	4.6 %	268,167
Hispanic or Latino						
Yes	23.5 %	41.1 %	17.4 %	12.1 %	6.0 %	64,691
No	22.7 %	44.3 %	17.0 %	11.5 %	4.5 %	496,554
Race						
American Indian/Alaska Native	20.5 %	41.0 %	19.8 %	12.8 %	6.0 %	14,280
Asian	25.0 %	46.4 %	16.4 %	8.3 %	3.7 %	34,660
Black/African American	27.1 %	43.4 %	14.9 %	9.8 %	4.7 %	83,688
Native Hawaiian/Pacific Islander	23.1 %	42.2 %	17.6 %	11.4 %	5.7 %	3,746
White	22.1 %	44.2 %	17.1 %	12.0 %	4.5 %	379,147
Two or more races(Not Hispanic/Latino)	20.1 %	40.6 %	18.8 %	13.7 %	6.8 %	26,383
Age Group						
25 and under	24.2 %	45.3 %	15.6 %	11.1 %	3.7 %	9,659
26-29 years old	20.6 %	43.5 %	17.1 %	13.3 %	5.5 %	21,645
30-39 years old	20.4 %	42.5 %	17.5 %	13.6 %	6.0 %	109,437
40-49 years old	21.5 %	43.3 %	17.2 %	12.6 %	5.4 %	159,095
50-59 years old	24.2 %	44.6 %	16.9 %	10.4 %	4.0 %	170,486
60 or older	26.4 %	45.5 %	16.6 %	8.5 %	3.0 %	91,042
Level of Education						
Less than High School	23.3 %	48.7 %	17.0 %	6.3 %	4.8 %	412
H.S. Diploma/GED or equiv	23.9 %	44.1 %	16.9 %	10.5 %	4.6 %	23,973

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
Trade/Technical Certificate	19.6 %	43.3 %	18.9 %	12.5 %	5.7 %	12,155
Some College(no degree)	22.3 %	42.9 %	17.6 %	11.7 %	5.5 %	68,528
Associate's Degree	21.7 %	42.9 %	17.7 %	12.2 %	5.6 %	41,434
Bachelor's Degree	21.5 %	44.2 %	17.4 %	12.1 %	4.8 %	197,352
Master's Degree	23.8 %	43.7 %	16.7 %	11.5 %	4.4 %	160,515
Doctoral/Professional Degree	26.2 %	45.4 %	15.5 %	9.6 %	3.3 %	63,944
Pay Category						
Federal Wage System	19.2 %	42.3 %	19.1 %	13.2 %	6.2 %	17,911
GS 1-6	21.0 %	41.5 %	17.1 %	13.6 %	6.8 %	28,576
GS 7-12	20.6 %	42.8 %	17.7 %	13.1 %	5.7 %	233,463
GS 13-15	25.2 %	45.2 %	16.4 %	9.8 %	3.4 %	241,430
SES	47.2 %	35.0 %	11.3 %	4.7 %	1.8 %	5,246
SL/ST	36.7 %	41.5 %	13.8 %	6.1 %	1.9 %	2,048
Other	22.1 %	45.1 %	17.4 %	11.1 %	4.2 %	49,936
Time in Federal Government						
< 1 year	25.2 %	41.7 %	16.6 %	11.8 %	4.7 %	17,127
1-3 years	23.0 %	42.9 %	17.0 %	12.2 %	5.0 %	75,588
4-5 years	21.8 %	42.8 %	17.2 %	12.9 %	5.3 %	50,947
6-10 years	21.4 %	42.9 %	17.5 %	12.8 %	5.4 %	93,983
11-14 years	21.9 %	43.9 %	17.4 %	12.1 %	4.7 %	93,964
15-20 years	21.7 %	44.2 %	17.3 %	11.9 %	5.0 %	101,857
> 20 years	24.2 %	45.2 %	16.9 %	9.8 %	3.9 %	144,355
Time with Current Agency						
< 1 year	25.6 %	40.3 %	16.8 %	12.0 %	5.3 %	29,694
1-3 years	23.0 %	42.2 %	16.9 %	12.6 %	5.4 %	110,824
4-5 years	22.1 %	43.0 %	17.2 %	12.6 %	5.1 %	62,725
6-10 years	21.8 %	43.5 %	17.4 %	12.3 %	5.1 %	100,613
11-14 years	21.7 %	44.7 %	17.5 %	11.6 %	4.4 %	83,522
15-20 years	21.5 %	44.6 %	17.6 %	11.6 %	4.7 %	85,344
> 20 years	24.1 %	46.1 %	16.8 %	9.5 %	3.6 %	105,801
Leaving						
No	27.7 %	47.0 %	15.0 %	8.2 %	2.1 %	383,142
Yes, to retire	22.3 %	46.2 %	17.9 %	9.9 %	3.7 %	35,622

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
Yes, to other job in Govt	13.1 %	37.4 %	20.8 %	18.8 %	10.0 %	104,755
Yes, to other job outside Govt	10.9 %	35.5 %	20.9 %	20.9 %	11.8 %	23,295
Yes, other	11.3 %	35.9 %	23.3 %	19.1 %	10.5 %	31,238
Retiring						
Less than 1 year	22.2 %	43.1 %	18.2 %	10.9 %	5.6 %	15,788
1 year	22.0 %	45.5 %	17.9 %	10.8 %	3.8 %	14,657
2 years	24.2 %	46.1 %	16.8 %	9.3 %	3.6 %	29,708
3 years	24.1 %	45.3 %	17.4 %	9.7 %	3.4 %	30,658
4 years	23.3 %	44.8 %	17.7 %	10.2 %	4.0 %	18,799
5 years	22.5 %	44.6 %	17.4 %	11.1 %	4.5 %	43,820
More than 5years	22.5 %	43.4 %	17.0 %	12.1 %	5.0 %	419,736
Transgender						
Yes	16.0 %	36.3 %	19.7 %	14.9 %	13.1 %	2,370
No	22.9 %	43.9 %	17.0 %	11.5 %	4.7 %	550,764
Consider Yourself as						
Straight	22.6 %	41.7 %	17.2 %	12.8 %	5.7 %	14,536
Gay or Lesbian	23.3 %	44.2 %	16.8 %	11.3 %	4.5 %	499,660
Bisexual	19.7 %	42.5 %	16.9 %	14.6 %	6.3 %	11,043
Use different term	15.7 %	38.9 %	20.1 %	16.4 %	8.9 %	15,695
Military Service						
No Prior Military Service	21.7 %	44.6 %	17.3 %	11.8 %	4.6 %	427,478
Currently in Guard/Reserves	33.8 %	42.0 %	17.1 %	13.2 %	5.9 %	7,829
Retired	28.1 %	42.8 %	15.9 %	9.4 %	3.8 %	64,020
Separated/Discharged	21.7 %	41.2 %	17.7 %	13.0 %	6.4 %	78,523
Military Spouse						
Spouse of current active duty service member	21.9 %	38.8 %	16.3 %	15.8 %	7.2 %	6,697
Spouse of separated or retired service member with a disability rating of 100%	25.0 %	41.8 %	16.4 %	11.4 %	5.3 %	12,539
Widow(er) of a service member killed while on active duty	23.5 %	41.6 %	14.4 %	12.5 %	7.9 %	337
None of the categories listed	22.5 %	43.9 %	17.2 %	11.6 %	4.7 %	558,552
NoN-Competitive Hiring Authority						
Yes	23.4 %	38.7 %	16.8 %	14.0 %	7.1 %	2,512
No	23.9 %	41.0 %	16.3 %	12.9 %	5.9 %	16,924

2023 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	22.2 %	43.6 %	17.4 %	11.9 %	4.8 %	617,957
Disability						
Yes	22.4 %	39.2 %	17.7 %	13.6 %	7.1 %	94,871
No	22.8 %	44.9 %	16.9 %	11.2 %	4.2 %	469,523

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
Work Location						
Headquarters	38.9 %	49.9 %	7.4 %	2.5 %	1.3 %	173,794
Field	32.2 %	51.7 %	9.9 %	4.0 %	2.3 %	287,081
Full-time telework	40.9 %	50.2 %	6.3 %	1.7 %	0.9 %	113,806
Supervisory Status						
Senior Leader	59.3 %	33.9 %	4.1 %	1.7 %	1.0 %	9,609
Manager	43.6 %	46.4 %	6.4 %	2.4 %	1.3 %	39,058
Supervisor	36.7 %	51.2 %	7.8 %	2.9 %	1.4 %	78,802
Team Leader	35.2 %	50.6 %	8.7 %	3.7 %	1.8 %	71,916
Non-Supervisor	34.1 %	51.8 %	9.0 %	3.2 %	1.9 %	381,104
Sex						
Male	35.3 %	50.1 %	9.1 %	3.5 %	2.0 %	290,494
Female	36.6 %	52.0 %	7.5 %	2.6 %	1.3 %	268,721
Hispanic or Latino						
Yes	37.4 %	47.8 %	9.2 %	3.3 %	2.2 %	64,779
No	35.5 %	51.3 %	8.4 %	3.1 %	1.7 %	497,746
Race						
American Indian/Alaska Native	32.7 %	51.8 %	10.4 %	3.0 %	2.1 %	14,330
Asian	39.0 %	51.1 %	7.1 %	1.7 %	1.2 %	34,710
Black/African American	41.6 %	49.3 %	6.2 %	1.6 %	1.3 %	83,797
Native Hawaiian/Pacific Islander	36.8 %	49.4 %	8.5 %	3.1 %	2.2 %	3,736
White	34.4 %	51.3 %	8.9 %	3.6 %	1.8 %	380,134
Two or more races(Not Hispanic/Latino)	35.7 %	48.6 %	9.8 %	3.6 %	2.3 %	26,464
Age Group						
25 and under	35.6 %	52.4 %	7.7 %	3.0 %	1.3 %	9,650
26-29 years old	32.8 %	53.0 %	8.8 %	3.6 %	1.9 %	21,676
30-39 years old	33.4 %	50.2 %	9.6 %	4.3 %	2.4 %	109,475
40-49 years old	34.4 %	50.5 %	9.2 %	3.8 %	2.1 %	159,302
50-59 years old	37.5 %	51.0 %	7.8 %	2.4 %	1.3 %	171,097
60 or older	39.2 %	51.1 %	7.0 %	1.7 %	0.9 %	91,442
Level of Education						
Less than High School	32.3 %	50.2 %	12.6 %	1.0 %	3.9 %	412
H.S. Diploma/GED or equiv	35.4 %	50.4 %	9.5 %	2.8 %	2.0 %	24,061

2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
Trade/Technical Certificate	32.5 %	51.2 %	9.9 %	3.8 %	2.6 %	12,213
Some College(no degree)	36.0 %	49.8 %	8.9 %	3.2 %	2.1 %	68,769
Associate's Degree	35.2 %	50.3 %	9.0 %	3.3 %	2.1 %	41,514
Bachelor's Degree	34.4 %	51.9 %	8.6 %	3.3 %	1.7 %	197,675
Master's Degree	36.9 %	50.7 %	8.0 %	3.0 %	1.4 %	160,944
Doctoral/Professional Degree	38.2 %	49.9 %	7.8 %	2.9 %	1.2 %	64,035
Pay Category						
Federal Wage System	31.5 %	49.3 %	10.8 %	5.1 %	3.3 %	17,979
GS 1-6	35.6 %	51.1 %	8.8 %	2.8 %	1.8 %	28,653
GS 7-12	33.8 %	51.7 %	9.0 %	3.4 %	2.1 %	233,989
GS 13-15	38.2 %	50.3 %	7.6 %	2.7 %	1.2 %	241,974
SES	63.1 %	30.9 %	3.4 %	1.8 %	0.8 %	5,280
SL/ST	48.8 %	40.7 %	7.0 %	1.8 %	1.6 %	2,048
Other	33.5 %	51.6 %	9.9 %	3.3 %	1.7 %	50,049
Time in Federal Government						
< 1 year	39.6 %	51.2 %	7.0 %	1.5 %	0.7 %	17,131
1-3 years	37.7 %	50.9 %	7.5 %	2.5 %	1.3 %	75,701
4-5 years	34.9 %	51.0 %	8.9 %	3.5 %	1.8 %	51,048
6-10 years	34.7 %	50.5 %	9.0 %	3.8 %	2.1 %	94,119
11-14 years	34.8 %	50.9 %	8.9 %	3.5 %	1.8 %	94,118
15-20 years	33.8 %	51.0 %	9.4 %	3.7 %	2.1 %	102,120
> 20 years	36.4 %	51.1 %	8.3 %	2.6 %	1.5 %	144,949
Time with Current Agency						
< 1 year	40.0 %	50.0 %	7.5 %	1.7 %	0.8 %	29,725
1-3 years	37.6 %	50.7 %	7.7 %	2.6 %	1.4 %	110,992
4-5 years	35.4 %	50.6 %	8.7 %	3.4 %	1.8 %	62,860
6-10 years	34.7 %	50.5 %	8.9 %	3.8 %	2.2 %	100,793
11-14 years	34.3 %	51.2 %	9.0 %	3.6 %	1.9 %	83,667
15-20 years	33.1 %	51.2 %	9.7 %	3.8 %	2.2 %	85,588
> 20 years	36.0 %	51.5 %	8.3 %	2.6 %	1.5 %	106,248
Leaving						
No	40.2 %	50.6 %	6.4 %	2.0 %	0.8 %	383,767
Yes, to retire	33.0 %	53.3 %	9.3 %	2.9 %	1.6 %	35,813

2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
Yes, to other job in Govt	28.1 %	51.5 %	12.0 %	5.2 %	3.2 %	105,109
Yes, to other job outside Govt	23.6 %	49.1 %	13.9 %	7.9 %	5.6 %	23,391
Yes, other	24.9 %	50.8 %	14.5 %	5.5 %	4.3 %	31,351
Retiring						
Less than 1 year	33.0 %	50.2 %	10.6 %	3.5 %	2.6 %	15,875
1 year	33.3 %	52.5 %	9.6 %	3.0 %	1.6 %	14,754
2 years	35.9 %	52.9 %	7.5 %	2.3 %	1.3 %	29,878
3 years	36.2 %	51.8 %	8.1 %	2.5 %	1.4 %	30,752
4 years	36.2 %	51.1 %	8.4 %	2.9 %	1.5 %	18,889
5 years	35.4 %	51.4 %	8.6 %	3.0 %	1.7 %	43,967
More than 5years	35.7 %	50.6 %	8.6 %	3.3 %	1.8 %	420,400
Transgender						
Yes	30.5 %	42.8 %	15.0 %	4.8 %	6.9 %	2,394
No	35.9 %	50.9 %	8.4 %	3.1 %	1.7 %	551,987
Consider Yourself as						
Straight	36.8 %	49.1 %	8.8 %	3.4 %	2.0 %	14,562
Gay or Lesbian	36.2 %	50.9 %	8.2 %	3.0 %	1.6 %	500,830
Bisexual	34.7 %	50.5 %	8.5 %	4.1 %	2.2 %	11,058
Use different term	28.4 %	49.1 %	13.3 %	5.1 %	4.1 %	15,742
Military Service						
No Prior Military Service	34.4 %	52.0 %	8.7 %	3.2 %	1.7 %	428,487
Currently in Guard/Reserves	33.8 %	49.1 %	9.0 %	3.6 %	2.6 %	7,853
Retired	41.8 %	47.8 %	7.1 %	2.1 %	1.2 %	64,144
Separated/Discharged	34.9 %	49.2 %	9.5 %	3.8 %	2.5 %	78,722
Military Spouse						
Spouse of current active duty service member	37.9 %	47.9 %	8.9 %	3.5 %	1.8 %	6,701
Spouse of separated or retired service member with a disability rating of 100%	40.7 %	47.8 %	7.4 %	2.6 %	1.5 %	12,552
Widow(er) of a service member killed while on active duty	37.9 %	42.5 %	14.5 %	2.9 %	2.2 %	337
None of the categories listed	35.4 %	51.1 %	8.6 %	3.2 %	1.8 %	559,884
NoN-Competitive Hiring Authority						
Yes	40.0 %	46.6 %	9.4 %	2.4 %	1.6 %	2,519
No	39.6 %	48.0 %	7.8 %	3.0 %	1.6 %	16,935

2023 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	35.2 %	51.1 %	8.8 %	3.2 %	1.7 %	619,470
Disability						
Yes	38.4 %	47.4 %	8.7 %	3.1 %	2.3 %	95,143
No	35.1 %	51.7 %	8.5 %	3.2 %	1.6 %	470,528

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
Work Location						
Headquarters	32.4 %	46.1 %	12.4 %	6.4 %	2.7 %	173,857
Field	26.7 %	47.6 %	14.3 %	7.8 %	3.6 %	287,094
Full-time telework	34.5 %	47.1 %	11.2 %	5.1 %	2.1 %	113,876
Supervisory Status						
Senior Leader	49.9 %	36.1 %	7.6 %	3.9 %	2.4 %	9,620
Manager	35.2 %	44.5 %	11.4 %	6.2 %	2.7 %	39,050
Supervisor	29.6 %	47.7 %	13.1 %	6.8 %	2.8 %	78,774
Team Leader	31.3 %	47.0 %	12.3 %	6.7 %	2.7 %	71,855
Non-Supervisor	28.3 %	47.5 %	13.7 %	7.1 %	3.3 %	381,344
Sex						
Male	30.0 %	46.7 %	13.4 %	6.7 %	3.2 %	290,732
Female	30.0 %	47.7 %	12.6 %	6.9 %	2.7 %	268,692
Hispanic or Latino						
Yes	31.0 %	44.8 %	13.7 %	6.9 %	3.7 %	64,786
No	29.7 %	47.5 %	13.0 %	6.9 %	3.0 %	497,934
Race						
American Indian/Alaska Native	27.1 %	46.2 %	15.1 %	7.3 %	4.3 %	14,328
Asian	34.5 %	48.6 %	10.7 %	4.1 %	2.1 %	34,687
Black/African American	33.4 %	45.6 %	11.9 %	5.9 %	3.2 %	83,831
Native Hawaiian/Pacific Islander	30.3 %	47.0 %	12.9 %	6.1 %	3.8 %	3,752
White	29.2 %	47.5 %	13.2 %	7.2 %	2.9 %	380,332
Two or more races(Not Hispanic/Latino)	27.3 %	44.9 %	15.5 %	8.0 %	4.4 %	26,438
Age Group						
25 and under	26.4 %	48.6 %	15.3 %	7.5 %	2.2 %	9,617
26-29 years old	25.4 %	48.4 %	14.7 %	8.4 %	3.1 %	21,573
30-39 years old	27.2 %	46.8 %	14.2 %	8.2 %	3.6 %	109,354
40-49 years old	28.6 %	46.9 %	13.4 %	7.4 %	3.7 %	159,345
50-59 years old	31.6 %	47.3 %	12.4 %	6.1 %	2.6 %	171,238
60 or older	34.6 %	47.0 %	11.6 %	4.8 %	2.0 %	91,725
Level of Education						
Less than High School	28.0 %	47.5 %	16.4 %	4.6 %	3.5 %	417
H.S. Diploma/GED or equiv	30.7 %	46.8 %	13.4 %	5.8 %	3.2 %	24,127

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
Trade/Technical Certificate	27.1 %	47.4 %	14.4 %	7.2 %	3.8 %	12,229
Some College(no degree)	29.7 %	46.4 %	13.6 %	6.8 %	3.5 %	68,843
Associate's Degree	29.3 %	46.3 %	13.7 %	7.2 %	3.6 %	41,550
Bachelor's Degree	28.7 %	48.0 %	13.3 %	7.0 %	3.0 %	197,741
Master's Degree	30.8 %	46.6 %	12.7 %	6.9 %	2.9 %	160,860
Doctoral/Professional Degree	32.3 %	46.9 %	11.9 %	6.4 %	2.5 %	64,043
Pay Category						
Federal Wage System	25.4 %	45.9 %	15.2 %	8.9 %	4.7 %	17,985
GS 1-6	27.8 %	45.2 %	15.0 %	7.9 %	4.0 %	28,671
GS 7-12	27.7 %	47.4 %	14.0 %	7.4 %	3.4 %	234,147
GS 13-15	32.8 %	47.2 %	11.6 %	5.9 %	2.4 %	241,955
SES	51.3 %	35.1 %	7.9 %	3.7 %	1.9 %	5,276
SL/ST	41.5 %	41.3 %	10.9 %	4.1 %	2.1 %	2,052
Other	27.5 %	47.7 %	14.6 %	7.3 %	2.9 %	50,067
Time in Federal Government						
< 1 year	29.2 %	46.1 %	15.3 %	7.1 %	2.3 %	17,128
1-3 years	29.8 %	46.9 %	13.6 %	7.1 %	2.6 %	75,647
4-5 years	28.5 %	46.8 %	13.8 %	7.7 %	3.2 %	51,027
6-10 years	28.6 %	46.7 %	13.7 %	7.6 %	3.4 %	94,093
11-14 years	29.5 %	47.3 %	13.1 %	6.9 %	3.2 %	94,156
15-20 years	28.6 %	47.2 %	13.4 %	7.3 %	3.5 %	102,203
> 20 years	31.7 %	47.6 %	12.2 %	5.8 %	2.8 %	145,092
Time with Current Agency						
< 1 year	29.8 %	44.6 %	15.5 %	7.3 %	2.7 %	29,714
1-3 years	29.9 %	46.3 %	13.5 %	7.4 %	2.9 %	110,944
4-5 years	29.3 %	46.7 %	13.5 %	7.4 %	3.2 %	62,828
6-10 years	29.0 %	47.2 %	13.1 %	7.3 %	3.4 %	100,756
11-14 years	29.2 %	47.7 %	13.2 %	6.8 %	3.2 %	83,757
15-20 years	28.4 %	47.5 %	13.5 %	7.1 %	3.4 %	85,677
> 20 years	31.8 %	48.2 %	12.0 %	5.4 %	2.6 %	106,369
Leaving						
No	35.3 %	49.0 %	10.5 %	4.0 %	1.1 %	383,866
Yes, to retire	29.6 %	49.1 %	13.2 %	5.7 %	2.4 %	35,906

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
Yes, to other job in Govt	19.3 %	43.2 %	18.1 %	12.7 %	6.7 %	105,102
Yes, to other job outside Govt	16.1 %	41.7 %	18.9 %	15.0 %	8.2 %	23,380
Yes, other	17.0 %	42.2 %	20.0 %	12.8 %	8.0 %	31,327
Retiring						
Less than 1 year	29.2 %	45.7 %	13.6 %	7.2 %	4.2 %	15,923
1 year	28.8 %	49.0 %	13.4 %	6.0 %	2.7 %	14,774
2 years	31.8 %	48.5 %	12.1 %	5.2 %	2.4 %	29,928
3 years	31.5 %	47.6 %	12.6 %	5.8 %	2.5 %	30,808
4 years	30.8 %	47.3 %	12.7 %	6.5 %	2.8 %	18,928
5 years	29.7 %	47.3 %	13.3 %	6.7 %	3.1 %	44,004
More than 5years	29.5 %	47.0 %	13.3 %	7.2 %	3.1 %	420,304
Transgender						
Yes	22.8 %	39.9 %	16.9 %	10.9 %	9.5 %	2,391
No	30.0 %	47.1 %	13.0 %	6.8 %	3.0 %	552,181
Consider Yourself as						
Straight	29.8 %	45.0 %	13.7 %	7.7 %	3.8 %	14,573
Gay or Lesbian	30.4 %	47.3 %	12.8 %	6.6 %	2.9 %	501,046
Bisexual	27.2 %	45.5 %	14.2 %	9.3 %	3.9 %	11,027
Use different term	21.5 %	43.9 %	17.7 %	10.7 %	6.3 %	15,747
Military Service						
No Prior Military Service	28.6 %	48.3 %	13.4 %	6.9 %	2.8 %	428,466
Currently in Guard/Reserves	33.8 %	44.8 %	13.5 %	7.8 %	5.0 %	7,832
Retired	36.2 %	44.1 %	11.4 %	5.6 %	2.7 %	64,273
Separated/Discharged	28.5 %	45.0 %	14.0 %	8.1 %	4.3 %	78,806
Military Spouse						
Spouse of current active duty service member	31.2 %	43.4 %	13.0 %	8.3 %	4.0 %	6,724
Spouse of separated or retired service member with a disability rating of 100%	33.4 %	43.4 %	12.4 %	7.1 %	3.7 %	12,557
Widow(er) of a service member killed while on active duty	31.2 %	41.9 %	15.2 %	5.2 %	6.5 %	337
None of the categories listed	29.5 %	47.3 %	13.2 %	6.9 %	3.1 %	560,032
NoN-Competitive Hiring Authority						
Yes	33.9 %	43.0 %	12.0 %	6.6 %	4.6 %	2,529
No	32.3 %	43.4 %	12.8 %	7.7 %	3.7 %	16,951

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(12) 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	29.2 %	47.1 %	13.5 %	7.0 %	3.1 %	619,597
Disability						
Yes	30.0 %	42.5 %	14.3 %	8.4 %	4.9 %	95,207
No	29.8 %	48.2 %	12.9 %	6.5 %	2.6 %	470,670

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have the autonomy to decide how I do my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
Work Location						
Headquarters	31.9 %	43.3 %	13.0 %	7.4 %	4.4 %	174,556
Field	25.5 %	43.8 %	15.4 %	9.3 %	6.1 %	288,636
Full-time telework	31.8 %	43.5 %	13.9 %	7.0 %	3.8 %	114,359
Supervisory Status						
Senior Leader	51.6 %	33.7 %	6.9 %	4.7 %	3.1 %	9,649
Manager	36.4 %	41.5 %	10.3 %	7.3 %	4.4 %	39,228
Supervisor	29.5 %	44.4 %	13.2 %	7.9 %	5.0 %	79,155
Team Leader	30.9 %	44.0 %	12.7 %	7.7 %	4.7 %	72,212
Non-Supervisor	26.4 %	43.8 %	15.7 %	8.7 %	5.5 %	383,137
Sex						
Male	29.9 %	43.5 %	13.8 %	7.7 %	5.2 %	292,244
Female	27.0 %	44.0 %	15.1 %	9.0 %	4.9 %	269,797
Hispanic or Latino						
Yes	27.2 %	40.9 %	16.7 %	8.8 %	6.3 %	65,171
No	28.8 %	44.1 %	14.0 %	8.2 %	4.9 %	500,169
Race						
American Indian/Alaska Native	24.0 %	44.9 %	17.9 %	7.8 %	5.4 %	14,400
Asian	30.0 %	46.5 %	14.1 %	5.8 %	3.6 %	34,763
Black/African American	28.5 %	42.6 %	15.8 %	8.1 %	5.0 %	84,267
Native Hawaiian/Pacific Islander	25.4 %	44.6 %	16.6 %	7.3 %	6.1 %	3,759
White	29.2 %	43.9 %	13.6 %	8.3 %	5.0 %	382,089
Two or more races(Not Hispanic/Latino)	26.1 %	40.8 %	16.5 %	9.2 %	7.4 %	26,592
Age Group						
25 and under	24.1 %	44.2 %	19.2 %	8.8 %	3.7 %	9,686
26-29 years old	24.7 %	44.5 %	16.7 %	9.1 %	5.0 %	21,741
30-39 years old	27.5 %	43.1 %	14.7 %	8.8 %	5.8 %	109,961
40-49 years old	28.3 %	43.1 %	14.0 %	8.7 %	5.9 %	160,016
50-59 years old	29.5 %	44.2 %	13.8 %	7.9 %	4.6 %	172,018
60 or older	30.9 %	44.1 %	14.3 %	6.9 %	3.9 %	92,054
Level of Education						
Less than High School	26.1 %	45.3 %	18.0 %	7.2 %	3.4 %	415
H.S. Diploma/GED or equiv	25.2 %	45.0 %	18.2 %	7.1 %	4.5 %	24,219

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have the autonomy to decide how I do my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
Trade/Technical Certificate	22.9 %	45.5 %	18.1 %	8.2 %	5.3 %	12,282
Some College(no degree)	25.6 %	43.5 %	17.1 %	8.3 %	5.5 %	69,186
Associate's Degree	25.8 %	44.0 %	16.3 %	8.5 %	5.4 %	41,786
Bachelor's Degree	27.8 %	44.5 %	14.2 %	8.4 %	5.1 %	198,695
Master's Degree	31.6 %	42.8 %	12.6 %	8.0 %	5.0 %	161,623
Doctoral/Professional Degree	32.7 %	41.6 %	11.8 %	8.6 %	5.2 %	64,289
Pay Category						
Federal Wage System	21.9 %	43.1 %	18.6 %	9.8 %	6.5 %	18,084
GS 1-6	21.8 %	41.5 %	21.1 %	9.8 %	5.9 %	28,842
GS 7-12	25.6 %	44.4 %	15.7 %	8.8 %	5.6 %	235,334
GS 13-15	33.7 %	43.6 %	11.2 %	7.1 %	4.3 %	243,013
SES	53.9 %	31.1 %	6.6 %	5.3 %	3.1 %	5,286
SL/ST	47.1 %	35.5 %	8.3 %	6.3 %	2.8 %	2,059
Other	25.2 %	42.5 %	16.9 %	9.6 %	5.8 %	50,277
Time in Federal Government						
< 1 year	27.9 %	43.5 %	17.8 %	7.4 %	3.4 %	17,226
1-3 years	27.8 %	43.7 %	16.2 %	8.2 %	4.2 %	76,053
4-5 years	27.1 %	43.1 %	15.8 %	8.8 %	5.1 %	51,285
6-10 years	27.8 %	43.1 %	14.5 %	8.9 %	5.7 %	94,596
11-14 years	28.9 %	43.7 %	13.6 %	8.4 %	5.4 %	94,599
15-20 years	27.5 %	43.6 %	14.2 %	8.7 %	6.1 %	102,647
> 20 years	29.9 %	44.1 %	13.5 %	7.6 %	4.9 %	145,666
Time with Current Agency						
< 1 year	29.9 %	42.2 %	16.5 %	7.5 %	4.0 %	29,884
1-3 years	28.6 %	43.1 %	15.2 %	8.2 %	4.8 %	111,516
4-5 years	27.8 %	42.9 %	15.3 %	8.7 %	5.3 %	63,171
6-10 years	27.7 %	43.5 %	14.4 %	8.7 %	5.7 %	101,266
11-14 years	28.3 %	44.0 %	13.9 %	8.4 %	5.3 %	84,115
15-20 years	27.0 %	43.8 %	14.4 %	8.8 %	6.0 %	86,056
> 20 years	30.0 %	44.7 %	13.3 %	7.4 %	4.6 %	106,765
Leaving						
No	33.9 %	45.7 %	12.7 %	5.6 %	2.2 %	385,420
Yes, to retire	27.4 %	45.5 %	14.4 %	8.0 %	4.7 %	36,054

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have the autonomy to decide how I do my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
Yes, to other job in Govt	18.3 %	39.6 %	17.8 %	13.7 %	10.7 %	105,755
Yes, to other job outside Govt	17.4 %	37.5 %	17.0 %	14.9 %	13.2 %	23,524
Yes, other	15.7 %	38.1 %	20.1 %	13.8 %	12.3 %	31,553
Retiring						
Less than 1 year	26.9 %	42.2 %	14.9 %	8.7 %	7.2 %	15,992
1 year	27.3 %	44.4 %	14.8 %	8.4 %	5.1 %	14,832
2 years	29.2 %	45.2 %	13.8 %	7.4 %	4.4 %	30,060
3 years	28.8 %	44.6 %	13.9 %	7.9 %	4.7 %	30,977
4 years	29.1 %	43.5 %	14.3 %	8.3 %	4.9 %	19,007
5 years	27.6 %	43.9 %	14.5 %	8.6 %	5.4 %	44,216
More than 5years	28.6 %	43.5 %	14.5 %	8.3 %	5.1 %	422,297
Transgender						
Yes	22.1 %	36.7 %	15.9 %	11.7 %	13.5 %	2,401
No	28.7 %	43.7 %	14.4 %	8.2 %	5.1 %	554,737
Consider Yourself as						
Straight	30.2 %	40.5 %	13.7 %	9.3 %	6.3 %	14,643
Gay or Lesbian	29.0 %	43.9 %	14.3 %	8.0 %	4.8 %	503,297
Bisexual	27.4 %	40.9 %	13.9 %	11.0 %	6.7 %	11,118
Use different term	21.7 %	39.9 %	17.2 %	11.0 %	10.2 %	15,833
Military Service						
No Prior Military Service	27.1 %	44.4 %	15.0 %	8.5 %	5.0 %	430,371
Currently in Guard/Reserves	33.8 %	41.9 %	13.6 %	8.7 %	6.3 %	7,879
Retired	35.2 %	42.2 %	11.9 %	6.6 %	4.1 %	64,600
Separated/Discharged	27.7 %	41.8 %	14.8 %	8.9 %	6.8 %	79,249
Military Spouse						
Spouse of current active duty service member	29.0 %	41.4 %	14.2 %	9.3 %	6.1 %	6,746
Spouse of separated or retired service member with a disability rating of 100%	30.2 %	42.0 %	13.9 %	8.6 %	5.3 %	12,617
Widow(er) of a service member killed while on active duty	26.6 %	38.2 %	19.6 %	8.1 %	7.4 %	337
None of the categories listed	28.3 %	43.7 %	14.5 %	8.3 %	5.2 %	562,666
NoN-Competitive Hiring Authority						
Yes	28.5 %	43.0 %	15.1 %	8.0 %	5.5 %	2,534
No	29.9 %	41.5 %	13.9 %	9.0 %	5.7 %	17,035

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(13) I have the autonomy to decide how I do my job.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	27.9 %	43.6 %	14.8 %	8.4 %	5.2 %	622,579
Disability						
Yes	28.3 %	39.7 %	15.0 %	9.5 %	7.6 %	95,787
No	28.6 %	44.5 %	14.3 %	8.0 %	4.6 %	472,734

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) I can make decisions about my work without getting permission first.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
Work Location						
Headquarters	24.7 %	42.7 %	17.0 %	10.1 %	5.4 %	174,691
Field	20.2 %	42.3 %	18.9 %	11.6 %	7.0 %	288,962
Full-time telework	24.7 %	42.6 %	18.3 %	9.8 %	4.6 %	114,432
Supervisory Status						
Senior Leader	46.9 %	34.2 %	9.7 %	5.7 %	3.5 %	9,650
Manager	31.8 %	42.8 %	12.1 %	8.2 %	5.0 %	39,254
Supervisor	24.8 %	44.3 %	15.5 %	9.8 %	5.6 %	79,223
Team Leader	24.6 %	44.4 %	15.8 %	9.8 %	5.4 %	72,264
Non-Supervisor	19.8 %	42.0 %	20.1 %	11.6 %	6.5 %	383,553
Sex						
Male	23.7 %	43.3 %	17.4 %	9.6 %	5.9 %	292,451
Female	20.7 %	41.6 %	19.3 %	12.3 %	6.1 %	270,128
Hispanic or Latino						
Yes	20.2 %	37.6 %	21.2 %	12.7 %	8.3 %	65,245
No	22.7 %	43.3 %	17.8 %	10.5 %	5.7 %	500,628
Race						
American Indian/Alaska Native	18.0 %	40.2 %	22.6 %	11.6 %	7.6 %	14,418
Asian	20.3 %	41.8 %	22.8 %	10.2 %	4.9 %	34,801
Black/African American	23.3 %	40.7 %	19.0 %	10.9 %	6.1 %	84,458
Native Hawaiian/Pacific Islander	19.9 %	40.4 %	21.1 %	10.9 %	7.6 %	3,777
White	23.1 %	43.6 %	17.0 %	10.5 %	5.8 %	382,331
Two or more races(Not Hispanic/Latino)	20.0 %	39.3 %	20.1 %	12.0 %	8.6 %	26,612
Age Group						
25 and under	15.0 %	39.6 %	26.8 %	13.1 %	5.6 %	9,668
26-29 years old	17.0 %	41.4 %	22.5 %	12.7 %	6.5 %	21,731
30-39 years old	20.4 %	41.8 %	18.9 %	11.9 %	7.0 %	109,913
40-49 years old	22.4 %	42.5 %	17.3 %	11.0 %	6.8 %	160,141
50-59 years old	23.9 %	43.5 %	17.3 %	10.0 %	5.4 %	172,246
60 or older	25.1 %	42.9 %	18.1 %	9.4 %	4.5 %	92,322
Level of Education						
Less than High School	24.3 %	34.8 %	24.2 %	10.3 %	6.4 %	417
H.S. Diploma/GED or equiv	21.1 %	40.9 %	21.6 %	10.1 %	6.3 %	24,292

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) I can make decisions about my work without getting permission first.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
Trade/Technical Certificate	18.0 %	42.2 %	21.5 %	11.2 %	7.2 %	12,331
Some College(no degree)	21.1 %	40.9 %	20.1 %	11.3 %	6.6 %	69,317
Associate's Degree	21.0 %	41.7 %	19.7 %	11.1 %	6.5 %	41,860
Bachelor's Degree	21.4 %	43.9 %	18.2 %	10.6 %	5.9 %	198,812
Master's Degree	24.6 %	42.6 %	16.4 %	10.6 %	5.8 %	161,677
Doctoral/Professional Degree	24.1 %	41.5 %	16.7 %	11.7 %	6.0 %	64,333
Pay Category						
Federal Wage System	18.3 %	40.1 %	20.9 %	12.7 %	8.0 %	18,120
GS 1-6	15.3 %	36.1 %	25.8 %	14.7 %	8.1 %	28,912
GS 7-12	19.7 %	42.7 %	19.7 %	11.3 %	6.5 %	235,608
GS 13-15	27.0 %	44.3 %	14.6 %	9.2 %	5.0 %	243,109
SES	48.9 %	33.5 %	8.4 %	5.5 %	3.7 %	5,288
SL/ST	38.0 %	39.1 %	12.1 %	7.1 %	3.7 %	2,060
Other	18.8 %	40.0 %	21.4 %	12.8 %	7.0 %	50,359
Time in Federal Government						
< 1 year	18.0 %	38.1 %	26.2 %	12.7 %	5.0 %	17,213
1-3 years	19.5 %	40.7 %	22.3 %	11.9 %	5.7 %	76,122
4-5 years	20.1 %	41.5 %	20.0 %	11.9 %	6.4 %	51,314
6-10 years	21.3 %	42.6 %	17.9 %	11.4 %	6.8 %	94,659
11-14 years	23.2 %	43.7 %	16.7 %	10.4 %	6.0 %	94,667
15-20 years	22.6 %	42.7 %	17.0 %	10.9 %	6.8 %	102,793
> 20 years	24.9 %	43.5 %	16.6 %	9.6 %	5.5 %	145,881
Time with Current Agency						
< 1 year	20.8 %	38.4 %	23.2 %	12.1 %	5.6 %	29,872
1-3 years	20.8 %	41.1 %	20.5 %	11.5 %	6.1 %	111,617
4-5 years	21.3 %	41.9 %	18.9 %	11.5 %	6.4 %	63,209
6-10 years	21.8 %	43.0 %	17.6 %	11.0 %	6.7 %	101,350
11-14 years	23.0 %	43.8 %	16.8 %	10.5 %	6.0 %	84,177
15-20 years	22.3 %	42.8 %	17.3 %	10.9 %	6.7 %	86,186
> 20 years	24.8 %	44.2 %	16.5 %	9.3 %	5.2 %	106,944
Leaving						
No	26.3 %	45.0 %	17.4 %	8.2 %	3.0 %	385,725
Yes, to retire	23.0 %	44.2 %	17.5 %	10.0 %	5.3 %	36,150

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) I can make decisions about my work without getting permission first.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
Yes, to other job in Govt	14.7 %	37.6 %	19.5 %	16.2 %	12.0 %	105,877
Yes, to other job outside Govt	13.2 %	36.3 %	19.3 %	16.9 %	14.3 %	23,534
Yes, other	12.3 %	35.8 %	22.4 %	16.1 %	13.3 %	31,594
Retiring						
Less than 1 year	23.0 %	41.4 %	17.5 %	10.3 %	7.8 %	16,011
1 year	22.3 %	43.3 %	18.0 %	10.8 %	5.5 %	14,878
2 years	24.3 %	44.7 %	16.8 %	9.4 %	4.9 %	30,123
3 years	24.0 %	44.0 %	16.8 %	9.9 %	5.3 %	31,019
4 years	24.0 %	42.8 %	17.2 %	10.4 %	5.7 %	19,047
5 years	22.5 %	42.6 %	17.7 %	10.8 %	6.4 %	44,309
More than 5years	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	422,551
Transgender						
Yes	16.9 %	35.0 %	18.9 %	13.8 %	15.4 %	2,405
No	22.5 %	42.6 %	18.2 %	10.8 %	6.0 %	555,280
Consider Yourself as						
Straight	23.1 %	40.1 %	17.5 %	12.0 %	7.3 %	14,651
Gay or Lesbian	22.8 %	42.9 %	18.1 %	10.5 %	5.8 %	503,811
Bisexual	19.9 %	40.1 %	18.2 %	13.7 %	8.1 %	11,103
Use different term	16.4 %	37.7 %	20.8 %	13.9 %	11.2 %	15,856
Military Service						
No Prior Military Service	20.6 %	42.8 %	19.3 %	11.4 %	5.9 %	430,779
Currently in Guard/Reserves	33.8 %	41.2 %	16.5 %	11.0 %	7.2 %	7,881
Retired	29.6 %	42.9 %	14.5 %	8.1 %	5.0 %	64,682
Separated/Discharged	22.4 %	41.4 %	17.7 %	10.7 %	7.7 %	79,332
Military Spouse						
Spouse of current active duty service member	21.8 %	39.2 %	18.7 %	12.4 %	7.9 %	6,754
Spouse of separated or retired service member with a disability rating of 100%	24.3 %	40.1 %	17.4 %	10.9 %	7.3 %	12,632
Widow(er) of a service member killed while on active duty	20.0 %	35.0 %	24.0 %	14.2 %	6.8 %	338
None of the categories listed	22.2 %	42.7 %	18.3 %	10.8 %	6.0 %	563,214
NoN-Competitive Hiring Authority						
Yes	21.4 %	40.2 %	19.5 %	11.2 %	7.7 %	2,531
No	23.7 %	39.7 %	17.6 %	11.6 %	7.5 %	17,054

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(14) I can make decisions about my work without getting permission first.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	21.9 %	42.3 %	18.6 %	11.0 %	6.2 %	623,249
Disability						
Yes	22.9 %	38.8 %	17.9 %	11.8 %	8.7 %	95,947
No	22.2 %	43.4 %	18.3 %	10.6 %	5.5 %	473,123

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
Work Location						
Headquarters	44.6 %	40.5 %	8.0 %	4.8 %	2.1 %	174,938
Field	35.8 %	43.9 %	10.5 %	6.8 %	3.0 %	289,302
Full-time telework	48.2 %	39.1 %	7.7 %	3.5 %	1.6 %	114,572
Supervisory Status						
Senior Leader	54.3 %	35.1 %	5.6 %	3.2 %	1.8 %	9,675
Manager	44.8 %	42.4 %	6.7 %	4.3 %	1.8 %	39,291
Supervisor	40.9 %	44.1 %	8.1 %	5.1 %	1.9 %	79,312
Team Leader	39.2 %	43.4 %	9.1 %	5.8 %	2.4 %	72,320
Non-Supervisor	39.8 %	41.6 %	10.0 %	5.9 %	2.7 %	384,077
Sex						
Male	41.2 %	42.3 %	9.0 %	5.2 %	2.3 %	292,800
Female	39.9 %	41.7 %	9.6 %	6.2 %	2.7 %	270,484
Hispanic or Latino						
Yes	37.8 %	40.6 %	11.2 %	6.9 %	3.5 %	65,368
No	41.0 %	42.3 %	9.0 %	5.4 %	2.3 %	501,238
Race						
American Indian/Alaska Native	30.0 %	41.9 %	15.2 %	8.8 %	4.2 %	14,456
Asian	40.5 %	43.4 %	9.5 %	4.4 %	2.2 %	34,869
Black/African American	42.2 %	41.4 %	8.9 %	4.9 %	2.6 %	84,588
Native Hawaiian/Pacific Islander	35.1 %	43.5 %	12.2 %	5.6 %	3.6 %	3,782
White	41.2 %	42.1 %	8.8 %	5.6 %	2.3 %	382,757
Two or more races(Not Hispanic/Latino)	37.2 %	41.3 %	11.2 %	6.6 %	3.7 %	26,635
Age Group						
25 and under	41.6 %	41.7 %	9.8 %	4.7 %	2.2 %	9,701
26-29 years old	38.4 %	43.3 %	9.7 %	5.8 %	2.7 %	21,779
30-39 years old	38.3 %	42.6 %	9.8 %	6.4 %	3.0 %	110,051
40-49 years old	39.3 %	42.3 %	9.4 %	6.2 %	2.8 %	160,271
50-59 years old	42.0 %	41.9 %	8.8 %	5.1 %	2.2 %	172,409
60 or older	44.0 %	41.1 %	9.0 %	4.2 %	1.7 %	92,515
Level of Education						
Less than High School	25.9 %	42.8 %	20.7 %	6.6 %	4.0 %	421
H.S. Diploma/GED or equiv	34.1 %	42.9 %	12.6 %	7.1 %	3.3 %	24,372

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
Trade/Technical Certificate	33.0 %	43.7 %	12.4 %	7.6 %	3.4 %	12,354
Some College(no degree)	36.3 %	42.5 %	11.5 %	6.6 %	3.0 %	69,438
Associate's Degree	35.9 %	42.6 %	11.1 %	7.1 %	3.3 %	41,929
Bachelor's Degree	40.6 %	42.6 %	9.0 %	5.4 %	2.3 %	199,019
Master's Degree	43.1 %	42.0 %	7.8 %	4.9 %	2.2 %	161,852
Doctoral/Professional Degree	48.9 %	38.4 %	6.9 %	3.9 %	1.8 %	64,379
Pay Category						
Federal Wage System	27.8 %	45.3 %	13.8 %	9.2 %	3.9 %	18,153
GS 1-6	34.1 %	41.5 %	12.8 %	7.8 %	3.9 %	29,006
GS 7-12	38.0 %	42.5 %	10.2 %	6.3 %	2.9 %	235,971
GS 13-15	46.2 %	41.0 %	7.0 %	4.1 %	1.7 %	243,296
SES	63.9 %	28.9 %	3.6 %	2.5 %	1.0 %	5,299
SL/ST	53.0 %	36.9 %	5.6 %	3.2 %	1.2 %	2,062
Other	36.2 %	44.3 %	10.7 %	6.2 %	2.6 %	50,396
Time in Federal Government						
< 1 year	48.2 %	38.5 %	7.9 %	3.8 %	1.5 %	17,257
1-3 years	42.2 %	41.1 %	9.0 %	5.4 %	2.3 %	76,226
4-5 years	38.2 %	42.7 %	10.0 %	6.3 %	2.8 %	51,379
6-10 years	38.6 %	42.3 %	9.9 %	6.4 %	2.8 %	94,754
11-14 years	39.8 %	42.7 %	9.2 %	5.9 %	2.5 %	94,738
15-20 years	38.4 %	42.9 %	9.9 %	6.1 %	2.7 %	102,927
> 20 years	42.2 %	41.8 %	8.9 %	4.8 %	2.2 %	146,086
Time with Current Agency						
< 1 year	48.3 %	38.0 %	7.8 %	4.2 %	1.8 %	29,944
1-3 years	41.9 %	40.9 %	9.1 %	5.6 %	2.5 %	111,754
4-5 years	38.4 %	42.5 %	9.8 %	6.4 %	2.8 %	63,285
6-10 years	38.3 %	42.6 %	10.0 %	6.3 %	2.9 %	101,486
11-14 years	39.1 %	43.4 %	9.4 %	5.7 %	2.4 %	84,234
15-20 years	37.8 %	43.4 %	10.0 %	6.0 %	2.7 %	86,291
> 20 years	42.8 %	41.9 %	8.7 %	4.6 %	2.1 %	107,070
Leaving						
No	47.0 %	41.5 %	7.2 %	3.3 %	1.1 %	386,204
Yes, to retire	39.4 %	43.4 %	10.1 %	5.0 %	2.1 %	36,210

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
Yes, to other job in Govt	27.9 %	43.4 %	13.2 %	10.4 %	5.1 %	105,988
Yes, to other job outside Govt	27.3 %	42.9 %	13.2 %	10.6 %	6.0 %	23,557
Yes, other	25.8 %	42.0 %	14.9 %	11.1 %	6.2 %	31,643
Retiring						
Less than 1 year	39.0 %	41.3 %	10.5 %	5.9 %	3.3 %	16,038
1 year	38.8 %	43.1 %	10.1 %	5.5 %	2.5 %	14,906
2 years	41.9 %	42.4 %	9.1 %	4.7 %	1.9 %	30,183
3 years	41.8 %	42.4 %	8.8 %	5.0 %	2.0 %	31,085
4 years	40.8 %	42.6 %	9.3 %	5.1 %	2.2 %	19,074
5 years	39.7 %	42.3 %	9.8 %	5.8 %	2.4 %	44,340
More than 5years	40.5 %	42.0 %	9.2 %	5.7 %	2.5 %	423,010
Transgender						
Yes	31.8 %	36.4 %	13.6 %	9.3 %	8.9 %	2,412
No	40.7 %	42.1 %	9.2 %	5.6 %	2.5 %	555,965
Consider Yourself as						
Straight	41.2 %	40.0 %	9.7 %	6.0 %	3.1 %	14,663
Gay or Lesbian	41.0 %	42.1 %	9.1 %	5.4 %	2.4 %	504,413
Bisexual	40.3 %	40.3 %	9.2 %	7.1 %	3.2 %	11,137
Use different term	32.0 %	41.8 %	12.8 %	8.3 %	5.1 %	15,874
Military Service						
No Prior Military Service	40.3 %	42.4 %	9.3 %	5.5 %	2.4 %	431,339
Currently in Guard/Reserves	33.8 %	41.9 %	10.0 %	7.2 %	2.8 %	7,893
Retired	44.0 %	40.9 %	8.2 %	4.8 %	2.1 %	64,767
Separated/Discharged	37.9 %	42.1 %	10.2 %	6.6 %	3.2 %	79,394
Military Spouse						
Spouse of current active duty service member	37.6 %	40.1 %	10.1 %	8.9 %	3.3 %	6,760
Spouse of separated or retired service member with a disability rating of 100%	39.0 %	40.3 %	10.5 %	6.7 %	3.6 %	12,651
Widow(er) of a service member killed while on active duty	31.8 %	39.8 %	14.9 %	10.8 %	2.7 %	346
None of the categories listed	40.5 %	42.2 %	9.3 %	5.6 %	2.5 %	563,916
NoN-Competitive Hiring Authority						
Yes	37.5 %	39.4 %	11.6 %	8.3 %	3.2 %	2,543
No	38.6 %	40.4 %	10.1 %	7.4 %	3.5 %	17,073

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(15) 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	39.8 %	42.3 %	9.6 %	5.8 %	2.5 %	624,053
Disability						
Yes	38.6 %	40.0 %	10.5 %	7.0 %	3.9 %	96,065
No	40.9 %	42.6 %	9.0 %	5.3 %	2.2 %	473,723

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_1) In my work unit poor performers usually: Remain in the work unit and improve their performance over time

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	17.7 %	111,078	512,927
Work Location			
Headquarters	18.0 %	31,903	143,037
Field	17.9 %	52,712	236,629
Full-time telework	17.4 %	19,360	95,209
Supervisory Status			
Senior Leader	31.6 %	3,210	6,461
Manager	29.7 %	12,026	27,267
Supervisor	25.2 %	20,355	58,932
Team Leader	19.8 %	14,369	57,957
Non-Supervisor	14.6 %	54,904	329,224
Sex			
Male	19.0 %	56,754	236,087
Female	16.7 %	45,497	225,019
Hispanic or Latino			
Yes	18.6 %	12,428	52,964
No	17.9 %	90,094	411,181
Race			
American Indian/Alaska Native	17.2 %	2,516	11,931
Asian	20.8 %	7,222	27,612
Black/African American	20.2 %	17,178	67,414
Native Hawaiian/Pacific Islander	22.0 %	828	2,949
White	17.3 %	67,072	315,780
Two or more races(Not Hispanic/Latino)	18.5 %	4,864	21,792
Age Group			
25 and under	21.3 %	2,064	7,646
26-29 years old	20.3 %	4,265	17,519
30-39 years old	17.5 %	19,307	90,767
40-49 years old	16.8 %	27,372	132,914
50-59 years old	18.1 %	31,469	140,956
60 or older	19.7 %	18,234	74,276
Level of Education			
Less than High School	18.9 %	86	336
H.S. Diploma/GED or equiv	19.9 %	4,876	19,490
Trade/Technical Certificate	17.6 %	2,216	10,139
Some College(no degree)	18.6 %	13,221	56,234
Associate's Degree	17.8 %	7,553	34,360
Bachelor's Degree	17.9 %	35,708	163,336
Master's Degree	17.8 %	28,993	132,909
Doctoral/Professional Degree	16.8 %	11,033	53,316
Pay Category			
Federal Wage System	18.8 %	3,533	14,622
GS 1-6	19.5 %	5,642	23,362
GS 7-12	16.3 %	37,652	198,297
GS 13-15	18.7 %	45,647	197,698
SES	35.7 %	1,938	3,354
SL/ST	24.9 %	519	1,541
Other	19.1 %	9,997	40,416
Time in Federal Government			
< 1 year	16.5 %	2,626	14,627
1-3 years	17.4 %	12,922	63,310
4-5 years	17.4 %	8,996	42,395
6-10 years	17.5 %	16,597	78,181
11-14 years	17.5 %	16,771	78,007
15-20 years	18.0 %	18,871	84,014
> 20 years	18.9 %	28,027	118,048

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_1) In my work unit poor performers usually: Remain in the work unit and improve their performance over time

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	17.7 %	111,078	512,927
Time with Current Agency			
< 1 year	14.7 %	4,077	25,863
1-3 years	16.7 %	18,359	93,404
4-5 years	17.5 %	11,175	52,138
6-10 years	17.7 %	18,194	83,285
11-14 years	18.0 %	15,347	68,931
15-20 years	18.7 %	16,452	69,813
> 20 years	19.8 %	21,382	85,669
Leaving			
No	19.7 %	75,458	310,763
Yes, to retire	19.2 %	6,938	29,280
Yes, to other job in Govt	14.4 %	15,241	90,752
Yes, to other job outside Govt	13.4 %	3,229	20,338
Yes, other	12.8 %	4,018	27,621
Retiring			
Less than 1 year	18.4 %	2,960	13,083
1 year	18.1 %	2,732	12,179
2 years	19.2 %	5,807	24,367
3 years	19.0 %	5,936	25,146
4 years	18.8 %	3,645	15,423
5 years	17.8 %	8,130	36,257
More than 5 years	17.7 %	75,058	348,009
Transgender			
Yes	14.5 %	369	2,045
No	18.1 %	101,145	454,875
Consider Yourself as			
Straight	17.8 %	2,700	11,969
Gay or Lesbian	18.2 %	92,386	412,140
Bisexual	19.8 %	2,147	8,978
Use different term	15.5 %	2,472	13,414
Military Service			
No Prior Military Service	18.1 %	78,071	353,280
Currently in Guard/Reserves	19.3 %	1,506	6,387
Retired	18.3 %	11,901	52,859
Separated/Discharged	16.3 %	13,366	66,058
Military Spouse			
Spouse of current active duty service member	14.4 %	1,003	5,757
Spouse of separated or retired service member with a disability rating of 100%	16.4 %	2,137	10,517
Widow(er) of a service member killed while on active duty	17.1 %	67	277
None of the categories listed	18.0 %	101,678	462,279
NoN-Competitive Hiring Authority			
Yes	15.4 %	421	2,115
No	15.7 %	2,768	14,316
Disability			
Yes	16.6 %	15,957	80,112
No	18.3 %	87,066	386,707

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	41.2 %	236,950	387,055
Work Location			
Headquarters	37.6 %	60,829	114,111
Field	47.4 %	129,499	159,842
Full-time telework	26.1 %	28,923	85,646
Supervisory Status			
Senior Leader	31.8 %	2,829	6,842
Manager	43.6 %	15,927	23,366
Supervisor	44.4 %	33,396	45,891
Team Leader	50.5 %	34,485	37,841
Non-Supervisor	38.4 %	134,490	249,638
Sex			
Male	41.5 %	111,479	181,362
Female	40.0 %	100,749	169,767
Hispanic or Latino			
Yes	43.0 %	26,036	39,356
No	40.6 %	187,919	313,356
Race			
American Indian/Alaska Native	42.7 %	5,967	8,480
Asian	32.6 %	10,261	24,573
Black/African American	29.8 %	23,239	61,353
Native Hawaiian/Pacific Islander	40.2 %	1,447	2,330
White	43.9 %	154,416	228,436
Two or more races(Not Hispanic/Latino)	45.0 %	11,076	15,580
Age Group			
25 and under	38.8 %	3,548	6,162
26-29 years old	44.1 %	8,941	12,843
30-39 years old	47.4 %	47,130	62,944
40-49 years old	44.5 %	65,748	94,538
50-59 years old	37.7 %	61,243	111,182
60 or older	31.4 %	27,577	64,933
Level of Education			
Less than High School	33.1 %	130	292
H.S. Diploma/GED or equiv	40.9 %	9,288	15,078
Trade/Technical Certificate	46.5 %	5,259	7,096
Some College(no degree)	43.5 %	27,862	41,593
Associate's Degree	45.1 %	17,658	24,255
Bachelor's Degree	41.1 %	76,173	122,871
Master's Degree	39.7 %	59,533	102,369
Doctoral/Professional Degree	35.2 %	20,929	43,420
Pay Category			
Federal Wage System	58.0 %	9,984	8,171
GS 1-6	37.7 %	10,235	18,769
GS 7-12	41.2 %	89,838	146,111
GS 13-15	38.3 %	85,917	157,428
SES	30.4 %	1,455	3,837
SL/ST	34.9 %	711	1,349
Other	45.9 %	22,865	27,548
Time in Federal Government			
< 1 year	24.8 %	3,750	13,503
1-3 years	37.4 %	25,731	50,501
4-5 years	44.8 %	21,289	30,102
6-10 years	45.1 %	39,157	55,621
11-14 years	43.9 %	38,492	56,286
15-20 years	43.9 %	41,998	60,887
> 20 years	36.8 %	50,329	95,746

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	41.2 %	236,950	387,055
Time with Current Agency			
< 1 year	24.5 %	6,507	23,433
1-3 years	37.4 %	37,632	74,131
4-5 years	44.7 %	26,256	37,057
6-10 years	45.8 %	42,707	58,772
11-14 years	44.5 %	34,788	49,490
15-20 years	44.6 %	35,719	50,546
> 20 years	37.1 %	37,307	69,744
Leaving			
No	34.0 %	122,522	263,699
Yes, to retire	37.8 %	13,095	23,123
Yes, to other job in Govt	55.3 %	55,869	50,124
Yes, to other job outside Govt	59.9 %	13,221	10,346
Yes, other	54.7 %	16,267	15,372
Retiring			
Less than 1 year	39.9 %	6,083	9,960
1 year	38.8 %	5,435	9,476
2 years	36.0 %	10,268	19,906
3 years	37.6 %	11,026	20,056
4 years	38.8 %	6,978	12,090
5 years	40.1 %	16,577	27,810
More than 5 years	41.9 %	162,606	260,461
Transgender			
Yes	52.6 %	1,134	1,280
No	40.8 %	209,280	346,740
Consider Yourself as			
Straight	44.0 %	5,981	8,688
Gay or Lesbian	40.5 %	188,162	316,364
Bisexual	46.1 %	4,688	6,437
Use different term	46.6 %	6,901	8,985
Military Service			
No Prior Military Service	40.2 %	159,692	271,659
Currently in Guard/Reserves	48.9 %	3,445	4,448
Retired	38.9 %	24,271	40,489
Separated/Discharged	45.6 %	33,230	46,194
Military Spouse			
Spouse of current active duty service member	49.0 %	3,075	3,685
Spouse of separated or retired service member with a disability rating of 100%	43.0 %	5,101	7,553
Widow(er) of a service member killed while on active duty	34.9 %	117	227
None of the categories listed	40.8 %	212,399	351,558
NoN-Competitive Hiring Authority			
Yes	44.8 %	1,052	1,484
No	45.4 %	7,192	9,892
Disability			
Yes	42.2 %	37,338	58,731
No	40.7 %	177,935	295,838

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	10.2 %	60,440	563,565
Work Location			
Headquarters	11.2 %	18,682	156,258
Field	10.3 %	28,367	260,974
Full-time telework	8.3 %	9,285	105,284
Supervisory Status			
Senior Leader	22.4 %	2,274	7,397
Manager	19.4 %	7,534	31,759
Supervisor	13.2 %	10,190	69,097
Team Leader	13.0 %	8,750	63,576
Non-Supervisor	8.0 %	27,928	356,200
Sex			
Male	11.0 %	30,669	262,172
Female	9.4 %	24,257	246,259
Hispanic or Latino			
Yes	9.2 %	5,890	59,502
No	10.5 %	49,313	451,962
Race			
American Indian/Alaska Native	8.3 %	1,125	13,322
Asian	10.0 %	3,238	31,596
Black/African American	9.1 %	7,455	77,137
Native Hawaiian/Pacific Islander	10.9 %	391	3,386
White	10.6 %	38,323	344,529
Two or more races(Not Hispanic/Latino)	11.8 %	2,954	23,702
Age Group			
25 and under	10.5 %	887	8,823
26-29 years old	10.7 %	2,098	19,686
30-39 years old	11.2 %	11,263	98,811
40-49 years old	10.6 %	16,002	144,284
50-59 years old	9.7 %	16,321	156,104
60 or older	9.7 %	8,702	83,808
Level of Education			
Less than High School	6.4 %	28	394
H.S. Diploma/GED or equiv	7.8 %	1,814	22,552
Trade/Technical Certificate	8.5 %	960	11,395
Some College(no degree)	8.9 %	5,888	63,567
Associate's Degree	8.7 %	3,430	38,483
Bachelor's Degree	10.3 %	19,428	179,616
Master's Degree	12.2 %	18,280	143,622
Doctoral/Professional Degree	9.8 %	6,040	58,309
Pay Category			
Federal Wage System	10.3 %	1,773	16,382
GS 1-6	8.2 %	2,254	26,750
GS 7-12	8.4 %	18,286	217,663
GS 13-15	12.3 %	27,227	216,118
SES	28.6 %	1,482	3,810
SL/ST	17.2 %	348	1,712
Other	10.8 %	5,322	45,091
Time in Federal Government			
< 1 year	6.5 %	990	16,263
1-3 years	8.8 %	6,094	70,138
4-5 years	10.3 %	4,854	46,537
6-10 years	10.6 %	9,252	85,526
11-14 years	11.3 %	10,016	84,762
15-20 years	10.7 %	10,668	92,217
> 20 years	10.3 %	14,792	131,283

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	10.2 %	60,440	563,565
Time with Current Agency			
< 1 year	6.6 %	1,807	28,133
1-3 years	9.2 %	9,393	102,370
4-5 years	10.6 %	6,302	57,011
6-10 years	11.0 %	10,425	91,054
11-14 years	11.3 %	8,998	75,280
15-20 years	10.6 %	8,851	77,414
> 20 years	10.5 %	10,956	96,095
Leaving			
No	9.8 %	36,111	350,110
Yes, to retire	10.2 %	3,593	32,625
Yes, to other job in Govt	11.3 %	11,322	94,671
Yes, to other job outside Govt	12.0 %	2,640	20,927
Yes, other	10.2 %	3,061	28,578
Retiring			
Less than 1 year	10.3 %	1,619	14,424
1 year	9.7 %	1,448	13,463
2 years	10.1 %	3,011	27,163
3 years	10.4 %	3,127	27,955
4 years	10.3 %	1,895	17,173
5 years	10.0 %	4,383	40,004
More than 5 years	10.3 %	40,875	382,192
Transgender			
Yes	11.2 %	257	2,157
No	10.3 %	54,225	501,795
Consider Yourself as			
Straight	11.0 %	1,560	13,109
Gay or Lesbian	10.2 %	48,961	455,565
Bisexual	12.4 %	1,263	9,862
Use different term	11.0 %	1,631	14,255
Military Service			
No Prior Military Service	10.1 %	41,153	390,198
Currently in Guard/Reserves	11.8 %	853	7,040
Retired	10.5 %	6,733	58,027
Separated/Discharged	10.4 %	7,900	71,524
Military Spouse			
Spouse of current active duty service member	9.4 %	604	6,156
Spouse of separated or retired service member with a disability rating of 100%	9.5 %	1,189	11,465
Widow(er) of a service member killed while on active duty	9.7 %	36	308
None of the categories listed	10.3 %	54,823	509,134
NoN-Competitive Hiring Authority			
Yes	9.4 %	229	2,307
No	9.5 %	1,593	15,491
Disability			
Yes	10.3 %	9,505	86,564
No	10.3 %	45,938	427,835

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_4) In my work unit poor performers usually: Leave the work unit - quit

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	6.4 %	38,713	585,292
Work Location			
Headquarters	6.6 %	11,238	163,702
Field	6.6 %	18,930	270,411
Full-time telework	5.4 %	6,027	108,542
Supervisory Status			
Senior Leader	9.0 %	931	8,740
Manager	9.8 %	3,822	35,471
Supervisor	7.8 %	6,132	73,155
Team Leader	7.9 %	5,503	66,823
Non-Supervisor	5.5 %	20,004	364,124
Sex			
Male	6.3 %	18,414	274,427
Female	6.6 %	16,816	253,700
Hispanic or Latino			
Yes	6.1 %	3,936	61,456
No	6.5 %	31,530	469,745
Race			
American Indian/Alaska Native	6.0 %	844	13,603
Asian	6.5 %	2,187	32,647
Black/African American	5.7 %	4,688	79,904
Native Hawaiian/Pacific Islander	6.5 %	242	3,535
White	6.5 %	24,195	358,657
Two or more races(Not Hispanic/Latino)	8.5 %	2,162	24,494
Age Group			
25 and under	9.2 %	873	8,837
26-29 years old	9.8 %	2,040	19,744
30-39 years old	8.4 %	9,061	101,013
40-49 years old	6.4 %	10,205	150,081
50-59 years old	5.2 %	8,915	163,510
60 or older	4.8 %	4,392	88,118
Level of Education			
Less than High School	4.7 %	19	403
H.S. Diploma/GED or equiv	5.1 %	1,197	23,169
Trade/Technical Certificate	5.1 %	601	11,754
Some College(no degree)	5.8 %	3,798	65,657
Associate's Degree	5.7 %	2,286	39,627
Bachelor's Degree	6.6 %	12,551	186,493
Master's Degree	7.1 %	11,221	150,681
Doctoral/Professional Degree	6.7 %	4,156	60,193
Pay Category			
Federal Wage System	6.1 %	1,118	17,037
GS 1-6	8.5 %	2,294	26,710
GS 7-12	5.7 %	12,931	223,018
GS 13-15	6.6 %	15,458	227,887
SES	11.7 %	649	4,643
SL/ST	6.6 %	146	1,914
Other	7.7 %	3,786	46,627
Time in Federal Government			
< 1 year	5.1 %	814	16,439
1-3 years	7.3 %	5,067	71,165
4-5 years	7.8 %	3,879	47,512
6-10 years	7.3 %	6,687	88,091
11-14 years	6.6 %	6,289	88,489
15-20 years	6.1 %	6,242	96,643
> 20 years	5.0 %	7,363	138,712

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_4) In my work unit poor performers usually: Leave the work unit - quit

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	6.4 %	38,713	585,292
Time with Current Agency			
< 1 year	5.1 %	1,404	28,536
1-3 years	7.0 %	7,361	104,402
4-5 years	7.7 %	4,787	58,526
6-10 years	7.2 %	7,137	94,342
11-14 years	6.4 %	5,397	78,881
15-20 years	5.8 %	5,027	81,238
> 20 years	5.0 %	5,272	101,779
Leaving			
No	5.6 %	21,323	364,898
Yes, to retire	4.9 %	1,784	34,434
Yes, to other job in Govt	8.5 %	8,811	97,182
Yes, to other job outside Govt	9.2 %	2,094	21,473
Yes, other	7.7 %	2,384	29,255
Retiring			
Less than 1 year	5.6 %	881	15,162
1 year	5.0 %	759	14,152
2 years	5.0 %	1,497	28,677
3 years	5.1 %	1,575	29,507
4 years	4.9 %	954	18,114
5 years	5.2 %	2,274	42,113
More than 5 years	6.9 %	28,176	394,891
Transgender			
Yes	8.4 %	203	2,211
No	6.5 %	34,801	521,219
Consider Yourself as			
Straight	8.1 %	1,151	13,518
Gay or Lesbian	6.3 %	30,834	473,692
Bisexual	10.7 %	1,105	10,020
Use different term	7.9 %	1,191	14,695
Military Service			
No Prior Military Service	6.6 %	27,283	404,068
Currently in Guard/Reserves	8.3 %	610	7,283
Retired	5.4 %	3,503	61,257
Separated/Discharged	6.4 %	4,973	74,451
Military Spouse			
Spouse of current active duty service member	7.8 %	504	6,256
Spouse of separated or retired service member with a disability rating of 100%	6.7 %	794	11,860
Widow(er) of a service member killed while on active duty	9.8 %	29	315
None of the categories listed	6.4 %	35,054	528,903
NoN-Competitive Hiring Authority			
Yes	8.5 %	195	2,341
No	7.0 %	1,128	15,956
Disability			
Yes	6.8 %	6,413	89,656
No	6.3 %	29,173	444,600

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	19.3 %	128,385	495,620
Work Location			
Headquarters	22.5 %	41,687	133,253
Field	16.9 %	51,789	237,552
Full-time telework	23.0 %	27,102	87,467
Supervisory Status			
Senior Leader	17.8 %	1,782	7,889
Manager	15.3 %	6,550	32,743
Supervisor	18.5 %	15,727	63,560
Team Leader	16.4 %	12,883	59,443
Non-Supervisor	20.8 %	84,821	299,307
Sex			
Male	20.1 %	62,836	230,005
Female	18.9 %	55,060	215,456
Hispanic or Latino			
Yes	17.1 %	11,767	53,625
No	20.0 %	106,614	394,661
Race			
American Indian/Alaska Native	15.7 %	2,318	12,129
Asian	21.3 %	7,463	27,371
Black/African American	21.7 %	19,184	65,408
Native Hawaiian/Pacific Islander	16.9 %	691	3,086
White	19.4 %	80,082	302,770
Two or more races(Not Hispanic/Latino)	17.5 %	5,098	21,558
Age Group			
25 and under	19.9 %	2,076	7,634
26-29 years old	17.5 %	4,298	17,486
30-39 years old	17.0 %	21,018	89,056
40-49 years old	18.0 %	30,946	129,340
50-59 years old	20.9 %	37,504	134,921
60 or older	24.1 %	22,575	69,935
Level of Education			
Less than High School	15.0 %	79	343
H.S. Diploma/GED or equiv	17.3 %	4,474	19,892
Trade/Technical Certificate	16.6 %	2,199	10,156
Some College(no degree)	18.1 %	13,217	56,238
Associate's Degree	17.3 %	7,553	34,360
Bachelor's Degree	19.6 %	41,378	157,666
Master's Degree	20.7 %	35,934	125,968
Doctoral/Professional Degree	22.5 %	14,862	49,487
Pay Category			
Federal Wage System	11.5 %	2,283	15,872
GS 1-6	15.4 %	4,602	24,402
GS 7-12	19.4 %	48,080	187,869
GS 13-15	22.1 %	57,004	186,341
SES	16.2 %	935	4,357
SL/ST	20.4 %	427	1,633
Other	16.5 %	8,283	42,130
Time in Federal Government			
< 1 year	21.8 %	3,920	13,333
1-3 years	19.5 %	15,995	60,237
4-5 years	17.5 %	9,632	41,759
6-10 years	18.1 %	18,514	76,264
11-14 years	18.8 %	19,050	75,728
15-20 years	18.7 %	20,418	82,467
> 20 years	22.1 %	33,783	112,292

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_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	19.3 %	128,385	495,620
Time with Current Agency			
< 1 year	22.0 %	6,897	23,043
1-3 years	20.1 %	24,195	87,568
4-5 years	18.1 %	12,088	51,225
6-10 years	18.0 %	19,642	81,837
11-14 years	18.6 %	16,826	67,452
15-20 years	18.6 %	17,057	69,208
> 20 years	22.1 %	24,817	82,234
Leaving			
No	22.5 %	90,524	295,697
Yes, to retire	21.2 %	7,945	28,273
Yes, to other job in Govt	13.4 %	15,374	90,619
Yes, to other job outside Govt	12.5 %	3,261	20,306
Yes, other	12.8 %	4,374	27,265
Retiring			
Less than 1 year	20.8 %	3,462	12,581
1 year	21.2 %	3,309	11,602
2 years	22.6 %	7,031	23,143
3 years	22.1 %	7,043	24,039
4 years	21.2 %	4,216	14,852
5 years	20.7 %	9,529	34,858
More than 5 years	18.9 %	86,082	336,985
Transgender			
Yes	15.0 %	423	1,991
No	19.6 %	116,405	439,615
Consider Yourself as			
Straight	19.2 %	3,003	11,666
Gay or Lesbian	19.8 %	106,565	397,961
Bisexual	18.2 %	2,250	8,875
Use different term	16.3 %	2,785	13,101
Military Service			
No Prior Military Service	19.5 %	90,126	341,225
Currently in Guard/Reserves	15.9 %	1,451	6,442
Retired	22.0 %	14,683	50,077
Separated/Discharged	17.9 %	15,216	64,208
Military Spouse			
Spouse of current active duty service member	16.2 %	1,182	5,578
Spouse of separated or retired service member with a disability rating of 100%	17.6 %	2,322	10,332
Widow(er) of a service member killed while on active duty	17.1 %	61	283
None of the categories listed	19.6 %	117,980	445,977
NoN-Competitive Hiring Authority			
Yes	17.1 %	437	2,099
No	17.0 %	3,097	13,987
Disability			
Yes	18.9 %	19,477	76,592
No	19.7 %	99,489	374,284

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_6) In my work unit poor performers usually: Do Not Know

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	20.4 %	135,771	488,234
Work Location			
Headquarters	19.6 %	35,780	139,160
Field	16.9 %	51,676	237,665
Full-time telework	31.7 %	36,523	78,046
Supervisory Status			
Senior Leader	10.5 %	927	8,744
Manager	7.4 %	2,971	36,322
Supervisor	10.3 %	8,349	70,938
Team Leader	12.4 %	9,607	62,719
Non-Supervisor	24.9 %	104,083	280,045
Sex			
Male	17.7 %	55,242	237,599
Female	23.2 %	65,056	205,460
Hispanic or Latino			
Yes	20.6 %	14,506	50,886
No	19.9 %	106,617	394,658
Race			
American Indian/Alaska Native	21.7 %	3,220	11,227
Asian	25.0 %	9,633	25,201
Black/African American	27.5 %	24,320	60,272
Native Hawaiian/Pacific Islander	20.2 %	785	2,992
White	17.5 %	72,275	310,577
Two or more races(Not Hispanic/Latino)	19.2 %	5,547	21,109
Age Group			
25 and under	22.9 %	2,301	7,409
26-29 years old	21.2 %	4,815	16,969
30-39 years old	19.2 %	23,351	86,723
40-49 years old	19.1 %	33,215	127,071
50-59 years old	20.2 %	36,600	135,825
60 or older	21.0 %	20,508	72,002
Level of Education			
Less than High School	33.3 %	123	299
H.S. Diploma/GED or equiv	21.8 %	5,683	18,683
Trade/Technical Certificate	18.6 %	2,564	9,791
Some College(no degree)	19.4 %	14,775	54,680
Associate's Degree	19.4 %	8,898	33,015
Bachelor's Degree	20.2 %	42,262	156,782
Master's Degree	19.3 %	33,047	128,855
Doctoral/Professional Degree	22.4 %	15,470	48,879
Pay Category			
Federal Wage System	11.7 %	2,351	15,804
GS 1-6	27.0 %	8,344	20,660
GS 7-12	22.4 %	57,493	178,456
GS 13-15	18.0 %	47,434	195,911
SES	6.4 %	339	4,953
SL/ST	14.2 %	283	1,777
Other	18.6 %	9,413	41,000
Time in Federal Government			
< 1 year	36.6 %	6,854	10,399
1-3 years	25.5 %	21,160	55,072
4-5 years	20.2 %	11,319	40,072
6-10 years	18.7 %	19,504	75,274
11-14 years	18.0 %	18,443	76,335
15-20 years	17.7 %	19,448	83,437
> 20 years	19.0 %	28,821	117,254

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q16_6) In my work unit poor performers usually: Do Not Know

Demographics	% of Participants	Participants Total**	Non Participants Total**
All Responses	20.4 %	135,771	488,234
Time with Current Agency			
< 1 year	37.6 %	12,037	17,903
1-3 years	24.9 %	30,151	81,612
4-5 years	19.2 %	13,175	50,138
6-10 years	17.6 %	19,558	81,921
11-14 years	17.0 %	15,456	68,822
15-20 years	16.4 %	15,322	70,943
> 20 years	17.9 %	19,964	87,087
Leaving			
No	22.2 %	90,053	296,168
Yes, to retire	18.0 %	6,813	29,405
Yes, to other job in Govt	16.3 %	18,436	87,557
Yes, to other job outside Govt	12.8 %	3,429	20,138
Yes, other	18.8 %	6,562	25,077
Retiring			
Less than 1 year	17.0 %	2,872	13,171
1 year	18.5 %	2,877	12,034
2 years	18.5 %	5,866	24,308
3 years	18.2 %	5,948	25,134
4 years	18.0 %	3,598	15,470
5 years	18.6 %	8,775	35,612
More than 5 years	20.7 %	93,969	329,098
Transgender			
Yes	16.5 %	441	1,973
No	20.0 %	118,734	437,286
Consider Yourself as			
Straight	18.5 %	2,819	11,850
Gay or Lesbian	19.9 %	107,510	397,016
Bisexual	16.9 %	2,067	9,058
Use different term	20.3 %	3,504	12,382
Military Service			
No Prior Military Service	21.2 %	96,577	334,774
Currently in Guard/Reserves	16.2 %	1,460	6,433
Retired	17.5 %	11,636	53,124
Separated/Discharged	18.3 %	15,812	63,612
Military Spouse			
Spouse of current active duty service member	19.9 %	1,439	5,321
Spouse of separated or retired service member with a disability rating of 100%	21.0 %	2,819	9,835
Widow(er) of a service member killed while on active duty	25.5 %	83	261
None of the categories listed	20.1 %	121,261	442,696
NoN-Competitive Hiring Authority			
Yes	21.3 %	586	1,950
No	20.4 %	3,717	13,367
Disability			
Yes	20.3 %	21,027	75,042
No	19.9 %	100,812	372,961

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
Work Location							
Headquarters	14.0 %	35.8 %	25.3 %	15.1 %	9.7 %	156,031	18,949
Field	10.4 %	30.9 %	26.2 %	18.7 %	13.9 %	265,424	23,991
Full-time telework	16.1 %	36.6 %	26.8 %	12.9 %	7.6 %	95,535	19,000
Supervisory Status							
Senior Leader	28.6 %	43.2 %	15.2 %	7.9 %	5.0 %	9,284	399
Manager	17.7 %	43.3 %	19.1 %	12.8 %	7.1 %	38,122	1,181
Supervisor	13.2 %	40.9 %	22.8 %	14.7 %	8.5 %	76,050	3,284
Team Leader	11.1 %	32.9 %	25.6 %	18.0 %	12.3 %	67,427	4,920
Non-Supervisor	11.4 %	30.3 %	27.8 %	17.5 %	12.9 %	330,962	53,158
Sex							
Male	12.6 %	34.4 %	25.9 %	15.5 %	11.5 %	267,396	25,480
Female	12.1 %	32.1 %	26.1 %	18.2 %	11.5 %	236,199	34,348
Hispanic or Latino							
Yes	13.3 %	30.3 %	26.0 %	16.5 %	13.9 %	59,215	6,172
No	12.2 %	33.9 %	26.0 %	16.7 %	11.2 %	447,180	54,174
Race							
American Indian/Alaska Native	10.6 %	31.0 %	27.5 %	16.9 %	13.9 %	13,305	1,151
Asian	15.6 %	38.7 %	25.2 %	11.8 %	8.6 %	30,801	4,055
Black/African American	15.5 %	34.7 %	26.2 %	13.6 %	9.9 %	73,746	10,825
Native Hawaiian/Pacific Islander	14.1 %	33.5 %	25.7 %	13.6 %	13.2 %	3,493	292
White	11.6 %	33.2 %	25.9 %	17.6 %	11.7 %	344,180	38,723
Two or more races(Not Hispanic/Latino)	11.4 %	30.0 %	25.8 %	18.1 %	14.8 %	23,904	2,748
Age Group							
25 and under	10.1 %	33.4 %	28.9 %	18.6 %	8.9 %	8,674	1,032
26-29 years old	9.7 %	31.2 %	27.3 %	19.7 %	12.0 %	19,583	2,216
30-39 years old	10.9 %	29.8 %	25.6 %	19.2 %	14.5 %	98,568	11,503
40-49 years old	12.0 %	32.0 %	25.1 %	17.6 %	13.3 %	143,627	16,686
50-59 years old	13.3 %	35.5 %	26.2 %	15.1 %	9.9 %	153,845	18,607
60 or older	14.5 %	37.9 %	27.2 %	12.8 %	7.6 %	82,460	10,066
Level of Education							
Less than High School	10.8 %	39.8 %	24.5 %	14.5 %	10.5 %	371	50
H.S. Diploma/GED or equiv	12.4 %	32.0 %	27.0 %	16.4 %	12.1 %	22,264	2,109
Trade/Technical Certificate	10.2 %	29.2 %	28.1 %	17.9 %	14.5 %	11,397	953
Some College(no degree)	12.1 %	30.4 %	27.4 %	16.6 %	13.5 %	63,237	6,236
Associate's Degree	11.5 %	30.1 %	27.1 %	17.4 %	13.9 %	38,202	3,727
Bachelor's Degree	11.9 %	33.4 %	26.1 %	17.0 %	11.6 %	177,976	21,102

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
Master's Degree	13.3 %	35.5 %	25.0 %	16.0 %	10.2 %	143,916	17,966
Doctoral/Professional Degree	12.7 %	36.2 %	25.0 %	16.7 %	9.5 %	55,294	9,088
Pay Category							
Federal Wage System	8.6 %	25.6 %	26.5 %	19.8 %	19.6 %	17,377	791
GS 1-6	11.2 %	29.1 %	28.2 %	17.9 %	13.6 %	25,919	3,095
GS 7-12	11.2 %	30.5 %	27.2 %	17.8 %	13.4 %	208,510	27,474
GS 13-15	14.4 %	38.5 %	24.2 %	14.5 %	8.4 %	216,656	26,702
SES	32.3 %	45.9 %	11.6 %	6.8 %	3.3 %	5,118	178
SL/ST	19.3 %	44.1 %	20.2 %	10.2 %	6.2 %	1,907	155
Other	9.9 %	30.5 %	27.9 %	19.2 %	12.6 %	46,047	4,375
Time in Federal Government							
< 1 year	15.0 %	35.3 %	30.5 %	13.3 %	5.9 %	13,686	3,569
1-3 years	12.6 %	32.7 %	28.2 %	16.7 %	9.7 %	66,401	9,819
4-5 years	11.0 %	31.0 %	26.5 %	18.6 %	12.9 %	46,192	5,217
6-10 years	11.3 %	30.8 %	26.1 %	18.0 %	13.7 %	85,377	9,398
11-14 years	11.9 %	33.2 %	25.1 %	17.4 %	12.4 %	85,184	9,602
15-20 years	11.9 %	32.7 %	25.1 %	17.3 %	13.0 %	93,126	9,809
> 20 years	13.5 %	36.1 %	25.6 %	14.7 %	10.1 %	130,773	15,329
Time with Current Agency							
< 1 year	15.9 %	35.2 %	29.5 %	12.9 %	6.5 %	23,204	6,736
1-3 years	13.2 %	32.8 %	27.3 %	16.4 %	10.3 %	97,296	14,461
4-5 years	11.7 %	31.3 %	25.9 %	18.1 %	13.1 %	57,216	6,101
6-10 years	11.3 %	31.4 %	25.7 %	17.8 %	13.7 %	92,078	9,423
11-14 years	11.5 %	33.1 %	25.2 %	17.7 %	12.5 %	76,446	7,833
15-20 years	11.4 %	32.6 %	25.5 %	17.5 %	13.1 %	78,596	7,704
> 20 years	13.1 %	36.8 %	25.6 %	14.7 %	9.7 %	96,541	10,536
Leaving							
No	15.4 %	38.7 %	26.5 %	13.2 %	6.2 %	340,778	45,475
Yes, to retire	11.8 %	36.2 %	27.7 %	15.0 %	9.3 %	32,850	3,368
Yes, to other job in Govt	6.7 %	22.8 %	24.9 %	23.7 %	21.8 %	96,978	9,060
Yes, to other job outside Govt	5.5 %	20.1 %	22.8 %	25.6 %	26.1 %	21,851	1,723
Yes, other	5.6 %	20.5 %	26.1 %	24.1 %	23.7 %	28,593	3,055
Retiring							
Less than 1 year	12.0 %	33.0 %	26.5 %	16.1 %	12.4 %	14,546	1,493
1 year	11.0 %	35.1 %	27.8 %	15.6 %	10.6 %	13,491	1,417
2 years	13.0 %	37.2 %	26.7 %	14.2 %	8.9 %	27,264	2,916
3 years	13.0 %	36.4 %	26.4 %	14.7 %	9.4 %	28,064	3,025

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(17) 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	12.1 %	32.9 %	26.3 %	16.9 %	11.7 %	556,535	67,602
4 years	12.8 %	35.4 %	26.2 %	15.0 %	10.6 %	17,223	1,858
5 years	12.3 %	34.4 %	26.1 %	15.8 %	11.4 %	40,020	4,351
More than 5 years	12.3 %	32.5 %	25.9 %	17.3 %	12.1 %	376,196	46,915
Transgender							
Yes	9.3 %	23.4 %	23.0 %	21.4 %	22.9 %	2,150	264
No	12.4 %	33.5 %	26.0 %	16.6 %	11.5 %	497,105	58,999
Consider Yourself as							
Straight	12.5 %	32.0 %	24.7 %	18.0 %	12.9 %	13,154	1,523
Gay or Lesbian	12.6 %	33.8 %	26.0 %	16.3 %	11.2 %	451,510	53,038
Bisexual	10.2 %	30.1 %	24.7 %	21.1 %	13.9 %	9,933	1,205
Use different term	8.6 %	26.4 %	26.9 %	19.7 %	18.4 %	13,983	1,900
Military Service							
No Prior Military Service	11.6 %	33.1 %	26.4 %	17.4 %	11.5 %	382,014	49,404
Currently in Guard/Reserves	12.1 %	34.0 %	25.0 %	16.2 %	12.5 %	7,320	575
Retired	15.9 %	37.1 %	24.9 %	13.2 %	8.9 %	59,513	5,255
Separated/Discharged	11.9 %	30.4 %	25.8 %	17.3 %	14.6 %	71,943	7,487
Military Spouse							
Spouse of current active duty service member	12.3 %	28.0 %	25.5 %	20.2 %	14.0 %	6,108	662
Spouse of separated or retired service member with a disability rating of 100%	14.3 %	31.2 %	23.9 %	17.4 %	13.3 %	11,317	1,342
Widow(er) of a service member killed while on active duty	15.5 %	23.7 %	28.6 %	18.1 %	14.1 %	301	42
None of the categories listed	12.2 %	33.4 %	26.1 %	16.7 %	11.6 %	503,320	60,702
NoN-Competitive Hiring Authority							
Yes	13.7 %	30.8 %	24.8 %	17.7 %	13.0 %	2,314	230
No	13.5 %	29.6 %	24.6 %	18.6 %	13.6 %	15,291	1,798
Disability							
Yes	13.3 %	29.6 %	24.6 %	17.0 %	15.5 %	86,053	10,017
No	12.1 %	34.2 %	26.4 %	16.6 %	10.7 %	423,222	50,638

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
Work Location							
Headquarters	37.6 %	45.1 %	9.2 %	5.4 %	2.8 %	174,091	933
Field	31.7 %	47.9 %	11.0 %	6.0 %	3.4 %	287,891	1,646
Full-time telework	42.6 %	43.2 %	8.0 %	4.1 %	2.1 %	113,783	865
Supervisory Status							
Senior Leader	46.9 %	41.5 %	6.3 %	3.2 %	2.0 %	9,663	24
Manager	37.6 %	48.7 %	7.5 %	4.1 %	2.0 %	39,234	74
Supervisor	35.4 %	48.9 %	8.7 %	4.7 %	2.3 %	79,114	257
Team Leader	34.3 %	48.1 %	9.7 %	5.3 %	2.6 %	72,114	259
Non-Supervisor	34.7 %	45.4 %	10.6 %	6.0 %	3.3 %	381,449	2,893
Sex							
Male	35.6 %	47.0 %	9.7 %	4.9 %	2.7 %	291,457	1,517
Female	35.0 %	45.3 %	10.1 %	6.3 %	3.3 %	268,947	1,758
Hispanic or Latino							
Yes	33.4 %	44.3 %	11.9 %	6.4 %	4.0 %	64,922	490
No	35.5 %	46.7 %	9.6 %	5.4 %	2.8 %	498,741	2,831
Race							
American Indian/Alaska Native	25.3 %	43.6 %	16.4 %	9.2 %	5.6 %	14,321	146
Asian	33.5 %	48.1 %	11.1 %	4.5 %	2.8 %	34,641	237
Black/African American	36.6 %	45.0 %	9.7 %	5.3 %	3.4 %	83,981	683
Native Hawaiian/Pacific Islander	30.2 %	44.8 %	15.1 %	5.7 %	4.3 %	3,745	38
White	36.0 %	46.7 %	9.3 %	5.3 %	2.7 %	381,164	1,821
Two or more races(Not Hispanic/Latino)	32.7 %	44.7 %	11.6 %	6.9 %	4.1 %	26,468	201
Age Group							
25 and under	43.0 %	45.1 %	7.0 %	3.1 %	1.7 %	9,634	88
26-29 years old	39.5 %	45.4 %	8.3 %	4.6 %	2.2 %	21,669	129
30-39 years old	36.1 %	46.0 %	9.2 %	5.4 %	3.2 %	109,533	596
40-49 years old	34.2 %	46.5 %	10.0 %	5.9 %	3.4 %	159,510	838
50-59 years old	34.5 %	46.9 %	10.2 %	5.6 %	2.9 %	171,596	951
60 or older	35.4 %	46.0 %	10.9 %	5.2 %	2.5 %	91,874	702
Level of Education							
Less than High School	25.5 %	49.0 %	14.0 %	6.5 %	4.9 %	407	15
H.S. Diploma/GED or equiv	29.6 %	47.8 %	12.7 %	6.1 %	3.8 %	24,144	253
Trade/Technical Certificate	28.3 %	47.8 %	13.6 %	6.4 %	3.8 %	12,261	99
Some College(no degree)	31.6 %	46.3 %	12.2 %	6.2 %	3.6 %	69,008	493
Associate's Degree	30.7 %	46.8 %	12.1 %	6.6 %	3.9 %	41,615	323
Bachelor's Degree	35.7 %	47.0 %	9.4 %	5.3 %	2.7 %	198,119	1,073

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
Master's Degree	36.7 %	46.4 %	8.8 %	5.3 %	2.8 %	161,151	794
Doctoral/Professional Degree	44.2 %	42.2 %	7.1 %	4.3 %	2.1 %	64,080	319
Pay Category							
Federal Wage System	25.2 %	49.2 %	14.2 %	6.9 %	4.5 %	18,044	112
GS 1-6	31.3 %	44.9 %	12.6 %	6.7 %	4.4 %	28,683	360
GS 7-12	33.3 %	46.2 %	10.8 %	6.2 %	3.5 %	234,530	1,607
GS 13-15	39.4 %	46.2 %	7.9 %	4.5 %	2.1 %	242,433	1,014
SES	56.3 %	36.9 %	3.7 %	2.0 %	1.1 %	5,293	4
SL/ST	44.7 %	44.0 %	7.0 %	3.1 %	1.3 %	2,053	7
Other	32.1 %	47.9 %	11.5 %	5.7 %	2.7 %	50,046	394
Time in Federal Government							
< 1 year	46.3 %	41.5 %	6.9 %	3.5 %	1.8 %	17,101	174
1-3 years	39.2 %	44.7 %	8.7 %	5.0 %	2.5 %	75,765	535
4-5 years	34.7 %	46.2 %	9.9 %	6.0 %	3.1 %	51,114	300
6-10 years	33.9 %	46.3 %	10.5 %	6.0 %	3.3 %	94,293	516
11-14 years	34.2 %	47.1 %	10.0 %	5.6 %	3.0 %	94,332	495
15-20 years	32.7 %	47.3 %	10.5 %	6.0 %	3.4 %	102,429	556
> 20 years	34.6 %	46.8 %	10.4 %	5.3 %	2.9 %	145,233	927
Time with Current Agency							
< 1 year	44.8 %	41.2 %	7.2 %	4.4 %	2.3 %	29,661	301
1-3 years	38.0 %	44.4 %	9.2 %	5.5 %	3.0 %	111,113	741
4-5 years	34.3 %	46.1 %	10.4 %	6.1 %	3.1 %	62,976	358
6-10 years	33.3 %	46.9 %	10.6 %	5.9 %	3.3 %	101,014	533
11-14 years	33.7 %	47.5 %	10.3 %	5.6 %	3.0 %	83,863	439
15-20 years	32.0 %	48.2 %	10.7 %	5.8 %	3.3 %	85,883	466
> 20 years	35.0 %	47.5 %	10.0 %	5.0 %	2.6 %	106,451	668
Leaving							
No	40.8 %	46.4 %	7.9 %	3.6 %	1.3 %	384,364	2,133
Yes, to retire	31.9 %	48.1 %	11.6 %	5.7 %	2.7 %	35,976	254
Yes, to other job in Govt	24.6 %	46.2 %	13.5 %	9.4 %	6.3 %	105,387	651
Yes, to other job outside Govt	24.8 %	45.9 %	13.1 %	9.4 %	6.7 %	23,443	141
Yes, other	22.5 %	45.7 %	15.0 %	9.9 %	6.9 %	31,359	309
Retiring							
Less than 1 year	32.0 %	46.0 %	11.6 %	6.5 %	3.8 %	15,924	127
1 year	31.7 %	47.8 %	11.3 %	6.0 %	3.1 %	14,788	124
2 years	33.9 %	48.2 %	10.3 %	5.2 %	2.4 %	29,997	198
3 years	33.6 %	47.5 %	10.9 %	5.4 %	2.7 %	30,907	189

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(18) 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	34.6 %	46.5 %	10.3 %	5.7 %	3.0 %	620,540	3,964
4 years	33.7 %	47.3 %	10.8 %	5.3 %	2.8 %	19,002	91
5 years	32.1 %	47.1 %	11.4 %	6.1 %	3.3 %	44,179	236
More than 5 years	36.0 %	46.0 %	9.5 %	5.4 %	3.0 %	420,833	2,453
Transgender							
Yes	30.0 %	39.9 %	12.8 %	7.9 %	9.4 %	2,378	41
No	35.4 %	46.3 %	9.9 %	5.5 %	2.9 %	553,130	3,212
Consider Yourself as							
Straight	38.0 %	44.0 %	8.7 %	5.5 %	3.8 %	14,598	81
Gay or Lesbian	35.5 %	46.5 %	9.8 %	5.4 %	2.8 %	502,009	2,761
Bisexual	38.7 %	43.1 %	8.5 %	6.2 %	3.5 %	11,079	56
Use different term	28.8 %	44.9 %	12.8 %	7.8 %	5.7 %	15,670	222
Military Service							
No Prior Military Service	35.7 %	46.5 %	9.7 %	5.3 %	2.7 %	429,065	2,603
Currently in Guard/Reserves	33.4 %	46.8 %	10.7 %	5.3 %	3.9 %	7,839	57
Retired	35.8 %	45.9 %	10.0 %	5.5 %	2.8 %	64,457	333
Separated/Discharged	32.3 %	46.2 %	11.0 %	6.4 %	4.0 %	78,952	487
Military Spouse							
Spouse of current active duty service member	32.5 %	43.5 %	11.1 %	7.9 %	5.0 %	6,721	42
Spouse of separated or retired service member with a disability rating of 100%	31.5 %	44.5 %	11.6 %	7.7 %	4.6 %	12,553	102
Widow(er) of a service member killed while on active duty	30.7 %	35.8 %	17.7 %	8.1 %	7.7 %	339	6
None of the categories listed	35.3 %	46.5 %	9.9 %	5.4 %	2.9 %	560,987	3,330
NoN-Competitive Hiring Authority							
Yes	30.4 %	43.8 %	12.7 %	7.7 %	5.4 %	2,518	28
No	32.2 %	44.1 %	11.3 %	7.8 %	4.7 %	16,957	120
Disability							
Yes	33.2 %	43.3 %	11.5 %	7.0 %	4.9 %	95,354	767
No	35.7 %	47.1 %	9.6 %	5.2 %	2.5 %	471,479	2,580

