

2006 Federal Human Capital Survey: Report by Demographics

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,369	147,887	100,656	16.1%	16.5%	13.8%	39.8%	41.0%	43.8%	22.9%	21.7%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.2%	1.4%	1.4%	1.1%
Work Location																					
Headquarters	86,472	51,141	35,976	17.9%	18.5%	14.8%	39.5%	40.2%	44.4%	22.1%	21.2%	20.0%	11.1%	10.7%	12.2%	7.7%	7.5%	7.2%	1.6%	1.9%	1.3%
Field	130,893	93,040	64,680	15.2%	15.9%	13.4%	39.8%	41.3%	43.6%	23.2%	21.9%	21.1%	12.0%	11.7%	13.7%	8.4%	8.0%	7.2%	1.3%	1.3%	1.0%
Supervisor Status																					
Non-Supervisor	118,158	74,541	46,868	15.3%	15.7%	13.2%	39.0%	40.4%	42.6%	23.2%	22.0%	21.6%	12.2%	11.8%	13.4%	8.8%	8.5%	8.1%	1.5%	1.6%	1.3%
Team Leader	31,762	20,113	13,639	16.9%	17.7%	14.4%	40.3%	42.0%	45.6%	23.1%	21.2%	19.2%	10.6%	10.8%	14.1%	8.1%	7.1%	5.9%	1.0%	1.2%	0.8%
Supervisor	39,845	28,514	22,902	16.2%	16.8%	14.1%	42.4%	42.9%	47.9%	22.4%	21.7%	19.9%	11.3%	11.6%	12.3%	6.7%	6.2%	5.1%	1.1%	0.8%	0.6%
Manager	22,458	17,116	14,118	21.3%	22.1%	18.3%	41.3%	43.0%	47.3%	20.7%	19.5%	18.5%	10.1%	9.3%	10.9%	5.8%	5.2%	4.5%	0.8%	0.8%	0.5%
Executive	5,134	3,906	3,129	22.1%	28.2%	20.6%	37.7%	37.2%	44.6%	21.0%	20.2%	19.5%	8.5%	8.7%	10.9%	6.0%	4.2%	3.9%	4.7%	1.7%	0.5%
Sex																					
Male	117,776	81,616	59,070	15.0%	15.7%	12.2%	40.2%	41.5%	44.4%	23.9%	22.5%	22.1%	11.4%	11.4%	13.1%	8.0%	7.6%	7.2%	1.4%	1.3%	1.0%
Female	99,701	62,572	41,586	17.5%	17.6%	15.8%	39.1%	40.3%	43.1%	21.5%	20.7%	19.1%	12.1%	11.5%	13.5%	8.5%	8.2%	7.2%	1.4%	1.6%	1.2%
Hispanic or Latino																					
Yes	13,627	8,461	5,531	16.8%	18.8%	14.6%	38.8%	41.1%	40.5%	23.4%	20.2%	20.8%	11.2%	11.3%	14.0%	8.2%	7.1%	9.3%	1.7%	1.5%	0.9%
No	203,736	135,482	95,125	16.0%	16.4%	13.7%	39.9%	41.1%	44.1%	22.9%	21.8%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.0%	1.4%	1.4%	1.1%
Race																					
White	156,683	---	80,079	15.8%	---	12.9%	40.4%	---	44.3%	22.8%	---	21.3%	11.7%	---	13.9%	7.9%	---	6.5%	1.4%	---	1.1%
Black or African American	32,860	---	12,860	17.4%	---	17.2%	37.7%	---	43.0%	21.7%	---	16.7%	12.1%	---	12.1%	9.9%	---	9.8%	1.1%	---	1.2%
Native Hawaiian/Pacific Islander	1,487	---	698	18.6%	---	14.3%	44.2%	---	52.9%	20.2%	---	18.0%	9.3%	---	7.6%	6.7%	---	6.9%	1.0%	---	0.3%
Asian	8,606	---	3,633	16.9%	---	17.4%	41.8%	---	43.9%	25.8%	---	24.6%	8.9%	---	8.5%	4.7%	---	4.9%	2.0%	---	0.8%
AmerIndian/Alskn Native	6,145	---	1,602	13.0%	---	16.1%	39.0%	---	38.9%	26.2%	---	22.4%	11.8%	---	13.7%	8.7%	---	7.9%	1.3%	---	1.0%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	15.9%	---	12.0%	34.8%	---	35.5%	22.9%	---	25.8%	13.1%	---	10.3%	10.9%	---	15.7%	2.4%	---	0.7%
Age Group																					
<30	8,794	5,460	2,787	18.6%	21.7%	20.6%	43.6%	42.4%	47.8%	19.2%	18.4%	16.5%	10.2%	10.2%	10.2%	6.2%	5.1%	3.9%	2.2%	2.2%	1.0%
(25 and under)	2,477	---	---	19.2%	---	---	49.7%	---	---	13.6%	---	---	8.7%	---	---	5.8%	---	---	3.0%	---	---
(26-29)	6,317	---	---	18.3%	---	---	41.1%	---	---	21.6%	---	---	10.8%	---	---	6.3%	---	---	1.8%	---	---
30-39	31,358	20,917	15,010	16.7%	18.4%	15.6%	42.3%	42.3%	47.4%	21.0%	19.8%	18.1%	11.4%	10.7%	11.1%	7.2%	7.6%	7.0%	1.5%	1.2%	0.9%
40-49	70,111	47,038	34,006	15.6%	15.9%	12.6%	40.4%	41.0%	44.2%	22.6%	22.0%	20.5%	11.5%	11.8%	14.0%	8.7%	7.9%	7.7%	1.3%	1.5%	0.9%
50-59	87,015	57,866	41,243	15.5%	15.6%	13.2%	37.9%	40.4%	41.8%	24.2%	22.3%	22.2%	12.4%	11.8%	14.1%	8.8%	8.5%	7.4%	1.3%	1.3%	1.3%
60+	20,180	12,859	7,610	17.5%	16.8%	15.2%	37.6%	40.6%	42.2%	24.6%	23.7%	23.3%	11.1%	10.5%	12.3%	7.5%	6.8%	5.7%	1.7%	1.6%	1.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,369	147,887	100,656	16.1%	16.5%	13.8%	39.8%	41.0%	43.8%	22.9%	21.7%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.2%	1.4%	1.4%	1.1%
Pay Category																					
Federal Wage System	9,467	5,510	4,855	11.3%	11.7%	10.1%	39.0%	39.9%	40.5%	25.8%	24.0%	24.9%	13.5%	13.3%	14.6%	9.1%	10.0%	8.8%	1.3%	1.2%	1.1%
GS 1-6 or equivalent	10,823	6,703	4,848	18.5%	16.6%	18.2%	36.1%	38.8%	41.1%	22.1%	22.4%	19.9%	12.4%	11.6%	10.5%	9.5%	9.2%	9.3%	1.5%	1.5%	1.0%
GS 7-12 or equivalent	91,764	58,899	39,563	15.9%	16.3%	13.2%	40.2%	42.2%	44.3%	23.1%	21.5%	20.5%	11.4%	11.2%	13.8%	8.0%	7.4%	7.0%	1.4%	1.4%	1.2%
GS 13-15 or equivalent	91,604	64,036	41,791	17.8%	17.9%	14.2%	41.3%	41.0%	45.8%	21.7%	21.3%	20.3%	10.8%	11.4%	12.7%	7.1%	7.1%	6.1%	1.3%	1.3%	1.0%
Senior Executive Service	4,206	3,314	2,542	24.6%	26.1%	18.3%	37.7%	35.5%	47.7%	19.9%	19.7%	17.4%	9.7%	8.5%	11.9%	5.4%	8.5%	3.8%	2.6%	1.7%	0.8%
SL/ST	688	490	---	13.3%	35.1%	---	40.9%	41.7%	---	23.2%	13.7%	---	8.2%	3.2%	---	13.5%	5.9%	---	0.8%	0.3%	---
Other	8,187	5,204	7,057	13.9%	15.7%	14.6%	39.3%	36.8%	42.4%	23.8%	22.0%	20.6%	12.1%	12.7%	13.8%	9.3%	10.7%	7.7%	1.6%	2.1%	0.9%
Time in Federal Government																					
< 1 year	2,614	1,316	---	25.3%	26.2%	---	44.4%	37.8%	---	16.9%	24.2%	---	5.9%	4.9%	---	3.2%	1.7%	---	4.2%	5.3%	---
1-3 years	17,545	12,892	---	18.9%	17.7%	---	45.1%	42.2%	---	19.9%	19.4%	---	9.0%	10.7%	---	5.7%	8.4%	---	1.4%	1.6%	---
4-5 years	16,222	8,710	---	16.8%	19.9%	---	40.2%	41.8%	---	22.6%	18.5%	---	10.3%	10.9%	---	8.3%	7.6%	---	1.7%	1.4%	---
6-10 years	26,501	13,912	---	15.9%	17.9%	---	39.1%	40.8%	---	23.3%	21.3%	---	12.3%	10.4%	---	7.6%	8.1%	---	1.7%	1.5%	---
11-20 years	62,892	44,997	---	15.4%	15.5%	---	38.5%	41.9%	---	23.0%	21.7%	---	12.5%	11.9%	---	9.5%	7.6%	---	1.1%	1.4%	---
> 20 years	91,687	62,348	---	15.2%	15.7%	---	39.0%	39.9%	---	23.9%	23.2%	---	12.3%	11.9%	---	8.4%	8.0%	---	1.3%	1.3%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	23.3%	22.8%	---	42.0%	42.0%	---	18.8%	21.6%	---	6.6%	4.7%	---	4.1%	3.1%	---	5.3%	5.7%	---
1-3 years	28,261	21,633	---	18.6%	18.4%	---	42.1%	41.1%	---	20.9%	20.3%	---	10.1%	10.6%	---	6.7%	8.0%	---	1.6%	1.6%	---
4-5 years	22,556	13,236	---	16.1%	18.8%	---	39.9%	41.3%	---	23.0%	19.3%	---	11.5%	10.8%	---	8.2%	8.3%	---	1.2%	1.5%	---
6-10 years	35,116	18,821	---	15.7%	16.5%	---	38.9%	39.7%	---	22.8%	22.4%	---	12.7%	12.1%	---	8.5%	8.0%	---	1.4%	1.3%	---
11-20 years	64,974	46,188	---	15.1%	15.4%	---	38.6%	41.5%	---	23.6%	22.1%	---	12.2%	12.2%	---	9.4%	7.6%	---	1.1%	1.2%	---
> 20 years	61,511	41,484	---	14.9%	15.0%	---	39.8%	41.0%	---	23.8%	22.9%	---	12.1%	11.7%	---	8.2%	8.2%	---	1.2%	1.2%	---
Leaving																					
No	150,466	101,432	---	18.9%	19.0%	---	43.5%	45.2%	---	21.7%	20.5%	---	9.4%	9.2%	---	5.3%	5.0%	---	1.2%	1.1%	---
Yes, to retire	14,407	9,502	---	12.1%	13.1%	---	35.9%	37.7%	---	28.1%	24.4%	---	12.8%	14.3%	---	9.8%	9.0%	---	1.3%	1.5%	---
Yes, to other job in Govt	35,595	22,686	---	9.6%	10.4%	---	31.5%	29.8%	---	25.3%	25.1%	---	17.6%	17.1%	---	14.3%	15.0%	---	1.7%	2.6%	---
Yes, to other job outside Govt	7,854	5,069	---	8.1%	9.9%	---	27.9%	28.6%	---	22.6%	24.3%	---	19.0%	17.0%	---	20.5%	18.6%	---	1.9%	1.6%	---
Yes, other	9,083	5,480	---	7.5%	9.1%	---	26.1%	30.7%	---	26.3%	23.1%	---	18.9%	18.8%	---	19.1%	16.1%	---	2.1%	2.2%	---
Retiring																					
Within 1 year	9,139	6,073	4,001	12.5%	14.0%	8.5%	34.2%	36.1%	35.1%	27.4%	24.6%	29.0%	13.3%	14.1%	16.3%	11.1%	9.3%	10.2%	1.4%	1.7%	0.9%
Between 1 and 3 years	25,207	16,415	12,087	14.5%	13.1%	10.6%	37.7%	40.0%	41.3%	26.2%	24.2%	22.6%	11.8%	12.5%	16.6%	8.8%	8.8%	8.0%	1.1%	1.4%	0.9%
Between 3 and 5 years	28,072	19,272	13,876	13.9%	14.9%	12.8%	38.5%	40.6%	40.7%	25.0%	23.2%	24.0%	13.4%	11.8%	14.6%	7.8%	7.9%	6.6%	1.4%	1.6%	1.3%
5 or more years	154,966	102,404	70,692	16.9%	17.4%	14.6%	40.6%	41.5%	45.1%	21.8%	21.0%	19.6%	11.3%	11.1%	12.5%	8.0%	7.6%	7.1%	1.4%	1.4%	1.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(32) I am held accountable for achieving results.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,407	147,892	100,656	23.6%	23.8%	21.2%	55.4%	55.8%	58.6%	14.0%	13.8%	12.4%	4.2%	4.0%	5.3%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
Work Location																					
Headquarters	86,477	51,143	35,976	25.4%	25.6%	20.7%	55.5%	55.9%	58.8%	12.8%	12.4%	12.2%	3.7%	3.7%	5.8%	2.0%	1.9%	1.9%	0.6%	0.6%	0.6%
Field	130,932	93,043	64,680	22.8%	23.2%	21.4%	55.4%	55.8%	58.5%	14.5%	14.3%	12.5%	4.4%	4.1%	5.1%	2.1%	2.0%	2.0%	0.8%	0.6%	0.5%
Supervisor Status																					
Non-Supervisor	118,178	74,546	46,868	20.6%	20.9%	19.2%	56.0%	56.2%	58.7%	15.6%	15.6%	13.4%	4.5%	4.3%	5.8%	2.3%	2.2%	2.3%	0.9%	0.8%	0.7%
Team Leader	31,771	20,114	13,639	24.9%	26.1%	21.9%	55.0%	56.1%	59.4%	13.1%	11.7%	12.0%	4.6%	3.9%	4.7%	1.9%	1.8%	1.7%	0.5%	0.4%	0.2%
Supervisor	39,853	28,514	22,902	28.6%	31.1%	26.7%	56.8%	56.2%	59.4%	10.2%	8.9%	8.9%	2.8%	2.5%	3.8%	1.2%	1.1%	1.0%	0.4%	0.2%	0.2%
Manager	22,462	17,117	14,118	38.4%	40.8%	35.9%	50.8%	50.2%	53.5%	8.0%	6.3%	6.5%	2.0%	1.8%	3.2%	0.6%	0.7%	0.8%	0.1%	0.2%	0.0%
Executive	5,135	3,906	3,129	45.8%	52.3%	44.0%	38.6%	40.1%	46.9%	7.1%	5.0%	6.0%	5.4%	1.8%	2.3%	1.3%	0.5%	0.4%	1.8%	0.4%	0.2%
Sex																					
Male	117,801	81,620	59,070	22.6%	22.5%	19.9%	55.3%	55.6%	58.1%	14.6%	14.7%	13.8%	4.9%	4.5%	5.8%	2.1%	2.1%	2.1%	0.6%	0.5%	0.4%
Female	99,715	62,574	41,586	25.0%	25.4%	22.9%	55.7%	56.1%	59.2%	13.3%	12.7%	10.6%	3.3%	3.3%	4.6%	1.9%	1.7%	1.9%	0.9%	0.8%	0.8%
Hispanic or Latino																					
Yes	13,627	8,465	5,531	24.4%	24.9%	24.0%	53.2%	51.9%	55.4%	15.0%	15.9%	14.0%	4.2%	4.2%	3.8%	2.6%	2.2%	2.0%	0.5%	0.9%	0.7%
No	203,774	135,485	95,125	23.6%	23.7%	21.0%	55.7%	56.1%	58.8%	13.9%	13.6%	12.3%	4.2%	4.0%	5.4%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
Race																					
White	156,712	---	80,079	23.2%	---	20.6%	56.1%	---	58.5%	13.8%	---	12.8%	4.3%	---	5.8%	2.0%	---	1.8%	0.6%	---	0.5%
Black or African American	32,865	---	12,860	25.0%	---	24.7%	54.3%	---	58.1%	13.1%	---	9.7%	3.9%	---	3.9%	2.3%	---	2.8%	1.3%	---	0.7%
Native Hawaiian/Pacific Islander	1,487	---	698	29.1%	---	31.4%	51.0%	---	52.5%	15.0%	---	11.5%	2.3%	---	3.2%	2.1%	---	0.5%	0.5%	---	0.9%
Asian	8,606	---	3,633	25.7%	---	18.5%	55.9%	---	65.1%	13.9%	---	11.5%	2.8%	---	2.3%	0.8%	---	1.4%	0.8%	---	1.2%
AmerIndian/Alskn Native	6,151	---	1,602	18.5%	---	20.8%	53.1%	---	56.3%	19.1%	---	15.9%	6.2%	---	4.6%	2.1%	---	1.7%	1.0%	---	0.6%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	24.0%	---	21.6%	50.8%	---	60.6%	17.4%	---	8.8%	2.9%	---	3.0%	4.2%	---	5.7%	0.7%	---	0.4%
Age Group																					
<30	8,793	5,460	2,787	20.3%	21.7%	22.7%	54.6%	53.2%	56.1%	17.5%	16.5%	12.8%	4.4%	5.0%	4.7%	2.4%	2.0%	2.8%	0.8%	1.6%	0.8%
(25 and under)	2,477	---	---	19.8%	---	---	57.9%	---	---	15.4%	---	---	3.7%	---	---	2.8%	---	---	0.5%	---	---
(26-29)	6,316	---	---	20.5%	---	---	53.2%	---	---	18.4%	---	---	4.7%	---	---	2.2%	---	---	1.0%	---	---
30-39	31,361	20,920	15,010	21.6%	21.2%	18.4%	54.2%	55.0%	58.5%	15.5%	16.0%	13.1%	5.4%	5.1%	6.8%	2.3%	2.1%	2.5%	0.9%	0.6%	0.8%
40-49	70,126	47,039	34,006	23.1%	23.0%	20.3%	55.2%	56.2%	59.2%	14.4%	14.0%	12.8%	4.4%	4.1%	5.3%	2.2%	2.1%	1.9%	0.7%	0.6%	0.6%
50-59	87,038	57,867	41,243	24.9%	25.4%	22.6%	56.5%	55.8%	58.2%	12.8%	12.8%	12.0%	3.3%	3.6%	4.8%	1.8%	1.7%	1.9%	0.6%	0.6%	0.4%
60+	20,182	12,860	7,610	26.3%	25.8%	24.4%	54.8%	57.4%	59.2%	12.4%	11.8%	10.4%	4.2%	2.8%	4.2%	1.5%	1.8%	1.2%	0.8%	0.5%	0.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(32) I am held accountable for achieving results.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,407	147,892	100,656	23.6%	23.8%	21.2%	55.4%	55.8%	58.6%	14.0%	13.8%	12.4%	4.2%	4.0%	5.3%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
Pay Category																					
Federal Wage System	9,473	5,511	4,855	20.1%	19.6%	20.9%	54.3%	54.6%	57.1%	15.5%	17.1%	13.2%	6.1%	4.9%	6.0%	3.3%	3.1%	2.5%	0.7%	0.7%	0.2%
GS 1-6 or equivalent	10,820	6,704	4,848	21.5%	20.9%	21.4%	53.1%	52.8%	58.7%	18.0%	17.9%	12.0%	3.3%	4.5%	5.0%	2.4%	2.5%	2.2%	1.7%	1.5%	0.8%
GS 7-12 or equivalent	91,790	58,903	39,563	23.1%	22.8%	19.8%	56.3%	57.3%	60.2%	14.0%	13.7%	12.2%	4.1%	3.8%	5.3%	1.9%	1.8%	2.0%	0.7%	0.6%	0.5%
GS 13-15 or equivalent	91,613	64,036	41,791	26.2%	26.8%	22.1%	57.2%	55.4%	57.6%	11.0%	11.8%	12.5%	3.7%	4.1%	5.8%	1.6%	1.7%	1.5%	0.3%	0.3%	0.5%
Senior Executive Service	4,206	3,314	2,542	50.6%	51.2%	40.3%	39.3%	38.0%	50.9%	6.0%	7.2%	6.1%	3.1%	2.7%	2.0%	0.8%	0.4%	0.3%	0.2%	0.4%	0.4%
SL/ST	688	490	---	21.2%	36.4%	---	52.3%	55.9%	---	8.4%	5.0%	---	10.6%	1.3%	---	7.3%	1.5%	---	0.2%	0.0%	---
Other	8,187	5,204	7,057	24.6%	25.6%	25.1%	52.3%	53.4%	54.7%	17.0%	14.5%	12.8%	3.6%	3.4%	3.8%	1.3%	2.2%	2.4%	1.1%	1.0%	1.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	30.4%	26.8%	---	53.5%	51.0%	---	11.3%	18.8%	---	2.2%	1.5%	---	0.4%	0.1%	---	2.3%	1.8%	---
1-3 years	17,542	12,892	---	22.9%	21.8%	---	55.1%	53.0%	---	15.4%	16.0%	---	3.8%	6.1%	---	1.8%	2.1%	---	0.9%	0.9%	---
4-5 years	16,226	8,712	---	23.2%	23.9%	---	53.0%	55.9%	---	15.3%	14.1%	---	5.4%	3.5%	---	2.4%	1.9%	---	0.8%	0.8%	---
6-10 years	26,508	13,914	---	22.5%	24.0%	---	55.1%	53.4%	---	14.2%	15.7%	---	4.9%	4.3%	---	2.3%	1.9%	---	0.8%	0.7%	---
11-20 years	62,907	44,997	---	23.0%	23.0%	---	55.5%	56.7%	---	14.3%	13.8%	---	4.3%	3.7%	---	2.2%	2.2%	---	0.7%	0.5%	---
> 20 years	91,704	62,350	---	24.5%	25.0%	---	56.4%	56.9%	---	13.0%	12.3%	---	3.7%	3.5%	---	1.8%	1.7%	---	0.6%	0.6%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	28.9%	27.9%	---	53.5%	53.2%	---	12.5%	14.1%	---	1.9%	1.4%	---	0.7%	1.0%	---	2.5%	2.5%	---
1-3 years	28,263	21,635	---	23.5%	22.9%	---	54.4%	53.2%	---	15.1%	15.7%	---	3.8%	5.4%	---	2.3%	2.1%	---	0.9%	0.8%	---