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
Work Location							
Headquarters	34.5 %	47.9 %	10.1 %	5.1 %	2.3 %	173,564	1,510
Field	27.6 %	50.4 %	12.8 %	6.2 %	3.0 %	286,744	2,810
Full-time telework	37.4 %	47.1 %	9.5 %	4.1 %	1.9 %	112,950	1,743
Supervisory Status							
Senior Leader	46.4 %	42.2 %	6.3 %	3.6 %	1.6 %	9,660	26
Manager	34.3 %	50.1 %	8.8 %	5.0 %	1.8 %	39,236	98
Supervisor	29.7 %	52.3 %	10.5 %	5.3 %	2.2 %	79,001	352
Team Leader	28.9 %	49.9 %	11.8 %	6.5 %	2.8 %	71,937	452
Non-Supervisor	31.3 %	48.5 %	12.0 %	5.5 %	2.8 %	379,178	5,251
Sex							
Male	32.2 %	49.0 %	11.1 %	5.2 %	2.6 %	290,569	2,470
Female	30.4 %	49.4 %	11.7 %	5.9 %	2.6 %	267,512	3,234
Hispanic or Latino							
Yes	30.7 %	46.9 %	13.1 %	6.0 %	3.4 %	64,698	746
No	31.5 %	49.5 %	11.1 %	5.4 %	2.5 %	496,609	5,051
Race							
American Indian/Alaska Native	24.1 %	49.4 %	16.0 %	6.4 %	4.0 %	14,245	217
Asian	31.2 %	50.8 %	11.1 %	4.5 %	2.5 %	34,515	366
Black/African American	34.4 %	47.9 %	10.6 %	4.4 %	2.6 %	83,634	1,056
Native Hawaiian/Pacific Islander	27.5 %	48.2 %	14.9 %	5.7 %	3.7 %	3,732	50
White	31.4 %	49.5 %	11.1 %	5.6 %	2.4 %	379,637	3,439
Two or more races(Not Hispanic/Latino)	29.5 %	47.1 %	13.1 %	6.6 %	3.7 %	26,329	340
Age Group							
25 and under	35.8 %	49.7 %	9.5 %	3.5 %	1.5 %	9,614	108
26-29 years old	32.0 %	50.2 %	10.7 %	4.7 %	2.4 %	21,605	197
30-39 years old	30.3 %	48.9 %	11.6 %	6.0 %	3.2 %	109,222	946
40-49 years old	30.2 %	48.8 %	11.8 %	6.2 %	3.0 %	158,872	1,523
50-59 years old	31.8 %	49.4 %	11.2 %	5.3 %	2.3 %	170,797	1,762
60 or older	33.4 %	49.2 %	11.2 %	4.3 %	1.9 %	91,359	1,228
Level of Education							
Less than High School	30.6 %	45.4 %	16.7 %	4.4 %	3.0 %	404	17
H.S. Diploma/GED or equiv	27.4 %	49.9 %	14.4 %	5.2 %	3.2 %	24,076	315
Trade/Technical Certificate	25.8 %	49.1 %	15.6 %	6.1 %	3.4 %	12,215	154
Some College(no degree)	28.9 %	49.0 %	13.7 %	5.6 %	2.9 %	68,709	790
Associate's Degree	28.5 %	49.0 %	13.2 %	6.1 %	3.2 %	41,478	485
Bachelor's Degree	30.7 %	50.1 %	11.2 %	5.6 %	2.5 %	197,172	2,059

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
Master's Degree	32.5 %	49.2 %	10.1 %	5.6 %	2.5 %	160,486	1,479
Doctoral/Professional Degree	40.5 %	45.3 %	8.1 %	4.3 %	1.8 %	63,832	601
Pay Category							
Federal Wage System	23.6 %	49.8 %	15.6 %	7.2 %	3.8 %	18,006	164
GS 1-6	27.0 %	48.5 %	15.4 %	5.8 %	3.2 %	28,398	644
GS 7-12	29.6 %	49.2 %	12.2 %	6.0 %	3.0 %	233,371	2,809
GS 13-15	34.7 %	48.9 %	9.3 %	5.0 %	2.0 %	241,501	1,985
SES	53.0 %	39.2 %	4.4 %	2.4 %	1.0 %	5,297	5
SL/ST	43.1 %	45.0 %	7.1 %	3.4 %	1.3 %	2,052	9
Other	28.8 %	50.6 %	13.0 %	5.2 %	2.4 %	49,916	538
Time in Federal Government							
< 1 year	40.8 %	45.6 %	9.0 %	3.2 %	1.3 %	16,981	294
1-3 years	34.4 %	48.3 %	10.5 %	4.7 %	2.1 %	75,407	886
4-5 years	30.6 %	49.3 %	11.7 %	5.6 %	2.7 %	50,908	523
6-10 years	29.8 %	49.2 %	12.0 %	6.0 %	3.0 %	93,960	882
11-14 years	30.0 %	49.6 %	11.6 %	6.0 %	2.8 %	93,896	945
15-20 years	29.2 %	49.4 %	12.2 %	6.3 %	3.0 %	101,977	1,029
> 20 years	31.5 %	49.6 %	11.4 %	5.2 %	2.4 %	144,607	1,594
Time with Current Agency							
< 1 year	39.7 %	45.2 %	9.3 %	4.0 %	1.9 %	29,451	517
1-3 years	33.6 %	48.0 %	10.9 %	5.1 %	2.5 %	110,594	1,265
4-5 years	30.6 %	48.9 %	11.8 %	5.9 %	2.7 %	62,751	600
6-10 years	29.3 %	49.6 %	12.1 %	6.0 %	3.0 %	100,616	941
11-14 years	29.5 %	50.0 %	11.9 %	5.8 %	2.7 %	83,465	860
15-20 years	28.6 %	50.0 %	12.3 %	6.1 %	3.0 %	85,492	874
> 20 years	31.6 %	50.1 %	11.0 %	5.1 %	2.2 %	106,047	1,105
Leaving							
No	37.2 %	50.1 %	8.6 %	3.2 %	0.9 %	383,049	3,523
Yes, to retire	28.8 %	50.8 %	12.7 %	5.3 %	2.3 %	35,787	445
Yes, to other job in Govt	19.9 %	47.4 %	16.7 %	10.1 %	5.8 %	104,791	1,286
Yes, to other job outside Govt	19.4 %	46.1 %	16.3 %	11.4 %	6.9 %	23,258	314
Yes, other	18.6 %	45.8 %	18.7 %	10.4 %	6.5 %	31,106	564
Retiring							
Less than 1 year	28.5 %	47.9 %	13.5 %	6.4 %	3.7 %	15,838	218
1 year	28.0 %	51.0 %	12.6 %	5.7 %	2.7 %	14,701	199
2 years	30.8 %	50.5 %	11.7 %	4.8 %	2.2 %	29,883	331
3 years	31.3 %	49.9 %	11.5 %	5.2 %	2.1 %	30,784	329

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(19) 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	30.7 %	49.2 %	11.8 %	5.6 %	2.6 %	617,704	6,895
4 years	30.5 %	50.2 %	11.6 %	5.4 %	2.3 %	18,918	169
5 years	29.7 %	49.8 %	12.0 %	5.8 %	2.7 %	43,957	436
More than 5 years	31.7 %	48.9 %	11.2 %	5.5 %	2.6 %	419,074	4,330
Transgender							
Yes	24.9 %	41.8 %	14.5 %	10.0 %	8.8 %	2,365	51
No	31.5 %	49.2 %	11.3 %	5.4 %	2.5 %	550,872	5,593
Consider Yourself as							
Straight	32.3 %	47.0 %	11.4 %	6.0 %	3.3 %	14,533	147
Gay or Lesbian	31.7 %	49.3 %	11.1 %	5.3 %	2.4 %	500,026	4,840
Bisexual	31.7 %	47.3 %	11.7 %	6.3 %	2.9 %	11,048	96
Use different term	24.6 %	46.6 %	15.2 %	7.9 %	5.8 %	15,520	374
Military Service							
No Prior Military Service	31.0 %	49.6 %	11.5 %	5.4 %	2.4 %	427,020	4,735
Currently in Guard/Reserves	29.4 %	49.1 %	12.0 %	6.6 %	3.0 %	7,815	79
Retired	34.6 %	48.0 %	10.3 %	4.8 %	2.3 %	64,296	496
Separated/Discharged	29.3 %	48.2 %	12.5 %	6.5 %	3.6 %	78,637	829
Military Spouse							
Spouse of current active duty service member	30.4 %	45.9 %	12.5 %	7.2 %	4.0 %	6,707	67
Spouse of separated or retired service member with a disability rating of 100%	29.7 %	48.0 %	12.8 %	6.3 %	3.2 %	12,524	147
Widow(er) of a service member killed while on active duty	27.4 %	43.4 %	17.0 %	6.0 %	6.2 %	336	10
None of the categories listed	31.2 %	49.2 %	11.4 %	5.5 %	2.6 %	558,486	5,913
NoN-Competitive Hiring Authority							
Yes	30.2 %	46.5 %	12.9 %	6.8 %	3.6 %	2,518	29
No	29.9 %	47.2 %	12.7 %	6.6 %	3.6 %	16,909	194
Disability							
Yes	30.9 %	45.5 %	12.9 %	6.6 %	4.1 %	94,863	1,294
No	31.4 %	50.0 %	11.1 %	5.3 %	2.3 %	469,603	4,536

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
Work Location							
Headquarters	43.7 %	46.0 %	8.7 %	1.3 %	0.3 %	168,267	6,090
Field	36.2 %	48.6 %	12.5 %	2.1 %	0.6 %	275,616	12,660
Full-time telework	49.3 %	42.9 %	6.7 %	0.9 %	0.2 %	107,639	6,572
Supervisory Status							
Senior Leader	45.6 %	46.3 %	6.8 %	1.1 %	0.3 %	9,543	94
Manager	36.8 %	52.8 %	8.8 %	1.3 %	0.3 %	38,747	435
Supervisor	38.4 %	50.3 %	9.5 %	1.4 %	0.3 %	77,550	1,499
Team Leader	36.4 %	50.0 %	11.4 %	1.8 %	0.4 %	70,097	1,968
Non-Supervisor	42.1 %	45.1 %	10.6 %	1.8 %	0.5 %	360,992	21,760
Sex							
Male	39.8 %	47.5 %	10.4 %	1.9 %	0.5 %	280,094	11,604
Female	42.0 %	46.0 %	10.3 %	1.4 %	0.3 %	257,191	12,488
Hispanic or Latino							
Yes	41.1 %	42.9 %	12.9 %	2.4 %	0.7 %	61,895	3,220
No	40.6 %	47.5 %	9.9 %	1.5 %	0.4 %	478,456	21,124
Race							
American Indian/Alaska Native	36.9 %	44.8 %	13.9 %	3.3 %	1.0 %	13,900	485
Asian	43.2 %	45.2 %	9.7 %	1.4 %	0.6 %	32,891	1,820
Black/African American	48.6 %	41.2 %	8.6 %	1.2 %	0.4 %	80,080	4,081
Native Hawaiian/Pacific Islander	43.0 %	41.9 %	12.0 %	2.0 %	1.1 %	3,595	163
White	39.0 %	48.6 %	10.4 %	1.7 %	0.4 %	366,429	15,210
Two or more races(Not Hispanic/Latino)	38.6 %	46.5 %	12.1 %	2.0 %	0.8 %	25,269	1,307
Age Group							
25 and under	42.3 %	46.2 %	10.0 %	1.0 %	0.5 %	9,138	541
26-29 years old	39.6 %	46.8 %	11.3 %	1.7 %	0.6 %	20,622	1,113
30-39 years old	38.5 %	46.6 %	12.2 %	2.1 %	0.6 %	104,756	5,063
40-49 years old	39.1 %	46.9 %	11.5 %	2.0 %	0.5 %	153,236	6,622
50-59 years old	41.9 %	47.1 %	9.2 %	1.4 %	0.3 %	165,193	6,620
60 or older	43.9 %	47.1 %	7.7 %	1.0 %	0.2 %	87,533	4,356
Level of Education							
Less than High School	48.0 %	29.3 %	15.8 %	5.4 %	1.5 %	383	29
H.S. Diploma/GED or equiv	44.4 %	40.2 %	12.1 %	2.4 %	0.9 %	22,992	1,245
Trade/Technical Certificate	40.5 %	44.4 %	12.2 %	2.2 %	0.7 %	11,720	570
Some College(no degree)	42.5 %	43.4 %	11.6 %	2.0 %	0.5 %	65,948	3,217
Associate's Degree	41.0 %	45.3 %	11.1 %	2.1 %	0.5 %	39,964	1,772
Bachelor's Degree	39.9 %	47.7 %	10.3 %	1.6 %	0.4 %	189,971	8,431

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
Master's Degree	39.7 %	48.9 %	9.7 %	1.4 %	0.3 %	155,777	5,591
Doctoral/Professional Degree	40.7 %	49.1 %	8.6 %	1.2 %	0.4 %	60,194	3,997
Pay Category							
Federal Wage System	35.7 %	46.1 %	14.6 %	2.8 %	0.8 %	17,385	682
GS 1-6	40.9 %	44.3 %	12.3 %	2.0 %	0.6 %	26,614	2,244
GS 7-12	41.0 %	45.3 %	11.1 %	1.9 %	0.6 %	223,244	11,816
GS 13-15	41.3 %	48.5 %	8.7 %	1.3 %	0.3 %	234,242	8,401
SES	44.9 %	49.6 %	4.8 %	0.6 %	0.2 %	5,250	25
SL/ST	40.9 %	50.1 %	7.4 %	1.1 %	0.5 %	1,947	96
Other	36.8 %	49.8 %	11.4 %	1.6 %	0.4 %	47,880	2,352
Time in Federal Government							
< 1 year	49.4 %	41.5 %	7.9 %	1.0 %	0.2 %	15,904	1,307
1-3 years	42.9 %	45.5 %	9.8 %	1.4 %	0.3 %	71,724	4,271
4-5 years	39.8 %	46.9 %	11.0 %	1.8 %	0.5 %	48,970	2,231
6-10 years	38.7 %	47.6 %	11.3 %	1.9 %	0.5 %	90,470	3,980
11-14 years	39.1 %	48.0 %	10.7 %	1.7 %	0.5 %	90,821	3,694
15-20 years	39.1 %	47.2 %	11.2 %	1.9 %	0.5 %	98,209	4,336
> 20 years	41.6 %	47.1 %	9.4 %	1.5 %	0.4 %	139,619	5,836
Time with Current Agency							
< 1 year	49.4 %	41.4 %	7.9 %	1.1 %	0.2 %	27,742	2,110
1-3 years	43.1 %	45.1 %	9.9 %	1.5 %	0.4 %	105,848	5,557
4-5 years	39.7 %	46.9 %	11.1 %	1.9 %	0.5 %	60,475	2,617
6-10 years	38.5 %	47.9 %	11.2 %	1.9 %	0.5 %	97,140	4,005
11-14 years	38.9 %	48.0 %	11.0 %	1.7 %	0.4 %	80,615	3,393
15-20 years	38.4 %	47.8 %	11.3 %	1.9 %	0.6 %	82,261	3,686
> 20 years	40.7 %	48.2 %	9.3 %	1.4 %	0.4 %	102,306	4,297
Leaving							
No	46.0 %	46.1 %	7.0 %	0.7 %	0.2 %	368,933	16,056
Yes, to retire	38.8 %	49.2 %	10.0 %	1.6 %	0.5 %	34,454	1,516
Yes, to other job in Govt	31.0 %	48.1 %	16.8 %	3.2 %	0.8 %	100,999	4,628
Yes, to other job outside Govt	26.4 %	48.4 %	19.1 %	4.7 %	1.4 %	22,222	1,269
Yes, other	28.9 %	47.9 %	18.1 %	4.1 %	1.1 %	29,473	2,053
Retiring							
Less than 1 year	37.2 %	48.0 %	11.6 %	2.3 %	0.8 %	15,241	706
1 year	38.0 %	49.4 %	10.2 %	1.9 %	0.5 %	14,100	699
2 years	41.1 %	48.6 %	8.7 %	1.3 %	0.3 %	28,788	1,196
3 years	40.4 %	48.5 %	9.2 %	1.5 %	0.4 %	29,693	1,229

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	40.3 %	47.0 %	10.6 %	1.7 %	0.5 %	593,581	28,191
4 years	40.6 %	48.0 %	9.3 %	1.7 %	0.4 %	18,235	753
5 years	40.0 %	47.6 %	10.4 %	1.6 %	0.5 %	42,278	1,889
More than 5 years	40.8 %	46.5 %	10.6 %	1.7 %	0.4 %	403,246	18,619
Transgender							
Yes	34.7 %	41.2 %	16.9 %	3.6 %	3.6 %	2,244	158
No	40.7 %	46.9 %	10.3 %	1.6 %	0.4 %	530,431	23,666
Consider Yourself as							
Straight	38.9 %	47.4 %	11.3 %	1.8 %	0.6 %	14,034	597
Gay or Lesbian	41.1 %	46.8 %	10.1 %	1.6 %	0.4 %	481,831	20,894
Bisexual	36.3 %	49.9 %	11.3 %	1.8 %	0.6 %	10,590	506
Use different term	33.2 %	46.6 %	15.5 %	3.2 %	1.4 %	14,739	1,079
Military Service							
No Prior Military Service	40.2 %	47.4 %	10.5 %	1.6 %	0.4 %	409,656	20,339
Currently in Guard/Reserves	36.0 %	47.8 %	12.9 %	2.6 %	0.8 %	7,564	294
Retired	44.3 %	45.7 %	8.2 %	1.5 %	0.3 %	62,950	1,523
Separated/Discharged	39.2 %	46.1 %	11.7 %	2.3 %	0.6 %	75,620	3,456
Military Spouse							
Spouse of current active duty service member	40.0 %	45.5 %	12.2 %	1.8 %	0.5 %	6,533	217
Spouse of separated or retired service member with a disability rating of 100%	43.4 %	43.9 %	10.5 %	1.8 %	0.4 %	12,176	440
Widow(er) of a service member killed while on active duty	47.4 %	34.3 %	13.6 %	2.1 %	2.7 %	320	17
None of the categories listed	40.5 %	47.1 %	10.4 %	1.7 %	0.4 %	537,026	24,941
NoN-Competitive Hiring Authority							
Yes	42.2 %	44.0 %	11.1 %	1.7 %	1.0 %	2,449	80
No	42.0 %	44.5 %	11.3 %	1.9 %	0.4 %	16,449	587
Disability							
Yes	41.5 %	44.2 %	11.3 %	2.3 %	0.6 %	91,387	4,238
No	40.4 %	47.5 %	10.2 %	1.5 %	0.4 %	451,919	20,307

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
Work Location							
Headquarters	51.6 %	37.1 %	9.2 %	1.7 %	0.5 %	169,103	3,761
Field	40.8 %	41.1 %	14.0 %	3.1 %	1.0 %	277,920	7,231
Full-time telework	57.4 %	34.4 %	6.8 %	1.1 %	0.4 %	108,171	5,104
Supervisory Status							
Senior Leader	59.1 %	33.3 %	6.0 %	1.2 %	0.5 %	9,500	56
Manager	46.9 %	42.6 %	8.5 %	1.5 %	0.5 %	38,527	220
Supervisor	45.6 %	41.9 %	10.0 %	1.9 %	0.5 %	77,571	702
Team Leader	43.0 %	41.2 %	12.6 %	2.6 %	0.6 %	70,373	981
Non-Supervisor	47.3 %	37.6 %	11.8 %	2.5 %	0.8 %	364,632	14,494
Sex							
Male	45.7 %	39.6 %	11.4 %	2.5 %	0.8 %	281,846	6,570
Female	48.5 %	37.7 %	11.1 %	2.1 %	0.6 %	258,899	8,626
Hispanic or Latino							
Yes	45.6 %	35.9 %	14.0 %	3.3 %	1.2 %	62,356	2,049
No	47.0 %	39.3 %	10.9 %	2.2 %	0.6 %	481,511	13,347
Race							
American Indian/Alaska Native	39.5 %	37.7 %	16.9 %	4.3 %	1.7 %	13,834	400
Asian	48.4 %	39.2 %	9.9 %	1.8 %	0.7 %	33,411	1,124
Black/African American	54.1 %	34.1 %	9.4 %	1.8 %	0.7 %	80,254	3,154
Native Hawaiian/Pacific Islander	46.2 %	34.5 %	14.1 %	3.6 %	1.6 %	3,598	117
White	45.6 %	40.0 %	11.4 %	2.4 %	0.6 %	368,974	8,811
Two or more races(Not Hispanic/Latino)	44.4 %	37.9 %	13.3 %	3.1 %	1.3 %	25,442	886
Age Group							
25 and under	49.0 %	37.3 %	11.1 %	2.0 %	0.6 %	9,421	214
26-29 years old	45.3 %	38.6 %	12.5 %	2.5 %	1.0 %	21,079	501
30-39 years old	44.1 %	38.7 %	13.2 %	3.0 %	1.0 %	106,563	2,454
40-49 years old	44.7 %	39.3 %	12.4 %	2.7 %	0.8 %	154,414	4,014
50-59 years old	48.5 %	38.9 %	10.1 %	2.0 %	0.6 %	165,098	4,805
60 or older	51.4 %	38.2 %	8.6 %	1.5 %	0.3 %	87,464	3,342
Level of Education							
Less than High School	45.0 %	30.6 %	15.8 %	5.2 %	3.4 %	388	21
H.S. Diploma/GED or equiv	45.0 %	35.0 %	14.7 %	3.8 %	1.5 %	23,032	879
Trade/Technical Certificate	42.2 %	37.1 %	15.3 %	4.2 %	1.2 %	11,665	431
Some College(no degree)	45.0 %	36.9 %	13.9 %	3.3 %	1.0 %	66,066	2,274
Associate's Degree	43.3 %	38.5 %	13.8 %	3.4 %	1.0 %	39,999	1,281
Bachelor's Degree	46.1 %	39.8 %	11.2 %	2.2 %	0.7 %	191,116	5,393

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
Master's Degree	48.3 %	39.8 %	9.6 %	1.8 %	0.5 %	156,304	3,707
Doctoral/Professional Degree	52.6 %	38.1 %	7.7 %	1.2 %	0.4 %	62,003	1,733
Pay Category							
Federal Wage System	34.2 %	40.6 %	18.3 %	5.2 %	1.8 %	17,392	401
GS 1-6	44.1 %	36.6 %	14.6 %	3.6 %	1.1 %	26,962	1,536
GS 7-12	45.5 %	38.2 %	12.6 %	2.8 %	0.9 %	224,691	7,940
GS 13-15	50.7 %	39.2 %	8.3 %	1.4 %	0.4 %	235,494	5,126
SES	64.4 %	31.5 %	3.4 %	0.5 %	0.2 %	5,233	13
SL/ST	53.9 %	38.6 %	6.3 %	0.8 %	0.4 %	1,992	26
Other	41.7 %	41.6 %	13.5 %	2.5 %	0.6 %	48,432	1,308
Time in Federal Government							
< 1 year	56.1 %	33.9 %	8.1 %	1.4 %	0.4 %	16,378	707
1-3 years	49.0 %	37.4 %	10.9 %	2.1 %	0.6 %	72,983	2,386
4-5 years	44.4 %	39.3 %	12.7 %	2.8 %	0.8 %	49,373	1,348
6-10 years	44.4 %	39.3 %	12.7 %	2.7 %	0.8 %	91,168	2,499
11-14 years	45.6 %	40.0 %	11.3 %	2.4 %	0.7 %	91,196	2,387
15-20 years	44.6 %	39.5 %	12.3 %	2.7 %	0.9 %	98,543	2,916
> 20 years	48.7 %	38.7 %	10.0 %	2.0 %	0.6 %	139,731	4,135
Time with Current Agency							
< 1 year	56.3 %	33.5 %	8.3 %	1.5 %	0.4 %	28,332	1,275
1-3 years	49.1 %	37.1 %	10.9 %	2.2 %	0.6 %	107,071	3,369
4-5 years	44.9 %	38.9 %	12.6 %	2.8 %	0.8 %	60,788	1,700
6-10 years	44.2 %	39.6 %	12.6 %	2.7 %	0.9 %	97,700	2,551
11-14 years	44.9 %	40.5 %	11.5 %	2.4 %	0.7 %	81,045	2,154
15-20 years	43.9 %	40.0 %	12.5 %	2.8 %	0.9 %	82,628	2,401
> 20 years	48.3 %	39.5 %	9.7 %	1.9 %	0.6 %	102,489	2,944
Leaving							
No	53.2 %	37.7 %	7.6 %	1.1 %	0.3 %	372,226	9,487
Yes, to retire	45.3 %	41.1 %	10.8 %	2.1 %	0.6 %	34,345	1,109
Yes, to other job in Govt	34.5 %	40.8 %	18.6 %	4.6 %	1.4 %	100,991	3,452
Yes, to other job outside Govt	31.4 %	40.9 %	19.5 %	5.9 %	2.3 %	22,483	737
Yes, other	32.2 %	40.0 %	20.1 %	5.7 %	2.0 %	29,666	1,499
Retiring							
Less than 1 year	44.1 %	39.6 %	12.3 %	2.8 %	1.2 %	15,204	513
1 year	45.0 %	40.5 %	11.3 %	2.5 %	0.8 %	14,089	501
2 years	48.0 %	40.1 %	9.5 %	1.8 %	0.6 %	28,765	842
3 years	47.0 %	40.0 %	10.5 %	2.0 %	0.5 %	29,700	869

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	46.2 %	39.0 %	11.6 %	2.4 %	0.7 %	597,429	18,182
4 years	46.6 %	40.0 %	10.5 %	2.2 %	0.6 %	18,239	516
5 years	46.4 %	38.9 %	11.5 %	2.4 %	0.7 %	42,311	1,330
More than 5 years	46.8 %	38.6 %	11.5 %	2.4 %	0.7 %	406,853	11,394
Transgender							
Yes	38.5 %	33.7 %	17.9 %	5.2 %	4.7 %	2,258	107
No	46.9 %	38.8 %	11.3 %	2.3 %	0.7 %	533,859	14,915
Consider Yourself as							
Straight	46.8 %	37.9 %	12.0 %	2.4 %	0.9 %	14,139	360
Gay or Lesbian	47.2 %	38.8 %	11.0 %	2.3 %	0.7 %	484,738	13,171
Bisexual	44.7 %	39.1 %	13.0 %	2.3 %	0.9 %	10,757	243
Use different term	39.5 %	38.6 %	15.9 %	4.3 %	1.8 %	14,881	755
Military Service							
No Prior Military Service	46.7 %	39.2 %	11.2 %	2.2 %	0.7 %	413,564	12,634
Currently in Guard/Reserves	41.1 %	40.4 %	13.9 %	3.6 %	1.1 %	7,622	159
Retired	50.7 %	37.4 %	9.5 %	2.0 %	0.5 %	62,460	1,216
Separated/Discharged	43.7 %	38.6 %	13.4 %	3.3 %	1.1 %	75,821	2,319
Military Spouse							
Spouse of current active duty service member	43.7 %	37.3 %	14.6 %	3.4 %	1.0 %	6,547	149
Spouse of separated or retired service member with a disability rating of 100%	47.5 %	36.2 %	12.3 %	3.2 %	0.8 %	12,140	346
Widow(er) of a service member killed while on active duty	53.8 %	27.2 %	14.0 %	1.8 %	3.2 %	317	17
None of the categories listed	46.7 %	39.0 %	11.3 %	2.3 %	0.7 %	540,709	15,830
NoN-Competitive Hiring Authority							
Yes	45.8 %	36.2 %	13.1 %	3.7 %	1.2 %	2,435	73
No	46.2 %	36.6 %	13.2 %	3.2 %	0.8 %	16,440	434
Disability							
Yes	47.0 %	36.1 %	12.7 %	3.1 %	1.1 %	91,320	3,170
No	46.7 %	39.4 %	11.0 %	2.2 %	0.6 %	455,491	12,369

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
Work Location							
Headquarters	48.1 %	38.7 %	10.9 %	1.9 %	0.4 %	170,481	3,627
Field	37.9 %	41.5 %	16.2 %	3.5 %	0.9 %	280,247	7,622
Full-time telework	53.1 %	36.5 %	8.8 %	1.3 %	0.3 %	108,141	5,875
Supervisory Status							
Senior Leader	53.2 %	37.6 %	7.2 %	1.5 %	0.5 %	9,581	57
Manager	41.4 %	44.8 %	11.7 %	1.7 %	0.4 %	38,883	213
Supervisor	41.2 %	43.6 %	12.4 %	2.2 %	0.5 %	78,253	687
Team Leader	38.9 %	42.3 %	15.1 %	3.0 %	0.6 %	71,140	842
Non-Supervisor	44.6 %	38.2 %	13.6 %	2.8 %	0.7 %	366,478	15,684
Sex							
Male	42.4 %	40.6 %	13.3 %	2.9 %	0.7 %	284,653	6,623
Female	45.2 %	38.7 %	13.3 %	2.3 %	0.5 %	259,661	9,582
Hispanic or Latino							
Yes	42.7 %	36.5 %	16.0 %	3.7 %	1.1 %	62,773	2,232
No	43.6 %	40.3 %	13.0 %	2.5 %	0.6 %	484,651	14,184
Race							
American Indian/Alaska Native	38.9 %	37.3 %	17.7 %	4.4 %	1.6 %	13,919	428
Asian	44.6 %	39.9 %	12.5 %	2.2 %	0.8 %	33,409	1,258
Black/African American	51.0 %	35.0 %	11.4 %	2.0 %	0.6 %	80,485	3,546
Native Hawaiian/Pacific Islander	43.3 %	36.2 %	15.6 %	3.7 %	1.2 %	3,623	116
White	42.2 %	41.1 %	13.5 %	2.7 %	0.6 %	371,914	9,201
Two or more races(Not Hispanic/Latino)	41.3 %	38.8 %	15.2 %	3.6 %	1.1 %	25,610	914
Age Group							
25 and under	44.3 %	39.9 %	13.3 %	2.0 %	0.5 %	9,440	232
26-29 years old	41.0 %	39.8 %	15.3 %	3.0 %	0.8 %	21,180	531
30-39 years old	40.2 %	39.6 %	16.0 %	3.4 %	0.8 %	107,019	2,635
40-49 years old	41.4 %	40.1 %	14.6 %	3.1 %	0.8 %	155,364	4,232
50-59 years old	45.3 %	40.1 %	11.9 %	2.2 %	0.5 %	166,493	5,057
60 or older	48.9 %	39.2 %	9.9 %	1.7 %	0.4 %	88,156	3,604
Level of Education							
Less than High School	48.5 %	29.1 %	13.6 %	7.3 %	1.5 %	389	23
H.S. Diploma/GED or equiv	44.1 %	35.1 %	15.6 %	3.8 %	1.4 %	23,257	874
Trade/Technical Certificate	42.0 %	37.1 %	15.6 %	4.1 %	1.2 %	11,842	427
Some College(no degree)	43.2 %	37.0 %	15.3 %	3.6 %	0.9 %	66,609	2,402
Associate's Degree	41.6 %	38.6 %	15.3 %	3.7 %	0.8 %	40,325	1,333
Bachelor's Degree	42.3 %	40.8 %	13.7 %	2.6 %	0.6 %	192,279	5,869

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
Master's Degree	44.0 %	41.3 %	12.2 %	2.1 %	0.5 %	157,255	3,901
Doctoral/Professional Degree	48.3 %	40.2 %	9.6 %	1.4 %	0.4 %	62,254	1,905
Pay Category							
Federal Wage System	35.0 %	39.3 %	19.1 %	5.2 %	1.4 %	17,682	342
GS 1-6	41.9 %	37.3 %	16.1 %	3.7 %	1.0 %	27,032	1,783
GS 7-12	42.7 %	38.6 %	14.6 %	3.2 %	0.8 %	226,044	8,613
GS 13-15	46.3 %	41.1 %	10.5 %	1.7 %	0.4 %	237,002	5,349
SES	56.7 %	37.6 %	5.1 %	0.5 %	0.1 %	5,264	12
SL/ST	50.0 %	39.7 %	9.0 %	0.9 %	0.4 %	2,023	23
Other	38.0 %	42.5 %	16.0 %	2.7 %	0.6 %	48,876	1,261
Time in Federal Government							
< 1 year	52.5 %	35.8 %	9.7 %	1.7 %	0.3 %	16,345	844
1-3 years	44.9 %	38.9 %	13.4 %	2.4 %	0.5 %	73,183	2,720
4-5 years	41.1 %	39.8 %	15.3 %	3.2 %	0.7 %	49,675	1,450
6-10 years	40.7 %	40.4 %	14.9 %	3.1 %	0.8 %	91,645	2,685
11-14 years	42.0 %	41.1 %	13.6 %	2.7 %	0.6 %	91,829	2,545
15-20 years	41.8 %	40.1 %	14.3 %	3.0 %	0.8 %	99,441	2,954
> 20 years	46.0 %	39.6 %	11.5 %	2.2 %	0.6 %	141,004	4,193
Time with Current Agency							
< 1 year	52.7 %	35.5 %	9.7 %	1.8 %	0.3 %	28,293	1,505
1-3 years	45.1 %	38.6 %	13.2 %	2.5 %	0.6 %	107,469	3,788
4-5 years	41.6 %	39.4 %	15.2 %	3.2 %	0.7 %	61,208	1,778
6-10 years	40.6 %	40.7 %	14.8 %	3.1 %	0.8 %	98,318	2,716
11-14 years	41.6 %	41.3 %	13.7 %	2.8 %	0.6 %	81,626	2,245
15-20 years	41.3 %	40.5 %	14.4 %	3.0 %	0.8 %	83,431	2,386
> 20 years	45.7 %	40.3 %	11.3 %	2.1 %	0.6 %	103,451	2,980
Leaving							
No	49.5 %	39.5 %	9.5 %	1.3 %	0.3 %	373,817	10,621
Yes, to retire	43.2 %	41.1 %	12.6 %	2.5 %	0.6 %	34,767	1,142
Yes, to other job in Govt	31.8 %	40.5 %	21.2 %	5.2 %	1.3 %	102,105	3,371
Yes, to other job outside Govt	28.5 %	40.6 %	22.2 %	6.6 %	2.0 %	22,769	677
Yes, other	29.8 %	39.8 %	22.6 %	6.1 %	1.7 %	29,989	1,483
Retiring							
Less than 1 year	42.1 %	39.9 %	13.8 %	3.1 %	1.1 %	15,354	557
1 year	42.4 %	41.0 %	13.2 %	2.5 %	0.8 %	14,260	531
2 years	45.6 %	40.6 %	11.0 %	2.2 %	0.5 %	29,079	851
3 years	44.6 %	40.4 %	12.2 %	2.4 %	0.4 %	30,021	890

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(22) 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	43.0 %	39.9 %	13.7 %	2.7 %	0.7 %	601,540	19,239
4 years	44.1 %	40.9 %	12.0 %	2.4 %	0.6 %	18,430	527
5 years	43.7 %	39.9 %	13.1 %	2.6 %	0.7 %	42,722	1,374
More than 5 years	43.2 %	39.7 %	13.8 %	2.7 %	0.7 %	408,991	12,232
Transgender							
Yes	36.1 %	33.9 %	19.7 %	6.3 %	4.0 %	2,282	107
No	43.6 %	39.8 %	13.3 %	2.7 %	0.6 %	537,320	15,948
Consider Yourself as							
Straight	42.1 %	40.0 %	14.0 %	3.0 %	0.9 %	14,232	373
Gay or Lesbian	43.9 %	39.8 %	13.1 %	2.6 %	0.6 %	487,813	14,186
Bisexual	40.3 %	40.0 %	16.2 %	2.8 %	0.7 %	10,815	258
Use different term	36.1 %	39.2 %	18.1 %	4.8 %	1.8 %	15,047	730
Military Service							
No Prior Military Service	43.4 %	40.2 %	13.4 %	2.5 %	0.6 %	415,735	13,649
Currently in Guard/Reserves	36.9 %	41.4 %	16.5 %	4.2 %	1.0 %	7,695	162
Retired	47.0 %	38.9 %	11.4 %	2.2 %	0.5 %	63,137	1,235
Separated/Discharged	40.8 %	39.2 %	15.1 %	3.9 %	1.0 %	76,612	2,304
Military Spouse							
Spouse of current active duty service member	40.1 %	38.1 %	17.3 %	3.8 %	0.8 %	6,595	147
Spouse of separated or retired service member with a disability rating of 100%	45.7 %	36.9 %	13.4 %	3.3 %	0.7 %	12,206	383
Widow(er) of a service member killed while on active duty	50.0 %	24.5 %	19.6 %	2.5 %	3.4 %	321	17
None of the categories listed	43.4 %	40.0 %	13.4 %	2.7 %	0.7 %	544,313	16,827
NoN-Competitive Hiring Authority							
Yes	43.5 %	35.6 %	16.7 %	3.1 %	1.0 %	2,443	81
No	43.6 %	37.5 %	14.6 %	3.5 %	0.7 %	16,545	462
Disability							
Yes	43.9 %	37.0 %	14.5 %	3.6 %	1.0 %	92,226	3,228
No	43.3 %	40.5 %	13.2 %	2.5 %	0.6 %	458,208	13,335

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
Work Location							
Headquarters	48.4 %	34.8 %	12.7 %	3.3 %	0.8 %	169,703	3,842
Field	38.5 %	37.6 %	17.4 %	5.1 %	1.4 %	279,774	7,451
Full-time telework	54.1 %	33.3 %	10.0 %	2.1 %	0.5 %	108,280	5,390
Supervisory Status							
Senior Leader	52.9 %	33.5 %	10.3 %	2.6 %	0.7 %	9,532	60
Manager	42.0 %	39.5 %	14.3 %	3.4 %	0.8 %	38,845	198
Supervisor	41.2 %	39.2 %	15.1 %	3.7 %	0.8 %	78,056	690
Team Leader	40.6 %	37.3 %	16.4 %	4.6 %	1.1 %	70,807	973
Non-Supervisor	45.1 %	35.0 %	14.6 %	4.1 %	1.2 %	366,019	15,087
Sex							
Male	43.3 %	36.4 %	14.9 %	4.3 %	1.2 %	283,772	6,788
Female	45.2 %	35.6 %	14.5 %	3.7 %	1.0 %	259,474	9,000
Hispanic or Latino							
Yes	43.7 %	33.3 %	16.4 %	5.0 %	1.6 %	62,782	2,055
No	44.1 %	36.5 %	14.5 %	3.9 %	1.0 %	483,572	13,929
Race							
American Indian/Alaska Native	38.3 %	33.4 %	19.1 %	6.6 %	2.6 %	13,926	392
Asian	44.5 %	37.7 %	13.8 %	3.2 %	1.0 %	33,242	1,274
Black/African American	51.4 %	31.8 %	12.6 %	3.3 %	1.0 %	80,630	3,114
Native Hawaiian/Pacific Islander	43.4 %	33.3 %	16.5 %	5.0 %	1.8 %	3,638	106
White	42.8 %	37.2 %	15.0 %	4.1 %	1.0 %	370,866	9,316
Two or more races(Not Hispanic/Latino)	42.8 %	33.9 %	16.1 %	5.3 %	1.9 %	25,609	870
Age Group							
25 and under	47.7 %	33.4 %	14.4 %	3.3 %	1.2 %	9,335	265
26-29 years old	43.8 %	34.0 %	16.2 %	4.6 %	1.4 %	20,959	575
30-39 years old	42.2 %	35.0 %	16.2 %	5.1 %	1.5 %	106,420	2,663
40-49 years old	42.3 %	36.1 %	15.8 %	4.5 %	1.3 %	155,126	4,062
50-59 years old	45.0 %	36.7 %	13.9 %	3.5 %	0.9 %	166,480	4,823
60 or older	47.3 %	37.2 %	12.2 %	2.7 %	0.6 %	88,208	3,528
Level of Education							
Less than High School	40.3 %	30.9 %	17.7 %	8.3 %	2.7 %	392	20
H.S. Diploma/GED or equiv	43.7 %	32.5 %	16.5 %	5.3 %	1.9 %	23,258	835
Trade/Technical Certificate	40.9 %	33.9 %	17.1 %	6.1 %	2.0 %	11,857	400
Some College(no degree)	43.9 %	33.6 %	16.2 %	4.8 %	1.5 %	66,792	2,166
Associate's Degree	41.8 %	34.8 %	16.7 %	5.2 %	1.5 %	40,393	1,231
Bachelor's Degree	43.7 %	36.6 %	14.8 %	3.9 %	1.0 %	191,975	5,554

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
Master's Degree	44.5 %	37.3 %	13.8 %	3.5 %	0.9 %	156,879	3,774
Doctoral/Professional Degree	46.3 %	38.1 %	12.2 %	2.6 %	0.7 %	61,559	2,338
Pay Category							
Federal Wage System	34.4 %	35.5 %	20.3 %	7.3 %	2.3 %	17,593	393
GS 1-6	42.0 %	33.5 %	17.3 %	5.5 %	1.7 %	27,123	1,597
GS 7-12	43.3 %	35.1 %	15.6 %	4.6 %	1.3 %	226,123	8,006
GS 13-15	46.9 %	37.2 %	12.4 %	2.8 %	0.7 %	236,108	5,495
SES	56.3 %	33.8 %	8.5 %	1.2 %	0.2 %	5,249	12
SL/ST	46.0 %	38.3 %	13.0 %	2.1 %	0.7 %	2,000	35
Other	39.4 %	38.0 %	17.2 %	4.3 %	1.1 %	48,663	1,360
Time in Federal Government							
< 1 year	53.2 %	31.8 %	11.6 %	2.7 %	0.8 %	16,201	908
1-3 years	46.3 %	34.4 %	14.3 %	3.9 %	1.0 %	72,896	2,653
4-5 years	42.6 %	35.7 %	15.7 %	4.7 %	1.3 %	49,557	1,369
6-10 years	42.1 %	36.1 %	15.8 %	4.7 %	1.3 %	91,462	2,573
11-14 years	43.1 %	36.7 %	15.0 %	4.1 %	1.1 %	91,697	2,451
15-20 years	42.1 %	36.6 %	15.6 %	4.4 %	1.3 %	99,316	2,874
> 20 years	45.0 %	36.9 %	13.8 %	3.4 %	0.9 %	140,899	4,107
Time with Current Agency							
< 1 year	53.1 %	31.6 %	11.5 %	2.8 %	0.9 %	28,120	1,565
1-3 years	46.5 %	34.2 %	14.1 %	4.1 %	1.1 %	107,147	3,631
4-5 years	43.0 %	35.5 %	15.6 %	4.7 %	1.3 %	61,130	1,653
6-10 years	41.7 %	36.4 %	16.0 %	4.6 %	1.3 %	98,101	2,618
11-14 years	42.3 %	37.2 %	15.5 %	4.0 %	1.0 %	81,502	2,196
15-20 years	41.4 %	37.3 %	15.8 %	4.3 %	1.3 %	83,354	2,337
> 20 years	44.4 %	37.8 %	13.8 %	3.2 %	0.8 %	103,356	2,945
Leaving							
No	49.6 %	36.2 %	11.6 %	2.2 %	0.5 %	373,003	10,367
Yes, to retire	41.6 %	39.0 %	14.8 %	3.7 %	0.9 %	34,796	1,113
Yes, to other job in Govt	33.8 %	35.5 %	21.0 %	7.5 %	2.2 %	101,966	3,206
Yes, to other job outside Govt	30.3 %	35.4 %	21.9 %	9.1 %	3.2 %	22,632	754
Yes, other	31.6 %	34.7 %	22.5 %	8.3 %	2.9 %	29,975	1,408
Retiring							
Less than 1 year	40.7 %	38.1 %	15.2 %	4.6 %	1.3 %	15,364	546
1 year	41.5 %	38.2 %	15.2 %	4.0 %	1.1 %	14,283	504
2 years	44.2 %	38.3 %	13.6 %	3.0 %	0.9 %	29,069	868
3 years	43.8 %	37.7 %	14.3 %	3.4 %	0.9 %	29,992	868

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Always	Most of the time	Sometimes	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	43.6 %	36.2 %	15.0 %	4.1 %	1.1 %	600,338	18,769
4 years	43.8 %	37.2 %	14.4 %	3.7 %	0.9 %	18,435	502
5 years	43.0 %	36.8 %	15.1 %	4.1 %	1.0 %	42,761	1,283
More than 5 years	44.2 %	35.6 %	14.9 %	4.1 %	1.1 %	407,878	11,953
Transgender							
Yes	38.0 %	30.1 %	19.1 %	8.2 %	4.6 %	2,279	100
No	44.1 %	36.0 %	14.7 %	4.0 %	1.1 %	536,277	15,517
Consider Yourself as							
Straight	44.0 %	34.6 %	15.3 %	4.7 %	1.4 %	14,208	358
Gay or Lesbian	44.4 %	36.1 %	14.6 %	3.9 %	1.0 %	486,892	13,781
Bisexual	41.8 %	34.9 %	16.6 %	5.1 %	1.6 %	10,724	292
Use different term	38.0 %	34.5 %	18.1 %	6.8 %	2.5 %	15,030	719
Military Service							
No Prior Military Service	43.8 %	36.7 %	14.7 %	3.8 %	1.0 %	414,664	13,397
Currently in Guard/Reserves	38.4 %	37.1 %	17.2 %	5.7 %	1.6 %	7,662	163
Retired	47.1 %	34.9 %	13.4 %	3.6 %	0.9 %	63,094	1,217
Separated/Discharged	42.2 %	34.6 %	16.2 %	5.3 %	1.6 %	76,663	2,123
Military Spouse							
Spouse of current active duty service member	41.7 %	32.7 %	17.5 %	6.1 %	2.0 %	6,558	150
Spouse of separated or retired service member with a disability rating of 100%	44.1 %	34.3 %	15.3 %	5.0 %	1.3 %	12,208	343
Widow(er) of a service member killed while on active duty	49.1 %	25.9 %	15.2 %	6.4 %	3.4 %	320	17
None of the categories listed	43.9 %	36.2 %	14.8 %	4.0 %	1.1 %	543,267	16,404
NoN-Competitive Hiring Authority							
Yes	42.1 %	32.3 %	17.4 %	6.0 %	2.2 %	2,445	69
No	43.4 %	33.8 %	15.9 %	5.4 %	1.5 %	16,511	437
Disability							
Yes	44.6 %	32.6 %	15.7 %	5.4 %	1.7 %	92,134	3,129
No	43.9 %	36.8 %	14.6 %	3.7 %	1.0 %	457,235	12,986

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
Work Location							
Headquarters	21.1 %	45.0 %	21.2 %	8.4 %	4.3 %	152,589	21,741
Field	14.7 %	41.4 %	24.6 %	11.9 %	7.3 %	252,425	35,631
Full-time telework	22.0 %	41.9 %	24.2 %	7.5 %	4.3 %	97,730	16,512
Supervisory Status							
Senior Leader	31.4 %	47.3 %	13.5 %	5.4 %	2.5 %	9,088	528
Manager	21.0 %	49.4 %	18.0 %	8.3 %	3.3 %	36,172	2,911
Supervisor	18.5 %	46.9 %	20.2 %	9.7 %	4.7 %	70,183	8,798
Team Leader	15.2 %	42.4 %	23.2 %	12.3 %	6.9 %	63,835	8,243
Non-Supervisor	17.5 %	40.9 %	25.2 %	10.1 %	6.3 %	328,416	54,300
Sex							
Male	17.8 %	43.1 %	23.2 %	9.9 %	6.0 %	254,555	36,795
Female	18.1 %	42.3 %	23.7 %	10.2 %	5.7 %	235,147	34,687
Hispanic or Latino							
Yes	17.2 %	39.2 %	24.6 %	11.4 %	7.5 %	58,724	6,308
No	18.0 %	43.3 %	23.2 %	9.9 %	5.6 %	433,817	65,635
Race							
American Indian/Alaska Native	14.6 %	38.8 %	27.5 %	11.5 %	7.6 %	12,876	1,521
Asian	19.0 %	44.3 %	24.3 %	7.5 %	4.9 %	30,814	3,886
Black/African American	19.7 %	41.8 %	24.5 %	8.4 %	5.7 %	74,758	9,674
Native Hawaiian/Pacific Islander	14.3 %	39.1 %	28.3 %	10.5 %	7.8 %	3,404	358
White	17.8 %	43.6 %	22.5 %	10.5 %	5.7 %	330,364	50,865
Two or more races(Not Hispanic/Latino)	16.3 %	39.0 %	25.4 %	11.5 %	7.8 %	23,354	3,193
Age Group							
25 and under	19.3 %	47.2 %	21.8 %	7.6 %	4.1 %	8,985	688
26-29 years old	17.8 %	44.9 %	21.4 %	10.1 %	5.8 %	19,706	2,009
30-39 years old	18.1 %	41.9 %	22.1 %	11.0 %	6.9 %	97,422	12,151
40-49 years old	17.7 %	42.1 %	22.9 %	10.7 %	6.7 %	139,787	19,899
50-59 years old	17.7 %	43.4 %	23.9 %	9.7 %	5.3 %	148,441	23,394
60 or older	18.0 %	42.7 %	26.2 %	8.9 %	4.2 %	78,336	13,796
Level of Education							
Less than High School	14.0 %	39.2 %	32.6 %	6.4 %	7.7 %	387	30
H.S. Diploma/GED or equiv	14.5 %	38.7 %	28.0 %	11.0 %	7.8 %	21,469	2,778
Trade/Technical Certificate	12.9 %	38.0 %	27.5 %	12.9 %	8.8 %	10,782	1,524
Some College(no degree)	15.3 %	38.3 %	26.8 %	11.8 %	7.8 %	60,474	8,689
Associate's Degree	14.6 %	39.2 %	26.5 %	12.2 %	7.5 %	36,643	5,129
Bachelor's Degree	16.9 %	43.1 %	23.7 %	10.4 %	6.0 %	171,584	26,681

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
Master's Degree	19.5 %	45.4 %	21.4 %	9.1 %	4.6 %	141,404	19,897
Doctoral/Professional Degree	27.1 %	46.0 %	17.6 %	6.3 %	2.9 %	55,858	8,281
Pay Category							
Federal Wage System	11.0 %	34.6 %	28.1 %	15.1 %	11.2 %	16,256	1,802
GS 1-6	15.3 %	38.4 %	27.8 %	11.1 %	7.5 %	26,361	2,541
GS 7-12	16.0 %	40.7 %	25.1 %	11.1 %	7.1 %	203,769	31,337
GS 13-15	21.1 %	46.2 %	20.5 %	8.4 %	3.8 %	209,403	33,030
SES	38.8 %	47.6 %	9.5 %	2.8 %	1.3 %	5,015	251
SL/ST	30.6 %	47.7 %	14.5 %	4.0 %	3.1 %	1,834	215
Other	15.9 %	43.2 %	24.8 %	10.5 %	5.6 %	44,674	5,498
Time in Federal Government							
< 1 year	26.4 %	45.3 %	19.4 %	5.7 %	3.2 %	16,340	865
1-3 years	20.4 %	44.5 %	22.2 %	8.4 %	4.4 %	67,810	8,143
4-5 years	16.7 %	42.4 %	23.9 %	10.8 %	6.2 %	45,403	5,771
6-10 years	17.0 %	41.6 %	23.7 %	10.9 %	6.8 %	83,026	11,362
11-14 years	16.9 %	42.7 %	23.4 %	10.6 %	6.3 %	81,520	12,862
15-20 years	16.2 %	41.2 %	24.4 %	11.1 %	7.0 %	88,307	14,253
> 20 years	17.6 %	42.7 %	24.4 %	10.0 %	5.4 %	124,242	21,276
Time with Current Agency							
< 1 year	26.6 %	44.3 %	19.9 %	5.9 %	3.4 %	28,281	1,577
1-3 years	20.4 %	44.0 %	22.2 %	8.6 %	4.9 %	99,091	12,280
4-5 years	16.6 %	41.8 %	24.3 %	11.0 %	6.3 %	55,564	7,484
6-10 years	16.2 %	41.8 %	23.9 %	11.1 %	7.0 %	88,284	12,802
11-14 years	16.1 %	42.4 %	24.1 %	11.0 %	6.4 %	72,020	11,885
15-20 years	15.3 %	41.2 %	24.7 %	11.5 %	7.2 %	73,476	12,459
> 20 years	17.4 %	42.9 %	24.4 %	10.0 %	5.3 %	90,500	16,176
Leaving							
No	21.6 %	46.4 %	21.7 %	7.3 %	3.0 %	334,747	49,972
Yes, to retire	14.8 %	42.6 %	26.3 %	10.8 %	5.6 %	30,694	5,376
Yes, to other job in Govt	11.1 %	35.9 %	26.4 %	15.4 %	11.2 %	92,957	12,646
Yes, to other job outside Govt	11.0 %	34.0 %	24.1 %	17.2 %	13.6 %	20,777	2,707
Yes, other	9.9 %	33.2 %	29.2 %	15.3 %	12.4 %	27,664	3,877
Retiring							
Less than 1 year	15.4 %	40.1 %	25.6 %	11.7 %	7.3 %	13,650	2,337
1 year	14.5 %	42.1 %	26.3 %	11.0 %	6.1 %	12,565	2,273
2 years	16.2 %	43.2 %	25.4 %	10.1 %	5.1 %	25,545	4,515
3 years	16.6 %	43.1 %	24.7 %	10.4 %	5.2 %	26,462	4,484

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(24) 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	17.5 %	42.3 %	24.0 %	10.2 %	6.0 %	542,221	79,285
4 years	16.9 %	43.2 %	24.2 %	10.2 %	5.6 %	16,258	2,742
5 years	15.8 %	41.7 %	25.2 %	11.0 %	6.2 %	38,011	6,188
More than 5 years	18.4 %	42.8 %	22.9 %	9.9 %	5.9 %	370,048	51,415
Transgender							
Yes	15.5 %	30.8 %	24.7 %	13.6 %	15.5 %	2,137	265
No	18.0 %	42.9 %	23.4 %	10.0 %	5.8 %	483,422	70,485
Consider Yourself as							
Straight	19.9 %	41.6 %	21.8 %	10.4 %	6.3 %	12,839	1,771
Gay or Lesbian	18.1 %	43.1 %	23.3 %	9.9 %	5.6 %	438,421	64,137
Bisexual	19.3 %	42.2 %	20.4 %	11.2 %	6.9 %	9,848	1,255
Use different term	13.9 %	36.7 %	26.4 %	12.6 %	10.4 %	13,811	2,014
Military Service							
No Prior Military Service	18.0 %	42.9 %	23.5 %	10.0 %	5.6 %	374,353	55,425
Currently in Guard/Reserves	17.1 %	42.4 %	22.5 %	11.3 %	6.6 %	7,083	781
Retired	18.8 %	43.8 %	22.9 %	9.3 %	5.1 %	56,051	8,456
Separated/Discharged	16.2 %	40.0 %	24.7 %	11.3 %	7.8 %	69,164	9,886
Military Spouse							
Spouse of current active duty service member	19.1 %	40.6 %	22.6 %	11.4 %	6.4 %	6,140	609
Spouse of separated or retired service member with a disability rating of 100%	17.0 %	41.4 %	24.2 %	10.4 %	6.9 %	11,280	1,328
Widow(er) of a service member killed while on active duty	19.3 %	34.4 %	27.3 %	10.2 %	8.8 %	316	27
None of the categories listed	17.8 %	42.6 %	23.6 %	10.1 %	5.9 %	489,136	72,644
NoN-Competitive Hiring Authority							
Yes	20.1 %	41.6 %	23.0 %	11.0 %	4.4 %	2,331	201
No	17.4 %	40.8 %	23.8 %	10.7 %	7.3 %	15,280	1,749
Disability							
Yes	17.6 %	38.0 %	25.0 %	11.3 %	8.2 %	83,378	12,307
No	17.9 %	43.8 %	23.1 %	9.8 %	5.3 %	411,813	60,175

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
Work Location						
Headquarters	29.8 %	44.5 %	14.8 %	7.6 %	3.2 %	174,942
Field	23.0 %	44.3 %	18.1 %	10.2 %	4.4 %	289,325
Full-time telework	26.1 %	43.6 %	19.4 %	7.8 %	3.1 %	114,546
Supervisory Status						
Senior Leader	58.8 %	29.6 %	6.7 %	3.2 %	1.7 %	9,684
Manager	45.3 %	40.6 %	7.9 %	4.4 %	1.8 %	39,285
Supervisor	34.0 %	45.8 %	11.5 %	6.2 %	2.5 %	79,321
Team Leader	31.9 %	46.6 %	11.8 %	6.9 %	2.7 %	72,321
Non-Supervisor	19.9 %	44.1 %	20.8 %	10.6 %	4.6 %	384,053
Sex						
Male	28.1 %	44.9 %	15.3 %	8.0 %	3.7 %	292,785
Female	22.4 %	43.6 %	20.1 %	10.1 %	3.8 %	270,513
Hispanic or Latino						
Yes	23.2 %	41.3 %	20.5 %	10.3 %	4.8 %	65,359
No	26.0 %	44.8 %	16.8 %	8.8 %	3.6 %	501,273
Race						
American Indian/Alaska Native	18.8 %	41.9 %	23.8 %	10.8 %	4.8 %	14,444
Asian	22.7 %	45.9 %	20.9 %	7.1 %	3.4 %	34,845
Black/African American	24.0 %	42.8 %	20.7 %	8.4 %	4.1 %	84,588
Native Hawaiian/Pacific Islander	22.8 %	44.2 %	20.0 %	8.7 %	4.3 %	3,784
White	27.0 %	45.0 %	15.5 %	8.9 %	3.5 %	382,814
Two or more races(Not Hispanic/Latino)	23.8 %	41.9 %	18.6 %	10.4 %	5.3 %	26,647
Age Group						
25 and under	16.8 %	46.7 %	23.0 %	10.3 %	3.3 %	9,711
26-29 years old	20.3 %	46.3 %	19.5 %	10.2 %	3.7 %	21,789
30-39 years old	25.1 %	44.7 %	16.6 %	9.3 %	4.2 %	110,055
40-49 years old	26.6 %	43.9 %	16.1 %	9.2 %	4.2 %	160,256
50-59 years old	26.7 %	44.3 %	17.0 %	8.5 %	3.5 %	172,405
60 or older	25.7 %	44.0 %	19.2 %	8.0 %	3.1 %	92,536
Level of Education						
Less than High School	17.9 %	44.4 %	22.5 %	12.4 %	2.8 %	421
H.S. Diploma/GED or equiv	19.7 %	43.6 %	23.8 %	9.0 %	3.9 %	24,371

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
Trade/Technical Certificate	18.1 %	44.6 %	22.4 %	10.4 %	4.4 %	12,356
Some College(no degree)	21.5 %	43.1 %	21.4 %	9.7 %	4.3 %	69,445
Associate's Degree	21.0 %	43.3 %	21.0 %	10.2 %	4.5 %	41,925
Bachelor's Degree	24.9 %	45.5 %	16.9 %	9.0 %	3.7 %	199,041
Master's Degree	29.8 %	44.3 %	14.3 %	8.1 %	3.5 %	161,826
Doctoral/Professional Degree	31.4 %	42.9 %	13.5 %	8.5 %	3.7 %	64,389
Pay Category						
Federal Wage System	18.5 %	43.8 %	20.4 %	11.7 %	5.6 %	18,167
GS 1-6	13.8 %	38.7 %	28.5 %	13.5 %	5.5 %	29,028
GS 7-12	20.3 %	44.9 %	20.2 %	10.2 %	4.4 %	235,929
GS 13-15	34.1 %	44.9 %	11.8 %	6.5 %	2.7 %	243,287
SES	67.6 %	24.6 %	3.6 %	2.6 %	1.5 %	5,295
SL/ST	48.2 %	36.2 %	8.6 %	5.0 %	2.1 %	2,063
Other	22.6 %	43.9 %	19.6 %	9.8 %	4.1 %	50,414
Time in Federal Government						
< 1 year	20.7 %	43.7 %	24.5 %	8.2 %	2.8 %	17,255
1-3 years	22.2 %	45.2 %	20.2 %	9.2 %	3.3 %	76,242
4-5 years	23.0 %	44.8 %	18.3 %	9.8 %	4.1 %	51,402
6-10 years	25.1 %	44.1 %	16.9 %	9.7 %	4.2 %	94,717
11-14 years	27.4 %	44.2 %	15.6 %	8.9 %	3.9 %	94,771
15-20 years	26.1 %	43.6 %	16.6 %	9.4 %	4.3 %	102,887
> 20 years	27.4 %	44.3 %	16.7 %	8.1 %	3.6 %	146,087
Time with Current Agency						
< 1 year	23.2 %	43.1 %	22.3 %	8.4 %	3.0 %	29,942
1-3 years	23.4 %	44.6 %	19.1 %	9.4 %	3.6 %	111,767
4-5 years	24.1 %	44.1 %	17.9 %	9.6 %	4.2 %	63,288
6-10 years	25.4 %	44.2 %	16.7 %	9.6 %	4.2 %	101,449
11-14 years	27.1 %	44.3 %	15.8 %	8.9 %	3.9 %	84,261
15-20 years	25.7 %	43.9 %	16.8 %	9.3 %	4.2 %	86,285
> 20 years	28.1 %	44.7 %	16.1 %	7.7 %	3.4 %	107,071
Leaving						
No	30.1 %	46.7 %	15.9 %	5.7 %	1.6 %	386,177
Yes, to retire	24.1 %	45.3 %	18.5 %	8.7 %	3.4 %	36,223

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
Yes, to other job in Govt	16.8 %	39.8 %	20.0 %	15.6 %	7.8 %	106,007
Yes, to other job outside Govt	17.4 %	39.0 %	18.2 %	15.9 %	9.6 %	23,556
Yes, other	14.6 %	37.4 %	22.2 %	16.2 %	9.6 %	31,647
Retiring						
Less than 1 year	24.0 %	42.2 %	18.1 %	10.0 %	5.6 %	16,039
1 year	23.6 %	44.4 %	19.2 %	9.0 %	3.7 %	14,917
2 years	26.0 %	45.0 %	17.7 %	8.2 %	3.2 %	30,179
3 years	26.3 %	44.5 %	17.4 %	8.5 %	3.3 %	31,081
4 years	25.8 %	45.2 %	16.8 %	8.8 %	3.5 %	19,070
5 years	24.8 %	43.8 %	18.1 %	9.3 %	4.0 %	44,356
More than 5years	25.7 %	44.4 %	17.1 %	9.0 %	3.8 %	423,011
Transgender						
Yes	18.6 %	36.6 %	18.5 %	15.6 %	10.6 %	2,411
No	25.7 %	44.4 %	17.3 %	8.9 %	3.7 %	555,985
Consider Yourself as						
Straight	27.9 %	42.5 %	15.6 %	9.6 %	4.4 %	14,673
Gay or Lesbian	26.0 %	44.6 %	17.2 %	8.7 %	3.6 %	504,422
Bisexual	24.0 %	42.1 %	16.8 %	12.2 %	4.9 %	11,138
Use different term	19.2 %	40.2 %	20.6 %	12.6 %	7.4 %	15,889
Military Service						
No Prior Military Service	24.5 %	44.6 %	18.1 %	9.1 %	3.7 %	431,366
Currently in Guard/Reserves	33.8 %	43.3 %	16.3 %	8.4 %	5.0 %	7,894
Retired	31.5 %	43.9 %	14.2 %	7.3 %	3.1 %	64,734
Separated/Discharged	24.4 %	43.2 %	17.1 %	10.4 %	5.0 %	79,398
Military Spouse						
Spouse of current active duty service member	24.5 %	41.8 %	17.8 %	10.8 %	5.0 %	6,764
Spouse of separated or retired service member with a disability rating of 100%	24.0 %	42.3 %	18.9 %	10.4 %	4.4 %	12,659
Widow(er) of a service member killed while on active duty	21.2 %	35.1 %	23.6 %	13.9 %	6.2 %	344
None of the categories listed	25.5 %	44.4 %	17.3 %	9.0 %	3.8 %	563,906
NoN-Competitive Hiring Authority						
Yes	23.0 %	42.7 %	19.6 %	10.4 %	4.3 %	2,538
No	24.5 %	41.8 %	18.3 %	10.7 %	4.7 %	17,088

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	25.0 %	44.2 %	17.8 %	9.2 %	3.9 %	620,691
Disability						
Yes	24.3 %	40.6 %	18.0 %	11.1 %	6.0 %	96,051
No	25.9 %	45.2 %	17.2 %	8.5 %	3.3 %	473,756

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
Work Location						
Headquarters	38.5 %	46.8 %	8.5 %	4.5 %	1.8 %	174,977
Field	32.8 %	50.2 %	10.1 %	4.9 %	2.1 %	289,421
Full-time telework	39.3 %	48.0 %	8.0 %	3.3 %	1.4 %	114,610
Supervisory Status						
Senior Leader	63.3 %	29.7 %	4.0 %	2.1 %	0.9 %	9,683
Manager	49.0 %	40.6 %	5.9 %	3.2 %	1.2 %	39,301
Supervisor	39.8 %	47.5 %	7.4 %	3.7 %	1.5 %	79,325
Team Leader	37.7 %	47.9 %	8.4 %	4.5 %	1.6 %	72,335
Non-Supervisor	32.3 %	50.5 %	10.2 %	4.9 %	2.1 %	384,220
Sex						
Male	36.2 %	48.0 %	9.3 %	4.5 %	2.0 %	292,866
Female	35.3 %	50.0 %	8.8 %	4.3 %	1.6 %	270,611
Hispanic or Latino						
Yes	36.2 %	47.2 %	9.7 %	4.7 %	2.2 %	65,402
No	35.6 %	49.1 %	9.1 %	4.4 %	1.8 %	501,382
Race						
American Indian/Alaska Native	30.7 %	50.7 %	11.4 %	4.8 %	2.4 %	14,459
Asian	38.2 %	50.5 %	7.3 %	2.5 %	1.5 %	34,858
Black/African American	37.8 %	48.1 %	8.5 %	3.6 %	2.0 %	84,631
Native Hawaiian/Pacific Islander	35.9 %	48.2 %	9.3 %	4.1 %	2.5 %	3,785
White	35.6 %	48.8 %	9.1 %	4.7 %	1.8 %	382,874
Two or more races(Not Hispanic/Latino)	33.6 %	47.1 %	10.8 %	5.6 %	2.8 %	26,645
Age Group						
25 and under	32.7 %	53.6 %	8.7 %	3.8 %	1.2 %	9,720
26-29 years old	32.1 %	52.9 %	9.1 %	4.2 %	1.7 %	21,787
30-39 years old	33.5 %	49.8 %	9.4 %	5.2 %	2.2 %	110,088
40-49 years old	34.9 %	48.3 %	9.4 %	5.1 %	2.3 %	160,318
50-59 years old	37.2 %	48.2 %	8.9 %	4.1 %	1.6 %	172,472
60 or older	39.1 %	47.9 %	8.7 %	3.2 %	1.2 %	92,531
Level of Education						
Less than High School	31.6 %	51.0 %	13.1 %	3.3 %	1.0 %	421
H.S. Diploma/GED or equiv	33.5 %	51.0 %	10.0 %	3.8 %	1.7 %	24,389

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
Trade/Technical Certificate	31.6 %	50.9 %	10.8 %	4.7 %	2.0 %	12,360
Some College(no degree)	34.6 %	49.4 %	10.0 %	4.1 %	1.9 %	69,488
Associate's Degree	33.3 %	49.9 %	10.3 %	4.6 %	2.0 %	41,934
Bachelor's Degree	34.5 %	50.0 %	9.1 %	4.5 %	1.8 %	199,122
Master's Degree	37.4 %	47.3 %	8.6 %	4.8 %	1.9 %	161,890
Doctoral/Professional Degree	40.9 %	45.4 %	7.7 %	4.3 %	1.7 %	64,346
Pay Category						
Federal Wage System	29.4 %	50.9 %	11.7 %	5.5 %	2.5 %	18,162
GS 1-6	31.8 %	51.2 %	10.5 %	4.6 %	2.0 %	29,040
GS 7-12	32.4 %	50.9 %	9.9 %	4.7 %	2.1 %	236,042
GS 13-15	40.2 %	45.9 %	7.9 %	4.3 %	1.6 %	243,324
SES	70.3 %	24.4 %	2.9 %	1.7 %	0.7 %	5,299
SL/ST	51.5 %	37.4 %	6.6 %	3.3 %	1.2 %	2,059
Other	33.6 %	50.4 %	10.0 %	4.2 %	1.7 %	50,444
Time in Federal Government						
< 1 year	36.7 %	50.4 %	8.3 %	3.5 %	1.1 %	17,260
1-3 years	35.5 %	50.2 %	8.8 %	4.1 %	1.4 %	76,265
4-5 years	33.8 %	50.1 %	9.5 %	4.8 %	1.8 %	51,408
6-10 years	34.4 %	49.1 %	9.5 %	5.0 %	2.1 %	94,781
11-14 years	35.3 %	48.8 %	9.2 %	4.8 %	2.0 %	94,776
15-20 years	34.6 %	48.4 %	9.7 %	4.9 %	2.3 %	102,941
> 20 years	37.4 %	47.7 %	9.1 %	4.0 %	1.8 %	146,118
Time with Current Agency						
< 1 year	36.9 %	48.8 %	8.8 %	4.0 %	1.5 %	29,946
1-3 years	35.3 %	49.3 %	9.0 %	4.7 %	1.7 %	111,815
4-5 years	34.4 %	49.5 %	9.4 %	4.8 %	2.0 %	63,312
6-10 years	34.5 %	48.9 %	9.6 %	4.9 %	2.1 %	101,516
11-14 years	35.1 %	49.0 %	9.4 %	4.6 %	2.0 %	84,271
15-20 years	34.6 %	48.8 %	9.6 %	4.8 %	2.2 %	86,309
> 20 years	38.1 %	47.7 %	8.8 %	3.7 %	1.6 %	107,084
Leaving						
No	41.5 %	48.8 %	6.7 %	2.4 %	0.6 %	386,331
Yes, to retire	34.6 %	49.7 %	10.1 %	4.0 %	1.6 %	36,224

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
Yes, to other job in Govt	24.3 %	49.2 %	13.6 %	8.7 %	4.2 %	106,024
Yes, to other job outside Govt	22.3 %	47.4 %	14.8 %	10.1 %	5.3 %	23,561
Yes, other	21.8 %	48.6 %	15.7 %	9.1 %	4.8 %	31,659
Retiring						
Less than 1 year	34.4 %	46.6 %	10.9 %	5.3 %	2.8 %	16,046
1 year	34.0 %	49.5 %	10.4 %	4.4 %	1.7 %	14,913
2 years	36.8 %	49.3 %	9.0 %	3.4 %	1.5 %	30,192
3 years	36.8 %	48.6 %	9.0 %	4.0 %	1.6 %	31,063
4 years	36.5 %	48.8 %	9.3 %	3.9 %	1.5 %	19,072
5 years	35.2 %	48.7 %	9.7 %	4.5 %	1.9 %	44,372
More than 5years	35.5 %	48.9 %	9.1 %	4.6 %	1.9 %	423,173
Transgender						
Yes	27.4 %	43.7 %	13.2 %	9.0 %	6.7 %	2,413
No	35.8 %	48.9 %	9.1 %	4.4 %	1.8 %	556,153
Consider Yourself as						
Straight	36.5 %	46.9 %	9.0 %	5.0 %	2.5 %	14,675
Gay or Lesbian	36.2 %	48.9 %	8.9 %	4.3 %	1.7 %	504,599
Bisexual	34.4 %	48.4 %	9.0 %	5.8 %	2.4 %	11,138
Use different term	27.4 %	47.2 %	13.8 %	7.5 %	4.1 %	15,876
Military Service						
No Prior Military Service	34.9 %	49.9 %	9.2 %	4.4 %	1.7 %	431,474
Currently in Guard/Reserves	33.8 %	47.4 %	9.6 %	5.5 %	3.0 %	7,895
Retired	41.3 %	45.1 %	8.1 %	3.9 %	1.6 %	64,772
Separated/Discharged	33.2 %	48.0 %	10.5 %	5.6 %	2.8 %	79,439
Military Spouse						
Spouse of current active duty service member	36.4 %	46.2 %	9.3 %	6.0 %	2.2 %	6,770
Spouse of separated or retired service member with a disability rating of 100%	36.6 %	47.9 %	9.1 %	4.2 %	2.2 %	12,666
Widow(er) of a service member killed while on active duty	38.9 %	37.8 %	14.7 %	4.7 %	3.9 %	346
None of the categories listed	35.4 %	49.0 %	9.2 %	4.5 %	1.9 %	564,088
NoN-Competitive Hiring Authority						
Yes	38.0 %	45.6 %	8.7 %	5.6 %	2.2 %	2,549
No	36.3 %	47.4 %	9.4 %	4.7 %	2.2 %	17,092

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(26) 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	35.0 %	49.0 %	9.5 %	4.6 %	1.9 %	620,846
Disability						
Yes	35.2 %	45.7 %	10.5 %	5.5 %	3.0 %	96,084
No	35.8 %	49.6 %	8.8 %	4.2 %	1.6 %	473,892

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
Work Location							
Headquarters	22.8 %	38.9 %	19.9 %	11.9 %	6.6 %	169,706	5,282
Field	16.4 %	34.6 %	23.9 %	15.3 %	9.7 %	278,069	11,370
Full-time telework	24.6 %	39.0 %	21.1 %	10.1 %	5.2 %	107,337	7,261
Supervisory Status							
Senior Leader	42.5 %	36.8 %	10.8 %	6.1 %	3.7 %	9,624	58
Manager	27.9 %	40.9 %	15.8 %	10.4 %	5.1 %	39,078	222
Supervisor	20.4 %	40.2 %	20.3 %	12.4 %	6.6 %	78,274	1,078
Team Leader	19.3 %	37.0 %	21.4 %	14.1 %	8.1 %	70,718	1,640
Non-Supervisor	18.1 %	35.4 %	23.8 %	14.0 %	8.7 %	362,730	21,454
Sex							
Male	20.2 %	37.1 %	21.7 %	12.8 %	8.2 %	283,724	9,185
Female	19.3 %	36.4 %	22.9 %	14.0 %	7.4 %	256,606	13,984
Hispanic or Latino							
Yes	19.7 %	33.2 %	23.5 %	13.7 %	9.8 %	62,426	2,971
No	19.8 %	37.3 %	22.0 %	13.3 %	7.7 %	481,013	20,413
Race							
American Indian/Alaska Native	16.9 %	34.8 %	25.8 %	13.1 %	9.4 %	13,965	493
Asian	21.4 %	40.9 %	21.5 %	9.7 %	6.4 %	33,171	1,676
Black/African American	22.0 %	37.6 %	22.6 %	11.0 %	6.9 %	80,222	4,408
Native Hawaiian/Pacific Islander	19.1 %	35.7 %	23.6 %	12.0 %	9.6 %	3,666	120
White	19.5 %	36.7 %	21.8 %	14.1 %	7.9 %	368,506	14,409
Two or more races(Not Hispanic/Latino)	18.0 %	33.7 %	22.9 %	14.6 %	10.8 %	25,511	1,147
Age Group							
25 and under	18.5 %	38.9 %	22.3 %	13.3 %	7.0 %	9,211	506
26-29 years old	17.6 %	36.6 %	22.0 %	15.2 %	8.6 %	20,766	1,027
30-39 years old	19.0 %	35.2 %	21.3 %	15.0 %	9.6 %	105,735	4,352
40-49 years old	19.8 %	35.8 %	21.2 %	14.1 %	9.1 %	154,320	5,982
50-59 years old	20.4 %	37.9 %	22.6 %	12.4 %	6.9 %	165,621	6,859
60 or older	20.5 %	38.5 %	24.5 %	11.1 %	5.5 %	88,011	4,553
Level of Education							
Less than High School	16.3 %	37.4 %	28.8 %	9.8 %	7.6 %	392	27
H.S. Diploma/GED or equiv	17.7 %	35.7 %	26.6 %	12.0 %	8.0 %	23,162	1,230
Trade/Technical Certificate	15.1 %	34.2 %	26.7 %	14.2 %	9.8 %	11,780	576
Some College(no degree)	18.0 %	34.1 %	25.7 %	13.2 %	9.1 %	66,153	3,315
Associate's Degree	17.4 %	34.5 %	25.0 %	14.0 %	9.1 %	40,120	1,816
Bachelor's Degree	19.2 %	37.2 %	22.1 %	13.7 %	7.9 %	190,477	8,634

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
Master's Degree	21.6 %	38.4 %	19.6 %	13.1 %	7.3 %	156,706	5,191
Doctoral/Professional Degree	23.2 %	37.2 %	19.0 %	13.5 %	7.1 %	61,475	2,914
Pay Category							
Federal Wage System	12.6 %	30.1 %	27.3 %	17.0 %	13.0 %	17,561	600
GS 1-6	15.6 %	32.5 %	27.6 %	14.4 %	9.9 %	26,786	2,248
GS 7-12	17.7 %	35.6 %	23.6 %	14.1 %	8.9 %	223,925	12,134
GS 13-15	23.4 %	39.7 %	18.9 %	11.9 %	6.1 %	236,205	7,122
SES	45.6 %	35.1 %	9.7 %	6.7 %	2.8 %	5,284	17
SL/ST	34.0 %	36.1 %	15.8 %	10.4 %	3.8 %	2,033	29
Other	16.8 %	34.4 %	25.1 %	15.0 %	8.7 %	48,275	2,173
Time in Federal Government							
< 1 year	24.2 %	39.6 %	22.1 %	9.3 %	4.8 %	15,870	1,389
1-3 years	20.3 %	36.8 %	22.8 %	13.0 %	7.2 %	72,127	4,120
4-5 years	18.1 %	35.8 %	22.8 %	14.6 %	8.7 %	49,104	2,306
6-10 years	19.0 %	35.4 %	21.9 %	14.7 %	9.1 %	91,081	3,713
11-14 years	19.5 %	36.7 %	21.5 %	13.9 %	8.4 %	91,398	3,414
15-20 years	18.7 %	35.5 %	22.5 %	14.2 %	9.0 %	99,150	3,778
> 20 years	20.3 %	38.1 %	22.5 %	12.1 %	6.9 %	140,497	5,626
Time with Current Agency							
< 1 year	25.5 %	38.7 %	20.9 %	9.7 %	5.2 %	27,739	2,209
1-3 years	20.6 %	36.8 %	21.9 %	13.0 %	7.6 %	106,367	5,423
4-5 years	18.6 %	35.4 %	22.8 %	14.5 %	8.7 %	60,666	2,634
6-10 years	18.8 %	35.6 %	22.0 %	14.6 %	9.1 %	97,803	3,723
11-14 years	18.8 %	36.7 %	22.0 %	14.0 %	8.5 %	81,247	3,049
15-20 years	18.0 %	35.5 %	23.2 %	14.2 %	9.1 %	83,081	3,221
> 20 years	20.2 %	38.5 %	22.6 %	12.0 %	6.6 %	102,990	4,117
Leaving							
No	24.4 %	41.1 %	21.1 %	9.6 %	3.7 %	369,734	16,613
Yes, to retire	17.2 %	37.6 %	25.6 %	12.8 %	6.8 %	34,742	1,483
Yes, to other job in Govt	10.7 %	28.2 %	24.0 %	21.1 %	16.1 %	102,099	3,922
Yes, to other job outside Govt	10.4 %	26.2 %	21.4 %	22.5 %	19.5 %	22,786	778
Yes, other	9.7 %	26.4 %	25.6 %	20.6 %	17.6 %	30,158	1,506
Retiring							
Less than 1 year	16.8 %	34.5 %	24.6 %	14.3 %	9.8 %	15,414	639
1 year	16.7 %	36.5 %	26.1 %	13.1 %	7.6 %	14,269	642
2 years	19.2 %	38.5 %	24.0 %	12.0 %	6.3 %	28,908	1,289
3 years	19.3 %	37.9 %	23.6 %	12.5 %	6.7 %	29,906	1,176

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(27) 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	19.3 %	36.5 %	22.6 %	13.6 %	8.0 %	594,426	26,295
4 years	18.9 %	37.5 %	23.7 %	12.8 %	7.1 %	18,374	708
5 years	18.8 %	37.0 %	22.7 %	13.3 %	8.1 %	42,634	1,748
More than 5 years	20.1 %	36.5 %	21.7 %	13.6 %	8.2 %	405,412	17,749
Transgender							
Yes	14.8 %	26.5 %	22.7 %	16.8 %	19.1 %	2,287	129
No	19.8 %	36.8 %	22.2 %	13.3 %	7.9 %	533,337	22,844
Consider Yourself as							
Straight	20.4 %	35.3 %	20.4 %	14.2 %	9.7 %	14,115	560
Gay or Lesbian	20.1 %	37.1 %	22.2 %	13.1 %	7.6 %	484,075	20,552
Bisexual	18.0 %	34.3 %	21.0 %	16.4 %	10.2 %	10,655	471
Use different term	14.3 %	31.2 %	23.7 %	16.6 %	14.2 %	15,147	737
Military Service							
No Prior Military Service	19.1 %	37.1 %	22.5 %	13.7 %	7.6 %	411,983	19,511
Currently in Guard/Reserves	19.0 %	35.8 %	21.3 %	13.9 %	10.0 %	7,676	214
Retired	23.4 %	38.4 %	20.7 %	11.0 %	6.4 %	63,200	1,597
Separated/Discharged	18.3 %	33.4 %	22.9 %	14.6 %	10.8 %	76,391	3,032
Military Spouse							
Spouse of current active duty service member	20.0 %	33.9 %	20.2 %	16.1 %	9.8 %	6,557	211
Spouse of separated or retired service member with a disability rating of 100%	20.6 %	35.3 %	21.9 %	13.5 %	8.6 %	12,152	521
Widow(er) of a service member killed while on active duty	17.4 %	31.4 %	26.6 %	11.0 %	13.6 %	329	16
None of the categories listed	19.6 %	36.7 %	22.3 %	13.4 %	8.0 %	540,476	23,631
NoN-Competitive Hiring Authority							
Yes	20.6 %	35.9 %	20.8 %	14.7 %	8.0 %	2,462	84
No	20.3 %	34.5 %	21.4 %	14.4 %	9.3 %	16,444	655
Disability							
Yes	19.7 %	32.9 %	21.9 %	14.2 %	11.3 %	92,012	4,081
No	19.7 %	37.6 %	22.3 %	13.2 %	7.2 %	454,490	19,411

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
Work Location							
Headquarters	26.4 %	45.3 %	16.1 %	7.7 %	4.5 %	170,435	4,641
Field	20.6 %	45.2 %	18.9 %	9.3 %	6.0 %	282,234	7,312
Full-time telework	29.2 %	46.3 %	15.7 %	5.6 %	3.3 %	108,727	5,942
Supervisory Status							
Senior Leader	42.0 %	40.0 %	10.6 %	4.9 %	2.6 %	9,628	59
Manager	29.0 %	46.7 %	13.7 %	7.2 %	3.5 %	39,110	218
Supervisor	23.8 %	48.1 %	15.9 %	7.9 %	4.3 %	78,542	838
Team Leader	22.8 %	45.0 %	17.9 %	9.0 %	5.3 %	71,197	1,182
Non-Supervisor	22.8 %	45.0 %	18.5 %	8.3 %	5.5 %	368,439	15,937
Sex							
Male	24.5 %	46.0 %	17.1 %	7.6 %	4.9 %	286,098	6,929
Female	22.8 %	44.9 %	18.1 %	9.0 %	5.2 %	260,501	10,231
Hispanic or Latino							
Yes	23.3 %	42.1 %	19.5 %	8.9 %	6.3 %	63,389	2,032
No	23.8 %	46.0 %	17.2 %	8.1 %	4.9 %	486,316	15,340
Race							
American Indian/Alaska Native	19.0 %	40.3 %	22.7 %	10.6 %	7.3 %	14,089	375
Asian	23.5 %	48.4 %	18.1 %	6.1 %	3.9 %	33,426	1,460
Black/African American	25.4 %	44.7 %	17.7 %	7.1 %	5.1 %	81,047	3,638
Native Hawaiian/Pacific Islander	22.0 %	42.1 %	21.5 %	8.3 %	6.2 %	3,693	89
White	23.9 %	46.1 %	16.9 %	8.3 %	4.8 %	373,018	10,045
Two or more races(Not Hispanic/Latino)	22.4 %	41.6 %	18.9 %	9.8 %	7.2 %	25,824	843
Age Group							
25 and under	24.1 %	49.2 %	16.7 %	6.2 %	3.8 %	9,404	312
26-29 years old	22.4 %	47.5 %	17.0 %	8.3 %	4.8 %	21,122	681
30-39 years old	23.1 %	44.6 %	17.3 %	8.9 %	6.1 %	106,875	3,266
40-49 years old	23.3 %	44.3 %	17.5 %	9.0 %	6.0 %	155,823	4,561
50-59 years old	24.2 %	45.9 %	17.7 %	7.9 %	4.4 %	167,474	5,085
60 or older	24.9 %	47.5 %	17.8 %	6.5 %	3.3 %	89,275	3,326
Level of Education							
Less than High School	21.0 %	43.5 %	27.0 %	4.3 %	4.1 %	405	17
H.S. Diploma/GED or equiv	20.5 %	44.8 %	21.1 %	7.9 %	5.6 %	23,653	735
Trade/Technical Certificate	18.9 %	43.8 %	21.1 %	9.5 %	6.8 %	12,015	338
Some College(no degree)	22.3 %	43.6 %	20.0 %	8.3 %	5.8 %	67,469	2,026
Associate's Degree	21.1 %	43.8 %	19.6 %	9.2 %	6.3 %	40,775	1,179
Bachelor's Degree	23.4 %	46.4 %	17.2 %	8.2 %	4.9 %	193,123	6,072

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
Master's Degree	25.0 %	46.0 %	16.1 %	8.3 %	4.6 %	157,430	4,582
Doctoral/Professional Degree	28.8 %	45.9 %	14.5 %	6.7 %	4.1 %	61,749	2,668
Pay Category							
Federal Wage System	16.2 %	42.1 %	21.9 %	11.4 %	8.5 %	17,880	289
GS 1-6	20.3 %	43.4 %	20.9 %	8.9 %	6.5 %	27,775	1,267
GS 7-12	21.8 %	44.9 %	18.8 %	8.8 %	5.7 %	227,705	8,442
GS 13-15	27.1 %	46.9 %	15.0 %	7.1 %	3.8 %	236,728	6,778
SES	48.0 %	38.9 %	8.0 %	3.6 %	1.5 %	5,284	19
SL/ST	35.0 %	43.9 %	13.9 %	4.8 %	2.4 %	2,030	34
Other	21.3 %	45.3 %	19.4 %	8.8 %	5.2 %	49,102	1,329
Time in Federal Government							
< 1 year	28.9 %	47.5 %	15.6 %	5.2 %	2.8 %	16,282	981
1-3 years	25.0 %	46.2 %	17.0 %	7.5 %	4.3 %	73,463	2,836
4-5 years	22.4 %	45.6 %	17.7 %	8.7 %	5.6 %	49,866	1,565
6-10 years	22.8 %	44.5 %	17.8 %	9.0 %	5.9 %	91,983	2,844
11-14 years	23.3 %	45.3 %	17.4 %	8.6 %	5.4 %	92,169	2,685
15-20 years	22.5 %	44.4 %	18.4 %	9.0 %	5.8 %	100,088	2,891
> 20 years	24.1 %	46.1 %	17.7 %	7.6 %	4.4 %	141,823	4,361
Time with Current Agency							
< 1 year	29.0 %	46.0 %	15.8 %	5.8 %	3.4 %	28,213	1,742
1-3 years	24.8 %	45.6 %	16.9 %	7.8 %	4.8 %	107,832	4,024
4-5 years	22.8 %	44.8 %	18.0 %	8.7 %	5.7 %	61,560	1,778
6-10 years	22.4 %	44.6 %	17.8 %	9.2 %	6.0 %	98,732	2,817
11-14 years	22.8 %	45.4 %	18.0 %	8.6 %	5.2 %	81,975	2,364
15-20 years	21.9 %	44.8 %	18.7 %	9.0 %	5.6 %	84,013	2,345
> 20 years	24.4 %	46.9 %	17.3 %	7.4 %	4.1 %	104,046	3,098
Leaving							
No	28.5 %	48.8 %	15.2 %	5.3 %	2.1 %	374,298	12,192
Yes, to retire	21.2 %	47.5 %	19.4 %	7.8 %	4.1 %	35,167	1,080
Yes, to other job in Govt	14.6 %	38.8 %	21.9 %	14.1 %	10.7 %	103,018	3,065
Yes, to other job outside Govt	14.4 %	37.8 %	20.8 %	14.4 %	12.7 %	22,941	647
Yes, other	13.3 %	36.6 %	23.1 %	14.6 %	12.4 %	30,537	1,136
Retiring							
Less than 1 year	21.1 %	44.3 %	19.7 %	8.6 %	6.3 %	15,597	463
1 year	20.5 %	47.1 %	19.8 %	8.0 %	4.6 %	14,450	475
2 years	22.9 %	47.9 %	17.9 %	7.3 %	4.0 %	29,313	889
3 years	23.3 %	46.7 %	18.1 %	7.9 %	4.1 %	30,172	928

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(28) 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	23.2 %	45.3 %	18.0 %	8.4 %	5.1 %	601,306	19,648
4 years	23.1 %	46.5 %	18.5 %	7.7 %	4.3 %	18,584	502
5 years	22.6 %	45.2 %	18.5 %	8.6 %	5.1 %	43,066	1,336
More than 5 years	24.1 %	45.2 %	17.2 %	8.3 %	5.2 %	410,103	13,255
Transgender							
Yes	19.5 %	34.7 %	21.3 %	11.2 %	13.2 %	2,335	81
No	23.8 %	45.6 %	17.5 %	8.2 %	5.0 %	539,469	16,949
Consider Yourself as							
Straight	24.9 %	43.9 %	16.1 %	8.8 %	6.2 %	14,251	427
Gay or Lesbian	24.0 %	45.8 %	17.4 %	8.0 %	4.8 %	489,640	15,201
Bisexual	23.5 %	44.3 %	16.2 %	9.9 %	6.1 %	10,781	357
Use different term	19.0 %	40.3 %	20.3 %	11.3 %	9.1 %	15,364	532
Military Service							
No Prior Military Service	23.6 %	46.2 %	17.5 %	8.0 %	4.7 %	417,195	14,510
Currently in Guard/Reserves	21.6 %	43.1 %	18.4 %	9.7 %	7.2 %	7,719	184
Retired	25.8 %	44.9 %	16.9 %	7.9 %	4.6 %	63,576	1,234
Separated/Discharged	22.2 %	43.2 %	18.5 %	9.2 %	6.8 %	77,254	2,201
Military Spouse							
Spouse of current active duty service member	23.1 %	41.1 %	17.2 %	11.2 %	7.5 %	6,591	176
Spouse of separated or retired service member with a disability rating of 100%	22.1 %	41.0 %	20.0 %	9.8 %	7.1 %	12,300	370
Widow(er) of a service member killed while on active duty	25.8 %	32.8 %	25.0 %	10.8 %	5.7 %	330	15
None of the categories listed	23.7 %	45.7 %	17.5 %	8.1 %	5.0 %	546,761	17,611
NoN-Competitive Hiring Authority							
Yes	22.7 %	41.3 %	18.3 %	10.4 %	7.2 %	2,481	66
No	22.5 %	40.8 %	19.1 %	10.3 %	7.2 %	16,605	490
Disability							
Yes	23.4 %	40.6 %	18.5 %	9.7 %	7.7 %	93,137	3,002
No	23.7 %	46.6 %	17.3 %	7.9 %	4.5 %	459,652	14,460

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
Work Location							
Headquarters	26.1 %	44.6 %	18.2 %	8.2 %	2.9 %	170,548	4,239
Field	19.4 %	42.2 %	22.2 %	11.5 %	4.7 %	281,165	7,746
Full-time telework	30.3 %	45.1 %	16.4 %	6.1 %	2.1 %	108,357	6,118
Supervisory Status							
Senior Leader	41.8 %	41.1 %	10.7 %	4.6 %	1.8 %	9,613	51
Manager	27.7 %	46.9 %	16.3 %	7.0 %	2.0 %	39,071	191
Supervisor	23.3 %	47.0 %	18.3 %	8.6 %	2.7 %	78,555	665
Team Leader	21.8 %	43.7 %	20.4 %	10.4 %	3.7 %	71,197	1,054
Non-Supervisor	22.4 %	42.3 %	21.0 %	10.0 %	4.2 %	367,083	16,530
Sex							
Male	22.7 %	43.9 %	20.2 %	9.3 %	3.9 %	285,624	6,760
Female	24.1 %	42.9 %	19.7 %	9.9 %	3.4 %	259,809	10,485
Hispanic or Latino							
Yes	23.6 %	39.3 %	21.4 %	10.7 %	5.0 %	63,198	2,081
No	23.2 %	44.1 %	19.8 %	9.4 %	3.5 %	485,380	15,331
Race							
American Indian/Alaska Native	19.2 %	40.2 %	23.6 %	11.8 %	5.2 %	14,056	366
Asian	24.8 %	45.4 %	19.1 %	7.4 %	3.3 %	33,615	1,190
Black/African American	27.3 %	43.9 %	18.0 %	7.4 %	3.3 %	81,022	3,433
Native Hawaiian/Pacific Islander	22.7 %	39.0 %	22.6 %	10.7 %	5.0 %	3,683	86
White	22.5 %	43.7 %	20.1 %	10.0 %	3.6 %	371,903	10,499
Two or more races(Not Hispanic/Latino)	22.2 %	40.2 %	21.2 %	10.8 %	5.5 %	25,723	906
Age Group							
25 and under	23.8 %	42.9 %	19.8 %	10.3 %	3.2 %	9,477	235
26-29 years old	21.7 %	40.4 %	21.2 %	12.2 %	4.5 %	21,194	578
30-39 years old	21.7 %	41.5 %	20.3 %	11.5 %	5.0 %	107,146	2,882
40-49 years old	22.8 %	42.6 %	19.8 %	10.5 %	4.2 %	155,623	4,540
50-59 years old	24.1 %	44.8 %	19.7 %	8.3 %	3.0 %	166,857	5,397
60 or older	24.7 %	46.1 %	20.2 %	6.8 %	2.2 %	88,508	3,676
Level of Education							
Less than High School	22.2 %	44.7 %	22.2 %	6.7 %	4.2 %	397	20
H.S. Diploma/GED or equiv	21.2 %	41.0 %	23.0 %	10.0 %	4.8 %	23,618	697
Trade/Technical Certificate	19.2 %	40.8 %	23.4 %	11.7 %	4.9 %	11,953	378
Some College(no degree)	21.6 %	41.4 %	22.1 %	10.5 %	4.4 %	67,065	2,251
Associate's Degree	20.9 %	41.9 %	21.7 %	11.0 %	4.5 %	40,586	1,257
Bachelor's Degree	22.6 %	43.8 %	20.1 %	9.7 %	3.8 %	192,511	6,316

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
Master's Degree	24.8 %	44.8 %	18.4 %	8.8 %	3.1 %	157,405	4,339
Doctoral/Professional Degree	27.2 %	44.6 %	17.6 %	7.8 %	2.8 %	61,814	2,507
Pay Category							
Federal Wage System	15.6 %	38.6 %	24.1 %	14.9 %	6.9 %	17,819	300
GS 1-6	21.1 %	39.9 %	22.6 %	11.2 %	5.2 %	27,380	1,538
GS 7-12	21.5 %	42.4 %	21.2 %	10.5 %	4.4 %	226,857	8,764
GS 13-15	26.6 %	46.3 %	17.3 %	7.5 %	2.4 %	236,745	6,415
SES	46.7 %	40.1 %	8.8 %	3.5 %	1.0 %	5,276	17
SL/ST	33.9 %	43.8 %	14.4 %	5.9 %	1.9 %	2,033	27
Other	19.5 %	40.8 %	24.3 %	11.2 %	4.2 %	49,037	1,306
Time in Federal Government							
< 1 year	29.4 %	42.7 %	18.2 %	7.2 %	2.6 %	16,459	791
1-3 years	24.2 %	42.4 %	19.8 %	10.0 %	3.6 %	73,484	2,666
4-5 years	21.4 %	41.7 %	21.0 %	11.4 %	4.5 %	49,799	1,538
6-10 years	21.9 %	42.1 %	20.6 %	10.9 %	4.5 %	91,877	2,823
11-14 years	22.6 %	43.9 %	20.1 %	9.7 %	3.8 %	91,860	2,834
15-20 years	21.9 %	43.2 %	20.6 %	10.1 %	4.2 %	99,719	3,055
> 20 years	24.3 %	45.4 %	19.6 %	7.8 %	2.9 %	141,150	4,653
Time with Current Agency							
< 1 year	30.0 %	42.4 %	17.2 %	7.4 %	2.9 %	28,516	1,405
1-3 years	24.5 %	42.5 %	19.5 %	9.8 %	3.7 %	107,852	3,806
4-5 years	21.8 %	41.9 %	20.7 %	11.1 %	4.4 %	61,358	1,884
6-10 years	21.7 %	42.5 %	20.7 %	10.7 %	4.4 %	98,512	2,882
11-14 years	22.2 %	44.0 %	20.5 %	9.7 %	3.6 %	81,607	2,566
15-20 years	21.2 %	43.6 %	21.1 %	10.0 %	4.1 %	83,648	2,512
> 20 years	24.1 %	46.0 %	19.7 %	7.5 %	2.7 %	103,503	3,342
Leaving							
No	27.7 %	46.2 %	17.9 %	6.6 %	1.6 %	374,091	11,723
Yes, to retire	21.2 %	45.8 %	21.9 %	8.1 %	3.0 %	34,946	1,160
Yes, to other job in Govt	14.7 %	37.7 %	24.0 %	15.9 %	7.7 %	102,466	3,414
Yes, to other job outside Govt	13.1 %	36.5 %	23.2 %	17.4 %	9.9 %	22,864	673
Yes, other	13.7 %	36.1 %	25.8 %	15.8 %	8.5 %	30,251	1,359
Retiring							
Less than 1 year	21.4 %	43.4 %	21.8 %	8.8 %	4.6 %	15,483	526
1 year	20.6 %	45.2 %	21.9 %	9.0 %	3.3 %	14,319	536
2 years	22.7 %	46.4 %	20.7 %	7.6 %	2.6 %	29,153	934
3 years	22.6 %	45.6 %	20.7 %	8.2 %	2.9 %	30,033	957