4-5 years	22,562	13,237	---	21.9%	24.2%	---	53.9%	55.4%	---	15.6%	13.8%	---	5.3%	3.7%	---	2.5%	2.0%	---	0.8%	0.9%	---
6-10 years	35,127	18,823	---	23.0%	23.8%	---	55.3%	54.2%	---	14.0%	15.4%	---	5.0%	4.0%	---	2.1%	2.0%	---	0.6%	0.6%	---
11-20 years	64,986	46,188	---	23.4%	23.2%	---	55.4%	57.2%	---	14.4%	13.3%	---	4.2%	3.8%	---	1.9%	2.1%	---	0.7%	0.4%	---
> 20 years	61,523	41,484	---	24.5%	24.7%	---	57.3%	57.4%	---	12.4%	12.2%	---	3.5%	3.6%	---	1.9%	1.6%	---	0.5%	0.5%	---
Leaving																					
No	150,482	101,434	---	25.3%	25.8%	---	57.3%	57.4%	---	12.2%	12.0%	---	3.2%	3.0%	---	1.3%	1.2%	---	0.6%	0.5%	---
Yes, to retire	14,412	9,503	---	21.9%	20.8%	---	56.2%	57.3%	---	15.3%	15.2%	---	3.8%	3.6%	---	2.3%	2.3%	---	0.5%	0.9%	---
Yes, to other job in Govt	35,603	22,691	---	19.6%	19.2%	---	52.5%	53.1%	---	17.6%	17.4%	---	6.0%	6.0%	---	3.2%	3.3%	---	1.1%	0.9%	---
Yes, to other job outside Govt	7,860	5,069	---	20.9%	17.1%	---	44.7%	46.0%	---	18.4%	20.5%	---	9.5%	8.9%	---	5.7%	6.7%	---	0.9%	0.9%	---
Yes, other	9,088	5,478	---	16.5%	17.1%	---	44.4%	46.1%	---	23.1%	22.4%	---	9.5%	9.1%	---	5.3%	4.2%	---	1.3%	1.1%	---
Retiring																					
Within 1 year	9,142	6,073	4,001	23.5%	21.0%	19.3%	53.9%	55.6%	56.2%	14.3%	15.6%	14.0%	4.9%	4.0%	7.6%	2.6%	2.8%	2.3%	0.8%	1.1%	0.5%
Between 1 and 3 years	25,215	16,416	12,087	23.7%	22.4%	20.4%	55.7%	58.9%	58.2%	14.6%	13.0%	12.0%	3.5%	3.0%	5.5%	2.2%	2.2%	3.5%	0.4%	0.6%	0.3%
Between 3 and 5 years	28,077	19,273	13,876	22.8%	25.3%	21.3%	57.8%	56.3%	60.2%	12.7%	12.4%	12.1%	4.3%	3.8%	4.8%	1.7%	1.8%	1.3%	0.7%	0.4%	0.4%
5 or more years	154,990	102,408	70,692	23.8%	23.8%	21.4%	55.1%	55.4%	58.5%	14.1%	14.0%	12.4%	4.2%	4.2%	5.2%	2.0%	1.9%	1.9%	0.8%	0.7%	0.6%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,397	147,889	100,656	14.8%	15.1%	12.9%	39.0%	39.2%	43.4%	27.9%	27.3%	24.4%	6.5%	7.1%	8.1%	5.4%	5.1%	4.8%	6.4%	6.3%	6.4%
Work Location																					
Headquarters	86,473	51,140	35,976	17.0%	16.9%	14.6%	39.7%	40.0%	43.3%	25.4%	25.1%	23.1%	6.4%	6.5%	8.0%	5.1%	4.8%	4.4%	6.4%	6.6%	6.6%
Field	130,924	93,042	64,680	13.7%	14.5%	12.3%	38.6%	38.9%	43.4%	29.1%	27.9%	24.9%	6.6%	7.3%	8.1%	5.6%	5.1%	5.0%	6.4%	6.2%	6.3%
Supervisor Status																					
Non-Supervisor	118,165	74,542	46,868	12.7%	13.2%	11.5%	36.7%	37.1%	41.4%	29.5%	28.5%	25.2%	6.9%	7.8%	8.9%	6.2%	5.8%	5.6%	8.0%	7.5%	7.4%
Team Leader	31,771	20,114	13,639	14.9%	16.3%	13.6%	39.0%	40.4%	44.7%	29.1%	27.9%	25.1%	6.6%	6.3%	7.0%	5.3%	3.9%	4.0%	5.1%	5.2%	5.7%
Supervisor	39,855	28,513	22,902	18.3%	19.7%	16.6%	46.2%	47.5%	51.1%	23.9%	22.1%	21.2%	5.6%	5.6%	6.1%	3.3%	3.1%	2.7%	2.7%	2.1%	2.4%
Manager	22,460	17,117	14,118	26.3%	27.2%	23.2%	47.7%	49.9%	53.1%	18.5%	16.3%	15.5%	4.2%	3.7%	4.8%	2.1%	2.0%	2.2%	1.2%	1.0%	1.0%
Executive	5,134	3,906	3,129	30.7%	39.9%	32.8%	44.4%	43.4%	51.2%	12.4%	11.5%	11.2%	3.8%	2.5%	3.1%	6.0%	1.5%	1.1%	2.7%	1.2%	0.6%
Sex																					
Male	117,797	81,617	59,070	14.4%	14.8%	12.5%	39.7%	39.1%	43.0%	28.2%	28.7%	26.1%	6.2%	6.7%	7.6%	5.2%	4.7%	4.4%	6.3%	6.0%	6.4%
Female	99,710	62,574	41,586	15.2%	15.4%	13.5%	38.1%	39.3%	43.9%	27.6%	25.4%	22.1%	6.9%	7.7%	8.7%	5.7%	5.5%	5.5%	6.5%	6.7%	6.3%
Hispanic or Latino																					
Yes	13,625	8,465	5,531	14.5%	16.0%	13.0%	37.2%	37.6%	38.5%	28.7%	25.6%	25.5%	6.7%	7.9%	12.0%	6.9%	6.7%	6.7%	6.0%	6.2%	4.2%
No	203,768	135,483	95,125	14.8%	15.0%	12.9%	39.1%	39.3%	43.8%	27.8%	27.4%	24.3%	6.5%	7.1%	7.8%	5.3%	4.9%	4.7%	6.4%	6.3%	6.5%
Race																					
White	156,703	---	80,079	15.5%	---	13.5%	40.3%	---	44.4%	27.3%	---	24.6%	5.9%	---	7.4%	4.4%	---	3.7%	6.5%	---	6.3%
Black or African American	32,864	---	12,860	12.4%	---	10.4%	35.2%	---	39.8%	29.3%	---	22.5%	8.2%	---	11.0%	8.8%	---	9.5%	6.0%	---	6.8%
Native Hawaiian/Pacific Islander	1,487	---	698	18.3%	---	9.3%	34.0%	---	53.7%	30.2%	---	19.3%	5.5%	---	8.1%	6.8%	---	5.7%	5.3%	---	3.8%
Asian	8,605	---	3,633	15.4%	---	14.1%	42.1%	---	42.1%	26.7%	---	25.5%	6.7%	---	6.4%	3.5%	---	4.2%	5.6%	---	7.7%
AmerIndian/Alskn Native	6,150	---	1,602	9.2%	---	12.3%	37.1%	---	36.1%	30.7%	---	25.6%	10.7%	---	14.2%	6.3%	---	7.6%	6.0%	---	4.3%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	14.0%	---	9.9%	29.8%	---	40.5%	30.6%	---	22.7%	7.5%	---	8.1%	10.2%	---	13.2%	7.9%	---	5.6%
Age Group																					
<30	8,792	5,461	2,787	15.6%	16.0%	17.0%	39.6%	40.8%	40.2%	27.1%	25.0%	22.7%	5.2%	5.1%	6.6%	3.5%	4.3%	3.6%	9.0%	8.7%	9.9%
(25 and under)	2,476	---	---	16.5%	---	---	40.3%	---	---	25.9%	---	---	6.5%	---	---	2.8%	---	---	8.1%	---	---
(26-29)	6,316	---	---	15.2%	---	---	39.4%	---	---	27.6%	---	---	4.7%	---	---	3.8%	---	---	9.3%	---	---
30-39	31,360	20,918	15,010	14.2%	13.1%	13.6%	38.3%	38.9%	43.8%	27.9%	27.7%	23.7%	6.4%	7.9%	7.3%	5.3%	4.2%	4.5%	8.0%	8.1%	7.2%
40-49	70,116	47,039	34,006	14.1%	14.3%	12.2%	39.5%	39.5%	42.1%	27.7%	27.5%	25.2%	6.4%	7.0%	8.6%	6.1%	5.5%	5.3%	6.2%	6.3%	6.6%
50-59	87,037	57,865	41,243	15.0%	15.9%	12.9%	38.4%	38.7%	44.6%	28.6%	27.0%	23.8%	6.8%	7.6%	8.2%	5.4%	5.4%	5.0%	5.8%	5.4%	5.4%
60+	20,184	12,861	7,610	16.5%	18.3%	13.3%	40.4%	39.8%	43.6%	26.3%	27.8%	25.6%	6.9%	5.2%	7.4%	4.7%	3.8%	3.3%	5.1%	5.1%	6.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,397	147,889	100,656	14.8%	15.1%	12.9%	39.0%	39.2%	43.4%	27.9%	27.3%	24.4%	6.5%	7.1%	8.1%	5.4%	5.1%	4.8%	6.4%	6.3%	6.4%
Pay Category																					
Federal Wage System	9,476	5,511	4,855	9.2%	9.1%	8.8%	37.0%	37.6%	39.3%	32.5%	31.6%	28.4%	9.3%	9.7%	11.5%	7.0%	7.6%	6.9%	5.0%	4.4%	5.2%
GS 1-6 or equivalent	10,824	6,705	4,848	13.8%	12.1%	13.7%	39.0%	36.0%	40.2%	27.4%	29.2%	22.8%	6.4%	8.0%	10.6%	6.4%	6.9%	6.1%	7.0%	7.9%	6.6%
GS 7-12 or equivalent	91,777	58,903	39,563	13.3%	14.0%	11.3%	38.4%	39.3%	43.3%	29.4%	27.8%	25.8%	6.6%	7.2%	8.1%	5.4%	5.0%	4.9%	6.9%	6.7%	6.5%
GS 13-15 or equivalent	91,608	64,033	41,791	19.3%	19.0%	17.0%	41.6%	41.9%	46.0%	23.9%	23.9%	21.9%	5.6%	5.8%	6.1%	3.9%	3.9%	3.3%	5.7%	5.6%	5.7%
Senior Executive Service	4,205	3,314	2,542	35.6%	37.9%	30.1%	46.8%	39.7%	54.7%	11.0%	18.3%	10.0%	2.6%	2.0%	3.3%	3.1%	1.0%	1.2%	0.9%	1.1%	0.7%
SL/ST	688	490	---	14.4%	43.7%	---	37.3%	37.1%	---	20.6%	12.3%	---	6.4%	3.0%	---	17.8%	2.2%	---	3.6%	1.7%	---
Other	8,187	5,202	7,057	16.5%	16.7%	13.9%	38.3%	33.4%	44.1%	27.5%	31.1%	21.4%	4.9%	8.6%	7.0%	6.7%	5.1%	5.3%	6.1%	5.1%	8.3%
Time in Federal Government																					
< 1 year	2,613	1,316	---	22.8%	24.8%	---	41.3%	39.9%	---	19.8%	23.2%	---	3.1%	3.1%	---	0.9%	0.8%	---	12.1%	8.2%	---
1-3 years	17,538	12,895	---	16.3%	14.7%	---	41.8%	39.9%	---	25.5%	26.2%	---	4.8%	5.8%	---	3.7%	5.3%	---	7.9%	8.1%	---