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(29) 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	22.9 %	43.3 %	20.4 %	9.7 %	3.7 %	597,021	19,779
4 years	22.6 %	45.2 %	20.4 %	8.7 %	3.2 %	18,459	569
5 years	22.4 %	44.4 %	20.8 %	8.9 %	3.5 %	42,910	1,393
More than 5years	23.5 %	42.8 %	19.8 %	10.0 %	3.9 %	409,657	13,081
Transgender							
Yes	19.4 %	33.9 %	20.5 %	13.9 %	12.3 %	2,316	90
No	23.3 %	43.5 %	20.0 %	9.5 %	3.7 %	538,383	16,994
Consider Yourself as							
Straight	23.5 %	41.0 %	19.7 %	11.1 %	4.6 %	14,218	440
Gay or Lesbian	23.5 %	43.7 %	19.9 %	9.4 %	3.5 %	488,657	15,218
Bisexual	22.3 %	40.8 %	19.9 %	11.7 %	5.4 %	10,822	306
Use different term	18.7 %	39.2 %	22.7 %	12.2 %	7.1 %	15,243	614
Military Service							
No Prior Military Service	23.0 %	43.7 %	20.2 %	9.6 %	3.6 %	416,111	14,806
Currently in Guard/Reserves	22.4 %	41.6 %	20.4 %	10.8 %	4.8 %	7,729	145
Retired	25.6 %	44.9 %	18.4 %	8.1 %	2.9 %	63,484	1,176
Separated/Discharged	21.5 %	41.1 %	21.2 %	11.0 %	5.2 %	77,041	2,246
Military Spouse							
Spouse of current active duty service member	22.9 %	38.9 %	19.2 %	13.3 %	5.7 %	6,601	161
Spouse of separated or retired service member with a disability rating of 100%	24.7 %	41.9 %	19.3 %	10.1 %	4.0 %	12,238	392
Widow(er) of a service member killed while on active duty	24.7 %	33.4 %	28.6 %	7.1 %	6.1 %	331	11
None of the categories listed	23.1 %	43.5 %	20.2 %	9.5 %	3.7 %	545,465	17,814
NoN-Competitive Hiring Authority							
Yes	24.4 %	38.6 %	19.6 %	12.5 %	4.9 %	2,487	57
No	23.9 %	41.0 %	19.4 %	11.0 %	4.6 %	16,553	502
Disability							
Yes	23.7 %	40.2 %	20.1 %	10.5 %	5.5 %	92,585	3,312
No	23.0 %	44.2 %	20.1 %	9.4 %	3.3 %	459,014	14,248

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
Work Location							
Headquarters	26.4 %	45.8 %	17.4 %	7.6 %	2.8 %	169,025	4,157
Field	19.1 %	43.0 %	22.2 %	11.2 %	4.5 %	277,879	7,934
Full-time telework	29.7 %	45.4 %	16.8 %	6.0 %	2.1 %	107,471	6,088
Supervisory Status							
Senior Leader	42.5 %	41.6 %	10.2 %	4.1 %	1.6 %	9,551	41
Manager	28.0 %	48.0 %	15.2 %	6.7 %	2.0 %	38,661	187
Supervisor	23.3 %	48.1 %	17.9 %	8.2 %	2.6 %	77,721	661
Team Leader	22.1 %	45.2 %	19.6 %	9.7 %	3.4 %	70,556	1,012
Non-Supervisor	22.1 %	43.0 %	21.1 %	9.8 %	4.1 %	363,263	16,676
Sex							
Male	22.8 %	44.7 %	19.7 %	9.0 %	3.8 %	282,621	6,598
Female	23.5 %	43.9 %	19.9 %	9.5 %	3.3 %	257,299	10,709
Hispanic or Latino							
Yes	22.9 %	39.7 %	21.7 %	10.7 %	4.9 %	62,501	2,142
No	23.1 %	45.0 %	19.5 %	9.0 %	3.4 %	480,544	15,342
Race							
American Indian/Alaska Native	18.8 %	40.3 %	24.7 %	11.2 %	5.0 %	13,906	379
Asian	24.3 %	46.0 %	19.5 %	7.2 %	3.1 %	33,472	1,198
Black/African American	26.2 %	44.1 %	18.9 %	7.5 %	3.2 %	80,232	3,523
Native Hawaiian/Pacific Islander	21.7 %	40.7 %	21.8 %	10.6 %	5.1 %	3,659	86
White	22.7 %	44.8 %	19.5 %	9.5 %	3.5 %	367,916	10,488
Two or more races(Not Hispanic/Latino)	21.6 %	41.1 %	21.7 %	10.4 %	5.2 %	25,474	900
Age Group							
25 and under	22.4 %	43.3 %	20.9 %	10.3 %	3.0 %	9,393	254
26-29 years old	21.0 %	42.1 %	20.4 %	12.3 %	4.3 %	21,061	566
30-39 years old	21.6 %	42.9 %	19.6 %	11.1 %	4.8 %	106,458	2,802
40-49 years old	22.7 %	43.6 %	19.6 %	10.1 %	4.1 %	154,294	4,538
50-59 years old	24.0 %	45.4 %	19.8 %	7.8 %	2.9 %	164,695	5,497
60 or older	24.6 %	46.7 %	20.1 %	6.5 %	2.2 %	87,346	3,726
Level of Education							
Less than High School	19.1 %	43.1 %	25.4 %	7.4 %	4.9 %	394	17
H.S. Diploma/GED or equiv	20.4 %	41.5 %	23.7 %	9.8 %	4.6 %	23,225	788
Trade/Technical Certificate	18.3 %	41.0 %	24.7 %	11.1 %	4.8 %	11,750	402
Some College(no degree)	20.9 %	41.7 %	22.8 %	10.3 %	4.3 %	66,122	2,386
Associate's Degree	20.5 %	41.6 %	22.7 %	10.7 %	4.4 %	40,065	1,297
Bachelor's Degree	22.3 %	45.0 %	19.8 %	9.5 %	3.5 %	190,624	6,366

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
Master's Degree	24.9 %	46.1 %	17.6 %	8.4 %	3.0 %	156,046	4,201
Doctoral/Professional Degree	28.6 %	45.4 %	16.2 %	6.9 %	2.8 %	61,490	2,379
Pay Category							
Federal Wage System	15.0 %	39.0 %	25.5 %	14.1 %	6.4 %	17,587	328
GS 1-6	19.5 %	39.7 %	24.1 %	11.5 %	5.2 %	26,941	1,656
GS 7-12	21.0 %	43.3 %	21.3 %	10.2 %	4.2 %	224,271	8,888
GS 13-15	27.1 %	47.3 %	16.4 %	6.9 %	2.3 %	234,706	6,272
SES	48.1 %	40.3 %	7.9 %	2.8 %	0.9 %	5,242	12
SL/ST	35.8 %	44.6 %	12.3 %	5.3 %	2.0 %	2,013	23
Other	19.3 %	42.4 %	23.3 %	11.1 %	3.9 %	48,616	1,270
Time in Federal Government							
< 1 year	28.0 %	44.2 %	18.0 %	7.4 %	2.5 %	16,252	838
1-3 years	23.8 %	42.9 %	20.0 %	9.9 %	3.4 %	72,895	2,609
4-5 years	21.3 %	42.8 %	20.8 %	10.9 %	4.2 %	49,371	1,503
6-10 years	21.7 %	43.3 %	20.2 %	10.5 %	4.3 %	91,068	2,817
11-14 years	22.6 %	44.8 %	19.7 %	9.3 %	3.6 %	90,937	2,828
15-20 years	21.8 %	44.1 %	20.5 %	9.6 %	4.0 %	98,600	3,113
> 20 years	24.4 %	46.1 %	19.3 %	7.4 %	2.8 %	139,456	4,724
Time with Current Agency							
< 1 year	29.1 %	43.1 %	17.6 %	7.4 %	2.9 %	28,228	1,439
1-3 years	24.1 %	42.9 %	19.7 %	9.6 %	3.6 %	106,952	3,706
4-5 years	21.6 %	43.0 %	20.5 %	10.7 %	4.2 %	60,791	1,867
6-10 years	21.6 %	43.7 %	20.3 %	10.2 %	4.2 %	97,527	2,929
11-14 years	22.1 %	45.0 %	20.1 %	9.3 %	3.4 %	80,779	2,573
15-20 years	21.1 %	44.4 %	21.0 %	9.5 %	4.0 %	82,674	2,579
> 20 years	24.3 %	46.9 %	19.1 %	7.1 %	2.6 %	102,278	3,398
Leaving							
No	27.7 %	47.3 %	17.4 %	6.1 %	1.5 %	370,873	11,653
Yes, to retire	21.3 %	46.6 %	21.5 %	7.7 %	2.9 %	34,402	1,192
Yes, to other job in Govt	14.0 %	38.2 %	24.4 %	15.8 %	7.6 %	101,197	3,480
Yes, to other job outside Govt	13.0 %	36.6 %	23.4 %	17.2 %	9.8 %	22,567	687
Yes, other	13.1 %	36.7 %	26.3 %	15.7 %	8.2 %	29,834	1,393
Retiring							
Less than 1 year	21.3 %	44.1 %	21.5 %	8.3 %	4.7 %	15,222	540
1 year	20.5 %	46.3 %	21.4 %	8.6 %	3.2 %	14,095	546
2 years	22.6 %	47.2 %	20.5 %	7.2 %	2.5 %	28,755	953
3 years	22.8 %	46.1 %	20.5 %	7.9 %	2.9 %	29,655	953

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(30) 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	22.6 %	44.2 %	20.2 %	9.3 %	3.6 %	590,802	19,873
4 years	22.6 %	46.0 %	20.2 %	8.2 %	3.0 %	18,223	585
5 years	22.3 %	44.9 %	20.8 %	8.7 %	3.5 %	42,300	1,438
More than 5years	23.3 %	43.8 %	19.6 %	9.6 %	3.7 %	406,069	13,054
Transgender							
Yes	20.1 %	33.3 %	21.5 %	12.8 %	12.4 %	2,288	81
No	23.1 %	44.4 %	19.8 %	9.2 %	3.5 %	532,947	17,086
Consider Yourself as							
Straight	23.9 %	42.5 %	18.6 %	10.3 %	4.6 %	14,085	426
Gay or Lesbian	23.3 %	44.6 %	19.7 %	9.0 %	3.4 %	483,678	15,347
Bisexual	22.6 %	41.4 %	19.2 %	11.7 %	5.1 %	10,771	268
Use different term	18.4 %	39.5 %	22.7 %	12.3 %	7.0 %	15,096	574
Military Service							
No Prior Military Service	22.8 %	44.7 %	20.0 %	9.2 %	3.4 %	412,168	14,852
Currently in Guard/Reserves	22.3 %	42.7 %	19.4 %	10.8 %	4.8 %	7,665	156
Retired	25.9 %	45.4 %	18.1 %	7.7 %	2.8 %	62,630	1,193
Separated/Discharged	21.2 %	41.6 %	21.4 %	10.8 %	5.0 %	76,135	2,253
Military Spouse							
Spouse of current active duty service member	23.4 %	39.4 %	19.2 %	12.3 %	5.7 %	6,567	150
Spouse of separated or retired service member with a disability rating of 100%	24.1 %	41.9 %	20.1 %	10.1 %	3.8 %	12,123	389
Widow(er) of a service member killed while on active duty	25.2 %	34.0 %	25.8 %	8.5 %	6.5 %	325	14
None of the categories listed	22.9 %	44.4 %	19.9 %	9.2 %	3.6 %	539,861	17,906
NoN-Competitive Hiring Authority							
Yes	24.2 %	40.0 %	20.1 %	10.9 %	4.8 %	2,457	56
No	23.8 %	41.0 %	19.8 %	10.9 %	4.5 %	16,428	493
Disability							
Yes	23.5 %	40.5 %	20.2 %	10.4 %	5.4 %	91,476	3,339
No	22.9 %	45.2 %	19.8 %	9.0 %	3.2 %	454,547	14,273

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
Work Location							
Headquarters	22.6 %	40.0 %	23.2 %	10.3 %	3.9 %	168,378	4,714
Field	15.9 %	36.0 %	27.6 %	14.6 %	6.0 %	277,130	8,441
Full-time telework	26.4 %	41.5 %	21.9 %	7.5 %	2.6 %	106,834	6,501
Supervisory Status							
Senior Leader	37.4 %	38.5 %	15.1 %	6.6 %	2.4 %	9,569	41
Manager	22.7 %	40.6 %	22.2 %	11.1 %	3.4 %	38,643	215
Supervisor	18.8 %	40.4 %	24.7 %	12.2 %	3.9 %	77,669	775
Team Leader	18.0 %	37.5 %	26.0 %	13.5 %	5.0 %	70,244	1,222
Non-Supervisor	19.2 %	37.5 %	26.0 %	12.2 %	5.1 %	361,623	17,766
Sex							
Male	19.2 %	37.5 %	26.0 %	12.1 %	5.1 %	281,372	7,766
Female	20.3 %	39.2 %	24.0 %	12.1 %	4.3 %	256,638	10,898
Hispanic or Latino							
Yes	20.7 %	35.3 %	25.2 %	12.7 %	6.1 %	62,337	2,234
No	19.5 %	38.6 %	25.2 %	12.1 %	4.6 %	478,777	16,618
Race							
American Indian/Alaska Native	17.2 %	35.9 %	27.1 %	13.3 %	6.4 %	13,883	347
Asian	22.6 %	42.3 %	23.1 %	8.3 %	3.7 %	33,184	1,361
Black/African American	23.8 %	40.8 %	22.3 %	9.1 %	4.0 %	80,016	3,496
Native Hawaiian/Pacific Islander	20.3 %	35.9 %	25.1 %	12.3 %	6.4 %	3,648	83
White	18.7 %	37.7 %	25.8 %	13.0 %	4.8 %	366,726	11,605
Two or more races(Not Hispanic/Latino)	18.6 %	34.5 %	26.0 %	14.0 %	6.9 %	25,400	931
Age Group							
25 and under	21.1 %	37.9 %	24.0 %	12.5 %	4.5 %	9,318	291
26-29 years old	18.5 %	36.4 %	25.0 %	14.2 %	5.9 %	20,964	605
30-39 years old	18.9 %	36.2 %	24.3 %	14.2 %	6.4 %	105,805	3,181
40-49 years old	19.2 %	36.8 %	25.0 %	13.5 %	5.5 %	153,693	4,942
50-59 years old	20.1 %	39.5 %	25.8 %	10.9 %	3.8 %	164,431	5,823
60 or older	20.9 %	41.6 %	26.4 %	8.5 %	2.7 %	87,120	3,904
Level of Education							
Less than High School	18.0 %	41.8 %	26.7 %	8.8 %	4.7 %	392	20
H.S. Diploma/GED or equiv	18.4 %	37.0 %	26.8 %	12.0 %	5.9 %	23,217	743
Trade/Technical Certificate	15.9 %	35.4 %	28.1 %	14.4 %	6.2 %	11,766	361
Some College(no degree)	18.2 %	36.0 %	27.0 %	13.0 %	5.8 %	66,186	2,239
Associate's Degree	17.7 %	36.1 %	26.7 %	13.7 %	5.8 %	40,030	1,285
Bachelor's Degree	19.1 %	38.3 %	25.5 %	12.5 %	4.7 %	190,001	6,762

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
Master's Degree	21.1 %	39.7 %	23.7 %	11.3 %	4.2 %	155,507	4,731
Doctoral/Professional Degree	22.7 %	39.3 %	24.5 %	10.2 %	3.4 %	60,652	3,091
Pay Category							
Federal Wage System	12.2 %	31.1 %	29.7 %	18.0 %	9.0 %	17,509	351
GS 1-6	18.3 %	35.9 %	26.2 %	13.0 %	6.6 %	26,910	1,607
GS 7-12	18.2 %	37.1 %	26.0 %	13.1 %	5.5 %	223,719	9,121
GS 13-15	22.4 %	40.7 %	23.5 %	10.1 %	3.2 %	233,626	7,374
SES	40.1 %	38.9 %	14.2 %	5.4 %	1.5 %	5,258	16
SL/ST	29.0 %	37.7 %	22.7 %	7.9 %	2.7 %	2,015	26
Other	16.5 %	36.5 %	28.2 %	13.7 %	5.1 %	48,346	1,390
Time in Federal Government							
< 1 year	25.9 %	40.0 %	21.8 %	8.9 %	3.5 %	16,166	896
1-3 years	21.1 %	38.2 %	24.0 %	12.1 %	4.7 %	72,509	2,834
4-5 years	18.6 %	37.0 %	25.1 %	13.8 %	5.5 %	49,151	1,615
6-10 years	18.6 %	36.7 %	25.7 %	13.3 %	5.7 %	90,620	3,000
11-14 years	18.9 %	38.0 %	25.7 %	12.5 %	4.9 %	90,595	3,091
15-20 years	18.1 %	37.3 %	26.2 %	13.2 %	5.3 %	98,327	3,396
> 20 years	20.2 %	39.8 %	25.9 %	10.4 %	3.7 %	139,181	5,073
Time with Current Agency							
< 1 year	26.9 %	39.5 %	20.9 %	9.1 %	3.7 %	28,057	1,544
1-3 years	21.4 %	38.3 %	23.5 %	11.9 %	4.9 %	106,476	4,002
4-5 years	18.7 %	36.9 %	25.3 %	13.6 %	5.5 %	60,550	1,968
6-10 years	18.3 %	36.9 %	26.0 %	13.2 %	5.6 %	97,141	3,124
11-14 years	18.2 %	37.8 %	26.6 %	12.6 %	4.8 %	80,516	2,789
15-20 years	17.3 %	37.3 %	27.0 %	13.2 %	5.1 %	82,412	2,839
> 20 years	19.7 %	40.3 %	26.2 %	10.4 %	3.5 %	102,039	3,689
Leaving							
No	23.8 %	41.7 %	23.5 %	8.9 %	2.2 %	369,273	12,790
Yes, to retire	17.4 %	40.1 %	28.1 %	10.7 %	3.7 %	34,348	1,270
Yes, to other job in Govt	11.8 %	31.1 %	28.4 %	19.0 %	9.8 %	100,952	3,599
Yes, to other job outside Govt	10.4 %	28.9 %	28.0 %	20.5 %	12.3 %	22,471	773
Yes, other	10.7 %	29.2 %	30.4 %	18.9 %	10.8 %	29,797	1,429
Retiring							
Less than 1 year	17.5 %	37.0 %	27.9 %	12.1 %	5.5 %	15,220	592
1 year	16.4 %	39.7 %	28.5 %	11.2 %	4.1 %	14,092	575
2 years	18.7 %	40.8 %	27.3 %	9.9 %	3.2 %	28,664	1,009
3 years	18.5 %	40.4 %	26.6 %	10.9 %	3.6 %	29,634	1,012

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(31) 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	19.3 %	38.0 %	25.6 %	12.3 %	4.8 %	588,588	21,406
4 years	18.8 %	39.3 %	27.1 %	11.0 %	3.8 %	18,189	598
5 years	18.5 %	38.8 %	26.6 %	11.8 %	4.3 %	42,237	1,500
More than 5years	20.0 %	37.6 %	24.8 %	12.6 %	5.0 %	404,290	14,221
Transgender							
Yes	16.4 %	29.6 %	24.4 %	15.7 %	13.9 %	2,295	91
No	19.7 %	38.2 %	25.2 %	12.1 %	4.7 %	531,044	18,404
Consider Yourself as							
Straight	20.3 %	36.4 %	24.3 %	12.9 %	6.0 %	14,042	480
Gay or Lesbian	19.9 %	38.5 %	25.2 %	11.9 %	4.5 %	482,064	16,477
Bisexual	19.3 %	35.1 %	23.9 %	14.9 %	6.8 %	10,690	308
Use different term	15.7 %	32.9 %	27.5 %	15.2 %	8.7 %	15,007	650
Military Service							
No Prior Military Service	19.4 %	38.7 %	25.4 %	12.0 %	4.5 %	410,343	16,074
Currently in Guard/Reserves	18.7 %	36.6 %	24.4 %	14.0 %	6.3 %	7,676	135
Retired	21.8 %	39.4 %	24.2 %	10.8 %	3.8 %	62,672	1,255
Separated/Discharged	18.1 %	34.4 %	26.7 %	14.0 %	6.9 %	75,927	2,427
Military Spouse							
Spouse of current active duty service member	20.1 %	34.7 %	21.8 %	15.4 %	7.9 %	6,532	153
Spouse of separated or retired service member with a disability rating of 100%	21.3 %	37.1 %	23.6 %	12.9 %	5.1 %	12,160	367
Widow(er) of a service member killed while on active duty	22.1 %	34.9 %	23.4 %	13.1 %	6.5 %	331	9
None of the categories listed	19.5 %	38.2 %	25.5 %	12.1 %	4.7 %	537,887	19,366
NoN-Competitive Hiring Authority							
Yes	22.1 %	36.0 %	20.9 %	14.0 %	7.0 %	2,456	57
No	20.6 %	36.2 %	23.4 %	13.8 %	6.0 %	16,435	468
Disability							
Yes	20.3 %	34.8 %	24.7 %	13.1 %	7.1 %	91,290	3,386
No	19.4 %	38.9 %	25.5 %	12.0 %	4.3 %	452,782	15,623

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
Work Location							
Headquarters	39.9 %	42.7 %	11.8 %	3.7 %	1.9 %	168,773	4,486
Field	30.1 %	41.9 %	17.7 %	6.7 %	3.7 %	276,780	9,364
Full-time telework	43.9 %	42.3 %	9.9 %	2.5 %	1.3 %	109,262	4,330
Supervisory Status							
Senior Leader	51.2 %	36.5 %	8.1 %	2.9 %	1.4 %	9,542	58
Manager	39.8 %	42.5 %	11.4 %	4.4 %	1.9 %	38,600	310
Supervisor	35.3 %	43.9 %	13.8 %	4.9 %	2.2 %	77,327	1,140
Team Leader	34.3 %	42.2 %	14.9 %	5.7 %	2.9 %	69,969	1,634
Non-Supervisor	34.6 %	42.1 %	15.2 %	5.1 %	3.0 %	364,876	15,337
Sex							
Male	34.9 %	41.5 %	15.4 %	5.2 %	3.0 %	281,270	8,375
Female	36.3 %	43.2 %	13.4 %	4.8 %	2.3 %	259,062	8,918
Hispanic or Latino							
Yes	33.6 %	38.5 %	17.5 %	6.4 %	4.0 %	62,494	2,144
No	35.7 %	42.8 %	14.1 %	4.9 %	2.5 %	480,950	15,334
Race							
American Indian/Alaska Native	30.5 %	40.5 %	18.0 %	6.7 %	4.3 %	14,039	259
Asian	35.9 %	44.9 %	13.4 %	3.8 %	2.0 %	33,313	1,309
Black/African American	39.7 %	42.3 %	12.1 %	3.7 %	2.2 %	81,325	2,410
Native Hawaiian/Pacific Islander	32.0 %	40.6 %	17.4 %	5.6 %	4.4 %	3,659	84
White	34.9 %	42.3 %	14.8 %	5.3 %	2.7 %	367,156	11,688
Two or more races(Not Hispanic/Latino)	34.1 %	39.6 %	16.4 %	5.7 %	4.2 %	25,532	837
Age Group							
25 and under	34.6 %	40.1 %	17.3 %	5.3 %	2.7 %	9,170	395
26-29 years old	32.8 %	41.4 %	16.6 %	5.9 %	3.3 %	20,654	895
30-39 years old	33.0 %	41.6 %	16.0 %	5.9 %	3.5 %	104,881	4,123
40-49 years old	34.0 %	42.1 %	15.2 %	5.6 %	3.1 %	153,757	5,057
50-59 years old	37.1 %	42.6 %	13.4 %	4.5 %	2.3 %	166,372	4,310
60 or older	38.8 %	43.0 %	12.7 %	3.8 %	1.7 %	88,723	2,679
Level of Education							
Less than High School	29.0 %	41.4 %	20.1 %	5.6 %	4.0 %	393	21
H.S. Diploma/GED or equiv	31.4 %	40.2 %	18.2 %	6.2 %	4.0 %	23,409	647
Trade/Technical Certificate	30.7 %	40.6 %	17.9 %	7.3 %	3.6 %	11,863	316
Some College(no degree)	33.3 %	39.9 %	17.0 %	6.2 %	3.6 %	66,753	1,873
Associate's Degree	32.5 %	41.1 %	16.9 %	5.8 %	3.7 %	40,348	1,084
Bachelor's Degree	35.1 %	42.8 %	14.5 %	5.0 %	2.6 %	190,899	6,167

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
Master's Degree	37.9 %	43.4 %	12.2 %	4.3 %	2.2 %	156,329	4,047
Doctoral/Professional Degree	38.1 %	42.6 %	13.6 %	3.8 %	2.0 %	60,130	3,695
Pay Category							
Federal Wage System	24.7 %	39.0 %	22.0 %	9.0 %	5.3 %	17,463	442
GS 1-6	33.0 %	40.4 %	17.0 %	5.9 %	3.7 %	27,244	1,348
GS 7-12	33.6 %	42.4 %	15.4 %	5.5 %	3.2 %	225,285	8,134
GS 13-15	39.5 %	43.1 %	11.9 %	3.7 %	1.7 %	234,586	6,627
SES	55.7 %	34.5 %	6.9 %	2.0 %	1.0 %	5,235	27
SL/ST	45.3 %	37.6 %	12.1 %	3.2 %	1.9 %	1,938	100
Other	30.7 %	41.4 %	18.1 %	6.6 %	3.2 %	48,154	1,706
Time in Federal Government							
< 1 year	41.3 %	40.7 %	12.8 %	3.6 %	1.6 %	16,281	797
1-3 years	36.9 %	41.3 %	14.6 %	4.8 %	2.4 %	72,418	2,976
4-5 years	34.3 %	41.7 %	15.1 %	5.8 %	3.1 %	49,157	1,670
6-10 years	33.8 %	42.3 %	15.3 %	5.5 %	3.1 %	90,862	2,977
11-14 years	34.9 %	42.7 %	14.4 %	5.1 %	2.8 %	91,026	2,846
15-20 years	33.5 %	42.2 %	15.5 %	5.6 %	3.1 %	98,747	3,161
> 20 years	36.3 %	42.9 %	13.9 %	4.5 %	2.4 %	140,569	3,984
Time with Current Agency							
< 1 year	42.3 %	40.8 %	11.8 %	3.4 %	1.7 %	28,401	1,254
1-3 years	37.3 %	41.5 %	14.0 %	4.7 %	2.5 %	106,718	3,863
4-5 years	34.6 %	41.6 %	15.0 %	5.7 %	3.1 %	60,705	1,940
6-10 years	33.6 %	42.6 %	15.2 %	5.5 %	3.1 %	97,409	3,054
11-14 years	34.1 %	42.8 %	15.0 %	5.2 %	2.8 %	80,822	2,630
15-20 years	32.7 %	42.2 %	16.1 %	5.8 %	3.3 %	82,745	2,697
> 20 years	36.0 %	43.1 %	14.0 %	4.5 %	2.4 %	102,945	2,988
Leaving							
No	40.2 %	42.6 %	12.5 %	3.4 %	1.3 %	371,023	11,549
Yes, to retire	33.2 %	44.3 %	15.2 %	4.8 %	2.5 %	34,777	1,013
Yes, to other job in Govt	26.6 %	41.7 %	18.1 %	8.2 %	5.4 %	101,424	3,367
Yes, to other job outside Govt	24.2 %	39.0 %	19.5 %	9.7 %	7.6 %	22,265	1,037
Yes, other	24.1 %	40.1 %	20.6 %	8.8 %	6.4 %	29,884	1,401
Retiring							
Less than 1 year	32.8 %	42.3 %	15.4 %	5.6 %	3.9 %	15,370	490
1 year	32.7 %	43.9 %	15.6 %	5.1 %	2.8 %	14,289	442
2 years	35.7 %	43.7 %	14.0 %	4.4 %	2.2 %	29,036	798
3 years	35.4 %	43.1 %	14.4 %	4.8 %	2.4 %	29,906	813

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(32) 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	34.9 %	42.3 %	14.9 %	5.1 %	2.8 %	591,319	19,811
4 years	35.4 %	42.3 %	14.8 %	4.9 %	2.5 %	18,370	469
5 years	34.7 %	42.4 %	14.9 %	5.2 %	2.8 %	42,606	1,252
More than 5 years	35.5 %	42.0 %	14.6 %	5.1 %	2.8 %	405,203	13,796
Transgender							
Yes	30.0 %	33.8 %	19.5 %	6.5 %	10.3 %	2,270	106
No	35.5 %	42.3 %	14.5 %	5.0 %	2.7 %	533,422	17,011
Consider Yourself as							
Straight	35.0 %	40.8 %	15.3 %	5.6 %	3.4 %	14,024	469
Gay or Lesbian	35.8 %	42.4 %	14.3 %	4.9 %	2.6 %	484,525	14,958
Bisexual	35.1 %	39.9 %	15.5 %	6.1 %	3.3 %	10,571	428
Use different term	29.0 %	39.3 %	18.7 %	7.3 %	5.8 %	14,975	709
Military Service							
No Prior Military Service	35.1 %	42.7 %	14.6 %	5.0 %	2.6 %	412,210	14,937
Currently in Guard/Reserves	31.5 %	40.4 %	18.0 %	6.2 %	3.8 %	7,630	186
Retired	39.0 %	42.0 %	12.6 %	4.3 %	2.1 %	63,153	921
Separated/Discharged	33.3 %	40.6 %	16.2 %	6.0 %	3.9 %	76,166	2,328
Military Spouse							
Spouse of current active duty service member	36.0 %	40.1 %	13.7 %	6.5 %	3.7 %	6,568	134
Spouse of separated or retired service member with a disability rating of 100%	37.5 %	41.7 %	12.8 %	5.1 %	2.9 %	12,279	270
Widow(er) of a service member killed while on active duty	38.6 %	35.0 %	18.0 %	3.7 %	4.7 %	333	7
None of the categories listed	35.2 %	42.3 %	14.7 %	5.1 %	2.7 %	540,231	17,991
NoN-Competitive Hiring Authority							
Yes	37.3 %	40.2 %	13.6 %	6.0 %	2.9 %	2,475	45
No	36.8 %	41.2 %	13.1 %	5.6 %	3.3 %	16,571	364
Disability							
Yes	37.0 %	39.1 %	14.4 %	5.5 %	4.0 %	92,189	2,764
No	35.0 %	43.0 %	14.6 %	5.0 %	2.5 %	454,231	14,864

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
Work Location							
Headquarters	30.2 %	41.0 %	20.0 %	6.2 %	2.6 %	167,942	6,276
Field	22.1 %	38.1 %	25.7 %	9.5 %	4.6 %	275,979	11,882
Full-time telework	35.5 %	41.7 %	16.9 %	4.2 %	1.8 %	107,951	6,188
Supervisory Status							
Senior Leader	44.7 %	37.1 %	12.5 %	4.0 %	1.7 %	9,576	69
Manager	31.0 %	42.4 %	18.3 %	6.1 %	2.2 %	38,733	403
Supervisor	26.7 %	42.1 %	21.2 %	7.4 %	2.6 %	77,510	1,425
Team Leader	24.7 %	39.4 %	23.7 %	8.5 %	3.6 %	69,817	2,187
Non-Supervisor	26.2 %	38.8 %	23.3 %	7.8 %	3.9 %	361,616	20,678
Sex							
Male	25.8 %	39.3 %	23.4 %	7.7 %	3.8 %	280,771	10,832
Female	28.3 %	40.0 %	21.2 %	7.4 %	3.1 %	256,756	12,395
Hispanic or Latino							
Yes	26.8 %	35.9 %	23.6 %	8.7 %	4.9 %	62,255	2,752
No	26.8 %	40.1 %	22.3 %	7.5 %	3.3 %	478,321	20,733
Race							
American Indian/Alaska Native	23.4 %	37.8 %	24.5 %	9.0 %	5.3 %	13,991	366
Asian	29.4 %	42.7 %	19.8 %	5.4 %	2.7 %	33,048	1,673
Black/African American	32.3 %	40.7 %	18.5 %	5.6 %	2.9 %	80,791	3,347
Native Hawaiian/Pacific Islander	26.8 %	36.7 %	23.6 %	7.8 %	5.1 %	3,657	95
White	25.7 %	39.5 %	23.3 %	8.1 %	3.5 %	365,406	15,733
Two or more races(Not Hispanic/Latino)	25.5 %	36.1 %	24.1 %	9.0 %	5.2 %	25,429	1,107
Age Group							
25 and under	25.3 %	38.4 %	24.6 %	8.2 %	3.5 %	9,137	527
26-29 years old	23.5 %	37.7 %	25.2 %	9.3 %	4.3 %	20,531	1,141
30-39 years old	24.6 %	37.9 %	23.9 %	9.1 %	4.5 %	104,283	5,335
40-49 years old	25.7 %	39.0 %	23.1 %	8.2 %	4.0 %	153,149	6,544
50-59 years old	28.3 %	40.6 %	21.5 %	6.7 %	2.9 %	165,572	6,096
60 or older	30.0 %	41.8 %	20.5 %	5.5 %	2.2 %	88,114	3,739
Level of Education							
Less than High School	23.5 %	42.3 %	22.7 %	6.9 %	4.5 %	398	21
H.S. Diploma/GED or equiv	25.2 %	37.3 %	24.8 %	8.1 %	4.6 %	23,400	811
Trade/Technical Certificate	23.2 %	36.8 %	25.5 %	9.8 %	4.7 %	11,862	420
Some College(no degree)	25.8 %	37.3 %	23.8 %	8.6 %	4.4 %	66,615	2,459
Associate's Degree	24.8 %	37.6 %	24.5 %	8.6 %	4.5 %	40,268	1,426
Bachelor's Degree	26.2 %	40.1 %	22.7 %	7.7 %	3.4 %	189,942	8,244

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
Master's Degree	28.3 %	41.2 %	20.6 %	7.0 %	2.9 %	155,489	5,711
Doctoral/Professional Degree	29.1 %	39.9 %	22.4 %	6.0 %	2.6 %	59,245	4,842
Pay Category							
Federal Wage System	17.2 %	32.9 %	30.6 %	12.6 %	6.7 %	17,465	568
GS 1-6	26.2 %	37.2 %	23.4 %	8.5 %	4.8 %	27,112	1,686
GS 7-12	25.2 %	39.1 %	23.4 %	8.3 %	4.0 %	223,685	11,092
GS 13-15	30.1 %	41.8 %	19.8 %	6.0 %	2.2 %	233,450	8,977
SES	48.5 %	36.4 %	10.8 %	3.3 %	1.1 %	5,242	40
SL/ST	35.8 %	38.1 %	18.8 %	4.7 %	2.6 %	1,930	114
Other	22.5 %	37.5 %	26.8 %	9.1 %	4.1 %	48,017	2,148
Time in Federal Government							
< 1 year	31.8 %	39.7 %	20.3 %	5.8 %	2.4 %	16,077	1,113
1-3 years	27.7 %	39.0 %	22.5 %	7.6 %	3.2 %	71,835	4,056
4-5 years	25.0 %	38.3 %	23.7 %	8.8 %	4.1 %	48,916	2,235
6-10 years	25.2 %	38.6 %	23.5 %	8.5 %	4.1 %	90,490	3,842
11-14 years	26.2 %	39.9 %	22.4 %	7.9 %	3.5 %	90,592	3,769
15-20 years	25.4 %	39.1 %	23.4 %	8.1 %	4.0 %	98,317	4,148
> 20 years	28.1 %	41.0 %	21.5 %	6.4 %	2.9 %	139,843	5,474
Time with Current Agency							
< 1 year	33.3 %	39.4 %	19.2 %	5.6 %	2.5 %	28,029	1,788
1-3 years	28.3 %	39.0 %	22.0 %	7.4 %	3.3 %	105,989	5,294
4-5 years	25.6 %	38.5 %	23.2 %	8.7 %	4.0 %	60,439	2,575
6-10 years	25.1 %	39.0 %	23.3 %	8.5 %	4.0 %	97,061	3,963
11-14 years	25.6 %	39.8 %	23.2 %	7.9 %	3.5 %	80,428	3,447
15-20 years	24.6 %	39.3 %	23.9 %	8.2 %	4.0 %	82,359	3,513
> 20 years	27.6 %	41.4 %	21.8 %	6.4 %	2.8 %	102,416	4,091
Leaving							
No	31.4 %	41.8 %	20.0 %	5.2 %	1.6 %	368,844	15,811
Yes, to retire	25.4 %	41.2 %	23.5 %	6.7 %	3.1 %	34,573	1,356
Yes, to other job in Govt	18.1 %	35.3 %	27.0 %	12.5 %	7.0 %	101,102	4,356
Yes, to other job outside Govt	15.6 %	32.0 %	28.3 %	14.5 %	9.6 %	22,185	1,272
Yes, other	16.2 %	33.7 %	29.2 %	13.0 %	7.9 %	29,665	1,800
Retiring							
Less than 1 year	25.1 %	38.7 %	23.5 %	8.0 %	4.7 %	15,293	636
1 year	25.3 %	40.2 %	23.8 %	7.1 %	3.5 %	14,180	594
2 years	27.0 %	41.8 %	22.4 %	6.3 %	2.6 %	28,931	1,073
3 years	27.0 %	41.6 %	21.8 %	6.8 %	2.8 %	29,798	1,109

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(33) 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	26.4 %	39.5 %	22.9 %	7.7 %	3.5 %	588,105	26,426
4 years	26.6 %	40.9 %	22.3 %	7.0 %	3.2 %	18,306	652
5 years	26.5 %	40.0 %	22.4 %	7.6 %	3.5 %	42,474	1,666
More than 5 years	26.8 %	39.2 %	22.6 %	7.9 %	3.6 %	402,871	18,460
Transgender							
Yes	21.5 %	31.4 %	23.8 %	11.4 %	11.9 %	2,261	125
No	26.9 %	39.6 %	22.4 %	7.6 %	3.4 %	530,570	22,903
Consider Yourself as							
Straight	26.4 %	37.9 %	23.0 %	8.4 %	4.3 %	13,968	637
Gay or Lesbian	27.1 %	39.9 %	22.3 %	7.4 %	3.3 %	481,970	20,227
Bisexual	25.2 %	36.5 %	23.9 %	9.9 %	4.4 %	10,518	559
Use different term	21.7 %	35.1 %	25.8 %	10.2 %	7.3 %	14,889	890
Military Service							
No Prior Military Service	26.4 %	40.0 %	22.8 %	7.5 %	3.3 %	409,269	20,105
Currently in Guard/Reserves	24.1 %	37.1 %	24.9 %	9.1 %	4.8 %	7,641	227
Retired	30.1 %	40.5 %	20.1 %	6.5 %	2.7 %	63,162	1,312
Separated/Discharged	24.8 %	37.2 %	23.9 %	9.1 %	4.9 %	76,051	2,985
Military Spouse							
Spouse of current active duty service member	27.6 %	36.5 %	21.1 %	10.0 %	4.8 %	6,530	197
Spouse of separated or retired service member with a disability rating of 100%	30.3 %	38.2 %	20.1 %	7.7 %	3.7 %	12,238	373
Widow(er) of a service member killed while on active duty	31.0 %	35.2 %	21.4 %	7.2 %	5.2 %	330	13
None of the categories listed	26.5 %	39.6 %	22.7 %	7.6 %	3.5 %	537,304	24,051
NoN-Competitive Hiring Authority							
Yes	30.3 %	35.7 %	21.8 %	8.4 %	3.8 %	2,469	63
No	29.0 %	37.9 %	20.2 %	8.7 %	4.2 %	16,495	516
Disability							
Yes	28.3 %	36.6 %	21.6 %	8.3 %	5.2 %	91,831	3,713
No	26.4 %	40.2 %	22.8 %	7.5 %	3.1 %	451,700	19,954

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
Work Location							
Headquarters	37.6 %	39.7 %	12.7 %	5.3 %	4.7 %	172,801	1,815
Field	28.1 %	40.0 %	16.9 %	7.5 %	7.5 %	284,868	3,943
Full-time telework	42.9 %	38.8 %	11.6 %	3.6 %	3.1 %	111,645	2,757
Supervisory Status							
Senior Leader	47.0 %	35.1 %	10.6 %	4.0 %	3.2 %	9,623	38
Manager	34.2 %	41.1 %	13.5 %	6.0 %	5.1 %	39,082	152
Supervisor	30.9 %	42.6 %	14.4 %	6.6 %	5.6 %	78,723	462
Team Leader	32.2 %	40.3 %	14.7 %	6.7 %	6.1 %	71,636	572
Non-Supervisor	33.5 %	39.1 %	15.2 %	6.1 %	6.1 %	375,938	7,443
Sex							
Male	33.0 %	40.1 %	15.0 %	5.9 %	5.9 %	288,517	3,747
Female	34.2 %	39.3 %	14.2 %	6.4 %	5.8 %	265,832	4,266
Hispanic or Latino							
Yes	31.0 %	36.7 %	17.6 %	7.1 %	7.6 %	64,106	1,109
No	33.8 %	40.2 %	14.3 %	6.0 %	5.7 %	493,448	6,999
Race							
American Indian/Alaska Native	24.9 %	38.4 %	20.8 %	8.0 %	7.8 %	14,196	209
Asian	33.5 %	43.6 %	13.7 %	4.6 %	4.6 %	34,254	538
Black/African American	35.1 %	39.9 %	14.4 %	5.3 %	5.4 %	82,876	1,559
Native Hawaiian/Pacific Islander	30.1 %	36.6 %	18.6 %	7.0 %	7.7 %	3,722	48
White	33.8 %	39.8 %	14.3 %	6.3 %	5.8 %	377,348	4,828
Two or more races(Not Hispanic/Latino)	31.6 %	36.1 %	16.9 %	6.9 %	8.5 %	26,148	450
Age Group							
25 and under	36.0 %	37.5 %	14.8 %	6.2 %	5.5 %	9,505	151
26-29 years old	33.5 %	37.8 %	14.8 %	6.8 %	7.0 %	21,379	312
30-39 years old	33.6 %	37.5 %	14.1 %	7.1 %	7.7 %	108,295	1,487
40-49 years old	33.2 %	39.1 %	14.4 %	6.5 %	6.8 %	157,902	2,151
50-59 years old	33.5 %	41.0 %	15.0 %	5.7 %	4.8 %	169,965	2,309
60 or older	33.2 %	42.7 %	15.8 %	4.9 %	3.4 %	90,656	1,672
Level of Education							
Less than High School	26.8 %	43.7 %	17.9 %	6.0 %	5.6 %	408	10
H.S. Diploma/GED or equiv	27.7 %	38.8 %	19.5 %	6.7 %	7.1 %	23,934	372
Trade/Technical Certificate	26.2 %	39.5 %	18.9 %	7.8 %	7.6 %	12,134	210
Some College(no degree)	29.4 %	38.0 %	18.0 %	7.1 %	7.5 %	68,251	1,072
Associate's Degree	29.0 %	38.9 %	17.8 %	6.9 %	7.3 %	41,158	678
Bachelor's Degree	33.7 %	40.2 %	14.2 %	6.1 %	5.7 %	195,732	2,930

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
Master's Degree	36.2 %	40.7 %	12.6 %	5.5 %	5.0 %	159,587	2,014
Doctoral/Professional Degree	38.7 %	39.2 %	12.0 %	5.5 %	4.6 %	63,297	1,001
Pay Category							
Federal Wage System	21.2 %	37.7 %	22.1 %	9.4 %	9.5 %	17,903	220
GS 1-6	28.3 %	37.7 %	18.9 %	7.3 %	7.8 %	28,129	776
GS 7-12	31.5 %	39.5 %	15.7 %	6.6 %	6.7 %	231,427	4,101
GS 13-15	38.4 %	41.0 %	11.7 %	4.8 %	4.0 %	240,187	2,794
SES	50.9 %	33.1 %	9.4 %	3.9 %	2.6 %	5,275	13
SL/ST	42.2 %	37.6 %	13.8 %	4.1 %	2.3 %	2,035	20
Other	28.1 %	38.3 %	18.1 %	7.9 %	7.6 %	49,597	702
Time in Federal Government							
< 1 year	41.0 %	38.2 %	13.1 %	4.2 %	3.5 %	16,864	345
1-3 years	36.4 %	38.6 %	14.2 %	5.6 %	5.3 %	74,752	1,265
4-5 years	32.5 %	38.7 %	15.4 %	6.8 %	6.7 %	50,540	717
6-10 years	32.1 %	39.0 %	15.0 %	6.9 %	7.0 %	93,154	1,441
11-14 years	32.7 %	40.2 %	14.5 %	6.4 %	6.2 %	93,283	1,332
15-20 years	31.0 %	39.9 %	15.8 %	6.7 %	6.7 %	101,265	1,495
> 20 years	33.4 %	41.2 %	14.8 %	5.7 %	4.9 %	143,866	2,037
Time with Current Agency							
< 1 year	41.7 %	37.8 %	12.4 %	4.2 %	3.8 %	29,284	589
1-3 years	36.3 %	38.6 %	13.9 %	5.7 %	5.5 %	109,745	1,725
4-5 years	32.6 %	38.6 %	15.5 %	6.7 %	6.6 %	62,260	893
6-10 years	31.6 %	39.4 %	15.2 %	6.9 %	6.9 %	99,807	1,489
11-14 years	31.7 %	40.6 %	15.0 %	6.6 %	6.2 %	82,913	1,212
15-20 years	29.9 %	40.3 %	16.2 %	6.8 %	6.8 %	84,973	1,230
> 20 years	33.3 %	41.7 %	14.7 %	5.6 %	4.7 %	105,428	1,506
Leaving							
No	39.7 %	41.4 %	12.5 %	3.9 %	2.5 %	380,403	5,152
Yes, to retire	29.0 %	43.4 %	17.0 %	6.1 %	4.5 %	35,592	558
Yes, to other job in Govt	21.8 %	36.6 %	18.8 %	10.6 %	12.2 %	104,038	1,754
Yes, to other job outside Govt	20.3 %	34.5 %	17.8 %	11.7 %	15.7 %	23,108	401
Yes, other	19.3 %	33.6 %	21.3 %	11.2 %	14.6 %	30,867	733
Retiring							
Less than 1 year	28.8 %	40.0 %	17.5 %	6.8 %	6.9 %	15,750	270
1 year	28.5 %	42.4 %	16.9 %	6.7 %	5.5 %	14,643	238
2 years	31.3 %	43.0 %	15.8 %	5.5 %	4.5 %	29,697	418
3 years	31.4 %	42.1 %	15.7 %	5.9 %	4.9 %	30,613	418

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(34) 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	32.8 %	39.8 %	15.2 %	6.3 %	6.0 %	606,904	9,368
4 years	31.5 %	41.5 %	15.8 %	6.2 %	4.9 %	18,785	251
5 years	30.8 %	41.0 %	16.1 %	6.3 %	5.8 %	43,696	645
More than 5 years	34.3 %	39.1 %	14.3 %	6.2 %	6.1 %	416,049	6,202
Transgender							
Yes	27.0 %	31.7 %	16.4 %	9.4 %	15.5 %	2,339	57
No	33.5 %	39.8 %	14.7 %	6.1 %	5.8 %	547,216	7,854
Consider Yourself as							
Straight	33.7 %	37.0 %	14.6 %	7.1 %	7.6 %	14,432	207
Gay or Lesbian	33.8 %	40.1 %	14.6 %	6.0 %	5.6 %	496,693	6,969
Bisexual	35.6 %	35.3 %	13.7 %	7.6 %	7.8 %	10,949	149
Use different term	26.9 %	36.0 %	17.6 %	8.6 %	10.8 %	15,478	341
Military Service							
No Prior Military Service	33.5 %	39.9 %	14.5 %	6.3 %	5.8 %	423,844	6,730
Currently in Guard/Reserves	31.7 %	38.1 %	14.9 %	7.2 %	8.0 %	7,799	81
Retired	34.8 %	41.1 %	14.9 %	5.0 %	4.2 %	64,007	663
Separated/Discharged	31.1 %	38.3 %	16.2 %	6.8 %	7.6 %	78,122	1,144
Military Spouse							
Spouse of current active duty service member	35.3 %	36.5 %	13.5 %	7.2 %	7.5 %	6,688	66
Spouse of separated or retired service member with a disability rating of 100%	33.3 %	38.2 %	14.6 %	6.9 %	6.9 %	12,493	151
Widow(er) of a service member killed while on active duty	30.1 %	33.9 %	19.9 %	6.9 %	9.3 %	337	7
None of the categories listed	33.2 %	39.9 %	14.9 %	6.2 %	5.9 %	554,552	8,383
NoN-Competitive Hiring Authority							
Yes	34.0 %	38.2 %	13.3 %	7.3 %	7.3 %	2,515	27
No	34.1 %	37.5 %	14.4 %	6.9 %	7.2 %	16,866	195
Disability							
Yes	32.7 %	36.0 %	15.6 %	7.1 %	8.6 %	94,332	1,554
No	33.5 %	40.6 %	14.6 %	6.0 %	5.3 %	466,335	6,613

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
Work Location							
Headquarters	23.2 %	43.2 %	16.0 %	10.9 %	6.7 %	171,069	3,861
Field	16.3 %	39.4 %	19.0 %	14.9 %	10.4 %	283,049	6,305
Full-time telework	25.6 %	44.4 %	15.7 %	9.1 %	5.2 %	110,568	4,033
Supervisory Status							
Senior Leader	43.0 %	41.1 %	8.4 %	4.3 %	3.2 %	9,621	52
Manager	27.2 %	46.8 %	12.4 %	9.0 %	4.6 %	39,084	211
Supervisor	20.7 %	45.7 %	16.2 %	11.0 %	6.3 %	78,605	728
Team Leader	17.7 %	41.3 %	18.1 %	14.0 %	9.0 %	71,303	989
Non-Supervisor	18.8 %	40.0 %	18.5 %	13.4 %	9.3 %	371,688	12,468
Sex							
Male	20.4 %	41.4 %	17.5 %	12.1 %	8.7 %	287,339	5,471
Female	19.6 %	41.8 %	17.5 %	13.4 %	7.8 %	262,506	8,043
Hispanic or Latino							
Yes	19.9 %	37.2 %	18.8 %	13.6 %	10.5 %	63,798	1,597
No	20.0 %	42.2 %	17.3 %	12.5 %	8.1 %	489,219	12,074
Race							
American Indian/Alaska Native	15.7 %	35.4 %	22.1 %	15.1 %	11.8 %	14,064	387
Asian	23.7 %	44.6 %	17.0 %	8.4 %	6.3 %	33,980	888
Black/African American	24.0 %	42.9 %	16.2 %	9.9 %	6.9 %	82,022	2,574
Native Hawaiian/Pacific Islander	19.7 %	38.3 %	20.2 %	11.7 %	10.1 %	3,701	77
White	19.2 %	41.7 %	17.3 %	13.3 %	8.4 %	374,450	8,359
Two or more races(Not Hispanic/Latino)	18.2 %	37.4 %	18.8 %	14.2 %	11.3 %	25,955	694
Age Group							
25 and under	21.3 %	43.2 %	17.1 %	11.9 %	6.4 %	9,519	190
26-29 years old	18.7 %	40.8 %	17.3 %	14.3 %	8.8 %	21,374	414
30-39 years old	18.4 %	39.2 %	17.5 %	14.4 %	10.5 %	107,786	2,253
40-49 years old	19.2 %	40.2 %	17.3 %	13.7 %	9.7 %	156,662	3,599
50-59 years old	20.9 %	42.9 %	17.6 %	11.6 %	7.1 %	168,001	4,455
60 or older	22.3 %	44.5 %	17.7 %	9.9 %	5.6 %	89,868	2,682
Level of Education							
Less than High School	23.4 %	37.9 %	20.4 %	9.5 %	8.7 %	399	21
H.S. Diploma/GED or equiv	17.7 %	37.8 %	20.3 %	14.1 %	10.1 %	23,757	642
Trade/Technical Certificate	15.2 %	36.9 %	20.4 %	16.0 %	11.5 %	12,037	315
Some College(no degree)	17.8 %	37.8 %	20.0 %	14.0 %	10.4 %	67,656	1,806
Associate's Degree	17.5 %	38.3 %	19.2 %	14.6 %	10.4 %	40,858	1,068
Bachelor's Degree	19.5 %	41.9 %	17.5 %	12.8 %	8.3 %	194,353	4,700

2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
Master's Degree	22.1 %	43.9 %	16.0 %	11.1 %	7.0 %	158,071	3,767
Doctoral/Professional Degree	22.9 %	44.3 %	14.9 %	11.3 %	6.6 %	62,804	1,565
Pay Category							
Federal Wage System	12.2 %	33.4 %	21.3 %	18.1 %	15.1 %	17,888	282
GS 1-6	17.3 %	36.8 %	20.4 %	14.7 %	10.7 %	27,933	1,082
GS 7-12	18.1 %	39.5 %	18.6 %	13.9 %	9.8 %	229,368	6,623
GS 13-15	23.4 %	45.5 %	15.3 %	10.1 %	5.7 %	238,151	5,148
SES	49.3 %	39.5 %	5.6 %	3.8 %	1.8 %	5,280	17
SL/ST	32.9 %	43.5 %	12.5 %	7.7 %	3.4 %	2,038	20
Other	16.3 %	39.8 %	19.8 %	14.8 %	9.3 %	49,215	1,188
Time in Federal Government							
< 1 year	28.6 %	44.1 %	16.0 %	8.0 %	3.3 %	16,305	953
1-3 years	22.7 %	42.3 %	17.0 %	11.5 %	6.6 %	74,211	2,010
4-5 years	18.9 %	40.6 %	17.7 %	13.6 %	9.2 %	50,237	1,147
6-10 years	18.2 %	39.8 %	18.0 %	14.1 %	9.9 %	92,763	2,006
11-14 years	18.7 %	41.1 %	17.7 %	13.4 %	9.1 %	92,630	2,126
15-20 years	18.1 %	40.1 %	18.1 %	13.9 %	9.8 %	100,566	2,367
> 20 years	20.4 %	43.0 %	17.5 %	11.6 %	7.5 %	142,313	3,795
Time with Current Agency							
< 1 year	28.9 %	43.6 %	15.7 %	7.9 %	3.9 %	27,985	1,965
1-3 years	22.8 %	42.0 %	16.9 %	11.3 %	6.9 %	108,732	3,014
4-5 years	18.9 %	40.2 %	17.9 %	13.7 %	9.3 %	62,035	1,254
6-10 years	17.7 %	40.0 %	17.8 %	14.3 %	10.1 %	99,538	1,951
11-14 years	17.8 %	41.0 %	18.2 %	13.7 %	9.4 %	82,494	1,764
15-20 years	17.3 %	40.0 %	18.5 %	14.3 %	10.0 %	84,432	1,867
> 20 years	20.1 %	43.6 %	17.4 %	11.6 %	7.3 %	104,512	2,577
Leaving							
No	25.1 %	45.9 %	16.0 %	9.0 %	4.1 %	376,798	9,426
Yes, to retire	18.3 %	43.9 %	19.0 %	11.8 %	7.1 %	35,310	913
Yes, to other job in Govt	10.0 %	32.9 %	20.4 %	20.0 %	16.7 %	103,423	2,577
Yes, to other job outside Govt	8.6 %	29.5 %	19.3 %	21.8 %	20.8 %	23,093	482
Yes, other	9.0 %	29.8 %	21.8 %	20.8 %	18.6 %	30,706	946
Retiring							
Less than 1 year	17.9 %	40.5 %	18.9 %	12.7 %	10.0 %	15,609	435
1 year	17.8 %	42.9 %	18.5 %	12.6 %	8.1 %	14,497	412
2 years	20.1 %	44.6 %	17.9 %	11.0 %	6.4 %	29,384	800
3 years	20.1 %	43.1 %	18.1 %	11.8 %	6.9 %	30,321	771

2023 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	19.6 %	41.3 %	17.8 %	12.9 %	8.5 %	598,445	15,522
4 years	19.5 %	42.6 %	17.9 %	12.1 %	8.0 %	18,644	436
5 years	18.8 %	41.8 %	18.2 %	12.7 %	8.4 %	43,270	1,116
More than 5 years	20.1 %	41.0 %	17.4 %	12.9 %	8.6 %	412,849	10,166
Transgender							
Yes	15.1 %	31.0 %	18.1 %	15.5 %	20.2 %	2,344	68
No	20.1 %	41.6 %	17.4 %	12.6 %	8.3 %	542,730	13,315
Consider Yourself as							
Straight	20.5 %	40.1 %	16.2 %	13.6 %	9.6 %	14,378	289
Gay or Lesbian	20.4 %	41.9 %	17.4 %	12.4 %	8.0 %	492,580	11,903
Bisexual	18.8 %	39.5 %	17.1 %	15.0 %	9.7 %	10,914	222
Use different term	14.1 %	35.4 %	19.8 %	16.4 %	14.3 %	15,360	532
Military Service							
No Prior Military Service	19.1 %	41.8 %	17.7 %	13.1 %	8.2 %	420,418	10,955
Currently in Guard/Reserves	19.6 %	41.1 %	17.7 %	12.0 %	9.5 %	7,733	161
Retired	24.5 %	43.0 %	16.3 %	9.9 %	6.3 %	63,469	1,297
Separated/Discharged	18.6 %	38.1 %	18.4 %	13.9 %	11.1 %	77,460	1,950
Military Spouse							
Spouse of current active duty service member	19.2 %	38.0 %	17.2 %	15.5 %	10.1 %	6,598	166
Spouse of separated or retired service member with a disability rating of 100%	20.8 %	38.4 %	17.8 %	13.2 %	9.9 %	12,302	354
Widow(er) of a service member killed while on active duty	16.9 %	36.3 %	21.9 %	11.3 %	13.6 %	336	9
None of the categories listed	19.8 %	41.5 %	17.6 %	12.7 %	8.4 %	550,121	13,837
NoN-Competitive Hiring Authority							
Yes	21.1 %	37.6 %	17.4 %	14.7 %	9.3 %	2,481	65
No	20.0 %	38.3 %	17.7 %	13.9 %	10.2 %	16,619	461
Disability							
Yes	20.1 %	36.6 %	17.7 %	13.8 %	11.7 %	93,441	2,647
No	19.9 %	42.6 %	17.5 %	12.4 %	7.6 %	462,649	11,118

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
Work Location							
Headquarters	39.6 %	42.9 %	10.1 %	4.5 %	2.9 %	170,110	4,883
Field	29.0 %	45.2 %	12.6 %	7.6 %	5.6 %	285,448	3,982
Full-time telework	44.0 %	40.7 %	10.5 %	2.7 %	2.1 %	107,130	7,477
Supervisory Status							
Senior Leader	58.7 %	32.8 %	5.0 %	2.1 %	1.4 %	9,604	78
Manager	47.1 %	41.3 %	6.7 %	3.2 %	1.8 %	38,973	337
Supervisor	38.2 %	45.2 %	9.2 %	4.6 %	2.8 %	78,133	1,197
Team Leader	33.6 %	44.5 %	11.5 %	6.3 %	4.2 %	70,549	1,793
Non-Supervisor	32.1 %	44.0 %	12.7 %	6.5 %	4.7 %	371,112	13,120
Sex							
Male	36.6 %	43.1 %	10.7 %	5.5 %	4.2 %	287,250	5,671
Female	32.2 %	45.0 %	12.4 %	6.3 %	4.0 %	260,851	9,740
Hispanic or Latino							
Yes	31.4 %	41.0 %	13.4 %	7.7 %	6.6 %	63,920	1,488
No	35.2 %	44.4 %	11.1 %	5.6 %	3.7 %	487,284	14,143
Race							
American Indian/Alaska Native	26.2 %	45.3 %	15.3 %	7.4 %	5.9 %	14,206	247
Asian	36.9 %	45.3 %	10.6 %	4.2 %	3.0 %	33,742	1,122
Black/African American	34.7 %	43.6 %	12.1 %	5.4 %	4.1 %	81,671	2,978
Native Hawaiian/Pacific Islander	30.2 %	44.4 %	13.8 %	5.8 %	5.7 %	3,714	70
White	35.5 %	44.0 %	10.8 %	5.9 %	3.9 %	373,380	9,530
Two or more races(Not Hispanic/Latino)	30.6 %	41.7 %	13.7 %	7.5 %	6.4 %	25,858	800
Age Group							
25 and under	36.0 %	43.0 %	11.5 %	5.9 %	3.6 %	9,499	211
26-29 years old	31.8 %	43.3 %	12.3 %	7.3 %	5.2 %	21,261	529
30-39 years old	32.7 %	42.1 %	12.1 %	7.5 %	5.6 %	106,854	3,239
40-49 years old	33.8 %	43.3 %	11.8 %	6.3 %	4.8 %	155,702	4,620
50-59 years old	35.6 %	45.2 %	10.9 %	5.1 %	3.2 %	167,853	4,628
60 or older	37.9 %	45.4 %	10.4 %	4.0 %	2.3 %	90,293	2,267
Level of Education							
Less than High School	32.1 %	41.2 %	14.3 %	8.1 %	4.3 %	413	6
H.S. Diploma/GED or equiv	27.6 %	45.6 %	14.3 %	6.9 %	5.6 %	24,001	381
Trade/Technical Certificate	26.5 %	46.4 %	14.1 %	7.3 %	5.7 %	12,174	185
Some College(no degree)	29.3 %	44.1 %	13.7 %	7.3 %	5.6 %	68,175	1,296
Associate's Degree	29.6 %	45.4 %	12.8 %	7.1 %	5.1 %	41,204	737
Bachelor's Degree	33.9 %	44.6 %	11.4 %	5.9 %	4.2 %	193,994	5,122

2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
Master's Degree	39.1 %	43.0 %	9.9 %	4.9 %	3.1 %	156,642	5,283
Doctoral/Professional Degree	43.1 %	40.5 %	9.3 %	4.4 %	2.7 %	61,485	2,883
Pay Category							
Federal Wage System	23.9 %	45.7 %	14.5 %	9.3 %	6.6 %	18,015	143
GS 1-6	27.5 %	44.4 %	14.6 %	7.7 %	5.9 %	28,470	561
GS 7-12	30.8 %	44.8 %	12.4 %	6.8 %	5.2 %	230,233	5,824
GS 13-15	41.7 %	42.6 %	9.5 %	3.9 %	2.3 %	234,535	8,807
SES	66.2 %	27.4 %	3.9 %	1.5 %	1.0 %	5,263	36
SL/ST	55.3 %	36.0 %	4.9 %	2.3 %	1.5 %	2,023	40
Other	29.8 %	44.6 %	13.3 %	7.5 %	4.7 %	49,386	1,056
Time in Federal Government							
< 1 year	41.8 %	42.4 %	9.8 %	3.8 %	2.2 %	16,594	656
1-3 years	36.7 %	43.3 %	11.1 %	5.5 %	3.4 %	73,819	2,434
4-5 years	32.8 %	43.9 %	11.9 %	6.8 %	4.7 %	50,118	1,304
6-10 years	33.4 %	42.9 %	12.1 %	6.8 %	4.8 %	92,191	2,608
11-14 years	34.3 %	43.7 %	11.7 %	5.9 %	4.4 %	92,058	2,739
15-20 years	32.5 %	44.2 %	12.0 %	6.4 %	5.0 %	100,135	2,807
> 20 years	35.0 %	45.1 %	11.3 %	5.1 %	3.5 %	142,233	3,894
Time with Current Agency							
< 1 year	42.3 %	42.2 %	9.7 %	3.7 %	2.1 %	28,584	1,345
1-3 years	37.1 %	43.2 %	11.0 %	5.3 %	3.5 %	107,856	3,947
4-5 years	33.5 %	43.4 %	11.9 %	6.5 %	4.6 %	61,737	1,598
6-10 years	32.8 %	43.2 %	12.3 %	6.8 %	4.9 %	98,883	2,633
11-14 years	33.2 %	44.5 %	11.8 %	6.1 %	4.5 %	82,035	2,260
15-20 years	31.3 %	44.5 %	12.4 %	6.7 %	5.1 %	84,226	2,089
> 20 years	35.0 %	45.4 %	10.9 %	5.1 %	3.6 %	104,514	2,581
Leaving							
No	40.3 %	44.1 %	9.5 %	4.1 %	2.1 %	376,236	10,110
Yes, to retire	32.7 %	47.1 %	11.5 %	5.1 %	3.6 %	35,410	820
Yes, to other job in Govt	24.3 %	43.4 %	15.1 %	9.2 %	7.9 %	102,403	3,642
Yes, to other job outside Govt	22.7 %	40.4 %	15.5 %	11.1 %	10.3 %	22,891	685
Yes, other	19.7 %	42.1 %	17.7 %	10.9 %	9.6 %	30,493	1,152
Retiring							
Less than 1 year	32.4 %	44.6 %	12.0 %	6.0 %	5.0 %	15,661	392
1 year	31.9 %	46.9 %	11.5 %	5.6 %	4.0 %	14,537	366
2 years	34.7 %	46.3 %	10.8 %	4.9 %	3.4 %	29,504	690
3 years	34.6 %	45.7 %	11.2 %	5.2 %	3.2 %	30,373	722

2023 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	34.1 %	44.0 %	11.7 %	6.0 %	4.2 %	596,563	17,579
4 years	34.4 %	45.2 %	10.9 %	5.8 %	3.8 %	18,617	456
5 years	32.8 %	45.0 %	12.2 %	5.9 %	4.1 %	43,273	1,109
More than 5 years	34.9 %	43.3 %	11.5 %	6.0 %	4.3 %	410,701	12,471
Transgender							
Yes	25.9 %	36.5 %	14.2 %	10.5 %	12.9 %	2,342	69
No	34.8 %	43.9 %	11.4 %	5.8 %	4.1 %	541,047	15,146
Consider Yourself as							
Straight	35.7 %	40.6 %	11.6 %	7.2 %	4.9 %	14,224	445
Gay or Lesbian	35.3 %	44.1 %	11.1 %	5.6 %	3.9 %	491,285	13,344
Bisexual	32.8 %	41.1 %	12.2 %	8.3 %	5.6 %	10,816	326
Use different term	25.3 %	40.5 %	15.7 %	9.6 %	9.0 %	15,307	578
Military Service							
No Prior Military Service	33.6 %	44.0 %	11.9 %	6.2 %	4.3 %	418,127	13,386
Currently in Guard/Reserves	36.0 %	42.8 %	10.5 %	5.9 %	4.7 %	7,774	123
Retired	40.5 %	44.2 %	9.0 %	3.9 %	2.4 %	63,738	1,051
Separated/Discharged	32.3 %	43.4 %	12.4 %	6.6 %	5.4 %	77,554	1,861
Military Spouse							
Spouse of current active duty service member	34.0 %	43.3 %	12.1 %	6.1 %	4.5 %	6,535	232
Spouse of separated or retired service member with a disability rating of 100%	33.7 %	44.0 %	12.6 %	5.4 %	4.4 %	12,302	351
Widow(er) of a service member killed while on active duty	29.2 %	40.9 %	16.1 %	6.5 %	7.2 %	337	7
None of the categories listed	34.5 %	43.9 %	11.5 %	5.9 %	4.2 %	548,275	15,854
NoN-Competitive Hiring Authority							
Yes	34.1 %	46.2 %	11.6 %	4.9 %	3.2 %	2,475	71
No	33.7 %	43.1 %	12.7 %	5.8 %	4.7 %	16,563	516
Disability							
Yes	33.5 %	40.9 %	12.5 %	7.0 %	6.2 %	93,223	2,886
No	34.9 %	44.6 %	11.2 %	5.6 %	3.7 %	461,060	12,851

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
Work Location							
Headquarters	34.8 %	48.1 %	11.3 %	4.0 %	1.9 %	172,177	2,796
Field	26.3 %	49.0 %	14.8 %	5.9 %	4.0 %	284,871	4,602
Full-time telework	36.8 %	47.9 %	10.6 %	3.0 %	1.6 %	111,609	3,006
Supervisory Status							
Senior Leader	53.5 %	36.7 %	6.1 %	2.3 %	1.4 %	9,650	26
Manager	37.3 %	45.6 %	10.1 %	4.7 %	2.3 %	39,176	127
Supervisor	31.1 %	49.3 %	12.0 %	5.1 %	2.6 %	78,794	545
Team Leader	29.0 %	49.5 %	13.2 %	5.5 %	2.9 %	71,454	893
Non-Supervisor	29.5 %	48.9 %	13.8 %	4.8 %	3.2 %	375,198	9,044
Sex							
Male	31.6 %	47.3 %	12.6 %	5.1 %	3.4 %	288,753	4,164
Female	29.7 %	50.4 %	13.4 %	4.3 %	2.1 %	265,029	5,581
Hispanic or Latino							
Yes	30.0 %	45.8 %	14.8 %	5.2 %	4.2 %	64,379	1,033
No	30.8 %	49.1 %	12.7 %	4.7 %	2.7 %	492,505	8,934
Race							
American Indian/Alaska Native	23.2 %	46.5 %	20.1 %	6.1 %	4.1 %	14,212	246
Asian	32.4 %	50.2 %	12.0 %	3.2 %	2.2 %	34,202	669
Black/African American	34.4 %	47.9 %	12.4 %	3.1 %	2.1 %	82,928	1,714
Native Hawaiian/Pacific Islander	29.0 %	47.6 %	15.3 %	4.0 %	4.1 %	3,732	50
White	30.5 %	48.9 %	12.6 %	5.1 %	2.9 %	376,799	6,100
Two or more races(Not Hispanic/Latino)	28.1 %	47.0 %	15.0 %	5.7 %	4.1 %	26,083	586
Age Group							
25 and under	33.5 %	51.0 %	11.0 %	2.9 %	1.7 %	9,588	126
26-29 years old	28.7 %	51.1 %	13.1 %	4.2 %	2.8 %	21,461	333
30-39 years old	28.2 %	48.6 %	13.7 %	5.7 %	3.8 %	108,272	1,818
40-49 years old	29.1 %	48.0 %	13.7 %	5.6 %	3.6 %	157,560	2,785
50-59 years old	32.1 %	48.6 %	12.6 %	4.3 %	2.4 %	169,525	2,971
60 or older	34.8 %	48.7 %	11.6 %	3.4 %	1.5 %	90,685	1,846
Level of Education							
Less than High School	27.9 %	46.0 %	19.8 %	3.3 %	3.1 %	407	15
H.S. Diploma/GED or equiv	28.6 %	47.7 %	15.9 %	4.4 %	3.3 %	24,004	393
Trade/Technical Certificate	25.5 %	49.6 %	16.4 %	5.2 %	3.4 %	12,140	223
Some College(no degree)	29.1 %	47.8 %	14.9 %	4.8 %	3.4 %	68,221	1,263
Associate's Degree	28.5 %	48.6 %	14.5 %	5.0 %	3.3 %	41,203	742
Bachelor's Degree	29.9 %	49.3 %	12.8 %	5.0 %	3.1 %	195,470	3,656

2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
Master's Degree	32.5 %	48.7 %	11.8 %	4.6 %	2.3 %	159,124	2,762
Doctoral/Professional Degree	34.8 %	47.1 %	10.8 %	4.8 %	2.5 %	63,250	1,119
Pay Category							
Federal Wage System	23.8 %	49.4 %	17.6 %	5.9 %	3.3 %	17,929	243
GS 1-6	26.7 %	48.9 %	17.2 %	4.4 %	2.9 %	28,165	861
GS 7-12	28.4 %	48.4 %	14.1 %	5.3 %	3.7 %	231,015	5,058
GS 13-15	34.1 %	48.2 %	10.9 %	4.5 %	2.3 %	239,668	3,675
SES	58.8 %	33.5 %	4.6 %	2.0 %	1.0 %	5,295	6
SL/ST	44.5 %	42.3 %	8.4 %	3.0 %	1.8 %	2,044	15
Other	29.0 %	51.4 %	13.6 %	4.0 %	2.0 %	49,710	723
Time in Federal Government							
< 1 year	39.3 %	47.3 %	10.2 %	2.2 %	1.0 %	16,792	466
1-3 years	32.7 %	49.8 %	11.9 %	3.7 %	1.9 %	74,793	1,469
4-5 years	29.9 %	49.4 %	13.4 %	4.5 %	2.7 %	50,443	965
6-10 years	29.0 %	48.7 %	14.0 %	5.2 %	3.1 %	93,080	1,681
11-14 years	29.4 %	48.8 %	13.2 %	5.3 %	3.2 %	93,198	1,601
15-20 years	28.6 %	47.7 %	13.9 %	5.9 %	3.9 %	101,095	1,889
> 20 years	31.4 %	48.1 %	12.9 %	4.7 %	2.9 %	143,614	2,528
Time with Current Agency							
< 1 year	38.7 %	47.2 %	10.3 %	2.6 %	1.3 %	29,065	878
1-3 years	32.8 %	49.0 %	12.2 %	3.9 %	2.1 %	109,610	2,204
4-5 years	30.3 %	48.8 %	13.4 %	4.7 %	2.8 %	62,201	1,127
6-10 years	28.8 %	48.7 %	14.0 %	5.3 %	3.2 %	99,776	1,707
11-14 years	28.6 %	48.9 %	13.6 %	5.5 %	3.4 %	82,860	1,431
15-20 years	27.8 %	47.8 %	14.1 %	6.0 %	4.1 %	84,836	1,511
> 20 years	31.0 %	48.6 %	12.6 %	4.7 %	3.0 %	105,350	1,745
Leaving							
No	36.8 %	49.5 %	9.6 %	2.8 %	1.3 %	381,036	5,311
Yes, to retire	29.0 %	49.4 %	13.7 %	4.7 %	3.1 %	35,560	679
Yes, to other job in Govt	18.9 %	47.8 %	19.2 %	8.4 %	5.6 %	103,201	2,845
Yes, to other job outside Govt	16.0 %	43.1 %	20.7 %	11.7 %	8.6 %	22,911	658
Yes, other	16.1 %	45.3 %	22.5 %	9.4 %	6.8 %	30,576	1,078
Retiring							
Less than 1 year	28.0 %	46.4 %	14.9 %	6.0 %	4.7 %	15,714	339
1 year	28.3 %	49.1 %	14.2 %	4.9 %	3.5 %	14,602	308
2 years	31.4 %	49.3 %	12.4 %	4.3 %	2.6 %	29,686	506
3 years	31.5 %	48.3 %	13.1 %	4.6 %	2.6 %	30,572	520

2023 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	30.2 %	48.7 %	13.3 %	4.9 %	3.0 %	602,603	11,480
4 years	30.9 %	48.0 %	13.0 %	4.9 %	3.2 %	18,754	325
5 years	30.3 %	48.1 %	13.4 %	5.2 %	3.1 %	43,624	766
More than 5 years	30.6 %	48.7 %	13.0 %	4.8 %	2.9 %	415,574	7,597
Transgender							
Yes	22.7 %	40.5 %	19.4 %	7.2 %	10.2 %	2,329	81
No	30.9 %	48.7 %	12.9 %	4.7 %	2.8 %	546,624	9,581
Consider Yourself as							
Straight	31.1 %	47.2 %	13.1 %	5.2 %	3.3 %	14,430	240
Gay or Lesbian	31.3 %	48.8 %	12.6 %	4.6 %	2.7 %	496,236	8,406
Bisexual	28.5 %	49.1 %	13.9 %	5.5 %	3.0 %	10,941	199
Use different term	21.7 %	45.4 %	18.5 %	7.9 %	6.5 %	15,423	467
Military Service							
No Prior Military Service	29.3 %	49.4 %	13.4 %	4.9 %	2.9 %	423,306	8,195
Currently in Guard/Reserves	29.8 %	47.9 %	13.5 %	5.3 %	3.4 %	7,785	113
Retired	37.5 %	46.7 %	10.5 %	3.5 %	1.8 %	64,040	746
Separated/Discharged	29.3 %	47.0 %	14.1 %	5.6 %	4.0 %	77,946	1,496
Military Spouse							
Spouse of current active duty service member	30.6 %	47.4 %	13.9 %	5.6 %	2.5 %	6,651	115
Spouse of separated or retired service member with a disability rating of 100%	31.2 %	47.7 %	14.2 %	4.1 %	2.8 %	12,425	232
Widow(er) of a service member killed while on active duty	31.3 %	38.3 %	18.4 %	6.0 %	6.0 %	341	5
None of the categories listed	30.5 %	48.6 %	13.1 %	4.8 %	3.0 %	553,935	10,214
NoN-Competitive Hiring Authority							
Yes	31.3 %	47.3 %	14.6 %	4.6 %	2.3 %	2,503	42
No	30.9 %	47.5 %	14.0 %	4.7 %	2.8 %	16,778	307
Disability							
Yes	31.4 %	45.4 %	14.2 %	5.3 %	3.7 %	93,985	2,125
No	30.5 %	49.4 %	12.7 %	4.7 %	2.7 %	465,986	7,926

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
Work Location						
Headquarters	34.9 %	45.3 %	11.2 %	6.2 %	2.4 %	175,055
Field	29.2 %	47.3 %	13.0 %	7.2 %	3.2 %	289,535
Full-time telework	36.3 %	46.6 %	10.6 %	4.7 %	1.8 %	114,674
Supervisory Status						
Senior Leader	62.4 %	29.1 %	4.6 %	2.9 %	1.0 %	9,680
Manager	44.4 %	40.6 %	8.0 %	5.1 %	1.9 %	39,324
Supervisor	34.5 %	46.7 %	10.5 %	6.0 %	2.3 %	79,364
Team Leader	31.2 %	46.6 %	12.2 %	7.2 %	2.8 %	72,370
Non-Supervisor	29.9 %	47.5 %	13.0 %	6.7 %	2.9 %	384,368
Sex						
Male	32.4 %	45.2 %	12.3 %	6.9 %	3.1 %	293,004
Female	32.4 %	48.6 %	11.3 %	5.6 %	2.0 %	270,728
Hispanic or Latino						
Yes	34.0 %	44.4 %	12.4 %	6.1 %	3.1 %	65,435
No	32.0 %	47.0 %	11.9 %	6.5 %	2.6 %	501,625
Race						
American Indian/Alaska Native	27.8 %	47.8 %	14.9 %	6.8 %	2.8 %	14,458
Asian	35.3 %	49.0 %	10.0 %	3.5 %	2.2 %	34,885
Black/African American	35.6 %	46.3 %	11.0 %	4.8 %	2.3 %	84,688
Native Hawaiian/Pacific Islander	33.4 %	44.8 %	12.5 %	5.6 %	3.6 %	3,780
White	31.9 %	46.6 %	12.0 %	6.9 %	2.7 %	383,017
Two or more races(Not Hispanic/Latino)	30.0 %	44.3 %	13.9 %	7.8 %	4.0 %	26,681
Age Group						
25 and under	33.2 %	50.1 %	10.0 %	5.2 %	1.5 %	9,717
26-29 years old	30.2 %	49.7 %	11.3 %	6.3 %	2.5 %	21,803
30-39 years old	29.6 %	47.1 %	12.3 %	7.6 %	3.4 %	110,143
40-49 years old	31.0 %	45.9 %	12.3 %	7.4 %	3.4 %	160,377
50-59 years old	33.7 %	46.5 %	11.9 %	5.8 %	2.2 %	172,541
60 or older	36.1 %	46.3 %	11.7 %	4.4 %	1.5 %	92,588
Level of Education						
Less than High School	30.4 %	47.4 %	14.8 %	4.9 %	2.6 %	421
H.S. Diploma/GED or equiv	31.2 %	47.5 %	13.5 %	5.2 %	2.6 %	24,395

2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
Trade/Technical Certificate	28.3 %	47.7 %	14.3 %	6.9 %	2.9 %	12,357
Some College(no degree)	31.5 %	46.5 %	13.0 %	6.1 %	2.9 %	69,506
Associate's Degree	30.6 %	46.7 %	13.5 %	6.4 %	2.8 %	41,952
Bachelor's Degree	30.9 %	47.6 %	12.1 %	6.6 %	2.8 %	199,191
Master's Degree	34.1 %	45.8 %	11.0 %	6.5 %	2.5 %	161,975
Doctoral/Professional Degree	35.8 %	44.5 %	10.4 %	6.8 %	2.4 %	64,402
Pay Category						
Federal Wage System	25.8 %	46.3 %	16.0 %	8.4 %	3.5 %	18,166
GS 1-6	30.2 %	47.9 %	14.0 %	5.6 %	2.3 %	29,029
GS 7-12	29.7 %	47.7 %	12.9 %	6.7 %	3.1 %	236,129
GS 13-15	35.3 %	45.2 %	10.6 %	6.4 %	2.5 %	243,467
SES	67.1 %	25.5 %	3.4 %	2.9 %	1.0 %	5,300
SL/ST	48.9 %	35.7 %	8.1 %	4.9 %	2.4 %	2,060
Other	31.3 %	48.1 %	12.2 %	6.2 %	2.2 %	50,459
Time in Federal Government						
< 1 year	38.2 %	46.4 %	10.1 %	4.1 %	1.3 %	17,273
1-3 years	33.6 %	47.9 %	11.1 %	5.5 %	2.0 %	76,284
4-5 years	30.9 %	47.5 %	12.2 %	6.7 %	2.7 %	51,440
6-10 years	30.5 %	46.9 %	12.4 %	7.1 %	3.0 %	94,807
11-14 years	30.9 %	46.6 %	12.3 %	7.2 %	2.9 %	94,840
15-20 years	30.7 %	45.8 %	12.8 %	7.3 %	3.4 %	102,976
> 20 years	33.5 %	45.9 %	12.1 %	5.9 %	2.6 %	146,191
Time with Current Agency						
< 1 year	37.3 %	45.6 %	10.4 %	5.1 %	1.6 %	29,970
1-3 years	33.3 %	47.0 %	11.5 %	5.9 %	2.3 %	111,847
4-5 years	31.2 %	47.0 %	12.2 %	6.8 %	2.8 %	63,347
6-10 years	30.5 %	46.8 %	12.4 %	7.2 %	3.1 %	101,539
11-14 years	30.4 %	46.8 %	12.7 %	7.1 %	3.0 %	84,316
15-20 years	30.3 %	46.1 %	12.9 %	7.2 %	3.4 %	86,339
> 20 years	33.8 %	46.2 %	11.9 %	5.6 %	2.4 %	107,147
Leaving						
No	37.9 %	47.7 %	9.4 %	3.8 %	1.2 %	386,513
Yes, to retire	30.9 %	47.5 %	13.4 %	5.8 %	2.5 %	36,236

2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
Yes, to other job in Govt	21.4 %	44.9 %	16.6 %	11.6 %	5.5 %	106,057
Yes, to other job outside Govt	19.0 %	41.7 %	17.6 %	14.7 %	7.1 %	23,585
Yes, other	18.5 %	43.2 %	19.4 %	12.3 %	6.6 %	31,664
Retiring						
Less than 1 year	30.4 %	44.4 %	13.8 %	7.4 %	4.0 %	16,053
1 year	30.3 %	46.8 %	14.1 %	6.1 %	2.6 %	14,902
2 years	33.0 %	47.2 %	12.2 %	5.2 %	2.4 %	30,199
3 years	32.8 %	46.6 %	12.4 %	5.8 %	2.2 %	31,093
4 years	32.9 %	46.2 %	12.1 %	6.3 %	2.6 %	19,090
5 years	32.3 %	46.1 %	12.6 %	6.4 %	2.6 %	44,391
More than 5years	32.1 %	46.7 %	11.9 %	6.6 %	2.8 %	423,365
Transgender						
Yes	25.5 %	39.5 %	14.9 %	11.4 %	8.7 %	2,416
No	32.5 %	46.7 %	11.9 %	6.4 %	2.6 %	556,403
Consider Yourself as						
Straight	33.4 %	44.2 %	12.0 %	7.2 %	3.2 %	14,681
Gay or Lesbian	32.8 %	46.8 %	11.7 %	6.2 %	2.5 %	504,822
Bisexual	31.4 %	46.1 %	11.5 %	8.1 %	2.9 %	11,140
Use different term	24.0 %	43.1 %	16.5 %	10.7 %	5.6 %	15,893
Military Service						
No Prior Military Service	31.4 %	47.8 %	12.0 %	6.3 %	2.5 %	431,673
Currently in Guard/Reserves	33.8 %	45.1 %	11.7 %	7.5 %	4.0 %	7,902
Retired	37.9 %	43.4 %	11.0 %	5.5 %	2.2 %	64,806
Separated/Discharged	29.6 %	44.6 %	13.7 %	8.1 %	4.0 %	79,453
Military Spouse						
Spouse of current active duty service member	32.8 %	45.7 %	11.7 %	7.5 %	2.3 %	6,771
Spouse of separated or retired service member with a disability rating of 100%	33.9 %	45.4 %	12.1 %	6.1 %	2.5 %	12,660
Widow(er) of a service member killed while on active duty	34.3 %	42.9 %	12.7 %	5.6 %	4.6 %	345
None of the categories listed	32.0 %	46.7 %	12.1 %	6.5 %	2.7 %	564,348
NoN-Competitive Hiring Authority						
Yes	34.4 %	45.3 %	12.6 %	5.6 %	2.1 %	2,546
No	33.4 %	45.5 %	11.8 %	6.8 %	2.5 %	17,092

2023 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	31.7 %	46.7 %	12.3 %	6.5 %	2.7 %	614,287
Disability						
Yes	32.5 %	43.1 %	13.2 %	7.4 %	3.8 %	96,146
No	32.2 %	47.4 %	11.7 %	6.2 %	2.4 %	474,082

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
Work Location							
Headquarters	31.9 %	41.8 %	13.5 %	7.7 %	5.1 %	164,199	10,192
Field	23.0 %	42.0 %	17.6 %	10.3 %	7.1 %	268,277	20,006
Full-time telework	39.2 %	44.5 %	10.0 %	3.9 %	2.3 %	108,435	5,748
Supervisory Status							
Senior Leader	48.5 %	34.8 %	9.1 %	4.9 %	2.7 %	9,521	125
Manager	33.4 %	41.3 %	12.6 %	7.9 %	4.7 %	38,156	1,036
Supervisor	28.1 %	43.4 %	14.7 %	8.6 %	5.2 %	75,939	3,114
Team Leader	26.3 %	42.5 %	15.8 %	9.4 %	6.0 %	68,091	4,033
Non-Supervisor	27.6 %	42.5 %	15.6 %	8.4 %	5.9 %	354,367	28,274
Sex							
Male	27.4 %	41.4 %	16.2 %	8.7 %	6.3 %	273,690	18,056
Female	30.1 %	43.7 %	13.5 %	8.0 %	4.7 %	252,681	16,924
Hispanic or Latino							
Yes	27.7 %	39.7 %	16.8 %	9.0 %	6.8 %	61,013	4,098
No	28.6 %	42.8 %	14.8 %	8.3 %	5.5 %	468,373	31,176
Race							
American Indian/Alaska Native	19.8 %	37.7 %	22.8 %	11.8 %	7.9 %	13,417	956
Asian	32.7 %	44.2 %	13.5 %	5.4 %	4.2 %	32,933	1,754
Black/African American	34.8 %	42.9 %	12.4 %	5.9 %	4.0 %	80,541	3,622
Native Hawaiian/Pacific Islander	23.7 %	40.5 %	18.2 %	9.7 %	7.9 %	3,548	211
White	27.3 %	42.5 %	15.3 %	9.0 %	5.8 %	356,296	25,370
Two or more races(Not Hispanic/Latino)	26.0 %	39.4 %	17.0 %	9.4 %	8.2 %	24,613	1,946
Age Group							
25 and under	29.8 %	39.7 %	18.1 %	7.5 %	5.0 %	7,961	1,717
26-29 years old	27.7 %	41.2 %	15.7 %	9.2 %	6.2 %	18,846	2,876
30-39 years old	27.9 %	41.0 %	14.7 %	9.3 %	7.1 %	100,446	9,390
40-49 years old	28.0 %	41.6 %	14.7 %	9.0 %	6.7 %	150,366	9,533
50-59 years old	28.7 %	43.3 %	15.1 %	8.1 %	4.8 %	163,871	7,966
60 or older	29.4 %	44.4 %	15.9 %	6.8 %	3.5 %	87,957	3,847
Level of Education							
Less than High School	22.1 %	40.8 %	23.8 %	9.8 %	3.6 %	390	25
H.S. Diploma/GED or equiv	23.1 %	40.9 %	20.2 %	9.3 %	6.5 %	22,779	1,436
Trade/Technical Certificate	19.8 %	40.2 %	20.9 %	11.1 %	8.0 %	11,477	803
Some College(no degree)	24.5 %	41.0 %	18.4 %	9.5 %	6.7 %	65,144	3,945
Associate's Degree	23.4 %	40.7 %	18.7 %	10.1 %	7.1 %	38,971	2,731
Bachelor's Degree	27.9 %	43.5 %	14.9 %	8.3 %	5.5 %	185,270	13,168

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
Master's Degree	31.7 %	42.7 %	12.6 %	7.8 %	5.1 %	151,941	9,485
Doctoral/Professional Degree	36.1 %	42.3 %	11.0 %	6.4 %	4.2 %	59,981	4,220
Pay Category							
Federal Wage System	15.7 %	35.6 %	23.4 %	13.8 %	11.5 %	16,675	1,392
GS 1-6	23.7 %	39.9 %	20.1 %	9.3 %	7.1 %	25,660	3,107
GS 7-12	25.3 %	42.4 %	16.6 %	9.3 %	6.4 %	217,530	17,453
GS 13-15	34.0 %	43.7 %	11.6 %	6.6 %	4.1 %	232,199	10,512
SES	56.3 %	32.4 %	5.9 %	3.7 %	1.8 %	5,226	57
SL/ST	45.3 %	35.3 %	10.2 %	5.9 %	3.3 %	1,987	65
Other	24.6 %	42.3 %	17.3 %	9.8 %	5.9 %	46,355	3,905
Time in Federal Government							
< 1 year	37.1 %	40.0 %	15.9 %	4.7 %	2.3 %	13,944	3,238
1-3 years	31.4 %	41.1 %	15.2 %	7.5 %	4.7 %	67,985	7,962
4-5 years	27.3 %	41.4 %	15.8 %	9.3 %	6.2 %	47,038	4,191
6-10 years	27.5 %	41.5 %	15.1 %	9.2 %	6.7 %	88,511	5,993
11-14 years	27.6 %	42.7 %	14.7 %	8.9 %	6.1 %	89,704	4,797
15-20 years	26.2 %	42.5 %	15.4 %	9.4 %	6.6 %	97,764	4,780
> 20 years	28.2 %	43.9 %	15.2 %	7.7 %	4.9 %	139,879	5,518
Time with Current Agency							
< 1 year	37.5 %	39.1 %	15.4 %	5.1 %	2.9 %	24,635	5,209
1-3 years	31.7 %	40.8 %	14.7 %	7.7 %	5.0 %	101,301	10,070
4-5 years	27.8 %	41.4 %	15.2 %	9.2 %	6.4 %	58,975	4,131
6-10 years	27.1 %	42.1 %	14.9 %	9.2 %	6.7 %	95,767	5,430
11-14 years	26.4 %	43.3 %	15.2 %	9.0 %	6.2 %	80,093	3,902
15-20 years	25.0 %	42.8 %	16.0 %	9.6 %	6.6 %	82,189	3,773
> 20 years	27.6 %	44.7 %	15.3 %	7.7 %	4.6 %	102,516	4,010
Leaving							
No	34.2 %	43.7 %	13.5 %	5.9 %	2.7 %	361,907	23,013
Yes, to retire	23.8 %	44.8 %	17.6 %	8.9 %	4.8 %	34,554	1,404
Yes, to other job in Govt	17.9 %	39.8 %	17.6 %	13.2 %	11.5 %	98,270	7,415
Yes, to other job outside Govt	15.8 %	37.6 %	17.4 %	15.0 %	14.1 %	21,620	1,883
Yes, other	14.4 %	37.9 %	20.5 %	14.8 %	12.4 %	28,761	2,747
Retiring							
Less than 1 year	23.5 %	42.5 %	17.5 %	9.8 %	6.8 %	15,269	681
1 year	23.7 %	44.3 %	17.3 %	9.1 %	5.6 %	14,217	587
2 years	26.5 %	44.4 %	16.5 %	7.8 %	4.8 %	28,742	1,227
3 years	26.9 %	44.2 %	16.1 %	8.1 %	4.7 %	29,584	1,298

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(39) My organization shares results from the Federal Employee Viewpoint Survey (FEVS).

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.9 %	42.4 %	15.4 %	8.6 %	5.7 %	570,655	38,659
4 years	26.5 %	43.4 %	16.0 %	8.9 %	5.1 %	18,160	814
5 years	26.3 %	43.2 %	16.3 %	8.6 %	5.6 %	42,271	1,916
More than 5 years	29.2 %	41.9 %	14.7 %	8.4 %	5.8 %	392,394	29,485
Transgender							
Yes	22.6 %	34.5 %	15.6 %	12.1 %	15.3 %	2,213	189
No	28.6 %	42.4 %	15.0 %	8.4 %	5.6 %	519,602	34,465
Consider Yourself as							
Straight	31.3 %	39.9 %	13.2 %	8.6 %	6.9 %	13,665	968
Gay or Lesbian	28.8 %	42.5 %	15.0 %	8.2 %	5.4 %	472,322	30,377
Bisexual	29.6 %	41.0 %	13.8 %	9.3 %	6.3 %	9,994	1,122
Use different term	21.1 %	39.6 %	18.1 %	11.3 %	10.0 %	14,518	1,296
Military Service							
No Prior Military Service	28.9 %	43.7 %	14.5 %	7.9 %	5.0 %	403,169	26,726
Currently in Guard/Reserves	25.1 %	36.0 %	17.4 %	11.8 %	9.7 %	7,154	715
Retired	28.7 %	40.1 %	16.3 %	9.2 %	5.8 %	60,608	3,899
Separated/Discharged	25.4 %	39.7 %	16.9 %	9.9 %	8.0 %	73,938	5,159
Military Spouse							
Spouse of current active duty service member	26.6 %	35.1 %	16.7 %	12.0 %	9.6 %	6,002	742
Spouse of separated or retired service member with a disability rating of 100%	28.1 %	40.1 %	15.6 %	9.5 %	6.7 %	11,848	749
Widow(er) of a service member killed while on active duty	24.1 %	34.5 %	19.4 %	13.6 %	8.3 %	325	15
None of the categories listed	28.3 %	42.6 %	15.1 %	8.4 %	5.6 %	526,964	35,002
NoN-Competitive Hiring Authority							
Yes	27.0 %	34.6 %	20.1 %	10.6 %	7.7 %	2,279	251
No	27.5 %	38.9 %	15.3 %	10.5 %	7.8 %	15,777	1,236
Disability							
Yes	27.6 %	38.4 %	16.3 %	9.7 %	8.0 %	89,536	6,104
No	28.6 %	43.3 %	14.8 %	8.2 %	5.2 %	442,875	29,308

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) Information is openly shared in my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
Work Location							
Headquarters	20.9 %	39.2 %	19.2 %	13.8 %	6.9 %	168,763	1,829
Field	15.3 %	36.4 %	21.7 %	16.7 %	9.8 %	277,265	3,936
Full-time telework	25.9 %	41.9 %	17.5 %	10.1 %	4.6 %	110,006	1,791
Supervisory Status							
Senior Leader	40.6 %	38.2 %	11.3 %	6.8 %	3.2 %	9,449	25
Manager	23.7 %	41.6 %	16.9 %	12.2 %	5.6 %	38,186	100
Supervisor	18.1 %	39.9 %	20.1 %	14.7 %	7.2 %	76,735	475
Team Leader	16.5 %	37.2 %	21.2 %	16.4 %	8.8 %	69,864	637
Non-Supervisor	18.2 %	37.6 %	20.8 %	14.9 %	8.5 %	367,270	6,504
Sex							
Male	19.2 %	38.4 %	20.0 %	14.0 %	8.3 %	281,598	3,352
Female	18.5 %	38.4 %	20.5 %	15.4 %	7.3 %	259,623	3,900
Hispanic or Latino							
Yes	19.3 %	36.1 %	21.0 %	14.3 %	9.3 %	62,665	982
No	18.7 %	38.7 %	20.1 %	14.7 %	7.8 %	481,700	6,347
Race							
American Indian/Alaska Native	15.1 %	34.0 %	24.6 %	16.0 %	10.3 %	13,785	251
Asian	22.8 %	42.4 %	19.5 %	9.6 %	5.7 %	33,700	621
Black/African American	23.7 %	40.8 %	18.6 %	10.9 %	5.9 %	81,413	1,183
Native Hawaiian/Pacific Islander	18.3 %	36.8 %	23.4 %	12.4 %	9.1 %	3,624	64
White	17.8 %	38.1 %	20.2 %	15.8 %	8.2 %	367,646	4,408
Two or more races(Not Hispanic/Latino)	16.7 %	34.3 %	22.1 %	15.9 %	11.0 %	25,574	444
Age Group							
25 and under	20.4 %	42.1 %	20.3 %	12.4 %	4.8 %	9,299	227
26-29 years old	17.4 %	39.7 %	20.6 %	14.6 %	7.7 %	21,051	398
30-39 years old	17.3 %	36.4 %	20.1 %	16.3 %	9.8 %	106,799	1,392
40-49 years old	18.0 %	36.8 %	19.9 %	16.0 %	9.4 %	154,840	1,867
50-59 years old	19.7 %	39.3 %	20.3 %	13.8 %	6.9 %	165,037	2,089
60 or older	21.1 %	41.4 %	20.8 %	11.6 %	5.1 %	87,473	1,358
Level of Education							
Less than High School	17.3 %	37.9 %	25.9 %	12.9 %	6.0 %	383	18
H.S. Diploma/GED or equiv	17.3 %	37.9 %	22.9 %	13.6 %	8.3 %	23,161	390
Trade/Technical Certificate	14.9 %	35.2 %	22.8 %	16.6 %	10.4 %	11,705	220
Some College(no degree)	17.7 %	36.4 %	22.0 %	14.9 %	9.1 %	66,284	1,016
Associate's Degree	16.9 %	36.1 %	22.1 %	15.6 %	9.2 %	39,966	670
Bachelor's Degree	18.4 %	38.8 %	20.3 %	14.8 %	7.8 %	191,426	2,612

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) Information is openly shared in my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
Master's Degree	20.4 %	39.5 %	18.8 %	14.2 %	7.2 %	156,226	1,717
Doctoral/Professional Degree	20.3 %	38.5 %	18.6 %	14.8 %	7.7 %	62,013	835
Pay Category							
Federal Wage System	11.2 %	31.0 %	24.4 %	20.1 %	13.4 %	17,266	292
GS 1-6	18.4 %	37.1 %	22.0 %	14.1 %	8.4 %	27,270	772
GS 7-12	17.5 %	37.4 %	20.9 %	15.3 %	8.9 %	225,682	3,685
GS 13-15	21.1 %	40.2 %	18.7 %	13.5 %	6.5 %	235,338	2,144
SES	44.9 %	35.7 %	9.8 %	6.8 %	2.8 %	5,194	7
SL/ST	29.7 %	40.4 %	15.4 %	9.7 %	4.8 %	1,980	16
Other	15.9 %	37.5 %	22.5 %	15.9 %	8.1 %	48,312	793
Time in Federal Government							
< 1 year	27.3 %	43.7 %	17.1 %	8.9 %	3.0 %	16,346	496
1-3 years	21.6 %	40.5 %	19.4 %	12.5 %	6.0 %	73,230	1,270
4-5 years	17.6 %	38.1 %	20.5 %	15.5 %	8.3 %	49,539	690
6-10 years	17.5 %	36.7 %	20.6 %	16.0 %	9.3 %	91,343	1,205
11-14 years	17.7 %	37.3 %	20.2 %	16.0 %	8.8 %	91,296	1,076
15-20 years	16.8 %	36.4 %	21.0 %	16.2 %	9.6 %	98,791	1,232
> 20 years	19.0 %	39.0 %	20.8 %	13.9 %	7.3 %	139,707	1,740
Time with Current Agency							
< 1 year	28.2 %	42.4 %	16.3 %	9.1 %	4.0 %	28,417	784
1-3 years	21.8 %	39.6 %	19.0 %	13.0 %	6.5 %	107,598	1,627
4-5 years	17.9 %	37.5 %	20.3 %	15.5 %	8.7 %	61,091	769
6-10 years	16.8 %	36.5 %	21.0 %	16.1 %	9.6 %	97,765	1,224
11-14 years	16.6 %	36.9 %	21.1 %	16.5 %	9.0 %	80,987	1,019
15-20 years	15.8 %	36.5 %	21.4 %	16.5 %	9.7 %	82,793	1,006
> 20 years	18.5 %	39.5 %	21.1 %	13.9 %	7.0 %	102,284	1,277
Leaving							
No	23.5 %	42.7 %	19.0 %	10.8 %	3.9 %	372,038	4,934
Yes, to retire	16.3 %	39.9 %	22.2 %	14.8 %	6.9 %	34,351	441
Yes, to other job in Govt	9.8 %	29.4 %	22.3 %	22.3 %	16.1 %	101,512	1,422
Yes, to other job outside Govt	8.0 %	27.2 %	21.5 %	24.2 %	19.0 %	22,556	283
Yes, other	8.1 %	27.0 %	24.3 %	23.4 %	17.2 %	30,061	604
Retiring							
Less than 1 year	16.3 %	36.3 %	21.5 %	16.1 %	9.8 %	15,214	223
1 year	15.9 %	39.2 %	21.9 %	15.3 %	7.7 %	14,122	178
2 years	18.3 %	40.6 %	21.5 %	13.1 %	6.6 %	28,631	365
3 years	18.6 %	39.8 %	21.1 %	13.9 %	6.6 %	29,484	399

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(40) Information is openly shared in my organization.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	18.4 %	38.0 %	20.6 %	14.9 %	8.1 %	586,730	8,295
4 years	18.1 %	38.9 %	20.9 %	14.7 %	7.4 %	18,163	219
5 years	17.9 %	38.1 %	21.1 %	14.8 %	8.0 %	42,355	527
More than 5 years	19.0 %	38.0 %	20.0 %	14.9 %	8.2 %	407,904	5,655
Transgender							
Yes	14.4 %	28.2 %	20.8 %	18.2 %	18.5 %	2,292	60
No	18.9 %	38.4 %	20.2 %	14.6 %	7.9 %	534,272	7,129
Consider Yourself as							
Straight	19.2 %	36.4 %	18.3 %	16.5 %	9.6 %	14,169	157
Gay or Lesbian	19.2 %	38.8 %	20.1 %	14.3 %	7.6 %	484,875	6,362
Bisexual	17.2 %	36.5 %	19.7 %	17.1 %	9.5 %	10,730	155
Use different term	12.8 %	31.8 %	22.4 %	18.5 %	14.4 %	15,097	286
Military Service							
No Prior Military Service	18.1 %	38.6 %	20.6 %	14.9 %	7.7 %	414,298	6,032
Currently in Guard/Reserves	19.0 %	37.7 %	19.1 %	14.1 %	10.1 %	7,622	96
Retired	22.2 %	39.5 %	19.0 %	12.8 %	6.5 %	62,234	570
Separated/Discharged	17.6 %	35.1 %	20.5 %	16.1 %	10.7 %	76,150	1,012
Military Spouse							
Spouse of current active duty service member	19.2 %	34.8 %	18.4 %	17.1 %	10.4 %	6,508	98
Spouse of separated or retired service member with a disability rating of 100%	20.1 %	35.5 %	20.5 %	15.1 %	8.8 %	12,153	144
Widow(er) of a service member killed while on active duty	21.6 %	29.9 %	22.3 %	18.7 %	7.5 %	330	5
None of the categories listed	18.6 %	38.3 %	20.4 %	14.7 %	8.0 %	541,587	7,458
NoN-Competitive Hiring Authority							
Yes	19.7 %	37.2 %	20.2 %	14.6 %	8.3 %	2,436	36
No	19.8 %	34.8 %	19.6 %	16.2 %	9.6 %	16,422	207
Disability							
Yes	19.1 %	34.3 %	20.0 %	15.7 %	10.9 %	91,891	1,374
No	18.7 %	39.2 %	20.3 %	14.4 %	7.3 %	455,497	6,025

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) The approval process in my organization allows timely delivery of my work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
Work Location							
Headquarters	17.7 %	39.1 %	20.1 %	14.6 %	8.5 %	170,004	2,693
Field	13.5 %	38.0 %	24.1 %	15.1 %	9.4 %	278,078	6,691
Full-time telework	22.0 %	42.5 %	19.1 %	10.9 %	5.6 %	110,352	2,723
Supervisory Status							
Senior Leader	33.1 %	38.1 %	14.1 %	9.7 %	5.0 %	9,550	18
Manager	18.6 %	38.5 %	18.6 %	15.7 %	8.5 %	38,618	167
Supervisor	14.8 %	39.3 %	21.1 %	15.9 %	8.9 %	77,540	657
Team Leader	13.7 %	37.1 %	22.5 %	16.6 %	10.1 %	70,277	1,041
Non-Supervisor	16.1 %	39.4 %	22.8 %	13.4 %	8.2 %	367,862	10,519
Sex							
Male	16.6 %	39.0 %	21.8 %	13.8 %	8.9 %	283,781	5,026
Female	15.9 %	39.6 %	22.3 %	14.6 %	7.6 %	259,760	6,655
Hispanic or Latino							
Yes	17.4 %	37.8 %	23.2 %	12.8 %	8.8 %	62,851	1,480
No	16.0 %	39.4 %	21.9 %	14.4 %	8.3 %	483,845	10,335
Race							
American Indian/Alaska Native	13.8 %	37.7 %	26.0 %	13.4 %	9.2 %	13,897	294
Asian	20.7 %	42.8 %	19.8 %	10.4 %	6.3 %	33,821	683
Black/African American	20.8 %	43.0 %	20.6 %	10.0 %	5.5 %	81,534	1,824
Native Hawaiian/Pacific Islander	16.9 %	39.8 %	23.5 %	11.9 %	8.0 %	3,646	79
White	15.1 %	38.5 %	22.1 %	15.4 %	8.9 %	369,566	7,692
Two or more races(Not Hispanic/Latino)	14.5 %	35.3 %	23.4 %	15.7 %	11.1 %	25,597	673
Age Group							
25 and under	16.1 %	40.1 %	22.1 %	14.7 %	7.0 %	9,142	434
26-29 years old	14.3 %	37.2 %	23.2 %	15.9 %	9.3 %	20,798	722
30-39 years old	14.9 %	36.3 %	21.8 %	16.4 %	10.7 %	106,245	2,574
40-49 years old	15.7 %	37.4 %	21.9 %	15.2 %	9.8 %	155,074	3,185
50-59 years old	17.0 %	41.2 %	21.9 %	12.9 %	7.0 %	166,643	3,094
60 or older	18.2 %	43.1 %	22.6 %	11.0 %	5.1 %	88,924	1,773
Level of Education							
Less than High School	15.9 %	38.2 %	31.3 %	10.2 %	4.4 %	389	15
H.S. Diploma/GED or equiv	16.7 %	41.2 %	24.6 %	11.0 %	6.5 %	23,268	623
Trade/Technical Certificate	13.7 %	37.6 %	27.2 %	13.0 %	8.5 %	11,778	321
Some College(no degree)	16.2 %	39.1 %	24.9 %	12.2 %	7.5 %	66,473	1,706
Associate's Degree	15.6 %	39.7 %	24.7 %	12.2 %	7.8 %	40,074	1,056
Bachelor's Degree	15.7 %	39.7 %	21.9 %	14.4 %	8.3 %	191,942	4,362

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) The approval process in my organization allows timely delivery of my work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
Master's Degree	16.7 %	38.4 %	20.1 %	15.7 %	9.1 %	157,240	2,653
Doctoral/Professional Degree	17.3 %	37.8 %	19.5 %	15.8 %	9.7 %	62,338	1,261
Pay Category							
Federal Wage System	10.6 %	34.0 %	28.8 %	15.5 %	11.0 %	17,321	503
GS 1-6	17.3 %	40.2 %	25.4 %	10.9 %	6.3 %	27,006	1,356
GS 7-12	15.7 %	39.4 %	22.9 %	13.7 %	8.3 %	226,177	6,016
GS 13-15	17.3 %	39.4 %	19.3 %	15.2 %	8.8 %	237,543	2,930
SES	33.9 %	34.3 %	14.3 %	12.1 %	5.3 %	5,242	10
SL/ST	22.7 %	38.3 %	17.8 %	14.1 %	7.2 %	2,016	17
Other	13.5 %	37.6 %	25.7 %	14.9 %	8.2 %	48,100	1,523
Time in Federal Government							
< 1 year	22.9 %	42.2 %	20.3 %	10.6 %	3.9 %	16,231	790
1-3 years	18.4 %	40.3 %	21.4 %	13.0 %	6.9 %	73,037	2,149
4-5 years	15.6 %	38.9 %	22.2 %	14.4 %	8.8 %	49,519	1,210
6-10 years	15.2 %	37.4 %	22.3 %	15.4 %	9.7 %	91,480	2,011
11-14 years	15.2 %	38.4 %	21.9 %	15.1 %	9.5 %	91,729	1,767
15-20 years	14.7 %	37.9 %	22.8 %	15.2 %	9.4 %	99,387	1,963
> 20 years	16.3 %	40.3 %	22.5 %	13.3 %	7.6 %	141,214	2,466
Time with Current Agency							
< 1 year	24.0 %	41.5 %	19.1 %	10.4 %	4.9 %	28,366	1,220
1-3 years	18.6 %	40.0 %	20.9 %	13.1 %	7.4 %	107,629	2,656
4-5 years	15.8 %	38.6 %	22.0 %	14.6 %	9.1 %	61,164	1,309
6-10 years	14.8 %	37.6 %	22.4 %	15.4 %	9.8 %	98,039	2,019
11-14 years	14.3 %	38.2 %	22.7 %	15.3 %	9.5 %	81,458	1,611
15-20 years	13.7 %	38.2 %	23.3 %	15.3 %	9.4 %	83,279	1,657
> 20 years	15.7 %	40.3 %	23.0 %	13.5 %	7.4 %	103,338	1,901
Leaving							
No	20.4 %	43.5 %	20.5 %	11.0 %	4.5 %	373,543	7,669
Yes, to retire	14.1 %	40.8 %	24.6 %	13.6 %	6.9 %	34,859	608
Yes, to other job in Govt	8.3 %	30.9 %	24.7 %	20.3 %	15.8 %	101,800	2,463
Yes, to other job outside Govt	6.3 %	26.0 %	22.9 %	23.4 %	21.4 %	22,595	599
Yes, other	6.8 %	27.4 %	27.4 %	21.3 %	17.0 %	30,083	990
Retiring							
Less than 1 year	13.9 %	37.4 %	24.2 %	14.7 %	9.8 %	15,411	308
1 year	13.7 %	40.1 %	24.5 %	14.1 %	7.6 %	14,312	261
2 years	15.7 %	41.9 %	23.5 %	12.5 %	6.3 %	29,143	509
3 years	15.7 %	41.4 %	23.0 %	13.1 %	6.8 %	30,003	515

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(41) The approval process in my organization allows timely delivery of my work.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	15.9 %	39.0 %	22.4 %	14.2 %	8.5 %	589,178	13,148
4 years	15.3 %	41.1 %	22.9 %	13.4 %	7.3 %	18,375	327
5 years	15.6 %	40.4 %	22.4 %	13.7 %	7.9 %	42,795	813
More than 5 years	16.4 %	38.5 %	21.7 %	14.5 %	8.8 %	408,179	9,423
Transgender							
Yes	12.5 %	27.9 %	24.3 %	17.7 %	17.7 %	2,276	91
No	16.3 %	39.3 %	22.0 %	14.1 %	8.3 %	536,555	11,491
Consider Yourself as							
Straight	15.5 %	35.3 %	21.6 %	16.6 %	11.0 %	14,120	344
Gay or Lesbian	16.6 %	39.7 %	21.9 %	13.8 %	8.0 %	487,226	10,076
Bisexual	14.1 %	34.7 %	21.4 %	19.0 %	10.8 %	10,646	327
Use different term	11.0 %	31.4 %	24.9 %	17.9 %	14.8 %	15,115	493
Military Service							
No Prior Military Service	15.3 %	39.0 %	22.5 %	14.8 %	8.4 %	415,176	9,955
Currently in Guard/Reserves	16.7 %	38.7 %	20.7 %	13.6 %	10.3 %	7,679	121
Retired	20.3 %	41.6 %	19.9 %	11.7 %	6.5 %	63,088	756
Separated/Discharged	15.4 %	36.9 %	23.0 %	14.3 %	10.4 %	76,714	1,513
Military Spouse							
Spouse of current active duty service member	18.5 %	37.3 %	21.1 %	13.7 %	9.4 %	6,506	162
Spouse of separated or retired service member with a disability rating of 100%	18.3 %	38.9 %	21.5 %	13.4 %	7.8 %	12,206	238
Widow(er) of a service member killed while on active duty	18.9 %	31.7 %	23.9 %	16.9 %	8.5 %	334	6
None of the categories listed	16.0 %	39.1 %	22.2 %	14.3 %	8.5 %	543,900	11,933
NoN-Competitive Hiring Authority							
Yes	20.4 %	39.2 %	20.9 %	12.1 %	7.4 %	2,442	61
No	17.9 %	38.1 %	21.4 %	13.9 %	8.7 %	16,471	341
Disability							
Yes	17.0 %	36.0 %	21.6 %	14.6 %	10.8 %	92,486	2,061
No	16.0 %	39.9 %	22.2 %	14.1 %	7.9 %	457,248	9,823

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
Work Location							
Headquarters	23.0 %	46.1 %	19.3 %	7.6 %	4.0 %	167,580	4,535
Field	16.9 %	44.2 %	23.1 %	9.8 %	6.0 %	276,436	7,928
Full-time telework	28.0 %	47.8 %	16.8 %	4.9 %	2.5 %	108,705	4,062
Supervisory Status							
Senior Leader	39.7 %	41.2 %	12.2 %	4.4 %	2.5 %	9,501	42
Manager	23.2 %	45.2 %	18.1 %	9.0 %	4.4 %	38,448	192
Supervisor	19.0 %	46.0 %	21.0 %	9.3 %	4.8 %	77,031	1,007
Team Leader	18.2 %	44.7 %	21.9 %	9.7 %	5.4 %	69,622	1,605
Non-Supervisor	20.5 %	45.5 %	21.3 %	7.9 %	4.8 %	363,466	14,052
Sex							
Male	20.6 %	44.3 %	21.0 %	8.7 %	5.4 %	281,085	7,194
Female	20.9 %	47.3 %	20.4 %	7.6 %	3.8 %	257,135	8,606
Hispanic or Latino							
Yes	22.0 %	43.3 %	20.9 %	8.0 %	5.8 %	62,634	1,622
No	20.4 %	45.9 %	20.8 %	8.3 %	4.6 %	478,660	14,378
Race							
American Indian/Alaska Native	17.0 %	42.7 %	25.4 %	8.6 %	6.2 %	13,762	430
Asian	24.8 %	48.2 %	18.3 %	5.4 %	3.3 %	33,174	1,204
Black/African American	25.9 %	47.3 %	17.8 %	5.4 %	3.5 %	80,967	2,106
Native Hawaiian/Pacific Islander	20.5 %	43.6 %	22.3 %	7.3 %	6.3 %	3,650	72
White	19.5 %	45.4 %	21.2 %	9.0 %	4.8 %	365,913	10,605
Two or more races(Not Hispanic/Latino)	18.9 %	42.0 %	22.4 %	9.6 %	7.1 %	25,430	799
Age Group							
25 and under	22.9 %	49.7 %	18.4 %	6.1 %	2.9 %	9,061	477
26-29 years old	19.6 %	46.8 %	20.2 %	8.6 %	4.7 %	20,615	814
30-39 years old	19.4 %	44.0 %	20.5 %	9.7 %	6.4 %	105,255	3,304
40-49 years old	19.7 %	44.0 %	21.0 %	9.5 %	5.8 %	153,747	4,164
50-59 years old	21.2 %	46.4 %	21.0 %	7.5 %	3.9 %	164,968	4,369
60 or older	22.9 %	47.9 %	21.1 %	5.6 %	2.5 %	87,813	2,823
Level of Education							
Less than High School	17.5 %	46.0 %	25.4 %	6.7 %	4.3 %	389	20
H.S. Diploma/GED or equiv	20.3 %	45.0 %	23.0 %	7.2 %	4.7 %	23,258	594
Trade/Technical Certificate	17.6 %	43.3 %	24.8 %	8.5 %	5.8 %	11,733	365
Some College(no degree)	20.4 %	44.5 %	22.3 %	7.7 %	5.0 %	66,446	1,731
Associate's Degree	19.4 %	45.0 %	22.6 %	8.0 %	5.0 %	40,023	1,161
Bachelor's Degree	20.0 %	45.8 %	20.7 %	8.7 %	4.9 %	190,187	5,592

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
Master's Degree	21.4 %	46.1 %	19.7 %	8.3 %	4.5 %	155,105	4,238
Doctoral/Professional Degree	22.6 %	45.5 %	19.4 %	8.1 %	4.4 %	60,840	2,599
Pay Category							
Federal Wage System	14.3 %	41.1 %	27.2 %	10.8 %	6.6 %	17,247	588
GS 1-6	21.2 %	44.7 %	23.2 %	6.6 %	4.3 %	26,918	1,402
GS 7-12	19.6 %	45.1 %	21.4 %	8.5 %	5.4 %	224,323	7,548
GS 13-15	22.2 %	46.3 %	19.2 %	8.2 %	4.2 %	234,031	5,613
SES	43.0 %	39.9 %	11.0 %	4.4 %	1.7 %	5,213	13
SL/ST	31.2 %	41.7 %	18.0 %	6.1 %	3.0 %	1,978	44
Other	18.3 %	46.2 %	23.0 %	8.1 %	4.4 %	47,948	1,600
Time in Federal Government							
< 1 year	29.7 %	48.2 %	16.4 %	3.9 %	1.9 %	15,813	1,141
1-3 years	23.8 %	47.8 %	18.9 %	6.2 %	3.2 %	71,939	2,976
4-5 years	20.2 %	45.6 %	20.7 %	8.6 %	4.9 %	48,969	1,618
6-10 years	19.3 %	44.7 %	21.3 %	9.1 %	5.6 %	90,660	2,623
11-14 years	19.4 %	44.9 %	21.1 %	9.1 %	5.4 %	90,925	2,390
15-20 years	18.6 %	44.0 %	22.0 %	9.5 %	5.9 %	98,554	2,620
> 20 years	20.3 %	45.5 %	22.0 %	8.0 %	4.3 %	139,974	3,449
Time with Current Agency							
< 1 year	29.9 %	47.2 %	16.1 %	4.4 %	2.4 %	27,591	1,856
1-3 years	23.7 %	46.9 %	19.1 %	6.7 %	3.6 %	105,987	3,918
4-5 years	20.3 %	45.0 %	20.8 %	8.8 %	5.1 %	60,574	1,737
6-10 years	18.7 %	44.7 %	21.6 %	9.3 %	5.8 %	97,253	2,615
11-14 years	18.4 %	44.9 %	21.8 %	9.3 %	5.5 %	80,862	2,076
15-20 years	17.7 %	44.1 %	22.6 %	9.6 %	5.9 %	82,648	2,138
> 20 years	19.7 %	45.5 %	22.4 %	8.1 %	4.2 %	102,624	2,490
Leaving							
No	25.6 %	49.0 %	18.0 %	5.4 %	2.1 %	370,105	10,145
Yes, to retire	17.6 %	46.3 %	23.9 %	8.1 %	4.1 %	34,520	917
Yes, to other job in Govt	11.4 %	39.4 %	25.8 %	13.7 %	9.8 %	100,624	3,463
Yes, to other job outside Govt	9.0 %	34.0 %	26.7 %	16.7 %	13.6 %	22,291	843
Yes, other	9.5 %	35.4 %	29.2 %	14.8 %	11.0 %	29,606	1,411
Retiring							
Less than 1 year	17.2 %	43.0 %	24.0 %	9.4 %	6.4 %	15,267	476
1 year	17.2 %	45.5 %	24.3 %	8.3 %	4.8 %	14,187	382
2 years	19.7 %	47.4 %	22.3 %	7.1 %	3.6 %	28,784	772
3 years	20.1 %	46.3 %	21.9 %	7.8 %	3.9 %	29,668	778

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(42) 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	20.3 %	45.4 %	21.2 %	8.3 %	4.8 %	582,993	17,951
4 years	19.6 %	45.7 %	22.6 %	8.1 %	3.9 %	18,193	476
5 years	19.3 %	45.6 %	22.1 %	8.2 %	4.7 %	42,461	1,103
More than 5 years	21.0 %	45.3 %	20.4 %	8.4 %	4.9 %	404,048	12,493
Transgender							
Yes	15.4 %	34.1 %	24.0 %	12.4 %	14.1 %	2,264	101
No	20.8 %	45.6 %	20.7 %	8.2 %	4.7 %	531,323	15,529
Consider Yourself as							
Straight	21.1 %	43.4 %	19.9 %	9.6 %	5.9 %	14,002	428
Gay or Lesbian	21.1 %	45.9 %	20.5 %	8.0 %	4.5 %	482,542	13,686
Bisexual	19.0 %	44.0 %	20.8 %	10.6 %	5.6 %	10,539	407
Use different term	14.7 %	38.2 %	24.9 %	12.1 %	10.2 %	14,942	646
Military Service							
No Prior Military Service	20.0 %	46.0 %	21.2 %	8.3 %	4.5 %	410,775	13,319
Currently in Guard/Reserves	19.7 %	44.7 %	20.0 %	9.3 %	6.4 %	7,636	161
Retired	24.2 %	46.1 %	19.3 %	6.7 %	3.7 %	62,484	1,227
Separated/Discharged	19.2 %	42.4 %	22.0 %	9.6 %	6.7 %	76,018	2,081
Military Spouse							
Spouse of current active duty service member	22.9 %	43.6 %	19.5 %	8.6 %	5.3 %	6,458	194
Spouse of separated or retired service member with a disability rating of 100%	22.5 %	44.3 %	20.4 %	8.0 %	4.8 %	12,102	322
Widow(er) of a service member killed while on active duty	21.8 %	38.7 %	25.9 %	6.1 %	7.5 %	331	8
None of the categories listed	20.4 %	45.5 %	21.0 %	8.3 %	4.8 %	538,322	16,267
NoN-Competitive Hiring Authority							
Yes	24.2 %	45.1 %	18.7 %	7.5 %	4.5 %	2,418	79
No	22.3 %	43.7 %	20.5 %	8.4 %	5.1 %	16,343	442
Disability							
Yes	21.5 %	41.6 %	21.2 %	9.0 %	6.6 %	91,494	2,807
No	20.4 %	46.4 %	20.8 %	8.1 %	4.3 %	452,799	13,289

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
Work Location							
Headquarters	29.3 %	48.7 %	13.7 %	5.3 %	2.9 %	171,046	3,116
Field	23.1 %	49.6 %	15.3 %	7.1 %	4.9 %	285,117	2,925
Full-time telework	33.1 %	47.8 %	14.0 %	3.4 %	1.7 %	110,613	3,497
Supervisory Status							
Senior Leader	46.6 %	39.2 %	9.3 %	3.2 %	1.8 %	9,583	60
Manager	32.1 %	48.6 %	11.9 %	4.8 %	2.7 %	38,851	293
Supervisor	26.2 %	50.4 %	14.4 %	5.7 %	3.3 %	78,042	936
Team Leader	25.9 %	49.7 %	14.4 %	6.2 %	3.7 %	70,906	1,126
Non-Supervisor	25.7 %	49.0 %	15.1 %	6.1 %	4.0 %	375,079	7,229
Sex							
Male	27.4 %	48.3 %	14.4 %	5.7 %	4.1 %	287,397	4,238
Female	26.0 %	50.5 %	14.3 %	6.0 %	3.1 %	264,430	4,765
Hispanic or Latino							
Yes	26.3 %	46.1 %	15.3 %	6.9 %	5.3 %	64,171	831
No	26.8 %	49.7 %	14.3 %	5.7 %	3.4 %	490,841	8,313
Race							
American Indian/Alaska Native	21.8 %	46.8 %	18.1 %	7.5 %	5.8 %	14,172	160
Asian	28.5 %	50.5 %	14.1 %	4.1 %	2.8 %	33,788	910
Black/African American	30.7 %	49.0 %	12.8 %	4.5 %	2.9 %	83,040	1,085
Native Hawaiian/Pacific Islander	26.1 %	48.0 %	15.6 %	5.7 %	4.6 %	3,725	34
White	26.3 %	49.6 %	14.4 %	6.1 %	3.6 %	375,214	6,055
Two or more races(Not Hispanic/Latino)	24.5 %	45.9 %	15.9 %	7.6 %	6.1 %	26,100	430
Age Group							
25 and under	26.0 %	47.2 %	15.1 %	8.0 %	3.7 %	9,469	190
26-29 years old	24.4 %	46.9 %	15.6 %	8.1 %	5.0 %	21,238	467
30-39 years old	24.6 %	47.3 %	15.7 %	7.3 %	5.0 %	107,224	2,438
40-49 years old	25.6 %	48.5 %	15.1 %	6.4 %	4.4 %	156,841	2,825
50-59 years old	28.1 %	50.6 %	13.7 %	4.8 %	2.8 %	169,482	2,173
60 or older	30.2 %	51.4 %	12.7 %	3.8 %	1.9 %	90,891	1,026
Level of Education							
Less than High School	23.2 %	48.6 %	20.1 %	3.9 %	4.2 %	405	10
H.S. Diploma/GED or equiv	26.5 %	50.0 %	14.6 %	5.1 %	3.9 %	23,996	218
Trade/Technical Certificate	23.3 %	50.4 %	16.0 %	5.8 %	4.6 %	12,149	104
Some College(no degree)	26.7 %	48.8 %	14.3 %	5.7 %	4.4 %	68,454	600
Associate's Degree	26.1 %	49.1 %	14.6 %	6.0 %	4.2 %	41,291	374
Bachelor's Degree	25.9 %	49.6 %	14.6 %	6.1 %	3.8 %	195,375	2,874

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
Master's Degree	28.0 %	48.9 %	14.1 %	5.8 %	3.2 %	158,127	3,164
Doctoral/Professional Degree	27.3 %	48.2 %	15.4 %	6.2 %	3.0 %	62,128	1,957
Pay Category							
Federal Wage System	20.4 %	49.0 %	17.6 %	7.3 %	5.7 %	17,888	159
GS 1-6	25.2 %	47.0 %	15.6 %	7.2 %	4.9 %	28,370	382
GS 7-12	25.2 %	49.1 %	14.9 %	6.4 %	4.4 %	231,495	3,302
GS 13-15	29.2 %	49.3 %	13.8 %	5.0 %	2.7 %	237,465	5,006
SES	49.4 %	36.5 %	9.6 %	3.3 %	1.2 %	5,255	33
SL/ST	35.6 %	48.2 %	11.3 %	3.3 %	1.6 %	2,017	34
Other	24.5 %	50.7 %	14.8 %	6.2 %	3.8 %	49,498	691
Time in Federal Government							
< 1 year	32.3 %	45.5 %	13.9 %	5.7 %	2.7 %	16,667	500
1-3 years	28.8 %	47.4 %	14.1 %	6.3 %	3.4 %	74,237	1,616
4-5 years	26.2 %	48.1 %	14.7 %	6.7 %	4.2 %	50,308	858
6-10 years	25.3 %	48.4 %	15.4 %	6.5 %	4.4 %	92,710	1,692
11-14 years	25.8 %	49.8 %	14.6 %	5.9 %	3.9 %	92,840	1,577
15-20 years	25.0 %	49.2 %	15.4 %	6.2 %	4.3 %	100,845	1,568
> 20 years	27.1 %	51.0 %	13.9 %	4.9 %	3.1 %	143,571	1,788
Time with Current Agency							
< 1 year	32.8 %	45.2 %	13.9 %	5.4 %	2.7 %	28,913	899
1-3 years	28.6 %	47.3 %	14.4 %	6.3 %	3.5 %	108,840	2,390
4-5 years	26.4 %	48.3 %	14.7 %	6.4 %	4.2 %	62,050	980
6-10 years	25.2 %	48.8 %	15.2 %	6.4 %	4.4 %	99,447	1,649
11-14 years	25.3 %	50.5 %	14.6 %	5.7 %	3.9 %	82,651	1,288
15-20 years	24.2 %	50.1 %	15.3 %	6.2 %	4.3 %	84,679	1,171
> 20 years	26.7 %	51.6 %	13.8 %	4.9 %	2.9 %	105,302	1,214
Leaving							
No	31.4 %	50.0 %	12.5 %	4.3 %	1.8 %	378,813	5,848
Yes, to retire	25.1 %	53.0 %	14.2 %	4.8 %	2.9 %	35,582	379
Yes, to other job in Govt	18.1 %	47.6 %	18.1 %	9.0 %	7.2 %	103,428	2,076
Yes, to other job outside Govt	15.2 %	44.3 %	19.1 %	11.4 %	9.9 %	22,914	543
Yes, other	15.0 %	45.5 %	21.4 %	9.6 %	8.6 %	30,718	741
Retiring							
Less than 1 year	24.7 %	50.7 %	14.6 %	5.6 %	4.4 %	15,720	232
1 year	24.8 %	53.0 %	14.0 %	5.0 %	3.2 %	14,637	154
2 years	27.3 %	51.5 %	13.8 %	4.7 %	2.7 %	29,698	296
3 years	27.5 %	51.7 %	13.4 %	4.8 %	2.6 %	30,595	315

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(43) 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	26.3 %	49.2 %	14.8 %	6.0 %	3.8 %	598,313	10,161
4 years	27.1 %	51.0 %	14.1 %	4.9 %	2.9 %	18,756	205
5 years	26.0 %	50.6 %	14.3 %	5.4 %	3.7 %	43,582	532
More than 5 years	26.7 %	48.4 %	14.8 %	6.2 %	3.9 %	413,668	7,733
Transgender							
Yes	19.8 %	39.3 %	18.6 %	9.5 %	12.7 %	2,341	61
No	26.9 %	49.3 %	14.4 %	5.8 %	3.6 %	544,693	8,862
Consider Yourself as							
Straight	26.7 %	46.6 %	14.6 %	7.1 %	4.9 %	14,319	290
Gay or Lesbian	27.3 %	49.5 %	14.1 %	5.6 %	3.4 %	494,592	7,714
Bisexual	24.9 %	46.9 %	14.9 %	8.2 %	5.1 %	10,840	247
Use different term	18.6 %	43.7 %	19.4 %	9.5 %	8.8 %	15,389	387
Military Service							
No Prior Military Service	25.7 %	49.6 %	14.9 %	6.2 %	3.6 %	421,566	7,861
Currently in Guard/Reserves	26.3 %	46.5 %	15.3 %	6.4 %	5.4 %	7,752	109
Retired	31.7 %	49.0 %	12.5 %	4.2 %	2.6 %	63,950	548
Separated/Discharged	25.7 %	47.5 %	15.2 %	6.4 %	5.2 %	77,974	1,076
Military Spouse							
Spouse of current active duty service member	27.5 %	47.0 %	14.6 %	6.4 %	4.6 %	6,613	125
Spouse of separated or retired service member with a disability rating of 100%	29.3 %	49.4 %	13.1 %	4.9 %	3.3 %	12,445	140
Widow(er) of a service member killed while on active duty	27.6 %	42.6 %	18.0 %	7.3 %	4.5 %	333	6
None of the categories listed	26.5 %	49.2 %	14.6 %	6.0 %	3.8 %	552,137	9,327
NoN-Competitive Hiring Authority							
Yes	29.0 %	48.8 %	13.0 %	5.7 %	3.5 %	2,500	27
No	28.5 %	48.2 %	13.9 %	5.5 %	3.9 %	16,758	240
Disability							
Yes	28.2 %	45.1 %	14.8 %	6.5 %	5.4 %	93,993	1,544
No	26.4 %	50.1 %	14.4 %	5.7 %	3.3 %	464,108	7,646

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
Work Location							
Headquarters	32.3 %	52.8 %	10.3 %	2.8 %	1.7 %	170,834	1,628
Field	25.2 %	54.5 %	13.3 %	4.1 %	2.9 %	282,365	2,734
Full-time telework	37.2 %	51.7 %	8.2 %	1.8 %	1.0 %	111,755	1,244
Supervisory Status							
Senior Leader	47.9 %	40.9 %	7.5 %	2.3 %	1.4 %	9,524	36
Manager	33.7 %	51.6 %	9.9 %	3.0 %	1.7 %	38,601	273
Supervisor	28.6 %	54.3 %	11.5 %	3.5 %	2.1 %	77,575	653
Team Leader	28.5 %	53.9 %	11.8 %	3.6 %	2.2 %	70,753	633
Non-Supervisor	28.6 %	53.9 %	11.8 %	3.3 %	2.4 %	374,160	4,080
Sex							
Male	29.4 %	52.2 %	12.1 %	3.6 %	2.6 %	286,290	2,889
Female	29.6 %	55.6 %	10.3 %	2.9 %	1.6 %	263,720	2,378
Hispanic or Latino							
Yes	29.1 %	50.5 %	13.0 %	4.1 %	3.4 %	63,685	604
No	29.5 %	54.1 %	11.2 %	3.2 %	2.0 %	489,511	4,748
Race							
American Indian/Alaska Native	24.9 %	53.0 %	14.9 %	3.9 %	3.4 %	14,062	115
Asian	31.0 %	53.8 %	10.8 %	2.5 %	1.9 %	33,932	397
Black/African American	34.1 %	52.0 %	9.6 %	2.5 %	1.8 %	82,472	644
Native Hawaiian/Pacific Islander	27.6 %	51.9 %	13.9 %	3.4 %	3.1 %	3,681	35
White	28.8 %	54.2 %	11.4 %	3.4 %	2.1 %	374,208	3,551
Two or more races(Not Hispanic/Latino)	27.4 %	51.0 %	13.6 %	4.3 %	3.7 %	25,945	299
Age Group							
25 and under	27.8 %	51.1 %	13.4 %	5.3 %	2.4 %	9,476	102
26-29 years old	26.5 %	52.4 %	13.5 %	4.5 %	3.0 %	21,236	242
30-39 years old	27.3 %	52.5 %	12.8 %	4.3 %	3.1 %	107,554	1,234
40-49 years old	28.0 %	53.5 %	12.1 %	3.7 %	2.7 %	156,761	1,642
50-59 years old	30.9 %	54.6 %	10.3 %	2.6 %	1.6 %	168,386	1,417
60 or older	33.1 %	54.1 %	9.6 %	2.2 %	1.1 %	89,923	708
Level of Education							
Less than High School	25.3 %	53.1 %	16.5 %	2.3 %	2.9 %	393	13
H.S. Diploma/GED or equiv	27.9 %	53.4 %	13.3 %	3.0 %	2.4 %	23,708	217
Trade/Technical Certificate	25.5 %	55.1 %	13.5 %	3.2 %	2.7 %	12,013	96
Some College(no degree)	29.0 %	52.8 %	12.4 %	3.2 %	2.6 %	67,705	555
Associate's Degree	28.5 %	53.0 %	12.6 %	3.4 %	2.5 %	40,950	310
Bachelor's Degree	28.3 %	54.0 %	11.7 %	3.7 %	2.4 %	194,554	1,885

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
Master's Degree	30.7 %	53.5 %	10.6 %	3.2 %	1.9 %	158,048	1,672
Doctoral/Professional Degree	32.6 %	54.1 %	9.1 %	2.7 %	1.5 %	62,748	688
Pay Category							
Federal Wage System	22.6 %	54.6 %	15.1 %	4.3 %	3.4 %	17,670	176
GS 1-6	28.0 %	52.8 %	13.0 %	3.6 %	2.6 %	28,054	311
GS 7-12	27.9 %	54.0 %	12.1 %	3.4 %	2.6 %	230,225	2,147
GS 13-15	32.0 %	53.3 %	10.0 %	3.0 %	1.7 %	237,809	2,466
SES	50.8 %	39.5 %	6.5 %	2.3 %	0.9 %	5,227	22
SL/ST	42.1 %	48.5 %	7.1 %	1.6 %	0.8 %	2,021	8
Other	26.2 %	54.2 %	13.2 %	4.0 %	2.4 %	49,117	540
Time in Federal Government							
< 1 year	35.3 %	50.0 %	10.1 %	3.1 %	1.4 %	16,766	225
1-3 years	32.2 %	52.1 %	10.7 %	3.2 %	1.8 %	74,435	701
4-5 years	28.9 %	53.0 %	12.1 %	3.6 %	2.5 %	50,220	460
6-10 years	27.9 %	53.4 %	12.3 %	3.7 %	2.7 %	92,543	948
11-14 years	28.2 %	54.3 %	11.8 %	3.5 %	2.3 %	92,495	979
15-20 years	27.3 %	54.0 %	12.4 %	3.6 %	2.7 %	100,428	1,053
> 20 years	29.7 %	54.8 %	10.8 %	2.8 %	1.9 %	142,462	1,289
Time with Current Agency							
< 1 year	35.7 %	49.8 %	10.0 %	3.0 %	1.5 %	29,125	400
1-3 years	31.8 %	52.2 %	10.9 %	3.2 %	1.9 %	109,096	1,074
4-5 years	29.1 %	52.8 %	12.1 %	3.5 %	2.6 %	61,839	587
6-10 years	27.7 %	53.8 %	12.3 %	3.6 %	2.6 %	99,096	974
11-14 years	27.5 %	54.8 %	11.8 %	3.5 %	2.3 %	82,234	857
15-20 years	26.4 %	54.6 %	12.7 %	3.7 %	2.6 %	84,216	832
> 20 years	29.4 %	55.2 %	10.7 %	2.8 %	1.8 %	104,428	924
Leaving							
No	34.2 %	53.4 %	9.2 %	2.3 %	1.0 %	378,263	3,078
Yes, to retire	27.1 %	56.3 %	11.7 %	3.0 %	1.9 %	35,153	353
Yes, to other job in Govt	20.5 %	54.2 %	15.6 %	5.3 %	4.4 %	102,857	1,367
Yes, to other job outside Govt	17.8 %	51.9 %	16.7 %	7.3 %	6.4 %	22,809	362
Yes, other	17.4 %	53.0 %	18.4 %	5.8 %	5.3 %	30,517	503
Retiring							
Less than 1 year	26.8 %	54.7 %	12.1 %	3.5 %	3.0 %	15,533	193
1 year	26.8 %	56.5 %	11.5 %	3.1 %	2.1 %	14,425	150
2 years	29.6 %	55.1 %	10.8 %	2.9 %	1.7 %	29,412	221
3 years	29.7 %	54.9 %	10.8 %	3.0 %	1.6 %	30,264	260

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(44) 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	29.0 %	53.7 %	11.7 %	3.4 %	2.2 %	596,267	6,043
4 years	29.6 %	54.1 %	11.5 %	2.8 %	2.0 %	18,581	136
5 years	28.5 %	54.6 %	11.4 %	3.3 %	2.2 %	43,262	386
More than 5 years	29.4 %	53.2 %	11.6 %	3.4 %	2.3 %	413,353	4,228
Transgender							
Yes	22.2 %	45.1 %	16.7 %	6.7 %	9.2 %	2,312	47
No	29.6 %	53.7 %	11.3 %	3.3 %	2.2 %	542,930	5,137
Consider Yourself as							
Straight	30.3 %	51.4 %	11.6 %	3.7 %	2.9 %	14,334	139
Gay or Lesbian	29.9 %	53.8 %	11.1 %	3.2 %	2.0 %	492,857	4,459
Bisexual	29.7 %	52.2 %	11.0 %	4.2 %	2.9 %	10,852	122
Use different term	21.5 %	50.3 %	16.8 %	5.7 %	5.6 %	15,351	273
Military Service							
No Prior Military Service	28.7 %	54.4 %	11.5 %	3.4 %	2.1 %	420,771	4,286
Currently in Guard/Reserves	27.0 %	50.8 %	14.1 %	4.7 %	3.5 %	7,713	79
Retired	33.5 %	52.2 %	10.2 %	2.5 %	1.6 %	63,408	470
Separated/Discharged	27.9 %	52.2 %	12.9 %	3.8 %	3.3 %	77,510	807
Military Spouse							
Spouse of current active duty service member	30.5 %	52.4 %	11.1 %	3.6 %	2.4 %	6,583	65
Spouse of separated or retired service member with a disability rating of 100%	32.1 %	53.4 %	10.1 %	2.5 %	2.0 %	12,332	100
Widow(er) of a service member killed while on active duty	27.5 %	48.4 %	15.3 %	6.1 %	2.7 %	332	5
None of the categories listed	29.1 %	53.7 %	11.6 %	3.4 %	2.2 %	550,445	5,467
NoN-Competitive Hiring Authority							
Yes	32.7 %	52.7 %	9.9 %	2.9 %	1.8 %	2,480	19
No	31.2 %	53.0 %	10.7 %	3.0 %	2.2 %	16,633	149
Disability							
Yes	31.1 %	50.1 %	11.9 %	3.7 %	3.3 %	93,561	922
No	29.0 %	54.5 %	11.3 %	3.3 %	2.0 %	462,708	4,459

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
Work Location							
Headquarters	24.4 %	34.2 %	19.6 %	10.8 %	11.0 %	165,092	8,742
Field	18.1 %	31.2 %	21.1 %	13.5 %	16.0 %	276,044	11,394
Full-time telework	27.8 %	36.0 %	19.9 %	8.5 %	7.8 %	105,158	8,696
Supervisory Status							
Senior Leader	45.1 %	32.3 %	11.0 %	5.9 %	5.6 %	9,507	93
Manager	29.6 %	35.2 %	16.2 %	9.7 %	9.3 %	38,597	520
Supervisor	22.3 %	35.8 %	19.4 %	11.2 %	11.2 %	76,891	1,936
Team Leader	19.3 %	32.4 %	21.5 %	13.0 %	13.7 %	68,986	2,939
Non-Supervisor	20.4 %	32.1 %	21.2 %	12.3 %	14.1 %	357,633	23,808
Sex							
Male	22.7 %	33.2 %	19.8 %	11.1 %	13.1 %	278,229	12,629
Female	20.4 %	32.9 %	21.2 %	12.7 %	12.7 %	253,903	14,882
Hispanic or Latino							
Yes	21.5 %	29.9 %	21.0 %	11.6 %	16.1 %	62,099	2,795
No	21.7 %	33.5 %	20.3 %	11.9 %	12.6 %	473,088	25,000
Race							
American Indian/Alaska Native	16.4 %	29.5 %	22.9 %	13.2 %	18.0 %	13,841	470
Asian	24.2 %	38.4 %	20.1 %	8.1 %	9.1 %	32,350	2,180
Black/African American	22.6 %	32.1 %	22.8 %	10.4 %	12.1 %	79,145	4,619
Native Hawaiian/Pacific Islander	21.1 %	30.6 %	22.7 %	10.5 %	15.1 %	3,613	130
White	22.0 %	33.6 %	19.5 %	12.2 %	12.8 %	363,005	17,681
Two or more races(Not Hispanic/Latino)	18.3 %	28.1 %	21.0 %	13.7 %	18.9 %	25,115	1,400
Age Group							
25 and under	25.0 %	37.1 %	17.2 %	10.8 %	9.9 %	9,208	440
26-29 years old	21.4 %	34.4 %	18.8 %	12.7 %	12.8 %	20,588	1,096
30-39 years old	20.7 %	32.3 %	19.2 %	12.7 %	15.2 %	103,722	5,902
40-49 years old	20.7 %	31.9 %	19.9 %	12.4 %	15.1 %	151,565	7,998
50-59 years old	22.1 %	33.2 %	21.3 %	11.4 %	11.9 %	163,385	7,872
60 or older	24.0 %	34.9 %	21.9 %	10.1 %	9.0 %	86,879	4,426
Level of Education							
Less than High School	17.9 %	36.6 %	22.9 %	8.3 %	14.2 %	388	23
H.S. Diploma/GED or equiv	20.0 %	31.5 %	22.3 %	11.7 %	14.5 %	23,354	709
Trade/Technical Certificate	16.7 %	29.2 %	22.2 %	13.3 %	18.6 %	11,797	419
Some College(no degree)	19.4 %	30.1 %	21.9 %	12.5 %	16.0 %	66,272	2,537
Associate's Degree	19.5 %	30.3 %	21.8 %	12.5 %	16.0 %	39,963	1,615
Bachelor's Degree	20.9 %	33.9 %	20.5 %	12.0 %	12.7 %	187,839	10,009

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
Master's Degree	23.7 %	34.1 %	19.5 %	11.3 %	11.5 %	152,298	8,777
Doctoral/Professional Degree	26.1 %	34.8 %	18.0 %	11.1 %	10.0 %	59,788	4,265
Pay Category							
Federal Wage System	13.6 %	25.5 %	21.6 %	15.7 %	23.6 %	17,534	468
GS 1-6	21.0 %	31.2 %	21.2 %	11.7 %	14.9 %	27,117	1,494
GS 7-12	20.0 %	32.3 %	21.0 %	12.3 %	14.3 %	222,231	12,045
GS 13-15	24.4 %	35.1 %	19.5 %	10.7 %	10.2 %	229,186	12,968
SES	49.8 %	29.9 %	9.4 %	6.3 %	4.5 %	5,238	33
SL/ST	37.5 %	34.6 %	13.6 %	7.7 %	6.7 %	1,978	62
Other	18.7 %	31.0 %	21.8 %	13.7 %	14.8 %	47,933	2,110
Time in Federal Government							
< 1 year	32.8 %	37.6 %	16.4 %	7.6 %	5.6 %	15,752	1,392
1-3 years	25.9 %	35.6 %	18.4 %	10.0 %	10.0 %	71,446	4,370
4-5 years	21.2 %	32.8 %	20.3 %	12.3 %	13.4 %	48,570	2,521
6-10 years	20.2 %	31.7 %	20.8 %	12.6 %	14.8 %	89,510	4,763
11-14 years	20.5 %	32.6 %	20.5 %	12.4 %	14.0 %	89,475	4,786
15-20 years	19.1 %	31.0 %	21.1 %	13.2 %	15.6 %	97,346	4,849
> 20 years	21.0 %	33.0 %	21.7 %	11.7 %	12.6 %	138,323	6,491
Time with Current Agency							
< 1 year	32.7 %	36.9 %	16.3 %	7.7 %	6.5 %	27,093	2,659
1-3 years	25.4 %	34.9 %	18.9 %	10.1 %	10.7 %	104,590	6,532
4-5 years	21.0 %	31.9 %	20.6 %	12.4 %	14.0 %	59,943	2,996
6-10 years	19.4 %	31.4 %	21.0 %	13.0 %	15.2 %	96,209	4,728
11-14 years	19.3 %	32.1 %	21.3 %	12.9 %	14.5 %	79,812	3,957
15-20 years	18.1 %	30.9 %	21.4 %	13.5 %	16.0 %	81,941	3,731
> 20 years	20.8 %	33.6 %	21.6 %	11.8 %	12.2 %	101,517	4,579
Leaving							
No	27.1 %	37.4 %	19.6 %	9.0 %	6.9 %	364,085	19,601
Yes, to retire	19.3 %	34.2 %	22.9 %	12.1 %	11.4 %	34,245	1,509
Yes, to other job in Govt	11.1 %	23.9 %	21.7 %	17.8 %	25.5 %	100,388	5,135
Yes, to other job outside Govt	10.5 %	23.0 %	19.8 %	18.2 %	28.4 %	22,345	1,115
Yes, other	9.6 %	22.3 %	22.7 %	17.5 %	27.9 %	29,653	1,781
Retiring							
Less than 1 year	18.8 %	31.2 %	21.7 %	12.4 %	15.9 %	15,182	689
1 year	18.8 %	33.0 %	23.0 %	12.2 %	12.9 %	14,045	675
2 years	21.4 %	34.1 %	22.1 %	11.5 %	10.9 %	28,547	1,288
3 years	20.7 %	33.8 %	22.0 %	11.8 %	11.6 %	29,424	1,301

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(45) 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	21.3 %	32.7 %	20.7 %	12.0 %	13.3 %	576,423	30,701
4 years	20.5 %	32.9 %	21.0 %	12.5 %	13.1 %	18,091	794
5 years	19.9 %	31.9 %	22.0 %	12.6 %	13.6 %	42,093	1,906
More than 5 years	22.0 %	32.9 %	19.9 %	11.9 %	13.3 %	398,781	22,132
Transgender							
Yes	16.9 %	21.6 %	18.4 %	14.9 %	28.3 %	2,259	125
No	21.8 %	33.1 %	20.4 %	11.8 %	12.9 %	525,266	27,126
Consider Yourself as							
Straight	21.7 %	31.4 %	19.1 %	12.4 %	15.4 %	13,866	719
Gay or Lesbian	22.1 %	33.5 %	20.3 %	11.6 %	12.5 %	477,053	24,143
Bisexual	20.5 %	30.4 %	17.3 %	15.0 %	16.7 %	10,463	616
Use different term	14.4 %	26.2 %	21.5 %	15.3 %	22.6 %	14,803	954
Military Service							
No Prior Military Service	20.7 %	33.4 %	20.8 %	12.3 %	12.8 %	405,382	23,239
Currently in Guard/Reserves	23.9 %	32.7 %	17.1 %	11.2 %	15.2 %	7,555	291
Retired	27.0 %	33.8 %	19.6 %	9.6 %	10.0 %	62,155	2,113
Separated/Discharged	19.6 %	29.6 %	20.5 %	12.8 %	17.4 %	75,377	3,524
Military Spouse							
Spouse of current active duty service member	23.1 %	31.1 %	18.4 %	12.4 %	15.0 %	6,438	294
Spouse of separated or retired service member with a disability rating of 100%	21.6 %	30.2 %	21.2 %	11.5 %	15.4 %	12,035	534
Widow(er) of a service member killed while on active duty	19.0 %	26.2 %	26.7 %	12.2 %	15.9 %	318	17
None of the categories listed	21.5 %	33.0 %	20.5 %	12.0 %	13.1 %	531,961	28,332
NoN-Competitive Hiring Authority							
Yes	24.0 %	32.6 %	19.4 %	10.9 %	13.2 %	2,426	96
No	21.7 %	30.1 %	20.5 %	12.1 %	15.6 %	16,232	746
Disability							
Yes	21.8 %	27.6 %	19.8 %	12.6 %	18.2 %	90,913	4,411
No	21.6 %	34.2 %	20.6 %	11.7 %	11.9 %	447,159	23,622

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
Work Location						
Headquarters	32.0 %	38.8 %	16.3 %	8.0 %	4.8 %	174,957
Field	24.7 %	39.0 %	19.6 %	10.0 %	6.8 %	289,387
Full-time telework	37.2 %	39.3 %	14.1 %	5.9 %	3.5 %	114,576
Supervisory Status						
Senior Leader	54.4 %	30.9 %	8.3 %	3.7 %	2.6 %	9,674
Manager	36.9 %	38.3 %	13.7 %	7.1 %	4.0 %	39,290
Supervisor	29.6 %	40.5 %	16.7 %	8.3 %	4.9 %	79,323
Team Leader	26.5 %	40.5 %	18.3 %	9.2 %	5.4 %	72,332
Non-Supervisor	27.8 %	38.6 %	18.5 %	9.0 %	6.1 %	384,149
Sex						
Male	30.1 %	38.7 %	16.9 %	8.5 %	5.8 %	292,844
Female	28.2 %	39.7 %	18.3 %	8.7 %	5.1 %	270,544
Hispanic or Latino						
Yes	29.4 %	36.8 %	18.7 %	8.6 %	6.4 %	65,400
No	29.1 %	39.4 %	17.4 %	8.6 %	5.4 %	501,309
Race						
American Indian/Alaska Native	24.2 %	37.9 %	22.1 %	9.0 %	6.8 %	14,451
Asian	32.3 %	41.5 %	15.7 %	5.9 %	4.6 %	34,880
Black/African American	31.1 %	39.3 %	17.4 %	6.9 %	5.4 %	84,613
Native Hawaiian/Pacific Islander	28.4 %	36.8 %	19.6 %	8.3 %	6.9 %	3,778
White	29.3 %	39.2 %	17.1 %	9.0 %	5.3 %	382,808
Two or more races(Not Hispanic/Latino)	25.4 %	36.4 %	20.0 %	10.2 %	8.1 %	26,656
Age Group						
25 and under	30.0 %	42.0 %	16.3 %	7.4 %	4.3 %	9,714
26-29 years old	26.7 %	40.6 %	18.4 %	8.6 %	5.7 %	21,783
30-39 years old	27.3 %	38.5 %	17.9 %	9.5 %	6.8 %	110,089
40-49 years old	27.9 %	38.0 %	18.0 %	9.5 %	6.5 %	160,287
50-59 years old	30.1 %	39.4 %	17.4 %	8.2 %	4.8 %	172,455
60 or older	33.3 %	40.5 %	16.3 %	6.6 %	3.4 %	92,498
Level of Education						
Less than High School	27.1 %	40.1 %	22.8 %	6.5 %	3.5 %	419
H.S. Diploma/GED or equiv	27.3 %	38.9 %	19.9 %	8.0 %	5.9 %	24,388

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
Trade/Technical Certificate	24.2 %	37.7 %	22.1 %	9.4 %	6.6 %	12,353
Some College(no degree)	26.8 %	38.1 %	20.0 %	8.9 %	6.2 %	69,453
Associate's Degree	26.3 %	38.7 %	19.5 %	9.3 %	6.2 %	41,931
Bachelor's Degree	28.4 %	39.5 %	17.5 %	8.9 %	5.7 %	199,046
Master's Degree	31.1 %	39.4 %	16.1 %	8.3 %	5.1 %	161,891
Doctoral/Professional Degree	34.5 %	38.5 %	14.5 %	7.8 %	4.6 %	64,359
Pay Category						
Federal Wage System	19.7 %	37.3 %	23.0 %	11.9 %	8.1 %	18,161
GS 1-6	25.5 %	37.8 %	21.3 %	9.1 %	6.3 %	29,014
GS 7-12	26.9 %	38.6 %	18.6 %	9.3 %	6.6 %	236,015
GS 13-15	32.9 %	39.9 %	15.1 %	7.7 %	4.3 %	243,298
SES	60.9 %	26.9 %	6.6 %	3.5 %	2.2 %	5,298
SL/ST	45.3 %	35.8 %	10.6 %	5.7 %	2.6 %	2,058
Other	25.7 %	39.6 %	20.5 %	9.0 %	5.1 %	50,423
Time in Federal Government						
< 1 year	40.7 %	38.8 %	13.2 %	4.8 %	2.4 %	17,258
1-3 years	33.2 %	40.0 %	15.8 %	7.0 %	4.1 %	76,240
4-5 years	27.7 %	39.6 %	18.4 %	8.6 %	5.7 %	51,381
6-10 years	27.2 %	38.5 %	18.7 %	9.4 %	6.2 %	94,785
11-14 years	27.4 %	39.2 %	17.9 %	9.6 %	5.9 %	94,796
15-20 years	26.1 %	38.2 %	19.0 %	9.8 %	6.9 %	102,914
> 20 years	29.4 %	39.0 %	17.7 %	8.4 %	5.5 %	146,079
Time with Current Agency						
< 1 year	40.3 %	37.3 %	13.5 %	5.6 %	3.3 %	29,944
1-3 years	32.7 %	38.8 %	16.1 %	7.5 %	4.8 %	111,773
4-5 years	27.7 %	38.9 %	18.6 %	8.8 %	6.0 %	63,279
6-10 years	26.2 %	39.1 %	18.8 %	9.6 %	6.3 %	101,512
11-14 years	26.1 %	39.5 %	18.7 %	9.7 %	5.9 %	84,293
15-20 years	25.2 %	38.7 %	19.2 %	10.1 %	6.9 %	86,296
> 20 years	29.8 %	39.6 %	17.3 %	8.2 %	5.1 %	107,058
Leaving						
No	38.2 %	43.2 %	13.0 %	3.9 %	1.6 %	386,248
Yes, to retire	25.8 %	40.3 %	19.7 %	9.2 %	5.0 %	36,205

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
Yes, to other job in Govt	11.3 %	31.5 %	26.6 %	17.8 %	12.9 %	106,022
Yes, to other job outside Govt	9.4 %	27.0 %	25.3 %	20.6 %	17.7 %	23,571
Yes, other	10.1 %	28.2 %	28.4 %	18.4 %	14.8 %	31,662
Retiring						
Less than 1 year	24.3 %	35.9 %	19.3 %	11.5 %	9.0 %	16,046
1 year	25.1 %	39.2 %	19.9 %	9.9 %	5.9 %	14,897
2 years	28.7 %	40.9 %	17.7 %	7.9 %	4.8 %	30,189
3 years	29.0 %	39.6 %	18.2 %	8.4 %	4.9 %	31,066
4 years	28.2 %	39.4 %	18.1 %	9.0 %	5.3 %	19,054
5 years	27.4 %	39.3 %	18.7 %	8.9 %	5.7 %	44,365
More than 5years	29.5 %	39.0 %	17.4 %	8.5 %	5.6 %	423,117
Transgender						
Yes	20.5 %	28.1 %	22.5 %	12.2 %	16.7 %	2,405
No	29.4 %	39.2 %	17.5 %	8.6 %	5.5 %	556,074
Consider Yourself as						
Straight	28.5 %	38.3 %	17.2 %	9.4 %	6.6 %	14,664
Gay or Lesbian	29.9 %	39.3 %	17.2 %	8.4 %	5.3 %	504,542
Bisexual	26.5 %	37.9 %	18.7 %	9.8 %	7.2 %	11,131
Use different term	19.2 %	34.6 %	22.7 %	12.4 %	11.1 %	15,874
Military Service						
No Prior Military Service	28.4 %	39.9 %	17.9 %	8.6 %	5.3 %	431,430
Currently in Guard/Reserves	33.8 %	37.1 %	17.4 %	9.5 %	7.6 %	7,892
Retired	33.6 %	38.5 %	16.0 %	7.5 %	4.4 %	64,755
Separated/Discharged	26.6 %	36.3 %	18.9 %	10.3 %	8.0 %	79,401
Military Spouse						
Spouse of current active duty service member	27.9 %	34.9 %	19.2 %	11.1 %	6.9 %	6,764
Spouse of separated or retired service member with a disability rating of 100%	28.3 %	37.3 %	18.5 %	9.4 %	6.4 %	12,661
Widow(er) of a service member killed while on active duty	24.6 %	36.5 %	20.4 %	10.7 %	7.8 %	343
None of the categories listed	28.9 %	39.1 %	17.7 %	8.7 %	5.6 %	563,995
NoN-Competitive Hiring Authority						
Yes	28.0 %	37.9 %	17.7 %	10.0 %	6.4 %	2,547
No	28.1 %	36.0 %	19.1 %	10.1 %	6.6 %	17,082

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	28.5 %	39.0 %	18.1 %	8.8 %	5.6 %	610,279
Disability						
Yes	27.8 %	35.0 %	18.8 %	10.1 %	8.3 %	96,095
No	29.4 %	40.0 %	17.3 %	8.3 %	4.9 %	473,785

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
Work Location							
Headquarters	21.0 %	29.8 %	23.2 %	13.4 %	12.6 %	165,691	9,415
Field	16.0 %	26.6 %	24.8 %	15.4 %	17.2 %	272,816	16,784
Full-time telework	27.2 %	34.0 %	21.1 %	9.6 %	8.1 %	107,894	6,776
Supervisory Status							
Senior Leader	40.3 %	29.0 %	16.6 %	7.6 %	6.5 %	9,542	146
Manager	22.7 %	29.6 %	22.6 %	13.2 %	11.8 %	38,374	948
Supervisor	18.9 %	29.3 %	24.3 %	14.1 %	13.4 %	76,534	2,859
Team Leader	16.5 %	27.7 %	24.6 %	15.8 %	15.4 %	68,660	3,736
Non-Supervisor	19.1 %	28.7 %	23.8 %	13.7 %	14.7 %	358,574	25,865
Sex							
Male	18.8 %	27.8 %	23.7 %	13.9 %	15.8 %	277,944	15,111
Female	20.8 %	30.9 %	23.7 %	13.3 %	11.3 %	254,232	16,542
Hispanic or Latino							
Yes	24.5 %	27.7 %	21.2 %	11.6 %	15.0 %	61,965	3,475
No	18.8 %	29.2 %	24.1 %	14.1 %	13.9 %	473,220	28,499
Race							
American Indian/Alaska Native	21.2 %	30.0 %	22.9 %	11.8 %	14.1 %	13,624	849
Asian	29.3 %	36.1 %	18.5 %	7.5 %	8.6 %	33,113	1,787
Black/African American	25.5 %	31.8 %	22.7 %	9.3 %	10.7 %	79,884	4,813
Native Hawaiian/Pacific Islander	24.7 %	29.1 %	21.5 %	10.2 %	14.5 %	3,572	206
White	17.4 %	28.3 %	24.4 %	15.2 %	14.7 %	362,154	20,945
Two or more races(Not Hispanic/Latino)	18.0 %	24.1 %	23.8 %	14.9 %	19.1 %	24,745	1,920
Age Group							
25 and under	22.4 %	31.9 %	20.8 %	14.1 %	10.8 %	8,944	771
26-29 years old	18.8 %	29.5 %	21.0 %	15.5 %	15.2 %	20,248	1,546
30-39 years old	18.6 %	26.9 %	21.8 %	15.4 %	17.3 %	103,683	6,479
40-49 years old	18.6 %	27.1 %	22.9 %	14.9 %	16.5 %	151,696	8,728
50-59 years old	19.7 %	29.6 %	25.4 %	12.9 %	12.4 %	163,376	9,207
60 or older	22.1 %	33.3 %	25.9 %	10.3 %	8.5 %	87,405	5,189
Level of Education							
Less than High School	23.6 %	35.5 %	18.9 %	9.8 %	12.2 %	398	21
H.S. Diploma/GED or equiv	20.8 %	28.0 %	24.7 %	11.5 %	15.0 %	23,144	1,263
Trade/Technical Certificate	16.6 %	25.3 %	25.9 %	14.3 %	17.9 %	11,628	735
Some College(no degree)	19.1 %	26.8 %	25.8 %	12.7 %	15.4 %	65,519	3,990
Associate's Degree	18.3 %	26.9 %	25.0 %	13.6 %	16.1 %	39,470	2,487
Bachelor's Degree	18.7 %	29.1 %	23.5 %	14.4 %	14.3 %	187,889	11,331

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
Master's Degree	20.4 %	29.8 %	22.9 %	13.9 %	13.0 %	153,471	8,527
Doctoral/Professional Degree	20.8 %	31.3 %	22.0 %	14.1 %	11.8 %	60,186	4,241
Pay Category							
Federal Wage System	14.0 %	21.8 %	25.2 %	16.4 %	22.6 %	17,134	1,046
GS 1-6	23.4 %	29.7 %	22.5 %	11.4 %	13.1 %	26,906	2,131
GS 7-12	18.6 %	27.7 %	24.1 %	14.0 %	15.6 %	220,881	15,286
GS 13-15	20.1 %	30.6 %	23.4 %	13.7 %	12.2 %	231,876	11,643
SES	45.6 %	29.6 %	13.2 %	7.0 %	4.5 %	5,239	61
SL/ST	27.8 %	33.2 %	21.5 %	9.5 %	8.0 %	1,977	84
Other	17.2 %	28.5 %	25.2 %	14.7 %	14.3 %	47,280	3,192
Time in Federal Government							
< 1 year	32.3 %	35.3 %	19.2 %	7.8 %	5.4 %	15,676	1,599
1-3 years	24.2 %	31.9 %	21.9 %	11.8 %	10.2 %	70,794	5,496
4-5 years	19.4 %	28.4 %	23.0 %	14.6 %	14.5 %	48,145	3,287
6-10 years	18.0 %	27.1 %	23.5 %	15.1 %	16.2 %	89,423	5,417
11-14 years	17.1 %	27.6 %	24.3 %	15.1 %	16.0 %	89,973	4,891
15-20 years	16.9 %	26.7 %	24.5 %	14.9 %	17.0 %	97,678	5,325
> 20 years	18.8 %	29.6 %	25.2 %	13.1 %	13.3 %	138,812	7,408
Time with Current Agency							
< 1 year	31.4 %	33.5 %	19.5 %	8.8 %	6.8 %	27,243	2,732
1-3 years	23.5 %	30.7 %	22.5 %	12.3 %	11.0 %	104,289	7,559
4-5 years	19.0 %	27.8 %	23.4 %	14.6 %	15.2 %	59,638	3,717
6-10 years	17.0 %	27.1 %	24.0 %	15.1 %	16.8 %	96,130	5,429
11-14 years	16.3 %	27.4 %	24.5 %	15.5 %	16.4 %	80,103	4,256
15-20 years	16.1 %	26.8 %	24.7 %	14.9 %	17.4 %	81,978	4,388
> 20 years	18.3 %	30.0 %	25.5 %	13.3 %	12.9 %	101,799	5,360
Leaving							
No	24.7 %	33.6 %	23.7 %	10.4 %	7.6 %	365,725	20,848
Yes, to retire	16.4 %	29.9 %	27.7 %	13.3 %	12.7 %	34,361	1,883
Yes, to other job in Govt	9.7 %	19.7 %	23.5 %	20.7 %	26.4 %	99,354	6,737
Yes, to other job outside Govt	7.0 %	15.4 %	20.3 %	22.6 %	34.7 %	22,174	1,414
Yes, other	7.6 %	16.9 %	24.0 %	21.3 %	30.3 %	29,228	2,444
Retiring							
Less than 1 year	15.5 %	27.0 %	26.6 %	14.5 %	16.4 %	15,151	910
1 year	15.9 %	28.5 %	27.8 %	13.7 %	14.0 %	14,109	801
2 years	17.7 %	31.3 %	26.7 %	12.6 %	11.8 %	28,633	1,574
3 years	18.3 %	29.9 %	26.7 %	12.7 %	12.4 %	29,466	1,627

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(47) 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	19.1 %	28.6 %	24.0 %	13.9 %	14.4 %	575,284	35,506
4 years	17.9 %	29.1 %	25.8 %	13.7 %	13.4 %	18,108	971
5 years	18.0 %	28.9 %	25.6 %	13.7 %	13.9 %	42,050	2,362
More than 5 years	20.0 %	28.6 %	22.9 %	14.1 %	14.6 %	398,775	24,667
Transgender							
Yes	11.9 %	16.6 %	21.6 %	16.6 %	33.2 %	2,243	169
No	19.7 %	29.1 %	23.7 %	13.6 %	13.9 %	525,259	31,250
Consider Yourself as							
Straight	19.9 %	27.9 %	22.0 %	14.3 %	16.0 %	13,933	746
Gay or Lesbian	20.0 %	29.4 %	23.7 %	13.4 %	13.4 %	477,201	27,724
Bisexual	17.9 %	26.3 %	22.5 %	16.6 %	16.7 %	10,368	766
Use different term	12.6 %	21.8 %	23.8 %	16.9 %	25.0 %	14,684	1,209
Military Service							
No Prior Military Service	19.7 %	30.2 %	23.2 %	13.7 %	13.2 %	406,788	24,991
Currently in Guard/Reserves	19.1 %	25.6 %	22.1 %	15.0 %	18.2 %	7,458	447
Retired	20.1 %	27.3 %	26.5 %	13.2 %	13.0 %	61,505	3,296
Separated/Discharged	16.8 %	24.2 %	24.2 %	15.1 %	19.6 %	74,808	4,664
Military Spouse							
Spouse of current active duty service member	21.5 %	26.0 %	21.5 %	16.5 %	14.4 %	6,299	471
Spouse of separated or retired service member with a disability rating of 100%	21.7 %	26.9 %	24.2 %	12.6 %	14.5 %	11,925	746
Widow(er) of a service member killed while on active duty	25.3 %	24.5 %	24.0 %	14.5 %	11.6 %	334	11
None of the categories listed	19.2 %	28.8 %	23.8 %	13.9 %	14.3 %	532,235	32,227
NoN-Competitive Hiring Authority							
Yes	24.2 %	28.2 %	21.3 %	14.0 %	12.2 %	2,376	171
No	21.2 %	26.2 %	23.6 %	14.3 %	14.8 %	16,053	1,047
Disability							
Yes	19.2 %	24.4 %	23.4 %	14.4 %	18.6 %	90,379	5,760
No	19.5 %	29.9 %	23.8 %	13.6 %	13.1 %	447,731	26,467

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
Work Location							
Headquarters	46.1 %	35.7 %	9.5 %	4.7 %	4.0 %	171,321	1,045
Field	36.9 %	38.0 %	12.6 %	6.5 %	5.9 %	282,658	2,023
Full-time telework	51.1 %	33.9 %	8.5 %	3.5 %	3.1 %	111,875	1,022
Supervisory Status							
Senior Leader	58.7 %	30.9 %	5.5 %	2.1 %	2.8 %	9,451	34
Manager	46.3 %	39.6 %	7.8 %	3.7 %	2.7 %	38,542	105
Supervisor	41.6 %	40.9 %	9.7 %	4.4 %	3.5 %	77,722	292
Team Leader	42.1 %	37.1 %	10.6 %	5.6 %	4.6 %	71,016	308
Non-Supervisor	41.1 %	35.6 %	11.8 %	6.0 %	5.5 %	374,791	3,431
Sex							
Male	42.3 %	37.1 %	10.6 %	5.2 %	4.8 %	286,000	1,621
Female	42.2 %	36.0 %	11.2 %	5.7 %	4.9 %	264,765	2,246
Hispanic or Latino							
Yes	40.1 %	34.2 %	12.7 %	6.4 %	6.6 %	63,810	495
No	42.4 %	37.0 %	10.6 %	5.3 %	4.6 %	490,246	3,443
Race							
American Indian/Alaska Native	32.5 %	34.7 %	16.8 %	8.2 %	7.8 %	14,040	156
Asian	45.0 %	36.5 %	10.3 %	3.9 %	4.3 %	33,910	206
Black/African American	42.6 %	35.6 %	11.4 %	5.1 %	5.3 %	82,582	776
Native Hawaiian/Pacific Islander	37.1 %	36.0 %	13.6 %	6.2 %	7.2 %	3,663	22
White	42.6 %	37.1 %	10.3 %	5.5 %	4.5 %	374,802	2,308
Two or more races(Not Hispanic/Latino)	40.3 %	34.7 %	12.3 %	5.9 %	6.8 %	25,968	261
Age Group							
25 and under	47.5 %	34.9 %	9.2 %	5.0 %	3.5 %	9,548	57
26-29 years old	43.8 %	36.2 %	9.6 %	5.6 %	4.7 %	21,422	143
30-39 years old	42.3 %	35.6 %	10.5 %	5.9 %	5.6 %	108,157	570
40-49 years old	41.2 %	36.6 %	10.8 %	5.8 %	5.7 %	156,924	996
50-59 years old	41.9 %	37.3 %	11.2 %	5.3 %	4.3 %	168,322	1,264
60 or older	43.1 %	37.4 %	11.6 %	4.5 %	3.4 %	89,744	867
Level of Education							
Less than High School	32.6 %	39.2 %	15.8 %	8.2 %	4.2 %	393	12
H.S. Diploma/GED or equiv	35.9 %	37.8 %	14.5 %	6.0 %	5.8 %	23,664	238
Trade/Technical Certificate	33.3 %	37.8 %	14.9 %	7.3 %	6.8 %	12,009	94
Some College(no degree)	37.7 %	35.9 %	14.0 %	6.6 %	5.9 %	67,718	607
Associate's Degree	36.6 %	37.1 %	13.4 %	6.7 %	6.3 %	40,909	339
Bachelor's Degree	42.4 %	37.2 %	10.4 %	5.3 %	4.6 %	194,679	1,320

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
Master's Degree	45.1 %	36.6 %	9.2 %	4.8 %	4.3 %	158,478	958
Doctoral/Professional Degree	49.2 %	34.6 %	8.2 %	4.4 %	3.6 %	63,099	413
Pay Category							
Federal Wage System	28.3 %	36.6 %	16.9 %	9.3 %	8.9 %	17,653	145
GS 1-6	35.8 %	34.8 %	14.7 %	7.4 %	7.2 %	28,140	387
GS 7-12	39.4 %	36.6 %	12.1 %	6.2 %	5.8 %	230,157	1,860
GS 13-15	47.9 %	37.0 %	8.1 %	3.9 %	3.2 %	238,571	1,301
SES	63.9 %	28.3 %	4.0 %	2.1 %	1.7 %	5,201	18
SL/ST	53.0 %	35.6 %	6.8 %	2.2 %	2.4 %	2,011	12
Other	37.8 %	37.8 %	13.3 %	6.3 %	4.8 %	49,270	433
Time in Federal Government							
< 1 year	53.3 %	32.5 %	8.1 %	3.5 %	2.6 %	16,878	173
1-3 years	47.0 %	34.1 %	9.9 %	5.1 %	4.1 %	74,811	474
4-5 years	41.6 %	36.0 %	10.9 %	6.2 %	5.3 %	50,330	330
6-10 years	40.9 %	36.4 %	11.1 %	6.0 %	5.7 %	92,670	638
11-14 years	41.0 %	37.3 %	11.0 %	5.7 %	5.1 %	92,679	613
15-20 years	38.8 %	37.7 %	11.9 %	6.0 %	5.6 %	100,525	738
> 20 years	41.2 %	38.1 %	11.4 %	4.9 %	4.3 %	142,315	1,194
Time with Current Agency							
< 1 year	52.7 %	32.2 %	8.2 %	3.6 %	3.3 %	29,188	366
1-3 years	46.0 %	34.2 %	10.1 %	5.3 %	4.6 %	109,485	694
4-5 years	41.1 %	36.3 %	11.2 %	6.1 %	5.3 %	61,959	381
6-10 years	40.3 %	36.7 %	11.2 %	6.1 %	5.7 %	99,160	693
11-14 years	39.9 %	38.0 %	11.4 %	5.8 %	5.0 %	82,397	553
15-20 years	37.8 %	38.3 %	12.4 %	6.0 %	5.6 %	84,246	628
> 20 years	41.2 %	38.8 %	11.3 %	4.7 %	4.0 %	104,447	844
Leaving							
No	50.3 %	36.5 %	8.2 %	3.1 %	1.9 %	378,163	2,221
Yes, to retire	37.3 %	40.7 %	13.2 %	5.0 %	3.9 %	35,109	345
Yes, to other job in Govt	26.4 %	36.6 %	16.0 %	10.3 %	10.7 %	103,427	986
Yes, to other job outside Govt	26.3 %	36.5 %	15.0 %	10.4 %	11.8 %	23,026	178
Yes, other	24.9 %	34.9 %	17.8 %	10.5 %	11.9 %	30,758	409
Retiring							
Less than 1 year	36.7 %	37.9 %	13.2 %	6.0 %	6.3 %	15,534	164
1 year	37.1 %	39.2 %	13.7 %	5.4 %	4.6 %	14,448	151
2 years	40.2 %	39.3 %	11.8 %	4.7 %	4.0 %	29,349	241
3 years	40.2 %	38.7 %	12.1 %	5.1 %	3.8 %	30,229	245

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(48) 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	41.5 %	36.8 %	11.2 %	5.6 %	4.9 %	595,072	4,527
4 years	40.0 %	38.5 %	11.8 %	5.6 %	4.1 %	18,619	147
5 years	39.0 %	37.5 %	12.5 %	6.0 %	5.1 %	43,249	309
More than 5 years	43.0 %	36.1 %	10.4 %	5.5 %	5.0 %	414,241	2,804
Transgender							
Yes	34.7 %	31.1 %	15.2 %	7.4 %	11.6 %	2,311	28
No	42.3 %	36.6 %	10.9 %	5.4 %	4.8 %	543,677	3,813
Consider Yourself as							
Straight	43.1 %	34.9 %	10.0 %	6.2 %	5.7 %	14,426	90
Gay or Lesbian	42.6 %	36.7 %	10.7 %	5.3 %	4.7 %	493,310	3,388
Bisexual	42.7 %	34.2 %	10.9 %	6.7 %	5.5 %	10,930	70
Use different term	33.1 %	36.0 %	15.2 %	7.1 %	8.6 %	15,413	162
Military Service							
No Prior Military Service	42.4 %	37.0 %	10.7 %	5.4 %	4.6 %	421,905	3,180
Currently in Guard/Reserves	39.7 %	36.6 %	11.0 %	5.6 %	7.0 %	7,722	39
Retired	43.8 %	36.3 %	10.9 %	5.0 %	4.0 %	63,174	355
Separated/Discharged	38.6 %	35.9 %	12.4 %	6.5 %	6.7 %	77,460	573
Military Spouse							
Spouse of current active duty service member	40.8 %	33.5 %	11.6 %	6.9 %	7.2 %	6,588	62
Spouse of separated or retired service member with a disability rating of 100%	40.6 %	34.1 %	12.6 %	6.4 %	6.2 %	12,333	114
Widow(er) of a service member killed while on active duty	37.6 %	29.8 %	18.1 %	8.5 %	6.0 %	323	5
None of the categories listed	42.0 %	36.8 %	10.9 %	5.4 %	4.8 %	551,287	3,979
NoN-Competitive Hiring Authority							
Yes	41.1 %	33.4 %	11.8 %	7.5 %	6.3 %	2,452	23
No	40.6 %	33.8 %	12.4 %	6.4 %	6.7 %	16,655	158
Disability							
Yes	40.1 %	33.2 %	12.4 %	6.8 %	7.6 %	93,573	812
No	42.5 %	37.4 %	10.6 %	5.2 %	4.2 %	463,525	3,136

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
Work Location						
Headquarters	57.8 %	29.2 %	6.9 %	3.3 %	2.7 %	174,611
Field	48.7 %	32.5 %	9.7 %	4.8 %	4.3 %	288,788
Full-time telework	64.1 %	25.8 %	5.9 %	2.3 %	1.9 %	114,416
Supervisory Status						
Senior Leader	63.3 %	25.7 %	6.0 %	3.0 %	2.1 %	9,656
Manager	55.0 %	31.1 %	7.3 %	3.9 %	2.7 %	39,210
Supervisor	51.7 %	33.0 %	8.1 %	4.1 %	3.1 %	79,188
Team Leader	55.2 %	30.2 %	7.8 %	3.9 %	3.0 %	72,215
Non-Supervisor	53.6 %	30.1 %	8.6 %	4.0 %	3.7 %	383,387
Sex						
Male	54.2 %	30.9 %	8.1 %	3.7 %	3.3 %	292,217
Female	54.1 %	29.6 %	8.4 %	4.4 %	3.5 %	270,080
Hispanic or Latino						
Yes	50.3 %	29.8 %	10.2 %	5.1 %	4.6 %	65,242
No	54.6 %	30.5 %	7.9 %	3.8 %	3.2 %	500,378
Race						
American Indian/Alaska Native	41.6 %	33.9 %	13.1 %	6.1 %	5.3 %	14,422
Asian	53.0 %	32.6 %	8.4 %	3.0 %	3.1 %	34,781
Black/African American	52.9 %	30.7 %	9.0 %	3.8 %	3.6 %	84,390
Native Hawaiian/Pacific Islander	46.7 %	32.3 %	11.4 %	4.7 %	5.0 %	3,771
White	55.4 %	29.9 %	7.6 %	3.9 %	3.1 %	382,154
Two or more races(Not Hispanic/Latino)	51.8 %	29.2 %	9.6 %	4.6 %	4.9 %	26,599
Age Group						
25 and under	55.9 %	28.2 %	8.9 %	4.1 %	2.8 %	9,697
26-29 years old	55.0 %	28.4 %	8.3 %	4.6 %	3.7 %	21,773
30-39 years old	55.7 %	27.6 %	7.8 %	4.5 %	4.3 %	109,967
40-49 years old	54.3 %	29.6 %	8.1 %	4.1 %	3.9 %	160,126
50-59 years old	53.4 %	31.8 %	8.4 %	3.6 %	2.8 %	172,064
60 or older	52.3 %	33.7 %	8.8 %	3.2 %	2.1 %	92,121
Level of Education						
Less than High School	35.7 %	39.3 %	15.7 %	5.3 %	3.9 %	419
H.S. Diploma/GED or equiv	45.7 %	33.4 %	11.8 %	4.6 %	4.5 %	24,306

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
Trade/Technical Certificate	44.2 %	34.6 %	11.6 %	5.1 %	4.6 %	12,319
Some College(no degree)	48.6 %	32.0 %	10.4 %	4.8 %	4.2 %	69,293
Associate's Degree	47.9 %	32.7 %	10.6 %	4.6 %	4.2 %	41,830
Bachelor's Degree	54.9 %	30.4 %	7.8 %	3.8 %	3.2 %	198,743
Master's Degree	57.6 %	29.1 %	6.8 %	3.5 %	2.9 %	161,590
Doctoral/Professional Degree	60.5 %	27.2 %	6.3 %	3.3 %	2.6 %	64,247
Pay Category						
Federal Wage System	40.0 %	35.8 %	13.0 %	5.8 %	5.4 %	18,093
GS 1-6	45.5 %	32.2 %	12.0 %	5.4 %	4.8 %	28,932
GS 7-12	51.6 %	31.3 %	8.8 %	4.3 %	4.0 %	235,528
GS 13-15	60.6 %	28.4 %	5.9 %	2.9 %	2.3 %	242,942
SES	66.0 %	24.1 %	4.8 %	3.1 %	2.0 %	5,291
SL/ST	61.4 %	29.2 %	5.6 %	2.4 %	1.4 %	2,052
Other	47.6 %	31.9 %	11.7 %	5.1 %	3.7 %	50,307
Time in Federal Government						
< 1 year	61.1 %	26.8 %	7.3 %	2.9 %	2.0 %	17,219
1-3 years	57.5 %	28.0 %	7.8 %	3.8 %	2.9 %	76,134
4-5 years	54.1 %	29.7 %	8.3 %	4.2 %	3.7 %	51,315
6-10 years	53.5 %	30.0 %	8.3 %	4.4 %	3.9 %	94,601
11-14 years	53.8 %	30.6 %	8.0 %	4.1 %	3.6 %	94,663
15-20 years	51.1 %	31.7 %	9.0 %	4.3 %	3.9 %	102,690
> 20 years	52.8 %	32.1 %	8.5 %	3.6 %	3.0 %	145,712
Time with Current Agency						
< 1 year	60.8 %	26.8 %	7.0 %	2.9 %	2.4 %	29,888
1-3 years	57.2 %	28.1 %	7.7 %	3.8 %	3.2 %	111,610
4-5 years	53.6 %	30.1 %	8.4 %	4.2 %	3.7 %	63,205
6-10 years	52.8 %	30.4 %	8.6 %	4.4 %	3.8 %	101,318
11-14 years	52.8 %	31.3 %	8.3 %	4.1 %	3.5 %	84,131
15-20 years	50.0 %	32.4 %	9.3 %	4.4 %	3.9 %	86,095
> 20 years	52.9 %	32.3 %	8.3 %	3.5 %	2.9 %	106,791
Leaving						
No	62.0 %	28.6 %	6.0 %	2.2 %	1.3 %	385,656
Yes, to retire	48.0 %	35.8 %	9.6 %	3.9 %	2.7 %	36,063

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
Yes, to other job in Govt	39.4 %	33.5 %	12.3 %	7.5 %	7.3 %	105,773
Yes, to other job outside Govt	39.4 %	32.1 %	11.9 %	7.8 %	8.7 %	23,518
Yes, other	35.8 %	32.6 %	14.5 %	8.2 %	9.0 %	31,576
Retiring						
Less than 1 year	46.8 %	33.7 %	10.1 %	4.5 %	4.8 %	15,990
1 year	48.3 %	34.4 %	9.8 %	4.5 %	3.1 %	14,835
2 years	51.1 %	34.1 %	8.7 %	3.5 %	2.6 %	30,075
3 years	50.6 %	34.2 %	9.0 %	3.5 %	2.8 %	30,957
4 years	51.2 %	33.3 %	8.8 %	3.8 %	2.8 %	19,021
5 years	49.9 %	33.2 %	9.3 %	4.3 %	3.5 %	44,247
More than 5years	55.4 %	29.2 %	8.0 %	3.9 %	3.4 %	422,512
Transgender						
Yes	44.8 %	27.6 %	13.0 %	6.8 %	7.8 %	2,404
No	54.2 %	30.4 %	8.2 %	3.9 %	3.3 %	555,002
Consider Yourself as						
Straight	55.1 %	27.7 %	7.7 %	5.2 %	4.3 %	14,641
Gay or Lesbian	54.5 %	30.4 %	8.0 %	3.8 %	3.2 %	503,560
Bisexual	54.8 %	27.7 %	8.3 %	4.9 %	4.3 %	11,122
Use different term	44.6 %	31.4 %	12.3 %	5.8 %	5.9 %	15,837
Military Service						
No Prior Military Service	54.2 %	30.2 %	8.2 %	4.0 %	3.3 %	430,639
Currently in Guard/Reserves	33.8 %	29.7 %	8.7 %	4.7 %	4.6 %	7,891
Retired	55.2 %	31.5 %	7.9 %	3.0 %	2.4 %	64,601
Separated/Discharged	51.3 %	30.8 %	9.0 %	4.5 %	4.4 %	79,236
Military Spouse						
Spouse of current active duty service member	55.4 %	27.4 %	8.1 %	4.8 %	4.4 %	6,758
Spouse of separated or retired service member with a disability rating of 100%	51.3 %	30.2 %	9.5 %	4.5 %	4.5 %	12,621
Widow(er) of a service member killed while on active duty	42.5 %	32.6 %	12.5 %	7.5 %	4.9 %	344
None of the categories listed	53.9 %	30.5 %	8.3 %	3.9 %	3.4 %	562,924
NoN-Competitive Hiring Authority						
Yes	53.3 %	28.1 %	9.3 %	5.3 %	4.0 %	2,538
No	52.7 %	29.3 %	8.9 %	4.5 %	4.6 %	17,047

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(49) 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	53.4 %	30.6 %	8.5 %	4.0 %	3.4 %	608,065
Disability						
Yes	51.7 %	28.9 %	9.2 %	4.9 %	5.3 %	95,809
No	54.5 %	30.7 %	8.0 %	3.7 %	3.0 %	472,968

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
Work Location						
Headquarters	54.9 %	29.6 %	7.8 %	4.4 %	3.2 %	174,093
Field	46.4 %	33.6 %	10.0 %	5.6 %	4.5 %	287,671
Full-time telework	60.1 %	27.3 %	6.9 %	3.1 %	2.5 %	114,071
Supervisory Status						
Senior Leader	65.6 %	23.4 %	5.5 %	3.1 %	2.3 %	9,627
Manager	55.3 %	30.6 %	7.0 %	4.2 %	2.9 %	39,082
Supervisor	50.3 %	33.3 %	8.2 %	4.8 %	3.4 %	78,921
Team Leader	53.0 %	31.2 %	7.8 %	4.7 %	3.4 %	71,994
Non-Supervisor	50.1 %	31.3 %	9.5 %	5.0 %	4.1 %	382,050
Sex						
Male	51.9 %	31.8 %	8.3 %	4.4 %	3.6 %	291,205
Female	50.7 %	30.6 %	9.4 %	5.3 %	3.9 %	269,198
Hispanic or Latino						
Yes	48.5 %	30.9 %	10.4 %	5.5 %	4.7 %	64,943
No	51.7 %	31.4 %	8.5 %	4.7 %	3.6 %	498,757
Race						
American Indian/Alaska Native	39.4 %	33.7 %	14.0 %	7.0 %	5.8 %	14,356
Asian	51.1 %	33.4 %	8.8 %	3.5 %	3.2 %	34,741
Black/African American	51.1 %	31.5 %	9.1 %	4.3 %	4.0 %	84,067
Native Hawaiian/Pacific Islander	45.0 %	32.7 %	11.8 %	5.5 %	5.0 %	3,756
White	52.4 %	31.0 %	8.3 %	4.9 %	3.5 %	380,846
Two or more races(Not Hispanic/Latino)	48.9 %	30.6 %	10.0 %	5.5 %	5.0 %	26,533
Age Group						
25 and under	53.1 %	30.7 %	9.1 %	4.4 %	2.7 %	9,674
26-29 years old	51.7 %	30.7 %	9.0 %	4.8 %	3.7 %	21,707
30-39 years old	52.6 %	29.9 %	8.4 %	5.0 %	4.1 %	109,701
40-49 years old	51.2 %	30.7 %	8.6 %	5.1 %	4.3 %	159,600
50-59 years old	50.8 %	32.1 %	9.0 %	4.6 %	3.5 %	171,417
60 or older	50.7 %	33.2 %	9.0 %	4.3 %	2.8 %	91,744
Level of Education						
Less than High School	34.1 %	37.6 %	19.8 %	4.8 %	3.6 %	414
H.S. Diploma/GED or equiv	43.9 %	34.7 %	11.7 %	5.2 %	4.5 %	24,178

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
Trade/Technical Certificate	42.2 %	35.3 %	11.3 %	6.2 %	5.0 %	12,265
Some College(no degree)	46.6 %	32.7 %	10.9 %	5.5 %	4.2 %	68,980
Associate's Degree	45.4 %	33.4 %	10.9 %	5.8 %	4.5 %	41,675
Bachelor's Degree	51.6 %	31.7 %	8.4 %	4.7 %	3.5 %	198,111
Master's Degree	54.6 %	29.9 %	7.5 %	4.4 %	3.5 %	161,099
Doctoral/Professional Degree	58.8 %	27.7 %	6.5 %	4.0 %	3.0 %	64,103
Pay Category						
Federal Wage System	38.3 %	36.0 %	12.1 %	7.5 %	6.0 %	18,027
GS 1-6	43.9 %	33.1 %	12.0 %	6.0 %	4.9 %	28,790
GS 7-12	48.4 %	32.4 %	9.7 %	5.2 %	4.3 %	234,665
GS 13-15	57.7 %	29.0 %	6.7 %	3.9 %	2.8 %	242,273
SES	69.9 %	21.5 %	4.0 %	2.6 %	1.9 %	5,271
SL/ST	61.9 %	27.9 %	5.3 %	2.6 %	2.3 %	2,047
Other	46.2 %	34.0 %	10.8 %	5.2 %	3.7 %	50,097
Time in Federal Government						
< 1 year	59.7 %	27.8 %	7.3 %	3.1 %	2.1 %	17,167
1-3 years	55.0 %	29.6 %	8.3 %	4.1 %	3.0 %	75,885
4-5 years	51.0 %	31.0 %	9.1 %	5.1 %	3.8 %	51,130
6-10 years	50.7 %	31.0 %	8.9 %	5.2 %	4.2 %	94,332
11-14 years	51.1 %	31.5 %	8.4 %	5.0 %	4.0 %	94,331
15-20 years	48.4 %	32.6 %	9.5 %	5.2 %	4.3 %	102,335
> 20 years	49.9 %	32.4 %	9.2 %	4.8 %	3.7 %	145,183
Time with Current Agency						
< 1 year	58.7 %	28.0 %	7.3 %	3.3 %	2.7 %	29,798
1-3 years	54.3 %	29.3 %	8.3 %	4.6 %	3.4 %	111,239
4-5 years	50.5 %	31.3 %	9.2 %	5.0 %	4.1 %	62,973
6-10 years	50.0 %	31.4 %	9.2 %	5.2 %	4.2 %	100,992
11-14 years	50.0 %	32.2 %	8.9 %	5.0 %	4.0 %	83,841
15-20 years	47.5 %	33.3 %	9.7 %	5.3 %	4.3 %	85,810
> 20 years	50.3 %	32.9 %	8.8 %	4.6 %	3.5 %	106,412
Leaving						
No	59.4 %	30.0 %	6.5 %	2.7 %	1.5 %	384,603
Yes, to retire	45.9 %	35.6 %	10.3 %	4.8 %	3.4 %	35,929

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
Yes, to other job in Govt	35.8 %	33.6 %	13.2 %	9.2 %	8.2 %	105,257
Yes, to other job outside Govt	36.2 %	33.5 %	12.3 %	9.2 %	8.8 %	23,413
Yes, other	33.3 %	32.6 %	14.8 %	9.5 %	9.8 %	31,395
Retiring						
Less than 1 year	44.9 %	33.1 %	10.5 %	6.0 %	5.5 %	15,926
1 year	46.3 %	34.1 %	10.8 %	4.9 %	3.8 %	14,761
2 years	48.6 %	34.7 %	9.1 %	4.4 %	3.1 %	29,921
3 years	48.6 %	33.9 %	9.5 %	4.6 %	3.4 %	30,863
4 years	49.0 %	33.3 %	9.1 %	5.1 %	3.4 %	18,936
5 years	47.6 %	33.3 %	9.8 %	5.3 %	4.1 %	44,095
More than 5years	52.5 %	30.5 %	8.5 %	4.7 %	3.7 %	421,179
Transgender						
Yes	41.9 %	29.1 %	12.7 %	8.0 %	8.3 %	2,398
No	51.4 %	31.4 %	8.7 %	4.8 %	3.7 %	553,133
Consider Yourself as						
Straight	53.3 %	28.8 %	8.1 %	5.2 %	4.5 %	14,608
Gay or Lesbian	51.8 %	31.4 %	8.6 %	4.7 %	3.6 %	501,877
Bisexual	51.6 %	28.9 %	9.2 %	5.6 %	4.7 %	11,076
Use different term	41.4 %	33.0 %	12.5 %	6.6 %	6.4 %	15,763
Military Service						
No Prior Military Service	51.3 %	31.5 %	8.8 %	4.8 %	3.6 %	429,215
Currently in Guard/Reserves	33.8 %	30.0 %	9.6 %	5.6 %	5.1 %	7,871
Retired	53.6 %	30.8 %	8.2 %	4.1 %	3.2 %	64,351
Separated/Discharged	48.3 %	31.6 %	9.5 %	5.6 %	5.0 %	78,960
Military Spouse						
Spouse of current active duty service member	50.9 %	27.6 %	9.8 %	6.5 %	5.2 %	6,726
Spouse of separated or retired service member with a disability rating of 100%	48.5 %	30.0 %	10.9 %	5.6 %	4.9 %	12,565
Widow(er) of a service member killed while on active duty	42.5 %	31.0 %	13.6 %	7.9 %	5.1 %	342
None of the categories listed	51.2 %	31.5 %	8.8 %	4.8 %	3.7 %	561,053
NoN-Competitive Hiring Authority						
Yes	49.9 %	28.0 %	11.0 %	6.0 %	5.0 %	2,531
No	49.3 %	29.3 %	10.4 %	5.9 %	5.1 %	16,962