4-5 years	16,226	8,711	---	14.5%	15.6%	---	37.6%	38.6%	---	28.2%	26.9%	---	6.5%	7.0%	---	5.6%	5.0%	---	7.6%	6.9%	---
6-10 years	26,504	13,912	---	13.8%	15.1%	---	37.5%	38.6%	---	29.6%	27.5%	---	6.4%	7.2%	---	6.3%	5.5%	---	6.5%	6.1%	---
11-20 years	62,904	44,992	---	13.7%	14.0%	---	38.6%	39.5%	---	28.4%	27.5%	---	6.7%	8.2%	---	6.3%	4.9%	---	6.3%	5.9%	---
> 20 years	91,704	62,352	---	15.2%	15.8%	---	39.1%	39.0%	---	28.0%	27.4%	---	7.1%	6.8%	---	5.2%	5.1%	---	5.5%	5.9%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	22.0%	22.7%	---	39.5%	42.7%	---	23.4%	21.6%	---	2.8%	3.2%	---	2.0%	1.8%	---	10.3%	8.0%	---
1-3 years	28,259	21,637	---	16.2%	15.2%	---	40.3%	39.2%	---	26.1%	26.5%	---	5.1%	6.4%	---	4.7%	5.4%	---	7.6%	7.3%	---
4-5 years	22,559	13,235	---	13.5%	14.9%	---	37.9%	37.8%	---	28.0%	27.9%	---	7.4%	7.5%	---	6.3%	5.2%	---	6.9%	6.6%	---
6-10 years	35,124	18,821	---	14.5%	14.4%	---	36.8%	39.1%	---	29.7%	27.7%	---	6.6%	7.3%	---	6.3%	5.6%	---	6.1%	5.9%	---
11-20 years	64,983	46,185	---	13.6%	14.3%	---	39.0%	39.7%	---	28.3%	27.1%	---	6.7%	7.8%	---	6.1%	5.1%	---	6.3%	5.9%	---
> 20 years	61,522	41,486	---	15.0%	15.9%	---	39.9%	38.9%	---	28.0%	27.9%	---	7.1%	6.9%	---	4.6%	4.6%	---	5.4%	5.8%	---
Leaving																					
No	150,473	101,433	---	16.8%	17.2%	---	41.9%	42.5%	---	26.5%	25.7%	---	5.1%	5.8%	---	3.6%	3.1%	---	6.2%	5.6%	---
Yes, to retire	14,411	9,502	---	13.4%	14.3%	---	38.3%	36.6%	---	28.2%	29.7%	---	9.0%	6.8%	---	6.5%	5.4%	---	4.6%	7.2%	---
Yes, to other job in Govt	35,599	22,689	---	9.5%	9.6%	---	32.8%	31.2%	---	31.0%	30.6%	---	9.8%	11.3%	---	9.6%	10.0%	---	7.1%	7.3%	---
Yes, to other job outside Govt	7,860	5,069	---	9.5%	10.7%	---	28.5%	30.6%	---	30.3%	31.0%	---	10.5%	8.6%	---	13.3%	11.1%	---	7.9%	8.0%	---
Yes, other	9,087	5,478	---	8.0%	6.9%	---	24.8%	26.4%	---	37.0%	32.5%	---	10.2%	11.3%	---	11.0%	12.7%	---	8.9%	10.1%	---
Retiring																					
Within 1 year	9,141	6,073	4,001	14.5%	14.2%	11.4%	36.2%	37.2%	40.1%	27.6%	28.5%	27.7%	9.1%	6.7%	9.0%	7.3%	5.2%	6.3%	5.3%	8.1%	5.5%
Between 1 and 3 years	25,216	16,416	12,087	12.8%	13.9%	10.3%	39.5%	38.5%	43.3%	29.9%	30.8%	26.8%	7.8%	6.6%	8.4%	5.0%	5.1%	5.8%	5.0%	5.1%	5.6%
Between 3 and 5 years	28,077	19,273	13,876	14.2%	16.3%	13.5%	40.4%	39.0%	44.1%	27.2%	25.9%	24.2%	7.5%	8.1%	8.5%	5.2%	5.2%	4.1%	5.6%	5.4%	5.6%
5 or more years	154,976	102,404	70,692	15.2%	15.1%	13.3%	38.8%	39.4%	43.4%	27.7%	27.0%	23.9%	6.0%	7.1%	7.9%	5.4%	5.0%	4.8%	6.8%	6.5%	6.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,393	147,885	100,656	15.6%	16.7%	15.3%	41.1%	40.6%	45.9%	25.6%	25.2%	21.5%	6.6%	6.6%	7.8%	5.1%	5.2%	4.9%	6.1%	5.6%	4.7%
Work Location																					
Headquarters	86,471	51,142	35,976	16.8%	17.8%	16.1%	41.6%	40.6%	44.8%	24.1%	23.7%	20.8%	6.4%	6.3%	7.9%	5.1%	5.6%	5.0%	5.9%	5.9%	5.4%
Field	130,923	93,036	64,680	15.0%	16.4%	15.0%	40.9%	40.7%	46.4%	26.3%	25.7%	21.7%	6.6%	6.6%	7.8%	5.0%	5.1%	4.8%	6.2%	5.5%	4.4%
Supervisor Status																					
Non-Supervisor	118,161	74,544	46,868	13.4%	15.1%	14.0%	39.4%	38.9%	43.7%	27.1%	26.5%	22.6%	6.8%	6.9%	8.5%	5.7%	5.9%	5.6%	7.5%	6.7%	5.5%
Team Leader	31,770	20,112	13,639	16.1%	17.5%	14.8%	41.4%	42.0%	49.4%	26.4%	25.5%	21.0%	6.9%	6.3%	7.2%	4.5%	4.2%	3.7%	4.7%	4.5%	3.9%
Supervisor	39,855	28,511	22,902	20.0%	20.8%	20.0%	46.4%	47.8%	52.0%	20.8%	20.2%	17.6%	6.0%	5.8%	5.6%	3.6%	3.4%	3.0%	3.1%	2.0%	1.9%
Manager	22,461	17,116	14,118	25.4%	27.8%	26.6%	47.2%	49.2%	52.1%	18.9%	15.6%	13.9%	4.5%	4.0%	4.6%	2.5%	2.4%	2.2%	1.6%	0.9%	0.8%
Executive	5,135	3,906	3,129	34.3%	38.1%	35.0%	42.8%	44.9%	50.0%	13.8%	11.2%	9.6%	4.2%	3.2%	3.9%	3.8%	1.7%	1.3%	1.1%	0.9%	0.2%
Sex																					
Male	117,795	81,614	59,070	15.7%	17.0%	15.4%	41.5%	40.9%	46.2%	26.4%	26.0%	22.6%	5.6%	5.8%	7.0%	4.6%	4.7%	4.0%	6.2%	5.6%	4.8%
Female	99,706	62,572	41,586	15.4%	16.3%	15.1%	40.7%	40.3%	45.6%	24.5%	24.3%	20.0%	7.9%	7.6%	8.8%	5.6%	6.0%	6.0%	6.0%	5.6%	4.5%
Hispanic or Latino																					
Yes	13,626	8,466	5,531	15.4%	16.7%	16.7%	38.8%	37.3%	40.3%	24.9%	24.1%	18.8%	7.8%	8.9%	13.6%	6.9%	7.4%	7.0%	6.3%	5.6%	3.6%
No	203,762	135,477	95,125	15.6%	16.7%	15.2%	41.3%	41.0%	46.4%	25.6%	25.4%	21.7%	6.4%	6.3%	7.4%	4.9%	5.0%	4.7%	6.1%	5.6%	4.7%
Race																					
White	156,700	---	80,079	16.8%	---	15.8%	42.7%	---	48.3%	25.5%	---	21.5%	5.3%	---	6.5%	3.6%	---	3.2%	6.2%	---	4.6%
Black or African American	32,864	---	12,860	12.2%	---	12.3%	36.2%	---	37.6%	25.0%	---	20.7%	11.3%	---	12.8%	9.5%	---	11.5%	5.8%	---	5.1%
Native Hawaiian/Pacific Islander	1,487	---	698	13.2%	---	20.1%	41.5%	---	42.2%	26.0%	---	21.9%	6.7%	---	8.0%	9.0%	---	5.7%	3.6%	---	2.2%
Asian	8,606	---	3,633	14.3%	---	15.3%	45.1%	---	45.5%	25.3%	---	20.7%	5.7%	---	8.2%	4.4%	---	4.8%	5.2%	---	5.5%
AmerIndian/Alskn Native	6,152	---	1,602	10.2%	---	15.0%	37.9%	---	32.8%	28.4%	---	25.8%	10.3%	---	15.5%	6.9%	---	7.6%	6.4%	---	3.3%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	14.5%	---	15.9%	31.9%	---	37.4%	28.6%	---	22.5%	7.0%	---	6.6%	11.0%	---	14.3%	6.9%	---	3.4%
Age Group																					
<30	8,793	5,461	2,787	17.4%	20.1%	20.5%	43.6%	42.2%	43.3%	21.6%	22.8%	17.5%	5.4%	4.7%	8.1%	3.2%	3.3%	3.2%	8.8%	6.9%	7.4%
(25 and under)	2,477	---	---	16.3%	---	---	45.3%	---	---	20.3%	---	---	4.5%	---	---	3.4%	---	---	10.2%	---	---
(26-29)	6,316	---	---	17.8%	---	---	42.9%	---	---	22.1%	---	---	5.8%	---	---	3.2%	---	---	8.2%	---	---
30-39	31,360	20,918	15,010	15.8%	15.9%	15.5%	41.4%	39.8%	45.9%	24.1%	25.5%	20.3%	6.5%	5.6%	8.0%	5.3%	5.2%	4.5%	6.9%	8.0%	5.7%
40-49	70,111	47,036	34,006	15.0%	16.3%	14.1%	41.0%	40.1%	46.3%	25.7%	25.7%	22.1%	6.7%	7.0%	7.7%	5.4%	5.5%	5.2%	6.2%	5.3%	4.6%
50-59	87,039	57,864	41,243	15.5%	16.4%	15.4%	40.3%	40.9%	45.8%	26.9%	25.6%	22.0%	6.7%	6.8%	7.6%	5.2%	5.4%	5.2%	5.4%	4.8%	4.0%
60+	20,183	12,859	7,610	16.5%	19.6%	17.7%	42.8%	42.6%	45.9%	25.3%	22.3%	20.0%	6.0%	6.6%	8.6%	4.0%	4.1%	2.9%	5.3%	4.9%	4.9%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,393	147,885	100,656	15.6%	16.7%	15.3%	41.1%	40.6%	45.9%	25.6%	25.2%	21.5%	6.6%	6.6%	7.8%	5.1%	5.2%	4.9%	6.1%	5.6%	4.7%
Pay Category																					
Federal Wage System	9,473	5,512	4,855	11.0%	11.1%	11.0%	38.0%	39.4%	41.5%	30.2%	29.2%	27.7%	8.4%	7.3%	9.1%	6.5%	8.5%	6.4%	5.9%	4.6%	4.4%
GS 1-6 or equivalent	10,816	6,704	4,848	14.3%	13.3%	17.1%	39.1%	38.2%	42.7%	26.8%	26.5%	18.9%	7.5%	7.8%	8.8%	6.7%	7.8%	6.8%	5.7%	6.4%	5.8%
GS 7-12 or equivalent	91,779	58,900	39,563	14.1%	15.9%	13.3%	40.9%	40.4%	45.7%	26.6%	26.0%	22.5%	6.5%	6.7%	8.6%	5.2%	5.0%	5.0%	6.7%	6.1%	4.9%
GS 13-15 or equivalent	91,612	64,030	41,791	19.4%	20.2%	19.2%	44.1%	42.9%	49.1%	22.0%	22.2%	18.4%	5.7%	6.0%	6.3%	3.8%	4.0%	3.3%	5.0%	4.8%	3.7%