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(50) 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	50.6 %	31.6 %	9.1 %	4.9 %	3.8 %	605,954
Disability						
Yes	49.0 %	29.3 %	10.0 %	5.9 %	5.9 %	95,427
No	51.8 %	31.9 %	8.5 %	4.6 %	3.3 %	471,429

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
Work Location						
Headquarters	59.7 %	28.1 %	6.5 %	2.9 %	2.8 %	174,703
Field	51.5 %	32.9 %	8.3 %	3.6 %	3.7 %	288,762
Full-time telework	64.5 %	25.9 %	5.5 %	2.0 %	2.1 %	114,414
Supervisory Status						
Senior Leader	69.4 %	21.4 %	4.6 %	2.3 %	2.3 %	9,650
Manager	60.3 %	28.4 %	5.8 %	3.0 %	2.6 %	39,226
Supervisor	55.3 %	31.6 %	7.0 %	3.1 %	3.0 %	79,180
Team Leader	57.9 %	29.8 %	6.6 %	2.9 %	2.7 %	72,209
Non-Supervisor	55.0 %	30.7 %	7.8 %	3.2 %	3.3 %	383,474
Sex						
Male	57.2 %	30.3 %	6.8 %	2.8 %	2.9 %	292,313
Female	55.1 %	30.2 %	7.8 %	3.5 %	3.4 %	270,075
Hispanic or Latino						
Yes	53.8 %	30.7 %	8.2 %	3.4 %	3.8 %	65,224
No	56.6 %	30.2 %	7.1 %	3.1 %	3.0 %	500,475
Race						
American Indian/Alaska Native	43.4 %	34.0 %	12.8 %	4.7 %	5.1 %	14,406
Asian	55.2 %	32.4 %	7.1 %	2.5 %	2.8 %	34,835
Black/African American	55.1 %	31.0 %	7.4 %	3.0 %	3.5 %	84,342
Native Hawaiian/Pacific Islander	49.1 %	33.2 %	9.9 %	3.3 %	4.6 %	3,770
White	57.6 %	29.7 %	6.8 %	3.1 %	2.8 %	382,255
Two or more races(Not Hispanic/Latino)	53.5 %	30.1 %	8.4 %	3.7 %	4.3 %	26,603
Age Group						
25 and under	58.9 %	29.2 %	7.1 %	2.7 %	2.2 %	9,697
26-29 years old	57.9 %	29.2 %	7.4 %	2.7 %	2.8 %	21,746
30-39 years old	58.2 %	28.9 %	6.8 %	2.9 %	3.2 %	109,909
40-49 years old	56.2 %	30.0 %	7.1 %	3.2 %	3.5 %	160,076
50-59 years old	55.2 %	31.1 %	7.5 %	3.2 %	3.0 %	172,130
60 or older	55.0 %	31.7 %	7.6 %	3.1 %	2.6 %	92,272
Level of Education						
Less than High School	40.8 %	38.5 %	13.4 %	5.2 %	2.0 %	414
H.S. Diploma/GED or equiv	48.1 %	34.8 %	10.2 %	3.2 %	3.6 %	24,281

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
Trade/Technical Certificate	46.3 %	35.3 %	10.2 %	3.8 %	4.4 %	12,327
Some College(no degree)	51.0 %	33.1 %	9.0 %	3.4 %	3.5 %	69,258
Associate's Degree	50.1 %	33.1 %	9.3 %	3.8 %	3.7 %	41,846
Bachelor's Degree	56.7 %	30.5 %	6.9 %	3.0 %	2.9 %	198,751
Master's Degree	59.7 %	28.2 %	6.2 %	3.0 %	3.0 %	161,656
Doctoral/Professional Degree	64.4 %	25.1 %	5.2 %	2.7 %	2.7 %	64,297
Pay Category						
Federal Wage System	42.6 %	36.2 %	11.4 %	4.7 %	5.1 %	18,103
GS 1-6	48.7 %	33.2 %	10.0 %	3.9 %	4.2 %	28,920
GS 7-12	53.3 %	31.8 %	8.0 %	3.4 %	3.5 %	235,517
GS 13-15	62.6 %	27.1 %	5.4 %	2.5 %	2.4 %	243,022
SES	74.4 %	18.1 %	3.6 %	1.9 %	2.0 %	5,285
SL/ST	67.0 %	24.6 %	4.4 %	2.0 %	2.0 %	2,055
Other	51.4 %	33.2 %	8.9 %	3.4 %	3.1 %	50,324
Time in Federal Government						
< 1 year	64.9 %	26.2 %	5.4 %	1.9 %	1.6 %	17,216
1-3 years	60.4 %	28.2 %	6.5 %	2.5 %	2.4 %	76,104
4-5 years	56.6 %	29.8 %	7.4 %	3.1 %	3.1 %	51,314
6-10 years	55.8 %	30.0 %	7.4 %	3.3 %	3.4 %	94,653
11-14 years	56.1 %	30.5 %	6.9 %	3.3 %	3.3 %	94,620
15-20 years	53.0 %	32.0 %	8.0 %	3.5 %	3.6 %	102,724
> 20 years	54.1 %	31.5 %	7.9 %	3.3 %	3.2 %	145,775
Time with Current Agency						
< 1 year	63.6 %	26.7 %	5.4 %	2.1 %	2.1 %	29,883
1-3 years	59.4 %	28.1 %	6.9 %	2.7 %	2.9 %	111,608
4-5 years	55.8 %	30.2 %	7.5 %	3.1 %	3.3 %	63,202
6-10 years	55.1 %	30.4 %	7.6 %	3.4 %	3.5 %	101,335
11-14 years	55.0 %	31.2 %	7.3 %	3.3 %	3.2 %	84,112
15-20 years	52.1 %	32.7 %	8.2 %	3.5 %	3.5 %	86,129
> 20 years	54.7 %	31.6 %	7.5 %	3.2 %	3.0 %	106,851
Leaving						
No	64.2 %	28.0 %	5.0 %	1.6 %	1.2 %	385,715
Yes, to retire	50.5 %	34.5 %	8.6 %	3.4 %	2.9 %	36,121

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
Yes, to other job in Govt	41.0 %	34.4 %	11.6 %	6.1 %	6.8 %	105,762
Yes, to other job outside Govt	42.6 %	33.4 %	10.7 %	6.1 %	7.3 %	23,500
Yes, other	37.7 %	34.3 %	13.3 %	6.2 %	8.4 %	31,557
Retiring						
Less than 1 year	49.4 %	32.3 %	9.3 %	4.1 %	4.8 %	16,008
1 year	50.8 %	33.2 %	8.8 %	3.8 %	3.3 %	14,847
2 years	53.1 %	33.6 %	7.7 %	2.9 %	2.7 %	30,107
3 years	53.0 %	33.1 %	7.8 %	3.2 %	2.9 %	30,993
4 years	53.8 %	32.1 %	7.7 %	3.6 %	2.8 %	19,041
5 years	51.9 %	32.8 %	8.3 %	3.5 %	3.4 %	44,285
More than 5years	57.5 %	29.4 %	7.0 %	3.0 %	3.1 %	422,428
Transgender						
Yes	46.5 %	29.1 %	10.9 %	5.4 %	8.1 %	2,398
No	56.4 %	30.3 %	7.2 %	3.1 %	3.1 %	555,087
Consider Yourself as						
Straight	59.0 %	27.4 %	6.5 %	3.4 %	3.8 %	14,642
Gay or Lesbian	56.7 %	30.2 %	7.1 %	3.0 %	3.0 %	503,656
Bisexual	56.6 %	27.7 %	7.9 %	3.9 %	3.9 %	11,112
Use different term	46.0 %	32.9 %	10.9 %	4.6 %	5.7 %	15,835
Military Service						
No Prior Military Service	56.3 %	30.4 %	7.2 %	3.1 %	3.0 %	430,682
Currently in Guard/Reserves	33.8 %	29.5 %	7.9 %	3.6 %	4.2 %	7,880
Retired	58.1 %	29.8 %	6.7 %	2.7 %	2.6 %	64,650
Separated/Discharged	53.1 %	31.0 %	8.2 %	3.5 %	4.2 %	79,238
Military Spouse						
Spouse of current active duty service member	56.1 %	27.9 %	8.1 %	3.7 %	4.3 %	6,751
Spouse of separated or retired service member with a disability rating of 100%	52.5 %	30.7 %	8.5 %	4.0 %	4.2 %	12,622
Widow(er) of a service member killed while on active duty	46.0 %	30.6 %	12.7 %	4.5 %	6.1 %	343
None of the categories listed	56.1 %	30.4 %	7.3 %	3.1 %	3.1 %	563,017
NoN-Competitive Hiring Authority						
Yes	53.8 %	28.9 %	8.8 %	4.6 %	3.9 %	2,541
No	53.8 %	29.7 %	8.4 %	3.7 %	4.4 %	17,039

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(51) My supervisor treats me with respect.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	55.5 %	30.6 %	7.6 %	3.2 %	3.2 %	608,131
Disability						
Yes	53.4 %	28.7 %	8.7 %	4.0 %	5.2 %	95,844
No	56.8 %	30.7 %	7.0 %	2.9 %	2.6 %	473,026

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
Work Location						
Headquarters	53.1 %	26.1 %	10.4 %	5.4 %	5.0 %	174,277
Field	45.1 %	28.8 %	12.7 %	6.8 %	6.5 %	288,028
Full-time telework	58.3 %	24.6 %	9.5 %	4.1 %	3.6 %	114,170
Supervisory Status						
Senior Leader	64.7 %	21.3 %	7.4 %	3.0 %	3.5 %	9,638
Manager	53.7 %	27.1 %	9.5 %	5.2 %	4.6 %	39,152
Supervisor	48.7 %	29.5 %	11.0 %	5.8 %	5.0 %	79,008
Team Leader	50.6 %	27.3 %	10.8 %	6.0 %	5.3 %	72,095
Non-Supervisor	48.7 %	27.1 %	12.1 %	6.1 %	5.9 %	382,418
Sex						
Male	50.9 %	27.9 %	10.7 %	5.3 %	5.3 %	291,673
Female	48.6 %	26.4 %	12.4 %	6.7 %	5.9 %	269,374
Hispanic or Latino						
Yes	47.2 %	26.9 %	13.0 %	6.2 %	6.7 %	65,014
No	50.2 %	27.4 %	11.2 %	5.9 %	5.4 %	499,310
Race						
American Indian/Alaska Native	39.5 %	29.1 %	15.6 %	7.9 %	7.9 %	14,367
Asian	50.8 %	30.1 %	10.7 %	4.1 %	4.3 %	34,755
Black/African American	48.2 %	27.3 %	12.6 %	5.7 %	6.1 %	84,120
Native Hawaiian/Pacific Islander	44.1 %	29.1 %	13.8 %	5.8 %	7.2 %	3,761
White	51.1 %	27.0 %	10.8 %	6.0 %	5.2 %	381,385
Two or more races(Not Hispanic/Latino)	47.2 %	26.0 %	13.0 %	6.4 %	7.4 %	26,545
Age Group						
25 and under	53.6 %	26.4 %	10.5 %	5.6 %	3.9 %	9,666
26-29 years old	50.9 %	27.3 %	10.8 %	6.0 %	5.0 %	21,705
30-39 years old	50.9 %	26.0 %	10.9 %	6.2 %	6.0 %	109,760
40-49 years old	49.2 %	26.7 %	11.5 %	6.3 %	6.3 %	159,763
50-59 years old	49.2 %	28.0 %	11.7 %	5.8 %	5.3 %	171,668
60 or older	50.0 %	29.1 %	11.7 %	4.9 %	4.3 %	91,929
Level of Education						
Less than High School	37.4 %	32.2 %	18.5 %	7.5 %	4.3 %	416
H.S. Diploma/GED or equiv	43.7 %	30.0 %	14.2 %	5.8 %	6.3 %	24,214

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
Trade/Technical Certificate	41.3 %	30.0 %	14.2 %	7.2 %	7.4 %	12,270
Some College(no degree)	45.6 %	28.0 %	13.8 %	6.3 %	6.2 %	69,061
Associate's Degree	44.7 %	28.5 %	13.3 %	6.8 %	6.8 %	41,694
Bachelor's Degree	50.2 %	27.6 %	11.1 %	5.8 %	5.3 %	198,335
Master's Degree	52.4 %	26.4 %	10.2 %	5.7 %	5.3 %	161,303
Doctoral/Professional Degree	56.8 %	24.7 %	8.9 %	5.2 %	4.3 %	64,145
Pay Category						
Federal Wage System	37.6 %	29.6 %	15.7 %	8.2 %	8.8 %	18,029
GS 1-6	43.8 %	27.9 %	14.1 %	7.1 %	7.1 %	28,803
GS 7-12	47.1 %	27.8 %	12.4 %	6.4 %	6.3 %	234,900
GS 13-15	55.5 %	26.0 %	9.3 %	5.0 %	4.3 %	242,579
SES	68.4 %	19.9 %	5.9 %	2.9 %	2.9 %	5,279
SL/ST	60.7 %	24.5 %	7.7 %	3.5 %	3.5 %	2,050
Other	44.9 %	29.7 %	13.6 %	6.3 %	5.5 %	50,173
Time in Federal Government						
< 1 year	59.3 %	25.0 %	8.9 %	3.9 %	3.0 %	17,193
1-3 years	54.0 %	25.9 %	10.2 %	5.3 %	4.5 %	75,942
4-5 years	50.1 %	26.6 %	11.6 %	6.2 %	5.6 %	51,171
6-10 years	49.2 %	26.8 %	11.5 %	6.4 %	6.2 %	94,397
11-14 years	49.3 %	27.4 %	11.3 %	6.2 %	5.8 %	94,452
15-20 years	46.6 %	28.2 %	12.4 %	6.4 %	6.4 %	102,479
> 20 years	48.0 %	28.5 %	12.2 %	5.8 %	5.5 %	145,346
Time with Current Agency						
< 1 year	58.1 %	25.0 %	9.1 %	4.1 %	3.7 %	29,840
1-3 years	53.1 %	25.7 %	10.6 %	5.6 %	5.1 %	111,352
4-5 years	49.3 %	26.9 %	11.8 %	6.1 %	5.9 %	63,043
6-10 years	48.4 %	27.1 %	11.8 %	6.5 %	6.2 %	101,044
11-14 years	48.2 %	27.9 %	11.9 %	6.2 %	5.9 %	83,954
15-20 years	45.7 %	28.8 %	12.6 %	6.5 %	6.4 %	85,902
> 20 years	48.5 %	28.9 %	11.9 %	5.6 %	5.1 %	106,557
Leaving						
No	58.2 %	27.2 %	8.9 %	3.5 %	2.3 %	385,057
Yes, to retire	44.7 %	31.3 %	13.2 %	5.8 %	5.1 %	35,990

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
Yes, to other job in Govt	33.2 %	27.1 %	16.6 %	11.0 %	12.1 %	105,344
Yes, to other job outside Govt	34.7 %	26.8 %	14.8 %	11.3 %	12.4 %	23,423
Yes, other	31.4 %	26.3 %	17.7 %	10.8 %	13.8 %	31,429
Retiring						
Less than 1 year	43.5 %	28.5 %	13.1 %	6.9 %	7.9 %	15,948
1 year	44.8 %	30.2 %	12.8 %	6.4 %	5.9 %	14,806
2 years	47.6 %	30.3 %	12.3 %	5.2 %	4.7 %	29,997
3 years	47.4 %	29.3 %	12.5 %	5.6 %	5.2 %	30,902
4 years	47.9 %	28.7 %	12.2 %	6.3 %	5.0 %	18,963
5 years	46.1 %	28.7 %	13.0 %	6.3 %	5.9 %	44,172
More than 5years	50.8 %	26.7 %	11.1 %	5.9 %	5.5 %	421,538
Transgender						
Yes	41.0 %	24.6 %	13.9 %	8.6 %	12.0 %	2,393
No	49.9 %	27.3 %	11.4 %	5.9 %	5.5 %	553,758
Consider Yourself as						
Straight	51.1 %	25.3 %	10.4 %	6.8 %	6.5 %	14,618
Gay or Lesbian	50.3 %	27.4 %	11.2 %	5.8 %	5.4 %	502,430
Bisexual	49.4 %	25.0 %	11.9 %	7.1 %	6.6 %	11,088
Use different term	39.9 %	27.8 %	15.3 %	8.0 %	8.9 %	15,803
Military Service						
No Prior Military Service	49.6 %	27.6 %	11.6 %	6.0 %	5.2 %	429,646
Currently in Guard/Reserves	33.8 %	26.0 %	11.5 %	6.3 %	7.9 %	7,871
Retired	52.5 %	26.9 %	10.5 %	5.0 %	5.0 %	64,473
Separated/Discharged	47.0 %	26.8 %	12.3 %	6.7 %	7.2 %	79,038
Military Spouse						
Spouse of current active duty service member	49.0 %	23.3 %	12.1 %	7.8 %	7.8 %	6,725
Spouse of separated or retired service member with a disability rating of 100%	46.3 %	25.7 %	13.2 %	7.1 %	7.7 %	12,576
Widow(er) of a service member killed while on active duty	42.5 %	26.5 %	14.9 %	9.1 %	7.0 %	341
None of the categories listed	49.7 %	27.5 %	11.5 %	5.9 %	5.5 %	561,671
NoN-Competitive Hiring Authority						
Yes	47.6 %	24.4 %	12.6 %	7.6 %	7.8 %	2,524
No	47.3 %	24.9 %	12.8 %	7.4 %	7.7 %	16,982

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	49.1 %	27.5 %	11.8 %	6.0 %	5.6 %	606,575
Disability						
Yes	47.6 %	24.8 %	12.5 %	6.8 %	8.4 %	95,504
No	50.2 %	27.9 %	11.2 %	5.7 %	4.9 %	471,998

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
Work Location						
Headquarters	54.9 %	34.6 %	7.5 %	1.7 %	1.2 %	174,391
Field	47.0 %	38.2 %	10.2 %	2.6 %	2.0 %	288,397
Full-time telework	60.5 %	31.5 %	6.2 %	1.0 %	0.9 %	114,282
Supervisory Status						
Senior Leader	68.6 %	25.0 %	4.2 %	1.1 %	1.2 %	9,640
Manager	57.0 %	34.1 %	6.1 %	1.7 %	1.1 %	39,160
Supervisor	51.5 %	38.1 %	7.4 %	1.8 %	1.2 %	79,066
Team Leader	52.1 %	36.0 %	8.2 %	2.2 %	1.4 %	72,143
Non-Supervisor	50.5 %	36.2 %	9.5 %	2.1 %	1.7 %	382,920
Sex						
Male	51.2 %	36.1 %	8.8 %	2.2 %	1.7 %	291,738
Female	52.6 %	35.7 %	8.5 %	1.8 %	1.4 %	269,870
Hispanic or Latino						
Yes	50.9 %	34.5 %	10.0 %	2.3 %	2.3 %	65,141
No	51.8 %	36.2 %	8.5 %	2.0 %	1.5 %	499,773
Race						
American Indian/Alaska Native	43.0 %	38.7 %	13.2 %	2.4 %	2.6 %	14,384
Asian	51.8 %	37.1 %	8.2 %	1.4 %	1.5 %	34,721
Black/African American	54.2 %	35.7 %	7.5 %	1.2 %	1.4 %	84,174
Native Hawaiian/Pacific Islander	48.3 %	36.0 %	11.2 %	2.0 %	2.6 %	3,756
White	51.7 %	35.9 %	8.7 %	2.3 %	1.5 %	381,825
Two or more races(Not Hispanic/Latino)	51.1 %	34.9 %	9.7 %	2.2 %	2.2 %	26,588
Age Group						
25 and under	53.0 %	34.0 %	8.8 %	2.7 %	1.5 %	9,692
26-29 years old	50.9 %	35.3 %	9.2 %	2.7 %	1.9 %	21,742
30-39 years old	51.8 %	34.0 %	9.3 %	2.8 %	2.1 %	109,875
40-49 years old	51.4 %	35.2 %	9.2 %	2.2 %	1.9 %	159,932
50-59 years old	51.8 %	37.1 %	8.3 %	1.6 %	1.2 %	171,890
60 or older	51.8 %	38.5 %	7.7 %	1.2 %	0.8 %	91,917
Level of Education						
Less than High School	38.0 %	41.9 %	14.0 %	2.9 %	3.2 %	413
H.S. Diploma/GED or equiv	45.8 %	38.5 %	11.3 %	2.1 %	2.3 %	24,196

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
Trade/Technical Certificate	45.0 %	38.4 %	11.8 %	2.5 %	2.4 %	12,296
Some College(no degree)	49.2 %	36.6 %	10.1 %	2.2 %	1.9 %	69,156
Associate's Degree	47.9 %	37.1 %	10.6 %	2.4 %	2.0 %	41,762
Bachelor's Degree	51.6 %	36.3 %	8.5 %	2.1 %	1.5 %	198,523
Master's Degree	54.1 %	35.1 %	7.6 %	1.8 %	1.3 %	161,478
Doctoral/Professional Degree	56.6 %	33.9 %	7.0 %	1.5 %	1.0 %	64,218
Pay Category						
Federal Wage System	40.7 %	39.6 %	13.4 %	3.3 %	2.9 %	18,052
GS 1-6	46.4 %	37.3 %	11.5 %	2.6 %	2.2 %	28,852
GS 7-12	49.4 %	36.9 %	9.5 %	2.3 %	1.8 %	235,208
GS 13-15	56.8 %	34.1 %	6.6 %	1.6 %	1.0 %	242,745
SES	72.5 %	22.8 %	3.3 %	0.7 %	0.7 %	5,284
SL/ST	61.4 %	31.1 %	5.8 %	1.0 %	0.7 %	2,051
Other	46.5 %	38.8 %	10.9 %	2.1 %	1.6 %	50,212
Time in Federal Government						
< 1 year	59.2 %	31.5 %	7.0 %	1.4 %	0.9 %	17,202
1-3 years	55.1 %	33.6 %	8.1 %	2.0 %	1.3 %	76,022
4-5 years	51.5 %	34.9 %	9.4 %	2.4 %	1.7 %	51,249
6-10 years	50.8 %	35.7 %	9.2 %	2.4 %	2.0 %	94,534
11-14 years	51.3 %	36.1 %	8.8 %	2.1 %	1.6 %	94,525
15-20 years	49.2 %	37.4 %	9.4 %	2.3 %	1.7 %	102,583
> 20 years	50.6 %	37.9 %	8.6 %	1.6 %	1.3 %	145,478
Time with Current Agency						
< 1 year	58.7 %	31.5 %	7.4 %	1.4 %	1.0 %	29,876
1-3 years	54.8 %	33.7 %	8.1 %	2.0 %	1.4 %	111,451
4-5 years	51.2 %	35.4 %	9.3 %	2.3 %	1.8 %	63,116
6-10 years	50.5 %	36.0 %	9.3 %	2.3 %	1.9 %	101,217
11-14 years	50.3 %	37.0 %	9.0 %	2.1 %	1.6 %	84,021
15-20 years	48.1 %	38.2 %	9.5 %	2.4 %	1.7 %	86,003
> 20 years	50.3 %	38.3 %	8.5 %	1.6 %	1.2 %	106,610
Leaving						
No	58.5 %	33.6 %	6.1 %	1.2 %	0.6 %	385,104
Yes, to retire	45.9 %	41.4 %	9.5 %	1.9 %	1.2 %	35,975

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
Yes, to other job in Govt	39.6 %	40.0 %	13.4 %	3.7 %	3.2 %	105,732
Yes, to other job outside Govt	37.3 %	39.1 %	14.2 %	5.0 %	4.4 %	23,513
Yes, other	35.9 %	40.1 %	16.3 %	3.6 %	4.1 %	31,527
Retiring						
Less than 1 year	45.0 %	39.4 %	10.7 %	2.6 %	2.2 %	15,946
1 year	46.8 %	40.5 %	9.4 %	2.0 %	1.3 %	14,808
2 years	49.7 %	39.4 %	8.3 %	1.4 %	1.1 %	30,008
3 years	49.5 %	39.5 %	8.3 %	1.5 %	1.2 %	30,907
4 years	49.9 %	38.6 %	8.6 %	1.8 %	1.1 %	18,995
5 years	49.0 %	38.3 %	9.4 %	1.8 %	1.5 %	44,189
More than 5years	52.6 %	34.9 %	8.7 %	2.2 %	1.6 %	422,063
Transgender						
Yes	44.2 %	33.8 %	13.3 %	3.2 %	5.5 %	2,400
No	51.8 %	36.0 %	8.7 %	2.0 %	1.5 %	554,304
Consider Yourself as						
Straight	53.6 %	33.3 %	8.6 %	2.5 %	2.0 %	14,626
Gay or Lesbian	52.2 %	36.0 %	8.4 %	2.0 %	1.5 %	502,944
Bisexual	52.0 %	33.7 %	9.0 %	3.1 %	2.1 %	11,101
Use different term	42.7 %	36.8 %	14.0 %	3.3 %	3.1 %	15,807
Military Service						
No Prior Military Service	51.3 %	36.5 %	8.7 %	2.1 %	1.5 %	430,155
Currently in Guard/Reserves	33.8 %	34.7 %	10.0 %	2.5 %	2.5 %	7,867
Retired	55.1 %	34.5 %	7.7 %	1.6 %	1.1 %	64,477
Separated/Discharged	49.6 %	35.9 %	9.9 %	2.4 %	2.2 %	79,138
Military Spouse						
Spouse of current active duty service member	53.3 %	31.9 %	9.6 %	3.1 %	2.1 %	6,743
Spouse of separated or retired service member with a disability rating of 100%	52.3 %	34.5 %	9.4 %	2.0 %	1.8 %	12,604
Widow(er) of a service member killed while on active duty	48.3 %	34.0 %	11.6 %	2.9 %	3.2 %	342
None of the categories listed	51.4 %	36.2 %	8.8 %	2.0 %	1.5 %	562,234
NoN-Competitive Hiring Authority						
Yes	53.0 %	31.4 %	10.4 %	2.9 %	2.4 %	2,536
No	52.6 %	33.9 %	9.3 %	2.4 %	1.8 %	17,016

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	51.1 %	36.3 %	9.0 %	2.1 %	1.6 %	607,207
Disability						
Yes	52.1 %	33.9 %	9.6 %	2.1 %	2.2 %	95,647
No	51.5 %	36.5 %	8.5 %	2.0 %	1.4 %	472,428

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
Work Location						
Headquarters	53.2 %	26.9 %	12.1 %	4.3 %	3.5 %	174,849
Field	46.2 %	28.7 %	15.1 %	5.5 %	4.5 %	289,221
Full-time telework	59.4 %	25.1 %	10.1 %	3.0 %	2.4 %	114,546
Supervisory Status						
Senior Leader	63.2 %	23.5 %	8.2 %	2.3 %	2.8 %	9,673
Manager	52.0 %	29.1 %	11.7 %	4.1 %	3.1 %	39,270
Supervisor	48.0 %	30.3 %	13.5 %	4.5 %	3.6 %	79,307
Team Leader	50.1 %	27.9 %	13.3 %	5.0 %	3.8 %	72,322
Non-Supervisor	50.4 %	27.0 %	13.7 %	4.9 %	4.0 %	383,881
Sex						
Male	51.5 %	27.6 %	12.7 %	4.5 %	3.7 %	292,755
Female	49.4 %	27.5 %	14.2 %	5.0 %	3.9 %	270,406
Hispanic or Latino						
Yes	48.2 %	26.9 %	14.9 %	5.3 %	4.7 %	65,352
No	50.9 %	27.7 %	13.1 %	4.6 %	3.7 %	501,130
Race						
American Indian/Alaska Native	40.8 %	28.1 %	17.9 %	7.4 %	5.8 %	14,452
Asian	51.2 %	28.8 %	12.6 %	3.9 %	3.5 %	34,865
Black/African American	50.9 %	27.1 %	13.9 %	4.2 %	3.8 %	84,539
Native Hawaiian/Pacific Islander	45.7 %	27.2 %	16.1 %	6.2 %	4.8 %	3,783
White	51.2 %	27.6 %	12.9 %	4.7 %	3.7 %	382,731
Two or more races(Not Hispanic/Latino)	48.8 %	26.4 %	14.3 %	5.6 %	5.0 %	26,632
Age Group						
25 and under	52.6 %	27.8 %	13.0 %	4.0 %	2.6 %	9,711
26-29 years old	50.1 %	28.2 %	13.8 %	4.7 %	3.3 %	21,782
30-39 years old	49.6 %	27.3 %	13.9 %	5.0 %	4.1 %	110,063
40-49 years old	49.0 %	27.6 %	13.8 %	5.1 %	4.4 %	160,214
50-59 years old	51.1 %	27.7 %	13.0 %	4.6 %	3.6 %	172,362
60 or older	53.6 %	27.5 %	12.0 %	3.8 %	3.0 %	92,483
Level of Education						
Less than High School	47.6 %	27.9 %	15.9 %	5.6 %	3.1 %	420
H.S. Diploma/GED or equiv	47.6 %	28.0 %	15.0 %	5.1 %	4.3 %	24,378

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
Trade/Technical Certificate	44.9 %	27.9 %	15.9 %	6.2 %	5.1 %	12,352
Some College(no degree)	48.5 %	27.0 %	14.9 %	5.2 %	4.4 %	69,419
Associate's Degree	46.8 %	27.8 %	15.0 %	5.7 %	4.6 %	41,918
Bachelor's Degree	50.5 %	28.1 %	13.2 %	4.6 %	3.6 %	199,001
Master's Degree	51.5 %	27.8 %	12.5 %	4.4 %	3.7 %	161,784
Doctoral/Professional Degree	57.1 %	25.4 %	10.8 %	3.6 %	3.1 %	64,328
Pay Category						
Federal Wage System	39.3 %	29.4 %	17.9 %	7.1 %	6.3 %	18,159
GS 1-6	46.2 %	27.0 %	15.8 %	6.3 %	4.8 %	29,006
GS 7-12	48.4 %	27.8 %	14.3 %	5.2 %	4.3 %	235,856
GS 13-15	54.9 %	27.0 %	11.2 %	3.8 %	3.0 %	243,194
SES	66.7 %	22.2 %	6.9 %	2.2 %	2.1 %	5,292
SL/ST	61.7 %	24.3 %	8.7 %	2.5 %	2.7 %	2,059
Other	47.2 %	29.1 %	15.1 %	4.8 %	3.7 %	50,393
Time in Federal Government						
< 1 year	59.2 %	25.6 %	10.1 %	3.1 %	2.0 %	17,239
1-3 years	53.8 %	26.4 %	12.5 %	4.3 %	3.0 %	76,238
4-5 years	50.3 %	27.2 %	13.8 %	4.9 %	3.9 %	51,372
6-10 years	49.3 %	27.1 %	14.0 %	5.2 %	4.4 %	94,728
11-14 years	49.5 %	28.0 %	13.5 %	4.9 %	4.1 %	94,752
15-20 years	47.8 %	28.4 %	14.3 %	5.0 %	4.4 %	102,863
> 20 years	50.2 %	28.3 %	13.2 %	4.6 %	3.7 %	145,939
Time with Current Agency						
< 1 year	58.0 %	25.6 %	10.4 %	3.4 %	2.6 %	29,921
1-3 years	52.9 %	26.2 %	12.8 %	4.6 %	3.5 %	111,752
4-5 years	49.7 %	27.3 %	13.9 %	5.0 %	4.1 %	63,270
6-10 years	48.8 %	27.5 %	14.1 %	5.2 %	4.4 %	101,430
11-14 years	48.8 %	28.4 %	13.8 %	4.9 %	4.1 %	84,234
15-20 years	47.2 %	28.9 %	14.5 %	5.1 %	4.3 %	86,262
> 20 years	50.8 %	28.4 %	13.0 %	4.4 %	3.4 %	106,968
Leaving						
No	59.0 %	27.1 %	9.9 %	2.6 %	1.5 %	386,128
Yes, to retire	47.7 %	30.1 %	14.2 %	4.6 %	3.4 %	36,186

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
Yes, to other job in Govt	33.4 %	28.4 %	20.6 %	9.1 %	8.5 %	105,923
Yes, to other job outside Govt	35.0 %	27.6 %	19.8 %	8.9 %	8.6 %	23,561
Yes, other	32.8 %	27.4 %	20.6 %	9.6 %	9.6 %	31,620
Retiring						
Less than 1 year	46.3 %	27.6 %	14.6 %	5.7 %	5.7 %	16,034
1 year	48.0 %	28.8 %	14.5 %	4.8 %	3.8 %	14,897
2 years	50.5 %	29.1 %	13.2 %	4.1 %	3.1 %	30,153
3 years	50.2 %	28.5 %	13.4 %	4.3 %	3.6 %	31,051
4 years	50.1 %	28.2 %	13.7 %	4.7 %	3.3 %	19,077
5 years	48.3 %	28.5 %	14.3 %	5.0 %	3.9 %	44,349
More than 5years	50.9 %	27.3 %	13.2 %	4.7 %	3.8 %	422,917
Transgender						
Yes	42.9 %	24.0 %	17.9 %	6.4 %	8.8 %	2,414
No	50.6 %	27.6 %	13.3 %	4.7 %	3.8 %	555,849
Consider Yourself as						
Straight	50.4 %	26.4 %	13.7 %	4.8 %	4.7 %	14,667
Gay or Lesbian	51.0 %	27.5 %	13.1 %	4.6 %	3.7 %	504,358
Bisexual	48.5 %	26.9 %	14.8 %	5.7 %	4.2 %	11,133
Use different term	42.6 %	28.1 %	17.0 %	6.1 %	6.2 %	15,875
Military Service						
No Prior Military Service	50.4 %	28.0 %	13.4 %	4.6 %	3.6 %	431,155
Currently in Guard/Reserves	33.8 %	27.6 %	14.8 %	5.5 %	5.3 %	7,893
Retired	53.2 %	26.8 %	12.0 %	4.3 %	3.6 %	64,766
Separated/Discharged	48.3 %	26.7 %	14.4 %	5.6 %	5.0 %	79,356
Military Spouse						
Spouse of current active duty service member	47.5 %	25.1 %	15.7 %	6.1 %	5.6 %	6,765
Spouse of separated or retired service member with a disability rating of 100%	47.4 %	26.6 %	14.9 %	6.0 %	5.2 %	12,651
Widow(er) of a service member killed while on active duty	43.0 %	28.5 %	16.7 %	6.3 %	5.6 %	342
None of the categories listed	50.5 %	27.7 %	13.3 %	4.7 %	3.8 %	563,708
NoN-Competitive Hiring Authority						
Yes	46.8 %	25.6 %	16.2 %	6.1 %	5.3 %	2,538
No	47.6 %	26.1 %	15.0 %	6.0 %	5.3 %	17,081

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(54) 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	50.0 %	27.7 %	13.6 %	4.8 %	3.9 %	607,639
Disability						
Yes	48.5 %	25.6 %	14.3 %	5.7 %	5.9 %	96,006
No	50.9 %	28.1 %	13.1 %	4.5 %	3.4 %	473,642

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
Work Location						
Headquarters	40.6 %	33.4 %	14.7 %	7.3 %	4.0 %	174,969
Field	34.9 %	34.2 %	17.1 %	8.6 %	5.1 %	289,384
Full-time telework	47.3 %	31.8 %	12.8 %	5.3 %	2.7 %	114,615
Supervisory Status						
Senior Leader	50.2 %	30.5 %	11.2 %	4.9 %	3.2 %	9,680
Manager	39.7 %	34.8 %	14.3 %	7.5 %	3.7 %	39,286
Supervisor	36.7 %	36.3 %	15.3 %	7.8 %	4.0 %	79,339
Team Leader	37.9 %	34.3 %	15.6 %	8.0 %	4.3 %	72,352
Non-Supervisor	38.7 %	32.9 %	16.1 %	7.7 %	4.6 %	384,157
Sex						
Male	38.9 %	34.4 %	15.3 %	7.2 %	4.2 %	292,911
Female	38.8 %	32.5 %	16.0 %	8.2 %	4.5 %	270,574
Hispanic or Latino						
Yes	39.8 %	31.2 %	16.0 %	7.8 %	5.2 %	65,400
No	38.6 %	33.9 %	15.6 %	7.6 %	4.2 %	501,400
Race						
American Indian/Alaska Native	32.8 %	32.4 %	19.6 %	9.0 %	6.2 %	14,458
Asian	42.1 %	35.3 %	14.1 %	4.9 %	3.6 %	34,883
Black/African American	42.3 %	32.8 %	14.2 %	6.4 %	4.3 %	84,643
Native Hawaiian/Pacific Islander	38.0 %	32.9 %	16.7 %	6.7 %	5.6 %	3,785
White	38.1 %	33.9 %	15.7 %	8.1 %	4.2 %	382,848
Two or more races(Not Hispanic/Latino)	38.0 %	31.5 %	16.8 %	7.9 %	5.8 %	26,661
Age Group						
25 and under	40.3 %	35.4 %	14.1 %	7.3 %	2.9 %	9,716
26-29 years old	38.9 %	34.9 %	14.4 %	7.8 %	4.0 %	21,785
30-39 years old	39.1 %	33.1 %	14.7 %	8.3 %	4.8 %	110,094
40-49 years old	38.4 %	33.0 %	15.4 %	8.3 %	5.0 %	160,303
50-59 years old	38.8 %	33.6 %	16.2 %	7.3 %	4.0 %	172,480
60 or older	38.9 %	34.7 %	16.9 %	6.3 %	3.3 %	92,554
Level of Education						
Less than High School	35.4 %	36.9 %	16.5 %	8.6 %	2.7 %	422
H.S. Diploma/GED or equiv	37.5 %	33.5 %	17.7 %	6.9 %	4.3 %	24,385

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
Trade/Technical Certificate	34.3 %	33.7 %	18.3 %	8.0 %	5.8 %	12,363
Some College(no degree)	38.2 %	32.5 %	16.7 %	7.7 %	4.9 %	69,481
Associate's Degree	36.8 %	32.7 %	17.3 %	8.2 %	5.0 %	41,956
Bachelor's Degree	38.6 %	34.2 %	15.5 %	7.6 %	4.1 %	199,087
Master's Degree	39.3 %	33.7 %	14.8 %	7.8 %	4.3 %	161,878
Doctoral/Professional Degree	41.7 %	33.6 %	14.1 %	7.2 %	3.5 %	64,364
Pay Category						
Federal Wage System	29.5 %	34.0 %	19.3 %	10.3 %	6.9 %	18,168
GS 1-6	36.8 %	31.9 %	17.4 %	8.6 %	5.2 %	29,015
GS 7-12	37.6 %	33.2 %	16.3 %	8.1 %	4.9 %	236,053
GS 13-15	41.6 %	34.0 %	14.0 %	6.8 %	3.5 %	243,317
SES	50.2 %	30.7 %	11.5 %	5.0 %	2.6 %	5,291
SL/ST	43.5 %	33.3 %	13.9 %	5.9 %	3.3 %	2,059
Other	35.3 %	34.8 %	17.9 %	7.9 %	4.1 %	50,415
Time in Federal Government						
< 1 year	47.6 %	32.7 %	12.3 %	5.1 %	2.3 %	17,261
1-3 years	43.2 %	32.9 %	13.7 %	6.9 %	3.3 %	76,254
4-5 years	39.4 %	32.9 %	15.0 %	8.0 %	4.6 %	51,412
6-10 years	38.4 %	33.0 %	15.4 %	8.2 %	5.0 %	94,758
11-14 years	37.7 %	33.8 %	15.6 %	8.1 %	4.7 %	94,809
15-20 years	36.0 %	33.8 %	16.9 %	8.2 %	5.0 %	102,929
> 20 years	36.8 %	34.5 %	17.2 %	7.4 %	4.1 %	146,082
Time with Current Agency						
< 1 year	47.0 %	31.8 %	12.9 %	5.5 %	2.9 %	29,949
1-3 years	42.6 %	32.3 %	13.9 %	7.3 %	3.9 %	111,791
4-5 years	38.7 %	33.2 %	15.3 %	8.1 %	4.7 %	63,323
6-10 years	37.7 %	33.3 %	15.7 %	8.2 %	5.1 %	101,493
11-14 years	36.6 %	34.3 %	16.3 %	8.2 %	4.6 %	84,284
15-20 years	34.8 %	34.4 %	17.5 %	8.4 %	4.9 %	86,288
> 20 years	36.6 %	35.0 %	17.4 %	7.1 %	3.9 %	107,074
Leaving						
No	45.7 %	34.7 %	13.0 %	4.8 %	1.8 %	386,364
Yes, to retire	33.4 %	35.8 %	19.4 %	7.6 %	3.8 %	36,224

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
Yes, to other job in Govt	25.7 %	31.0 %	20.3 %	13.5 %	9.4 %	105,976
Yes, to other job outside Govt	24.4 %	31.1 %	20.1 %	14.3 %	10.1 %	23,559
Yes, other	24.2 %	29.9 %	22.0 %	13.4 %	10.5 %	31,645
Retiring						
Less than 1 year	32.0 %	32.7 %	20.4 %	8.6 %	6.2 %	16,045
1 year	33.3 %	35.4 %	18.8 %	8.2 %	4.2 %	14,905
2 years	36.2 %	35.7 %	17.6 %	7.0 %	3.5 %	30,177
3 years	36.1 %	35.1 %	17.5 %	7.4 %	3.9 %	31,084
4 years	37.0 %	34.3 %	17.2 %	7.7 %	3.8 %	19,082
5 years	36.0 %	34.3 %	17.2 %	7.9 %	4.5 %	44,382
More than 5years	39.8 %	33.2 %	14.9 %	7.7 %	4.4 %	423,133
Transgender						
Yes	33.2 %	27.8 %	18.2 %	10.2 %	10.6 %	2,413
No	38.9 %	33.6 %	15.6 %	7.6 %	4.3 %	556,169
Consider Yourself as						
Straight	39.1 %	31.9 %	15.2 %	8.3 %	5.4 %	14,668
Gay or Lesbian	39.2 %	33.7 %	15.5 %	7.5 %	4.2 %	504,627
Bisexual	37.5 %	32.4 %	15.1 %	9.5 %	5.5 %	11,140
Use different term	31.5 %	31.8 %	19.3 %	10.1 %	7.3 %	15,886
Military Service						
No Prior Military Service	38.2 %	34.3 %	15.8 %	7.6 %	4.1 %	431,417
Currently in Guard/Reserves	33.8 %	31.5 %	15.9 %	8.9 %	6.2 %	7,901
Retired	41.5 %	32.5 %	15.0 %	7.0 %	4.1 %	64,781
Separated/Discharged	37.5 %	31.9 %	16.4 %	8.6 %	5.6 %	79,430
Military Spouse						
Spouse of current active duty service member	39.0 %	29.6 %	15.1 %	10.2 %	6.1 %	6,768
Spouse of separated or retired service member with a disability rating of 100%	39.3 %	29.4 %	16.7 %	8.8 %	5.8 %	12,664
Widow(er) of a service member killed while on active duty	34.8 %	32.8 %	16.8 %	8.5 %	7.2 %	346
None of the categories listed	38.5 %	33.8 %	15.7 %	7.6 %	4.3 %	564,043
NoN-Competitive Hiring Authority						
Yes	39.4 %	29.6 %	15.9 %	9.0 %	6.2 %	2,547
No	39.2 %	29.5 %	16.1 %	9.4 %	5.9 %	17,091

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(55) 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	38.3 %	33.6 %	15.9 %	7.8 %	4.4 %	608,062
Disability						
Yes	38.7 %	30.0 %	16.2 %	8.6 %	6.6 %	96,073
No	38.7 %	34.4 %	15.6 %	7.4 %	3.9 %	473,892

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
Work Location							
Headquarters	41.9 %	35.3 %	11.9 %	6.3 %	4.6 %	173,525	1,537
Field	36.3 %	37.0 %	13.7 %	7.1 %	5.8 %	287,107	2,381
Full-time telework	49.9 %	33.4 %	9.6 %	4.3 %	2.8 %	113,624	1,067
Supervisory Status							
Senior Leader	49.8 %	30.8 %	10.4 %	5.0 %	4.1 %	9,637	47
Manager	39.8 %	35.9 %	12.6 %	6.8 %	4.9 %	39,114	190
Supervisor	36.9 %	37.8 %	13.4 %	6.9 %	5.0 %	78,838	531
Team Leader	40.2 %	35.9 %	12.4 %	6.6 %	4.9 %	71,927	455
Non-Supervisor	40.5 %	35.7 %	12.5 %	6.3 %	5.0 %	380,531	3,827
Sex							
Male	40.3 %	36.3 %	12.4 %	6.1 %	4.9 %	291,096	1,921
Female	40.6 %	35.4 %	12.5 %	6.6 %	4.9 %	267,872	2,867
Hispanic or Latino							
Yes	40.7 %	33.5 %	13.4 %	6.4 %	5.9 %	64,881	544
No	40.3 %	36.3 %	12.3 %	6.4 %	4.8 %	497,360	4,283
Race							
American Indian/Alaska Native	33.4 %	34.2 %	16.9 %	7.7 %	7.8 %	14,322	144
Asian	42.6 %	37.4 %	11.9 %	4.1 %	3.9 %	34,616	279
Black/African American	43.6 %	35.0 %	11.4 %	5.2 %	4.9 %	84,049	645
Native Hawaiian/Pacific Islander	40.1 %	34.8 %	13.7 %	5.5 %	5.9 %	3,759	24
White	39.9 %	36.2 %	12.4 %	6.7 %	4.8 %	379,803	3,236
Two or more races(Not Hispanic/Latino)	39.7 %	34.0 %	13.4 %	6.7 %	6.2 %	26,368	296
Age Group							
25 and under	43.7 %	37.2 %	10.7 %	5.5 %	2.9 %	9,554	165
26-29 years old	41.2 %	37.6 %	10.9 %	6.1 %	4.1 %	21,511	283
30-39 years old	40.8 %	35.5 %	11.8 %	6.6 %	5.3 %	108,932	1,211
40-49 years old	40.0 %	35.4 %	12.2 %	6.7 %	5.6 %	158,980	1,401
50-59 years old	40.2 %	35.9 %	12.9 %	6.2 %	4.8 %	171,319	1,226
60 or older	40.1 %	36.8 %	13.5 %	5.6 %	3.9 %	92,062	548
Level of Education							
Less than High School	35.2 %	40.7 %	16.2 %	4.8 %	3.1 %	413	7
H.S. Diploma/GED or equiv	39.1 %	36.0 %	14.3 %	5.7 %	4.9 %	24,191	205
Trade/Technical Certificate	36.4 %	36.2 %	14.5 %	6.5 %	6.4 %	12,250	117
Some College(no degree)	40.1 %	34.6 %	13.4 %	6.3 %	5.6 %	68,951	575
Associate's Degree	38.4 %	35.7 %	13.7 %	6.4 %	5.7 %	41,620	344
Bachelor's Degree	40.4 %	36.5 %	12.2 %	6.3 %	4.6 %	197,443	1,718

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
Master's Degree	40.7 %	35.9 %	11.9 %	6.6 %	4.9 %	160,550	1,414
Doctoral/Professional Degree	42.3 %	36.0 %	11.5 %	6.4 %	3.8 %	63,872	531
Pay Category							
Federal Wage System	31.5 %	36.7 %	15.9 %	7.9 %	8.0 %	18,040	125
GS 1-6	39.0 %	35.2 %	13.6 %	6.4 %	5.7 %	28,634	405
GS 7-12	39.5 %	35.8 %	12.7 %	6.5 %	5.5 %	233,957	2,193
GS 13-15	42.8 %	35.8 %	11.3 %	6.0 %	4.0 %	241,626	1,826
SES	49.0 %	31.8 %	11.0 %	5.0 %	3.2 %	5,275	22
SL/ST	43.8 %	34.1 %	12.5 %	6.0 %	3.7 %	2,050	11
Other	36.5 %	37.8 %	14.3 %	6.9 %	4.6 %	49,964	473
Time in Federal Government							
< 1 year	49.3 %	34.7 %	10.1 %	3.7 %	2.2 %	16,854	409
1-3 years	45.1 %	35.0 %	10.5 %	5.5 %	3.8 %	75,506	778
4-5 years	40.9 %	35.3 %	12.1 %	6.5 %	5.1 %	50,886	534
6-10 years	40.1 %	35.4 %	12.4 %	6.7 %	5.4 %	93,966	845
11-14 years	39.3 %	36.2 %	12.5 %	6.7 %	5.2 %	94,051	785
15-20 years	37.6 %	36.2 %	13.4 %	6.9 %	5.8 %	102,228	753
> 20 years	38.1 %	37.0 %	13.7 %	6.4 %	4.8 %	145,244	935
Time with Current Agency							
< 1 year	48.1 %	33.6 %	11.4 %	4.2 %	2.8 %	29,142	819
1-3 years	44.3 %	34.4 %	10.8 %	5.9 %	4.6 %	110,878	957
4-5 years	40.4 %	35.5 %	12.2 %	6.7 %	5.3 %	62,758	579
6-10 years	39.4 %	35.7 %	12.6 %	6.7 %	5.5 %	100,765	779
11-14 years	38.4 %	36.5 %	13.1 %	6.8 %	5.2 %	83,659	661
15-20 years	36.4 %	37.1 %	13.7 %	7.1 %	5.7 %	85,731	606
> 20 years	37.9 %	37.8 %	13.6 %	6.3 %	4.4 %	106,493	648
Leaving							
No	47.3 %	36.1 %	10.2 %	4.2 %	2.1 %	383,507	3,024
Yes, to retire	35.1 %	38.8 %	14.9 %	6.7 %	4.5 %	36,059	190
Yes, to other job in Govt	27.2 %	35.0 %	16.4 %	10.8 %	10.6 %	104,835	1,197
Yes, to other job outside Govt	26.1 %	35.4 %	16.3 %	11.0 %	11.2 %	23,323	247
Yes, other	25.7 %	34.7 %	18.1 %	10.5 %	11.0 %	31,277	377
Retiring							
Less than 1 year	33.8 %	36.2 %	15.5 %	7.7 %	6.9 %	15,974	88
1 year	35.0 %	38.4 %	14.8 %	6.9 %	5.0 %	14,818	95
2 years	38.0 %	37.8 %	13.8 %	5.9 %	4.5 %	30,040	159
3 years	37.6 %	37.4 %	13.9 %	6.5 %	4.5 %	30,888	192

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(56) 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	39.8 %	36.0 %	12.7 %	6.5 %	5.0 %	603,028	5,321
4 years	38.0 %	37.4 %	13.4 %	6.6 %	4.5 %	18,981	111
5 years	37.2 %	36.6 %	14.0 %	6.8 %	5.4 %	44,078	331
More than 5 years	41.4 %	35.5 %	11.9 %	6.3 %	4.9 %	419,322	4,005
Transgender							
Yes	35.7 %	32.0 %	13.4 %	8.0 %	10.8 %	2,371	40
No	40.4 %	35.9 %	12.4 %	6.3 %	4.9 %	551,735	4,694
Consider Yourself as							
Straight	40.9 %	34.8 %	11.7 %	6.8 %	5.8 %	14,541	134
Gay or Lesbian	40.7 %	36.0 %	12.3 %	6.2 %	4.7 %	500,757	4,118
Bisexual	40.1 %	35.1 %	11.5 %	7.3 %	6.0 %	10,986	152
Use different term	33.3 %	34.9 %	15.6 %	8.1 %	8.1 %	15,683	206
Military Service							
No Prior Military Service	39.7 %	36.8 %	12.6 %	6.4 %	4.5 %	427,608	4,040
Currently in Guard/Reserves	39.0 %	34.0 %	12.7 %	6.8 %	7.4 %	7,830	70
Retired	43.6 %	33.6 %	11.8 %	5.9 %	5.1 %	64,474	330
Separated/Discharged	38.9 %	34.7 %	13.0 %	6.9 %	6.4 %	78,851	606
Military Spouse							
Spouse of current active duty service member	41.7 %	31.5 %	12.0 %	7.8 %	6.9 %	6,689	80
Spouse of separated or retired service member with a disability rating of 100%	40.7 %	32.4 %	13.3 %	6.8 %	6.8 %	12,550	116
Widow(er) of a service member killed while on active duty	36.5 %	28.9 %	17.6 %	8.6 %	8.3 %	343	3
None of the categories listed	40.1 %	36.1 %	12.5 %	6.4 %	4.9 %	559,485	4,843
NoN-Competitive Hiring Authority							
Yes	41.7 %	31.8 %	12.5 %	7.3 %	6.7 %	2,514	31
No	41.0 %	32.1 %	12.9 %	7.2 %	6.8 %	16,933	165
Disability							
Yes	40.4 %	32.4 %	12.9 %	7.0 %	7.3 %	95,230	889
No	40.3 %	36.7 %	12.4 %	6.2 %	4.4 %	470,157	3,958

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
Work Location							
Headquarters	21.2 %	33.8 %	20.8 %	13.1 %	11.0 %	171,528	3,063
Field	14.9 %	29.3 %	23.1 %	16.1 %	16.5 %	282,426	6,350
Full-time telework	24.1 %	36.1 %	21.1 %	10.6 %	8.1 %	111,265	3,119
Supervisory Status							
Senior Leader	42.9 %	33.7 %	11.6 %	6.3 %	5.4 %	9,618	33
Manager	22.4 %	33.9 %	19.1 %	13.5 %	11.1 %	39,078	163
Supervisor	17.1 %	32.9 %	22.3 %	15.0 %	12.7 %	78,405	785
Team Leader	16.3 %	31.1 %	22.4 %	15.8 %	14.3 %	71,154	1,051
Non-Supervisor	17.9 %	31.4 %	22.6 %	14.1 %	13.9 %	372,499	10,804
Sex							
Male	18.3 %	31.4 %	21.9 %	14.1 %	14.4 %	286,880	5,323
Female	19.0 %	33.0 %	22.4 %	14.2 %	11.4 %	263,288	6,767
Hispanic or Latino							
Yes	19.6 %	29.6 %	22.0 %	13.6 %	15.2 %	63,918	1,293
No	18.3 %	32.4 %	22.1 %	14.3 %	13.0 %	489,441	10,915
Race							
American Indian/Alaska Native	15.4 %	29.8 %	25.1 %	14.8 %	14.9 %	14,066	331
Asian	23.5 %	37.6 %	20.7 %	8.9 %	9.3 %	33,904	878
Black/African American	22.8 %	35.2 %	21.8 %	10.4 %	9.8 %	82,245	2,096
Native Hawaiian/Pacific Islander	20.0 %	32.2 %	21.9 %	11.7 %	14.2 %	3,695	79
White	17.5 %	31.4 %	22.0 %	15.3 %	13.8 %	374,583	7,616
Two or more races(Not Hispanic/Latino)	16.8 %	28.0 %	22.1 %	15.6 %	17.4 %	25,969	638
Age Group							
25 and under	20.6 %	35.2 %	21.1 %	13.6 %	9.5 %	9,336	354
26-29 years old	17.5 %	31.2 %	22.5 %	15.4 %	13.4 %	21,143	604
30-39 years old	17.2 %	29.3 %	21.2 %	15.8 %	16.6 %	107,590	2,339
40-49 years old	17.7 %	30.1 %	21.3 %	15.3 %	15.7 %	156,951	3,118
50-59 years old	18.9 %	33.7 %	22.6 %	13.4 %	11.5 %	168,720	3,381
60 or older	20.8 %	35.8 %	23.8 %	11.3 %	8.2 %	89,778	2,376
Level of Education							
Less than High School	18.2 %	33.5 %	25.7 %	11.3 %	11.4 %	395	19
H.S. Diploma/GED or equiv	18.1 %	31.8 %	24.1 %	12.7 %	13.2 %	23,725	570
Trade/Technical Certificate	15.0 %	29.4 %	24.0 %	15.1 %	16.5 %	11,994	330
Some College(no degree)	17.7 %	30.5 %	23.0 %	14.1 %	14.7 %	67,643	1,618
Associate's Degree	17.0 %	30.8 %	23.4 %	14.2 %	14.6 %	40,789	1,044
Bachelor's Degree	17.7 %	31.7 %	22.3 %	14.6 %	13.6 %	194,184	4,499

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
Master's Degree	19.7 %	33.3 %	21.0 %	14.0 %	12.0 %	158,563	3,034
Doctoral/Professional Degree	20.4 %	32.5 %	20.3 %	14.6 %	12.2 %	62,939	1,333
Pay Category							
Federal Wage System	11.8 %	24.1 %	24.0 %	18.2 %	21.9 %	17,672	442
GS 1-6	19.2 %	30.9 %	23.4 %	13.5 %	13.0 %	27,628	1,282
GS 7-12	17.4 %	31.1 %	22.7 %	14.4 %	14.4 %	229,079	6,354
GS 13-15	20.0 %	34.0 %	20.8 %	13.7 %	11.5 %	239,459	3,533
SES	46.2 %	32.0 %	10.5 %	6.6 %	4.7 %	5,267	9
SL/ST	29.5 %	34.6 %	17.9 %	9.3 %	8.7 %	2,028	23
Other	15.6 %	30.4 %	24.1 %	15.7 %	14.2 %	49,159	1,144
Time in Federal Government							
< 1 year	29.6 %	37.5 %	19.5 %	8.4 %	5.0 %	16,411	807
1-3 years	22.2 %	34.3 %	21.4 %	12.4 %	9.8 %	73,874	2,226
4-5 years	17.6 %	31.7 %	22.0 %	15.1 %	13.6 %	50,038	1,254
6-10 years	17.1 %	30.1 %	22.0 %	15.4 %	15.3 %	92,659	1,950
11-14 years	16.9 %	31.0 %	22.1 %	15.2 %	14.7 %	92,907	1,724
15-20 years	16.2 %	30.2 %	22.3 %	15.2 %	16.2 %	100,778	1,915
> 20 years	18.1 %	32.6 %	23.1 %	13.8 %	12.5 %	142,800	2,932
Time with Current Agency							
< 1 year	30.3 %	36.6 %	18.9 %	8.4 %	5.9 %	28,517	1,360
1-3 years	22.2 %	33.9 %	21.2 %	12.5 %	10.3 %	108,598	2,982
4-5 years	17.5 %	31.2 %	22.1 %	15.0 %	14.1 %	61,836	1,346
6-10 years	16.3 %	30.1 %	22.3 %	15.6 %	15.7 %	99,385	1,907
11-14 years	15.7 %	30.5 %	22.6 %	15.7 %	15.4 %	82,630	1,488
15-20 years	15.2 %	29.8 %	22.6 %	15.7 %	16.7 %	84,524	1,583
> 20 years	17.3 %	32.7 %	23.5 %	14.1 %	12.4 %	104,652	2,155
Leaving							
No	23.4 %	36.9 %	21.7 %	11.0 %	7.0 %	377,151	8,385
Yes, to retire	15.8 %	32.8 %	25.4 %	14.0 %	12.0 %	35,307	785
Yes, to other job in Govt	8.9 %	22.3 %	22.7 %	21.0 %	25.1 %	103,516	2,272
Yes, to other job outside Govt	6.7 %	18.3 %	20.1 %	22.3 %	32.6 %	23,075	459
Yes, other	8.0 %	20.0 %	23.2 %	20.6 %	28.3 %	30,700	890
Retiring							
Less than 1 year	15.3 %	29.9 %	23.8 %	14.8 %	16.3 %	15,636	360
1 year	15.4 %	32.0 %	25.2 %	14.3 %	13.1 %	14,483	362
2 years	18.0 %	34.0 %	24.2 %	13.0 %	10.9 %	29,440	652
3 years	17.7 %	33.5 %	23.9 %	13.6 %	11.3 %	30,353	638

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(57) 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	18.1 %	31.7 %	22.3 %	14.4 %	13.5 %	591,638	13,479
4 years	17.6 %	33.1 %	22.5 %	14.1 %	12.7 %	18,679	343
5 years	17.3 %	32.6 %	22.7 %	14.2 %	13.3 %	43,402	851
More than 5 years	18.7 %	31.5 %	21.6 %	14.4 %	13.7 %	413,011	9,384
Transgender							
Yes	12.3 %	21.5 %	20.3 %	16.2 %	29.7 %	2,322	81
No	18.6 %	32.2 %	22.1 %	14.1 %	13.1 %	543,056	11,901
Consider Yourself as							
Straight	17.9 %	30.2 %	21.1 %	14.6 %	16.1 %	14,388	260
Gay or Lesbian	18.9 %	32.5 %	22.0 %	13.9 %	12.7 %	492,949	10,565
Bisexual	15.8 %	29.5 %	21.5 %	17.0 %	16.2 %	10,860	264
Use different term	12.2 %	24.7 %	23.0 %	17.1 %	23.0 %	15,340	501
Military Service							
No Prior Military Service	17.8 %	31.9 %	22.5 %	14.6 %	13.1 %	420,561	9,991
Currently in Guard/Reserves	18.2 %	31.1 %	20.9 %	14.5 %	15.4 %	7,750	133
Retired	22.1 %	34.8 %	21.3 %	11.9 %	9.9 %	63,647	958
Separated/Discharged	16.8 %	28.6 %	21.6 %	15.2 %	17.8 %	77,528	1,731
Military Spouse							
Spouse of current active duty service member	21.8 %	29.1 %	19.6 %	15.5 %	14.0 %	6,602	150
Spouse of separated or retired service member with a disability rating of 100%	20.9 %	30.8 %	21.7 %	13.4 %	13.2 %	12,397	249
Widow(er) of a service member killed while on active duty	19.1 %	26.4 %	30.4 %	8.7 %	15.4 %	337	4
None of the categories listed	18.1 %	31.9 %	22.2 %	14.3 %	13.4 %	550,461	12,392
NoN-Competitive Hiring Authority							
Yes	23.0 %	30.6 %	21.7 %	13.5 %	11.2 %	2,486	47
No	20.9 %	29.9 %	20.9 %	14.2 %	14.1 %	16,715	351
Disability							
Yes	19.0 %	28.8 %	21.3 %	14.2 %	16.7 %	93,513	2,307
No	18.3 %	32.7 %	22.3 %	14.2 %	12.5 %	462,904	9,996

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
Work Location							
Headquarters	30.1 %	37.3 %	18.2 %	6.6 %	7.8 %	165,084	8,606
Field	21.4 %	34.9 %	22.2 %	9.0 %	12.5 %	269,477	17,403
Full-time telework	31.4 %	39.3 %	18.6 %	5.1 %	5.7 %	105,538	8,171
Supervisory Status							
Senior Leader	52.8 %	30.3 %	8.8 %	3.7 %	4.4 %	9,536	69
Manager	31.7 %	36.4 %	16.9 %	7.2 %	7.9 %	38,122	837
Supervisor	25.1 %	37.6 %	19.9 %	8.0 %	9.4 %	75,733	2,931
Team Leader	23.9 %	36.8 %	20.7 %	8.3 %	10.3 %	68,074	3,762
Non-Supervisor	24.8 %	36.1 %	21.1 %	7.6 %	10.4 %	353,926	27,078
Sex							
Male	26.7 %	35.9 %	19.5 %	7.4 %	10.6 %	274,501	15,947
Female	24.8 %	37.6 %	21.3 %	7.7 %	8.5 %	251,951	16,483
Hispanic or Latino							
Yes	26.0 %	34.2 %	20.8 %	7.5 %	11.5 %	61,513	3,281
No	25.8 %	36.8 %	20.2 %	7.6 %	9.6 %	467,839	29,540
Race							
American Indian/Alaska Native	19.0 %	32.9 %	25.4 %	9.7 %	13.1 %	13,680	623
Asian	28.9 %	41.0 %	18.1 %	5.1 %	6.8 %	32,830	1,846
Black/African American	27.0 %	37.2 %	21.4 %	6.4 %	8.0 %	79,630	4,224
Native Hawaiian/Pacific Islander	24.6 %	35.6 %	20.8 %	7.3 %	11.7 %	3,610	146
White	26.0 %	36.6 %	19.7 %	7.8 %	9.9 %	357,085	22,718
Two or more races(Not Hispanic/Latino)	23.2 %	32.1 %	21.7 %	9.1 %	13.9 %	24,753	1,698
Age Group							
25 and under	29.4 %	40.8 %	17.7 %	6.3 %	5.9 %	9,011	616
26-29 years old	25.4 %	38.6 %	19.7 %	7.5 %	8.9 %	20,373	1,272
30-39 years old	24.7 %	35.9 %	19.5 %	8.2 %	11.8 %	103,095	6,316
40-49 years old	24.8 %	35.1 %	20.1 %	8.2 %	11.8 %	149,982	9,223
50-59 years old	26.1 %	36.7 %	21.0 %	7.4 %	8.9 %	161,324	9,622
60 or older	28.5 %	38.3 %	20.9 %	6.0 %	6.3 %	85,750	5,691
Level of Education							
Less than High School	19.5 %	38.9 %	25.8 %	6.1 %	9.8 %	391	23
H.S. Diploma/GED or equiv	22.1 %	35.5 %	22.9 %	8.4 %	11.1 %	23,172	945
Trade/Technical Certificate	19.3 %	33.5 %	23.6 %	9.8 %	13.7 %	11,589	603
Some College(no degree)	22.7 %	33.8 %	22.8 %	8.6 %	12.1 %	65,389	3,395
Associate's Degree	22.3 %	34.5 %	22.6 %	8.6 %	12.1 %	39,336	2,195
Bachelor's Degree	24.9 %	37.1 %	20.6 %	7.6 %	9.8 %	184,980	12,526

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
Master's Degree	28.6 %	37.8 %	18.4 %	6.8 %	8.3 %	151,356	9,344
Doctoral/Professional Degree	32.3 %	37.0 %	16.7 %	6.4 %	7.7 %	59,488	4,487
Pay Category							
Federal Wage System	15.9 %	29.0 %	24.8 %	11.6 %	18.7 %	17,114	871
GS 1-6	24.2 %	35.4 %	22.6 %	7.9 %	9.9 %	26,670	2,032
GS 7-12	23.7 %	36.0 %	21.5 %	7.9 %	10.9 %	218,418	15,516
GS 13-15	29.1 %	38.0 %	18.3 %	6.7 %	7.9 %	228,528	13,134
SES	59.3 %	26.6 %	7.6 %	3.3 %	3.2 %	5,223	37
SL/ST	42.8 %	35.8 %	11.0 %	5.1 %	5.3 %	1,980	57
Other	23.1 %	36.0 %	22.0 %	8.5 %	10.4 %	47,094	2,881
Time in Federal Government							
< 1 year	39.1 %	40.0 %	14.3 %	3.4 %	3.1 %	15,826	1,317
1-3 years	31.1 %	39.2 %	17.9 %	5.6 %	6.2 %	71,047	4,628
4-5 years	25.8 %	37.4 %	20.1 %	7.4 %	9.3 %	47,984	3,024
6-10 years	24.6 %	35.3 %	20.9 %	8.2 %	11.0 %	88,521	5,565
11-14 years	24.3 %	36.1 %	20.5 %	8.2 %	10.9 %	88,489	5,623
15-20 years	22.5 %	34.7 %	21.4 %	8.7 %	12.7 %	96,015	6,028
> 20 years	24.3 %	35.9 %	21.8 %	7.9 %	10.1 %	136,349	8,342
Time with Current Agency							
< 1 year	39.1 %	39.0 %	14.6 %	3.7 %	3.7 %	27,386	2,340
1-3 years	30.7 %	38.2 %	18.2 %	5.9 %	6.9 %	104,164	6,796
4-5 years	25.3 %	36.5 %	20.5 %	7.8 %	9.9 %	59,299	3,514
6-10 years	23.2 %	35.4 %	21.3 %	8.5 %	11.6 %	95,012	5,720
11-14 years	22.8 %	35.6 %	21.3 %	8.7 %	11.6 %	78,695	4,971
15-20 years	21.3 %	34.5 %	22.0 %	9.0 %	13.3 %	80,561	4,969
> 20 years	24.0 %	36.2 %	22.0 %	7.8 %	9.9 %	99,780	6,240
Leaving							
No	31.8 %	39.8 %	18.2 %	5.3 %	4.9 %	362,723	20,720
Yes, to retire	22.2 %	37.0 %	23.6 %	7.7 %	9.5 %	33,668	2,132
Yes, to other job in Govt	14.1 %	30.1 %	24.4 %	12.3 %	19.1 %	97,765	7,292
Yes, to other job outside Govt	12.8 %	27.4 %	22.6 %	12.6 %	24.6 %	21,614	1,749
Yes, other	12.0 %	26.9 %	25.5 %	12.7 %	22.8 %	28,754	2,616
Retiring							
Less than 1 year	21.8 %	34.2 %	22.4 %	8.4 %	13.1 %	14,825	1,028
1 year	22.1 %	36.1 %	23.2 %	8.0 %	10.6 %	13,799	915
2 years	24.8 %	37.5 %	22.0 %	7.0 %	8.7 %	28,130	1,744
3 years	24.7 %	36.6 %	21.9 %	7.8 %	9.1 %	29,015	1,751

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(58) 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	25.4 %	36.3 %	20.7 %	7.7 %	10.0 %	565,232	36,130
4 years	24.2 %	35.9 %	21.5 %	8.5 %	9.9 %	17,878	1,008
5 years	23.9 %	35.8 %	21.8 %	8.0 %	10.5 %	41,389	2,505
More than 5 years	26.3 %	36.5 %	19.8 %	7.5 %	9.9 %	395,038	25,083
Transgender							
Yes	19.0 %	25.0 %	20.7 %	9.4 %	25.9 %	2,178	201
No	25.9 %	36.7 %	20.2 %	7.5 %	9.7 %	519,773	31,886
Consider Yourself as							
Straight	25.8 %	35.2 %	19.5 %	7.8 %	11.7 %	13,728	829
Gay or Lesbian	26.3 %	36.9 %	20.0 %	7.4 %	9.4 %	472,211	28,310
Bisexual	24.7 %	34.8 %	20.5 %	8.4 %	11.7 %	10,298	762
Use different term	17.5 %	29.8 %	23.9 %	9.9 %	18.9 %	14,483	1,243
Military Service							
No Prior Military Service	25.0 %	37.2 %	20.6 %	7.7 %	9.5 %	401,358	26,645
Currently in Guard/Reserves	26.3 %	36.0 %	18.3 %	7.8 %	11.6 %	7,493	358
Retired	30.7 %	36.5 %	19.1 %	6.2 %	7.4 %	61,384	2,787
Separated/Discharged	23.3 %	32.8 %	21.3 %	8.5 %	14.1 %	74,055	4,712
Military Spouse							
Spouse of current active duty service member	28.3 %	33.5 %	19.0 %	8.2 %	10.9 %	6,409	314
Spouse of separated or retired service member with a disability rating of 100%	25.1 %	34.3 %	21.2 %	8.5 %	10.9 %	11,946	609
Widow(er) of a service member killed while on active duty	22.5 %	32.1 %	27.2 %	4.7 %	13.4 %	324	14
None of the categories listed	25.5 %	36.5 %	20.4 %	7.6 %	9.9 %	525,923	33,546
NoN-Competitive Hiring Authority							
Yes	27.8 %	35.5 %	20.3 %	7.4 %	9.1 %	2,419	93
No	26.1 %	33.6 %	20.5 %	8.6 %	11.3 %	16,124	841
Disability							
Yes	25.6 %	32.1 %	20.8 %	8.2 %	13.2 %	89,515	5,676
No	25.8 %	37.5 %	20.2 %	7.4 %	9.1 %	442,710	27,410

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
Work Location							
Headquarters	25.8 %	43.8 %	16.1 %	8.3 %	6.1 %	172,345	1,829
Field	19.6 %	42.4 %	18.8 %	10.0 %	9.2 %	284,476	3,607
Full-time telework	30.2 %	46.2 %	14.0 %	5.6 %	4.0 %	112,414	1,657
Supervisory Status							
Senior Leader	47.0 %	36.9 %	9.0 %	4.1 %	2.9 %	9,587	32
Manager	29.8 %	45.8 %	13.2 %	6.6 %	4.7 %	39,038	85
Supervisor	22.6 %	45.8 %	16.8 %	8.4 %	6.3 %	78,648	374
Team Leader	20.8 %	43.1 %	18.1 %	10.2 %	7.8 %	71,462	579
Non-Supervisor	22.5 %	42.9 %	17.8 %	8.9 %	7.9 %	376,139	6,192
Sex							
Male	23.3 %	42.3 %	17.4 %	8.9 %	8.0 %	288,483	3,100
Female	23.6 %	45.3 %	16.6 %	8.3 %	6.2 %	265,573	3,710
Hispanic or Latino							
Yes	24.5 %	40.2 %	17.7 %	8.5 %	9.0 %	64,288	763
No	23.2 %	44.0 %	17.0 %	8.7 %	7.0 %	492,972	6,138
Race							
American Indian/Alaska Native	18.5 %	38.1 %	22.7 %	10.2 %	10.5 %	14,067	300
Asian	27.6 %	45.8 %	15.4 %	5.6 %	5.5 %	34,169	530
Black/African American	27.6 %	45.8 %	15.0 %	5.9 %	5.7 %	82,972	1,030
Native Hawaiian/Pacific Islander	23.4 %	39.9 %	19.1 %	8.1 %	9.5 %	3,698	58
White	22.5 %	43.3 %	17.3 %	9.4 %	7.4 %	377,127	4,232
Two or more races(Not Hispanic/Latino)	21.5 %	40.7 %	18.3 %	9.8 %	9.7 %	26,115	419
Age Group							
25 and under	27.3 %	45.9 %	15.2 %	7.0 %	4.6 %	9,462	214
26-29 years old	23.1 %	45.1 %	15.9 %	8.7 %	7.2 %	21,349	351
30-39 years old	22.4 %	42.3 %	16.7 %	9.7 %	9.0 %	108,333	1,365
40-49 years old	22.5 %	42.2 %	17.0 %	9.6 %	8.7 %	157,922	1,755
50-59 years old	23.6 %	44.4 %	17.5 %	8.1 %	6.4 %	169,769	1,895
60 or older	25.2 %	45.3 %	18.1 %	6.9 %	4.6 %	90,569	1,289
Level of Education							
Less than High School	19.7 %	40.9 %	24.6 %	8.2 %	6.6 %	400	17
H.S. Diploma/GED or equiv	21.6 %	41.6 %	20.2 %	8.2 %	8.5 %	23,854	364
Trade/Technical Certificate	18.4 %	40.3 %	20.5 %	10.6 %	10.1 %	12,067	236
Some College(no degree)	22.1 %	41.0 %	19.3 %	8.8 %	8.8 %	68,078	975
Associate's Degree	21.0 %	41.2 %	19.7 %	9.2 %	8.9 %	41,071	629
Bachelor's Degree	22.8 %	44.4 %	16.9 %	8.7 %	7.2 %	195,800	2,436

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
Master's Degree	24.9 %	44.6 %	15.7 %	8.5 %	6.3 %	159,527	1,641
Doctoral/Professional Degree	26.2 %	44.5 %	14.8 %	8.4 %	6.1 %	63,435	729
Pay Category							
Federal Wage System	15.0 %	36.7 %	22.5 %	12.3 %	13.5 %	17,768	304
GS 1-6	23.6 %	41.3 %	18.7 %	8.5 %	8.0 %	28,089	711
GS 7-12	21.9 %	43.0 %	18.1 %	8.9 %	8.1 %	231,340	3,543
GS 13-15	25.7 %	45.3 %	15.2 %	8.1 %	5.8 %	240,399	1,945
SES	51.8 %	36.0 %	7.0 %	3.0 %	2.3 %	5,255	12
SL/ST	35.1 %	40.6 %	13.7 %	6.5 %	4.0 %	2,036	14
Other	20.3 %	43.0 %	19.4 %	9.7 %	7.6 %	49,482	722
Time in Federal Government							
< 1 year	35.0 %	44.4 %	13.0 %	4.9 %	2.7 %	16,765	417
1-3 years	27.8 %	44.3 %	15.2 %	7.4 %	5.2 %	74,720	1,214
4-5 years	22.7 %	43.2 %	17.3 %	9.0 %	7.7 %	50,453	718
6-10 years	21.8 %	42.4 %	17.6 %	9.7 %	8.4 %	93,215	1,173
11-14 years	21.8 %	43.2 %	17.6 %	9.6 %	7.9 %	93,424	962
15-20 years	20.7 %	42.5 %	18.1 %	9.6 %	9.0 %	101,304	1,152
> 20 years	22.7 %	44.4 %	18.0 %	8.0 %	6.9 %	143,695	1,627
Time with Current Agency							
< 1 year	34.9 %	43.2 %	13.2 %	5.4 %	3.2 %	29,074	726
1-3 years	27.3 %	43.4 %	15.7 %	7.9 %	5.8 %	109,668	1,655
4-5 years	22.3 %	42.9 %	17.6 %	9.2 %	8.0 %	62,269	739
6-10 years	21.1 %	42.6 %	17.8 %	9.8 %	8.8 %	99,866	1,192
11-14 years	20.6 %	43.2 %	18.2 %	9.8 %	8.1 %	83,024	877
15-20 years	19.8 %	43.0 %	18.4 %	9.7 %	9.1 %	84,989	930
> 20 years	22.2 %	45.4 %	18.0 %	7.8 %	6.6 %	105,368	1,141
Leaving							
No	29.1 %	46.6 %	14.9 %	6.0 %	3.5 %	380,310	4,322
Yes, to retire	19.9 %	44.5 %	20.2 %	8.6 %	6.8 %	35,523	440
Yes, to other job in Govt	12.4 %	37.7 %	21.1 %	14.3 %	14.5 %	104,020	1,488
Yes, to other job outside Govt	10.7 %	35.0 %	20.6 %	15.6 %	18.2 %	23,145	350
Yes, other	10.7 %	35.1 %	23.6 %	14.2 %	16.4 %	30,852	651
Retiring							
Less than 1 year	19.5 %	41.5 %	20.2 %	9.3 %	9.4 %	15,726	217
1 year	19.3 %	44.7 %	19.9 %	8.6 %	7.5 %	14,592	198
2 years	22.3 %	45.3 %	18.6 %	7.8 %	5.9 %	29,655	343
3 years	22.1 %	44.7 %	18.6 %	8.3 %	6.3 %	30,534	375

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(59) 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	23.0 %	43.4 %	17.5 %	8.8 %	7.4 %	595,844	7,677
4 years	21.8 %	44.3 %	17.8 %	9.0 %	7.0 %	18,779	194
5 years	21.6 %	43.5 %	18.5 %	8.8 %	7.7 %	43,621	511
More than 5 years	23.8 %	43.2 %	16.7 %	8.8 %	7.4 %	416,147	5,277
Transgender							
Yes	18.1 %	32.4 %	18.6 %	12.5 %	18.4 %	2,341	58
No	23.5 %	43.6 %	17.1 %	8.6 %	7.2 %	546,915	6,664
Consider Yourself as							
Straight	23.2 %	42.6 %	16.2 %	9.5 %	8.6 %	14,457	150
Gay or Lesbian	23.8 %	43.8 %	16.9 %	8.5 %	7.0 %	496,402	5,875
Bisexual	21.7 %	43.3 %	16.2 %	10.1 %	8.7 %	10,938	152
Use different term	16.6 %	37.4 %	20.7 %	11.7 %	13.7 %	15,477	322
Military Service							
No Prior Military Service	22.8 %	44.5 %	17.1 %	8.6 %	6.9 %	424,016	5,512
Currently in Guard/Reserves	23.1 %	41.2 %	17.0 %	9.5 %	9.2 %	7,765	100
Retired	26.7 %	42.6 %	17.0 %	7.8 %	5.9 %	63,862	569
Separated/Discharged	21.5 %	40.0 %	18.2 %	10.0 %	10.3 %	77,970	1,070
Military Spouse							
Spouse of current active duty service member	25.5 %	39.2 %	17.2 %	9.8 %	8.2 %	6,630	105
Spouse of separated or retired service member with a disability rating of 100%	24.1 %	41.5 %	17.1 %	8.8 %	8.4 %	12,441	152
Widow(er) of a service member killed while on active duty	23.0 %	38.0 %	21.3 %	5.2 %	12.5 %	336	4
None of the categories listed	23.1 %	43.6 %	17.3 %	8.7 %	7.3 %	554,506	6,986
NoN-Competitive Hiring Authority							
Yes	25.9 %	38.5 %	19.1 %	9.5 %	7.0 %	2,484	41
No	24.4 %	41.0 %	16.8 %	9.2 %	8.7 %	16,786	219
Disability							
Yes	23.6 %	39.5 %	17.7 %	9.3 %	9.8 %	94,164	1,408
No	23.2 %	44.4 %	17.0 %	8.6 %	6.8 %	466,211	5,545

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
Work Location							
Headquarters	24.5 %	39.2 %	18.2 %	10.4 %	7.8 %	169,840	3,615
Field	18.4 %	36.7 %	21.0 %	12.4 %	11.5 %	279,614	7,517
Full-time telework	28.4 %	40.4 %	17.3 %	8.1 %	5.7 %	109,912	3,781
Supervisory Status							
Senior Leader	45.2 %	36.2 %	10.3 %	4.9 %	3.4 %	9,533	44
Manager	28.7 %	42.8 %	14.9 %	8.0 %	5.7 %	38,860	141
Supervisor	21.5 %	41.4 %	18.9 %	10.3 %	8.0 %	77,907	834
Team Leader	19.7 %	37.3 %	20.2 %	12.8 %	10.0 %	70,534	1,237
Non-Supervisor	21.1 %	37.1 %	20.3 %	11.4 %	10.1 %	368,000	12,990
Sex							
Male	22.3 %	38.0 %	19.4 %	10.6 %	9.7 %	283,766	6,664
Female	21.8 %	38.5 %	19.5 %	11.5 %	8.7 %	260,805	7,649
Hispanic or Latino							
Yes	23.1 %	35.1 %	20.0 %	10.6 %	11.2 %	63,237	1,568
No	21.8 %	38.6 %	19.4 %	11.1 %	9.1 %	484,458	12,915
Race							
American Indian/Alaska Native	17.9 %	33.5 %	23.8 %	12.3 %	12.5 %	13,911	391
Asian	26.0 %	41.4 %	18.3 %	7.5 %	6.8 %	33,494	1,050
Black/African American	26.3 %	40.8 %	17.9 %	7.9 %	7.1 %	81,634	2,068
Native Hawaiian/Pacific Islander	22.5 %	36.0 %	21.0 %	9.2 %	11.3 %	3,655	89
White	21.1 %	37.8 %	19.6 %	11.9 %	9.6 %	370,693	9,403
Two or more races(Not Hispanic/Latino)	20.6 %	34.9 %	20.4 %	11.6 %	12.4 %	25,683	768
Age Group							
25 and under	26.4 %	40.3 %	16.7 %	10.0 %	6.6 %	9,187	360
26-29 years old	22.3 %	38.8 %	18.3 %	11.1 %	9.5 %	20,935	580
30-39 years old	21.2 %	36.6 %	18.6 %	12.3 %	11.3 %	106,441	2,585
40-49 years old	21.5 %	37.1 %	18.9 %	11.7 %	10.9 %	155,503	3,635
50-59 years old	22.1 %	39.3 %	20.1 %	10.3 %	8.2 %	167,051	4,235
60 or older	23.4 %	39.7 %	21.3 %	9.4 %	6.2 %	88,745	3,037
Level of Education							
Less than High School	21.3 %	35.1 %	26.2 %	9.7 %	7.6 %	395	18
H.S. Diploma/GED or equiv	20.7 %	37.3 %	21.9 %	10.1 %	10.1 %	23,526	596
Trade/Technical Certificate	17.7 %	35.7 %	22.4 %	12.0 %	12.3 %	11,856	393
Some College(no degree)	21.0 %	35.8 %	21.4 %	11.0 %	10.7 %	67,017	1,880
Associate's Degree	20.2 %	35.8 %	21.8 %	11.2 %	11.0 %	40,423	1,162
Bachelor's Degree	21.6 %	38.8 %	19.4 %	11.1 %	9.2 %	192,228	5,235

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
Master's Degree	23.3 %	39.4 %	18.0 %	11.0 %	8.3 %	157,128	3,474
Doctoral/Professional Degree	23.9 %	38.2 %	17.9 %	11.6 %	8.4 %	61,882	2,017
Pay Category							
Federal Wage System	14.0 %	31.7 %	24.1 %	14.3 %	15.9 %	17,446	560
GS 1-6	22.1 %	34.7 %	22.0 %	11.0 %	10.3 %	27,384	1,319
GS 7-12	20.7 %	37.2 %	20.3 %	11.4 %	10.4 %	226,881	7,142
GS 13-15	24.2 %	40.5 %	17.6 %	10.3 %	7.4 %	236,967	4,611
SES	49.0 %	35.4 %	8.5 %	4.5 %	2.6 %	5,222	19
SL/ST	31.8 %	39.5 %	14.5 %	9.1 %	5.1 %	2,000	38
Other	19.0 %	37.2 %	21.7 %	12.4 %	9.7 %	48,486	1,491
Time in Federal Government							
< 1 year	33.3 %	39.8 %	16.0 %	7.0 %	3.9 %	16,331	751
1-3 years	26.1 %	38.9 %	18.0 %	9.8 %	7.1 %	73,129	2,368
4-5 years	21.3 %	37.9 %	19.1 %	11.9 %	9.8 %	49,562	1,376
6-10 years	20.7 %	36.7 %	19.8 %	12.0 %	10.8 %	91,629	2,359
11-14 years	20.6 %	37.9 %	19.7 %	11.7 %	10.1 %	91,824	2,253
15-20 years	19.5 %	37.0 %	20.5 %	11.9 %	11.1 %	99,674	2,485
> 20 years	21.2 %	39.1 %	20.4 %	10.5 %	8.7 %	141,412	3,616
Time with Current Agency							
< 1 year	33.6 %	39.3 %	15.5 %	7.2 %	4.4 %	28,397	1,239
1-3 years	25.8 %	38.3 %	18.1 %	10.1 %	7.7 %	107,499	3,248
4-5 years	21.1 %	37.4 %	19.5 %	11.9 %	10.1 %	61,169	1,571
6-10 years	19.9 %	36.7 %	20.1 %	12.1 %	11.2 %	98,276	2,409
11-14 years	19.4 %	37.9 %	20.4 %	11.9 %	10.4 %	81,595	2,060
15-20 years	18.5 %	37.3 %	20.8 %	12.1 %	11.2 %	83,622	2,074
> 20 years	20.7 %	39.9 %	20.6 %	10.4 %	8.4 %	103,673	2,612
Leaving							
No	27.6 %	41.9 %	17.8 %	8.0 %	4.8 %	373,584	9,615
Yes, to retire	18.5 %	38.8 %	23.2 %	11.3 %	8.3 %	34,917	1,008
Yes, to other job in Govt	11.4 %	30.9 %	22.3 %	17.3 %	18.2 %	102,341	2,789
Yes, to other job outside Govt	9.6 %	28.9 %	21.2 %	17.9 %	22.4 %	22,731	641
Yes, other	10.1 %	28.5 %	24.5 %	16.9 %	20.0 %	30,295	1,128
Retiring							
Less than 1 year	18.2 %	36.0 %	22.2 %	12.3 %	11.3 %	15,462	466
1 year	18.0 %	38.6 %	22.9 %	11.3 %	9.2 %	14,343	447
2 years	20.4 %	40.0 %	22.0 %	10.1 %	7.4 %	29,125	826
3 years	20.7 %	39.3 %	21.2 %	10.6 %	8.0 %	30,009	837

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(60) 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	21.6 %	38.0 %	19.8 %	11.1 %	9.4 %	585,368	15,970
4 years	20.6 %	38.2 %	21.0 %	11.4 %	8.7 %	18,466	464
5 years	20.1 %	38.0 %	21.0 %	11.2 %	9.7 %	42,878	1,169
More than 5 years	22.5 %	37.9 %	18.9 %	11.1 %	9.6 %	408,913	10,726
Transgender							
Yes	17.2 %	25.7 %	21.7 %	13.5 %	21.9 %	2,280	102
No	22.1 %	38.3 %	19.4 %	11.0 %	9.2 %	537,533	14,087
Consider Yourself as							
Straight	21.7 %	35.7 %	18.4 %	12.4 %	11.7 %	14,214	334
Gay or Lesbian	22.5 %	38.6 %	19.4 %	10.8 %	8.9 %	488,012	12,515
Bisexual	20.5 %	35.4 %	18.3 %	13.8 %	11.9 %	10,732	304
Use different term	15.4 %	31.3 %	21.8 %	14.5 %	17.0 %	15,148	585
Military Service							
No Prior Military Service	21.3 %	38.5 %	19.7 %	11.4 %	9.1 %	416,166	11,705
Currently in Guard/Reserves	22.6 %	37.0 %	18.6 %	10.7 %	11.1 %	7,658	164
Retired	25.4 %	39.2 %	18.8 %	9.4 %	7.2 %	63,072	1,216
Separated/Discharged	20.5 %	35.2 %	20.3 %	11.7 %	12.3 %	76,702	2,111
Military Spouse							
Spouse of current active duty service member	24.4 %	33.7 %	18.2 %	13.3 %	10.5 %	6,555	152
Spouse of separated or retired service member with a disability rating of 100%	23.0 %	35.7 %	19.8 %	10.8 %	10.7 %	12,281	275
Widow(er) of a service member killed while on active duty	21.6 %	34.3 %	24.0 %	7.6 %	12.4 %	332	8
None of the categories listed	21.7 %	38.2 %	19.6 %	11.1 %	9.4 %	544,735	14,762
NoN-Competitive Hiring Authority							
Yes	24.5 %	34.2 %	19.4 %	12.8 %	9.1 %	2,472	49
No	23.3 %	35.0 %	19.2 %	11.5 %	10.9 %	16,561	383
Disability							
Yes	22.4 %	34.1 %	19.8 %	11.4 %	12.3 %	92,635	2,631
No	21.9 %	39.0 %	19.5 %	11.0 %	8.7 %	458,071	11,967

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646
Work Location						
Headquarters	36.2 %	33.3 %	17.6 %	6.6 %	6.3 %	167,571
Field	28.3 %	32.4 %	21.2 %	8.7 %	9.4 %	274,696
Full-time telework	41.7 %	33.7 %	15.5 %	4.6 %	4.5 %	107,202
Supervisory Status						
Senior Leader	53.4 %	28.5 %	10.9 %	3.4 %	3.9 %	9,434
Manager	36.6 %	33.8 %	17.5 %	6.3 %	5.9 %	38,355
Supervisor	30.9 %	34.5 %	19.9 %	7.4 %	7.2 %	76,845
Team Leader	31.0 %	32.7 %	20.5 %	8.1 %	7.7 %	69,646
Non-Supervisor	32.7 %	32.6 %	19.2 %	7.5 %	8.0 %	360,492
Sex						
Male	32.9 %	32.6 %	18.9 %	7.5 %	8.1 %	279,919
Female	33.4 %	33.5 %	19.3 %	7.0 %	6.8 %	255,394
Hispanic or Latino						
Yes	32.2 %	30.3 %	20.2 %	8.1 %	9.2 %	62,202
No	33.1 %	33.3 %	19.0 %	7.2 %	7.3 %	476,063
Race						
American Indian/Alaska Native	25.4 %	30.5 %	23.1 %	9.9 %	11.1 %	13,587
Asian	34.8 %	35.2 %	18.2 %	5.6 %	6.1 %	33,111
Black/African American	36.3 %	33.2 %	18.2 %	5.8 %	6.5 %	79,803
Native Hawaiian/Pacific Islander	32.8 %	28.7 %	20.9 %	7.3 %	10.2 %	3,598
White	32.9 %	33.0 %	19.0 %	7.6 %	7.5 %	365,005
Two or more races(Not Hispanic/Latino)	30.3 %	30.9 %	20.5 %	8.4 %	9.9 %	25,066
Age Group						
25 and under	35.3 %	35.2 %	18.6 %	6.1 %	4.9 %	9,021
26-29 years old	31.7 %	34.0 %	20.0 %	7.3 %	7.0 %	20,396
30-39 years old	31.3 %	32.2 %	19.8 %	8.1 %	8.6 %	104,335
40-49 years old	31.6 %	32.1 %	19.6 %	7.9 %	8.8 %	152,774
50-59 years old	33.9 %	33.3 %	18.8 %	6.9 %	7.1 %	164,476
60 or older	36.6 %	34.4 %	17.6 %	5.9 %	5.4 %	87,476
Level of Education						
Less than High School	30.4 %	37.3 %	17.6 %	8.2 %	6.5 %	396
H.S. Diploma/GED or equiv	31.7 %	31.8 %	20.1 %	7.5 %	8.9 %	23,053

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646
Trade/Technical Certificate	26.9 %	31.4 %	21.5 %	9.3 %	10.8 %	11,638
Some College(no degree)	31.8 %	31.0 %	20.2 %	8.0 %	9.1 %	65,646
Associate's Degree	29.8 %	32.2 %	20.4 %	8.5 %	9.1 %	39,578
Bachelor's Degree	32.5 %	33.6 %	19.2 %	7.4 %	7.4 %	188,648
Master's Degree	34.2 %	33.9 %	18.5 %	6.8 %	6.6 %	154,868
Doctoral/Professional Degree	38.2 %	32.4 %	16.9 %	6.3 %	6.2 %	61,063
Pay Category						
Federal Wage System	21.4 %	28.4 %	24.7 %	11.3 %	14.3 %	17,203
GS 1-6	31.3 %	31.7 %	20.4 %	7.9 %	8.6 %	26,529
GS 7-12	31.3 %	32.8 %	19.7 %	7.9 %	8.4 %	222,296
GS 13-15	36.3 %	33.8 %	17.6 %	6.2 %	6.0 %	233,716
SES	57.0 %	26.6 %	10.0 %	3.1 %	3.2 %	5,190
SL/ST	44.7 %	32.2 %	13.6 %	5.3 %	4.2 %	1,977
Other	30.0 %	32.9 %	21.0 %	8.3 %	7.8 %	47,507
Time in Federal Government						
< 1 year	45.8 %	34.2 %	13.5 %	3.7 %	2.8 %	15,847
1-3 years	37.4 %	33.8 %	17.3 %	6.1 %	5.4 %	71,351
4-5 years	32.3 %	33.1 %	19.5 %	7.4 %	7.6 %	48,543
6-10 years	31.1 %	32.2 %	20.1 %	8.1 %	8.5 %	89,875
11-14 years	31.5 %	32.7 %	19.6 %	8.1 %	8.1 %	90,436
15-20 years	30.0 %	32.1 %	20.4 %	8.2 %	9.3 %	98,161
> 20 years	32.7 %	33.4 %	19.2 %	7.1 %	7.5 %	139,374
Time with Current Agency						
< 1 year	45.0 %	33.6 %	13.9 %	4.2 %	3.3 %	27,673
1-3 years	37.0 %	33.2 %	17.4 %	6.4 %	6.0 %	105,045
4-5 years	31.7 %	32.5 %	19.9 %	7.8 %	8.1 %	60,084
6-10 years	30.3 %	32.3 %	20.2 %	8.1 %	9.0 %	96,491
11-14 years	30.2 %	32.8 %	20.3 %	8.3 %	8.4 %	80,422
15-20 years	29.2 %	32.4 %	20.6 %	8.4 %	9.4 %	82,322
> 20 years	32.7 %	33.7 %	19.4 %	7.1 %	7.2 %	102,204
Leaving						
No	40.6 %	35.5 %	15.8 %	4.6 %	3.5 %	367,825
Yes, to retire	29.8 %	34.6 %	21.0 %	7.6 %	7.1 %	34,456

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646
Yes, to other job in Govt	17.9 %	27.7 %	26.0 %	12.9 %	15.4 %	100,170
Yes, to other job outside Govt	16.8 %	26.4 %	25.0 %	13.3 %	18.6 %	22,213
Yes, other	16.9 %	26.5 %	25.3 %	13.8 %	17.6 %	29,292
Retiring						
Less than 1 year	28.8 %	31.7 %	20.6 %	8.9 %	10.0 %	15,197
1 year	29.6 %	33.8 %	20.7 %	7.8 %	8.1 %	14,169
2 years	32.7 %	34.8 %	19.3 %	6.9 %	6.4 %	28,690
3 years	32.8 %	34.0 %	19.3 %	7.0 %	6.9 %	29,618
4 years	31.9 %	33.7 %	19.2 %	7.6 %	7.6 %	18,216
5 years	31.5 %	33.0 %	19.7 %	7.8 %	8.0 %	42,304
More than 5 years	33.3 %	32.7 %	19.1 %	7.3 %	7.6 %	401,257
Transgender						
Yes	24.2 %	25.1 %	21.7 %	10.8 %	18.2 %	2,234
No	33.1 %	33.0 %	19.1 %	7.3 %	7.5 %	528,418
Consider Yourself as						
Straight	32.4 %	31.1 %	19.4 %	7.9 %	9.1 %	14,030
Gay or Lesbian	33.5 %	33.1 %	18.9 %	7.1 %	7.3 %	479,935
Bisexual	30.9 %	31.7 %	20.6 %	7.9 %	8.9 %	10,545
Use different term	24.7 %	29.6 %	22.2 %	10.2 %	13.3 %	14,693
Military Service						
No Prior Military Service	32.7 %	33.4 %	19.4 %	7.2 %	7.2 %	408,178
Currently in Guard/Reserves	33.8 %	32.6 %	19.2 %	8.0 %	9.5 %	7,536
Retired	36.1 %	33.0 %	17.6 %	6.7 %	6.5 %	62,466
Separated/Discharged	30.4 %	30.9 %	19.8 %	8.7 %	10.2 %	75,443
Military Spouse						
Spouse of current active duty service member	33.0 %	30.9 %	18.6 %	8.5 %	8.9 %	6,426
Spouse of separated or retired service member with a disability rating of 100%	32.3 %	31.1 %	19.7 %	7.9 %	8.9 %	12,065
Widow(er) of a service member killed while on active duty	28.3 %	34.0 %	18.5 %	9.5 %	9.7 %	326
None of the categories listed	32.8 %	33.0 %	19.2 %	7.4 %	7.6 %	535,090
NoN-Competitive Hiring Authority						
Yes	32.9 %	31.2 %	20.1 %	7.7 %	8.0 %	2,422
No	32.5 %	31.0 %	19.1 %	8.3 %	9.1 %	16,264

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(61) 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	32.6 %	32.9 %	19.3 %	7.4 %	7.7 %	574,646
Disability						
Yes	32.0 %	30.0 %	19.2 %	8.3 %	10.4 %	90,962
No	33.2 %	33.6 %	19.1 %	7.1 %	7.0 %	450,258

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
Work Location							
Headquarters	32.0 %	36.0 %	17.4 %	7.9 %	6.7 %	173,241	1,524
Field	23.3 %	34.1 %	21.7 %	10.3 %	10.6 %	285,200	3,805
Full-time telework	34.0 %	37.7 %	17.6 %	5.8 %	4.9 %	112,905	1,586
Supervisory Status							
Senior Leader	54.5 %	28.5 %	9.1 %	4.0 %	3.9 %	9,660	6
Manager	32.7 %	34.9 %	16.4 %	8.8 %	7.2 %	39,139	122
Supervisor	26.9 %	36.4 %	19.2 %	9.3 %	8.2 %	78,727	491
Team Leader	25.5 %	35.4 %	20.1 %	9.8 %	9.1 %	71,664	629
Non-Supervisor	27.1 %	35.1 %	20.4 %	8.8 %	8.7 %	377,876	5,780
Sex							
Male	27.9 %	34.3 %	19.2 %	9.1 %	9.5 %	289,424	3,122
Female	28.1 %	37.1 %	20.0 %	8.2 %	6.6 %	266,868	3,385
Hispanic or Latino							
Yes	30.8 %	33.4 %	18.9 %	7.7 %	9.2 %	64,677	637
No	27.5 %	35.7 %	19.7 %	8.9 %	8.2 %	494,802	6,000
Race							
American Indian/Alaska Native	24.3 %	35.1 %	23.2 %	8.2 %	9.1 %	14,234	180
Asian	31.7 %	39.5 %	17.3 %	5.6 %	5.9 %	34,359	469
Black/African American	32.5 %	38.6 %	17.7 %	5.6 %	5.7 %	83,638	846
Native Hawaiian/Pacific Islander	30.1 %	33.6 %	19.6 %	7.4 %	9.3 %	3,736	33
White	27.1 %	34.7 %	19.7 %	9.7 %	8.8 %	378,157	4,348
Two or more races(Not Hispanic/Latino)	25.8 %	32.4 %	21.1 %	9.7 %	11.0 %	26,217	415
Age Group							
25 and under	34.3 %	37.3 %	17.6 %	6.5 %	4.4 %	9,503	201
26-29 years old	28.6 %	35.9 %	20.0 %	8.1 %	7.5 %	21,419	355
30-39 years old	26.9 %	34.3 %	19.5 %	9.5 %	9.6 %	108,492	1,561
40-49 years old	27.0 %	34.1 %	19.3 %	9.5 %	10.1 %	158,339	1,853
50-59 years old	27.9 %	36.1 %	19.8 %	8.6 %	7.6 %	170,622	1,642
60 or older	29.8 %	37.5 %	19.7 %	7.3 %	5.7 %	91,251	1,004
Level of Education							
Less than High School	27.7 %	35.3 %	22.5 %	7.4 %	7.1 %	408	12
H.S. Diploma/GED or equiv	27.1 %	35.8 %	21.0 %	7.5 %	8.6 %	24,049	282
Trade/Technical Certificate	23.7 %	33.9 %	22.1 %	10.0 %	10.3 %	12,179	147
Some College(no degree)	27.0 %	34.2 %	21.0 %	8.6 %	9.1 %	68,644	720
Associate's Degree	26.2 %	34.4 %	21.1 %	9.2 %	9.1 %	41,320	554
Bachelor's Degree	26.8 %	35.4 %	20.1 %	9.1 %	8.6 %	196,264	2,579

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
Master's Degree	29.6 %	36.3 %	18.0 %	8.6 %	7.5 %	160,051	1,699
Doctoral/Professional Degree	30.5 %	35.0 %	17.6 %	8.9 %	8.0 %	63,557	766
Pay Category							
Federal Wage System	18.5 %	31.4 %	23.4 %	12.6 %	14.1 %	17,869	254
GS 1-6	29.5 %	34.8 %	21.1 %	7.6 %	7.0 %	28,203	718
GS 7-12	26.7 %	35.0 %	20.4 %	8.9 %	9.0 %	232,274	3,445
GS 13-15	29.5 %	36.2 %	18.1 %	8.6 %	7.6 %	241,215	1,912
SES	57.3 %	26.4 %	7.9 %	4.8 %	3.5 %	5,283	6
SL/ST	41.4 %	33.7 %	12.3 %	7.7 %	4.9 %	2,048	7
Other	25.2 %	35.2 %	21.9 %	9.4 %	8.4 %	49,706	664
Time in Federal Government							
< 1 year	44.1 %	36.8 %	13.8 %	3.2 %	2.1 %	16,802	448
1-3 years	35.0 %	36.8 %	17.2 %	6.3 %	4.8 %	74,887	1,296
4-5 years	28.5 %	36.0 %	19.5 %	8.4 %	7.6 %	50,640	717
6-10 years	26.6 %	34.5 %	20.2 %	9.7 %	9.1 %	93,483	1,172
11-14 years	25.9 %	34.8 %	20.0 %	9.8 %	9.5 %	93,721	981
15-20 years	24.1 %	34.2 %	20.7 %	10.1 %	10.9 %	101,737	1,067
> 20 years	25.4 %	35.5 %	21.0 %	9.3 %	8.9 %	144,473	1,347
Time with Current Agency							
< 1 year	43.2 %	36.3 %	13.8 %	4.0 %	2.6 %	29,170	773
1-3 years	34.0 %	36.5 %	17.4 %	6.6 %	5.5 %	109,979	1,703
4-5 years	27.9 %	35.4 %	19.7 %	8.8 %	8.2 %	62,477	775
6-10 years	25.1 %	34.6 %	20.5 %	10.1 %	9.6 %	100,292	1,086
11-14 years	24.3 %	34.5 %	20.8 %	10.3 %	10.1 %	83,339	840
15-20 years	22.7 %	33.9 %	21.4 %	10.4 %	11.6 %	85,331	869
> 20 years	24.6 %	35.7 %	21.3 %	9.5 %	8.9 %	105,863	977
Leaving							
No	34.5 %	38.3 %	17.2 %	6.0 %	4.1 %	381,622	4,273
Yes, to retire	22.6 %	36.3 %	22.4 %	9.8 %	8.9 %	35,779	321
Yes, to other job in Govt	16.0 %	30.2 %	24.1 %	14.1 %	15.6 %	104,433	1,483
Yes, to other job outside Govt	11.8 %	25.4 %	23.3 %	16.7 %	22.7 %	23,226	320
Yes, other	13.5 %	26.9 %	25.8 %	14.9 %	18.9 %	30,992	604
Retiring							
Less than 1 year	22.1 %	33.5 %	21.2 %	10.5 %	12.7 %	15,821	180
1 year	22.3 %	35.6 %	22.4 %	10.1 %	9.6 %	14,716	135
2 years	25.7 %	36.9 %	20.9 %	8.7 %	7.8 %	29,832	261
3 years	25.6 %	35.9 %	21.2 %	9.1 %	8.2 %	30,732	278

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(62) 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	27.5 %	35.2 %	19.9 %	8.9 %	8.5 %	596,795	7,395
4 years	25.2 %	36.0 %	20.2 %	9.6 %	8.9 %	18,863	180
5 years	25.6 %	35.2 %	20.9 %	9.3 %	9.0 %	43,806	477
More than 5 years	28.7 %	35.2 %	19.2 %	8.7 %	8.2 %	417,470	5,371
Transgender							
Yes	17.7 %	25.6 %	21.6 %	11.7 %	23.4 %	2,352	51
No	28.1 %	35.5 %	19.5 %	8.7 %	8.2 %	549,084	6,405
Consider Yourself as							
Straight	27.1 %	33.8 %	19.5 %	9.7 %	9.9 %	14,502	154
Gay or Lesbian	28.6 %	35.7 %	19.2 %	8.5 %	7.9 %	498,470	5,543
Bisexual	25.2 %	33.9 %	20.9 %	10.3 %	9.7 %	10,946	178
Use different term	17.9 %	29.6 %	24.0 %	12.4 %	16.1 %	15,516	350
Military Service							
No Prior Military Service	27.2 %	36.0 %	19.9 %	8.8 %	8.0 %	425,370	5,533
Currently in Guard/Reserves	27.8 %	34.7 %	17.8 %	9.2 %	10.5 %	7,804	87
Retired	32.4 %	35.4 %	18.0 %	7.7 %	6.5 %	64,273	412
Separated/Discharged	25.1 %	32.2 %	20.7 %	10.2 %	11.8 %	78,356	982
Military Spouse							
Spouse of current active duty service member	31.3 %	34.3 %	17.9 %	9.1 %	7.4 %	6,677	84
Spouse of separated or retired service member with a disability rating of 100%	29.7 %	34.7 %	19.5 %	8.0 %	8.0 %	12,502	125
Widow(er) of a service member killed while on active duty	25.1 %	35.9 %	23.5 %	8.1 %	7.5 %	340	2
None of the categories listed	27.5 %	35.3 %	19.8 %	8.9 %	8.5 %	556,586	6,791
NoN-Competitive Hiring Authority							
Yes	32.0 %	35.9 %	18.1 %	7.4 %	6.6 %	2,513	27
No	29.8 %	34.3 %	19.2 %	8.6 %	8.1 %	16,869	183
Disability							
Yes	27.9 %	32.3 %	19.8 %	9.3 %	10.7 %	94,686	1,246
No	27.8 %	36.1 %	19.5 %	8.7 %	7.8 %	467,934	5,396

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
Work Location							
Headquarters	29.9 %	36.3 %	18.6 %	8.1 %	7.1 %	165,948	8,243
Field	21.5 %	34.1 %	23.5 %	10.2 %	10.7 %	269,768	18,104
Full-time telework	35.0 %	38.8 %	16.8 %	5.0 %	4.3 %	108,154	5,994
Supervisory Status							
Senior Leader	50.2 %	30.6 %	11.3 %	4.2 %	3.7 %	9,563	80
Manager	31.0 %	36.6 %	17.5 %	8.2 %	6.7 %	38,399	735
Supervisor	25.7 %	37.5 %	20.4 %	8.6 %	7.9 %	76,353	2,606
Team Leader	24.3 %	35.9 %	21.4 %	9.5 %	8.9 %	68,383	3,656
Non-Supervisor	25.5 %	35.1 %	21.7 %	8.8 %	9.0 %	356,309	25,917
Sex							
Male	26.8 %	35.7 %	20.5 %	8.2 %	8.9 %	276,446	15,010
Female	26.1 %	35.6 %	21.3 %	9.2 %	7.8 %	253,212	16,109
Hispanic or Latino							
Yes	26.5 %	31.6 %	22.5 %	9.1 %	10.2 %	61,706	3,349
No	26.3 %	36.2 %	20.6 %	8.6 %	8.2 %	470,941	28,074
Race							
American Indian/Alaska Native	20.0 %	32.0 %	27.9 %	10.2 %	9.9 %	13,452	916
Asian	29.5 %	39.1 %	18.6 %	6.1 %	6.7 %	33,142	1,603
Black/African American	30.2 %	36.9 %	19.7 %	6.7 %	6.5 %	80,615	3,593
Native Hawaiian/Pacific Islander	26.2 %	32.3 %	22.8 %	8.7 %	10.0 %	3,581	171
White	25.9 %	35.6 %	20.7 %	9.1 %	8.7 %	359,039	22,035
Two or more races(Not Hispanic/Latino)	23.5 %	31.7 %	22.6 %	10.3 %	12.0 %	24,767	1,757
Age Group							
25 and under	26.9 %	34.5 %	22.7 %	9.5 %	6.5 %	8,571	1,087
26-29 years old	22.9 %	33.6 %	22.7 %	11.0 %	9.8 %	19,778	1,913
30-39 years old	24.0 %	32.4 %	21.2 %	10.8 %	11.6 %	102,943	6,763
40-49 years old	25.7 %	34.4 %	20.1 %	9.6 %	10.2 %	151,728	8,001
50-59 years old	27.7 %	37.5 %	20.9 %	7.4 %	6.6 %	163,116	8,468
60 or older	29.3 %	39.3 %	21.3 %	5.7 %	4.4 %	86,689	5,150
Level of Education							
Less than High School	22.6 %	33.6 %	27.5 %	8.3 %	8.0 %	388	26
H.S. Diploma/GED or equiv	23.5 %	34.1 %	25.0 %	8.5 %	9.0 %	22,844	1,358
Trade/Technical Certificate	20.4 %	31.8 %	27.1 %	10.3 %	10.3 %	11,524	746
Some College(no degree)	24.1 %	32.7 %	24.4 %	9.1 %	9.7 %	65,108	3,976
Associate's Degree	23.7 %	33.4 %	24.4 %	9.1 %	9.4 %	39,088	2,604
Bachelor's Degree	25.6 %	36.3 %	20.7 %	8.7 %	8.7 %	186,783	11,376

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
Master's Degree	28.9 %	37.0 %	18.3 %	8.3 %	7.5 %	153,346	7,864
Doctoral/Professional Degree	29.8 %	37.0 %	17.8 %	8.1 %	7.3 %	60,088	4,052
Pay Category							
Federal Wage System	15.3 %	29.1 %	28.7 %	12.7 %	14.2 %	16,669	1,383
GS 1-6	23.9 %	31.2 %	26.7 %	9.5 %	8.7 %	25,808	2,964
GS 7-12	24.5 %	34.9 %	22.2 %	9.0 %	9.5 %	219,616	15,163
GS 13-15	30.1 %	38.3 %	17.4 %	7.5 %	6.7 %	232,717	9,659
SES	52.5 %	28.5 %	10.4 %	5.1 %	3.5 %	5,243	39
SL/ST	39.7 %	36.7 %	13.2 %	6.4 %	4.0 %	1,979	73
Other	21.9 %	33.1 %	24.5 %	10.8 %	9.7 %	46,638	3,555
Time in Federal Government							
< 1 year	37.9 %	35.0 %	18.9 %	5.2 %	2.9 %	15,371	1,819
1-3 years	29.9 %	35.2 %	20.6 %	8.0 %	6.3 %	69,949	5,938
4-5 years	25.0 %	34.3 %	21.8 %	9.7 %	9.2 %	47,817	3,350
6-10 years	24.4 %	34.1 %	21.5 %	9.8 %	10.1 %	89,109	5,244
11-14 years	25.3 %	35.4 %	20.4 %	9.5 %	9.5 %	89,692	4,671
15-20 years	24.0 %	35.2 %	21.3 %	9.3 %	10.2 %	97,386	5,058
> 20 years	26.3 %	37.8 %	21.1 %	7.4 %	7.4 %	138,509	6,794
Time with Current Agency							
< 1 year	38.5 %	34.9 %	17.4 %	5.4 %	3.8 %	27,103	2,746
1-3 years	30.2 %	35.3 %	19.9 %	7.9 %	6.7 %	103,689	7,572
4-5 years	25.3 %	34.0 %	21.7 %	9.7 %	9.3 %	59,399	3,622
6-10 years	23.8 %	34.4 %	21.6 %	9.8 %	10.4 %	95,723	5,326
11-14 years	23.8 %	35.6 %	21.1 %	9.7 %	9.7 %	79,692	4,203
15-20 years	22.6 %	35.3 %	22.1 %	9.4 %	10.6 %	81,622	4,257
> 20 years	25.6 %	38.5 %	21.3 %	7.4 %	7.2 %	101,281	5,161
Leaving							
No	32.8 %	38.7 %	18.7 %	5.9 %	3.9 %	364,411	20,255
Yes, to retire	23.1 %	38.9 %	24.2 %	7.2 %	6.6 %	34,038	1,902
Yes, to other job in Govt	14.1 %	29.6 %	24.8 %	14.2 %	17.3 %	99,000	6,424
Yes, to other job outside Govt	11.2 %	26.2 %	23.1 %	16.4 %	23.0 %	21,811	1,635
Yes, other	11.4 %	26.3 %	27.2 %	15.1 %	19.9 %	28,884	2,600
Retiring							
Less than 1 year	22.5 %	36.3 %	23.2 %	8.1 %	9.9 %	15,013	927
1 year	22.8 %	37.6 %	24.1 %	7.7 %	7.7 %	13,956	825
2 years	25.8 %	39.1 %	22.1 %	6.8 %	6.1 %	28,404	1,541
3 years	25.9 %	38.0 %	22.1 %	7.3 %	6.7 %	29,326	1,562

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	25.9 %	35.5 %	21.2 %	8.7 %	8.6 %	567,705	34,298
4 years	25.5 %	37.6 %	21.1 %	8.5 %	7.3 %	18,049	913
5 years	25.2 %	36.8 %	21.7 %	8.1 %	8.2 %	41,942	2,165
More than 5 years	26.6 %	34.9 %	20.5 %	9.0 %	8.9 %	396,999	24,425
Transgender							
Yes	17.6 %	25.6 %	21.6 %	12.3 %	22.9 %	2,202	194
No	26.5 %	35.7 %	20.8 %	8.6 %	8.4 %	522,876	30,626
Consider Yourself as							
Straight	25.0 %	33.4 %	20.3 %	10.1 %	11.2 %	13,831	770
Gay or Lesbian	27.0 %	35.9 %	20.6 %	8.4 %	8.0 %	475,213	27,022
Bisexual	23.2 %	31.5 %	22.2 %	11.3 %	11.8 %	10,217	859
Use different term	17.1 %	31.0 %	24.5 %	11.7 %	15.8 %	14,528	1,249
Military Service							
No Prior Military Service	25.4 %	35.9 %	21.1 %	9.1 %	8.5 %	404,258	25,153
Currently in Guard/Reserves	25.9 %	34.0 %	20.6 %	9.0 %	10.5 %	7,455	411
Retired	31.5 %	37.1 %	19.6 %	6.3 %	5.5 %	61,570	2,844
Separated/Discharged	24.3 %	33.1 %	22.1 %	9.3 %	11.2 %	74,594	4,445
Military Spouse							
Spouse of current active duty service member	27.8 %	30.6 %	21.3 %	11.0 %	9.4 %	6,297	439
Spouse of separated or retired service member with a disability rating of 100%	27.6 %	32.5 %	21.3 %	9.4 %	9.2 %	11,983	604
Widow(er) of a service member killed while on active duty	22.9 %	33.3 %	25.7 %	6.6 %	11.5 %	331	10
None of the categories listed	26.1 %	35.7 %	21.0 %	8.7 %	8.5 %	529,547	31,815
NoN-Competitive Hiring Authority							
Yes	28.4 %	32.6 %	20.6 %	10.1 %	8.3 %	2,381	152
No	27.4 %	31.6 %	21.5 %	10.0 %	9.5 %	16,105	889
Disability							
Yes	26.3 %	31.9 %	21.3 %	9.2 %	11.3 %	90,257	5,287
No	26.3 %	36.4 %	20.8 %	8.5 %	7.9 %	445,287	26,390

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
Work Location							
Headquarters	27.0 %	37.4 %	20.4 %	8.9 %	6.3 %	169,940	4,405
Field	19.1 %	33.4 %	24.8 %	12.3 %	10.4 %	279,374	8,946
Full-time telework	30.1 %	37.9 %	19.9 %	7.1 %	4.9 %	110,338	3,920
Supervisory Status							
Senior Leader	48.9 %	33.1 %	10.4 %	4.4 %	3.2 %	9,612	37
Manager	30.7 %	39.1 %	17.1 %	7.7 %	5.3 %	38,916	246
Supervisor	23.4 %	38.4 %	21.6 %	9.7 %	6.9 %	77,910	1,121
Team Leader	21.9 %	36.4 %	22.6 %	10.9 %	8.3 %	70,607	1,513
Non-Supervisor	22.1 %	34.2 %	23.9 %	10.9 %	8.9 %	368,032	14,723
Sex							
Male	23.6 %	34.8 %	22.2 %	10.4 %	8.9 %	284,647	7,258
Female	23.4 %	36.4 %	23.1 %	10.1 %	7.0 %	260,220	9,313
Hispanic or Latino							
Yes	23.8 %	31.9 %	23.2 %	10.8 %	10.3 %	63,270	1,866
No	23.4 %	36.0 %	22.5 %	10.3 %	7.8 %	484,707	14,913
Race							
American Indian/Alaska Native	18.7 %	32.1 %	27.6 %	11.7 %	9.9 %	13,847	534
Asian	26.5 %	38.2 %	21.4 %	7.5 %	6.3 %	33,584	1,186
Black/African American	27.6 %	36.8 %	21.6 %	7.6 %	6.3 %	81,842	2,474
Native Hawaiian/Pacific Islander	23.6 %	34.0 %	24.1 %	8.5 %	9.8 %	3,652	107
White	22.8 %	35.4 %	22.5 %	11.0 %	8.3 %	370,804	10,713
Two or more races(Not Hispanic/Latino)	21.2 %	32.1 %	23.5 %	11.5 %	11.6 %	25,650	915
Age Group							
25 and under	24.6 %	37.5 %	21.9 %	10.3 %	5.7 %	9,268	410
26-29 years old	20.9 %	35.5 %	23.3 %	11.8 %	8.5 %	21,053	670
30-39 years old	21.7 %	34.2 %	22.1 %	11.7 %	10.2 %	106,784	2,992
40-49 years old	23.0 %	34.3 %	22.0 %	11.3 %	9.5 %	155,413	4,414
50-59 years old	24.3 %	36.5 %	22.9 %	9.3 %	7.0 %	166,797	5,046
60 or older	25.6 %	36.7 %	24.0 %	8.3 %	5.4 %	88,874	3,155
Level of Education							
Less than High School	20.3 %	35.0 %	26.4 %	9.6 %	8.8 %	398	20
H.S. Diploma/GED or equiv	21.6 %	34.9 %	25.4 %	9.4 %	8.7 %	23,485	767
Trade/Technical Certificate	18.8 %	32.1 %	27.1 %	11.6 %	10.4 %	11,871	416
Some College(no degree)	22.2 %	32.9 %	25.1 %	10.4 %	9.4 %	67,028	2,160
Associate's Degree	22.0 %	33.3 %	24.8 %	10.6 %	9.2 %	40,293	1,462
Bachelor's Degree	22.7 %	36.1 %	22.6 %	10.5 %	8.1 %	192,417	5,947

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
Master's Degree	25.5 %	36.9 %	20.6 %	9.9 %	7.2 %	157,199	4,192
Doctoral/Professional Degree	24.4 %	35.2 %	21.2 %	11.3 %	8.0 %	62,108	2,095
Pay Category							
Federal Wage System	14.1 %	29.3 %	28.5 %	14.5 %	13.5 %	17,440	646
GS 1-6	21.5 %	31.2 %	26.0 %	11.9 %	9.3 %	27,184	1,611
GS 7-12	21.7 %	34.3 %	24.1 %	10.8 %	9.3 %	226,859	8,318
GS 13-15	26.6 %	38.3 %	19.8 %	9.0 %	6.3 %	237,309	5,275
SES	51.9 %	31.7 %	9.2 %	4.7 %	2.5 %	5,275	13
SL/ST	36.8 %	36.0 %	14.7 %	7.5 %	5.1 %	2,024	25
Other	19.9 %	33.8 %	25.2 %	12.1 %	8.9 %	48,566	1,677
Time in Federal Government							
< 1 year	33.2 %	36.8 %	19.7 %	7.0 %	3.3 %	16,226	967
1-3 years	26.7 %	35.6 %	21.9 %	9.5 %	6.2 %	73,115	2,859
4-5 years	22.4 %	35.0 %	22.8 %	11.2 %	8.6 %	49,683	1,575
6-10 years	22.0 %	34.3 %	22.8 %	11.6 %	9.4 %	91,700	2,756
11-14 years	22.4 %	35.3 %	22.5 %	10.8 %	9.0 %	91,982	2,486
15-20 years	21.1 %	34.4 %	23.4 %	11.2 %	9.9 %	99,702	2,857
> 20 years	23.1 %	36.6 %	23.4 %	9.4 %	7.5 %	141,390	4,107
Time with Current Agency							
< 1 year	34.6 %	36.1 %	18.6 %	6.8 %	3.9 %	28,203	1,651
1-3 years	26.8 %	35.5 %	21.6 %	9.5 %	6.6 %	107,483	3,900
4-5 years	22.7 %	34.4 %	22.9 %	11.2 %	8.7 %	61,313	1,817
6-10 years	21.0 %	34.8 %	23.0 %	11.6 %	9.6 %	98,410	2,761
11-14 years	21.1 %	35.1 %	23.4 %	11.1 %	9.2 %	81,776	2,205
15-20 years	20.0 %	34.4 %	24.0 %	11.5 %	10.2 %	83,647	2,334
> 20 years	22.6 %	37.2 %	23.4 %	9.4 %	7.3 %	103,669	2,937
Leaving							
No	29.5 %	39.1 %	20.4 %	7.2 %	3.9 %	374,210	10,844
Yes, to retire	20.0 %	36.5 %	26.2 %	10.1 %	7.2 %	34,872	1,129
Yes, to other job in Govt	12.0 %	28.6 %	26.8 %	16.6 %	16.0 %	102,100	3,523
Yes, to other job outside Govt	9.3 %	25.1 %	24.6 %	18.8 %	22.2 %	22,768	714
Yes, other	9.9 %	25.5 %	28.9 %	17.1 %	18.6 %	30,186	1,337
Retiring							
Less than 1 year	20.1 %	32.8 %	25.5 %	11.2 %	10.5 %	15,419	531
1 year	19.5 %	35.6 %	26.0 %	10.5 %	8.4 %	14,355	464
2 years	22.8 %	37.3 %	24.4 %	8.8 %	6.7 %	29,126	898
3 years	22.2 %	36.8 %	24.2 %	9.8 %	7.0 %	30,022	914

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(64) Management encourages innovation.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	23.0 %	35.3 %	23.0 %	10.4 %	8.3 %	584,295	18,428
4 years	22.5 %	36.1 %	23.3 %	10.5 %	7.6 %	18,478	518
5 years	22.1 %	35.2 %	24.1 %	10.4 %	8.3 %	42,845	1,351
More than 5 years	23.8 %	35.3 %	22.1 %	10.5 %	8.3 %	409,227	12,606
Transgender							
Yes	16.2 %	25.4 %	22.0 %	14.7 %	21.7 %	2,316	85
No	23.6 %	35.5 %	22.6 %	10.3 %	8.0 %	537,798	16,364
Consider Yourself as							
Straight	22.4 %	32.9 %	22.3 %	11.9 %	10.6 %	14,246	381
Gay or Lesbian	24.0 %	35.8 %	22.4 %	10.0 %	7.7 %	488,184	14,590
Bisexual	20.0 %	34.1 %	22.4 %	13.1 %	10.4 %	10,774	322
Use different term	15.3 %	29.0 %	25.7 %	14.2 %	15.9 %	15,183	648
Military Service							
No Prior Military Service	22.3 %	35.9 %	23.1 %	10.7 %	8.0 %	416,405	13,446
Currently in Guard/Reserves	23.4 %	34.9 %	20.9 %	10.6 %	10.2 %	7,669	198
Retired	29.0 %	36.4 %	20.7 %	8.0 %	5.8 %	63,110	1,473
Separated/Discharged	21.8 %	32.1 %	23.5 %	11.4 %	11.2 %	76,691	2,462
Military Spouse							
Spouse of current active duty service member	26.0 %	32.6 %	21.7 %	11.3 %	8.4 %	6,518	221
Spouse of separated or retired service member with a disability rating of 100%	25.7 %	33.6 %	22.4 %	9.6 %	8.7 %	12,219	391
Widow(er) of a service member killed while on active duty	23.1 %	31.0 %	28.8 %	8.7 %	8.5 %	332	8
None of the categories listed	23.1 %	35.5 %	22.8 %	10.4 %	8.2 %	545,106	16,957
NoN-Competitive Hiring Authority							
Yes	25.5 %	35.6 %	21.4 %	9.6 %	7.8 %	2,451	83
No	25.8 %	32.8 %	22.3 %	10.4 %	8.7 %	16,485	531
Disability							
Yes	23.9 %	31.7 %	22.3 %	11.0 %	11.1 %	92,691	3,044
No	23.2 %	36.3 %	22.8 %	10.2 %	7.5 %	458,303	13,857

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
Work Location							
Headquarters	23.6 %	34.9 %	21.8 %	11.5 %	8.2 %	168,757	5,371
Field	17.1 %	31.7 %	24.7 %	14.2 %	12.3 %	278,008	9,909
Full-time telework	27.7 %	37.3 %	20.4 %	8.6 %	6.0 %	109,387	4,736
Supervisory Status							
Senior Leader	43.8 %	32.7 %	12.7 %	6.2 %	4.7 %	9,592	51
Manager	25.4 %	35.4 %	19.6 %	11.7 %	7.8 %	38,883	266
Supervisor	19.8 %	34.9 %	23.0 %	12.9 %	9.4 %	77,761	1,223
Team Leader	18.4 %	32.9 %	23.7 %	14.1 %	10.9 %	70,181	1,856
Non-Supervisor	20.4 %	33.2 %	23.8 %	12.3 %	10.3 %	365,088	17,075
Sex							
Male	21.0 %	33.5 %	22.8 %	12.1 %	10.6 %	282,890	8,615
Female	21.1 %	34.3 %	23.4 %	12.5 %	8.7 %	258,723	10,519
Hispanic or Latino							
Yes	22.3 %	31.4 %	22.9 %	11.9 %	11.4 %	62,973	2,048
No	20.7 %	34.1 %	23.1 %	12.4 %	9.7 %	481,686	17,346
Race							
American Indian/Alaska Native	17.8 %	31.8 %	26.6 %	12.2 %	11.6 %	13,850	522
Asian	24.9 %	37.6 %	21.5 %	8.7 %	7.3 %	33,404	1,311
Black/African American	25.5 %	36.9 %	21.6 %	8.7 %	7.3 %	81,462	2,704
Native Hawaiian/Pacific Islander	22.2 %	33.5 %	22.7 %	10.4 %	11.1 %	3,634	117
White	20.0 %	33.1 %	23.2 %	13.4 %	10.3 %	368,444	12,659
Two or more races(Not Hispanic/Latino)	19.0 %	30.7 %	23.9 %	13.3 %	13.1 %	25,482	1,068
Age Group							
25 and under	23.4 %	36.0 %	22.0 %	10.8 %	7.7 %	9,194	446
26-29 years old	19.4 %	33.7 %	22.4 %	13.9 %	10.5 %	20,889	776
30-39 years old	19.7 %	31.8 %	22.0 %	14.0 %	12.5 %	106,094	3,503
40-49 years old	20.3 %	32.1 %	22.5 %	13.4 %	11.7 %	154,579	5,110
50-59 years old	21.5 %	35.0 %	23.7 %	11.4 %	8.4 %	165,922	5,712
60 or older	23.0 %	36.6 %	24.8 %	9.6 %	6.0 %	88,222	3,733
Level of Education							
Less than High School	19.1 %	37.0 %	24.5 %	10.6 %	8.9 %	398	18
H.S. Diploma/GED or equiv	20.7 %	34.0 %	24.8 %	10.6 %	9.9 %	23,430	794
Trade/Technical Certificate	17.6 %	31.6 %	25.9 %	13.2 %	11.8 %	11,796	465
Some College(no degree)	20.6 %	32.2 %	24.7 %	11.7 %	10.9 %	66,775	2,316
Associate's Degree	20.2 %	32.3 %	24.5 %	12.1 %	10.9 %	40,164	1,586
Bachelor's Degree	20.2 %	33.9 %	23.1 %	12.8 %	10.0 %	191,305	6,818

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
Master's Degree	22.0 %	34.5 %	22.0 %	12.3 %	9.2 %	156,019	5,144
Doctoral/Professional Degree	22.0 %	34.2 %	21.5 %	13.1 %	9.4 %	61,509	2,609
Pay Category							
Federal Wage System	13.2 %	28.3 %	27.5 %	15.4 %	15.6 %	17,348	694
GS 1-6	21.5 %	32.2 %	24.9 %	11.4 %	10.0 %	27,129	1,654
GS 7-12	20.0 %	33.1 %	23.5 %	12.5 %	10.9 %	225,480	9,366
GS 13-15	22.5 %	35.2 %	21.8 %	12.0 %	8.5 %	235,540	6,794
SES	45.1 %	32.5 %	11.6 %	6.9 %	3.8 %	5,265	15
SL/ST	31.4 %	33.1 %	18.9 %	10.3 %	6.3 %	2,009	39
Other	17.8 %	32.6 %	25.4 %	13.9 %	10.3 %	48,339	1,818
Time in Federal Government							
< 1 year	32.3 %	37.8 %	18.9 %	6.9 %	4.0 %	15,995	1,178
1-3 years	24.6 %	35.5 %	21.7 %	10.7 %	7.4 %	72,600	3,255
4-5 years	20.4 %	33.6 %	22.5 %	13.1 %	10.3 %	49,373	1,791
6-10 years	19.6 %	32.1 %	23.2 %	13.7 %	11.4 %	91,032	3,257
11-14 years	19.6 %	32.9 %	23.3 %	13.1 %	11.0 %	91,443	2,903
15-20 years	18.5 %	32.1 %	24.1 %	13.3 %	12.0 %	99,197	3,271
> 20 years	20.3 %	34.4 %	24.2 %	11.9 %	9.1 %	140,640	4,731
Time with Current Agency							
< 1 year	33.2 %	36.6 %	18.3 %	7.2 %	4.7 %	27,822	1,990
1-3 years	24.7 %	34.8 %	21.7 %	10.9 %	7.9 %	106,695	4,509
4-5 years	20.2 %	33.1 %	23.0 %	13.2 %	10.5 %	60,943	2,081
6-10 years	18.6 %	32.3 %	23.4 %	13.8 %	11.7 %	97,750	3,264
11-14 years	18.3 %	32.8 %	24.0 %	13.6 %	11.3 %	81,335	2,539
15-20 years	17.5 %	32.0 %	24.5 %	13.6 %	12.3 %	83,241	2,686
> 20 years	19.6 %	34.6 %	24.8 %	12.0 %	9.0 %	103,183	3,323
Leaving							
No	26.7 %	38.3 %	21.3 %	8.9 %	4.8 %	371,947	12,664
Yes, to retire	17.5 %	34.7 %	27.0 %	12.2 %	8.6 %	34,690	1,270
Yes, to other job in Govt	10.0 %	24.9 %	26.4 %	19.3 %	19.4 %	101,457	3,988
Yes, to other job outside Govt	7.7 %	20.9 %	23.9 %	21.5 %	26.0 %	22,592	850
Yes, other	8.4 %	22.1 %	27.6 %	19.9 %	22.0 %	29,911	1,576
Retiring							
Less than 1 year	17.2 %	31.5 %	25.9 %	13.1 %	12.4 %	15,372	570
1 year	17.1 %	34.0 %	26.9 %	12.3 %	9.7 %	14,264	538
2 years	20.1 %	36.0 %	25.2 %	10.9 %	7.8 %	28,952	1,043
3 years	19.8 %	34.8 %	25.4 %	11.8 %	8.1 %	29,845	1,065

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(65) 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	20.6 %	33.5 %	23.4 %	12.5 %	10.0 %	580,532	21,349
4 years	19.6 %	34.2 %	24.2 %	12.7 %	9.3 %	18,401	581
5 years	19.5 %	33.6 %	24.6 %	12.3 %	9.9 %	42,644	1,511
More than 5 years	21.3 %	33.4 %	22.5 %	12.6 %	10.2 %	406,539	14,715
Transgender							
Yes	14.9 %	22.9 %	22.9 %	14.4 %	24.8 %	2,270	115
No	21.1 %	33.9 %	23.0 %	12.3 %	9.8 %	534,635	18,850
Consider Yourself as							
Straight	20.0 %	31.7 %	22.0 %	13.7 %	12.6 %	14,144	464
Gay or Lesbian	21.5 %	34.2 %	22.9 %	12.1 %	9.4 %	485,435	16,763
Bisexual	18.1 %	31.1 %	22.9 %	15.4 %	12.5 %	10,654	412
Use different term	13.6 %	27.0 %	25.3 %	15.6 %	18.5 %	15,048	746
Military Service							
No Prior Military Service	20.0 %	34.0 %	23.4 %	12.8 %	9.8 %	413,719	15,594
Currently in Guard/Reserves	21.3 %	33.1 %	20.6 %	12.6 %	12.4 %	7,637	225
Retired	25.7 %	34.9 %	22.4 %	9.9 %	7.1 %	62,746	1,733
Separated/Discharged	19.5 %	30.7 %	23.6 %	13.1 %	13.1 %	76,230	2,822
Military Spouse							
Spouse of current active duty service member	24.1 %	30.0 %	21.1 %	13.7 %	11.0 %	6,476	255
Spouse of separated or retired service member with a disability rating of 100%	23.2 %	32.2 %	23.1 %	11.6 %	9.9 %	12,163	427
Widow(er) of a service member killed while on active duty	21.9 %	28.7 %	30.7 %	7.1 %	11.5 %	333	9
None of the categories listed	20.6 %	33.7 %	23.3 %	12.5 %	10.0 %	541,630	19,705
NoN-Competitive Hiring Authority							
Yes	24.1 %	33.2 %	20.9 %	11.8 %	10.0 %	2,442	83
No	23.4 %	31.0 %	22.7 %	12.5 %	10.5 %	16,402	600
Disability							
Yes	21.8 %	30.0 %	22.9 %	12.6 %	12.7 %	92,037	3,534
No	20.7 %	34.5 %	23.2 %	12.3 %	9.3 %	455,633	15,979

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
Work Location							
Headquarters	20.6 %	30.5 %	21.9 %	14.7 %	12.3 %	169,303	5,079
Field	14.8 %	26.7 %	23.4 %	17.4 %	17.7 %	279,539	8,713
Full-time telework	23.2 %	32.0 %	22.1 %	12.8 %	9.9 %	109,818	4,445
Supervisory Status							
Senior Leader	40.7 %	33.7 %	13.8 %	6.3 %	5.6 %	9,591	49
Manager	22.7 %	34.2 %	20.1 %	12.9 %	10.1 %	38,862	296
Supervisor	17.1 %	31.4 %	22.8 %	15.6 %	13.1 %	77,997	1,077
Team Leader	15.9 %	27.9 %	23.0 %	17.3 %	15.9 %	70,556	1,580
Non-Supervisor	17.4 %	27.6 %	23.2 %	16.1 %	15.6 %	367,110	15,572
Sex							
Male	18.5 %	29.3 %	22.3 %	14.7 %	15.1 %	283,638	8,121
Female	17.5 %	28.4 %	23.3 %	17.1 %	13.8 %	260,156	9,481
Hispanic or Latino							
Yes	19.2 %	26.3 %	22.8 %	15.0 %	16.6 %	63,106	2,023
No	17.8 %	29.2 %	22.7 %	15.9 %	14.3 %	483,869	15,723
Race							
American Indian/Alaska Native	15.8 %	26.6 %	26.3 %	15.2 %	16.1 %	13,886	479
Asian	22.5 %	34.2 %	22.2 %	10.8 %	10.2 %	33,291	1,409
Black/African American	21.8 %	31.4 %	22.5 %	12.7 %	11.6 %	81,599	2,598
Native Hawaiian/Pacific Islander	20.4 %	28.9 %	23.6 %	12.3 %	14.8 %	3,644	102
White	17.2 %	28.3 %	22.6 %	16.8 %	15.2 %	370,323	11,368
Two or more races(Not Hispanic/Latino)	16.3 %	26.1 %	22.5 %	16.0 %	19.1 %	25,605	967
Age Group							
25 and under	21.0 %	30.4 %	21.0 %	15.6 %	12.0 %	9,139	542
26-29 years old	17.3 %	27.5 %	21.8 %	17.2 %	16.1 %	20,850	885
30-39 years old	17.3 %	26.8 %	21.0 %	17.1 %	17.8 %	106,372	3,438
40-49 years old	17.7 %	28.0 %	21.7 %	16.2 %	16.4 %	155,235	4,660
50-59 years old	18.3 %	30.1 %	23.6 %	15.0 %	13.0 %	166,786	5,049
60 or older	19.1 %	31.1 %	25.8 %	13.8 %	10.1 %	88,764	3,140
Level of Education							
Less than High School	18.7 %	31.3 %	23.5 %	14.7 %	11.8 %	396	21
H.S. Diploma/GED or equiv	17.9 %	28.8 %	24.1 %	14.4 %	14.9 %	23,496	697
Trade/Technical Certificate	14.8 %	26.4 %	24.9 %	15.7 %	18.2 %	11,904	370
Some College(no degree)	17.6 %	26.3 %	23.9 %	15.6 %	16.6 %	67,076	2,086
Associate's Degree	17.2 %	27.0 %	23.6 %	16.0 %	16.3 %	40,363	1,369
Bachelor's Degree	17.4 %	29.0 %	22.9 %	16.0 %	14.7 %	192,090	6,356

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
Master's Degree	19.1 %	30.4 %	21.8 %	15.5 %	13.1 %	156,570	4,823
Doctoral/Professional Degree	18.8 %	29.1 %	21.2 %	16.8 %	14.1 %	61,883	2,327
Pay Category							
Federal Wage System	11.5 %	22.6 %	23.6 %	19.4 %	23.0 %	17,497	558
GS 1-6	18.5 %	26.2 %	24.0 %	15.6 %	15.6 %	27,280	1,536
GS 7-12	17.2 %	27.6 %	23.1 %	16.0 %	16.1 %	226,493	8,632
GS 13-15	19.5 %	31.5 %	21.9 %	15.0 %	12.2 %	236,660	6,019
SES	41.7 %	33.3 %	13.2 %	7.0 %	4.7 %	5,266	21
SL/ST	28.7 %	30.6 %	19.6 %	11.8 %	9.3 %	2,004	40
Other	15.0 %	26.8 %	24.7 %	17.8 %	15.8 %	48,514	1,679
Time in Federal Government							
< 1 year	29.0 %	32.7 %	21.5 %	10.6 %	6.2 %	15,927	1,277
1-3 years	21.6 %	30.2 %	22.2 %	14.6 %	11.4 %	72,512	3,479
4-5 years	17.8 %	28.0 %	22.1 %	16.5 %	15.5 %	49,480	1,748
6-10 years	16.8 %	27.2 %	22.4 %	17.0 %	16.6 %	91,579	2,909
11-14 years	16.8 %	28.4 %	22.4 %	16.3 %	16.1 %	91,946	2,515
15-20 years	15.8 %	27.6 %	22.8 %	16.6 %	17.2 %	99,797	2,776
> 20 years	17.2 %	29.7 %	24.2 %	15.2 %	13.7 %	141,599	3,837
Time with Current Agency							
< 1 year	30.0 %	32.2 %	20.6 %	10.3 %	6.9 %	27,702	2,154
1-3 years	21.6 %	30.1 %	21.9 %	14.4 %	12.0 %	106,749	4,650
4-5 years	17.5 %	27.7 %	22.3 %	16.8 %	15.8 %	61,172	1,924
6-10 years	15.8 %	27.2 %	22.7 %	17.0 %	17.3 %	98,396	2,787
11-14 years	15.6 %	27.9 %	23.1 %	16.9 %	16.5 %	81,853	2,141
15-20 years	14.9 %	27.3 %	23.1 %	17.1 %	17.6 %	83,856	2,151
> 20 years	16.6 %	30.1 %	24.5 %	15.4 %	13.5 %	103,809	2,737
Leaving							
No	23.1 %	33.5 %	22.6 %	12.7 %	8.1 %	372,364	12,542
Yes, to retire	14.9 %	29.4 %	26.4 %	16.2 %	13.2 %	34,966	1,015
Yes, to other job in Govt	8.4 %	19.5 %	22.7 %	22.1 %	27.2 %	102,642	3,100
Yes, to other job outside Govt	6.6 %	17.6 %	20.1 %	22.4 %	33.3 %	22,814	691
Yes, other	7.2 %	17.7 %	23.1 %	21.8 %	30.2 %	30,381	1,149
Retiring							
Less than 1 year	14.5 %	26.4 %	25.3 %	16.5 %	17.3 %	15,492	466
1 year	14.3 %	28.7 %	26.2 %	16.5 %	14.4 %	14,367	433
2 years	16.7 %	30.9 %	25.5 %	14.8 %	12.2 %	29,109	883
3 years	16.5 %	30.3 %	25.3 %	15.3 %	12.7 %	30,017	892

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(66) 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	17.7 %	28.6 %	22.9 %	15.9 %	14.8 %	583,280	19,356
4 years	16.7 %	29.7 %	24.0 %	15.7 %	14.0 %	18,504	496
5 years	16.7 %	28.6 %	23.8 %	16.1 %	14.8 %	42,923	1,259
More than 5 years	18.5 %	28.6 %	22.0 %	15.9 %	15.0 %	408,087	13,804
Transgender							
Yes	12.3 %	18.7 %	21.1 %	18.0 %	29.9 %	2,310	89
No	18.1 %	29.0 %	22.7 %	15.7 %	14.5 %	536,775	17,341
Consider Yourself as							
Straight	16.9 %	26.8 %	21.3 %	17.4 %	17.7 %	14,236	384
Gay or Lesbian	18.5 %	29.3 %	22.7 %	15.4 %	14.0 %	487,211	15,542
Bisexual	15.4 %	25.1 %	21.1 %	19.3 %	19.1 %	10,707	389
Use different term	11.5 %	22.8 %	22.6 %	18.2 %	24.8 %	15,204	620
Military Service							
No Prior Military Service	17.0 %	28.7 %	23.1 %	16.5 %	14.7 %	415,707	14,203
Currently in Guard/Reserves	19.6 %	29.5 %	20.4 %	14.1 %	16.3 %	7,635	229
Retired	22.6 %	31.5 %	22.3 %	12.8 %	10.8 %	62,909	1,611
Separated/Discharged	17.0 %	26.2 %	22.2 %	16.0 %	18.6 %	76,665	2,472
Military Spouse							
Spouse of current active duty service member	21.5 %	25.6 %	19.8 %	17.7 %	15.4 %	6,495	242
Spouse of separated or retired service member with a disability rating of 100%	19.7 %	27.2 %	22.7 %	15.3 %	15.1 %	12,236	365
Widow(er) of a service member killed while on active duty	19.4 %	25.0 %	24.7 %	16.0 %	14.9 %	335	7
None of the categories listed	17.7 %	28.8 %	22.9 %	15.8 %	14.8 %	544,137	17,914
NoN-Competitive Hiring Authority							
Yes	21.7 %	28.5 %	20.5 %	15.9 %	13.4 %	2,447	79
No	20.1 %	26.1 %	21.9 %	16.3 %	15.6 %	16,489	528
Disability							
Yes	18.7 %	25.6 %	21.5 %	15.7 %	18.5 %	92,614	3,090
No	17.8 %	29.5 %	23.0 %	15.8 %	13.8 %	457,404	14,768

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
Work Location						
Headquarters	21.1 %	37.0 %	21.5 %	14.6 %	5.7 %	174,253
Field	15.3 %	33.6 %	25.2 %	18.0 %	8.0 %	287,985
Full-time telework	22.0 %	37.7 %	22.8 %	12.5 %	4.9 %	114,128
Supervisory Status						
Senior Leader	47.2 %	34.0 %	9.1 %	6.6 %	3.0 %	9,644
Manager	28.0 %	38.9 %	16.4 %	12.1 %	4.6 %	39,145
Supervisor	19.5 %	39.0 %	20.6 %	15.2 %	5.7 %	78,998
Team Leader	17.3 %	36.0 %	22.7 %	17.2 %	6.8 %	72,042
Non-Supervisor	16.4 %	34.1 %	25.6 %	16.6 %	7.3 %	382,313
Sex						
Male	19.4 %	35.9 %	22.8 %	15.0 %	7.0 %	291,638
Female	17.0 %	35.1 %	24.7 %	17.1 %	6.1 %	269,257
Hispanic or Latino						
Yes	18.2 %	32.5 %	25.0 %	16.4 %	7.9 %	65,074
No	18.3 %	35.9 %	23.4 %	15.9 %	6.5 %	499,138
Race						
American Indian/Alaska Native	15.8 %	34.3 %	27.4 %	15.1 %	7.4 %	14,344
Asian	21.3 %	40.0 %	23.7 %	10.2 %	4.9 %	34,715
Black/African American	20.9 %	36.8 %	22.7 %	13.7 %	5.9 %	84,098
Native Hawaiian/Pacific Islander	19.6 %	35.3 %	24.1 %	14.0 %	7.1 %	3,753
White	18.0 %	35.3 %	23.3 %	16.7 %	6.7 %	381,346
Two or more races(Not Hispanic/Latino)	16.0 %	31.5 %	24.9 %	18.1 %	9.5 %	26,534
Age Group						
25 and under	16.3 %	37.2 %	27.2 %	14.3 %	5.0 %	9,676
26-29 years old	14.4 %	35.1 %	26.2 %	17.7 %	6.6 %	21,732
30-39 years old	15.9 %	33.7 %	24.5 %	17.9 %	8.1 %	109,810
40-49 years old	17.8 %	34.4 %	23.1 %	17.0 %	7.7 %	159,726
50-59 years old	19.8 %	36.7 %	22.8 %	14.8 %	5.8 %	171,649
60 or older	21.3 %	37.7 %	23.4 %	12.9 %	4.6 %	91,741
Level of Education						
Less than High School	19.7 %	36.3 %	27.0 %	11.1 %	6.0 %	415
H.S. Diploma/GED or equiv	18.4 %	35.5 %	25.9 %	13.7 %	6.5 %	24,213

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
Trade/Technical Certificate	15.3 %	33.5 %	27.7 %	15.7 %	7.9 %	12,250
Some College(no degree)	17.5 %	33.5 %	25.7 %	15.8 %	7.6 %	69,012
Associate's Degree	17.2 %	34.1 %	25.3 %	16.1 %	7.3 %	41,663
Bachelor's Degree	17.5 %	35.7 %	24.0 %	16.3 %	6.6 %	198,314
Master's Degree	19.7 %	36.7 %	21.7 %	15.7 %	6.2 %	161,289
Doctoral/Professional Degree	19.2 %	35.4 %	21.3 %	17.2 %	6.9 %	64,130
Pay Category						
Federal Wage System	12.9 %	30.8 %	27.5 %	18.9 %	9.8 %	18,035
GS 1-6	15.6 %	32.0 %	28.4 %	16.5 %	7.5 %	28,764
GS 7-12	16.4 %	34.2 %	25.1 %	16.8 %	7.5 %	234,887
GS 13-15	21.3 %	38.0 %	20.5 %	14.6 %	5.5 %	242,497
SES	50.4 %	31.4 %	8.5 %	6.7 %	2.9 %	5,274
SL/ST	32.7 %	38.3 %	13.9 %	10.8 %	4.3 %	2,054
Other	15.0 %	33.8 %	27.1 %	17.4 %	6.7 %	50,132
Time in Federal Government						
< 1 year	23.5 %	39.2 %	24.9 %	9.5 %	2.9 %	17,197
1-3 years	19.0 %	36.9 %	24.9 %	14.2 %	5.0 %	75,941
4-5 years	16.6 %	34.8 %	24.9 %	16.8 %	6.9 %	51,197
6-10 years	16.5 %	33.7 %	24.5 %	17.6 %	7.8 %	94,375
11-14 years	17.8 %	34.8 %	23.0 %	17.0 %	7.4 %	94,388
15-20 years	17.1 %	34.1 %	23.4 %	17.4 %	8.0 %	102,475
> 20 years	19.5 %	36.4 %	22.7 %	15.0 %	6.3 %	145,262
Time with Current Agency						
< 1 year	25.1 %	37.9 %	23.5 %	10.1 %	3.4 %	29,843
1-3 years	19.6 %	36.3 %	24.0 %	14.7 %	5.4 %	111,342
4-5 years	17.1 %	34.2 %	24.5 %	16.9 %	7.3 %	63,063
6-10 years	16.2 %	33.7 %	24.3 %	17.9 %	7.9 %	101,084
11-14 years	17.0 %	34.8 %	23.5 %	17.3 %	7.6 %	83,905
15-20 years	16.4 %	34.3 %	23.7 %	17.6 %	8.0 %	85,850
> 20 years	19.3 %	36.9 %	22.8 %	14.9 %	6.2 %	106,451
Leaving						
No	23.7 %	41.0 %	21.9 %	10.5 %	2.8 %	384,573
Yes, to retire	16.9 %	37.0 %	24.8 %	15.6 %	5.7 %	35,931

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
Yes, to other job in Govt	7.5 %	24.4 %	27.0 %	27.0 %	14.0 %	105,632
Yes, to other job outside Govt	6.3 %	21.4 %	25.1 %	29.4 %	17.9 %	23,469
Yes, other	6.6 %	21.3 %	28.8 %	27.0 %	16.2 %	31,502
Retiring						
Less than 1 year	16.8 %	32.5 %	24.6 %	17.3 %	8.8 %	15,936
1 year	16.4 %	36.5 %	24.5 %	16.4 %	6.3 %	14,771
2 years	19.2 %	37.6 %	23.7 %	14.1 %	5.4 %	29,965
3 years	19.2 %	36.8 %	23.5 %	14.9 %	5.6 %	30,850
4 years	18.8 %	36.4 %	23.0 %	15.6 %	6.2 %	18,971
5 years	18.1 %	35.7 %	23.3 %	16.3 %	6.6 %	44,127
More than 5years	18.1 %	35.1 %	23.7 %	16.2 %	6.9 %	421,570
Transgender						
Yes	11.5 %	25.1 %	25.1 %	21.6 %	16.7 %	2,396
No	18.4 %	35.6 %	23.6 %	15.9 %	6.6 %	553,630
Consider Yourself as						
Straight	17.2 %	34.0 %	22.5 %	18.2 %	7.9 %	14,631
Gay or Lesbian	18.8 %	35.9 %	23.4 %	15.5 %	6.4 %	502,303
Bisexual	14.2 %	32.5 %	23.8 %	20.7 %	8.7 %	11,096
Use different term	11.2 %	28.4 %	26.6 %	21.8 %	12.0 %	15,805
Military Service						
No Prior Military Service	16.9 %	35.5 %	24.5 %	16.5 %	6.6 %	429,461
Currently in Guard/Reserves	33.8 %	35.4 %	21.7 %	16.7 %	7.6 %	7,866
Retired	24.9 %	37.3 %	20.2 %	12.6 %	5.0 %	64,443
Separated/Discharged	17.3 %	32.5 %	24.0 %	17.3 %	9.0 %	79,091
Military Spouse						
Spouse of current active duty service member	19.3 %	32.4 %	24.3 %	17.0 %	7.1 %	6,735
Spouse of separated or retired service member with a disability rating of 100%	19.6 %	34.5 %	22.7 %	16.3 %	6.9 %	12,574
Widow(er) of a service member killed while on active duty	18.7 %	31.9 %	24.7 %	17.3 %	7.4 %	344
None of the categories listed	18.1 %	35.4 %	23.8 %	16.0 %	6.7 %	561,505
NoN-Competitive Hiring Authority						
Yes	20.8 %	34.8 %	23.2 %	14.6 %	6.7 %	2,532
No	19.2 %	33.3 %	23.4 %	17.0 %	7.1 %	16,982

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	35.2 %	23.9 %	16.1 %	6.8 %	600,539
Disability						
Yes	18.5 %	31.0 %	23.1 %	17.7 %	9.6 %	95,626
No	18.2 %	36.4 %	23.8 %	15.6 %	6.0 %	471,730

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
Work Location						
Headquarters	20.9 %	38.1 %	20.8 %	14.4 %	5.8 %	173,746
Field	15.1 %	35.3 %	24.1 %	17.5 %	8.0 %	286,962
Full-time telework	23.4 %	41.3 %	20.0 %	11.1 %	4.3 %	113,820
Supervisory Status						
Senior Leader	46.6 %	34.2 %	10.2 %	6.2 %	2.9 %	9,631
Manager	27.4 %	39.9 %	16.5 %	11.9 %	4.4 %	39,060
Supervisor	18.9 %	39.4 %	21.1 %	15.0 %	5.6 %	78,753
Team Leader	15.9 %	36.3 %	23.0 %	17.5 %	7.3 %	71,859
Non-Supervisor	16.9 %	36.6 %	23.6 %	15.8 %	7.1 %	381,008
Sex						
Male	18.9 %	37.0 %	22.0 %	15.0 %	7.0 %	290,624
Female	17.7 %	37.9 %	22.7 %	15.8 %	5.9 %	268,494
Hispanic or Latino						
Yes	18.9 %	34.7 %	23.4 %	15.5 %	7.5 %	64,859
No	18.2 %	37.7 %	22.2 %	15.4 %	6.5 %	497,567
Race						
American Indian/Alaska Native	15.2 %	33.5 %	27.1 %	16.3 %	7.9 %	14,318
Asian	21.4 %	41.5 %	21.8 %	10.3 %	4.9 %	34,664
Black/African American	22.4 %	40.9 %	20.3 %	11.3 %	5.1 %	83,903
Native Hawaiian/Pacific Islander	19.3 %	35.6 %	24.2 %	13.4 %	7.4 %	3,738
White	17.6 %	36.8 %	22.3 %	16.6 %	6.8 %	379,998
Two or more races(Not Hispanic/Latino)	16.1 %	33.2 %	24.9 %	16.6 %	9.1 %	26,443
Age Group						
25 and under	17.9 %	39.7 %	22.9 %	14.6 %	4.9 %	9,600
26-29 years old	14.7 %	37.5 %	23.9 %	16.9 %	7.0 %	21,564
30-39 years old	16.0 %	35.0 %	23.1 %	17.6 %	8.3 %	109,328
40-49 years old	17.7 %	36.1 %	22.1 %	16.5 %	7.6 %	159,243
50-59 years old	19.7 %	38.6 %	21.9 %	14.1 %	5.7 %	171,191
60 or older	21.2 %	40.0 %	22.2 %	12.4 %	4.3 %	91,625
Level of Education						
Less than High School	18.8 %	34.5 %	25.7 %	14.0 %	7.0 %	413
H.S. Diploma/GED or equiv	18.3 %	36.7 %	24.2 %	13.7 %	7.2 %	24,148

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
Trade/Technical Certificate	14.8 %	34.4 %	26.2 %	16.8 %	7.8 %	12,212
Some College(no degree)	17.7 %	35.3 %	24.2 %	15.5 %	7.2 %	68,781
Associate's Degree	17.0 %	35.2 %	24.4 %	16.1 %	7.3 %	41,533
Bachelor's Degree	17.5 %	37.6 %	22.6 %	15.6 %	6.7 %	197,619
Master's Degree	19.7 %	38.6 %	20.7 %	15.0 %	5.9 %	160,825
Doctoral/Professional Degree	19.3 %	37.6 %	20.5 %	16.0 %	6.6 %	63,951
Pay Category						
Federal Wage System	12.1 %	29.8 %	27.0 %	20.7 %	10.4 %	17,952
GS 1-6	17.0 %	35.7 %	25.1 %	15.2 %	7.1 %	28,690
GS 7-12	16.6 %	36.3 %	23.5 %	16.3 %	7.3 %	234,011
GS 13-15	20.9 %	39.4 %	20.1 %	14.1 %	5.6 %	241,877
SES	50.3 %	32.5 %	8.2 %	6.6 %	2.5 %	5,271
SL/ST	31.3 %	39.9 %	15.4 %	9.4 %	4.0 %	2,051
Other	15.3 %	36.1 %	25.3 %	16.4 %	6.8 %	49,971
Time in Federal Government						
< 1 year	25.5 %	43.0 %	19.8 %	9.0 %	2.6 %	17,129
1-3 years	19.8 %	39.4 %	22.3 %	13.5 %	5.0 %	75,616
4-5 years	16.7 %	36.7 %	23.1 %	16.5 %	7.1 %	50,979
6-10 years	16.4 %	35.5 %	23.4 %	16.9 %	7.7 %	94,036
11-14 years	17.5 %	36.3 %	22.5 %	16.4 %	7.2 %	94,154
15-20 years	16.8 %	35.6 %	22.9 %	16.9 %	7.8 %	102,148
> 20 years	19.2 %	38.0 %	21.9 %	14.6 %	6.3 %	144,956
Time with Current Agency						
< 1 year	27.2 %	41.1 %	19.0 %	9.5 %	3.2 %	29,743
1-3 years	20.3 %	38.7 %	21.7 %	13.8 %	5.5 %	110,900
4-5 years	16.9 %	36.0 %	23.2 %	16.7 %	7.3 %	62,799
6-10 years	16.0 %	35.6 %	23.3 %	17.2 %	7.9 %	100,749
11-14 years	16.5 %	36.2 %	23.0 %	16.9 %	7.4 %	83,715
15-20 years	16.0 %	35.7 %	23.4 %	17.1 %	7.9 %	85,603
> 20 years	18.9 %	38.3 %	22.2 %	14.6 %	6.0 %	106,218
Leaving						
No	23.6 %	42.6 %	20.3 %	10.7 %	2.9 %	383,515
Yes, to retire	16.5 %	38.4 %	24.1 %	15.3 %	5.6 %	35,852

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
Yes, to other job in Govt	7.9 %	26.9 %	26.6 %	24.9 %	13.8 %	105,162
Yes, to other job outside Govt	6.3 %	23.9 %	25.3 %	27.3 %	17.2 %	23,358
Yes, other	6.6 %	24.1 %	28.0 %	25.7 %	15.7 %	31,395
Retiring						
Less than 1 year	16.4 %	34.9 %	23.6 %	16.8 %	8.4 %	15,886
1 year	16.2 %	37.5 %	24.0 %	16.1 %	6.2 %	14,728
2 years	18.9 %	39.2 %	22.8 %	13.6 %	5.5 %	29,922
3 years	18.8 %	38.6 %	22.4 %	14.6 %	5.6 %	30,783
4 years	18.4 %	38.6 %	21.9 %	15.2 %	5.9 %	18,952
5 years	17.7 %	37.3 %	23.0 %	15.5 %	6.5 %	44,028
More than 5 years	18.3 %	36.9 %	22.3 %	15.6 %	6.8 %	420,086
Transgender						
Yes	12.5 %	25.0 %	26.3 %	20.2 %	16.0 %	2,387
No	18.4 %	37.4 %	22.3 %	15.3 %	6.5 %	551,864
Consider Yourself as						
Straight	17.3 %	35.3 %	22.0 %	17.4 %	8.0 %	14,574
Gay or Lesbian	18.8 %	37.8 %	22.1 %	15.0 %	6.3 %	500,737
Bisexual	14.6 %	35.0 %	22.6 %	18.8 %	8.9 %	11,020
Use different term	11.4 %	29.4 %	26.4 %	20.8 %	12.0 %	15,751
Military Service						
No Prior Military Service	17.2 %	37.8 %	22.9 %	15.7 %	6.5 %	428,102
Currently in Guard/Reserves	33.8 %	35.2 %	21.6 %	16.3 %	8.2 %	7,845
Retired	23.4 %	38.1 %	20.2 %	13.1 %	5.2 %	64,275
Separated/Discharged	17.4 %	33.6 %	23.2 %	17.0 %	8.8 %	78,816
Military Spouse						
Spouse of current active duty service member	19.3 %	33.0 %	22.5 %	17.4 %	7.8 %	6,716
Spouse of separated or retired service member with a disability rating of 100%	19.6 %	35.3 %	22.0 %	16.0 %	7.1 %	12,549
Widow(er) of a service member killed while on active duty	18.7 %	35.8 %	22.5 %	14.5 %	8.5 %	342
None of the categories listed	18.1 %	37.3 %	22.5 %	15.5 %	6.7 %	559,728
NoN-Competitive Hiring Authority						
Yes	20.7 %	34.7 %	22.5 %	14.3 %	7.8 %	2,521
No	19.3 %	34.3 %	22.1 %	17.0 %	7.3 %	16,948

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	18.0 %	37.0 %	22.7 %	15.6 %	6.7 %	598,620
Disability						
Yes	18.7 %	33.2 %	22.3 %	16.7 %	9.1 %	95,315
No	18.2 %	38.2 %	22.4 %	15.2 %	6.1 %	470,241

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
Work Location						
Headquarters	24.4 %	36.2 %	20.2 %	11.8 %	7.4 %	173,948
Field	17.8 %	33.5 %	22.9 %	15.2 %	10.5 %	287,420
Full-time telework	26.5 %	38.2 %	19.4 %	10.3 %	5.6 %	113,887
Supervisory Status						
Senior Leader	45.4 %	31.5 %	12.5 %	6.4 %	4.3 %	9,634
Manager	28.5 %	36.6 %	18.0 %	10.8 %	6.1 %	39,085
Supervisor	21.6 %	37.3 %	20.8 %	12.7 %	7.6 %	78,847
Team Leader	20.1 %	35.0 %	21.1 %	14.8 %	9.1 %	71,937
Non-Supervisor	20.1 %	34.6 %	22.4 %	13.7 %	9.4 %	381,541
Sex						
Male	21.9 %	35.2 %	21.3 %	12.5 %	9.0 %	291,084
Female	20.8 %	35.3 %	21.3 %	14.3 %	8.2 %	268,730
Hispanic or Latino						
Yes	21.1 %	31.8 %	22.3 %	14.3 %	10.5 %	64,941
No	21.4 %	35.7 %	21.2 %	13.2 %	8.5 %	498,185
Race						
American Indian/Alaska Native	17.6 %	31.5 %	25.3 %	14.5 %	11.2 %	14,314
Asian	22.7 %	39.7 %	21.2 %	9.9 %	6.5 %	34,685
Black/African American	24.2 %	35.9 %	20.1 %	11.8 %	7.9 %	84,023
Native Hawaiian/Pacific Islander	21.2 %	33.8 %	22.3 %	12.6 %	10.2 %	3,739
White	21.2 %	35.2 %	21.0 %	13.8 %	8.7 %	380,501
Two or more races(Not Hispanic/Latino)	18.6 %	31.5 %	23.9 %	14.2 %	11.8 %	26,479
Age Group						
25 and under	19.2 %	37.7 %	22.5 %	13.0 %	7.6 %	9,642
26-29 years old	17.7 %	35.7 %	22.5 %	14.8 %	9.3 %	21,672
30-39 years old	18.7 %	33.6 %	21.8 %	15.2 %	10.7 %	109,556
40-49 years old	20.4 %	33.9 %	21.5 %	14.1 %	10.0 %	159,464
50-59 years old	23.1 %	36.3 %	20.9 %	12.2 %	7.5 %	171,329
60 or older	25.0 %	37.4 %	20.8 %	10.8 %	6.0 %	91,589
Level of Education						
Less than High School	23.4 %	35.4 %	21.1 %	12.4 %	7.7 %	415
H.S. Diploma/GED or equiv	21.1 %	33.5 %	21.9 %	13.4 %	10.1 %	24,170

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
Trade/Technical Certificate	18.1 %	32.1 %	23.1 %	15.3 %	11.5 %	12,239
Some College(no degree)	20.2 %	32.4 %	22.5 %	14.2 %	10.7 %	68,867
Associate's Degree	19.7 %	32.3 %	22.7 %	14.6 %	10.7 %	41,578
Bachelor's Degree	20.7 %	36.0 %	21.6 %	13.4 %	8.5 %	197,907
Master's Degree	22.7 %	36.4 %	20.7 %	12.6 %	7.6 %	160,992
Doctoral/Professional Degree	23.4 %	37.1 %	19.7 %	12.6 %	7.2 %	64,026
Pay Category						
Federal Wage System	14.3 %	28.5 %	23.7 %	17.7 %	15.7 %	17,983
GS 1-6	18.4 %	31.8 %	23.4 %	15.4 %	11.0 %	28,716
GS 7-12	19.4 %	34.1 %	22.4 %	14.2 %	9.9 %	234,402
GS 13-15	24.9 %	38.1 %	19.6 %	11.2 %	6.2 %	242,055
SES	50.5 %	30.1 %	10.5 %	5.7 %	3.1 %	5,270
SL/ST	34.4 %	35.8 %	17.1 %	8.5 %	4.2 %	2,052
Other	17.2 %	33.3 %	24.0 %	15.7 %	9.9 %	50,056
Time in Federal Government						
< 1 year	27.8 %	39.0 %	21.9 %	8.0 %	3.3 %	17,142
1-3 years	23.5 %	36.7 %	21.1 %	11.9 %	6.9 %	75,774
4-5 years	19.4 %	34.6 %	22.0 %	14.5 %	9.5 %	51,089
6-10 years	19.4 %	33.5 %	22.0 %	14.8 %	10.3 %	94,197
11-14 years	20.3 %	34.7 %	21.6 %	14.0 %	9.4 %	94,238
15-20 years	19.5 %	33.7 %	22.1 %	14.5 %	10.2 %	102,294
> 20 years	22.7 %	36.3 %	20.8 %	12.3 %	7.9 %	145,005
Time with Current Agency						
< 1 year	28.4 %	37.4 %	22.3 %	8.2 %	3.7 %	29,762
1-3 years	23.9 %	35.9 %	20.9 %	11.9 %	7.4 %	111,105
4-5 years	19.8 %	33.9 %	21.9 %	14.5 %	9.8 %	62,938
6-10 years	19.1 %	33.5 %	21.9 %	15.1 %	10.4 %	100,904
11-14 years	19.3 %	34.6 %	21.9 %	14.4 %	9.8 %	83,769
15-20 years	18.7 %	34.2 %	22.1 %	14.7 %	10.3 %	85,703
> 20 years	22.4 %	36.8 %	20.8 %	12.3 %	7.6 %	106,256
Leaving						
No	27.4 %	40.1 %	19.2 %	9.4 %	4.0 %	383,875
Yes, to retire	20.6 %	36.8 %	22.7 %	12.7 %	7.2 %	35,855

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
Yes, to other job in Govt	9.3 %	25.5 %	25.7 %	21.5 %	17.9 %	105,392
Yes, to other job outside Govt	7.3 %	22.9 %	24.9 %	22.8 %	22.2 %	23,426
Yes, other	8.2 %	23.2 %	27.8 %	21.2 %	19.7 %	31,457
Retiring						
Less than 1 year	20.4 %	33.2 %	22.4 %	13.6 %	10.5 %	15,913
1 year	19.9 %	36.0 %	22.3 %	13.8 %	8.0 %	14,742
2 years	23.0 %	37.1 %	21.8 %	11.5 %	6.6 %	29,915
3 years	22.2 %	37.0 %	21.5 %	12.0 %	7.3 %	30,795
4 years	21.9 %	36.4 %	20.9 %	13.0 %	7.8 %	18,935
5 years	20.9 %	35.3 %	21.8 %	13.3 %	8.7 %	44,067
More than 5years	21.1 %	34.9 %	21.4 %	13.6 %	9.0 %	420,726
Transgender						
Yes	14.5 %	26.5 %	22.3 %	17.5 %	19.2 %	2,385
No	21.5 %	35.3 %	21.3 %	13.3 %	8.7 %	552,580
Consider Yourself as						
Straight	21.4 %	33.5 %	20.0 %	15.1 %	9.9 %	14,604
Gay or Lesbian	21.8 %	35.5 %	21.1 %	13.1 %	8.4 %	501,358
Bisexual	18.2 %	33.6 %	21.0 %	15.6 %	11.6 %	11,053
Use different term	14.5 %	29.8 %	25.9 %	16.2 %	13.7 %	15,766
Military Service						
No Prior Military Service	20.2 %	35.8 %	21.6 %	13.9 %	8.6 %	428,599
Currently in Guard/Reserves	33.8 %	33.9 %	21.5 %	13.4 %	10.1 %	7,849
Retired	27.0 %	35.5 %	20.2 %	10.4 %	6.8 %	64,350
Separated/Discharged	20.2 %	31.9 %	22.4 %	14.1 %	11.4 %	78,962
Military Spouse						
Spouse of current active duty service member	21.1 %	31.5 %	20.7 %	16.2 %	10.4 %	6,727
Spouse of separated or retired service member with a disability rating of 100%	22.4 %	32.5 %	20.7 %	14.4 %	10.0 %	12,567
Widow(er) of a service member killed while on active duty	21.1 %	28.2 %	27.6 %	12.2 %	10.9 %	341
None of the categories listed	21.1 %	35.2 %	21.6 %	13.3 %	8.7 %	560,411
NoN-Competitive Hiring Authority						
Yes	22.3 %	32.5 %	20.1 %	15.4 %	9.9 %	2,524
No	21.8 %	31.9 %	21.0 %	15.1 %	10.2 %	16,972

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
All Responses	21.0 %	35.0 %	21.7 %	13.4 %	8.8 %	599,355
Disability						
Yes	20.8 %	30.1 %	21.5 %	14.8 %	12.8 %	95,450
No	21.4 %	36.3 %	21.4 %	13.0 %	7.8 %	470,815

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
Work Location						
Headquarters	29.3 %	41.4 %	14.8 %	9.5 %	5.0 %	173,565
Field	23.6 %	41.3 %	17.4 %	11.1 %	6.6 %	286,681
Full-time telework	32.7 %	42.8 %	13.4 %	7.4 %	3.7 %	113,702
Supervisory Status						
Senior Leader	52.0 %	32.6 %	7.9 %	4.7 %	2.9 %	9,610
Manager	33.8 %	40.4 %	12.8 %	8.6 %	4.4 %	39,011
Supervisor	26.7 %	43.4 %	15.1 %	9.8 %	5.1 %	78,677
Team Leader	25.6 %	42.6 %	16.1 %	10.4 %	5.3 %	71,763
Non-Supervisor	25.8 %	41.3 %	16.6 %	10.3 %	6.0 %	380,669
Sex						
Male	28.2 %	40.9 %	15.3 %	9.9 %	5.8 %	290,332
Female	25.7 %	42.8 %	16.3 %	9.9 %	5.2 %	268,234
Hispanic or Latino						
Yes	27.8 %	39.3 %	16.8 %	9.8 %	6.4 %	64,745
No	26.9 %	42.0 %	15.7 %	10.0 %	5.5 %	497,124
Race						
American Indian/Alaska Native	25.3 %	40.5 %	19.0 %	9.2 %	6.0 %	14,265
Asian	27.9 %	46.0 %	15.0 %	7.1 %	4.0 %	34,606
Black/African American	30.3 %	42.2 %	14.8 %	7.8 %	5.0 %	83,767
Native Hawaiian/Pacific Islander	27.3 %	41.9 %	16.2 %	8.2 %	6.4 %	3,737
White	26.9 %	41.5 %	15.5 %	10.5 %	5.6 %	379,750
Two or more races(Not Hispanic/Latino)	23.4 %	38.3 %	18.9 %	11.5 %	8.0 %	26,433
Age Group						
25 and under	22.6 %	43.3 %	18.9 %	10.0 %	5.2 %	9,609
26-29 years old	21.1 %	42.0 %	18.7 %	11.7 %	6.6 %	21,588
30-39 years old	22.9 %	40.8 %	17.2 %	11.9 %	7.1 %	109,229
40-49 years old	25.2 %	40.8 %	16.5 %	11.0 %	6.5 %	159,105
50-59 years old	29.4 %	42.2 %	14.8 %	9.0 %	4.6 %	170,938
60 or older	34.3 %	42.9 %	12.9 %	6.6 %	3.2 %	91,512
Level of Education						
Less than High School	27.5 %	40.2 %	23.2 %	5.0 %	4.1 %	413
H.S. Diploma/GED or equiv	28.5 %	40.4 %	16.9 %	8.3 %	6.0 %	24,084

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
Trade/Technical Certificate	25.0 %	39.7 %	18.9 %	9.6 %	6.7 %	12,188
Some College(no degree)	26.7 %	40.5 %	17.0 %	9.8 %	6.0 %	68,686
Associate's Degree	26.2 %	40.3 %	17.5 %	9.9 %	6.1 %	41,461
Bachelor's Degree	25.7 %	42.1 %	16.1 %	10.4 %	5.7 %	197,518
Master's Degree	27.8 %	42.2 %	14.8 %	10.0 %	5.2 %	160,676
Doctoral/Professional Degree	30.3 %	42.2 %	13.4 %	9.4 %	4.8 %	63,897
Pay Category						
Federal Wage System	21.0 %	38.7 %	19.8 %	12.2 %	8.2 %	17,921
GS 1-6	22.9 %	39.9 %	19.9 %	10.7 %	6.5 %	28,624
GS 7-12	24.9 %	40.9 %	16.8 %	10.8 %	6.5 %	233,803
GS 13-15	30.4 %	42.7 %	13.7 %	8.9 %	4.4 %	241,710
SES	55.9 %	30.2 %	7.0 %	4.4 %	2.6 %	5,255
SL/ST	42.5 %	39.8 %	8.5 %	6.0 %	3.1 %	2,048
Other	23.6 %	43.1 %	18.1 %	10.1 %	5.0 %	49,874
Time in Federal Government						
< 1 year	34.4 %	41.6 %	14.4 %	6.5 %	3.0 %	17,104
1-3 years	28.7 %	42.2 %	15.4 %	9.0 %	4.7 %	75,497
4-5 years	24.5 %	41.3 %	17.2 %	11.0 %	6.0 %	50,936
6-10 years	24.1 %	41.0 %	17.1 %	11.3 %	6.5 %	94,001
11-14 years	25.4 %	41.9 %	16.0 %	10.8 %	6.0 %	94,009
15-20 years	25.2 %	40.7 %	16.7 %	11.0 %	6.4 %	102,090
> 20 years	29.4 %	42.2 %	14.8 %	8.6 %	5.0 %	144,805
Time with Current Agency						
< 1 year	35.1 %	39.9 %	14.0 %	7.3 %	3.7 %	29,710
1-3 years	28.7 %	41.2 %	15.4 %	9.5 %	5.3 %	110,713
4-5 years	24.7 %	41.0 %	17.2 %	11.0 %	6.1 %	62,781
6-10 years	24.0 %	41.4 %	16.9 %	11.2 %	6.5 %	100,657
11-14 years	24.8 %	42.1 %	16.4 %	10.7 %	6.0 %	83,600
15-20 years	24.7 %	41.3 %	16.7 %	11.0 %	6.3 %	85,553
> 20 years	29.6 %	42.9 %	14.5 %	8.3 %	4.7 %	106,126
Leaving						
No	36.1 %	47.1 %	11.5 %	4.1 %	1.3 %	383,173
Yes, to retire	25.9 %	43.7 %	16.3 %	9.4 %	4.8 %	35,813

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
Yes, to other job in Govt	8.8 %	31.5 %	24.8 %	21.6 %	13.2 %	105,017
Yes, to other job outside Govt	6.2 %	25.5 %	23.6 %	25.5 %	19.2 %	23,360
Yes, other	8.1 %	28.3 %	25.7 %	21.8 %	16.0 %	31,347
Retiring						
Less than 1 year	24.5 %	38.2 %	15.8 %	12.5 %	9.0 %	15,877
1 year	25.0 %	42.5 %	16.9 %	10.0 %	5.6 %	14,725
2 years	29.4 %	43.5 %	14.6 %	8.3 %	4.2 %	29,867
3 years	29.4 %	42.5 %	15.0 %	8.7 %	4.4 %	30,753
4 years	28.6 %	41.7 %	15.5 %	9.6 %	4.7 %	18,918
5 years	27.5 %	41.9 %	15.8 %	9.3 %	5.5 %	43,983
More than 5years	26.5 %	41.6 %	16.1 %	10.2 %	5.7 %	419,682
Transgender						
Yes	18.9 %	31.0 %	18.5 %	15.1 %	16.6 %	2,386
No	27.2 %	41.7 %	15.7 %	9.9 %	5.5 %	551,324
Consider Yourself as						
Straight	25.7 %	40.9 %	15.7 %	11.0 %	6.8 %	14,567
Gay or Lesbian	27.8 %	41.9 %	15.4 %	9.6 %	5.3 %	500,248
Bisexual	22.4 %	39.2 %	18.4 %	12.5 %	7.6 %	11,040
Use different term	17.3 %	36.9 %	21.3 %	14.0 %	10.4 %	15,701
Military Service						
No Prior Military Service	25.6 %	42.8 %	16.3 %	10.0 %	5.3 %	427,701
Currently in Guard/Reserves	33.8 %	39.9 %	15.6 %	11.7 %	7.8 %	7,828
Retired	34.0 %	40.1 %	13.5 %	8.2 %	4.3 %	64,184
Separated/Discharged	25.8 %	38.1 %	16.7 %	11.6 %	7.8 %	78,734
Military Spouse						
Spouse of current active duty service member	25.6 %	36.5 %	18.2 %	12.5 %	7.3 %	6,694
Spouse of separated or retired service member with a disability rating of 100%	27.9 %	40.9 %	15.2 %	9.7 %	6.3 %	12,529
Widow(er) of a service member killed while on active duty	27.5 %	33.5 %	20.3 %	12.2 %	6.5 %	343
None of the categories listed	26.8 %	41.7 %	16.0 %	10.0 %	5.6 %	559,173
NoN-Competitive Hiring Authority						
Yes	26.2 %	39.7 %	16.2 %	10.6 %	7.2 %	2,508
No	27.1 %	39.0 %	16.4 %	10.9 %	6.5 %	16,920

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(70) 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	26.6 %	41.5 %	16.2 %	10.1 %	5.6 %	597,993
Disability						
Yes	26.3 %	36.9 %	16.7 %	11.6 %	8.4 %	95,195
No	27.1 %	42.7 %	15.6 %	9.6 %	4.9 %	469,805

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
Work Location						
Headquarters	21.9 %	39.8 %	16.3 %	14.2 %	7.8 %	174,188
Field	16.9 %	36.7 %	17.5 %	17.3 %	11.6 %	287,844
Full-time telework	23.0 %	40.5 %	16.0 %	13.8 %	6.8 %	114,110
Supervisory Status						
Senior Leader	40.9 %	34.9 %	10.4 %	8.6 %	5.2 %	9,637
Manager	27.6 %	39.3 %	13.6 %	12.5 %	7.1 %	39,121
Supervisor	21.5 %	40.0 %	15.7 %	14.5 %	8.3 %	78,967
Team Leader	18.3 %	38.5 %	16.8 %	16.5 %	10.0 %	72,041
Non-Supervisor	17.8 %	37.8 %	17.7 %	16.4 %	10.2 %	382,176
Sex						
Male	19.9 %	37.7 %	17.0 %	15.2 %	10.2 %	291,518
Female	19.0 %	39.2 %	16.6 %	16.4 %	8.7 %	269,166
Hispanic or Latino						
Yes	19.8 %	35.6 %	17.3 %	15.9 %	11.4 %	65,048
No	19.4 %	38.7 %	16.8 %	15.7 %	9.3 %	498,969
Race						
American Indian/Alaska Native	17.3 %	36.7 %	19.1 %	15.8 %	11.1 %	14,328
Asian	17.2 %	38.6 %	20.1 %	15.0 %	9.2 %	34,700
Black/African American	21.7 %	38.8 %	15.9 %	14.8 %	8.7 %	84,071
Native Hawaiian/Pacific Islander	18.2 %	35.9 %	19.4 %	14.7 %	11.9 %	3,746
White	19.8 %	38.8 %	16.3 %	15.7 %	9.4 %	381,219
Two or more races(Not Hispanic/Latino)	15.7 %	34.5 %	18.9 %	17.8 %	13.1 %	26,534
Age Group						
25 and under	10.8 %	29.5 %	22.2 %	21.8 %	15.6 %	9,682
26-29 years old	11.6 %	30.4 %	19.8 %	22.0 %	16.2 %	21,720
30-39 years old	14.6 %	33.6 %	18.3 %	19.3 %	14.1 %	109,806
40-49 years old	18.5 %	38.2 %	17.1 %	16.2 %	10.1 %	159,716
50-59 years old	22.8 %	41.6 %	15.5 %	13.2 %	6.8 %	171,553
60 or older	25.3 %	42.4 %	15.3 %	11.9 %	5.1 %	91,666
Level of Education						
Less than High School	20.0 %	36.3 %	20.9 %	12.4 %	10.5 %	413
H.S. Diploma/GED or equiv	18.6 %	35.6 %	17.9 %	15.8 %	12.2 %	24,196

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
Trade/Technical Certificate	14.9 %	34.0 %	19.4 %	17.9 %	13.8 %	12,249
Some College(no degree)	18.1 %	35.8 %	17.7 %	16.8 %	11.6 %	69,007
Associate's Degree	17.1 %	35.6 %	18.1 %	17.1 %	12.0 %	41,645
Bachelor's Degree	18.9 %	38.3 %	16.9 %	16.1 %	9.8 %	198,218
Master's Degree	21.9 %	40.9 %	15.8 %	14.0 %	7.3 %	161,252
Doctoral/Professional Degree	19.6 %	39.3 %	16.6 %	16.3 %	8.3 %	64,120
Pay Category						
Federal Wage System	13.1 %	31.6 %	18.7 %	19.9 %	16.7 %	18,028
GS 1-6	9.1 %	25.2 %	19.8 %	25.1 %	20.8 %	28,751
GS 7-12	15.9 %	36.9 %	18.1 %	17.9 %	11.2 %	234,711
GS 13-15	25.9 %	43.3 %	14.4 %	11.2 %	5.1 %	242,505
SES	45.0 %	34.3 %	9.9 %	7.1 %	3.6 %	5,274
SL/ST	33.3 %	39.7 %	13.2 %	9.5 %	4.3 %	2,055
Other	16.0 %	35.3 %	19.7 %	17.7 %	11.3 %	50,123
Time in Federal Government						
< 1 year	15.4 %	33.8 %	21.4 %	19.4 %	10.0 %	17,191
1-3 years	15.1 %	34.5 %	19.1 %	19.3 %	12.0 %	75,928
4-5 years	14.9 %	35.5 %	18.5 %	18.6 %	12.5 %	51,180
6-10 years	16.4 %	36.3 %	17.8 %	17.8 %	11.6 %	94,367
11-14 years	19.6 %	39.6 %	16.6 %	15.2 %	9.1 %	94,354
15-20 years	20.9 %	39.7 %	16.2 %	14.5 %	8.8 %	102,451
> 20 years	24.6 %	41.4 %	14.8 %	12.3 %	6.9 %	145,160
Time with Current Agency						
< 1 year	18.8 %	35.9 %	19.0 %	17.4 %	8.8 %	29,845
1-3 years	17.2 %	36.1 %	18.2 %	17.6 %	10.8 %	111,290
4-5 years	16.5 %	36.2 %	18.1 %	17.5 %	11.6 %	63,035
6-10 years	17.4 %	36.9 %	17.5 %	17.2 %	11.0 %	101,047
11-14 years	19.4 %	39.9 %	16.7 %	14.9 %	9.1 %	83,888
15-20 years	20.7 %	39.9 %	16.1 %	14.5 %	8.8 %	85,860
> 20 years	24.6 %	41.4 %	14.5 %	12.5 %	7.1 %	106,366
Leaving						
No	24.3 %	42.5 %	15.8 %	12.5 %	4.8 %	384,525
Yes, to retire	24.4 %	43.9 %	14.7 %	11.4 %	5.6 %	35,886

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
Yes, to other job in Govt	9.1 %	31.0 %	19.8 %	22.8 %	17.2 %	105,551
Yes, to other job outside Govt	5.2 %	20.0 %	17.0 %	26.0 %	31.9 %	23,466
Yes, other	7.7 %	26.6 %	21.4 %	22.8 %	21.5 %	31,476
Retiring						
Less than 1 year	25.2 %	41.3 %	15.0 %	11.0 %	7.5 %	15,935
1 year	23.0 %	42.8 %	14.5 %	12.6 %	7.0 %	14,768
2 years	25.0 %	42.9 %	14.6 %	11.8 %	5.8 %	29,949
3 years	24.3 %	41.5 %	15.7 %	12.4 %	6.2 %	30,828
4 years	23.6 %	41.6 %	15.3 %	12.6 %	6.8 %	18,942
5 years	21.8 %	41.0 %	16.0 %	13.8 %	7.4 %	44,088
More than 5years	17.9 %	37.1 %	17.5 %	16.9 %	10.6 %	421,473
Transgender						
Yes	13.2 %	30.0 %	19.6 %	17.5 %	19.8 %	2,397
No	19.6 %	38.4 %	16.8 %	15.7 %	9.5 %	553,426
Consider Yourself as						
Straight	18.2 %	36.3 %	16.4 %	17.7 %	11.4 %	14,632
Gay or Lesbian	20.0 %	38.7 %	16.6 %	15.5 %	9.3 %	502,110
Bisexual	15.4 %	32.8 %	18.0 %	19.9 %	13.9 %	11,082
Use different term	12.7 %	33.9 %	20.2 %	18.4 %	14.8 %	15,807
Military Service						
No Prior Military Service	18.1 %	37.8 %	17.5 %	16.6 %	10.0 %	429,375
Currently in Guard/Reserves	33.8 %	36.6 %	17.2 %	17.3 %	13.3 %	7,860
Retired	26.0 %	42.5 %	14.4 %	11.3 %	5.8 %	64,401
Separated/Discharged	18.9 %	36.4 %	17.1 %	16.3 %	11.3 %	79,031
Military Spouse						
Spouse of current active duty service member	15.6 %	33.2 %	18.6 %	19.1 %	13.6 %	6,734
Spouse of separated or retired service member with a disability rating of 100%	20.4 %	37.7 %	16.5 %	16.0 %	9.4 %	12,568
Widow(er) of a service member killed while on active duty	16.9 %	35.3 %	22.4 %	14.8 %	10.7 %	341
None of the categories listed	19.4 %	38.4 %	16.9 %	15.8 %	9.6 %	561,308
NoN-Competitive Hiring Authority						
Yes	16.2 %	33.5 %	16.5 %	20.7 %	13.1 %	2,533
No	19.0 %	36.4 %	17.5 %	16.5 %	10.6 %	16,971

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(71) 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	19.2 %	38.2 %	17.1 %	15.8 %	9.7 %	600,258
Disability						
Yes	18.4 %	35.2 %	17.3 %	16.9 %	12.1 %	95,562
No	19.7 %	39.0 %	16.8 %	15.5 %	9.1 %	471,580

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
Work Location						
Headquarters	25.1 %	41.5 %	17.4 %	10.4 %	5.6 %	174,223
Field	18.2 %	39.3 %	21.0 %	13.3 %	8.3 %	287,928
Full-time telework	28.7 %	43.5 %	16.1 %	7.7 %	4.1 %	114,151
Supervisory Status						
Senior Leader	47.2 %	35.1 %	8.9 %	5.2 %	3.6 %	9,629
Manager	28.4 %	40.5 %	15.5 %	10.2 %	5.4 %	39,144
Supervisor	21.6 %	42.3 %	18.4 %	11.5 %	6.3 %	78,983
Team Leader	19.9 %	40.8 %	19.7 %	12.7 %	6.9 %	72,071
Non-Supervisor	21.2 %	40.4 %	19.8 %	11.6 %	7.1 %	382,280
Sex						
Male	22.8 %	40.1 %	18.4 %	11.5 %	7.2 %	291,625
Female	21.5 %	41.9 %	19.7 %	11.1 %	5.9 %	269,230
Hispanic or Latino						
Yes	23.0 %	37.9 %	19.8 %	11.5 %	7.8 %	65,059
No	22.0 %	41.3 %	18.9 %	11.4 %	6.5 %	499,099
Race						
American Indian/Alaska Native	19.2 %	38.3 %	23.5 %	11.1 %	7.9 %	14,352
Asian	24.0 %	45.6 %	17.6 %	8.0 %	4.8 %	34,704
Black/African American	25.5 %	42.2 %	18.1 %	8.7 %	5.6 %	84,135
Native Hawaiian/Pacific Islander	23.1 %	37.5 %	20.5 %	10.7 %	8.2 %	3,751
White	21.9 %	40.7 %	18.7 %	12.1 %	6.7 %	381,255
Two or more races(Not Hispanic/Latino)	18.8 %	37.0 %	21.8 %	12.9 %	9.5 %	26,537
Age Group						
25 and under	19.4 %	44.0 %	22.4 %	9.5 %	4.7 %	9,642
26-29 years old	17.2 %	41.7 %	22.0 %	12.0 %	7.0 %	21,691
30-39 years old	18.8 %	39.5 %	20.4 %	12.9 %	8.4 %	109,680
40-49 years old	20.9 %	39.5 %	19.1 %	12.6 %	7.9 %	159,706
50-59 years old	24.0 %	41.7 %	18.1 %	10.6 %	5.7 %	171,681
60 or older	27.4 %	42.8 %	17.2 %	8.4 %	4.1 %	91,879
Level of Education						
Less than High School	22.7 %	38.8 %	24.6 %	8.7 %	5.2 %	416
H.S. Diploma/GED or equiv	22.2 %	38.8 %	21.1 %	10.5 %	7.4 %	24,206

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
Trade/Technical Certificate	18.5 %	37.6 %	22.8 %	12.9 %	8.3 %	12,267
Some College(no degree)	21.3 %	38.7 %	20.8 %	11.7 %	7.6 %	69,048
Associate's Degree	20.6 %	38.7 %	21.3 %	11.9 %	7.6 %	41,697
Bachelor's Degree	21.0 %	41.3 %	19.2 %	11.7 %	6.8 %	198,245
Master's Degree	23.8 %	41.9 %	17.4 %	10.9 %	6.0 %	161,245
Doctoral/Professional Degree	24.7 %	42.4 %	16.1 %	10.9 %	5.8 %	64,128
Pay Category						
Federal Wage System	14.4 %	34.7 %	24.6 %	15.8 %	10.4 %	18,036
GS 1-6	19.0 %	38.4 %	23.4 %	11.7 %	7.5 %	28,789
GS 7-12	20.3 %	39.8 %	20.0 %	12.2 %	7.7 %	234,858
GS 13-15	25.4 %	42.7 %	16.3 %	10.3 %	5.3 %	242,459
SES	51.3 %	32.7 %	8.1 %	5.1 %	2.8 %	5,268
SL/ST	35.3 %	42.3 %	10.3 %	8.3 %	3.7 %	2,057
Other	18.5 %	40.7 %	22.7 %	11.8 %	6.3 %	50,144
Time in Federal Government						
< 1 year	30.8 %	44.6 %	16.0 %	5.8 %	2.8 %	17,177
1-3 years	24.4 %	43.0 %	18.7 %	9.1 %	4.8 %	75,873
4-5 years	20.2 %	40.7 %	20.6 %	11.7 %	6.8 %	51,195
6-10 years	19.9 %	39.6 %	20.4 %	12.6 %	7.5 %	94,342
11-14 years	20.7 %	40.4 %	19.0 %	12.5 %	7.3 %	94,392
15-20 years	20.3 %	38.9 %	19.6 %	13.0 %	8.2 %	102,483
> 20 years	23.3 %	41.0 %	18.2 %	11.0 %	6.5 %	145,350
Time with Current Agency						
< 1 year	32.0 %	42.2 %	15.6 %	6.7 %	3.5 %	29,821
1-3 years	24.7 %	41.8 %	18.3 %	9.7 %	5.4 %	111,257
4-5 years	20.5 %	40.2 %	20.4 %	12.1 %	6.9 %	63,059
6-10 years	19.3 %	39.9 %	20.3 %	12.8 %	7.7 %	101,058
11-14 years	19.6 %	40.2 %	19.8 %	12.9 %	7.5 %	83,924
15-20 years	19.3 %	39.2 %	19.8 %	13.1 %	8.5 %	85,877
> 20 years	23.1 %	41.5 %	18.1 %	10.9 %	6.3 %	106,512
Leaving						
No	29.7 %	47.3 %	15.1 %	5.8 %	2.1 %	384,563
Yes, to retire	20.5 %	41.5 %	20.1 %	11.5 %	6.4 %	35,967