Senior Executive Service	4,206	3,314	2,542	36.6%	35.5%	32.3%	44.8%	42.4%	52.8%	11.1%	16.5%	9.3%	3.4%	3.8%	3.6%	3.1%	1.2%	1.4%	0.9%	0.7%	0.6%
SL/ST	688	490	---	21.3%	28.0%	---	48.0%	46.7%	---	24.2%	11.9%	---	1.1%	3.2%	---	1.8%	1.9%	---	3.7%	8.3%	---
Other	8,187	5,204	7,057	18.8%	19.8%	17.1%	40.7%	38.2%	46.6%	24.8%	27.6%	20.8%	6.8%	4.9%	5.6%	3.1%	4.4%	4.8%	5.8%	5.2%	5.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	22.5%	26.7%	---	43.8%	39.3%	---	19.8%	22.3%	---	2.3%	2.6%	---	1.1%	1.7%	---	10.5%	7.4%	---
1-3 years	17,541	12,895	---	17.3%	17.0%	---	44.2%	40.0%	---	22.3%	23.9%	---	5.1%	5.7%	---	4.4%	5.6%	---	6.7%	7.8%	---
4-5 years	16,225	8,712	---	16.5%	17.1%	---	39.7%	41.0%	---	25.4%	25.4%	---	6.7%	5.9%	---	4.4%	4.3%	---	7.3%	6.3%	---
6-10 years	26,504	13,910	---	15.4%	17.3%	---	40.2%	40.4%	---	26.4%	23.7%	---	6.5%	6.6%	---	4.9%	5.0%	---	6.6%	7.1%	---
11-20 years	62,898	44,992	---	14.8%	16.6%	---	40.4%	40.5%	---	25.8%	25.9%	---	7.2%	6.8%	---	5.8%	5.4%	---	6.1%	4.9%	---
> 20 years	91,704	62,348	---	15.2%	16.3%	---	41.3%	41.0%	---	26.4%	25.7%	---	6.7%	6.9%	---	5.1%	5.3%	---	5.3%	4.8%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	21.8%	23.1%	---	42.5%	42.5%	---	19.4%	20.2%	---	3.6%	2.9%	---	1.8%	2.3%	---	10.9%	9.0%	---
1-3 years	28,263	21,637	---	16.6%	16.9%	---	42.0%	39.2%	---	23.4%	24.6%	---	5.8%	6.3%	---	5.0%	5.7%	---	7.1%	7.3%	---
4-5 years	22,559	13,236	---	15.1%	15.9%	---	39.5%	39.6%	---	26.5%	27.3%	---	6.9%	6.4%	---	5.1%	4.8%	---	6.9%	6.1%	---
6-10 years	35,123	18,818	---	15.5%	16.5%	---	39.8%	39.6%	---	26.1%	24.9%	---	6.9%	6.9%	---	5.7%	5.7%	---	6.0%	6.4%	---
11-20 years	64,977	46,184	---	14.7%	16.4%	---	40.5%	40.9%	---	26.3%	25.7%	---	7.2%	6.9%	---	5.5%	5.4%	---	5.8%	4.8%	---
> 20 years	61,522	41,484	---	15.5%	16.7%	---	42.6%	42.4%	---	26.0%	25.1%	---	6.3%	6.5%	---	4.6%	4.8%	---	5.1%	4.4%	---
Leaving																					
No	150,477	101,427	---	17.2%	18.6%	---	44.0%	43.2%	---	24.4%	24.6%	---	5.2%	5.3%	---	3.3%	3.3%	---	5.9%	5.0%	---
Yes, to retire	14,409	9,503	---	14.1%	14.9%	---	40.0%	39.5%	---	27.3%	26.0%	---	7.9%	7.6%	---	6.8%	5.7%	---	3.8%	6.3%	---
Yes, to other job in Govt	35,596	22,689	---	11.2%	11.8%	---	34.8%	34.3%	---	27.8%	27.1%	---	10.0%	9.8%	---	9.4%	10.5%	---	6.7%	6.5%	---
Yes, to other job outside Govt	7,860	5,069	---	14.7%	13.8%	---	30.1%	32.8%	---	28.5%	28.3%	---	8.9%	7.9%	---	9.7%	9.4%	---	8.1%	7.8%	---
Yes, other	9,088	5,479	---	9.0%	9.3%	---	29.0%	31.6%	---	31.4%	27.2%	---	11.7%	11.4%	---	10.4%	12.0%	---	8.3%	8.6%	---
Retiring																					
Within 1 year	9,140	6,072	4,001	15.9%	15.2%	14.7%	38.4%	38.7%	44.3%	25.9%	26.7%	23.7%	8.0%	6.6%	8.2%	6.9%	5.4%	5.8%	4.9%	7.5%	3.3%
Between 1 and 3 years	25,215	16,415	12,087	13.8%	15.0%	13.5%	42.3%	41.0%	45.6%	27.2%	26.3%	23.3%	7.1%	7.7%	8.1%	4.6%	5.4%	5.8%	5.0%	4.6%	3.6%
Between 3 and 5 years	28,075	19,273	13,876	14.9%	17.7%	16.4%	41.0%	40.4%	46.7%	26.9%	25.0%	20.5%	7.3%	7.0%	8.4%	4.9%	5.8%	3.8%	5.1%	4.1%	4.2%
5 or more years	154,976	102,402	70,692	16.0%	16.8%	15.4%	41.2%	40.8%	45.9%	25.1%	25.1%	21.3%	6.3%	6.3%	7.7%	5.0%	5.1%	4.9%	6.5%	5.9%	4.9%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(35) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,376	147,878	100,656	18.3%	18.0%	15.5%	45.4%	46.2%	48.1%	20.6%	20.0%	19.8%	6.9%	7.5%	7.6%	5.9%	5.6%	5.7%	2.9%	2.8%	3.2%
Work Location																					
Headquarters	86,465	51,140	35,976	20.4%	19.4%	17.3%	45.3%	46.3%	46.9%	19.4%	19.0%	19.4%	6.6%	6.8%	7.4%	5.6%	5.5%	6.1%	2.7%	2.9%	2.9%
Field	130,910	93,032	64,680	17.3%	17.5%	14.8%	45.5%	46.1%	48.6%	21.1%	20.3%	20.0%	7.1%	7.7%	7.7%	6.1%	5.6%	5.5%	3.0%	2.8%	3.3%
Supervisor Status																					
Non-Supervisor	118,147	74,538	46,868	15.9%	15.8%	13.7%	43.1%	44.0%	45.5%	22.6%	22.0%	21.7%	7.6%	8.1%	8.5%	7.0%	6.6%	6.8%	3.8%	3.5%	3.9%
Team Leader	31,769	20,113	13,639	19.3%	19.7%	16.2%	46.2%	48.7%	51.9%	20.9%	18.1%	18.2%	7.0%	7.4%	6.7%	4.7%	4.4%	4.4%	1.9%	1.8%	2.6%
Supervisor	39,853	28,508	22,902	22.4%	23.6%	21.1%	52.5%	53.6%	56.3%	15.0%	14.4%	13.9%	5.2%	4.9%	5.2%	3.7%	2.8%	2.5%	1.1%	0.8%	1.0%
Manager	22,463	17,118	14,118	29.2%	30.5%	27.4%	53.3%	54.5%	55.6%	11.3%	10.1%	11.1%	3.6%	2.9%	4.1%	2.2%	1.6%	1.4%	0.4%	0.3%	0.4%
Executive	5,133	3,906	3,129	36.4%	39.3%	33.1%	45.4%	48.5%	54.0%	9.7%	8.0%	8.8%	4.4%	2.5%	2.7%	3.5%	1.2%	1.1%	0.7%	0.5%	0.3%
Sex																					
Male	117,783	81,607	59,070	18.0%	18.1%	15.6%	46.9%	47.7%	49.2%	20.6%	19.8%	20.3%	6.2%	6.9%	7.1%	5.5%	5.1%	4.8%	2.8%	2.5%	3.1%
Female	99,703	62,573	41,586	18.6%	17.8%	15.4%	43.4%	44.2%	46.7%	20.6%	20.4%	19.2%	7.8%	8.1%	8.4%	6.4%	6.2%	7.0%	3.1%	3.2%	3.4%
Hispanic or Latino																					
Yes	13,623	8,465	5,531	19.6%	19.3%	15.0%	41.3%	41.8%	43.8%	20.5%	20.5%	18.5%	7.7%	8.8%	9.3%	8.3%	6.9%	11.6%	2.7%	2.7%	1.8%
No	203,747	135,471	95,125	18.1%	17.9%	15.5%	45.8%	46.6%	48.5%	20.6%	19.9%	19.9%	6.9%	7.4%	7.5%	5.7%	5.5%	5.3%	2.9%	2.8%	3.3%
Race																					
White	156,690	---	80,079	19.7%	---	16.2%	47.2%	---	51.0%	19.6%	---	18.9%	6.0%	---	6.6%	4.5%	---	3.9%	3.0%	---	3.4%
Black or African American	32,862	---	12,860	13.8%	---	11.9%	40.8%	---	38.1%	22.6%	---	23.0%	10.3%	---	11.4%	9.9%	---	12.5%	2.7%	---	3.1%
Native Hawaiian/Pacific Islander	1,487	---	698	18.2%	---	13.1%	42.6%	---	42.0%	20.4%	---	27.6%	8.0%	---	6.7%	9.3%	---	8.9%	1.5%	---	1.7%
Asian	8,606	---	3,633	18.3%	---	16.8%	46.6%	---	45.4%	20.9%	---	19.9%	7.4%	---	10.5%	5.2%	---	5.9%	1.6%	---	1.5%
AmerIndian/Alskn Native	6,148	---	1,602	13.3%	---	13.6%	37.5%	---	38.0%	27.8%	---	22.3%	9.3%	---	14.1%	8.3%	---	9.4%	3.8%	---	2.7%
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	14.2%	---	14.2%	37.6%	---	35.1%	23.4%	---	26.9%	9.6%	---	7.5%	12.5%	---	14.4%	2.7%	---	2.0%
Age Group																					
<30	8,791	5,459	2,787	21.5%	23.4%	22.8%	46.4%	49.1%	47.7%	17.3%	13.1%	13.9%	6.2%	6.6%	7.1%	4.7%	4.0%	4.5%	3.8%	3.8%	4.0%
(25 and under)	2,476	---	---	20.9%	---	---	46.8%	---	---	16.3%	---	---	7.2%	---	---	4.4%	---	---	4.3%	---	---
(26-29)	6,315	---	---	21.8%	---	---	46.3%	---	---	17.7%	---	---	5.8%	---	---	4.8%	---	---	3.6%	---	---
30-39	31,357	20,917	15,010	19.5%	18.1%	15.7%	45.3%	46.1%	48.8%	20.4%	19.5%	19.4%	6.9%	7.0%	6.7%	5.4%	6.1%	6.0%	2.6%	3.2%	3.4%
40-49	70,103	47,037	34,006	17.3%	16.9%	14.1%	46.4%	46.9%	48.7%	20.3%	20.3%	19.6%	6.9%	7.5%	8.3%	6.2%	5.8%	6.2%	2.9%	2.6%	3.2%
50-59	87,031	57,860	41,243	17.7%	17.6%	15.7%	44.6%	45.1%	47.6%	21.5%	21.1%	20.2%	6.9%	7.9%	7.5%	6.4%	5.7%	5.7%	3.0%	2.6%	3.3%
60+	20,184	12,858	7,610	19.7%	20.8%	17.3%	44.7%	47.0%	46.4%	20.3%	18.7%	22.6%	7.5%	6.9%	7.5%	4.8%	3.7%	3.4%	3.0%	2.8%	2.6%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(35) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,376	147,878	100,656	18.3%	18.0%	15.5%	45.4%	46.2%	48.1%	20.6%	20.0%	19.8%	6.9%	7.5%	7.6%	5.9%	5.6%	5.7%	2.9%	2.8%	3.2%