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
Yes, to other job in Govt	7.3 %	28.6 %	27.1 %	22.4 %	14.7 %	105,598
Yes, to other job outside Govt	4.7 %	22.8 %	25.3 %	25.8 %	21.3 %	23,467
Yes, other	6.2 %	25.0 %	28.0 %	22.9 %	17.9 %	31,500
Retiring						
Less than 1 year	19.9 %	36.2 %	19.5 %	13.6 %	10.8 %	15,945
1 year	19.7 %	40.8 %	19.8 %	12.0 %	7.7 %	14,789
2 years	23.5 %	42.2 %	18.3 %	10.4 %	5.6 %	29,987
3 years	23.3 %	41.6 %	18.1 %	11.1 %	5.9 %	30,881
4 years	22.6 %	40.7 %	18.5 %	12.0 %	6.2 %	18,983
5 years	21.8 %	40.6 %	19.2 %	11.6 %	6.7 %	44,162
More than 5years	21.9 %	40.8 %	19.2 %	11.4 %	6.7 %	421,413
Transgender						
Yes	14.7 %	27.8 %	21.9 %	17.2 %	18.4 %	2,396
No	22.3 %	40.9 %	18.9 %	11.3 %	6.6 %	553,578
Consider Yourself as						
Straight	21.2 %	39.5 %	19.1 %	12.5 %	7.7 %	14,611
Gay or Lesbian	22.8 %	41.2 %	18.6 %	11.0 %	6.4 %	502,270
Bisexual	17.9 %	39.0 %	21.2 %	13.6 %	8.3 %	11,078
Use different term	13.6 %	33.5 %	24.0 %	16.6 %	12.3 %	15,815
Military Service						
No Prior Military Service	20.9 %	41.6 %	19.6 %	11.5 %	6.4 %	429,409
Currently in Guard/Reserves	33.8 %	39.5 %	17.9 %	13.2 %	8.6 %	7,863
Retired	28.3 %	40.5 %	16.6 %	9.4 %	5.2 %	64,469
Separated/Discharged	20.7 %	36.9 %	19.6 %	13.3 %	9.4 %	79,081
Military Spouse						
Spouse of current active duty service member	21.6 %	37.7 %	19.5 %	13.4 %	7.7 %	6,730
Spouse of separated or retired service member with a disability rating of 100%	23.1 %	39.2 %	19.0 %	11.5 %	7.3 %	12,578
Widow(er) of a service member killed while on active duty	21.0 %	32.1 %	28.1 %	10.7 %	8.1 %	343
None of the categories listed	21.9 %	40.8 %	19.1 %	11.5 %	6.7 %	561,469
NoN-Competitive Hiring Authority						
Yes	22.1 %	39.9 %	18.5 %	12.1 %	7.4 %	2,529
No	22.5 %	38.2 %	19.5 %	12.2 %	7.5 %	16,982

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(72) 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	21.7 %	40.6 %	19.4 %	11.6 %	6.8 %	600,439
Disability						
Yes	21.7 %	36.2 %	19.7 %	12.9 %	9.5 %	95,668
No	22.2 %	41.9 %	18.8 %	11.1 %	6.1 %	471,649

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) 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	29.4 %	39.8 %	19.0 %	6.3 %	5.5 %	556,063	45,134
Work Location							
Headquarters	32.3 %	39.5 %	17.3 %	6.1 %	4.9 %	163,113	11,658
Field	26.2 %	40.0 %	20.7 %	6.8 %	6.3 %	267,255	21,705
Full-time telework	36.4 %	40.0 %	15.3 %	4.6 %	3.7 %	104,926	9,585
Supervisory Status							
Senior Leader	52.6 %	32.7 %	9.0 %	3.1 %	2.7 %	9,577	97
Manager	38.7 %	40.1 %	13.2 %	4.5 %	3.5 %	38,497	747
Supervisor	31.2 %	42.4 %	16.6 %	5.4 %	4.3 %	76,211	3,027
Team Leader	28.5 %	40.2 %	19.3 %	6.7 %	5.3 %	67,211	5,041
Non-Supervisor	28.0 %	39.5 %	20.0 %	6.6 %	6.0 %	348,985	34,671
Sex							
Male	31.0 %	39.5 %	19.0 %	5.3 %	5.3 %	270,355	22,154
Female	28.0 %	40.9 %	18.1 %	7.5 %	5.5 %	252,203	18,266
Hispanic or Latino							
Yes	28.4 %	36.9 %	19.6 %	7.3 %	7.7 %	61,687	3,674
No	29.9 %	40.5 %	18.5 %	6.0 %	5.1 %	463,782	37,231
Race							
American Indian/Alaska Native	21.7 %	36.4 %	23.8 %	9.3 %	8.7 %	13,642	815
Asian	29.8 %	41.3 %	17.8 %	5.6 %	5.5 %	32,970	1,898
Black/African American	27.6 %	38.9 %	17.9 %	8.0 %	7.7 %	80,700	3,926
Native Hawaiian/Pacific Islander	25.9 %	37.9 %	20.5 %	6.9 %	8.7 %	3,588	194
White	31.0 %	41.0 %	18.2 %	5.5 %	4.3 %	352,605	29,908
Two or more races(Not Hispanic/Latino)	27.0 %	34.9 %	21.4 %	7.9 %	8.8 %	24,442	2,199
Age Group							
25 and under	29.3 %	44.6 %	16.6 %	6.0 %	3.5 %	9,036	665
26-29 years old	26.4 %	42.2 %	18.9 %	7.5 %	5.0 %	20,084	1,690
30-39 years old	27.7 %	39.7 %	19.3 %	7.2 %	6.1 %	101,215	8,819
40-49 years old	29.5 %	39.2 %	18.5 %	6.6 %	6.2 %	148,232	11,913
50-59 years old	30.7 %	40.0 %	18.5 %	5.7 %	5.1 %	160,647	11,596
60 or older	32.1 %	40.6 %	18.7 %	4.8 %	3.8 %	86,155	6,304
Level of Education							
Less than High School	22.1 %	39.1 %	27.6 %	6.5 %	4.7 %	382	39
H.S. Diploma/GED or equiv	24.8 %	40.1 %	22.8 %	6.3 %	5.9 %	22,958	1,397
Trade/Technical Certificate	22.5 %	38.2 %	24.6 %	7.5 %	7.2 %	11,476	870
Some College(no degree)	26.4 %	38.4 %	22.0 %	6.5 %	6.6 %	64,733	4,679
Associate's Degree	26.5 %	38.6 %	21.5 %	6.7 %	6.6 %	38,938	2,939
Bachelor's Degree	30.2 %	40.8 %	18.2 %	5.9 %	4.9 %	183,434	15,380

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) 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	29.4 %	39.8 %	19.0 %	6.3 %	5.5 %	556,063	45,134
Master's Degree	31.8 %	40.2 %	16.7 %	6.1 %	5.2 %	150,405	11,338
Doctoral/Professional Degree	33.9 %	40.1 %	15.3 %	6.4 %	4.3 %	59,062	5,259
Pay Category							
Federal Wage System	19.2 %	35.4 %	26.3 %	9.0 %	10.1 %	16,753	1,385
GS 1-6	25.8 %	38.2 %	21.4 %	7.7 %	6.9 %	26,743	2,255
GS 7-12	26.9 %	39.9 %	20.3 %	6.7 %	6.2 %	217,394	18,343
GS 13-15	34.7 %	40.6 %	15.6 %	5.0 %	4.0 %	225,547	17,449
SES	56.8 %	31.6 %	7.1 %	2.5 %	2.0 %	5,256	36
SL/ST	46.4 %	36.8 %	10.1 %	3.9 %	2.9 %	1,983	76
Other	26.5 %	40.7 %	20.9 %	6.8 %	5.1 %	46,503	3,856
Time in Federal Government							
< 1 year	38.2 %	41.1 %	14.3 %	4.1 %	2.3 %	15,786	1,467
1-3 years	31.9 %	41.2 %	16.9 %	5.9 %	4.1 %	70,335	5,840
4-5 years	28.1 %	39.7 %	20.0 %	6.7 %	5.5 %	47,292	4,069
6-10 years	27.8 %	39.2 %	19.8 %	7.0 %	6.2 %	87,334	7,328
11-14 years	29.2 %	39.4 %	19.2 %	6.5 %	5.8 %	87,233	7,436
15-20 years	28.1 %	39.2 %	19.8 %	6.5 %	6.5 %	94,989	7,768
> 20 years	30.3 %	40.4 %	18.5 %	5.7 %	5.1 %	136,345	9,523
Time with Current Agency							
< 1 year	38.8 %	39.4 %	14.5 %	4.3 %	2.8 %	27,240	2,688
1-3 years	32.0 %	40.2 %	17.4 %	5.9 %	4.6 %	103,145	8,525
4-5 years	28.3 %	38.9 %	19.9 %	7.0 %	5.9 %	58,317	4,918
6-10 years	27.1 %	39.3 %	20.1 %	7.0 %	6.5 %	93,709	7,680
11-14 years	28.2 %	39.9 %	19.5 %	6.5 %	5.9 %	77,724	6,448
15-20 years	27.1 %	39.6 %	20.3 %	6.6 %	6.4 %	79,748	6,396
> 20 years	30.6 %	41.2 %	18.1 %	5.4 %	4.7 %	100,085	6,814
Leaving							
No	35.3 %	42.5 %	15.9 %	4.0 %	2.3 %	359,953	25,898
Yes, to retire	27.4 %	41.4 %	21.1 %	5.6 %	4.5 %	33,598	2,579
Yes, to other job in Govt	18.2 %	34.9 %	23.8 %	11.2 %	11.9 %	96,589	9,298
Yes, to other job outside Govt	20.3 %	33.6 %	23.7 %	10.1 %	12.2 %	21,182	2,330
Yes, other	16.7 %	32.6 %	26.9 %	10.7 %	13.0 %	28,271	3,328
Retiring							
Less than 1 year	27.8 %	38.6 %	21.0 %	6.0 %	6.6 %	14,849	1,177
1 year	27.2 %	40.8 %	20.9 %	5.8 %	5.3 %	13,807	1,084
2 years	29.6 %	41.7 %	19.2 %	5.2 %	4.3 %	28,052	2,085
3 years	30.2 %	40.5 %	19.3 %	5.5 %	4.6 %	28,865	2,167

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(73) 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	29.4 %	39.8 %	19.0 %	6.3 %	5.5 %	556,063	45,134
4 years	28.9 %	40.8 %	19.1 %	6.1 %	5.1 %	17,774	1,269
5 years	28.2 %	39.8 %	20.0 %	6.3 %	5.7 %	41,226	3,083
More than 5 years	30.0 %	39.8 %	18.4 %	6.4 %	5.5 %	390,640	32,002
Transgender							
Yes	22.7 %	26.8 %	22.8 %	11.2 %	16.5 %	2,173	234
No	29.8 %	40.2 %	18.5 %	6.2 %	5.3 %	516,491	39,328
Consider Yourself as							
Straight	28.1 %	37.5 %	17.4 %	9.3 %	7.7 %	13,819	853
Gay or Lesbian	30.2 %	40.5 %	18.3 %	5.9 %	5.1 %	469,387	34,922
Bisexual	25.2 %	38.3 %	19.6 %	9.9 %	7.1 %	10,360	768
Use different term	22.9 %	33.0 %	24.5 %	9.1 %	10.6 %	14,149	1,720
Military Service							
No Prior Military Service	29.0 %	41.1 %	18.3 %	6.5 %	5.1 %	399,222	31,793
Currently in Guard/Reserves	32.1 %	37.5 %	17.9 %	5.8 %	6.6 %	7,322	560
Retired	33.4 %	38.1 %	18.9 %	4.8 %	4.7 %	60,326	4,312
Separated/Discharged	28.6 %	36.6 %	21.0 %	6.5 %	7.3 %	72,583	6,684
Military Spouse							
Spouse of current active duty service member	30.2 %	36.4 %	19.0 %	8.4 %	6.0 %	6,288	463
Spouse of separated or retired service member with a disability rating of 100%	27.9 %	37.8 %	19.0 %	7.4 %	7.8 %	11,944	715
Widow(er) of a service member killed while on active duty	24.1 %	32.5 %	25.6 %	9.9 %	7.8 %	329	17
None of the categories listed	29.6 %	40.0 %	18.8 %	6.2 %	5.4 %	521,149	42,204
NoN-Competitive Hiring Authority							
Yes	29.5 %	36.9 %	18.1 %	9.0 %	6.5 %	2,416	123
No	28.6 %	37.3 %	19.2 %	7.6 %	7.3 %	16,018	1,063
Disability							
Yes	28.9 %	34.5 %	20.2 %	7.5 %	9.0 %	88,930	7,068
No	29.9 %	41.2 %	18.4 %	5.9 %	4.6 %	439,271	34,177

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) 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	35.5 %	37.7 %	18.1 %	4.3 %	4.4 %	557,713	43,906
Work Location							
Headquarters	39.2 %	37.3 %	15.8 %	3.9 %	3.8 %	163,991	10,901
Field	31.7 %	38.3 %	20.1 %	4.8 %	5.1 %	267,830	21,352
Full-time telework	43.3 %	36.7 %	14.2 %	2.9 %	2.8 %	105,017	9,557
Supervisory Status							
Senior Leader	59.5 %	28.2 %	7.9 %	2.0 %	2.4 %	9,567	112
Manager	45.0 %	37.1 %	12.3 %	2.8 %	2.8 %	38,525	766
Supervisor	37.3 %	40.1 %	15.5 %	3.6 %	3.4 %	76,324	2,959
Team Leader	35.3 %	38.8 %	17.9 %	4.1 %	3.9 %	67,703	4,571
Non-Supervisor	34.0 %	37.4 %	19.2 %	4.6 %	4.8 %	349,964	33,974
Sex							
Male	36.8 %	37.7 %	17.9 %	3.5 %	4.0 %	271,511	21,219
Female	34.7 %	38.0 %	17.4 %	5.2 %	4.7 %	252,519	18,121
Hispanic or Latino							
Yes	34.5 %	35.1 %	19.0 %	5.2 %	6.3 %	61,721	3,669
No	36.1 %	38.3 %	17.5 %	4.1 %	4.0 %	465,312	36,072
Race							
American Indian/Alaska Native	27.2 %	35.1 %	22.8 %	7.2 %	7.8 %	13,742	713
Asian	35.3 %	39.4 %	17.0 %	4.0 %	4.4 %	32,944	1,945
Black/African American	35.5 %	36.6 %	16.8 %	5.2 %	6.0 %	80,740	3,972
Native Hawaiian/Pacific Islander	31.5 %	37.0 %	20.0 %	4.9 %	6.5 %	3,583	196
White	36.7 %	38.5 %	17.4 %	3.8 %	3.5 %	353,919	28,874
Two or more races(Not Hispanic/Latino)	34.4 %	34.0 %	19.7 %	5.3 %	6.5 %	24,537	2,112
Age Group							
25 and under	33.7 %	41.8 %	17.1 %	4.3 %	3.2 %	8,987	720
26-29 years old	32.5 %	40.4 %	18.4 %	4.9 %	3.8 %	20,190	1,595
30-39 years old	34.7 %	38.0 %	17.7 %	4.7 %	4.9 %	101,656	8,405
40-49 years old	36.0 %	37.3 %	17.5 %	4.3 %	5.0 %	148,616	11,660
50-59 years old	36.7 %	37.5 %	17.7 %	4.1 %	4.0 %	161,191	11,192
60 or older	37.4 %	37.9 %	18.0 %	3.6 %	3.1 %	86,300	6,250
Level of Education							
Less than High School	26.2 %	35.9 %	27.8 %	6.0 %	4.0 %	392	28
H.S. Diploma/GED or equiv	29.3 %	38.4 %	22.2 %	4.7 %	5.3 %	23,071	1,312
Trade/Technical Certificate	27.4 %	37.7 %	23.3 %	5.7 %	6.0 %	11,546	807
Some College(no degree)	31.9 %	37.0 %	21.0 %	4.8 %	5.3 %	65,114	4,340
Associate's Degree	31.4 %	37.5 %	20.4 %	5.2 %	5.5 %	39,090	2,816
Bachelor's Degree	35.8 %	38.6 %	17.6 %	4.0 %	3.9 %	183,801	15,179

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) 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	35.5 %	37.7 %	18.1 %	4.3 %	4.4 %	557,713	43,906
Master's Degree	39.0 %	37.5 %	15.5 %	3.9 %	4.0 %	150,825	11,011
Doctoral/Professional Degree	42.8 %	36.5 %	13.9 %	3.6 %	3.2 %	59,091	5,271
Pay Category							
Federal Wage System	23.7 %	36.4 %	25.3 %	6.8 %	7.8 %	16,949	1,198
GS 1-6	29.9 %	36.4 %	21.2 %	6.2 %	6.3 %	26,805	2,215
GS 7-12	32.5 %	38.0 %	19.6 %	4.7 %	5.1 %	217,648	18,267
GS 13-15	42.0 %	37.8 %	14.2 %	3.1 %	2.9 %	226,538	16,621
SES	65.7 %	25.7 %	5.5 %	1.6 %	1.5 %	5,248	50
SL/ST	54.1 %	32.3 %	9.4 %	2.3 %	2.0 %	1,980	80
Other	32.4 %	38.6 %	20.1 %	4.8 %	4.2 %	46,600	3,787
Time in Federal Government							
< 1 year	42.9 %	38.0 %	14.1 %	3.0 %	2.1 %	15,860	1,408
1-3 years	38.1 %	38.2 %	16.3 %	4.0 %	3.4 %	70,618	5,591
4-5 years	34.4 %	38.1 %	18.4 %	4.6 %	4.5 %	47,413	3,968
6-10 years	34.6 %	37.4 %	18.4 %	4.7 %	5.0 %	87,756	6,955
11-14 years	35.7 %	37.7 %	17.9 %	4.3 %	4.4 %	87,549	7,175
15-20 years	34.1 %	37.2 %	19.2 %	4.4 %	5.0 %	95,318	7,522
> 20 years	36.0 %	38.0 %	17.8 %	4.0 %	4.1 %	136,403	9,610
Time with Current Agency							
< 1 year	43.8 %	36.8 %	13.9 %	3.1 %	2.5 %	27,445	2,516
1-3 years	38.4 %	37.4 %	16.4 %	4.0 %	3.8 %	103,672	8,068
4-5 years	34.5 %	37.4 %	18.7 %	4.7 %	4.8 %	58,571	4,694
6-10 years	34.0 %	37.6 %	18.6 %	4.7 %	5.2 %	94,132	7,320
11-14 years	34.5 %	38.3 %	18.4 %	4.3 %	4.5 %	77,920	6,281
15-20 years	32.9 %	37.6 %	19.9 %	4.6 %	5.0 %	79,891	6,339
> 20 years	36.2 %	38.6 %	17.5 %	3.9 %	3.8 %	99,950	7,053
Leaving							
No	41.8 %	39.3 %	14.6 %	2.5 %	1.7 %	361,481	24,656
Yes, to retire	32.5 %	39.5 %	20.4 %	4.0 %	3.7 %	33,592	2,611
Yes, to other job in Govt	23.9 %	34.5 %	23.8 %	8.0 %	9.8 %	96,724	9,219
Yes, to other job outside Govt	26.0 %	33.7 %	23.1 %	7.5 %	9.7 %	21,098	2,429
Yes, other	22.0 %	32.9 %	26.5 %	7.8 %	10.8 %	28,331	3,284
Retiring							
Less than 1 year	32.9 %	36.5 %	20.6 %	4.4 %	5.6 %	14,808	1,236
1 year	32.3 %	38.7 %	20.4 %	4.5 %	4.1 %	13,799	1,106
2 years	35.2 %	39.1 %	18.4 %	3.5 %	3.7 %	28,119	2,048
3 years	35.1 %	38.5 %	18.8 %	4.0 %	3.5 %	28,957	2,106

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(74) 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	35.5 %	37.7 %	18.1 %	4.3 %	4.4 %	557,713	43,906
4 years	34.5 %	38.4 %	19.1 %	4.1 %	3.9 %	17,822	1,240
5 years	34.0 %	37.3 %	19.6 %	4.6 %	4.5 %	41,384	2,961
More than 5 years	36.4 %	37.7 %	17.3 %	4.2 %	4.4 %	391,994	30,919
Transgender							
Yes	30.4 %	27.2 %	22.9 %	7.1 %	12.4 %	2,192	219
No	36.0 %	37.9 %	17.6 %	4.2 %	4.3 %	517,923	38,277
Consider Yourself as							
Straight	37.2 %	34.9 %	16.6 %	5.2 %	6.1 %	13,831	848
Gay or Lesbian	36.3 %	38.1 %	17.4 %	4.1 %	4.1 %	470,687	33,984
Bisexual	33.2 %	36.3 %	18.7 %	6.2 %	5.6 %	10,351	786
Use different term	29.4 %	33.5 %	22.9 %	6.0 %	8.3 %	14,237	1,640
Military Service							
No Prior Military Service	35.2 %	38.7 %	17.6 %	4.4 %	4.2 %	399,622	31,698
Currently in Guard/Reserves	37.0 %	36.7 %	16.5 %	4.2 %	5.6 %	7,368	526
Retired	39.7 %	36.2 %	17.1 %	3.4 %	3.6 %	60,971	3,717
Separated/Discharged	34.3 %	35.5 %	20.2 %	4.4 %	5.6 %	73,092	6,212
Military Spouse							
Spouse of current active duty service member	36.3 %	33.8 %	18.6 %	5.8 %	5.4 %	6,345	414
Spouse of separated or retired service member with a disability rating of 100%	34.7 %	35.5 %	17.2 %	5.9 %	6.8 %	12,021	639
Widow(er) of a service member killed while on active duty	29.5 %	28.4 %	26.5 %	7.5 %	8.1 %	330	16
None of the categories listed	35.8 %	37.9 %	17.9 %	4.2 %	4.2 %	522,623	41,123
NoN-Competitive Hiring Authority							
Yes	34.3 %	35.5 %	17.4 %	6.5 %	6.2 %	2,424	120
No	35.4 %	34.6 %	17.9 %	5.7 %	6.3 %	16,150	936
Disability							
Yes	35.7 %	33.4 %	18.7 %	5.1 %	7.1 %	89,342	6,711
No	35.9 %	38.8 %	17.6 %	4.0 %	3.7 %	440,384	33,404

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) I have similar access to advancement opportunities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	38.8 %	15.4 %	9.2 %	8.9 %	582,181	17,620
Work Location							
Headquarters	31.5 %	38.5 %	13.9 %	8.3 %	7.7 %	169,653	4,860
Field	24.2 %	38.9 %	16.3 %	10.2 %	10.4 %	281,270	7,381
Full-time telework	34.1 %	39.3 %	13.6 %	7.1 %	6.0 %	109,903	4,398
Supervisory Status							
Senior Leader	53.1 %	28.8 %	9.0 %	4.7 %	4.4 %	9,569	76
Manager	38.6 %	37.8 %	11.4 %	6.6 %	5.6 %	38,823	361
Supervisor	29.8 %	41.0 %	13.8 %	8.1 %	7.2 %	77,977	1,157
Team Leader	27.8 %	39.6 %	14.4 %	9.4 %	8.8 %	70,613	1,566
Non-Supervisor	25.9 %	38.7 %	16.2 %	9.6 %	9.6 %	369,407	13,750
Sex							
Male	29.1 %	38.8 %	14.7 %	8.4 %	9.0 %	284,685	7,455
Female	26.9 %	39.4 %	15.5 %	9.9 %	8.3 %	261,862	8,111
Hispanic or Latino							
Yes	26.7 %	35.9 %	16.7 %	9.8 %	10.9 %	63,569	1,663
No	28.3 %	39.5 %	14.8 %	8.9 %	8.4 %	486,136	14,114
Race							
American Indian/Alaska Native	19.6 %	35.0 %	21.3 %	11.9 %	12.1 %	14,080	321
Asian	27.9 %	41.4 %	16.4 %	7.1 %	7.2 %	33,688	1,090
Black/African American	26.8 %	39.0 %	16.6 %	8.8 %	8.9 %	82,188	2,155
Native Hawaiian/Pacific Islander	23.4 %	38.0 %	19.1 %	9.0 %	10.6 %	3,692	74
White	29.3 %	39.4 %	14.0 %	8.9 %	8.3 %	371,806	10,310
Two or more races(Not Hispanic/Latino)	25.3 %	35.0 %	16.3 %	11.0 %	12.5 %	25,668	936
Age Group							
25 and under	31.5 %	44.3 %	12.6 %	6.8 %	4.8 %	9,447	253
26-29 years old	29.5 %	43.1 %	12.5 %	8.2 %	6.7 %	21,188	582
30-39 years old	28.7 %	39.7 %	13.5 %	8.9 %	9.2 %	106,686	3,328
40-49 years old	28.0 %	37.8 %	14.6 %	9.5 %	10.1 %	155,500	4,550
50-59 years old	27.7 %	38.6 %	15.9 %	9.2 %	8.6 %	167,519	4,437
60 or older	27.5 %	39.2 %	17.6 %	8.6 %	7.0 %	89,502	2,560
Level of Education							
Less than High School	21.5 %	38.9 %	23.1 %	8.8 %	7.7 %	401	15
H.S. Diploma/GED or equiv	22.4 %	40.4 %	19.5 %	8.7 %	9.0 %	23,825	455
Trade/Technical Certificate	20.4 %	36.9 %	19.6 %	11.5 %	11.6 %	12,012	302
Some College(no degree)	23.7 %	37.9 %	18.4 %	9.7 %	10.3 %	67,627	1,615
Associate's Degree	23.0 %	37.8 %	18.0 %	10.4 %	10.8 %	40,735	1,046
Bachelor's Degree	28.1 %	40.4 %	14.4 %	8.7 %	8.4 %	193,251	5,390

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) I have similar access to advancement opportunities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	38.8 %	15.4 %	9.2 %	8.9 %	582,181	17,620
Master's Degree	31.2 %	38.5 %	13.3 %	8.9 %	8.1 %	156,816	4,737
Doctoral/Professional Degree	35.1 %	37.4 %	12.0 %	8.3 %	7.2 %	61,643	2,617
Pay Category							
Federal Wage System	17.1 %	36.0 %	20.1 %	11.7 %	15.0 %	17,668	425
GS 1-6	20.2 %	36.2 %	20.0 %	11.5 %	12.0 %	27,726	1,157
GS 7-12	24.7 %	38.9 %	16.4 %	9.9 %	10.1 %	228,550	6,842
GS 13-15	34.3 %	39.6 %	12.2 %	7.5 %	6.4 %	235,983	6,795
SES	60.8 %	26.6 %	6.0 %	3.4 %	3.1 %	5,244	47
SL/ST	46.1 %	33.8 %	11.4 %	4.6 %	4.1 %	2,016	39
Other	24.7 %	39.7 %	17.4 %	9.7 %	8.6 %	48,783	1,519
Time in Federal Government							
< 1 year	36.5 %	41.7 %	13.3 %	5.5 %	3.0 %	16,154	1,088
1-3 years	31.6 %	40.4 %	13.9 %	7.9 %	6.2 %	73,293	2,805
4-5 years	27.7 %	39.7 %	14.9 %	9.0 %	8.8 %	49,708	1,587
6-10 years	27.0 %	38.4 %	15.2 %	9.6 %	9.8 %	91,877	2,701
11-14 years	27.7 %	38.6 %	14.7 %	9.5 %	9.5 %	92,031	2,553
15-20 years	25.8 %	38.0 %	15.9 %	9.9 %	10.4 %	99,928	2,701
> 20 years	26.9 %	38.7 %	16.3 %	9.2 %	9.0 %	142,117	3,414
Time with Current Agency							
< 1 year	36.5 %	40.7 %	13.2 %	5.7 %	3.8 %	28,016	1,897
1-3 years	30.9 %	39.5 %	14.2 %	8.3 %	7.1 %	107,604	3,941
4-5 years	27.6 %	38.5 %	15.2 %	9.4 %	9.3 %	61,388	1,781
6-10 years	26.4 %	38.3 %	15.3 %	9.8 %	10.2 %	98,668	2,605
11-14 years	26.5 %	38.6 %	15.2 %	9.9 %	9.8 %	81,924	2,145
15-20 years	24.9 %	38.3 %	16.4 %	9.9 %	10.5 %	83,941	2,101
> 20 years	27.3 %	39.3 %	15.9 %	9.0 %	8.6 %	104,282	2,377
Leaving							
No	35.2 %	42.0 %	13.0 %	6.0 %	3.8 %	375,488	9,882
Yes, to retire	23.8 %	40.3 %	18.8 %	9.2 %	7.9 %	35,172	866
Yes, to other job in Govt	14.2 %	32.6 %	18.7 %	15.5 %	18.9 %	102,150	3,652
Yes, to other job outside Govt	15.2 %	32.7 %	16.7 %	14.7 %	20.7 %	22,579	920
Yes, other	12.5 %	31.1 %	21.3 %	15.4 %	19.6 %	30,084	1,458
Retiring							
Less than 1 year	23.6 %	36.8 %	18.3 %	9.8 %	11.5 %	15,539	438
1 year	23.9 %	39.3 %	18.3 %	9.5 %	9.0 %	14,469	365
2 years	26.1 %	40.3 %	17.4 %	8.8 %	7.4 %	29,336	696
3 years	26.4 %	39.3 %	16.9 %	9.4 %	7.9 %	30,214	751

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(75) I have similar access to advancement opportunities.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
All Responses	27.7 %	38.8 %	15.4 %	9.2 %	8.9 %	582,181	17,620
4 years	25.7 %	39.4 %	16.8 %	9.3 %	8.8 %	18,510	468
5 years	24.6 %	38.8 %	17.2 %	9.9 %	9.5 %	43,072	1,116
More than 5 years	29.0 %	38.9 %	14.4 %	8.9 %	8.8 %	409,697	12,641
Transgender							
Yes	24.0 %	28.6 %	18.0 %	10.3 %	19.2 %	2,317	91
No	28.2 %	39.1 %	15.0 %	9.0 %	8.7 %	539,665	15,215
Consider Yourself as							
Straight	30.0 %	38.4 %	13.3 %	8.9 %	9.4 %	14,283	382
Gay or Lesbian	28.5 %	39.2 %	14.9 %	8.9 %	8.4 %	490,151	13,301
Bisexual	28.5 %	38.9 %	13.0 %	10.0 %	9.6 %	10,788	331
Use different term	20.3 %	33.7 %	19.3 %	11.6 %	15.1 %	15,121	725
Military Service							
No Prior Military Service	27.6 %	40.1 %	14.9 %	9.1 %	8.3 %	417,378	13,050
Currently in Guard/Reserves	28.4 %	37.1 %	13.9 %	10.2 %	10.5 %	7,672	206
Retired	31.6 %	37.2 %	15.5 %	8.1 %	7.6 %	63,249	1,285
Separated/Discharged	25.9 %	35.7 %	16.4 %	10.0 %	12.0 %	76,927	2,258
Military Spouse							
Spouse of current active duty service member	26.9 %	34.6 %	15.6 %	12.4 %	10.5 %	6,558	188
Spouse of separated or retired service member with a disability rating of 100%	25.9 %	35.1 %	16.8 %	10.8 %	11.3 %	12,305	308
Widow(er) of a service member killed while on active duty	22.9 %	28.9 %	24.3 %	12.5 %	11.4 %	334	9
None of the categories listed	28.0 %	39.1 %	15.1 %	9.0 %	8.8 %	546,315	16,306
NoN-Competitive Hiring Authority							
Yes	26.2 %	33.2 %	18.3 %	12.1 %	10.2 %	2,486	49
No	26.3 %	35.2 %	16.0 %	11.3 %	11.1 %	16,576	455
Disability							
Yes	25.6 %	33.3 %	16.5 %	10.9 %	13.6 %	92,836	2,956
No	28.6 %	40.3 %	14.8 %	8.7 %	7.7 %	459,835	12,958

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) 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	32.5 %	38.2 %	15.3 %	7.1 %	6.9 %	572,153	26,692
Work Location							
Headquarters	36.3 %	37.8 %	13.7 %	6.3 %	6.0 %	166,934	7,292
Field	28.8 %	38.6 %	16.5 %	8.0 %	8.2 %	276,893	11,256
Full-time telework	39.8 %	37.9 %	13.0 %	4.9 %	4.3 %	107,352	6,799
Supervisory Status							
Senior Leader	55.1 %	28.9 %	9.1 %	3.1 %	3.8 %	9,497	139
Manager	41.7 %	37.3 %	11.3 %	5.2 %	4.5 %	38,531	638
Supervisor	33.9 %	40.8 %	13.7 %	6.2 %	5.4 %	77,231	1,781
Team Leader	32.8 %	39.3 %	14.5 %	6.9 %	6.5 %	69,524	2,558
Non-Supervisor	31.1 %	37.8 %	16.1 %	7.5 %	7.6 %	361,792	20,663
Sex							
Male	34.5 %	38.7 %	14.3 %	6.0 %	6.5 %	281,174	10,540
Female	30.9 %	37.8 %	15.9 %	8.3 %	7.2 %	256,131	13,374
Hispanic or Latino							
Yes	31.3 %	35.1 %	16.8 %	7.8 %	8.9 %	62,638	2,444
No	33.1 %	38.8 %	14.7 %	6.8 %	6.5 %	477,688	21,795
Race							
American Indian/Alaska Native	23.2 %	34.8 %	21.3 %	9.7 %	11.0 %	13,922	458
Asian	32.7 %	41.1 %	14.9 %	5.3 %	5.9 %	33,338	1,410
Black/African American	31.6 %	37.7 %	16.6 %	7.0 %	7.2 %	80,630	3,566
Native Hawaiian/Pacific Islander	28.4 %	35.5 %	19.9 %	8.0 %	8.3 %	3,647	111
White	34.1 %	38.7 %	14.1 %	6.9 %	6.4 %	365,386	16,108
Two or more races(Not Hispanic/Latino)	30.9 %	35.2 %	16.7 %	8.0 %	9.2 %	25,265	1,294
Age Group							
25 and under	35.1 %	41.9 %	12.4 %	5.8 %	4.7 %	9,332	313
26-29 years old	33.5 %	40.9 %	13.0 %	6.6 %	6.0 %	20,919	762
30-39 years old	33.4 %	38.5 %	13.7 %	7.1 %	7.3 %	105,238	4,465
40-49 years old	32.8 %	37.8 %	14.5 %	7.1 %	7.7 %	153,016	6,777
50-59 years old	32.8 %	37.9 %	15.7 %	7.0 %	6.6 %	164,468	7,269
60 or older	32.4 %	38.4 %	17.3 %	6.5 %	5.4 %	87,555	4,511
Level of Education							
Less than High School	26.7 %	40.3 %	19.5 %	6.1 %	7.3 %	399	17
H.S. Diploma/GED or equiv	26.9 %	38.0 %	19.3 %	7.7 %	8.1 %	23,478	736
Trade/Technical Certificate	25.0 %	36.8 %	19.5 %	9.6 %	9.1 %	11,840	456
Some College(no degree)	28.6 %	36.9 %	18.2 %	7.9 %	8.4 %	66,623	2,512
Associate's Degree	27.6 %	37.6 %	17.7 %	8.4 %	8.8 %	40,141	1,559
Bachelor's Degree	33.0 %	39.4 %	14.5 %	6.6 %	6.4 %	190,078	8,261

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) 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	32.5 %	38.2 %	15.3 %	7.1 %	6.9 %	572,153	26,692
Master's Degree	36.0 %	38.2 %	13.4 %	6.5 %	6.0 %	154,164	7,129
Doctoral/Professional Degree	40.1 %	37.2 %	11.3 %	6.0 %	5.3 %	60,076	4,090
Pay Category							
Federal Wage System	21.5 %	36.5 %	20.2 %	9.7 %	12.0 %	17,540	516
GS 1-6	25.8 %	36.4 %	19.4 %	8.8 %	9.6 %	27,254	1,571
GS 7-12	29.6 %	38.4 %	16.3 %	7.7 %	8.0 %	224,286	10,672
GS 13-15	39.2 %	38.6 %	11.9 %	5.5 %	4.8 %	232,069	10,403
SES	61.6 %	26.7 %	6.3 %	2.8 %	2.7 %	5,197	84
SL/ST	47.6 %	34.2 %	11.4 %	3.8 %	3.0 %	1,962	93
Other	28.8 %	38.4 %	18.0 %	8.0 %	6.8 %	47,912	2,297
Time in Federal Government							
< 1 year	41.6 %	39.1 %	12.5 %	4.2 %	2.6 %	16,031	1,178
1-3 years	36.5 %	38.6 %	13.5 %	6.2 %	5.2 %	72,244	3,647
4-5 years	32.6 %	38.6 %	15.0 %	6.9 %	6.9 %	49,010	2,161
6-10 years	32.1 %	37.7 %	15.0 %	7.6 %	7.6 %	90,433	3,986
11-14 years	32.7 %	38.3 %	14.7 %	7.0 %	7.2 %	90,318	4,126
15-20 years	30.5 %	37.8 %	16.0 %	7.6 %	8.1 %	98,169	4,327
> 20 years	31.5 %	38.3 %	16.3 %	7.0 %	6.9 %	139,178	6,211
Time with Current Agency							
< 1 year	41.5 %	38.2 %	12.5 %	4.4 %	3.4 %	27,732	2,126
1-3 years	35.9 %	37.9 %	14.0 %	6.4 %	5.8 %	106,046	5,239
4-5 years	32.4 %	37.8 %	15.1 %	7.4 %	7.3 %	60,423	2,602
6-10 years	31.4 %	37.7 %	15.3 %	7.6 %	7.9 %	97,072	4,065
11-14 years	31.4 %	38.6 %	15.3 %	7.3 %	7.4 %	80,440	3,538
15-20 years	29.5 %	38.3 %	16.3 %	7.7 %	8.3 %	82,364	3,567
> 20 years	31.8 %	38.9 %	16.1 %	6.8 %	6.4 %	101,992	4,526
Leaving							
No	40.1 %	40.3 %	12.3 %	4.4 %	2.8 %	369,623	15,180
Yes, to retire	28.1 %	39.8 %	18.6 %	7.4 %	6.1 %	34,431	1,581
Yes, to other job in Govt	18.8 %	33.6 %	20.0 %	12.4 %	15.3 %	100,102	5,460
Yes, to other job outside Govt	20.3 %	34.9 %	18.0 %	11.6 %	15.1 %	22,136	1,318
Yes, other	17.2 %	32.6 %	21.9 %	12.2 %	16.1 %	29,446	2,034
Retiring							
Less than 1 year	28.0 %	37.1 %	17.9 %	7.9 %	9.1 %	15,197	760
1 year	28.4 %	38.8 %	18.3 %	7.6 %	6.9 %	14,167	662
2 years	31.0 %	39.3 %	17.0 %	6.9 %	5.9 %	28,719	1,307
3 years	31.0 %	38.7 %	16.8 %	7.5 %	6.1 %	29,639	1,284

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(76) 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	32.5 %	38.2 %	15.3 %	7.1 %	6.9 %	572,153	26,692
4 years	30.6 %	38.7 %	16.9 %	7.3 %	6.6 %	18,181	777
5 years	29.5 %	38.1 %	17.1 %	7.7 %	7.6 %	42,231	1,928
More than 5years	33.9 %	38.2 %	14.3 %	6.8 %	6.8 %	403,075	18,457
Transgender							
Yes	28.8 %	29.3 %	19.2 %	7.1 %	15.6 %	2,277	125
No	33.0 %	38.3 %	15.0 %	7.0 %	6.8 %	530,529	23,472
Consider Yourself as							
Straight	34.2 %	37.1 %	13.8 %	7.1 %	7.7 %	14,005	636
Gay or Lesbian	33.3 %	38.4 %	14.8 %	6.8 %	6.6 %	481,993	20,644
Bisexual	32.3 %	38.2 %	13.5 %	8.2 %	7.8 %	10,577	519
Use different term	25.9 %	34.6 %	19.4 %	8.4 %	11.7 %	14,817	1,016
Military Service							
No Prior Military Service	32.2 %	39.0 %	15.0 %	7.2 %	6.6 %	409,436	20,236
Currently in Guard/Reserves	33.7 %	37.1 %	13.7 %	7.3 %	8.3 %	7,625	240
Retired	37.0 %	37.0 %	14.6 %	5.8 %	5.6 %	62,559	1,901
Separated/Discharged	31.2 %	36.2 %	16.4 %	7.3 %	9.0 %	75,853	3,234
Military Spouse							
Spouse of current active duty service member	32.1 %	34.2 %	15.7 %	9.4 %	8.6 %	6,458	278
Spouse of separated or retired service member with a disability rating of 100%	30.2 %	34.0 %	17.6 %	8.9 %	9.4 %	12,131	467
Widow(er) of a service member killed while on active duty	28.0 %	28.2 %	21.2 %	12.5 %	10.1 %	332	11
None of the categories listed	32.8 %	38.4 %	15.0 %	6.9 %	6.8 %	536,821	24,883
NoN-Competitive Hiring Authority							
Yes	30.9 %	32.0 %	18.0 %	10.6 %	8.4 %	2,461	75
No	30.9 %	34.4 %	16.7 %	8.8 %	9.2 %	16,330	673
Disability							
Yes	31.3 %	33.6 %	16.7 %	8.0 %	10.4 %	91,140	4,514
No	33.2 %	39.3 %	14.7 %	6.7 %	6.0 %	452,113	19,895

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) 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	27.8 %	34.7 %	17.5 %	10.4 %	9.7 %	567,245	32,821
Work Location							
Headquarters	31.7 %	35.3 %	15.7 %	9.2 %	8.1 %	165,692	8,887
Field	23.9 %	34.0 %	18.6 %	11.8 %	11.6 %	275,110	13,691
Full-time telework	35.2 %	36.2 %	15.5 %	7.4 %	5.6 %	105,736	8,633
Supervisory Status							
Senior Leader	52.0 %	30.1 %	9.6 %	4.3 %	4.1 %	9,512	135
Manager	37.1 %	36.7 %	12.8 %	7.9 %	5.6 %	38,530	695
Supervisor	29.3 %	38.2 %	15.8 %	9.3 %	7.4 %	77,188	1,960
Team Leader	27.0 %	34.8 %	17.3 %	10.9 %	10.0 %	69,192	3,020
Non-Supervisor	26.4 %	34.0 %	18.2 %	10.8 %	10.6 %	357,447	25,886
Sex							
Male	29.2 %	35.2 %	16.9 %	9.3 %	9.5 %	280,058	12,192
Female	26.8 %	34.5 %	17.6 %	11.6 %	9.6 %	252,765	17,390
Hispanic or Latino							
Yes	26.8 %	31.5 %	18.4 %	11.2 %	12.0 %	62,361	2,875
No	28.3 %	35.4 %	17.0 %	10.2 %	9.2 %	473,457	27,065
Race							
American Indian/Alaska Native	20.0 %	30.8 %	22.5 %	12.9 %	13.9 %	13,882	520
Asian	29.3 %	39.0 %	17.3 %	7.2 %	7.3 %	33,108	1,677
Black/African American	28.4 %	36.1 %	17.3 %	9.4 %	8.8 %	80,507	3,872
Native Hawaiian/Pacific Islander	24.8 %	33.9 %	19.2 %	10.2 %	11.9 %	3,642	127
White	28.7 %	34.7 %	16.6 %	10.5 %	9.4 %	361,527	20,792
Two or more races(Not Hispanic/Latino)	25.6 %	31.7 %	18.3 %	11.6 %	12.8 %	25,122	1,501
Age Group							
25 and under	30.0 %	38.3 %	15.3 %	9.7 %	6.8 %	9,269	429
26-29 years old	27.6 %	37.0 %	15.9 %	10.5 %	9.1 %	20,820	935
30-39 years old	27.5 %	33.9 %	16.6 %	11.0 %	11.0 %	104,368	5,600
40-49 years old	27.7 %	33.9 %	17.0 %	10.6 %	10.8 %	151,578	8,519
50-59 years old	28.4 %	35.4 %	17.4 %	10.0 %	8.8 %	162,948	9,156
60 or older	29.3 %	36.1 %	18.5 %	9.1 %	7.0 %	86,983	5,210
Level of Education							
Less than High School	21.7 %	40.2 %	19.6 %	7.8 %	10.6 %	396	20
H.S. Diploma/GED or equiv	23.4 %	34.0 %	20.3 %	10.9 %	11.4 %	23,461	804
Trade/Technical Certificate	20.9 %	32.1 %	21.1 %	12.2 %	13.8 %	11,817	498
Some College(no degree)	24.2 %	32.6 %	19.7 %	11.7 %	11.8 %	66,408	2,905
Associate's Degree	23.7 %	32.7 %	18.9 %	12.4 %	12.2 %	40,041	1,784
Bachelor's Degree	27.9 %	35.9 %	17.0 %	10.1 %	9.2 %	188,054	10,685

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) 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	27.8 %	34.7 %	17.5 %	10.4 %	9.7 %	567,245	32,821
Master's Degree	31.0 %	35.6 %	15.9 %	9.4 %	8.2 %	152,635	8,993
Doctoral/Professional Degree	34.8 %	35.0 %	14.2 %	9.0 %	7.0 %	59,373	4,895
Pay Category							
Federal Wage System	16.8 %	30.1 %	21.1 %	14.3 %	17.7 %	17,621	483
GS 1-6	22.6 %	32.7 %	19.9 %	12.2 %	12.6 %	27,222	1,680
GS 7-12	25.1 %	34.0 %	18.4 %	11.2 %	11.2 %	222,129	13,393
GS 13-15	33.9 %	36.9 %	14.6 %	8.2 %	6.3 %	229,430	13,465
SES	59.1 %	27.5 %	7.1 %	3.5 %	2.8 %	5,213	74
SL/ST	42.6 %	33.4 %	13.7 %	6.5 %	3.8 %	1,975	82
Other	23.7 %	33.6 %	19.8 %	12.3 %	10.5 %	47,912	2,391
Time in Federal Government							
< 1 year	37.5 %	37.4 %	15.3 %	6.2 %	3.6 %	15,687	1,551
1-3 years	31.5 %	35.6 %	16.4 %	9.2 %	7.3 %	71,851	4,263
4-5 years	26.9 %	34.7 %	17.2 %	10.9 %	10.3 %	48,729	2,590
6-10 years	26.6 %	33.3 %	17.8 %	11.2 %	11.1 %	89,748	4,853
11-14 years	27.3 %	34.6 %	17.1 %	10.8 %	10.2 %	89,621	4,984
15-20 years	25.9 %	33.8 %	18.0 %	11.1 %	11.1 %	97,327	5,341
> 20 years	27.9 %	35.8 %	17.5 %	9.9 %	9.0 %	137,715	7,972
Time with Current Agency							
< 1 year	37.3 %	36.2 %	15.8 %	6.2 %	4.5 %	26,934	2,976
1-3 years	31.0 %	35.2 %	16.5 %	9.3 %	8.0 %	105,284	6,295
4-5 years	26.8 %	34.0 %	17.3 %	11.3 %	10.6 %	60,168	3,013
6-10 years	26.1 %	33.4 %	17.7 %	11.5 %	11.3 %	96,337	4,980
11-14 years	26.2 %	34.8 %	17.6 %	11.0 %	10.4 %	79,815	4,309
15-20 years	25.1 %	34.2 %	18.2 %	11.1 %	11.4 %	81,789	4,296
> 20 years	28.1 %	36.3 %	17.3 %	9.7 %	8.6 %	101,047	5,703
Leaving							
No	35.0 %	38.0 %	15.3 %	7.3 %	4.4 %	365,731	19,777
Yes, to retire	25.0 %	36.4 %	19.4 %	10.7 %	8.5 %	34,212	1,857
Yes, to other job in Govt	14.4 %	28.3 %	20.7 %	16.6 %	19.9 %	99,565	6,281
Yes, to other job outside Govt	14.9 %	27.4 %	19.4 %	16.3 %	22.0 %	22,071	1,458
Yes, other	13.1 %	26.8 %	22.4 %	16.4 %	21.3 %	29,431	2,136
Retiring							
Less than 1 year	24.7 %	33.4 %	18.8 %	11.3 %	11.8 %	15,130	869
1 year	25.0 %	35.5 %	19.4 %	10.6 %	9.5 %	14,050	795
2 years	27.5 %	36.5 %	18.1 %	9.9 %	8.0 %	28,525	1,552
3 years	27.2 %	35.6 %	18.7 %	10.1 %	8.4 %	29,391	1,580

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(77) 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	27.8 %	34.7 %	17.5 %	10.4 %	9.7 %	567,245	32,821
4 years	26.7 %	35.6 %	18.1 %	10.5 %	9.1 %	18,027	979
5 years	25.6 %	34.9 %	18.6 %	10.9 %	10.0 %	42,007	2,260
More than 5 years	28.7 %	34.6 %	16.8 %	10.3 %	9.7 %	399,354	23,072
Transgender							
Yes	22.0 %	27.9 %	20.2 %	10.2 %	19.7 %	2,261	139
No	28.2 %	34.9 %	17.1 %	10.3 %	9.5 %	526,096	29,083
Consider Yourself as							
Straight	29.3 %	33.2 %	16.3 %	10.5 %	10.6 %	13,915	751
Gay or Lesbian	28.5 %	35.1 %	17.0 %	10.2 %	9.2 %	477,922	25,800
Bisexual	27.3 %	33.5 %	15.8 %	12.0 %	11.5 %	10,473	646
Use different term	20.9 %	30.5 %	21.0 %	12.1 %	15.5 %	14,732	1,109
Military Service							
No Prior Military Service	27.5 %	35.6 %	17.3 %	10.5 %	9.2 %	405,316	25,290
Currently in Guard/Reserves	29.0 %	33.8 %	16.5 %	9.7 %	11.0 %	7,569	308
Retired	32.3 %	34.2 %	16.7 %	8.9 %	7.8 %	62,362	2,215
Separated/Discharged	25.9 %	32.1 %	18.0 %	11.2 %	12.8 %	75,514	3,726
Military Spouse							
Spouse of current active duty service member	26.5 %	30.7 %	16.7 %	13.4 %	12.7 %	6,422	333
Spouse of separated or retired service member with a disability rating of 100%	26.6 %	30.8 %	17.8 %	12.2 %	12.6 %	12,091	538
Widow(er) of a service member killed while on active duty	22.1 %	27.8 %	24.6 %	11.5 %	14.1 %	332	12
None of the categories listed	28.0 %	35.0 %	17.3 %	10.2 %	9.5 %	532,184	30,684
NoN-Competitive Hiring Authority							
Yes	26.2 %	31.1 %	17.5 %	13.0 %	12.2 %	2,449	93
No	26.6 %	30.6 %	17.5 %	12.6 %	12.8 %	16,266	783
Disability							
Yes	26.5 %	30.0 %	17.9 %	11.6 %	14.1 %	90,645	5,207
No	28.4 %	35.9 %	17.1 %	10.0 %	8.5 %	448,046	24,963

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) 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	34.3 %	44.2 %	14.0 %	4.2 %	3.3 %	588,459	8,428
Work Location							
Headquarters	38.3 %	42.7 %	12.2 %	3.8 %	2.9 %	172,239	1,718
Field	30.8 %	45.5 %	15.1 %	4.7 %	3.8 %	283,547	3,932
Full-time telework	40.1 %	42.4 %	12.3 %	3.1 %	2.2 %	111,611	2,308
Supervisory Status							
Senior Leader	54.5 %	33.6 %	7.4 %	2.2 %	2.2 %	9,582	42
Manager	41.2 %	43.4 %	10.2 %	3.2 %	2.1 %	38,827	202
Supervisor	35.0 %	46.6 %	12.1 %	3.8 %	2.6 %	78,206	593
Team Leader	35.1 %	45.2 %	12.9 %	3.9 %	2.9 %	71,292	668
Non-Supervisor	33.2 %	43.8 %	14.8 %	4.5 %	3.6 %	375,169	6,562
Sex							
Male	35.3 %	44.6 %	13.4 %	3.7 %	3.0 %	287,106	4,056
Female	34.2 %	43.6 %	13.8 %	4.8 %	3.6 %	265,586	3,312
Hispanic or Latino							
Yes	33.7 %	42.7 %	15.0 %	4.5 %	4.1 %	64,086	876
No	34.9 %	44.4 %	13.4 %	4.1 %	3.1 %	491,922	6,546
Race							
American Indian/Alaska Native	26.8 %	42.9 %	18.9 %	5.9 %	5.5 %	14,150	160
Asian	34.6 %	46.2 %	13.1 %	3.3 %	2.8 %	34,144	495
Black/African American	35.0 %	43.8 %	14.0 %	3.8 %	3.5 %	82,761	1,286
Native Hawaiian/Pacific Islander	31.1 %	45.0 %	14.7 %	4.7 %	4.4 %	3,703	44
White	35.6 %	44.4 %	13.0 %	4.1 %	3.0 %	376,283	4,497
Two or more races(Not Hispanic/Latino)	32.1 %	41.7 %	16.2 %	5.2 %	4.9 %	26,032	495
Age Group							
25 and under	36.1 %	43.6 %	13.5 %	4.3 %	2.5 %	9,573	98
26-29 years old	35.5 %	43.8 %	13.0 %	4.2 %	3.4 %	21,478	243
30-39 years old	35.1 %	43.5 %	13.3 %	4.4 %	3.7 %	108,424	1,299
40-49 years old	34.5 %	44.1 %	13.5 %	4.4 %	3.6 %	157,618	1,973
50-59 years old	34.5 %	44.5 %	13.9 %	4.1 %	3.0 %	169,003	2,235
60 or older	35.0 %	45.1 %	14.0 %	3.5 %	2.3 %	89,914	1,632
Level of Education							
Less than High School	25.9 %	45.5 %	20.1 %	5.0 %	3.4 %	400	14
H.S. Diploma/GED or equiv	29.5 %	44.6 %	17.7 %	4.4 %	3.7 %	23,799	334
Trade/Technical Certificate	27.6 %	45.8 %	17.9 %	4.3 %	4.3 %	12,043	193
Some College(no degree)	31.4 %	44.3 %	16.1 %	4.5 %	3.7 %	67,923	1,028
Associate's Degree	30.4 %	44.5 %	16.2 %	4.9 %	4.0 %	41,018	597
Bachelor's Degree	34.7 %	45.0 %	13.2 %	4.0 %	3.1 %	195,138	2,788

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) 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	34.3 %	44.2 %	14.0 %	4.2 %	3.3 %	588,459	8,428
Master's Degree	36.9 %	43.9 %	12.0 %	4.1 %	3.1 %	159,114	1,923
Doctoral/Professional Degree	41.8 %	41.0 %	11.1 %	3.5 %	2.6 %	63,261	802
Pay Category							
Federal Wage System	23.7 %	45.6 %	20.0 %	5.6 %	5.0 %	17,744	237
GS 1-6	30.2 %	42.5 %	17.5 %	5.2 %	4.6 %	28,022	733
GS 7-12	31.9 %	44.9 %	14.8 %	4.6 %	3.8 %	231,098	3,425
GS 13-15	39.7 %	43.6 %	11.1 %	3.3 %	2.3 %	239,113	2,879
SES	62.0 %	29.6 %	5.3 %	1.6 %	1.6 %	5,251	17
SL/ST	48.5 %	37.5 %	9.3 %	2.7 %	1.9 %	2,035	17
Other	31.6 %	44.6 %	15.9 %	4.6 %	3.3 %	49,353	714
Time in Federal Government							
< 1 year	43.1 %	40.3 %	11.0 %	3.6 %	2.0 %	16,899	262
1-3 years	38.2 %	42.8 %	12.2 %	3.9 %	2.9 %	74,864	1,003
4-5 years	34.4 %	43.6 %	14.0 %	4.4 %	3.6 %	50,479	670
6-10 years	33.8 %	44.0 %	14.1 %	4.5 %	3.6 %	92,987	1,294
11-14 years	33.7 %	45.1 %	13.7 %	4.2 %	3.2 %	92,919	1,329
15-20 years	32.1 %	44.8 %	14.9 %	4.4 %	3.8 %	100,814	1,434
> 20 years	34.1 %	44.8 %	14.1 %	4.0 %	3.0 %	142,824	2,066
Time with Current Agency							
< 1 year	42.5 %	40.0 %	11.1 %	3.9 %	2.5 %	29,345	452
1-3 years	37.2 %	42.5 %	12.6 %	4.3 %	3.3 %	109,782	1,423
4-5 years	34.1 %	43.6 %	14.2 %	4.4 %	3.6 %	62,169	814
6-10 years	33.1 %	44.5 %	14.4 %	4.5 %	3.6 %	99,508	1,401
11-14 years	33.0 %	45.5 %	14.2 %	4.1 %	3.3 %	82,580	1,212
15-20 years	31.6 %	45.4 %	15.3 %	4.3 %	3.5 %	84,444	1,254
> 20 years	34.4 %	45.5 %	13.6 %	3.7 %	2.8 %	104,660	1,505
Leaving							
No	41.2 %	44.5 %	10.6 %	2.4 %	1.2 %	379,307	4,679
Yes, to retire	30.8 %	46.7 %	15.6 %	4.0 %	2.8 %	35,238	574
Yes, to other job in Govt	22.3 %	43.7 %	19.2 %	7.7 %	7.0 %	103,852	1,599
Yes, to other job outside Govt	22.1 %	42.7 %	18.7 %	8.4 %	8.1 %	22,995	447
Yes, other	19.7 %	41.3 %	22.6 %	7.9 %	8.5 %	30,689	729
Retiring							
Less than 1 year	31.0 %	43.5 %	16.1 %	4.7 %	4.7 %	15,599	263
1 year	30.3 %	46.6 %	15.8 %	4.0 %	3.4 %	14,486	269
2 years	33.1 %	46.8 %	14.0 %	3.7 %	2.5 %	29,452	441
3 years	32.9 %	45.7 %	14.6 %	4.1 %	2.7 %	30,368	410

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(78) 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	34.3 %	44.2 %	14.0 %	4.2 %	3.3 %	588,459	8,428
4 years	33.1 %	45.2 %	14.4 %	4.4 %	3.0 %	18,647	267
5 years	31.5 %	45.3 %	15.3 %	4.6 %	3.3 %	43,334	661
More than 5 years	35.5 %	43.7 %	13.3 %	4.1 %	3.3 %	415,487	5,522
Transgender							
Yes	26.6 %	35.6 %	19.3 %	7.4 %	11.1 %	2,340	51
No	34.9 %	44.3 %	13.5 %	4.1 %	3.2 %	545,772	7,113
Consider Yourself as							
Straight	36.4 %	41.4 %	12.8 %	5.2 %	4.1 %	14,468	148
Gay or Lesbian	35.3 %	44.4 %	13.3 %	4.0 %	3.0 %	495,437	6,199
Bisexual	34.4 %	41.6 %	13.3 %	5.9 %	4.8 %	10,957	123
Use different term	26.0 %	40.5 %	20.0 %	6.8 %	6.7 %	15,369	400
Military Service							
No Prior Military Service	34.5 %	44.6 %	13.6 %	4.1 %	3.1 %	422,848	5,918
Currently in Guard/Reserves	35.3 %	41.6 %	13.6 %	5.1 %	4.3 %	7,761	91
Retired	37.6 %	43.2 %	12.8 %	3.7 %	2.7 %	63,583	733
Separated/Discharged	31.8 %	43.6 %	15.5 %	4.8 %	4.3 %	77,647	1,291
Military Spouse							
Spouse of current active duty service member	36.3 %	40.2 %	13.4 %	5.1 %	5.0 %	6,665	64
Spouse of separated or retired service member with a disability rating of 100%	34.0 %	42.2 %	14.2 %	5.1 %	4.5 %	12,431	148
Widow(er) of a service member killed while on active duty	29.6 %	40.9 %	22.5 %	3.5 %	3.5 %	333	10
None of the categories listed	34.5 %	44.3 %	13.8 %	4.2 %	3.2 %	552,706	7,816
NoN-Competitive Hiring Authority							
Yes	35.0 %	42.1 %	13.4 %	4.9 %	4.5 %	2,506	19
No	34.9 %	41.2 %	14.2 %	5.1 %	4.7 %	16,787	202
Disability							
Yes	32.7 %	40.7 %	15.4 %	5.7 %	5.6 %	94,067	1,418
No	35.2 %	45.0 %	13.3 %	3.8 %	2.7 %	464,916	6,106

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) 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	34.1 %	42.9 %	16.0 %	3.8 %	3.1 %	578,492	15,647
Work Location							
Headquarters	38.2 %	41.9 %	14.0 %	3.3 %	2.6 %	169,574	3,567
Field	30.7 %	44.0 %	17.2 %	4.4 %	3.7 %	279,269	6,890
Full-time telework	39.6 %	40.9 %	14.8 %	2.6 %	2.1 %	108,981	4,419
Supervisory Status							
Senior Leader	54.6 %	32.4 %	8.8 %	2.0 %	2.2 %	9,510	79
Manager	40.8 %	41.9 %	12.2 %	3.0 %	2.1 %	38,420	434
Supervisor	34.8 %	44.8 %	14.2 %	3.6 %	2.6 %	77,262	1,141
Team Leader	34.9 %	44.1 %	14.7 %	3.6 %	2.7 %	70,309	1,337
Non-Supervisor	33.0 %	42.6 %	16.9 %	4.0 %	3.4 %	367,859	12,107
Sex							
Male	34.9 %	43.3 %	15.5 %	3.5 %	2.9 %	282,241	7,452
Female	34.4 %	42.3 %	15.8 %	4.1 %	3.3 %	261,374	6,410
Hispanic or Latino							
Yes	33.4 %	41.0 %	17.4 %	4.1 %	4.1 %	63,011	1,643
No	34.7 %	43.2 %	15.4 %	3.7 %	2.9 %	483,784	12,406
Race							
American Indian/Alaska Native	26.6 %	41.2 %	21.6 %	5.2 %	5.4 %	13,915	329
Asian	35.1 %	45.8 %	13.7 %	2.8 %	2.6 %	33,774	809
Black/African American	33.6 %	42.2 %	17.5 %	3.3 %	3.3 %	80,999	2,622
Native Hawaiian/Pacific Islander	31.1 %	42.7 %	17.4 %	4.3 %	4.5 %	3,650	84
White	35.6 %	43.1 %	14.8 %	3.8 %	2.8 %	370,599	8,410
Two or more races(Not Hispanic/Latino)	31.8 %	40.9 %	18.1 %	4.6 %	4.7 %	25,467	927
Age Group							
25 and under	37.2 %	42.9 %	14.4 %	3.5 %	2.0 %	9,440	193
26-29 years old	36.0 %	42.8 %	14.0 %	3.8 %	3.4 %	21,203	438
30-39 years old	35.4 %	42.2 %	14.7 %	4.1 %	3.5 %	106,982	2,362
40-49 years old	34.3 %	42.6 %	15.6 %	4.0 %	3.4 %	155,118	3,904
50-59 years old	33.9 %	43.2 %	16.4 %	3.6 %	2.9 %	165,947	4,412
60 or older	34.6 %	43.8 %	16.3 %	3.1 %	2.2 %	88,193	2,719
Level of Education							
Less than High School	25.7 %	43.9 %	23.0 %	4.1 %	3.4 %	396	15
H.S. Diploma/GED or equiv	29.2 %	42.4 %	20.2 %	4.4 %	3.8 %	23,458	530
Trade/Technical Certificate	26.8 %	43.9 %	21.1 %	4.1 %	4.1 %	11,834	331
Some College(no degree)	30.7 %	42.3 %	19.0 %	4.2 %	3.7 %	66,729	1,837
Associate's Degree	29.6 %	43.1 %	18.8 %	4.7 %	3.8 %	40,346	1,045
Bachelor's Degree	34.6 %	43.8 %	15.0 %	3.7 %	2.9 %	191,847	5,187

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) 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	34.1 %	42.9 %	16.0 %	3.8 %	3.1 %	578,492	15,647
Master's Degree	37.0 %	42.9 %	13.8 %	3.5 %	2.9 %	156,540	3,857
Doctoral/Professional Degree	42.1 %	40.1 %	12.3 %	3.0 %	2.4 %	62,183	1,615
Pay Category							
Federal Wage System	23.1 %	43.1 %	22.8 %	5.9 %	5.1 %	17,482	407
GS 1-6	29.7 %	41.2 %	19.9 %	4.7 %	4.5 %	27,479	1,095
GS 7-12	31.7 %	43.6 %	16.9 %	4.2 %	3.6 %	226,950	6,473
GS 13-15	39.6 %	42.5 %	12.8 %	2.9 %	2.2 %	235,235	5,703
SES	61.3 %	29.2 %	6.6 %	1.4 %	1.5 %	5,207	38
SL/ST	49.3 %	35.2 %	11.3 %	2.3 %	1.8 %	2,007	34
Other	31.4 %	43.3 %	17.9 %	4.3 %	3.1 %	48,581	1,273
Time in Federal Government							
< 1 year	41.6 %	39.9 %	13.9 %	2.7 %	1.8 %	16,562	524
1-3 years	37.7 %	41.7 %	14.5 %	3.5 %	2.7 %	73,598	1,984
4-5 years	34.5 %	42.2 %	15.9 %	4.2 %	3.2 %	49,690	1,244
6-10 years	33.7 %	42.7 %	16.1 %	4.1 %	3.4 %	91,438	2,432
11-14 years	33.6 %	43.9 %	15.7 %	3.8 %	3.1 %	91,410	2,436
15-20 years	32.0 %	43.2 %	17.0 %	4.2 %	3.6 %	99,049	2,702
> 20 years	34.0 %	43.5 %	16.0 %	3.6 %	2.9 %	140,374	3,719
Time with Current Agency							
< 1 year	41.4 %	39.4 %	14.1 %	3.0 %	2.1 %	28,671	997
1-3 years	36.9 %	41.5 %	15.0 %	3.7 %	3.0 %	107,851	2,915
4-5 years	34.0 %	42.3 %	16.1 %	4.2 %	3.4 %	61,158	1,531
6-10 years	33.1 %	43.0 %	16.5 %	4.1 %	3.4 %	97,921	2,555
11-14 years	32.8 %	44.4 %	15.9 %	3.8 %	3.2 %	81,245	2,171
15-20 years	31.4 %	43.7 %	17.2 %	4.2 %	3.5 %	83,014	2,227
> 20 years	34.4 %	44.0 %	15.5 %	3.4 %	2.7 %	102,935	2,673
Leaving							
No	40.6 %	43.2 %	12.8 %	2.2 %	1.2 %	373,426	8,963
Yes, to retire	31.0 %	45.4 %	17.2 %	3.7 %	2.7 %	34,646	910
Yes, to other job in Govt	22.8 %	42.3 %	21.4 %	6.9 %	6.6 %	101,777	3,143
Yes, to other job outside Govt	22.7 %	41.6 %	19.9 %	7.9 %	7.9 %	22,605	729
Yes, other	20.3 %	39.9 %	24.4 %	7.4 %	8.0 %	29,955	1,285
Retiring							
Less than 1 year	31.4 %	42.3 %	17.5 %	4.4 %	4.4 %	15,343	411
1 year	30.2 %	45.1 %	17.5 %	4.0 %	3.2 %	14,205	443
2 years	33.0 %	45.2 %	16.1 %	3.3 %	2.4 %	28,930	799
3 years	32.5 %	44.5 %	16.7 %	3.6 %	2.7 %	29,848	767

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(79) 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	34.1 %	42.9 %	16.0 %	3.8 %	3.1 %	578,492	15,647
4 years	32.6 %	43.8 %	16.8 %	3.9 %	2.9 %	18,321	469
5 years	31.1 %	43.8 %	17.9 %	3.9 %	3.3 %	42,511	1,210
More than 5 years	35.3 %	42.4 %	15.3 %	3.8 %	3.1 %	408,657	10,639
Transgender							
Yes	26.7 %	34.6 %	21.8 %	6.7 %	10.2 %	2,293	78
No	34.7 %	43.0 %	15.6 %	3.8 %	3.0 %	536,851	13,506
Consider Yourself as							
Straight	36.6 %	40.3 %	15.3 %	4.0 %	3.7 %	14,240	301
Gay or Lesbian	35.0 %	43.1 %	15.3 %	3.6 %	2.9 %	487,444	11,912
Bisexual	35.6 %	41.0 %	14.3 %	5.3 %	3.9 %	10,789	249
Use different term	26.3 %	39.8 %	21.3 %	6.0 %	6.7 %	15,032	645
Military Service							
No Prior Military Service	34.6 %	43.3 %	15.4 %	3.7 %	2.9 %	415,912	10,971
Currently in Guard/Reserves	35.0 %	41.1 %	14.9 %	4.7 %	4.2 %	7,663	161
Retired	36.6 %	42.3 %	15.5 %	3.3 %	2.4 %	62,485	1,467
Separated/Discharged	31.1 %	41.9 %	18.1 %	4.6 %	4.3 %	76,125	2,415
Military Spouse							
Spouse of current active duty service member	36.4 %	39.7 %	14.9 %	4.6 %	4.3 %	6,583	129
Spouse of separated or retired service member with a disability rating of 100%	33.4 %	40.6 %	17.6 %	4.1 %	4.3 %	12,239	276
Widow(er) of a service member killed while on active duty	31.8 %	38.0 %	22.3 %	4.1 %	3.9 %	328	12
None of the categories listed	34.3 %	43.0 %	15.8 %	3.8 %	3.1 %	543,318	14,617
NoN-Competitive Hiring Authority							
Yes	35.3 %	41.8 %	14.8 %	4.4 %	3.7 %	2,482	40
No	34.5 %	39.9 %	16.9 %	4.3 %	4.4 %	16,536	373
Disability							
Yes	32.4 %	39.4 %	17.8 %	5.0 %	5.3 %	92,262	2,673
No	35.0 %	43.7 %	15.2 %	3.5 %	2.6 %	457,446	11,508

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) 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	31.9 %	43.0 %	13.1 %	6.7 %	5.2 %	589,040	7,632
Work Location							
Headquarters	35.5 %	42.1 %	11.7 %	6.2 %	4.6 %	172,200	1,669
Field	28.9 %	43.9 %	13.8 %	7.4 %	6.0 %	283,906	3,495
Full-time telework	36.8 %	42.2 %	12.1 %	5.3 %	3.6 %	111,837	2,041
Supervisory Status							
Senior Leader	55.5 %	31.6 %	6.6 %	2.9 %	3.2 %	9,588	34
Manager	40.6 %	41.7 %	8.9 %	4.9 %	3.8 %	38,882	139
Supervisor	33.1 %	45.2 %	11.3 %	6.0 %	4.5 %	78,310	450
Team Leader	33.5 %	44.2 %	11.2 %	6.4 %	4.7 %	71,361	557
Non-Supervisor	30.3 %	42.8 %	14.1 %	7.2 %	5.6 %	375,468	6,151
Sex							
Male	33.3 %	43.1 %	12.3 %	6.1 %	5.1 %	287,442	3,593
Female	31.2 %	43.4 %	13.3 %	7.2 %	5.0 %	265,641	3,174
Hispanic or Latino							
Yes	32.0 %	40.5 %	14.4 %	6.9 %	6.2 %	64,123	827
No	32.4 %	43.6 %	12.5 %	6.6 %	4.9 %	492,288	5,966
Race							
American Indian/Alaska Native	25.4 %	40.4 %	18.1 %	8.3 %	7.7 %	14,147	172
Asian	31.9 %	44.9 %	14.2 %	5.0 %	4.0 %	34,176	453
Black/African American	34.5 %	43.8 %	11.9 %	5.3 %	4.5 %	83,017	997
Native Hawaiian/Pacific Islander	31.0 %	41.5 %	14.5 %	6.7 %	6.4 %	3,708	41
White	32.7 %	43.3 %	12.3 %	6.8 %	4.9 %	376,290	4,338
Two or more races(Not Hispanic/Latino)	30.5 %	39.6 %	14.1 %	7.8 %	8.2 %	26,089	425
Age Group							
25 and under	30.6 %	41.4 %	15.8 %	7.8 %	4.4 %	9,509	157
26-29 years old	30.8 %	42.5 %	13.7 %	7.8 %	5.2 %	21,392	321
30-39 years old	32.8 %	43.0 %	12.1 %	6.7 %	5.4 %	108,373	1,275
40-49 years old	32.7 %	43.1 %	12.0 %	6.6 %	5.6 %	157,751	1,742
50-59 years old	32.2 %	43.2 %	13.0 %	6.5 %	5.0 %	169,243	1,937
60 or older	32.2 %	43.7 %	14.0 %	6.1 %	4.0 %	90,173	1,409
Level of Education							
Less than High School	24.8 %	41.6 %	24.0 %	4.3 %	5.3 %	406	9
H.S. Diploma/GED or equiv	29.5 %	43.7 %	15.4 %	6.1 %	5.3 %	23,846	291
Trade/Technical Certificate	27.6 %	43.9 %	15.3 %	6.7 %	6.4 %	12,065	175
Some College(no degree)	30.5 %	43.1 %	14.4 %	6.6 %	5.4 %	68,032	890
Associate's Degree	29.2 %	43.4 %	14.3 %	7.3 %	5.9 %	41,078	538
Bachelor's Degree	31.8 %	43.7 %	12.8 %	6.7 %	5.1 %	195,253	2,569

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) 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	31.9 %	43.0 %	13.1 %	6.7 %	5.2 %	589,040	7,632
Master's Degree	34.0 %	42.8 %	11.5 %	6.7 %	5.0 %	159,254	1,732
Doctoral/Professional Degree	37.2 %	41.1 %	10.9 %	6.4 %	4.3 %	63,218	804
Pay Category							
Federal Wage System	24.6 %	44.6 %	15.9 %	7.6 %	7.2 %	17,744	215
GS 1-6	27.2 %	41.3 %	17.0 %	8.1 %	6.4 %	28,047	711
GS 7-12	29.3 %	43.6 %	14.1 %	7.3 %	5.8 %	231,110	3,354
GS 13-15	37.1 %	42.8 %	10.3 %	5.6 %	4.1 %	239,549	2,373
SES	61.2 %	29.3 %	4.5 %	2.6 %	2.4 %	5,252	13
SL/ST	47.1 %	36.4 %	8.6 %	4.6 %	3.4 %	2,037	10
Other	29.1 %	43.2 %	14.7 %	7.6 %	5.3 %	49,402	622
Time in Federal Government							
< 1 year	36.1 %	41.2 %	13.5 %	6.0 %	3.2 %	16,761	388
1-3 years	33.9 %	42.0 %	13.0 %	6.7 %	4.5 %	74,645	1,174
4-5 years	31.5 %	42.4 %	13.5 %	7.3 %	5.3 %	50,459	667
6-10 years	31.7 %	42.6 %	12.9 %	7.1 %	5.7 %	93,077	1,157
11-14 years	32.0 %	43.9 %	12.2 %	6.6 %	5.4 %	93,078	1,143
15-20 years	30.7 %	43.6 %	13.0 %	6.9 %	5.8 %	101,022	1,180
> 20 years	32.2 %	43.6 %	13.1 %	6.3 %	4.9 %	143,274	1,605
Time with Current Agency							
< 1 year	36.9 %	40.5 %	12.7 %	6.1 %	3.7 %	29,099	672
1-3 years	33.6 %	41.7 %	12.9 %	6.8 %	5.0 %	109,603	1,552
4-5 years	31.6 %	42.4 %	13.5 %	7.0 %	5.6 %	62,161	775
6-10 years	31.3 %	43.1 %	13.0 %	7.0 %	5.7 %	99,694	1,178
11-14 years	31.4 %	44.2 %	12.4 %	6.6 %	5.4 %	82,751	1,013
15-20 years	30.0 %	44.2 %	13.2 %	7.0 %	5.7 %	84,730	950
> 20 years	32.3 %	44.1 %	12.7 %	6.2 %	4.6 %	104,981	1,177
Leaving							
No	37.7 %	44.0 %	11.3 %	4.6 %	2.4 %	379,183	4,667
Yes, to retire	29.4 %	44.7 %	14.4 %	6.8 %	4.8 %	35,378	438
Yes, to other job in Govt	21.9 %	41.8 %	15.5 %	10.6 %	10.2 %	104,115	1,292
Yes, to other job outside Govt	21.4 %	40.1 %	14.3 %	11.6 %	12.5 %	23,070	354
Yes, other	20.0 %	38.3 %	17.5 %	11.8 %	12.4 %	30,854	553
Retiring							
Less than 1 year	29.7 %	42.2 %	13.5 %	7.4 %	7.3 %	15,667	201
1 year	29.0 %	44.1 %	14.7 %	7.1 %	5.1 %	14,557	206
2 years	31.3 %	44.9 %	13.4 %	6.1 %	4.3 %	29,552	349
3 years	30.9 %	44.1 %	13.7 %	6.6 %	4.7 %	30,439	347

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(80) 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	31.9 %	43.0 %	13.1 %	6.7 %	5.2 %	589,040	7,632
4 years	30.9 %	43.9 %	13.4 %	6.7 %	5.1 %	18,712	206
5 years	29.6 %	43.9 %	13.8 %	7.3 %	5.4 %	43,399	568
More than 5 years	32.9 %	42.8 %	12.6 %	6.6 %	5.2 %	415,546	5,250
Transgender							
Yes	24.1 %	32.8 %	17.0 %	10.4 %	15.7 %	2,338	49
No	32.5 %	43.3 %	12.7 %	6.6 %	5.0 %	546,139	6,531
Consider Yourself as							
Straight	33.7 %	41.3 %	12.0 %	7.0 %	6.0 %	14,469	133
Gay or Lesbian	32.9 %	43.5 %	12.5 %	6.4 %	4.7 %	495,712	5,731
Bisexual	30.6 %	40.4 %	12.7 %	8.9 %	7.3 %	10,942	138
Use different term	24.1 %	37.8 %	17.0 %	9.8 %	11.3 %	15,417	346
Military Service							
No Prior Military Service	31.5 %	43.9 %	13.1 %	6.7 %	4.8 %	423,155	5,468
Currently in Guard/Reserves	34.0 %	41.4 %	11.8 %	6.6 %	6.3 %	7,751	99
Retired	36.3 %	41.1 %	11.6 %	6.1 %	4.9 %	63,628	655
Separated/Discharged	30.7 %	41.7 %	13.3 %	7.4 %	7.0 %	77,821	1,087
Military Spouse							
Spouse of current active duty service member	33.0 %	39.1 %	13.1 %	8.3 %	6.4 %	6,662	60
Spouse of separated or retired service member with a disability rating of 100%	32.8 %	40.6 %	13.2 %	7.2 %	6.2 %	12,442	132
Widow(er) of a service member killed while on active duty	27.5 %	39.3 %	22.2 %	5.1 %	5.9 %	338	6
None of the categories listed	32.1 %	43.2 %	12.9 %	6.7 %	5.1 %	553,218	7,112
NoN-Competitive Hiring Authority							
Yes	32.4 %	40.2 %	13.8 %	8.1 %	5.5 %	2,505	20
No	32.9 %	40.0 %	13.2 %	7.5 %	6.4 %	16,803	175
Disability							
Yes	31.4 %	38.3 %	13.6 %	8.2 %	8.4 %	94,193	1,262
No	32.5 %	44.2 %	12.6 %	6.3 %	4.4 %	465,191	5,631

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) 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	32.4 %	43.9 %	14.6 %	5.1 %	4.1 %	583,167	12,653
Work Location							
Headquarters	36.3 %	43.0 %	12.9 %	4.4 %	3.5 %	170,732	2,912
Field	28.6 %	44.6 %	16.0 %	6.0 %	4.8 %	281,352	5,636
Full-time telework	39.2 %	43.2 %	12.0 %	3.1 %	2.5 %	110,288	3,436
Supervisory Status							
Senior Leader	54.9 %	32.4 %	7.7 %	2.4 %	2.6 %	9,559	46
Manager	40.4 %	42.9 %	10.2 %	3.7 %	2.8 %	38,768	230
Supervisor	33.6 %	46.1 %	12.5 %	4.5 %	3.3 %	77,918	744
Team Leader	32.7 %	44.9 %	13.7 %	5.1 %	3.6 %	70,807	1,029
Non-Supervisor	31.0 %	43.7 %	15.5 %	5.4 %	4.4 %	370,879	10,150
Sex							
Male	33.7 %	44.2 %	13.8 %	4.5 %	3.7 %	284,927	5,719
Female	31.7 %	43.6 %	14.8 %	5.6 %	4.3 %	262,976	5,461
Hispanic or Latino							
Yes	32.6 %	41.1 %	15.5 %	5.5 %	5.3 %	63,500	1,324
No	32.8 %	44.4 %	14.0 %	4.9 %	3.8 %	487,664	9,963
Race							
American Indian/Alaska Native	24.9 %	39.8 %	20.7 %	7.6 %	7.0 %	14,007	273
Asian	33.5 %	46.3 %	13.2 %	3.7 %	3.3 %	33,917	690
Black/African American	32.4 %	42.9 %	15.1 %	5.0 %	4.5 %	82,077	1,799
Native Hawaiian/Pacific Islander	30.1 %	41.7 %	16.9 %	6.1 %	5.2 %	3,678	60
White	33.6 %	44.5 %	13.5 %	4.9 %	3.6 %	373,050	7,092
Two or more races(Not Hispanic/Latino)	30.5 %	40.3 %	16.6 %	6.1 %	6.5 %	25,770	702
Age Group							
25 and under	33.3 %	45.4 %	13.3 %	4.9 %	3.1 %	9,458	165
26-29 years old	32.1 %	44.5 %	14.0 %	5.4 %	4.0 %	21,278	385
30-39 years old	33.2 %	43.8 %	13.5 %	5.2 %	4.4 %	107,574	1,876
40-49 years old	32.7 %	43.6 %	13.9 %	5.3 %	4.5 %	156,348	2,967
50-59 years old	32.4 %	43.9 %	14.8 %	5.0 %	3.9 %	167,492	3,533
60 or older	33.2 %	44.7 %	14.9 %	4.2 %	2.9 %	89,054	2,377
Level of Education							
Less than High School	23.8 %	47.4 %	17.7 %	5.8 %	5.3 %	399	14
H.S. Diploma/GED or equiv	27.7 %	43.6 %	18.3 %	5.8 %	4.6 %	23,654	429
Trade/Technical Certificate	25.5 %	43.5 %	19.0 %	6.1 %	5.9 %	11,935	264
Some College(no degree)	29.7 %	42.7 %	17.0 %	5.7 %	4.9 %	67,405	1,432
Associate's Degree	28.3 %	43.4 %	17.0 %	6.1 %	5.2 %	40,740	827
Bachelor's Degree	32.6 %	45.0 %	13.9 %	4.8 %	3.7 %	193,362	4,227

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) 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	32.4 %	43.9 %	14.6 %	5.1 %	4.1 %	583,167	12,653
Master's Degree	35.0 %	44.1 %	12.5 %	4.7 %	3.7 %	157,766	2,981
Doctoral/Professional Degree	39.9 %	42.3 %	11.0 %	3.9 %	3.0 %	62,496	1,460
Pay Category							
Federal Wage System	21.7 %	42.7 %	20.8 %	7.9 %	6.8 %	17,648	288
GS 1-6	28.0 %	42.0 %	17.5 %	6.5 %	5.9 %	27,718	960
GS 7-12	29.8 %	44.3 %	15.8 %	5.5 %	4.6 %	228,705	5,433
GS 13-15	38.0 %	44.1 %	11.3 %	3.8 %	2.8 %	237,209	4,397
SES	61.8 %	29.6 %	5.1 %	1.6 %	1.9 %	5,250	17
SL/ST	48.0 %	37.7 %	9.3 %	2.9 %	2.1 %	2,026	22
Other	29.3 %	44.2 %	16.2 %	6.1 %	4.2 %	48,965	984
Time in Federal Government							
< 1 year	39.7 %	43.0 %	11.7 %	3.4 %	2.3 %	16,634	481
1-3 years	35.7 %	43.3 %	13.0 %	4.7 %	3.3 %	74,010	1,658
4-5 years	32.1 %	43.6 %	14.6 %	5.5 %	4.2 %	50,024	1,024
6-10 years	32.0 %	43.5 %	14.5 %	5.5 %	4.5 %	92,209	1,883
11-14 years	32.0 %	44.7 %	14.1 %	5.1 %	4.1 %	92,155	1,951
15-20 years	30.5 %	44.0 %	15.4 %	5.4 %	4.7 %	99,969	2,116
> 20 years	32.3 %	44.2 %	15.0 %	4.7 %	3.8 %	141,706	3,013
Time with Current Agency							
< 1 year	39.9 %	42.0 %	11.9 %	3.6 %	2.6 %	28,806	909
1-3 years	35.2 %	42.7 %	13.5 %	5.0 %	3.7 %	108,568	2,385
4-5 years	32.0 %	43.4 %	14.8 %	5.4 %	4.5 %	61,620	1,242
6-10 years	31.2 %	43.8 %	14.8 %	5.5 %	4.6 %	98,738	1,986
11-14 years	31.2 %	45.0 %	14.5 %	5.2 %	4.1 %	81,942	1,734
15-20 years	29.7 %	44.6 %	15.7 %	5.4 %	4.6 %	83,805	1,752
> 20 years	32.5 %	45.0 %	14.5 %	4.5 %	3.5 %	103,922	2,134
Leaving							
No	38.9 %	44.9 %	11.5 %	3.1 %	1.6 %	376,349	7,070
Yes, to retire	29.2 %	45.7 %	16.8 %	4.9 %	3.5 %	34,955	820
Yes, to other job in Govt	21.0 %	42.2 %	19.5 %	8.9 %	8.5 %	102,647	2,555
Yes, to other job outside Govt	20.7 %	42.1 %	18.2 %	9.0 %	9.9 %	22,746	628
Yes, other	18.4 %	39.4 %	22.3 %	9.5 %	10.4 %	30,288	1,037
Retiring							
Less than 1 year	29.3 %	42.8 %	16.5 %	5.7 %	5.7 %	15,451	388
1 year	28.9 %	44.6 %	17.3 %	5.1 %	4.0 %	14,379	359
2 years	31.3 %	45.9 %	15.1 %	4.5 %	3.2 %	29,209	647
3 years	30.9 %	44.9 %	15.6 %	5.0 %	3.6 %	30,119	636

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(81) 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	32.4 %	43.9 %	14.6 %	5.1 %	4.1 %	583,167	12,653
4 years	31.1 %	44.5 %	15.4 %	5.0 %	3.9 %	18,503	394
5 years	29.6 %	44.6 %	16.1 %	5.3 %	4.4 %	42,935	990
More than 5 years	33.5 %	43.7 %	13.8 %	5.0 %	4.0 %	411,742	8,447
Transgender							
Yes	23.7 %	34.4 %	20.1 %	9.1 %	12.9 %	2,315	73
No	32.9 %	44.0 %	14.2 %	5.0 %	3.9 %	541,086	10,833
Consider Yourself as							
Straight	34.3 %	41.1 %	13.8 %	5.9 %	4.9 %	14,333	239
Gay or Lesbian	33.3 %	44.2 %	13.9 %	4.8 %	3.8 %	491,227	9,572
Bisexual	31.0 %	41.5 %	14.8 %	7.1 %	5.5 %	10,840	211
Use different term	24.5 %	39.5 %	19.5 %	8.2 %	8.4 %	15,211	530
Military Service							
No Prior Military Service	32.4 %	44.7 %	14.2 %	4.9 %	3.8 %	419,032	8,985
Currently in Guard/Reserves	34.1 %	42.8 %	13.7 %	4.9 %	4.5 %	7,711	129
Retired	35.8 %	42.2 %	13.8 %	4.7 %	3.4 %	63,086	1,128
Separated/Discharged	30.4 %	42.1 %	16.1 %	5.9 %	5.5 %	76,915	1,870
Military Spouse							
Spouse of current active duty service member	33.6 %	39.8 %	14.7 %	6.3 %	5.7 %	6,600	111
Spouse of separated or retired service member with a disability rating of 100%	31.6 %	40.5 %	15.7 %	6.4 %	5.8 %	12,331	217
Widow(er) of a service member killed while on active duty	26.3 %	37.9 %	24.5 %	7.0 %	4.3 %	338	6
None of the categories listed	32.6 %	44.1 %	14.4 %	5.0 %	4.0 %	547,771	11,787
NoN-Competitive Hiring Authority							
Yes	32.1 %	41.5 %	14.8 %	6.3 %	5.3 %	2,490	32
No	32.3 %	39.9 %	15.6 %	6.4 %	5.8 %	16,646	299
Disability							
Yes	31.2 %	39.2 %	16.1 %	6.6 %	6.8 %	93,116	2,175
No	33.1 %	45.0 %	13.9 %	4.7 %	3.4 %	461,010	9,225

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) 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	32.6 %	42.6 %	14.0 %	5.7 %	5.2 %	589,824	6,319
Work Location							
Headquarters	36.3 %	41.4 %	12.6 %	5.2 %	4.5 %	172,211	1,509
Field	29.3 %	43.5 %	14.8 %	6.4 %	6.0 %	284,280	2,906
Full-time telework	38.2 %	41.8 %	12.4 %	4.0 %	3.6 %	112,276	1,511
Supervisory Status							
Senior Leader	56.7 %	30.4 %	6.9 %	2.7 %	3.3 %	9,575	28
Manager	41.0 %	40.3 %	10.0 %	4.8 %	3.9 %	38,827	154
Supervisor	33.5 %	44.0 %	12.3 %	5.6 %	4.6 %	78,212	454
Team Leader	33.6 %	43.0 %	13.0 %	5.7 %	4.7 %	71,349	509
Non-Supervisor	31.2 %	42.8 %	14.7 %	5.8 %	5.5 %	376,488	4,881
Sex							
Male	34.0 %	42.4 %	13.0 %	5.4 %	5.2 %	287,730	3,011
Female	32.1 %	43.2 %	14.1 %	5.7 %	4.8 %	266,254	2,405
Hispanic or Latino							
Yes	32.8 %	40.1 %	15.0 %	5.7 %	6.3 %	64,166	703
No	33.1 %	43.1 %	13.3 %	5.5 %	4.9 %	493,112	4,794
Race							
American Indian/Alaska Native	27.1 %	42.3 %	18.0 %	6.0 %	6.7 %	14,157	143
Asian	32.8 %	44.9 %	14.0 %	4.4 %	3.9 %	34,150	410
Black/African American	33.6 %	41.4 %	13.9 %	5.4 %	5.7 %	83,039	856
Native Hawaiian/Pacific Islander	30.4 %	42.3 %	15.4 %	5.2 %	6.7 %	3,701	44
White	33.9 %	43.3 %	12.8 %	5.4 %	4.6 %	377,116	3,306
Two or more races(Not Hispanic/Latino)	30.0 %	38.2 %	16.1 %	7.3 %	8.4 %	26,128	374
Age Group							
25 and under	35.0 %	44.4 %	12.9 %	4.3 %	3.4 %	9,565	97
26-29 years old	33.4 %	44.6 %	12.7 %	4.9 %	4.5 %	21,477	221
30-39 years old	33.4 %	42.5 %	13.0 %	5.7 %	5.4 %	108,535	1,056
40-49 years old	32.6 %	41.9 %	13.5 %	6.1 %	5.9 %	157,954	1,457
50-59 years old	32.9 %	42.7 %	14.1 %	5.5 %	4.9 %	169,412	1,632
60 or older	34.0 %	43.8 %	13.8 %	4.6 %	3.7 %	90,389	1,042
Level of Education							
Less than High School	24.0 %	43.6 %	23.7 %	4.9 %	3.9 %	404	9
H.S. Diploma/GED or equiv	30.2 %	44.3 %	15.6 %	5.0 %	5.0 %	23,872	225
Trade/Technical Certificate	27.7 %	44.0 %	15.7 %	6.1 %	6.5 %	12,088	136
Some College(no degree)	30.6 %	42.2 %	15.6 %	5.8 %	5.8 %	68,178	688
Associate's Degree	29.8 %	42.8 %	15.4 %	6.0 %	6.0 %	41,123	441
Bachelor's Degree	32.7 %	43.8 %	13.2 %	5.5 %	4.8 %	195,665	2,007

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) 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	32.6 %	42.6 %	14.0 %	5.7 %	5.2 %	589,824	6,319
Master's Degree	34.9 %	41.9 %	12.6 %	5.6 %	4.9 %	159,351	1,540
Doctoral/Professional Degree	38.5 %	40.0 %	11.7 %	5.3 %	4.4 %	63,333	656
Pay Category							
Federal Wage System	24.0 %	43.2 %	17.1 %	7.6 %	8.1 %	17,770	177
GS 1-6	29.7 %	42.8 %	16.2 %	5.6 %	5.7 %	28,257	457
GS 7-12	30.2 %	43.4 %	14.8 %	5.9 %	5.7 %	231,633	2,660
GS 13-15	37.6 %	41.9 %	11.5 %	5.0 %	4.1 %	239,597	2,126
SES	62.5 %	27.5 %	4.9 %	2.4 %	2.7 %	5,238	15
SL/ST	51.0 %	33.0 %	9.2 %	3.9 %	2.9 %	2,035	11
Other	29.8 %	42.8 %	15.8 %	6.5 %	5.1 %	49,437	554
Time in Federal Government							
< 1 year	41.2 %	42.2 %	10.7 %	3.5 %	2.4 %	16,855	296
1-3 years	36.3 %	43.0 %	12.3 %	4.6 %	3.7 %	74,878	903
4-5 years	32.6 %	42.8 %	14.2 %	5.4 %	4.9 %	50,606	509
6-10 years	32.0 %	42.1 %	14.1 %	6.2 %	5.6 %	93,236	932
11-14 years	31.9 %	43.0 %	13.7 %	6.0 %	5.5 %	93,190	949
15-20 years	30.6 %	42.2 %	14.6 %	6.2 %	6.3 %	101,075	1,037
> 20 years	32.6 %	42.9 %	14.0 %	5.5 %	5.0 %	143,309	1,384
Time with Current Agency							
< 1 year	40.8 %	40.9 %	11.5 %	3.8 %	3.0 %	29,195	568
1-3 years	35.6 %	42.2 %	12.8 %	5.1 %	4.3 %	109,805	1,270
4-5 years	32.4 %	42.5 %	14.3 %	5.6 %	5.2 %	62,344	557
6-10 years	31.4 %	42.3 %	14.4 %	6.3 %	5.7 %	99,818	963
11-14 years	30.9 %	43.4 %	13.9 %	6.0 %	5.7 %	82,877	835
15-20 years	29.9 %	42.7 %	14.8 %	6.3 %	6.2 %	84,764	838
> 20 years	32.8 %	43.5 %	13.7 %	5.3 %	4.7 %	105,056	972
Leaving							
No	40.1 %	44.6 %	10.4 %	3.1 %	1.9 %	380,174	3,329
Yes, to retire	29.8 %	44.9 %	15.5 %	5.2 %	4.6 %	35,363	395
Yes, to other job in Govt	19.5 %	39.4 %	19.8 %	10.4 %	10.8 %	104,029	1,335
Yes, to other job outside Govt	18.5 %	37.0 %	18.9 %	11.7 %	13.9 %	23,079	348
Yes, other	16.9 %	35.5 %	22.4 %	11.4 %	13.7 %	30,814	571
Retiring							
Less than 1 year	29.5 %	41.0 %	15.5 %	6.5 %	7.6 %	15,653	186
1 year	29.5 %	43.7 %	15.7 %	5.6 %	5.5 %	14,568	168
2 years	32.1 %	44.9 %	13.8 %	5.1 %	4.1 %	29,580	277
3 years	31.7 %	44.1 %	14.4 %	5.5 %	4.3 %	30,445	284

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(82) 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	32.6 %	42.6 %	14.0 %	5.7 %	5.2 %	589,824	6,319
4 years	31.5 %	43.4 %	14.3 %	5.8 %	5.0 %	18,710	186
5 years	29.9 %	43.3 %	15.2 %	5.9 %	5.7 %	43,473	479
More than 5 years	33.7 %	42.4 %	13.3 %	5.6 %	5.0 %	416,283	4,259
Transgender							
Yes	22.0 %	30.2 %	18.9 %	11.2 %	17.8 %	2,345	35
No	33.3 %	42.8 %	13.4 %	5.5 %	5.0 %	547,040	5,208
Consider Yourself as							
Straight	34.7 %	39.4 %	12.9 %	6.6 %	6.4 %	14,511	98
Gay or Lesbian	33.8 %	43.1 %	13.1 %	5.3 %	4.7 %	496,552	4,495
Bisexual	30.4 %	39.4 %	14.7 %	8.4 %	7.1 %	10,979	94
Use different term	22.3 %	36.4 %	20.3 %	9.4 %	11.6 %	15,412	338
Military Service							
No Prior Military Service	32.6 %	43.5 %	13.7 %	5.5 %	4.7 %	423,906	4,383
Currently in Guard/Reserves	34.3 %	40.5 %	13.4 %	5.4 %	6.4 %	7,760	80
Retired	37.0 %	41.0 %	12.5 %	5.0 %	4.5 %	63,636	586
Separated/Discharged	30.2 %	40.5 %	15.1 %	6.8 %	7.3 %	77,918	934
Military Spouse							
Spouse of current active duty service member	35.0 %	39.4 %	13.8 %	6.4 %	5.4 %	6,672	54
Spouse of separated or retired service member with a disability rating of 100%	32.7 %	40.4 %	15.2 %	5.9 %	5.9 %	12,461	102
Widow(er) of a service member killed while on active duty	27.0 %	41.7 %	19.5 %	5.7 %	6.1 %	332	8
None of the categories listed	32.8 %	42.8 %	13.7 %	5.6 %	5.1 %	554,052	5,831
NoN-Competitive Hiring Authority							
Yes	34.8 %	39.9 %	14.5 %	6.4 %	4.4 %	2,506	13
No	33.3 %	40.1 %	14.7 %	6.0 %	6.0 %	16,824	150
Disability							
Yes	30.8 %	37.2 %	15.5 %	7.6 %	8.8 %	94,284	1,074
No	33.6 %	44.0 %	13.2 %	5.1 %	4.2 %	466,021	4,470

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) 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	30.9 %	40.7 %	18.4 %	5.4 %	4.6 %	377,881	130,393	90,868
Work Location								
Headquarters	35.6 %	40.6 %	15.5 %	4.6 %	3.7 %	106,541	40,305	27,813
Field	26.8 %	40.7 %	20.6 %	6.4 %	5.5 %	185,357	61,324	42,208
Full-time telework	37.8 %	40.9 %	14.6 %	3.6 %	3.0 %	72,081	24,888	17,444
Supervisory Status								
Senior Leader	55.9 %	31.3 %	8.9 %	1.8 %	2.1 %	6,862	1,738	1,068
Manager	42.3 %	39.8 %	12.5 %	3.0 %	2.3 %	25,185	8,582	5,481
Supervisor	32.6 %	43.5 %	16.3 %	4.2 %	3.3 %	49,945	17,612	11,626
Team Leader	30.8 %	40.6 %	18.2 %	6.0 %	4.4 %	43,832	16,838	11,536
Non-Supervisor	29.1 %	40.6 %	19.4 %	5.9 %	5.1 %	241,737	83,045	58,698
Sex								
Male	32.6 %	40.7 %	17.9 %	4.7 %	4.2 %	186,450	62,869	43,096
Female	29.5 %	41.1 %	18.2 %	6.3 %	4.9 %	169,569	60,357	40,281
Hispanic or Latino								
Yes	29.8 %	38.7 %	19.7 %	6.3 %	5.6 %	46,679	10,981	7,632
No	31.5 %	41.2 %	17.7 %	5.2 %	4.3 %	310,988	112,972	76,718
Race								
American Indian/Alaska Native	22.3 %	40.2 %	25.0 %	6.8 %	5.8 %	11,654	1,725	1,057
Asian	30.3 %	43.7 %	18.4 %	4.2 %	3.4 %	23,589	6,692	4,530
Black/African American	30.7 %	42.4 %	18.2 %	4.6 %	4.2 %	60,191	15,795	8,468
Native Hawaiian/Pacific Islander	27.1 %	38.2 %	23.4 %	5.3 %	6.1 %	2,911	523	341
White	32.5 %	40.6 %	17.2 %	5.5 %	4.3 %	229,807	89,908	62,677
Two or more races(Not Hispanic/Latino)	28.8 %	37.6 %	19.2 %	7.0 %	7.5 %	17,433	5,325	3,875
Age Group								
25 and under	32.0 %	40.7 %	18.4 %	5.3 %	3.6 %	6,020	2,502	1,176
26-29 years old	30.3 %	40.6 %	18.1 %	6.2 %	4.8 %	12,836	5,865	3,076
30-39 years old	31.2 %	39.4 %	17.3 %	6.4 %	5.7 %	64,720	27,756	17,527
40-49 years old	31.5 %	39.9 %	17.6 %	5.7 %	5.3 %	98,845	35,607	25,697
50-59 years old	31.2 %	41.6 %	18.6 %	4.9 %	3.8 %	112,267	35,248	24,647
60 or older	31.2 %	42.9 %	18.5 %	4.4 %	3.0 %	63,194	16,938	12,103
Level of Education								
Less than High School	18.9 %	42.5 %	28.8 %	6.2 %	3.6 %	349	41	30
H.S. Diploma/GED or equiv	24.9 %	41.7 %	23.3 %	5.7 %	4.4 %	19,088	3,137	2,083
Trade/Technical Certificate	23.4 %	41.0 %	24.7 %	5.7 %	5.2 %	9,424	1,678	1,243
Some College(no degree)	27.0 %	40.0 %	21.8 %	6.1 %	5.1 %	50,882	11,123	7,305
Associate's Degree	27.1 %	40.7 %	21.6 %	5.7 %	4.8 %	30,183	7,017	4,648
Bachelor's Degree	31.4 %	41.7 %	17.3 %	5.2 %	4.4 %	122,934	45,650	30,213
Master's Degree	35.6 %	40.6 %	14.6 %	5.0 %	4.2 %	95,101	39,499	27,080
Doctoral/Professional Degree	37.8 %	38.4 %	14.4 %	5.2 %	4.2 %	33,788	17,275	13,197
Pay Category								
Federal Wage System	20.2 %	39.3 %	26.2 %	7.5 %	6.8 %	13,197	2,929	1,972
GS 1-6	25.8 %	40.0 %	21.9 %	6.7 %	5.5 %	21,897	4,208	2,834
GS 7-12	28.3 %	41.4 %	19.3 %	5.8 %	5.2 %	156,979	46,840	31,812
GS 13-15	38.1 %	40.7 %	13.9 %	4.0 %	3.2 %	139,578	60,617	42,739

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) 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	30.9 %	40.7 %	18.4 %	5.4 %	4.6 %	377,881	130,393	90,868
SES	65.6 %	26.3 %	5.3 %	1.3 %	1.5 %	3,343	1,217	734
SL/ST	47.9 %	37.0 %	9.9 %	2.9 %	2.3 %	1,136	557	368
Other	26.3 %	39.8 %	22.3 %	7.0 %	4.7 %	31,434	11,211	7,687
Time in Federal Government								
< 1 year	38.4 %	39.9 %	15.8 %	3.6 %	2.3 %	11,187	3,613	2,451
1-3 years	34.1 %	40.9 %	16.8 %	4.8 %	3.4 %	48,127	16,959	11,064
4-5 years	30.8 %	40.5 %	18.1 %	5.9 %	4.7 %	32,578	11,381	7,355
6-10 years	30.2 %	40.0 %	18.3 %	6.1 %	5.3 %	59,168	21,289	14,171
11-14 years	31.1 %	40.7 %	17.6 %	5.6 %	5.0 %	58,014	21,389	15,228
15-20 years	29.2 %	40.1 %	19.5 %	5.9 %	5.3 %	64,485	21,910	16,356
> 20 years	30.4 %	41.8 %	18.7 %	4.9 %	4.1 %	93,499	30,856	21,387
Time with Current Agency								
< 1 year	39.4 %	39.2 %	15.2 %	3.6 %	2.5 %	19,404	6,128	4,391
1-3 years	34.4 %	40.5 %	16.7 %	4.8 %	3.7 %	70,795	24,428	16,429
4-5 years	30.6 %	40.6 %	18.2 %	5.7 %	4.8 %	40,401	13,713	9,092
6-10 years	29.6 %	40.1 %	18.7 %	6.1 %	5.5 %	63,654	22,618	15,068
11-14 years	29.6 %	41.4 %	18.2 %	5.8 %	5.0 %	51,576	18,983	13,558
15-20 years	27.7 %	40.7 %	20.1 %	6.2 %	5.3 %	54,026	18,453	13,652
> 20 years	30.4 %	41.8 %	18.8 %	4.9 %	4.1 %	67,611	23,273	15,907
Leaving								
No	37.4 %	42.3 %	15.2 %	3.3 %	1.8 %	245,469	85,240	54,976
Yes, to retire	26.7 %	43.9 %	20.5 %	5.2 %	3.8 %	24,169	6,838	5,093
Yes, to other job in Govt	19.4 %	38.2 %	23.3 %	9.5 %	9.5 %	64,574	23,352	17,929
Yes, to other job outside Govt	18.9 %	34.7 %	22.5 %	11.2 %	12.7 %	13,186	5,759	4,583
Yes, other	16.1 %	33.7 %	27.2 %	11.0 %	12.2 %	19,746	6,332	5,497
Retiring								
Less than 1 year	27.3 %	39.3 %	20.5 %	6.2 %	6.7 %	10,351	3,200	2,448
1 year	26.6 %	43.5 %	19.7 %	5.7 %	4.5 %	9,874	2,927	2,059
2 years	29.5 %	42.7 %	19.5 %	4.9 %	3.4 %	19,972	5,771	4,348
3 years	29.4 %	42.1 %	19.9 %	4.8 %	3.7 %	20,588	6,134	4,276
4 years	29.0 %	42.6 %	19.2 %	4.9 %	4.3 %	12,572	3,790	2,667
5 years	28.4 %	42.1 %	19.6 %	5.3 %	4.6 %	29,507	8,566	6,191
More than 5 years	32.2 %	40.3 %	17.5 %	5.5 %	4.5 %	261,300	96,124	65,147
Transgender								
Yes	24.0 %	27.3 %	22.4 %	10.1 %	16.1 %	1,663	382	359
No	31.4 %	40.9 %	18.0 %	5.3 %	4.4 %	351,263	122,054	82,064
Consider Yourself as								
Straight	32.6 %	37.3 %	16.6 %	7.1 %	6.4 %	8,518	3,710	2,435
Gay or Lesbian	31.8 %	41.2 %	17.8 %	5.1 %	4.1 %	319,482	111,037	73,390
Bisexual	28.7 %	36.8 %	17.2 %	9.4 %	8.0 %	6,784	2,536	1,805
Use different term	22.1 %	35.6 %	22.5 %	9.7 %	10.1 %	10,585	2,643	2,631
Military Service								
No Prior Military Service	30.1 %	41.2 %	18.4 %	5.8 %	4.5 %	263,822	98,950	67,930

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(83) 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	30.9 %	40.7 %	18.4 %	5.4 %	4.6 %	377,881	130,393	90,868
Currently in Guard/Reserves	35.0 %	39.3 %	16.5 %	4.6 %	4.7 %	5,154	1,689	1,050
Retired	35.9 %	40.8 %	16.5 %	3.8 %	3.1 %	44,659	12,081	7,903
Separated/Discharged	30.1 %	39.1 %	19.2 %	5.7 %	6.0 %	53,307	14,791	11,178
Military Spouse								
Spouse of current active duty service member	34.5 %	37.2 %	18.0 %	6.1 %	4.3 %	4,375	1,488	890
Spouse of separated or retired service member with a disability rating of 100%	30.0 %	39.3 %	18.7 %	6.4 %	5.6 %	9,154	2,037	1,445
Widow(er) of a service member killed while on active duty	27.4 %	31.6 %	24.3 %	6.9 %	9.8 %	265	39	39
None of the categories listed	31.1 %	40.9 %	18.2 %	5.4 %	4.5 %	353,317	124,061	85,710
NoN-Competitive Hiring Authority								
Yes	31.9 %	38.7 %	19.5 %	6.2 %	3.7 %	1,844	427	268
No	31.5 %	38.3 %	18.4 %	6.3 %	5.5 %	11,850	3,114	2,091
Disability								
Yes	30.3 %	36.5 %	16.6 %	7.7 %	8.9 %	79,358	7,559	9,025
No	31.5 %	42.2 %	18.5 %	4.7 %	3.1 %	279,822	117,513	75,820

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) 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	28.9 %	37.3 %	23.1 %	5.7 %	5.0 %	354,146	132,481	111,953
Work Location								
Headquarters	33.4 %	37.5 %	20.1 %	4.9 %	4.2 %	98,876	41,133	34,483
Field	24.9 %	37.1 %	25.5 %	6.6 %	5.9 %	174,885	62,051	51,660
Full-time telework	36.0 %	37.7 %	18.8 %	4.0 %	3.4 %	67,217	25,353	21,767
Supervisory Status								
Senior Leader	53.0 %	30.3 %	11.5 %	2.7 %	2.5 %	6,386	1,846	1,424
Manager	39.4 %	37.2 %	16.7 %	3.9 %	2.8 %	23,153	8,856	7,212
Supervisor	30.3 %	39.7 %	21.3 %	4.9 %	3.8 %	46,308	18,072	14,747
Team Leader	28.5 %	36.7 %	23.7 %	6.3 %	4.9 %	40,971	17,032	14,139
Non-Supervisor	27.4 %	37.2 %	23.9 %	6.0 %	5.5 %	227,560	84,040	71,493
Sex								
Male	30.5 %	37.4 %	22.5 %	5.0 %	4.6 %	175,613	63,773	52,783
Female	27.7 %	37.6 %	22.9 %	6.5 %	5.3 %	158,220	61,428	50,296
Hispanic or Latino								
Yes	28.0 %	35.8 %	23.7 %	6.6 %	5.9 %	44,898	11,117	9,207
No	29.5 %	37.8 %	22.5 %	5.5 %	4.7 %	290,353	114,837	95,035
Race								
American Indian/Alaska Native	20.5 %	36.7 %	29.0 %	7.5 %	6.2 %	11,391	1,750	1,285
Asian	29.6 %	41.6 %	20.9 %	4.2 %	3.7 %	22,882	6,710	5,199
Black/African American	28.9 %	39.2 %	22.5 %	5.0 %	4.4 %	57,653	16,256	10,512
Native Hawaiian/Pacific Islander	25.6 %	35.5 %	27.1 %	5.7 %	6.2 %	2,831	538	406
White	30.4 %	37.1 %	22.1 %	5.7 %	4.7 %	212,773	91,222	78,015
Two or more races(Not Hispanic/Latino)	26.5 %	33.6 %	24.3 %	7.5 %	8.0 %	16,453	5,436	4,706
Age Group								
25 and under	30.5 %	38.5 %	21.5 %	5.4 %	4.2 %	5,747	2,528	1,402
26-29 years old	28.9 %	37.8 %	21.6 %	6.6 %	5.0 %	12,210	5,906	3,622
30-39 years old	29.8 %	36.7 %	21.1 %	6.3 %	6.1 %	60,853	27,967	21,051
40-49 years old	29.6 %	36.4 %	22.1 %	6.1 %	5.8 %	91,949	36,092	31,962
50-59 years old	28.8 %	37.9 %	23.9 %	5.2 %	4.2 %	105,038	36,051	30,934
60 or older	28.9 %	39.1 %	23.8 %	4.8 %	3.3 %	59,736	17,353	15,113
Level of Education								
Less than High School	17.7 %	42.1 %	28.3 %	5.9 %	6.0 %	346	41	31
H.S. Diploma/GED or equiv	23.4 %	39.2 %	26.6 %	6.1 %	4.7 %	18,660	3,214	2,417
Trade/Technical Certificate	21.8 %	37.3 %	28.9 %	6.3 %	5.7 %	9,169	1,707	1,455
Some College(no degree)	25.4 %	36.6 %	26.4 %	6.2 %	5.5 %	48,979	11,254	9,024
Associate's Degree	25.3 %	37.2 %	26.1 %	6.2 %	5.2 %	29,044	7,139	5,640
Bachelor's Degree	29.3 %	38.3 %	22.2 %	5.4 %	4.8 %	114,887	46,387	37,327
Master's Degree	33.5 %	37.1 %	19.3 %	5.3 %	4.8 %	87,554	40,141	33,826
Doctoral/Professional Degree	35.9 %	34.9 %	18.8 %	5.5 %	4.8 %	30,396	17,544	16,263
Pay Category								
Federal Wage System	18.8 %	35.6 %	30.7 %	7.7 %	7.2 %	12,831	2,934	2,307
GS 1-6	24.6 %	37.0 %	25.5 %	6.9 %	5.9 %	21,301	4,225	3,379
GS 7-12	26.6 %	38.0 %	23.9 %	6.0 %	5.5 %	148,867	47,431	39,095
GS 13-15	35.8 %	37.3 %	18.8 %	4.4 %	3.7 %	127,648	61,899	53,201

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) 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	28.9 %	37.3 %	23.1 %	5.7 %	5.0 %	354,146	132,481	111,953
SES	61.8 %	25.6 %	8.1 %	2.6 %	1.9 %	2,977	1,298	1,013
SL/ST	46.4 %	31.7 %	15.9 %	3.4 %	2.6 %	1,014	560	482
Other	24.5 %	36.2 %	26.8 %	7.2 %	5.2 %	29,767	11,277	9,240
Time in Federal Government								
< 1 year	36.8 %	37.5 %	19.8 %	3.7 %	2.3 %	10,540	3,663	3,025
1-3 years	32.5 %	38.2 %	20.7 %	4.9 %	3.7 %	45,494	17,154	13,418
4-5 years	29.0 %	37.6 %	22.4 %	5.9 %	5.1 %	30,863	11,501	8,882
6-10 years	28.3 %	36.7 %	22.9 %	6.1 %	5.9 %	55,640	21,606	17,285
11-14 years	29.1 %	37.1 %	22.4 %	5.9 %	5.4 %	54,093	21,721	18,751
15-20 years	27.1 %	36.3 %	24.4 %	6.3 %	5.8 %	60,246	22,287	20,131
> 20 years	28.0 %	38.0 %	23.9 %	5.4 %	4.6 %	87,056	31,497	27,070
Time with Current Agency								
< 1 year	37.9 %	36.8 %	19.3 %	3.5 %	2.6 %	18,251	6,230	5,414
1-3 years	32.7 %	37.6 %	20.7 %	5.0 %	4.1 %	66,698	24,783	20,056
4-5 years	28.6 %	37.5 %	22.9 %	5.7 %	5.3 %	38,211	13,867	11,047
6-10 years	27.7 %	36.7 %	23.3 %	6.4 %	6.0 %	59,752	23,022	18,472
11-14 years	27.6 %	37.7 %	23.0 %	6.3 %	5.4 %	48,180	19,225	16,647
15-20 years	25.6 %	36.9 %	25.3 %	6.4 %	5.8 %	50,458	18,789	16,810
> 20 years	28.0 %	37.9 %	24.2 %	5.5 %	4.5 %	62,772	23,733	20,203
Leaving								
No	35.3 %	39.4 %	19.5 %	3.7 %	2.1 %	230,013	87,004	68,338
Yes, to retire	24.5 %	39.5 %	26.0 %	5.7 %	4.2 %	22,775	6,975	6,322
Yes, to other job in Govt	17.7 %	33.9 %	28.6 %	9.5 %	10.3 %	60,423	23,532	21,784
Yes, to other job outside Govt	17.0 %	30.2 %	28.2 %	11.1 %	13.5 %	12,275	5,714	5,504
Yes, other	14.4 %	29.4 %	32.5 %	11.0 %	12.7 %	18,546	6,338	6,669
Retiring								
Less than 1 year	24.6 %	35.3 %	26.6 %	6.2 %	7.3 %	9,720	3,252	3,011
1 year	24.6 %	38.7 %	25.5 %	6.5 %	4.7 %	9,249	2,980	2,613
2 years	27.3 %	38.9 %	24.6 %	5.2 %	4.1 %	18,771	5,913	5,403
3 years	27.0 %	38.4 %	24.9 %	5.5 %	4.2 %	19,388	6,222	5,367
4 years	26.7 %	38.3 %	25.0 %	5.5 %	4.5 %	11,758	3,881	3,379
5 years	26.2 %	38.2 %	24.9 %	5.7 %	5.0 %	27,732	8,730	7,750
More than 5 years	30.3 %	37.1 %	21.9 %	5.7 %	5.0 %	244,588	97,577	80,001
Transgender								
Yes	22.8 %	25.2 %	25.4 %	11.2 %	15.5 %	1,559	390	454
No	29.4 %	37.6 %	22.6 %	5.6 %	4.8 %	329,402	124,010	101,478
Consider Yourself as								
Straight	30.4 %	33.2 %	22.2 %	7.2 %	7.0 %	7,830	3,777	3,036
Gay or Lesbian	29.8 %	37.9 %	22.3 %	5.4 %	4.6 %	300,135	112,817	90,527
Bisexual	26.7 %	33.4 %	22.0 %	9.5 %	8.4 %	6,202	2,571	2,337
Use different term	20.5 %	31.7 %	27.9 %	9.3 %	10.5 %	9,806	2,685	3,352
Military Service								
No Prior Military Service	28.2 %	37.8 %	23.1 %	6.0 %	5.0 %	246,316	100,439	83,555

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(84) 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	28.9 %	37.3 %	23.1 %	5.7 %	5.0 %	354,146	132,481	111,953
Currently in Guard/Reserves	33.3 %	37.8 %	18.8 %	5.1 %	5.0 %	4,905	1,710	1,273
Retired	33.6 %	37.5 %	21.3 %	4.2 %	3.4 %	42,192	12,408	9,971
Separated/Discharged	28.2 %	35.4 %	24.2 %	5.8 %	6.5 %	50,382	15,005	13,814
Military Spouse								
Spouse of current active duty service member	33.6 %	34.7 %	20.8 %	5.9 %	5.0 %	4,181	1,491	1,072
Spouse of separated or retired service member with a disability rating of 100%	28.3 %	35.8 %	23.1 %	6.8 %	6.0 %	8,723	2,090	1,812
Widow(er) of a service member killed while on active duty	26.9 %	29.0 %	28.1 %	5.3 %	10.7 %	254	37	53
None of the categories listed	29.1 %	37.5 %	22.9 %	5.7 %	4.9 %	330,813	126,048	105,708
NoN-Competitive Hiring Authority								
Yes	30.4 %	36.3 %	22.6 %	6.3 %	4.4 %	1,778	437	319
No	30.2 %	35.1 %	22.3 %	6.5 %	5.9 %	11,284	3,157	2,601
Disability								
Yes	28.4 %	32.9 %	21.3 %	7.9 %	9.5 %	75,158	7,916	12,760
No	29.5 %	38.9 %	23.2 %	4.9 %	3.5 %	261,574	119,139	92,033

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) 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	30.1 %	39.5 %	21.7 %	4.5 %	4.2 %	359,241	135,576	103,447
Work Location								
Headquarters	34.7 %	39.4 %	18.6 %	3.9 %	3.4 %	100,512	42,092	31,798
Field	26.0 %	39.5 %	24.2 %	5.3 %	5.0 %	177,043	63,535	47,887
Full-time telework	37.3 %	39.8 %	17.3 %	2.9 %	2.8 %	68,395	25,911	19,979
Supervisory Status								
Senior Leader	54.5 %	30.8 %	10.7 %	1.7 %	2.4 %	6,402	1,911	1,327
Manager	41.2 %	38.8 %	15.3 %	2.6 %	2.2 %	23,261	9,148	6,768
Supervisor	31.5 %	41.9 %	19.8 %	3.6 %	3.1 %	46,686	18,598	13,783
Team Leader	29.9 %	39.3 %	21.9 %	4.9 %	3.9 %	41,700	17,410	13,007
Non-Supervisor	28.5 %	39.4 %	22.6 %	4.9 %	4.7 %	231,374	85,801	65,803
Sex								
Male	31.9 %	39.5 %	20.8 %	4.0 %	3.9 %	178,546	65,120	48,389
Female	28.6 %	39.8 %	22.0 %	5.2 %	4.5 %	160,063	62,992	46,758
Hispanic or Latino								
Yes	29.1 %	37.4 %	23.1 %	5.2 %	5.2 %	45,172	11,353	8,676
No	30.7 %	40.0 %	21.0 %	4.3 %	3.9 %	294,920	117,535	87,551
Race								
American Indian/Alaska Native	21.6 %	38.6 %	28.3 %	5.9 %	5.6 %	11,423	1,767	1,216
Asian	30.5 %	42.8 %	20.2 %	3.4 %	3.2 %	22,989	6,798	4,964
Black/African American	29.7 %	41.2 %	21.2 %	4.0 %	3.9 %	57,876	16,560	9,881
Native Hawaiian/Pacific Islander	26.1 %	37.5 %	25.9 %	5.3 %	5.2 %	2,838	551	381
White	31.7 %	39.4 %	20.5 %	4.4 %	3.9 %	216,850	93,531	71,561
Two or more races(Not Hispanic/Latino)	27.7 %	36.1 %	23.2 %	6.3 %	6.8 %	16,667	5,550	4,382
Age Group								
25 and under	31.7 %	40.1 %	21.1 %	4.0 %	3.1 %	5,837	2,562	1,295
26-29 years old	30.2 %	40.5 %	20.4 %	4.6 %	4.4 %	12,407	5,987	3,353
30-39 years old	31.0 %	38.5 %	20.2 %	5.2 %	5.0 %	61,832	28,508	19,558
40-49 years old	30.8 %	38.5 %	21.1 %	4.7 %	4.9 %	93,270	37,051	29,624
50-59 years old	30.0 %	40.2 %	22.2 %	4.1 %	3.6 %	106,545	37,007	28,384
60 or older	30.0 %	41.5 %	21.7 %	3.9 %	2.9 %	60,490	17,706	13,848
Level of Education								
Less than High School	18.9 %	41.0 %	29.0 %	6.5 %	4.6 %	342	45	29
H.S. Diploma/GED or equiv	24.2 %	40.8 %	25.9 %	5.1 %	4.0 %	18,741	3,233	2,280
Trade/Technical Certificate	22.6 %	39.8 %	27.6 %	5.4 %	4.6 %	9,209	1,748	1,360
Some College(no degree)	26.3 %	38.7 %	25.3 %	4.9 %	4.8 %	49,315	11,509	8,404
Associate's Degree	26.4 %	39.3 %	25.0 %	4.9 %	4.4 %	29,216	7,271	5,316
Bachelor's Degree	30.5 %	40.6 %	20.6 %	4.3 %	4.0 %	116,699	47,418	34,401
Master's Degree	34.9 %	39.3 %	17.7 %	4.2 %	3.9 %	89,245	41,156	31,083
Doctoral/Professional Degree	37.2 %	37.4 %	17.4 %	4.2 %	3.8 %	31,230	18,006	14,943
Pay Category								
Federal Wage System	19.8 %	37.5 %	29.8 %	6.7 %	6.3 %	12,898	2,994	2,166
GS 1-6	25.4 %	38.9 %	25.2 %	5.5 %	5.1 %	21,432	4,290	3,164
GS 7-12	27.7 %	40.1 %	22.6 %	4.8 %	4.8 %	150,897	48,422	35,976
GS 13-15	37.2 %	39.6 %	17.0 %	3.3 %	2.9 %	130,023	63,474	49,146

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) 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	30.1 %	39.5 %	21.7 %	4.5 %	4.2 %	359,241	135,576	103,447
SES	64.3 %	25.5 %	7.4 %	1.3 %	1.5 %	3,010	1,343	931
SL/ST	47.6 %	35.4 %	13.1 %	1.7 %	2.3 %	1,042	574	439
Other	25.4 %	38.6 %	26.0 %	5.6 %	4.4 %	30,138	11,524	8,605
Time in Federal Government								
< 1 year	37.9 %	39.1 %	18.2 %	2.9 %	1.9 %	10,773	3,719	2,738
1-3 years	33.6 %	40.0 %	19.5 %	3.9 %	3.0 %	46,298	17,440	12,306
4-5 years	30.4 %	39.3 %	21.3 %	4.8 %	4.3 %	31,311	11,715	8,226
6-10 years	29.5 %	39.0 %	21.7 %	4.9 %	4.9 %	56,471	22,100	15,947
11-14 years	30.2 %	39.6 %	21.1 %	4.6 %	4.5 %	54,927	22,242	17,360
15-20 years	28.3 %	38.7 %	23.1 %	4.9 %	5.0 %	61,005	22,854	18,762
> 20 years	29.2 %	40.3 %	22.2 %	4.4 %	3.9 %	88,158	32,383	24,926
Time with Current Agency								
< 1 year	38.8 %	38.3 %	17.7 %	3.0 %	2.3 %	18,621	6,358	4,919
1-3 years	33.8 %	39.4 %	19.5 %	4.0 %	3.3 %	67,782	25,246	18,474
4-5 years	30.0 %	39.3 %	21.6 %	4.7 %	4.5 %	38,729	14,155	10,225
6-10 years	28.8 %	39.0 %	22.2 %	5.0 %	5.0 %	60,549	23,587	17,080
11-14 years	28.8 %	40.3 %	21.4 %	4.9 %	4.6 %	48,871	19,697	15,443
15-20 years	26.8 %	39.2 %	24.0 %	5.0 %	5.0 %	51,109	19,264	15,647
> 20 years	29.1 %	40.3 %	22.4 %	4.3 %	3.8 %	63,684	24,364	18,554
Leaving								
No	36.7 %	41.2 %	17.8 %	2.6 %	1.7 %	233,232	88,986	62,935
Yes, to retire	25.7 %	41.9 %	23.9 %	4.8 %	3.7 %	23,093	7,121	5,821
Yes, to other job in Govt	18.6 %	36.7 %	27.9 %	8.1 %	8.7 %	61,326	24,093	20,293
Yes, to other job outside Govt	18.0 %	33.3 %	27.7 %	9.0 %	11.9 %	12,504	5,873	5,128
Yes, other	14.8 %	32.3 %	32.0 %	9.5 %	11.4 %	18,892	6,510	6,142
Retiring								
Less than 1 year	26.0 %	37.8 %	23.9 %	5.6 %	6.7 %	9,864	3,328	2,779
1 year	25.8 %	41.3 %	23.6 %	5.2 %	4.1 %	9,396	3,050	2,386
2 years	28.3 %	41.4 %	22.8 %	4.0 %	3.5 %	19,016	6,050	4,977
3 years	28.1 %	40.8 %	23.5 %	4.2 %	3.4 %	19,660	6,393	4,889
4 years	27.9 %	41.0 %	23.0 %	4.3 %	3.8 %	11,897	3,988	3,117
5 years	27.0 %	40.8 %	23.2 %	4.7 %	4.3 %	28,094	8,982	7,107
More than 5 years	31.5 %	39.1 %	20.7 %	4.5 %	4.2 %	248,243	99,769	74,036
Transgender								
Yes	22.6 %	27.3 %	25.1 %	9.7 %	15.3 %	1,594	398	404
No	30.6 %	39.7 %	21.2 %	4.4 %	4.1 %	334,104	126,895	93,654
Consider Yourself as								
Straight	31.6 %	35.8 %	20.9 %	5.7 %	6.1 %	7,980	3,884	2,774
Gay or Lesbian	31.0 %	40.0 %	20.9 %	4.2 %	3.8 %	304,176	115,376	83,718
Bisexual	27.5 %	37.1 %	21.0 %	7.5 %	7.0 %	6,384	2,646	2,087
Use different term	21.1 %	34.0 %	27.6 %	8.3 %	9.0 %	10,075	2,753	3,004
Military Service								
No Prior Military Service	29.4 %	40.0 %	21.8 %	4.8 %	4.1 %	250,015	102,756	77,340

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(85) 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	30.1 %	39.5 %	21.7 %	4.5 %	4.2 %	359,241	135,576	103,447
Currently in Guard/Reserves	34.6 %	38.8 %	18.4 %	3.8 %	4.4 %	4,951	1,756	1,168
Retired	34.8 %	39.6 %	19.3 %	3.3 %	3.0 %	42,826	12,676	9,046
Separated/Discharged	29.2 %	37.6 %	22.8 %	4.7 %	5.6 %	51,018	15,390	12,763
Military Spouse								
Spouse of current active duty service member	34.0 %	35.9 %	21.2 %	5.1 %	3.8 %	4,208	1,520	1,018
Spouse of separated or retired service member with a disability rating of 100%	29.4 %	37.2 %	22.6 %	5.5 %	5.4 %	8,797	2,134	1,692
Widow(er) of a service member killed while on active duty	27.1 %	31.8 %	25.3 %	6.8 %	9.0 %	252	41	47
None of the categories listed	30.3 %	39.7 %	21.4 %	4.5 %	4.2 %	335,740	128,992	97,581
NoN-Competitive Hiring Authority								
Yes	31.0 %	37.9 %	21.8 %	5.7 %	3.6 %	1,785	441	307
No	31.0 %	36.4 %	22.3 %	5.2 %	5.1 %	11,377	3,230	2,432
Disability								
Yes	29.2 %	35.3 %	20.4 %	6.9 %	8.2 %	76,569	8,138	11,116
No	30.8 %	41.0 %	21.6 %	3.7 %	2.9 %	265,017	121,893	85,601

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
Work Location						
Headquarters	26.9 %	38.0 %	19.3 %	10.4 %	5.4 %	173,941
Field	22.4 %	37.1 %	21.5 %	11.8 %	7.1 %	287,651
Full-time telework	27.4 %	38.7 %	20.2 %	9.2 %	4.5 %	113,878
Supervisory Status						
Senior Leader	54.1 %	30.7 %	8.6 %	4.2 %	2.4 %	9,620
Manager	34.2 %	38.3 %	15.3 %	8.2 %	3.9 %	39,037
Supervisor	26.9 %	39.9 %	18.4 %	9.9 %	4.9 %	78,871
Team Leader	24.9 %	38.8 %	20.0 %	10.8 %	5.6 %	71,908
Non-Supervisor	22.4 %	37.0 %	22.1 %	11.7 %	6.8 %	381,825
Sex						
Male	24.6 %	37.4 %	20.4 %	11.0 %	6.6 %	291,174
Female	25.2 %	38.3 %	20.5 %	10.7 %	5.2 %	268,894
Hispanic or Latino						
Yes	27.9 %	36.1 %	19.4 %	10.1 %	6.5 %	65,015
No	24.3 %	38.0 %	20.7 %	11.0 %	6.0 %	498,363
Race						
American Indian/Alaska Native	27.1 %	38.6 %	19.8 %	8.9 %	5.6 %	14,363
Asian	29.3 %	41.1 %	18.5 %	6.8 %	4.3 %	34,692
Black/African American	28.1 %	38.3 %	19.5 %	8.8 %	5.3 %	84,004
Native Hawaiian/Pacific Islander	26.9 %	37.6 %	19.6 %	9.6 %	6.3 %	3,758
White	23.9 %	37.7 %	20.6 %	11.6 %	6.1 %	380,652
Two or more races(Not Hispanic/Latino)	22.4 %	34.0 %	22.1 %	12.8 %	8.6 %	26,505
Age Group						
25 and under	19.8 %	36.4 %	23.5 %	13.7 %	6.7 %	9,690
26-29 years old	18.5 %	35.0 %	23.8 %	14.7 %	7.9 %	21,750
30-39 years old	21.2 %	35.4 %	22.1 %	13.2 %	8.1 %	109,833
40-49 years old	23.6 %	36.7 %	20.6 %	11.9 %	7.2 %	159,638
50-59 years old	26.6 %	39.3 %	19.7 %	9.5 %	4.8 %	171,271
60 or older	31.0 %	41.0 %	18.2 %	6.8 %	3.0 %	91,324
Level of Education						
Less than High School	22.5 %	40.0 %	24.1 %	8.2 %	5.2 %	416
H.S. Diploma/GED or equiv	24.1 %	37.3 %	22.3 %	9.9 %	6.4 %	24,195

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
Trade/Technical Certificate	21.7 %	36.4 %	23.9 %	11.5 %	6.6 %	12,249
Some College(no degree)	24.1 %	36.8 %	21.8 %	10.8 %	6.5 %	68,916
Associate's Degree	23.5 %	37.0 %	22.2 %	10.7 %	6.5 %	41,640
Bachelor's Degree	22.6 %	37.8 %	21.3 %	11.8 %	6.6 %	197,960
Master's Degree	26.5 %	38.5 %	18.9 %	10.6 %	5.5 %	161,013
Doctoral/Professional Degree	30.9 %	37.8 %	17.1 %	9.4 %	4.8 %	64,043
Pay Category						
Federal Wage System	18.1 %	33.9 %	24.8 %	14.2 %	9.1 %	18,015
GS 1-6	21.5 %	34.7 %	24.3 %	12.1 %	7.4 %	28,750
GS 7-12	22.5 %	36.9 %	21.7 %	11.8 %	7.1 %	234,621
GS 13-15	27.8 %	39.6 %	18.3 %	9.6 %	4.7 %	241,906
SES	59.6 %	28.2 %	6.6 %	4.0 %	1.6 %	5,265
SL/ST	45.5 %	34.1 %	12.3 %	5.6 %	2.5 %	2,047
Other	23.1 %	37.4 %	22.6 %	11.1 %	5.7 %	50,150
Time in Federal Government						
< 1 year	30.0 %	38.4 %	19.2 %	8.8 %	3.6 %	17,184
1-3 years	25.6 %	37.9 %	20.4 %	10.6 %	5.5 %	75,941
4-5 years	22.3 %	36.7 %	22.0 %	12.1 %	6.9 %	51,176
6-10 years	22.9 %	36.4 %	21.7 %	12.2 %	6.9 %	94,299
11-14 years	23.3 %	38.0 %	20.8 %	11.4 %	6.5 %	94,256
15-20 years	23.4 %	36.8 %	21.0 %	11.7 %	7.1 %	102,265
> 20 years	26.8 %	39.0 %	19.5 %	9.4 %	5.2 %	144,841
Time with Current Agency						
< 1 year	31.0 %	37.2 %	18.4 %	9.0 %	4.3 %	29,817
1-3 years	25.5 %	37.3 %	20.5 %	10.9 %	5.9 %	111,263
4-5 years	22.5 %	37.0 %	21.8 %	11.9 %	6.9 %	63,017
6-10 years	22.6 %	36.9 %	21.6 %	12.0 %	6.9 %	100,951
11-14 years	23.0 %	38.1 %	21.0 %	11.5 %	6.4 %	83,758
15-20 years	23.2 %	37.2 %	21.0 %	11.6 %	7.0 %	85,688
> 20 years	27.3 %	39.3 %	19.5 %	9.0 %	4.9 %	106,169
Leaving						
No	31.4 %	42.6 %	18.2 %	6.0 %	1.9 %	384,030
Yes, to retire	22.9 %	39.3 %	22.4 %	10.3 %	5.2 %	35,787

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
Yes, to other job in Govt	11.9 %	28.4 %	25.3 %	21.0 %	13.4 %	105,490
Yes, to other job outside Govt	9.3 %	24.4 %	22.5 %	23.1 %	20.6 %	23,460
Yes, other	10.6 %	26.1 %	26.6 %	20.9 %	15.8 %	31,479
Retiring						
Less than 1 year	22.5 %	35.1 %	21.2 %	12.4 %	8.8 %	15,867
1 year	22.0 %	38.5 %	22.7 %	10.8 %	5.8 %	14,747
2 years	25.5 %	40.1 %	20.7 %	9.1 %	4.7 %	29,801
3 years	26.1 %	39.4 %	20.2 %	9.5 %	4.7 %	30,763
4 years	25.3 %	39.0 %	20.7 %	9.9 %	5.2 %	18,902
5 years	24.9 %	39.3 %	20.0 %	10.1 %	5.7 %	44,003
More than 5years	24.5 %	37.3 %	20.6 %	11.3 %	6.3 %	421,253
Transgender						
Yes	17.4 %	26.6 %	22.4 %	16.2 %	17.5 %	2,396
No	24.9 %	37.8 %	20.4 %	10.8 %	6.0 %	552,801
Consider Yourself as						
Straight	24.2 %	35.0 %	20.4 %	13.0 %	7.4 %	14,629
Gay or Lesbian	25.3 %	38.1 %	20.3 %	10.5 %	5.8 %	501,504
Bisexual	21.6 %	33.8 %	21.2 %	15.2 %	8.3 %	11,106
Use different term	17.1 %	32.2 %	23.6 %	15.1 %	12.0 %	15,782
Military Service						
No Prior Military Service	24.0 %	38.1 %	20.9 %	11.0 %	5.9 %	428,895
Currently in Guard/Reserves	33.8 %	36.4 %	20.2 %	12.8 %	7.9 %	7,880
Retired	29.2 %	38.8 %	18.7 %	9.0 %	4.4 %	64,312
Separated/Discharged	22.7 %	35.0 %	21.4 %	12.3 %	8.6 %	78,912
Military Spouse						
Spouse of current active duty service member	25.2 %	35.1 %	19.6 %	13.1 %	7.0 %	6,749
Spouse of separated or retired service member with a disability rating of 100%	28.5 %	37.2 %	18.6 %	9.9 %	5.8 %	12,587
Widow(er) of a service member killed while on active duty	26.6 %	32.8 %	22.7 %	12.2 %	5.7 %	341
None of the categories listed	24.4 %	37.7 %	20.7 %	11.0 %	6.1 %	560,620
NoN-Competitive Hiring Authority						
Yes	27.5 %	35.7 %	19.7 %	11.0 %	6.2 %	2,532
No	27.1 %	36.5 %	18.9 %	11.2 %	6.3 %	17,006

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(86) My job inspires me.

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	24.4 %	37.6 %	20.8 %	11.0 %	6.2 %	596,094
Disability						
Yes	25.3 %	34.5 %	20.1 %	12.0 %	8.2 %	95,460
No	24.6 %	38.5 %	20.6 %	10.7 %	5.6 %	471,063

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
Work Location						
Headquarters	33.8 %	42.5 %	12.8 %	6.8 %	4.1 %	173,723
Field	29.5 %	43.4 %	14.0 %	7.6 %	5.5 %	287,154
Full-time telework	34.6 %	43.3 %	12.9 %	5.9 %	3.3 %	113,798
Supervisory Status						
Senior Leader	60.9 %	28.8 %	5.7 %	2.6 %	2.1 %	9,619
Manager	41.8 %	39.7 %	10.1 %	5.6 %	2.8 %	39,001
Supervisor	34.2 %	43.6 %	12.1 %	6.3 %	3.8 %	78,772
Team Leader	32.9 %	44.2 %	12.2 %	6.7 %	4.1 %	71,859
Non-Supervisor	29.2 %	43.5 %	14.5 %	7.6 %	5.2 %	381,211
Sex						
Male	31.7 %	42.3 %	13.4 %	7.3 %	5.2 %	290,620
Female	32.4 %	44.4 %	13.1 %	6.5 %	3.7 %	268,701
Hispanic or Latino						
Yes	34.3 %	40.1 %	13.7 %	6.7 %	5.3 %	64,870
No	31.5 %	43.6 %	13.3 %	7.1 %	4.5 %	497,760
Race						
American Indian/Alaska Native	32.6 %	44.0 %	13.8 %	5.3 %	4.3 %	14,326
Asian	34.9 %	44.8 %	12.5 %	4.6 %	3.2 %	34,723
Black/African American	35.1 %	42.8 %	13.2 %	5.3 %	3.7 %	83,875
Native Hawaiian/Pacific Islander	33.5 %	42.7 %	12.7 %	6.4 %	4.7 %	3,749
White	31.3 %	43.3 %	13.1 %	7.5 %	4.7 %	380,106
Two or more races(Not Hispanic/Latino)	29.2 %	40.6 %	15.2 %	8.2 %	6.8 %	26,483
Age Group						
25 and under	25.5 %	44.3 %	15.9 %	9.0 %	5.3 %	9,642
26-29 years old	24.4 %	43.9 %	16.4 %	9.3 %	6.0 %	21,668
30-39 years old	27.8 %	42.2 %	14.9 %	8.8 %	6.3 %	109,596
40-49 years old	30.4 %	42.3 %	13.9 %	7.9 %	5.5 %	159,376
50-59 years old	34.2 %	43.8 %	12.4 %	6.0 %	3.5 %	171,037
60 or older	39.1 %	44.3 %	10.6 %	3.9 %	2.1 %	91,414
Level of Education						
Less than High School	29.2 %	44.1 %	17.8 %	5.1 %	3.8 %	410
H.S. Diploma/GED or equiv	31.0 %	43.2 %	14.9 %	6.1 %	4.8 %	24,139

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
Trade/Technical Certificate	28.7 %	44.2 %	15.4 %	6.9 %	4.8 %	12,222
Some College(no degree)	31.7 %	42.7 %	14.2 %	6.5 %	4.9 %	68,806
Associate's Degree	30.8 %	43.1 %	14.6 %	6.7 %	4.8 %	41,555
Bachelor's Degree	29.7 %	43.9 %	13.8 %	7.7 %	5.0 %	197,711
Master's Degree	33.3 %	42.8 %	12.5 %	7.2 %	4.2 %	160,830
Doctoral/Professional Degree	38.3 %	41.5 %	10.4 %	6.0 %	3.7 %	64,005
Pay Category						
Federal Wage System	26.0 %	43.6 %	16.1 %	7.9 %	6.3 %	17,962
GS 1-6	27.9 %	42.9 %	16.5 %	7.5 %	5.1 %	28,685
GS 7-12	29.3 %	43.3 %	14.3 %	7.6 %	5.5 %	234,147
GS 13-15	35.3 %	42.9 %	11.6 %	6.5 %	3.7 %	241,762
SES	66.5 %	25.5 %	4.4 %	2.3 %	1.4 %	5,265
SL/ST	53.0 %	34.5 %	6.7 %	3.9 %	2.0 %	2,054
Other	30.2 %	44.2 %	14.9 %	6.7 %	4.0 %	50,085
Time in Federal Government						
< 1 year	36.2 %	42.7 %	13.0 %	5.6 %	2.5 %	17,155
1-3 years	32.0 %	43.3 %	13.5 %	7.0 %	4.2 %	75,796
4-5 years	29.2 %	43.3 %	14.3 %	8.0 %	5.2 %	51,038
6-10 years	29.9 %	42.6 %	14.3 %	7.9 %	5.3 %	94,165
11-14 years	30.6 %	43.5 %	13.5 %	7.5 %	4.9 %	94,179
15-20 years	30.6 %	42.5 %	13.9 %	7.4 %	5.5 %	102,079
> 20 years	34.4 %	43.5 %	12.3 %	6.0 %	3.8 %	144,762
Time with Current Agency						
< 1 year	36.5 %	41.0 %	13.0 %	6.2 %	3.3 %	29,768
1-3 years	31.7 %	42.8 %	13.6 %	7.4 %	4.5 %	111,087
4-5 years	29.6 %	43.1 %	14.3 %	7.8 %	5.2 %	62,910
6-10 years	29.9 %	43.1 %	14.2 %	7.7 %	5.2 %	100,793
11-14 years	30.4 %	43.9 %	13.4 %	7.4 %	4.9 %	83,656
15-20 years	30.5 %	42.9 %	14.0 %	7.2 %	5.4 %	85,557
> 20 years	35.3 %	43.7 %	11.9 %	5.5 %	3.6 %	106,097
Leaving						
No	39.3 %	45.4 %	10.4 %	3.5 %	1.4 %	383,841
Yes, to retire	30.3 %	45.7 %	13.7 %	6.4 %	3.9 %	35,750

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
Yes, to other job in Govt	17.4 %	38.9 %	19.5 %	14.1 %	10.1 %	105,123
Yes, to other job outside Govt	13.9 %	34.7 %	18.2 %	16.6 %	16.5 %	23,354
Yes, other	15.8 %	37.1 %	20.7 %	14.2 %	12.3 %	31,381
Retiring						
Less than 1 year	30.0 %	41.7 %	13.4 %	7.9 %	7.0 %	15,859
1 year	29.3 %	45.2 %	14.0 %	7.0 %	4.4 %	14,705
2 years	33.3 %	45.2 %	12.6 %	5.4 %	3.5 %	29,852
3 years	33.9 %	44.2 %	12.7 %	5.8 %	3.4 %	30,750
4 years	33.2 %	43.5 %	13.2 %	6.2 %	3.9 %	18,868
5 years	32.3 %	43.9 %	13.0 %	6.6 %	4.2 %	43,954
More than 5years	31.5 %	42.8 %	13.6 %	7.3 %	4.8 %	420,540
Transgender						
Yes	22.9 %	33.5 %	16.7 %	11.8 %	15.1 %	2,392
No	32.1 %	43.2 %	13.3 %	7.0 %	4.5 %	552,069
Consider Yourself as						
Straight	31.8 %	41.3 %	13.5 %	7.9 %	5.6 %	14,586
Gay or Lesbian	32.5 %	43.3 %	13.1 %	6.8 %	4.3 %	500,875
Bisexual	28.6 %	41.9 %	14.2 %	9.4 %	6.0 %	11,070
Use different term	22.4 %	40.5 %	17.2 %	10.4 %	9.5 %	15,757
Military Service						
No Prior Military Service	31.0 %	44.1 %	13.5 %	7.0 %	4.4 %	428,318
Currently in Guard/Reserves	33.8 %	40.7 %	14.0 %	9.2 %	6.5 %	7,854
Retired	37.2 %	41.9 %	11.8 %	5.8 %	3.4 %	64,221
Separated/Discharged	29.4 %	40.5 %	14.8 %	8.4 %	6.9 %	78,818
Military Spouse						
Spouse of current active duty service member	32.0 %	40.8 %	13.6 %	8.5 %	5.1 %	6,731
Spouse of separated or retired service member with a disability rating of 100%	35.3 %	41.5 %	13.1 %	6.1 %	4.0 %	12,574
Widow(er) of a service member killed while on active duty	34.4 %	35.0 %	16.6 %	8.0 %	5.9 %	342
None of the categories listed	31.5 %	43.2 %	13.5 %	7.1 %	4.7 %	559,858
NoN-Competitive Hiring Authority						
Yes	33.3 %	41.5 %	13.8 %	6.7 %	4.6 %	2,529
No	34.1 %	41.1 %	13.2 %	7.2 %	4.4 %	16,980

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(87) 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	31.5 %	43.1 %	13.6 %	7.1 %	4.7 %	595,301
Disability						
Yes	32.4 %	39.7 %	13.7 %	8.0 %	6.3 %	95,308
No	31.7 %	43.9 %	13.3 %	6.8 %	4.2 %	470,442

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
Work Location						
Headquarters	29.5 %	34.5 %	20.1 %	10.0 %	6.0 %	174,303
Field	24.3 %	33.8 %	22.3 %	11.7 %	7.9 %	288,169
Full-time telework	29.5 %	35.3 %	21.7 %	8.8 %	4.7 %	114,133
Supervisory Status						
Senior Leader	57.6 %	27.0 %	8.9 %	3.7 %	2.9 %	9,651
Manager	40.3 %	34.1 %	14.3 %	7.2 %	4.2 %	39,141
Supervisor	30.3 %	36.5 %	18.4 %	9.3 %	5.5 %	79,049
Team Leader	27.6 %	35.1 %	20.3 %	10.5 %	6.4 %	72,058
Non-Supervisor	23.8 %	33.8 %	23.4 %	11.5 %	7.5 %	382,508
Sex						
Male	27.1 %	33.9 %	21.0 %	10.7 %	7.4 %	291,746
Female	26.9 %	35.2 %	21.9 %	10.4 %	5.6 %	269,428
Hispanic or Latino						
Yes	28.5 %	33.1 %	21.1 %	9.9 %	7.3 %	65,071
No	26.7 %	34.6 %	21.5 %	10.7 %	6.6 %	499,433
Race						
American Indian/Alaska Native	26.7 %	35.2 %	23.2 %	8.3 %	6.6 %	14,378
Asian	29.4 %	38.5 %	20.2 %	7.2 %	4.7 %	34,765
Black/African American	26.8 %	34.6 %	22.7 %	9.8 %	6.1 %	84,159
Native Hawaiian/Pacific Islander	27.9 %	34.2 %	22.2 %	8.7 %	7.0 %	3,759
White	27.3 %	34.4 %	20.7 %	10.9 %	6.6 %	381,484
Two or more races(Not Hispanic/Latino)	24.2 %	30.9 %	23.0 %	12.2 %	9.8 %	26,537
Age Group						
25 and under	20.1 %	31.0 %	26.7 %	14.4 %	7.7 %	9,671
26-29 years old	19.6 %	31.1 %	25.4 %	15.0 %	8.9 %	21,711
30-39 years old	23.5 %	32.0 %	22.6 %	13.0 %	8.9 %	109,806
40-49 years old	26.1 %	33.9 %	21.0 %	11.3 %	7.8 %	159,756
50-59 years old	28.9 %	35.9 %	20.7 %	9.2 %	5.3 %	171,740
60 or older	32.5 %	37.3 %	19.8 %	6.8 %	3.5 %	91,934
Level of Education						
Less than High School	22.9 %	37.8 %	27.4 %	7.7 %	4.3 %	414
H.S. Diploma/GED or equiv	25.6 %	35.3 %	23.4 %	9.1 %	6.6 %	24,234

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
Trade/Technical Certificate	23.2 %	33.6 %	25.0 %	10.7 %	7.5 %	12,278
Some College(no degree)	26.3 %	34.2 %	22.6 %	9.8 %	7.1 %	69,101
Associate's Degree	25.6 %	34.3 %	22.8 %	10.2 %	7.1 %	41,724
Bachelor's Degree	25.3 %	34.6 %	21.7 %	11.3 %	7.1 %	198,360
Master's Degree	28.5 %	34.3 %	20.2 %	10.7 %	6.2 %	161,303
Doctoral/Professional Degree	31.6 %	33.9 %	18.8 %	10.1 %	5.5 %	64,156
Pay Category						
Federal Wage System	19.9 %	31.2 %	25.1 %	13.6 %	10.3 %	18,052
GS 1-6	22.6 %	32.9 %	26.0 %	11.0 %	7.4 %	28,802
GS 7-12	24.1 %	34.0 %	22.7 %	11.5 %	7.7 %	235,012
GS 13-15	30.9 %	35.4 %	18.8 %	9.5 %	5.3 %	242,512
SES	64.6 %	23.4 %	6.9 %	3.4 %	1.8 %	5,282
SL/ST	44.3 %	32.3 %	13.6 %	7.3 %	2.4 %	2,058
Other	24.4 %	34.2 %	24.0 %	10.9 %	6.4 %	50,187
Time in Federal Government						
< 1 year	28.6 %	33.9 %	24.2 %	9.2 %	4.2 %	17,199
1-3 years	26.0 %	33.7 %	23.1 %	11.2 %	6.1 %	75,980
4-5 years	24.0 %	33.0 %	23.5 %	12.0 %	7.5 %	51,177
6-10 years	24.9 %	33.1 %	22.3 %	12.1 %	7.6 %	94,417
11-14 years	25.9 %	34.4 %	21.3 %	11.2 %	7.2 %	94,470
15-20 years	25.9 %	34.0 %	21.3 %	11.0 %	7.7 %	102,497
> 20 years	30.1 %	36.1 %	19.4 %	8.7 %	5.7 %	145,365
Time with Current Agency						
< 1 year	28.8 %	32.3 %	23.9 %	9.8 %	5.2 %	29,842
1-3 years	25.5 %	32.7 %	23.3 %	11.7 %	6.7 %	111,371
4-5 years	24.2 %	33.1 %	23.1 %	11.9 %	7.6 %	63,062
6-10 years	24.8 %	33.7 %	22.2 %	11.7 %	7.6 %	101,096
11-14 years	26.0 %	35.3 %	21.0 %	10.9 %	6.9 %	83,971
15-20 years	26.4 %	34.8 %	20.8 %	10.5 %	7.4 %	85,921
> 20 years	31.9 %	36.7 %	18.2 %	8.0 %	5.2 %	106,538
Leaving						
No	33.8 %	38.7 %	19.5 %	5.9 %	2.1 %	384,973
Yes, to retire	26.1 %	36.5 %	22.0 %	9.8 %	5.6 %	35,956

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
Yes, to other job in Govt	13.0 %	25.9 %	25.8 %	20.2 %	15.0 %	105,520
Yes, to other job outside Govt	10.7 %	22.0 %	22.5 %	22.8 %	22.1 %	23,454
Yes, other	11.5 %	24.1 %	26.9 %	20.3 %	17.2 %	31,481
Retiring						
Less than 1 year	25.9 %	32.7 %	20.5 %	11.3 %	9.6 %	15,946
1 year	25.2 %	35.2 %	22.5 %	10.2 %	6.8 %	14,805
2 years	28.1 %	37.2 %	20.8 %	8.7 %	5.3 %	29,967
3 years	28.4 %	36.2 %	20.9 %	9.2 %	5.4 %	30,915
4 years	27.7 %	35.6 %	21.2 %	9.8 %	5.6 %	18,978
5 years	27.2 %	35.2 %	21.5 %	9.8 %	6.4 %	44,155
More than 5years	26.5 %	33.9 %	21.7 %	11.0 %	6.9 %	421,717
Transgender						
Yes	18.2 %	24.3 %	22.1 %	15.4 %	20.0 %	2,397
No	27.1 %	34.5 %	21.3 %	10.5 %	6.6 %	553,891
Consider Yourself as						
Straight	26.7 %	32.1 %	21.0 %	12.1 %	8.1 %	14,634
Gay or Lesbian	27.5 %	34.8 %	21.1 %	10.2 %	6.3 %	502,563
Bisexual	24.2 %	30.3 %	21.8 %	14.4 %	9.3 %	11,105
Use different term	18.5 %	28.7 %	24.8 %	14.7 %	13.2 %	15,793
Military Service						
No Prior Military Service	26.3 %	34.9 %	21.8 %	10.7 %	6.3 %	429,667
Currently in Guard/Reserves	33.8 %	34.0 %	19.4 %	11.6 %	9.0 %	7,882
Retired	31.1 %	34.4 %	20.0 %	9.2 %	5.3 %	64,509
Separated/Discharged	24.5 %	31.3 %	22.3 %	12.2 %	9.8 %	79,088
Military Spouse						
Spouse of current active duty service member	26.7 %	31.9 %	20.4 %	12.6 %	8.4 %	6,746
Spouse of separated or retired service member with a disability rating of 100%	28.2 %	33.7 %	21.3 %	10.7 %	6.2 %	12,610
Widow(er) of a service member killed while on active duty	29.0 %	30.1 %	24.3 %	10.3 %	6.3 %	343
None of the categories listed	26.6 %	34.3 %	21.6 %	10.7 %	6.8 %	561,749
NoN-Competitive Hiring Authority						
Yes	28.0 %	32.6 %	21.1 %	10.8 %	7.5 %	2,534
No	27.6 %	32.9 %	21.0 %	11.5 %	7.0 %	17,025

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(88) 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	26.5 %	34.2 %	21.7 %	10.8 %	6.8 %	597,272
Disability						
Yes	27.0 %	31.1 %	21.1 %	11.6 %	9.2 %	95,634
No	26.8 %	35.1 %	21.5 %	10.4 %	6.1 %	471,999

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
Work Location						
Headquarters	37.0 %	43.6 %	13.6 %	3.4 %	2.5 %	173,912
Field	31.4 %	44.8 %	15.8 %	4.2 %	3.8 %	287,591
Full-time telework	36.3 %	44.9 %	14.0 %	2.8 %	2.0 %	113,871
Supervisory Status						
Senior Leader	64.5 %	27.6 %	5.0 %	1.6 %	1.3 %	9,639
Manager	47.3 %	39.6 %	8.6 %	2.6 %	1.8 %	39,103
Supervisor	37.2 %	45.0 %	11.9 %	3.5 %	2.5 %	78,880
Team Leader	35.1 %	44.3 %	14.2 %	3.7 %	2.8 %	71,908
Non-Supervisor	30.9 %	45.2 %	16.4 %	4.0 %	3.4 %	381,627
Sex						
Male	34.4 %	43.3 %	14.5 %	4.1 %	3.6 %	291,186
Female	33.7 %	46.2 %	14.8 %	3.1 %	2.2 %	268,799
Hispanic or Latino						
Yes	35.3 %	41.5 %	15.2 %	4.1 %	3.9 %	64,950
No	33.8 %	44.9 %	14.6 %	3.6 %	2.9 %	498,347
Race						
American Indian/Alaska Native	31.8 %	44.6 %	17.1 %	3.2 %	3.3 %	14,350
Asian	34.8 %	47.3 %	12.9 %	2.7 %	2.3 %	34,688
Black/African American	34.4 %	46.4 %	14.1 %	2.7 %	2.4 %	83,907
Native Hawaiian/Pacific Islander	33.8 %	43.8 %	14.7 %	4.2 %	3.5 %	3,756
White	34.4 %	44.1 %	14.5 %	3.9 %	3.1 %	380,738
Two or more races(Not Hispanic/Latino)	32.4 %	41.8 %	16.8 %	4.4 %	4.7 %	26,467
Age Group						
25 and under	29.2 %	45.1 %	18.1 %	4.3 %	3.3 %	9,642
26-29 years old	27.5 %	45.0 %	18.9 %	4.9 %	3.7 %	21,659
30-39 years old	30.8 %	43.6 %	16.8 %	4.5 %	4.2 %	109,532
40-49 years old	33.1 %	43.7 %	15.3 %	4.2 %	3.7 %	159,527
50-59 years old	35.9 %	45.3 %	13.3 %	3.2 %	2.3 %	171,398
60 or older	39.3 %	45.2 %	11.9 %	2.2 %	1.4 %	91,660
Level of Education						
Less than High School	24.9 %	45.9 %	23.3 %	3.2 %	2.7 %	414
H.S. Diploma/GED or equiv	29.9 %	45.2 %	17.7 %	3.7 %	3.5 %	24,183

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
Trade/Technical Certificate	28.1 %	45.6 %	18.7 %	4.2 %	3.4 %	12,250
Some College(no degree)	32.1 %	44.6 %	16.3 %	3.5 %	3.5 %	68,942
Associate's Degree	31.0 %	44.9 %	16.8 %	3.9 %	3.4 %	41,642
Bachelor's Degree	31.9 %	45.3 %	15.4 %	4.0 %	3.3 %	197,954
Master's Degree	37.0 %	44.0 %	13.0 %	3.5 %	2.5 %	160,938
Doctoral/Professional Degree	42.8 %	41.4 %	10.6 %	3.0 %	2.2 %	64,016
Pay Category						
Federal Wage System	26.2 %	44.5 %	19.6 %	5.1 %	4.5 %	17,989
GS 1-6	28.7 %	45.2 %	19.2 %	3.7 %	3.2 %	28,718
GS 7-12	30.5 %	45.2 %	16.5 %	4.1 %	3.8 %	234,474
GS 13-15	38.9 %	43.6 %	11.9 %	3.3 %	2.3 %	242,028
SES	72.5 %	22.2 %	3.4 %	0.9 %	0.9 %	5,274
SL/ST	54.7 %	34.4 %	6.7 %	2.5 %	1.7 %	2,055
Other	32.8 %	45.8 %	15.5 %	3.4 %	2.4 %	50,127
Time in Federal Government						
< 1 year	39.2 %	43.4 %	13.6 %	2.4 %	1.5 %	17,154
1-3 years	35.3 %	44.5 %	14.6 %	3.2 %	2.4 %	75,793
4-5 years	32.1 %	44.8 %	16.0 %	4.0 %	3.1 %	51,094
6-10 years	32.7 %	44.2 %	15.7 %	4.0 %	3.4 %	94,250
11-14 years	32.8 %	44.8 %	15.2 %	4.0 %	3.3 %	94,244
15-20 years	32.2 %	44.3 %	15.4 %	4.3 %	3.9 %	102,269
> 20 years	35.5 %	44.5 %	13.7 %	3.4 %	2.8 %	145,045
Time with Current Agency						
< 1 year	38.8 %	42.5 %	13.8 %	3.0 %	1.8 %	29,771
1-3 years	34.4 %	44.3 %	15.0 %	3.6 %	2.8 %	111,057
4-5 years	32.1 %	44.7 %	15.8 %	4.0 %	3.3 %	62,920
6-10 years	32.2 %	44.7 %	15.7 %	4.0 %	3.4 %	100,923
11-14 years	32.6 %	45.2 %	15.0 %	3.9 %	3.3 %	83,792
15-20 years	32.2 %	44.5 %	15.4 %	4.1 %	3.8 %	85,745
> 20 years	36.7 %	44.3 %	13.2 %	3.2 %	2.6 %	106,344
Leaving						
No	40.3 %	45.2 %	11.5 %	2.0 %	1.0 %	384,347
Yes, to retire	31.3 %	46.8 %	15.0 %	3.9 %	3.0 %	35,830

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
Yes, to other job in Govt	21.9 %	43.7 %	21.1 %	6.9 %	6.4 %	105,213
Yes, to other job outside Govt	20.1 %	39.5 %	20.9 %	8.8 %	10.6 %	23,388
Yes, other	19.5 %	40.8 %	24.3 %	7.5 %	7.9 %	31,372
Retiring						
Less than 1 year	31.5 %	43.9 %	14.9 %	4.5 %	5.2 %	15,875
1 year	30.6 %	46.6 %	15.3 %	4.1 %	3.5 %	14,752
2 years	34.4 %	46.1 %	13.5 %	3.2 %	2.7 %	29,887
3 years	34.8 %	45.2 %	14.0 %	3.6 %	2.5 %	30,847
4 years	34.5 %	44.9 %	14.2 %	3.6 %	2.8 %	18,940
5 years	33.6 %	45.2 %	14.4 %	3.8 %	3.0 %	44,053
More than 5years	34.0 %	44.2 %	15.0 %	3.7 %	3.1 %	420,889
Transgender						
Yes	25.1 %	35.2 %	19.8 %	8.5 %	11.5 %	2,400
No	34.2 %	44.5 %	14.6 %	3.7 %	3.0 %	552,725
Consider Yourself as						
Straight	35.7 %	42.4 %	14.2 %	4.1 %	3.5 %	14,596
Gay or Lesbian	34.5 %	44.7 %	14.4 %	3.5 %	2.8 %	501,527
Bisexual	33.2 %	40.1 %	17.4 %	5.2 %	4.0 %	11,087
Use different term	26.3 %	41.0 %	19.3 %	6.3 %	7.1 %	15,755
Military Service						
No Prior Military Service	33.4 %	45.2 %	15.0 %	3.6 %	2.8 %	428,781
Currently in Guard/Reserves	33.8 %	42.5 %	15.6 %	4.9 %	4.6 %	7,864
Retired	38.5 %	43.6 %	12.4 %	3.2 %	2.2 %	64,355
Separated/Discharged	31.8 %	42.2 %	16.4 %	4.7 %	4.9 %	78,908
Military Spouse						
Spouse of current active duty service member	32.8 %	42.8 %	16.9 %	4.1 %	3.5 %	6,731
Spouse of separated or retired service member with a disability rating of 100%	34.7 %	44.6 %	14.6 %	3.4 %	2.7 %	12,565
Widow(er) of a service member killed while on active duty	31.4 %	42.3 %	17.8 %	4.7 %	3.8 %	340
None of the categories listed	33.8 %	44.5 %	14.9 %	3.7 %	3.1 %	560,568
NoN-Competitive Hiring Authority						
Yes	33.7 %	42.0 %	17.5 %	3.6 %	3.2 %	2,531
No	34.0 %	44.2 %	15.1 %	3.7 %	3.0 %	16,968

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

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

Demographics	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
All Responses	33.7 %	44.5 %	15.0 %	3.7 %	3.1 %	595,989
Disability						
Yes	34.7 %	41.4 %	15.4 %	4.2 %	4.3 %	95,386
No	33.8 %	45.2 %	14.6 %	3.6 %	2.8 %	471,037

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
Work Location						
Headquarters	54.2 %	38.9 %	5.2 %	0.8 %	0.9 %	174,286
Field	48.2 %	42.4 %	6.9 %	1.1 %	1.4 %	288,356
Full-time telework	53.0 %	40.1 %	5.5 %	0.6 %	0.7 %	114,260
Supervisory Status						
Senior Leader	72.8 %	23.6 %	2.4 %	0.6 %	0.6 %	9,638
Manager	59.9 %	35.2 %	3.7 %	0.6 %	0.7 %	39,152
Supervisor	52.9 %	40.3 %	5.2 %	0.8 %	0.9 %	79,025
Team Leader	53.5 %	39.3 %	5.4 %	0.8 %	0.9 %	72,107
Non-Supervisor	48.4 %	42.5 %	6.8 %	1.0 %	1.3 %	382,799
Sex						
Male	50.3 %	40.7 %	6.6 %	1.1 %	1.4 %	291,783
Female	52.0 %	41.5 %	5.3 %	0.6 %	0.7 %	269,648
Hispanic or Latino						
Yes	51.5 %	39.2 %	6.6 %	1.1 %	1.6 %	65,110
No	50.9 %	41.3 %	6.0 %	0.9 %	1.0 %	499,644
Race						
American Indian/Alaska Native	45.4 %	43.7 %	8.2 %	1.0 %	1.6 %	14,362
Asian	48.8 %	43.5 %	5.9 %	0.9 %	0.9 %	34,732
Black/African American	50.5 %	42.1 %	5.8 %	0.7 %	1.0 %	84,181
Native Hawaiian/Pacific Islander	46.4 %	42.4 %	8.4 %	1.2 %	1.7 %	3,758
White	51.6 %	40.6 %	5.8 %	0.9 %	1.1 %	381,694
Two or more races(Not Hispanic/Latino)	51.6 %	38.1 %	7.3 %	1.1 %	1.9 %	26,576
Age Group						
25 and under	48.6 %	41.5 %	7.2 %	1.4 %	1.3 %	9,683
26-29 years old	47.8 %	41.8 %	7.5 %	1.4 %	1.5 %	21,743
30-39 years old	50.1 %	40.3 %	6.8 %	1.2 %	1.6 %	109,858
40-49 years old	50.9 %	40.5 %	6.3 %	1.0 %	1.4 %	159,874
50-59 years old	51.3 %	41.6 %	5.6 %	0.7 %	0.8 %	171,789
60 or older	52.5 %	41.6 %	5.0 %	0.5 %	0.5 %	91,912
Level of Education						
Less than High School	37.3 %	43.9 %	14.7 %	2.5 %	1.7 %	417
H.S. Diploma/GED or equiv	41.8 %	45.9 %	9.4 %	1.2 %	1.7 %	24,220

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
Trade/Technical Certificate	43.5 %	45.2 %	8.8 %	1.2 %	1.2 %	12,283
Some College(no degree)	47.0 %	43.3 %	7.5 %	1.0 %	1.3 %	69,168
Associate's Degree	46.3 %	43.7 %	7.5 %	1.1 %	1.4 %	41,714
Bachelor's Degree	49.0 %	42.6 %	6.2 %	1.0 %	1.2 %	198,456
Master's Degree	55.2 %	38.3 %	4.7 %	0.8 %	0.9 %	161,389
Doctoral/Professional Degree	62.7 %	32.6 %	3.5 %	0.6 %	0.7 %	64,189
Pay Category						
Federal Wage System	41.2 %	45.7 %	9.4 %	1.7 %	1.9 %	18,042
GS 1-6	44.8 %	44.4 %	8.4 %	1.1 %	1.3 %	28,850
GS 7-12	47.9 %	42.7 %	6.9 %	1.0 %	1.4 %	235,115
GS 13-15	56.0 %	38.1 %	4.5 %	0.7 %	0.7 %	242,610
SES	81.1 %	16.9 %	1.2 %	0.3 %	0.4 %	5,282
SL/ST	68.9 %	27.4 %	2.6 %	0.4 %	0.7 %	2,054
Other	48.7 %	42.5 %	7.0 %	0.9 %	1.0 %	50,240
Time in Federal Government						
< 1 year	56.9 %	37.0 %	4.9 %	0.7 %	0.5 %	17,209
1-3 years	53.8 %	39.0 %	5.6 %	0.8 %	0.9 %	76,039
4-5 years	50.6 %	40.9 %	6.4 %	1.0 %	1.1 %	51,257
6-10 years	50.8 %	40.6 %	6.3 %	1.0 %	1.2 %	94,490
11-14 years	50.0 %	41.7 %	6.1 %	1.0 %	1.2 %	94,463
15-20 years	48.7 %	42.2 %	6.7 %	1.0 %	1.4 %	102,493
> 20 years	50.1 %	42.0 %	6.1 %	0.8 %	1.0 %	145,442
Time with Current Agency						
< 1 year	56.7 %	36.8 %	5.2 %	0.7 %	0.6 %	29,856
1-3 years	53.1 %	39.3 %	5.7 %	0.9 %	1.0 %	111,425
4-5 years	50.3 %	41.0 %	6.4 %	1.0 %	1.2 %	63,101
6-10 years	50.1 %	41.3 %	6.3 %	1.0 %	1.2 %	101,176
11-14 years	49.2 %	42.4 %	6.3 %	0.9 %	1.2 %	83,982
15-20 years	48.0 %	42.8 %	6.8 %	1.0 %	1.4 %	85,932
> 20 years	50.6 %	41.7 %	6.0 %	0.8 %	1.0 %	106,609
Leaving						
No	54.4 %	40.0 %	4.7 %	0.5 %	0.4 %	384,942
Yes, to retire	44.5 %	45.9 %	7.5 %	1.0 %	1.2 %	35,966

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
Yes, to other job in Govt	45.5 %	42.5 %	8.2 %	1.6 %	2.2 %	105,732
Yes, to other job outside Govt	44.7 %	40.1 %	8.7 %	2.4 %	4.1 %	23,483
Yes, other	42.1 %	42.5 %	10.6 %	1.9 %	2.9 %	31,545
Retiring						
Less than 1 year	47.0 %	42.6 %	7.2 %	1.2 %	2.0 %	15,944
1 year	44.7 %	45.8 %	7.2 %	0.9 %	1.3 %	14,801
2 years	48.1 %	44.1 %	6.0 %	0.8 %	0.9 %	29,997
3 years	49.4 %	42.9 %	6.1 %	0.8 %	0.9 %	30,903
4 years	49.8 %	42.6 %	6.1 %	0.7 %	0.9 %	18,983
5 years	49.1 %	42.6 %	6.3 %	0.9 %	1.1 %	44,172
More than 5years	51.7 %	40.2 %	6.1 %	0.9 %	1.1 %	421,929
Transgender						
Yes	44.7 %	34.7 %	11.3 %	2.9 %	6.4 %	2,397
No	51.1 %	41.0 %	6.0 %	0.9 %	1.1 %	554,153
Consider Yourself as						
Straight	54.4 %	37.8 %	5.5 %	1.0 %	1.3 %	14,637
Gay or Lesbian	51.1 %	41.2 %	5.8 %	0.8 %	1.0 %	502,788
Bisexual	56.2 %	35.0 %	6.0 %	1.1 %	1.7 %	11,110
Use different term	46.3 %	38.4 %	9.9 %	2.1 %	3.3 %	15,811
Military Service						
No Prior Military Service	50.9 %	41.4 %	5.9 %	0.8 %	1.0 %	429,961
Currently in Guard/Reserves	33.8 %	40.5 %	6.7 %	1.7 %	2.1 %	7,877
Retired	52.3 %	40.3 %	5.7 %	0.8 %	0.8 %	64,504
Separated/Discharged	49.2 %	40.4 %	7.5 %	1.2 %	1.8 %	79,103
Military Spouse						
Spouse of current active duty service member	53.6 %	38.4 %	5.8 %	0.9 %	1.3 %	6,752
Spouse of separated or retired service member with a disability rating of 100%	51.4 %	41.1 %	5.5 %	0.8 %	1.2 %	12,598
Widow(er) of a service member killed while on active duty	47.3 %	37.5 %	12.2 %	0.8 %	2.1 %	338
None of the categories listed	50.7 %	41.1 %	6.2 %	0.9 %	1.1 %	562,047
NoN-Competitive Hiring Authority						
Yes	50.5 %	40.8 %	6.8 %	0.7 %	1.2 %	2,528
No	52.6 %	39.9 %	5.5 %	0.8 %	1.2 %	17,024

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(90) 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	50.6 %	41.1 %	6.3 %	0.9 %	1.1 %	597,599
Disability						
Yes	52.7 %	37.9 %	6.6 %	1.1 %	1.6 %	95,709
No	50.5 %	41.7 %	5.9 %	0.9 %	1.0 %	472,213

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 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	Telework- Every Work Day	Telework- 3 or 4 Days per Week	Telework- 1 or 2 Days per Week	Telework- 1 or 2 Days per Month	Telework- Very Infrequently	Do Not Telework- (Must Be Physically Present)	Do Not Telework- (Technical Issues)	Do Not Telework- (Not Approved)	Do Not Telework- (Choose Not To)	Item Response Total**
All Responses	14.3 %	22.7 %	17.0 %	3.7 %	10.3 %	20.6 %	1.0 %	5.9 %	4.4 %	597,994
Work Location										
Headquarters	7.0 %	32.4 %	23.7 %	4.3 %	11.3 %	9.3 %	1.2 %	6.4 %	4.3 %	174,774
Field	1.8 %	18.0 %	17.4 %	4.4 %	12.6 %	32.3 %	1.1 %	7.0 %	5.4 %	288,888
Full-time telework	74.3 %	19.8 %	2.6 %	0.3 %	0.5 %	1.0 %	0.1 %	0.6 %	0.7 %	114,611
Supervisory Status										
Senior Leader	7.9 %	19.4 %	21.1 %	6.6 %	16.8 %	14.3 %	1.1 %	4.2 %	8.6 %	9,674
Manager	8.3 %	19.2 %	17.8 %	5.8 %	17.6 %	18.6 %	0.7 %	5.5 %	6.4 %	39,269
Supervisor	10.3 %	19.9 %	17.3 %	4.9 %	13.7 %	22.1 %	1.0 %	5.6 %	5.2 %	79,249
Team Leader	12.6 %	22.5 %	18.2 %	4.5 %	11.7 %	21.0 %	1.0 %	5.1 %	3.5 %	72,277
Non-Supervisor	16.3 %	23.8 %	16.7 %	3.1 %	8.6 %	20.4 %	1.0 %	6.1 %	4.1 %	383,464
Sex										
Male	10.7 %	19.8 %	17.0 %	4.2 %	11.7 %	24.9 %	1.1 %	5.5 %	5.2 %	292,648
Female	19.5 %	26.9 %	17.1 %	3.1 %	8.3 %	14.6 %	0.8 %	6.3 %	3.3 %	270,152
Hispanic or Latino										
Yes	10.7 %	19.0 %	16.3 %	3.1 %	8.1 %	30.2 %	1.0 %	6.9 %	4.7 %	65,286
No	15.0 %	23.4 %	17.2 %	3.8 %	10.6 %	19.0 %	1.0 %	5.7 %	4.3 %	500,791
Race										
American Indian/Alaska Native	10.8 %	13.6 %	11.8 %	3.0 %	8.9 %	31.8 %	2.2 %	9.4 %	8.6 %	14,402
Asian	18.5 %	25.4 %	18.4 %	2.7 %	7.5 %	15.8 %	1.4 %	5.6 %	4.7 %	34,866
Black/African American	19.2 %	26.9 %	16.9 %	2.4 %	6.4 %	17.2 %	0.8 %	6.3 %	4.0 %	84,476
Native Hawaiian/Pacific Islander	8.9 %	14.3 %	13.0 %	3.1 %	9.5 %	32.4 %	1.3 %	10.2 %	7.5 %	3,777
White	13.2 %	22.1 %	17.2 %	4.2 %	11.6 %	21.1 %	1.0 %	5.3 %	4.3 %	382,512
Two or more races(Not Hispanic/Latino)	12.8 %	20.9 %	16.6 %	3.7 %	10.5 %	22.3 %	1.0 %	8.1 %	4.0 %	26,638
Age Group										
25 and under	8.1 %	17.5 %	14.7 %	4.2 %	11.3 %	29.7 %	1.3 %	6.2 %	7.0 %	9,699
26-29 years old	9.6 %	21.4 %	16.8 %	3.9 %	10.4 %	26.8 %	0.7 %	6.2 %	4.1 %	21,769
30-39 years old	13.7 %	22.5 %	16.4 %	3.7 %	9.6 %	24.3 %	0.7 %	6.4 %	2.9 %	110,014
40-49 years old	14.8 %	22.9 %	17.1 %	3.8 %	10.0 %	21.2 %	0.8 %	6.0 %	3.3 %	160,242
50-59 years old	14.6 %	22.9 %	17.7 %	3.9 %	10.9 %	18.3 %	1.1 %	5.6 %	5.0 %	172,244
60 or older	16.0 %	23.4 %	17.0 %	3.3 %	10.7 %	16.0 %	1.6 %	4.9 %	7.1 %	92,306
Level of Education										
Less than High School	9.3 %	7.9 %	10.2 %	3.4 %	5.5 %	35.6 %	5.2 %	10.6 %	12.3 %	410
H.S. Diploma/GED or equiv	8.1 %	13.0 %	10.0 %	2.2 %	7.2 %	42.6 %	1.7 %	6.7 %	8.5 %	24,255
Trade/Technical Certificate	6.9 %	12.1 %	9.8 %	2.6 %	8.7 %	44.5 %	2.1 %	7.7 %	5.6 %	12,315
Some College(no degree)	10.6 %	16.1 %	12.5 %	2.7 %	9.4 %	34.5 %	1.4 %	7.4 %	5.5 %	69,309
Associate's Degree	8.6 %	14.4 %	13.1 %	3.1 %	11.1 %	33.9 %	1.4 %	8.7 %	5.7 %	41,837
Bachelor's Degree	14.4 %	23.5 %	18.5 %	3.9 %	10.9 %	18.1 %	0.9 %	5.5 %	4.2 %	198,939

2023 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	Telework- Every Work Day	Telework- 3 or 4 Days per Week	Telework- 1 or 2 Days per Week	Telework- 1 or 2 Days per Month	Telework- Very Infrequently	Do Not Telework- (Must Be Physically Present)	Do Not Telework- (Technical Issues)	Do Not Telework- (Not Approved)	Do Not Telework- (Choose Not To)	Item Response Total**
All Responses	14.3 %	22.7 %	17.0 %	3.7 %	10.3 %	20.6 %	1.0 %	5.9 %	4.4 %	597,994
Master's Degree	17.5 %	27.7 %	19.6 %	4.2 %	11.1 %	10.7 %	0.8 %	5.2 %	3.4 %	161,790
Doctoral/Professional Degree	21.4 %	31.5 %	20.1 %	4.5 %	8.5 %	7.7 %	0.5 %	2.7 %	3.1 %	64,320
Pay Category										
Federal Wage System	1.7 %	3.1 %	3.1 %	1.2 %	4.9 %	73.7 %	2.3 %	5.4 %	4.7 %	18,086
GS 1-6	9.1 %	14.5 %	8.0 %	2.3 %	9.1 %	36.9 %	2.2 %	10.4 %	7.6 %	28,816
GS 7-12	11.6 %	20.7 %	18.0 %	3.9 %	11.4 %	20.5 %	1.0 %	7.9 %	5.0 %	235,801
GS 13-15	22.0 %	30.4 %	19.2 %	3.9 %	9.5 %	8.6 %	0.6 %	2.7 %	3.0 %	243,165
SES	7.9 %	26.1 %	27.7 %	7.5 %	15.6 %	8.0 %	0.8 %	0.9 %	5.4 %	5,298
SL/ST	11.4 %	31.2 %	23.6 %	5.8 %	15.4 %	6.5 %	0.4 %	2.0 %	3.6 %	2,061
Other	7.2 %	16.2 %	14.9 %	3.9 %	11.0 %	34.7 %	1.1 %	6.2 %	4.9 %	50,272
Time in Federal Government										
< 1 year	11.7 %	21.8 %	15.8 %	3.6 %	11.0 %	23.1 %	1.0 %	6.5 %	5.5 %	17,220
1-3 years	11.9 %	22.2 %	16.0 %	3.7 %	11.2 %	23.4 %	0.9 %	6.4 %	4.3 %	76,119
4-5 years	11.4 %	21.4 %	17.0 %	3.8 %	10.6 %	24.2 %	1.0 %	6.7 %	3.8 %	51,334
6-10 years	14.2 %	22.0 %	16.6 %	3.8 %	10.3 %	21.8 %	1.0 %	6.4 %	3.9 %	94,637
11-14 years	16.2 %	23.8 %	17.3 %	3.6 %	10.1 %	18.7 %	0.9 %	5.9 %	3.6 %	94,689
15-20 years	14.7 %	22.2 %	16.9 %	3.5 %	9.8 %	22.1 %	1.0 %	5.6 %	4.1 %	102,776
> 20 years	16.0 %	24.1 %	18.2 %	3.8 %	10.0 %	16.4 %	1.1 %	4.8 %	5.6 %	145,851
Time with Current Agency										
< 1 year	14.2 %	21.9 %	16.2 %	3.6 %	11.4 %	18.5 %	1.0 %	7.9 %	5.3 %	29,890
1-3 years	14.0 %	23.3 %	16.7 %	3.7 %	11.0 %	20.0 %	0.9 %	6.4 %	4.2 %	111,620
4-5 years	12.7 %	22.6 %	17.4 %	3.8 %	10.3 %	22.1 %	0.9 %	6.4 %	3.8 %	63,229
6-10 years	14.9 %	23.2 %	16.8 %	3.6 %	9.9 %	21.0 %	0.9 %	5.9 %	3.8 %	101,381
11-14 years	15.7 %	23.2 %	17.2 %	3.7 %	9.9 %	19.8 %	0.9 %	5.8 %	3.8 %	84,188
15-20 years	13.7 %	20.9 %	16.7 %	3.6 %	9.7 %	24.5 %	1.1 %	5.5 %	4.4 %	86,181
> 20 years	15.1 %	23.5 %	18.0 %	4.0 %	10.4 %	17.7 %	1.2 %	4.3 %	5.9 %	106,877
Leaving										
No	16.7 %	24.1 %	16.5 %	3.8 %	10.2 %	19.5 %	0.9 %	3.7 %	4.7 %	385,795
Yes, to retire	13.3 %	21.1 %	16.9 %	3.6 %	10.3 %	21.0 %	1.5 %	5.2 %	7.0 %	36,155
Yes, to other job in Govt	10.3 %	22.0 %	18.8 %	3.5 %	10.2 %	20.7 %	1.1 %	10.2 %	3.1 %	105,816
Yes, to other job outside Govt	9.0 %	17.3 %	17.8 %	4.6 %	11.1 %	25.9 %	1.2 %	9.8 %	3.3 %	23,536
Yes, other	9.4 %	17.9 %	16.2 %	3.5 %	10.9 %	26.1 %	1.4 %	10.5 %	4.2 %	31,536
Retiring										
Less than 1 year	13.3 %	21.1 %	16.8 %	3.7 %	10.6 %	20.9 %	1.5 %	5.7 %	6.5 %	16,012
1 year	13.8 %	21.5 %	16.7 %	3.4 %	10.0 %	20.8 %	1.4 %	5.8 %	6.6 %	14,884
2 years	13.9 %	21.6 %	17.2 %	4.0 %	10.8 %	19.8 %	1.3 %	5.0 %	6.4 %	30,131
3 years	13.6 %	21.2 %	17.2 %	3.7 %	11.1 %	20.3 %	1.4 %	5.7 %	5.9 %	31,037

2023 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	Telework- Every Work Day	Telework- 3 or 4 Days per Week	Telework- 1 or 2 Days per Week	Telework- 1 or 2 Days per Month	Telework- Very Infrequently	Do Not Telework- (Must Be Physically Present)	Do Not Telework- (Technical Issues)	Do Not Telework- (Not Approved)	Do Not Telework- (Choose Not To)	Item Response Total**
All Responses	14.3 %	22.7 %	17.0 %	3.7 %	10.3 %	20.6 %	1.0 %	5.9 %	4.4 %	597,994
4 years	12.9 %	20.5 %	16.9 %	3.9 %	10.9 %	22.6 %	1.4 %	5.4 %	5.5 %	19,054
5 years	13.6 %	20.7 %	17.2 %	3.6 %	10.7 %	22.2 %	1.2 %	5.9 %	5.0 %	44,299
More than 5years	14.7 %	23.4 %	17.1 %	3.7 %	10.2 %	20.2 %	0.9 %	5.9 %	3.9 %	422,623
Transgender										
Yes	11.9 %	17.0 %	13.9 %	4.0 %	10.3 %	27.4 %	1.6 %	8.7 %	5.1 %	2,403
No	14.4 %	22.8 %	17.1 %	3.7 %	10.3 %	20.5 %	1.0 %	5.8 %	4.4 %	555,467
Consider Yourself as										
Straight	17.2 %	26.0 %	16.6 %	3.5 %	8.5 %	18.6 %	0.6 %	5.4 %	3.6 %	14,654
Gay or Lesbian	14.4 %	22.8 %	17.1 %	3.7 %	10.3 %	20.5 %	1.0 %	5.7 %	4.4 %	504,075
Bisexual	14.8 %	23.3 %	16.1 %	3.9 %	10.2 %	20.9 %	0.9 %	6.7 %	3.2 %	11,125
Use different term	12.8 %	19.8 %	15.8 %	3.6 %	10.3 %	23.1 %	1.5 %	8.1 %	4.8 %	15,863
Military Service										
No Prior Military Service	16.7 %	25.5 %	17.2 %	3.5 %	8.7 %	18.7 %	0.8 %	5.0 %	3.8 %	430,774
Currently in Guard/Reserves	5.5 %	14.3 %	17.3 %	4.9 %	13.6 %	28.0 %	1.0 %	10.3 %	5.1 %	7,898
Retired	8.1 %	16.7 %	18.1 %	4.7 %	16.5 %	19.8 %	1.7 %	7.4 %	6.9 %	64,728
Separated/Discharged	11.4 %	18.1 %	15.6 %	3.5 %	10.9 %	27.6 %	1.2 %	7.2 %	4.4 %	79,328
Military Spouse										
Spouse of current active duty service member	12.4 %	13.9 %	13.3 %	3.7 %	15.1 %	23.8 %	1.1 %	12.7 %	4.0 %	6,757
Spouse of separated or retired service member with a disability rating of 100%	14.2 %	18.7 %	16.8 %	3.5 %	10.7 %	19.1 %	1.2 %	11.5 %	4.3 %	12,635
Widow(er) of a service member killed while on active duty	15.0 %	16.4 %	15.6 %	2.9 %	7.6 %	16.7 %	2.0 %	13.5 %	10.4 %	341
None of the categories listed	14.4 %	23.1 %	17.1 %	3.7 %	10.2 %	20.5 %	1.0 %	5.6 %	4.4 %	563,272
NoN-Competitive Hiring Authority										
Yes	9.1 %	11.0 %	13.1 %	4.7 %	15.6 %	25.1 %	1.2 %	15.1 %	5.1 %	2,535
No	14.4 %	18.0 %	15.9 %	3.4 %	11.7 %	20.0 %	1.1 %	11.4 %	4.1 %	17,063
Disability										
Yes	15.3 %	19.9 %	16.5 %	3.6 %	11.3 %	19.5 %	1.4 %	8.0 %	4.5 %	95,917
No	14.2 %	23.4 %	17.2 %	3.8 %	10.1 %	20.8 %	0.9 %	5.3 %	4.4 %	473,268

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q91a) What is your current remote work status?

Demographics	No approved remote work agreement	Approved remote work agreement Live more than 50 miles away	Approved remote work agreement Live less than 50 miles away	Do Not Know	Item Response Total**
All Responses	6.5 %	27.4 %	62.0 %	4.2 %	119,045
Work Location					
Headquarters	11.2 %	18.7 %	66.2 %	3.9 %	17,702
Field	11.4 %	20.2 %	54.2 %	14.2 %	7,520
Full-time telework	5.2 %	29.6 %	61.9 %	3.3 %	91,638
Supervisory Status					
Senior Leader	13.4 %	29.3 %	54.4 %	3.0 %	1,002
Manager	11.0 %	25.5 %	61.4 %	2.1 %	4,729
Supervisor	8.7 %	25.0 %	62.8 %	3.4 %	11,649
Team Leader	7.2 %	28.6 %	61.0 %	3.2 %	13,103
Non-Supervisor	5.8 %	27.5 %	62.2 %	4.5 %	86,309
Sex					
Male	6.8 %	30.3 %	59.0 %	3.9 %	45,650
Female	6.2 %	25.2 %	64.4 %	4.2 %	66,845
Hispanic or Latino					
Yes	7.0 %	28.4 %	59.9 %	4.7 %	10,100
No	6.4 %	27.3 %	62.3 %	4.0 %	103,167
Race					
American Indian/Alaska Native	4.8 %	34.9 %	54.3 %	6.0 %	1,791
Asian	3.6 %	23.5 %	69.9 %	3.0 %	9,313
Black/African American	6.1 %	20.3 %	70.0 %	3.6 %	22,102
Native Hawaiian/Pacific Islander	6.8 %	25.3 %	63.5 %	4.4 %	484
White	7.0 %	30.1 %	58.7 %	4.2 %	70,665
Two or more races(Not Hispanic/Latino)	6.5 %	29.9 %	59.0 %	4.6 %	5,069
Age Group					
25 and under	4.6 %	31.0 %	58.7 %	5.8 %	1,090
26-29 years old	6.9 %	31.1 %	57.5 %	4.5 %	3,130
30-39 years old	6.8 %	30.9 %	58.5 %	3.9 %	22,339
40-49 years old	7.1 %	28.2 %	60.9 %	3.8 %	33,706
50-59 years old	6.2 %	25.5 %	64.6 %	3.7 %	33,681
60 or older	5.7 %	25.1 %	64.1 %	5.2 %	18,895
Level of Education					
Less than High School	14.9 %	8.0 %	66.6 %	10.6 %	50
H.S. Diploma/GED or equiv	5.5 %	16.5 %	71.3 %	6.8 %	2,820
Trade/Technical Certificate	5.6 %	23.2 %	64.7 %	6.5 %	1,244
Some College(no degree)	5.7 %	22.6 %	66.2 %	5.4 %	10,544
Associate's Degree	5.9 %	24.9 %	63.9 %	5.3 %	5,360

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q91a) What is your current remote work status?

Demographics	No approved remote work agreement	Approved remote work agreement Live more than 50 miles away	Approved remote work agreement Live less than 50 miles away	Do Not Know	Item Response Total**
All Responses	6.5 %	27.4 %	62.0 %	4.2 %	119,045
Bachelor's Degree	6.7 %	26.0 %	63.2 %	4.1 %	39,476
Master's Degree	7.1 %	30.0 %	59.5 %	3.4 %	38,375
Doctoral/Professional Degree	5.6 %	32.5 %	58.6 %	3.4 %	16,482
Pay Category					
Federal Wage System	11.0 %	30.5 %	44.7 %	13.8 %	464
GS 1-6	5.1 %	19.2 %	61.1 %	14.7 %	3,238
GS 7-12	6.6 %	25.7 %	62.8 %	4.9 %	38,649
GS 13-15	6.3 %	28.7 %	62.4 %	2.7 %	69,011
SES	14.5 %	27.0 %	55.3 %	3.2 %	482
SL/ST	7.0 %	31.1 %	59.1 %	2.8 %	266
Other	8.0 %	30.2 %	54.2 %	7.6 %	4,576
Time in Federal Government					
< 1 year	3.6 %	39.9 %	49.3 %	7.3 %	2,913
1-3 years	5.2 %	32.4 %	56.5 %	5.8 %	13,377
4-5 years	6.5 %	28.4 %	60.5 %	4.6 %	8,461
6-10 years	6.7 %	29.7 %	59.4 %	4.2 %	19,433
11-14 years	7.1 %	28.4 %	60.9 %	3.6 %	21,378
15-20 years	7.1 %	26.9 %	62.3 %	3.7 %	20,802
> 20 years	6.3 %	22.0 %	68.0 %	3.6 %	29,936
Time with Current Agency					
< 1 year	4.5 %	46.0 %	44.0 %	5.6 %	6,235
1-3 years	5.6 %	34.0 %	55.6 %	4.8 %	22,648
4-5 years	7.0 %	27.2 %	61.4 %	4.4 %	11,456
6-10 years	7.2 %	26.7 %	62.2 %	3.9 %	21,359
11-14 years	7.0 %	25.6 %	63.6 %	3.8 %	18,292
15-20 years	6.8 %	24.1 %	65.5 %	3.6 %	16,241
> 20 years	6.3 %	19.7 %	70.4 %	3.7 %	20,323
Leaving					
No	5.5 %	27.9 %	62.9 %	3.8 %	86,113
Yes, to retire	7.1 %	23.1 %	65.5 %	4.3 %	6,276
Yes, to other job in Govt	10.1 %	25.3 %	60.2 %	4.5 %	16,435
Yes, to other job outside Govt	8.0 %	34.8 %	51.5 %	5.7 %	3,222
Yes, other	9.3 %	28.0 %	55.0 %	7.7 %	4,345
Retiring					
Less than 1 year	7.9 %	24.0 %	63.3 %	4.8 %	2,784
1 year	7.9 %	22.1 %	66.0 %	4.0 %	2,702

2023 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Demographics

(Q91a) What is your current remote work status?

Demographics	No approved remote work agreement	Approved remote work agreement Live more than 50 miles away	Approved remote work agreement Live less than 50 miles away	Do Not Know	Item Response Total**
All Responses	6.5 %	27.4 %	62.0 %	4.2 %	119,045
2 years	5.6 %	25.3 %	64.5 %	4.5 %	5,493
3 years	6.1 %	25.9 %	63.5 %	4.5 %	5,636
4 years	6.5 %	27.4 %	62.3 %	3.8 %	3,344
5 years	5.5 %	26.4 %	63.7 %	4.4 %	8,144
More than 5 years	6.6 %	28.1 %	61.4 %	4.0 %	87,393
Transgender					
Yes	8.3 %	30.5 %	55.4 %	5.8 %	401
No	6.5 %	27.4 %	62.1 %	4.0 %	111,207
Consider Yourself as					
Straight	7.4 %	29.1 %	60.0 %	3.6 %	3,274
Gay or Lesbian	6.4 %	27.3 %	62.3 %	3.9 %	100,687
Bisexual	6.8 %	29.1 %	60.6 %	3.6 %	2,264
Use different term	7.1 %	29.6 %	55.8 %	7.5 %	2,909
Military Service					
No Prior Military Service	6.3 %	25.7 %	63.7 %	4.3 %	94,426
Currently in Guard/Reserves	33.8 %	38.9 %	51.2 %	3.7 %	858
Retired	7.1 %	35.0 %	54.4 %	3.5 %	7,813
Separated/Discharged	7.0 %	32.5 %	56.7 %	3.8 %	13,449
Military Spouse					
Spouse of current active duty service member	6.8 %	56.0 %	33.7 %	3.5 %	1,419
Spouse of separated or retired service member with a disability rating of 100%	6.8 %	33.4 %	56.4 %	3.5 %	2,674
Widow(er) of a service member killed while on active duty	13.3 %	24.9 %	48.8 %	13.0 %	68
None of the categories listed	6.5 %	26.8 %	62.6 %	4.2 %	112,409
NoN-Competitive Hiring Authority					
Yes	8.1 %	48.7 %	40.0 %	3.2 %	399
No	6.7 %	40.4 %	49.2 %	3.7 %	3,740
Disability					
Yes	7.3 %	28.1 %	59.3 %	5.3 %	21,271
No	6.3 %	27.3 %	62.7 %	3.8 %	92,349

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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