Pay Category																					
Federal Wage System	9,467	5,511	4,855	13.9%	12.8%	10.6%	44.2%	44.7%	46.4%	23.4%	23.5%	23.7%	8.7%	8.6%	10.2%	7.2%	8.7%	7.0%	2.5%	1.8%	2.2%
GS 1-6 or equivalent	10,817	6,704	4,848	17.3%	14.7%	18.1%	41.0%	41.7%	43.4%	21.9%	22.0%	18.2%	7.9%	9.0%	8.4%	8.8%	9.5%	8.2%	3.0%	3.1%	3.7%
GS 7-12 or equivalent	91,769	58,894	39,563	16.8%	17.0%	13.7%	45.7%	46.2%	47.7%	21.3%	21.0%	21.5%	7.0%	7.6%	8.0%	5.9%	5.2%	5.8%	3.3%	3.1%	3.3%
GS 13-15 or equivalent	91,610	64,033	41,791	22.4%	21.4%	18.7%	48.2%	48.7%	52.1%	17.3%	16.9%	16.9%	5.6%	6.6%	6.1%	3.9%	3.9%	3.5%	2.6%	2.5%	2.8%
Senior Executive Service	4,204	3,314	2,542	37.6%	36.8%	30.3%	49.3%	45.0%	55.9%	7.2%	9.3%	8.3%	2.7%	3.0%	4.0%	2.7%	5.3%	1.2%	0.5%	0.6%	0.3%
SL/ST	688	490	---	22.5%	43.1%	---	37.5%	44.4%	---	29.7%	6.0%	---	2.0%	4.0%	---	6.1%	1.5%	---	2.1%	1.0%	---
Other	8,187	5,202	7,057	20.5%	20.4%	18.2%	43.0%	45.2%	47.2%	21.0%	20.2%	17.1%	7.3%	6.3%	6.3%	6.0%	5.2%	6.8%	2.1%	2.7%	4.4%
Time in Federal Government																					
< 1 year	2,614	1,316	---	28.6%	30.2%	---	50.8%	43.6%	---	12.1%	18.4%	---	4.1%	2.4%	---	1.2%	0.7%	---	3.1%	4.7%	---
1-3 years	17,539	12,889	---	23.0%	20.1%	---	45.9%	46.8%	---	17.4%	16.9%	---	6.5%	7.4%	---	4.4%	6.1%	---	2.8%	2.6%	---
4-5 years	16,226	8,711	---	19.5%	19.8%	---	44.4%	46.8%	---	19.8%	17.8%	---	6.8%	7.0%	---	6.5%	5.3%	---	3.0%	3.2%	---
6-10 years	26,503	13,907	---	18.1%	19.1%	---	44.6%	45.3%	---	21.8%	18.7%	---	6.3%	8.2%	---	6.5%	6.0%	---	2.7%	2.8%	---
11-20 years	62,889	44,996	---	16.4%	16.5%	---	45.8%	46.5%	---	20.8%	21.1%	---	7.1%	7.6%	---	6.7%	5.6%	---	3.3%	2.6%	---
> 20 years	91,698	62,349	---	17.5%	17.5%	---	45.3%	45.8%	---	21.5%	21.2%	---	7.3%	7.4%	---	5.6%	5.4%	---	2.7%	2.9%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	27.9%	27.3%	---	45.9%	46.1%	---	16.0%	18.3%	---	4.3%	3.6%	---	1.6%	1.1%	---	4.3%	3.6%	---
1-3 years	28,259	21,629	---	21.3%	19.4%	---	44.7%	46.0%	---	18.8%	18.4%	---	6.6%	7.2%	---	5.4%	6.4%	---	3.2%	2.8%	---
4-5 years	22,560	13,237	---	18.4%	18.6%	---	44.3%	46.3%	---	20.4%	18.8%	---	6.8%	7.0%	---	6.8%	6.2%	---	3.2%	3.1%	---
6-10 years	35,124	18,818	---	17.7%	17.9%	---	43.9%	44.7%	---	22.1%	20.7%	---	6.9%	8.4%	---	6.8%	5.5%	---	2.6%	2.7%	---
11-20 years	64,968	46,185	---	16.2%	16.5%	---	46.0%	46.1%	---	21.0%	20.9%	---	7.2%	7.9%	---	6.5%	5.8%	---	3.1%	2.8%	---
> 20 years	61,515	41,485	---	17.7%	17.6%	---	46.6%	47.3%	---	20.9%	20.5%	---	7.2%	7.2%	---	5.2%	4.8%	---	2.4%	2.6%	---
Leaving																					
No	150,468	101,420	---	20.8%	20.7%	---	48.7%	49.3%	---	18.8%	18.5%	---	5.2%	5.8%	---	3.8%	3.3%	---	2.7%	2.4%	---
Yes, to retire	14,409	9,504	---	16.1%	14.4%	---	43.4%	45.6%	---	22.2%	21.8%	---	8.2%	9.1%	---	7.6%	5.5%	---	2.6%	3.7%	---
Yes, to other job in Govt	35,597	22,688	---	11.5%	10.5%	---	38.0%	38.8%	---	25.2%	23.4%	---	11.2%	12.3%	---	10.7%	11.8%	---	3.4%	3.2%	---
Yes, to other job outside Govt	7,856	5,069	---	11.6%	12.2%	---	37.9%	35.3%	---	23.6%	23.8%	---	11.2%	10.6%	---	11.9%	13.1%	---	3.8%	5.0%	---
Yes, other	9,083	5,480	---	10.6%	10.7%	---	30.6%	33.7%	---	27.2%	25.9%	---	13.2%	11.9%	---	13.9%	12.5%	---	4.4%	5.3%	---
Retiring																					
Within 1 year	9,138	6,073	4,001	17.4%	14.8%	14.5%	42.7%	45.7%	45.9%	21.9%	20.1%	22.4%	7.6%	8.0%	7.9%	7.6%	7.2%	7.0%	2.8%	4.2%	2.3%
Between 1 and 3 years	25,214	16,416	12,087	15.4%	17.1%	13.1%	44.9%	44.9%	47.2%	22.0%	21.7%	22.1%	8.4%	8.6%	7.9%	6.3%	5.1%	5.9%	3.0%	2.5%	3.8%
Between 3 and 5 years	28,073	19,270	13,876	17.1%	17.9%	15.7%	45.8%	45.4%	47.4%	22.3%	21.5%	21.1%	7.3%	6.9%	8.1%	5.0%	5.5%	4.9%	2.5%	2.8%	2.7%
5 or more years	154,965	102,397	70,692	18.9%	18.3%	15.8%	45.6%	46.5%	48.5%	20.0%	19.6%	19.2%	6.6%	7.4%	7.5%	5.9%	5.5%	5.8%	3.0%	2.8%	3.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	---	14.8%	14.6%	---	34.5%	34.9%	---	23.8%	22.5%	---	14.7%	15.7%	---	11.8%	11.9%	---	0.5%	0.4%	---
Work Location																					
Headquarters	86,480	51,144	---	17.8%	17.0%	---	36.1%	35.7%	---	22.7%	22.1%	---	13.2%	14.5%	---	9.8%	10.3%	---	0.4%	0.4%	---
Field	130,937	93,044	---	13.4%	13.8%	---	33.7%	34.6%	---	24.3%	22.7%	---	15.4%	16.0%	---	12.7%	12.4%	---	0.5%	0.4%	---
Supervisor Status																					
Non-Supervisor	118,181	74,548	---	13.7%	13.3%	---	33.0%	34.3%	---	24.8%	23.4%	---	15.0%	15.8%	---	12.8%	12.7%	---	0.6%	0.5%	---
Team Leader	31,773	20,114	---	13.7%	15.4%	---	35.2%	35.5%	---	23.5%	21.3%	---	15.9%	16.6%	---	11.5%	11.1%	---	0.2%	0.1%	---
Supervisor	39,854	28,513	---	15.5%	16.7%	---	38.3%	36.7%	---	22.2%	21.6%	---	14.4%	14.8%	---	9.3%	10.0%	---	0.2%	0.2%	---
Manager	22,463	17,117	---	23.9%	24.2%	---	40.2%	39.0%	---	18.9%	17.3%	---	10.0%	12.1%	---	6.9%	7.5%	---	0.1%	0.0%	---
Executive	5,135	3,906	---	32.1%	39.6%	---	37.9%	36.1%	---	11.6%	11.8%	---	9.6%	7.7%	---	8.4%	4.7%	---	0.4%	0.2%	---
Sex																					
Male	117,803	81,620	---	14.6%	14.3%	---	33.6%	34.0%	---	23.8%	22.3%	---	14.5%	15.7%	---	13.1%	13.3%	---	0.4%	0.4%	---
Female	99,720	62,576	---	15.0%	15.0%	---	35.7%	36.1%	---	23.8%	22.9%	---	14.9%	15.6%	---	10.0%	10.0%	---	0.6%	0.4%	---
Hispanic or Latino																					
Yes	13,627	8,464	---	18.8%	19.9%	---	35.3%	35.7%	---	22.1%	21.0%	---	12.5%	12.6%	---	10.6%	10.5%	---	0.7%	0.3%	---
No	203,779	135,488	---	14.4%	14.2%	---	34.4%	34.9%	---	24.0%	22.7%	---	14.9%	15.9%	---	11.9%	12.0%	---	0.5%	0.4%	---
Race																					
White	156,714	---	---	14.3%	---	---	33.8%	---	---	23.1%	---	---	16.1%	---	---	12.3%	---	---	0.4%	---	---
Black or African American	32,865	---	---	16.1%	---	---	37.6%	---	---	25.6%	---	---	10.3%	---	---	9.9%	---	---	0.6%	---	---
Native Hawaiian/Pacific Islander	1,485	---	---	22.0%	---	---	35.6%	---	---	21.6%	---	---	11.2%	---	---	9.5%	---	---	0.1%	---	---
Asian	8,607	---	---	18.2%	---	---	39.4%	---	---	23.1%	---	---	10.5%	---	---	7.5%	---	---	1.3%	---	---
AmerIndian/Alskn Native	6,153	---	---	14.7%	---	---	34.4%	---	---	26.4%	---	---	13.5%	---	---	10.5%	---	---	0.5%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	---	12.9%	---	---	28.0%	---	---	28.1%	---	---	14.3%	---	---	16.0%	---	---	0.8%	---	---
Age Group																					
<30	8,794	5,461	---	18.3%	19.4%	---	39.3%	37.9%	---	22.7%	20.1%	---	12.3%	11.7%	---	6.9%	10.2%	---	0.5%	0.6%	---
(25 and under)	2,477	---	---	20.4%	---	---	41.3%	---	---	22.4%	---	---	9.9%	---	---	5.5%	---	---	0.6%	---	---
(26-29)	6,317	---	---	17.5%	---	---	38.4%	---	---	22.8%	---	---	13.4%	---	---	7.5%	---	---	0.4%	---	---
30-39	31,363	20,920	---	14.4%	15.0%	---	36.9%	34.9%	---	24.1%	22.3%	---	13.3%	16.5%	---	10.9%	10.8%	---	0.4%	0.5%	---
40-49	70,124	47,039	---	14.3%	14.2%	---	34.7%	35.3%	---	23.7%	22.6%	---	14.5%	15.6%	---	12.4%	12.0%	---	0.5%	0.3%	---
50-59	87,041	57,866	---	14.3%	13.6%	---	32.6%	34.1%	---	24.4%	22.7%	---	15.8%	16.4%	---	12.4%	12.6%	---	0.5%	0.5%	---
60+	20,184	12,861	---	16.6%	17.1%	---	34.0%	35.2%	---	22.4%	23.7%	---	14.9%	12.7%	---	11.8%	11.1%	---	0.3%	0.3%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	---	14.8%	14.6%	---	34.5%	34.9%	---	23.8%	22.5%	---	14.7%	15.7%	---	11.8%	11.9%	---	0.5%	0.4%	---
Pay Category																					
Federal Wage System	9,476	5,512	---	11.4%	11.6%	---	33.2%	32.6%	---	26.1%	23.6%	---	15.5%	16.7%	---	13.6%	15.0%	---	0.2%	0.4%	---
GS 1-6 or equivalent	10,827	6,705	---	19.6%	15.6%	---	34.3%	35.6%	---	24.6%	20.0%	---	11.2%	15.4%	---	9.8%	13.0%	---	0.5%	0.4%	---
GS 7-12 or equivalent	91,787	58,902	---	14.5%	14.3%	---	35.2%	36.0%	---	24.4%	23.6%	---	14.4%	14.7%	---	11.0%	11.0%	---	0.6%	0.5%	---
GS 13-15 or equivalent	91,612	64,038	---	14.9%	14.9%	---	35.0%	34.5%	---	22.3%	21.9%	---	15.9%	16.6%	---	11.5%	11.9%	---	0.3%	0.2%	---
Senior Executive Service	4,206	3,314	---	34.7%	36.9%	---	38.3%	32.9%	---	12.3%	12.5%	---	9.2%	7.1%	---	5.5%	10.3%	---	0.1%	0.3%	---
SL/ST	688	490	---	8.5%	22.6%	---	33.4%	37.3%	---	12.8%	19.7%	---	23.0%	14.8%	---	22.0%	5.5%	---	0.2%	0.1%	---
Other	8,187	5,203	---	12.4%	15.4%	---	33.3%	29.8%	---	24.6%	20.2%	---	15.3%	19.8%	---	14.0%	14.2%	---	0.4%	0.5%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	30.1%	29.5%	---	44.5%	41.6%	---	15.3%	21.4%	---	7.1%	4.2%	---	2.0%	2.0%	---	1.0%	1.2%	---
1-3 years	17,545	12,896	---	19.6%	19.2%	---	39.7%	35.9%	---	21.2%	19.0%	---	11.2%	14.0%	---	7.7%	11.3%	---	0.6%	0.6%	---
4-5 years	16,229	8,712	---	16.1%	16.0%	---	35.7%	38.6%	---	22.2%	21.0%	---	14.0%	14.7%	---	11.5%	9.4%	---	0.5%	0.2%	---
6-10 years	26,505	13,913	---	14.4%	15.4%	---	33.7%	34.2%	---	25.3%	22.5%	---	14.1%	15.6%	---	11.7%	11.7%	---	0.8%	0.5%	---
11-20 years	62,908	44,997	---	13.9%	13.2%	---	33.3%	35.4%	---	24.5%	22.8%	---	15.2%	16.0%	---	12.7%	12.1%	---	0.4%	0.5%	---
> 20 years	91,706	62,349	---	13.0%	13.3%	---	33.3%	33.4%	---	24.4%	23.9%	---	16.1%	16.4%	---	12.9%	12.7%	---	0.4%	0.2%	---
Time w/ Current Agency																					
< 1 year	5,022	2,815	---	27.9%	28.3%	---	41.6%	41.7%	---	18.3%	19.1%	---	7.5%	6.7%	---	3.6%	3.2%	---	1.1%	1.1%	---
1-3 years	28,266	21,638	---	19.0%	18.8%	---	38.0%	35.6%	---	21.8%	19.9%	---	11.7%	14.1%	---	8.7%	11.1%	---	0.8%	0.5%	---
4-5 years	22,565	13,237	---	14.8%	15.1%	---	34.8%	37.9%	---	23.2%	22.8%	---	14.5%	14.3%	---	12.3%	9.6%	---	0.4%	0.3%	---
6-10 years	35,125	18,823	---	13.9%	13.8%	---	34.4%	34.9%	---	25.0%	23.0%	---	15.0%	15.8%	---	11.2%	12.1%	---	0.5%	0.4%	---
11-20 years	64,987	46,188	---	13.3%	12.8%	---	32.5%	34.0%	---	24.7%	23.1%	---	15.6%	16.8%	---	13.5%	12.8%	---	0.4%	0.5%	---
> 20 years	61,527	41,483	---	12.7%	12.6%	---	33.5%	33.7%	---	24.3%	23.9%	---	16.3%	16.7%	---	12.8%	12.8%	---	0.3%	0.2%	---
Leaving																					
No	150,494	101,435	---	17.6%	17.2%	---	38.5%	38.8%	---	23.0%	22.3%	---	12.6%	13.3%	---	7.8%	8.0%	---	0.4%	0.4%	---
Yes, to retire	14,409	9,503	---	9.7%	12.0%	---	30.9%	29.8%	---	24.4%	24.4%	---	17.3%	17.8%	---	17.4%	15.9%	---	0.3%	0.1%	---
Yes, to other job in Govt	35,602	22,690	---	8.8%	8.2%	---	25.8%	26.2%	---	26.1%	23.1%	---	19.2%	22.0%	---	19.5%	20.1%	---	0.7%	0.5%	---
Yes, to other job outside Govt	7,859	5,069	---	5.1%	5.5%	---	20.8%	20.1%	---	22.9%	21.2%	---	21.2%	22.0%	---	29.4%	30.5%	---	0.6%	0.7%	---
Yes, other	9,088	5,481	---	5.8%	7.3%	---	20.0%	23.4%	---	27.2%	23.1%	---	22.4%	22.4%	---	24.0%	23.5%	---	0.5%	0.3%	---
Retiring																					
Within 1 year	9,141	6,072	---	10.2%	12.3%	---	30.4%	29.3%	---	23.2%	20.8%	---	17.9%	19.2%	---	18.0%	17.8%	---	0.4%	0.6%	---
Between 1 and 3 years	25,216	16,417	---	12.1%	12.3%	---	32.0%	32.1%	---	24.2%	25.4%	---	17.3%	16.7%	---	14.1%	13.3%	---	0.3%	0.2%	---
Between 3 and 5 years	28,073	19,272	---	11.8%	12.7%	---	32.2%	33.4%	---	25.7%	23.0%	---	16.4%	16.6%	---	13.5%	13.5%	---	0.4%	0.7%	---
5 or more years	155,002	102,411	---	15.9%	15.3%	---	35.5%	35.9%	---	23.5%	22.2%	---	13.9%	15.2%	---	10.8%	11.1%	---	0.5%	0.4%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,405	147,896	100,656	9.3%	8.7%	8.9%	28.6%	28.6%	27.1%	28.5%	27.4%	23.9%	20.2%	21.9%	23.7%	12.7%	12.7%	16.1%	0.8%	0.8%	0.3%
Work Location																					
Headquarters	86,472	51,144	35,976	11.6%	10.6%	9.7%	30.6%	29.8%	27.7%	27.7%	26.7%	22.8%	18.6%	20.7%	23.7%	10.7%	11.3%	15.6%	0.8%	0.9%	0.4%
Field	130,932	93,045	64,680	8.2%	8.1%	8.6%	27.6%	28.2%	26.8%	28.9%	27.6%	24.3%	20.9%	22.2%	23.6%	13.6%	13.1%	16.3%	0.8%	0.7%	0.3%
Supervisor Status																					
Non-Supervisor	118,176	74,549	46,868	8.8%	8.0%	8.6%	27.0%	27.2%	25.6%	28.7%	27.9%	23.9%	20.7%	22.2%	24.0%	13.9%	13.7%	17.5%	1.0%	1.0%	0.4%
Team Leader	31,771	20,114	13,639	8.1%	8.7%	8.2%	28.4%	29.5%	27.8%	29.2%	26.8%	24.4%	20.9%	22.8%	24.2%	12.7%	11.9%	15.3%	0.6%	0.4%	0.2%
Supervisor	39,851	28,514	22,902	9.5%	9.7%	9.3%	32.1%	32.1%	31.6%	28.4%	27.5%	24.5%	19.7%	20.5%	23.2%	9.8%	9.9%	11.2%	0.4%	0.4%	0.2%
Manager	22,464	17,117	14,118	14.7%	15.2%	13.9%	37.4%	37.2%	37.3%	26.1%	24.2%	22.3%	14.6%	16.2%	18.1%	7.0%	7.0%	8.5%	0.1%	0.1%	0.1%
Executive	5,135	3,906	3,129	21.1%	27.7%	24.0%	39.3%	39.9%	39.0%	18.0%	17.2%	17.2%	14.2%	10.4%	13.6%	6.9%	4.6%	6.2%	0.4%	0.1%	0.1%
Sex																					
Male	117,800	81,622	59,070	8.9%	8.3%	7.8%	28.0%	28.0%	26.9%	28.8%	27.8%	25.6%	20.0%	21.8%	23.2%	13.7%	13.6%	16.3%	0.6%	0.5%	0.2%
Female	99,715	62,576	41,586	9.8%	9.3%	10.3%	29.3%	29.3%	27.3%	28.1%	26.9%	21.6%	20.4%	21.9%	24.3%	11.4%	11.5%	16.0%	1.0%	1.1%	0.5%
Hispanic or Latino																					
Yes	13,627	8,465	5,531	10.7%	11.2%	10.5%	31.1%	28.1%	26.7%	25.8%	28.0%	21.6%	18.9%	19.7%	22.5%	12.9%	12.7%	18.5%	0.6%	0.3%	0.2%
No	203,774	135,489	95,125	9.2%	8.5%	8.8%	28.3%	28.6%	27.1%	28.8%	27.4%	24.1%	20.3%	22.0%	23.7%	12.7%	12.7%	16.0%	0.8%	0.8%	0.3%
Race																					
White	156,706	---	80,079	8.9%	---	8.4%	27.8%	---	27.0%	28.5%	---	24.2%	21.3%	---	24.5%	12.9%	---	15.6%	0.6%	---	0.2%
Black or African American	32,864	---	12,860	10.5%	---	9.6%	30.8%	---	27.8%	28.2%	---	21.9%	17.8%	---	21.7%	11.7%	---	18.2%	1.0%	---	0.8%
Native Hawaiian/Pacific Islander	1,485	---	698	16.8%	---	9.4%	29.1%	---	25.6%	26.7%	---	27.5%	15.8%	---	15.0%	10.5%	---	22.5%	1.2%	---	0.0%
Asian	8,607	---	3,633	11.7%	---	14.7%	36.4%	---	31.8%	28.7%	---	26.2%	12.9%	---	15.4%	8.5%	---	11.4%	1.8%	---	0.5%
AmerIndian/Alskn Native	6,153	---	1,602	7.4%	---	9.7%	30.4%	---	26.0%	30.9%	---	21.2%	18.8%	---	27.1%	11.4%	---	15.6%	1.0%	---	0.5%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	7.9%	---	9.2%	20.3%	---	18.7%	32.1%	---	22.5%	20.4%	---	24.4%	17.4%	---	24.9%	1.9%	---	0.2%
Age Group																					
<30	8,794	5,461	2,787	11.9%	10.5%	9.9%	32.6%	32.0%	32.4%	26.4%	26.2%	22.8%	18.9%	19.8%	21.9%	9.3%	10.9%	12.7%	0.8%	0.7%	0.4%
(25 and under)	2,477	---	---	13.2%	---	---	35.1%	---	---	26.2%	---	---	16.9%	---	---	7.5%	---	---	1.1%	---	---
(26-29)	6,317	---	---	11.4%	---	---	31.5%	---	---	26.6%	---	---	19.7%	---	---	10.0%	---	---	0.7%	---	---
30-39	31,363	20,920	15,010	8.6%	8.1%	9.0%	28.7%	27.0%	26.6%	29.6%	26.7%	22.8%	19.8%	23.7%	24.1%	12.7%	13.4%	17.2%	0.7%	1.1%	0.3%
40-49	70,122	47,042	34,006	8.7%	8.4%	8.3%	28.7%	28.7%	25.7%	28.0%	27.1%	25.0%	20.3%	22.2%	24.4%	13.5%	13.1%	16.4%	0.8%	0.6%	0.2%
50-59	87,037	57,866	41,243	9.4%	8.5%	8.9%	27.6%	28.0%	27.2%	28.7%	27.9%	23.9%	20.6%	21.9%	23.3%	12.9%	13.0%	16.3%	0.8%	0.7%	0.4%
60+	20,182	12,860	7,610	10.7%	11.2%	11.1%	29.3%	31.8%	32.3%	28.6%	29.0%	21.9%	19.4%	17.7%	21.7%	10.9%	9.5%	12.4%	1.1%	0.8%	0.6%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,405	147,896	100,656	9.3%	8.7%	8.9%	28.6%	28.6%	27.1%	28.5%	27.4%	23.9%	20.2%	21.9%	23.7%	12.7%	12.7%	16.1%	0.8%	0.8%	0.3%
Pay Category																					
Federal Wage System	9,471	5,512	4,855	7.0%	6.3%	6.8%	27.8%	26.5%	23.7%	29.1%	27.8%	25.5%	21.2%	23.6%	26.0%	14.6%	15.6%	17.8%	0.4%	0.3%	0.1%
GS 1-6 or equivalent	10,824	6,706	4,848	13.7%	9.6%	11.8%	30.9%	29.2%	29.1%	26.7%	24.6%	23.2%	16.2%	21.4%	20.1%	11.7%	14.1%	15.4%	0.9%	1.1%	0.5%
GS 7-12 or equivalent	91,785	58,903	39,563	8.9%	8.3%	8.2%	28.9%	29.0%	27.2%	28.9%	28.8%	23.8%	20.4%	21.1%	24.1%	12.0%	11.9%	16.5%	0.9%	0.9%	0.3%
GS 13-15 or equivalent	91,610	64,038	41,791	9.4%	9.1%	9.4%	29.0%	28.3%	28.2%	28.1%	27.0%	23.8%	21.0%	22.8%	24.0%	11.8%	12.3%	14.3%	0.7%	0.5%	0.2%
Senior Executive Service	4,206	3,314	2,542	22.9%	24.5%	21.2%	41.3%	38.6%	41.7%	18.6%	16.7%	17.2%	12.1%	9.9%	13.5%	4.9%	9.9%	6.4%	0.1%	0.3%	0.0%
SL/ST	688	490	---	6.3%	10.5%	---	21.9%	39.2%	---	28.3%	26.5%	---	25.9%	11.5%	---	17.6%	12.1%	---	0.1%	0.2%	---
Other	8,187	5,203	7,057	8.4%	10.1%	9.7%	24.9%	25.9%	24.6%	32.4%	23.2%	24.3%	19.6%	24.9%	22.2%	13.9%	15.3%	18.4%	0.7%	0.7%	0.8%
Time in Federal Government																					
< 1 year	2,614	1,316	---	20.9%	17.4%	---	37.7%	36.3%	---	24.1%	33.7%	---	11.5%	7.9%	---	4.1%	3.3%	---	1.7%	1.4%	---
1-3 years	17,543	12,896	---	11.9%	11.2%	---	34.1%	29.4%	---	26.9%	24.2%	---	16.6%	20.7%	---	9.8%	13.9%	---	0.7%	0.7%	---
4-5 years	16,230	8,712	---	10.5%	8.8%	---	27.4%	30.4%	---	26.6%	27.2%	---	20.5%	21.4%	---	14.0%	11.6%	---	0.9%	0.6%	---
6-10 years	26,504	13,913	---	8.7%	9.0%	---	27.8%	27.4%	---	30.0%	26.8%	---	19.9%	22.8%	---	13.0%	12.8%	---	0.6%	1.2%	---
11-20 years	62,909	44,998	---	8.5%	7.7%	---	27.1%	28.4%	---	29.1%	28.0%	---	20.6%	22.3%	---	13.7%	12.8%	---	0.9%	0.7%	---
> 20 years	91,700	62,350	---	8.5%	8.4%	---	28.2%	28.2%	---	28.6%	28.2%	---	21.4%	22.0%	---	12.7%	12.6%	---	0.7%	0.7%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	20.1%	18.8%	---	35.7%	37.0%	---	24.8%	27.9%	---	12.9%	9.5%	---	4.5%	4.3%	---	2.0%	2.4%	---
1-3 years	28,263	21,638	---	11.5%	11.5%	---	32.5%	28.8%	---	26.8%	25.3%	---	17.4%	20.5%	---	11.0%	13.1%	---	0.8%	0.8%	---
4-5 years	22,563	13,237	---	9.2%	8.2%	---	27.1%	30.1%	---	27.6%	28.1%	---	21.4%	21.6%	---	13.8%	11.4%	---	0.8%	0.6%	---
6-10 years	35,124	18,823	---	8.7%	7.8%	---	27.6%	28.8%	---	30.2%	27.6%	---	20.3%	21.9%	---	12.4%	13.0%	---	0.7%	1.0%	---
11-20 years	64,982	46,189	---	8.0%	7.7%	---	27.0%	27.4%	---	29.0%	27.7%	---	20.9%	22.9%	---	14.3%	13.6%	---	0.8%	0.7%	---
> 20 years	61,523	41,484	---	8.5%	7.6%	---	28.3%	28.3%	---	28.7%	28.4%	---	21.3%	22.7%	---	12.6%	12.4%	---	0.7%	0.6%	---
Leaving																					
No	150,482	101,436	---	11.4%	10.6%	---	32.9%	33.1%	---	29.2%	28.2%	---	17.4%	19.0%	---	8.3%	8.4%	---	0.8%	0.7%	---
Yes, to retire	14,409	9,502	---	6.0%	6.6%	---	26.8%	25.9%	---	28.8%	29.0%	---	21.5%	22.6%	---	16.1%	15.4%	---	0.7%	0.6%	---
Yes, to other job in Govt	35,604	22,691	---	4.4%	4.1%	---	18.1%	17.3%	---	26.9%	26.0%	---	27.8%	29.8%	---	22.2%	21.8%	---	0.7%	0.9%	---
Yes, to other job outside Govt	7,859	5,069	---	2.5%	3.1%	---	13.9%	12.2%	---	22.4%	19.7%	---	28.8%	32.1%	---	31.9%	32.2%	---	0.5%	0.7%	---
Yes, other	9,087	5,481	---	3.4%	3.2%	---	13.7%	14.7%	---	27.5%	24.5%	---	27.4%	28.0%	---	26.7%	28.6%	---	1.3%	0.9%	---
Retiring																					
Within 1 year	9,142	6,071	4,001	6.6%	7.0%	6.7%	26.9%	24.1%	23.3%	26.4%	27.0%	23.7%	22.3%	22.3%	25.1%	16.8%	18.6%	20.9%	1.0%	1.0%	0.3%
Between 1 and 3 years	25,213	16,417	12,087	7.3%	7.7%	7.4%	26.9%	26.9%	26.4%	29.1%	29.4%	23.0%	22.3%	22.8%	25.7%	13.7%	12.8%	16.9%	0.7%	0.5%	0.5%
Between 3 and 5 years	28,077	19,272	13,876	7.8%	7.5%	8.9%	28.1%	28.0%	27.1%	29.2%	28.3%	24.0%	20.8%	22.9%	22.9%	13.4%	12.7%	16.7%	0.7%	0.7%	0.3%
5 or more years	154,990	102,413	70,692	9.9%	9.1%	9.2%	29.0%	29.1%	27.3%	28.4%	27.1%	24.0%	19.7%	21.5%	23.4%	12.2%	12.4%	15.7%	0.8%	0.8%	0.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,409	147,892	100,656	14.4%	14.3%	14.3%	34.3%	34.4%	32.9%	25.8%	25.2%	24.2%	11.8%	12.0%	14.0%	10.6%	10.8%	11.9%	3.1%	3.3%	2.6%
Work Location																					
Headquarters	86,476	51,144	35,976	16.8%	16.6%	16.4%	36.5%	35.5%	34.1%	23.9%	24.2%	23.6%	10.4%	11.3%	12.6%	9.3%	8.7%	10.6%	3.1%	3.8%	2.8%
Field	130,930	93,042	64,680	13.4%	13.6%	13.4%	33.3%	34.1%	32.5%	26.6%	25.5%	24.4%	12.4%	12.3%	14.6%	11.2%	11.4%	12.5%	3.1%	3.1%	2.6%
Supervisor Status																					
Non-Supervisor	118,177	74,546	46,868	13.1%	12.8%	13.2%	32.5%	33.1%	31.6%	26.7%	26.2%	24.1%	12.3%	12.2%	14.6%	11.8%	11.8%	13.3%	3.7%	3.8%	3.1%
Team Leader	31,774	20,114	13,639	13.8%	14.6%	13.9%	35.0%	36.5%	33.8%	25.8%	23.8%	26.3%	12.4%	12.8%	13.9%	10.5%	9.8%	10.3%	2.5%	2.5%	1.8%
Supervisor	39,851	28,513	22,902	15.3%	17.6%	17.4%	39.5%	37.9%	38.1%	25.0%	23.6%	22.7%	10.7%	10.9%	12.3%	7.6%	8.1%	8.0%	1.8%	1.8%	1.4%
Manager	22,463	17,117	14,118	24.7%	25.6%	25.0%	40.5%	40.4%	39.9%	20.3%	19.2%	19.1%	7.8%	8.4%	9.4%	5.5%	5.4%	5.7%	1.2%	1.0%	0.9%
Executive	5,135	3,906	3,129	38.5%	45.1%	42.8%	35.9%	34.5%	35.8%	11.4%	12.7%	12.7%	7.7%	4.2%	4.7%	5.5%	2.9%	3.4%	0.9%	0.6%	0.5%
Sex																					
Male	117,803	81,621	59,070	14.8%	14.9%	14.5%	35.1%	34.6%	34.0%	24.9%	24.8%	23.8%	11.3%	11.5%	13.4%	11.1%	11.2%	11.9%	2.8%	3.0%	2.2%
Female	99,717	62,574	41,586	14.0%	13.5%	14.0%	33.1%	34.3%	31.5%	26.9%	25.7%	24.7%	12.5%	12.7%	14.8%	10.0%	10.2%	11.9%	3.5%	3.6%	3.2%
Hispanic or Latino																					
Yes	13,626	8,463	5,531	16.2%	16.6%	14.7%	34.6%	34.8%	31.4%	24.0%	24.6%	24.6%	11.7%	10.8%	12.4%	10.5%	11.2%	14.2%	2.9%	2.0%	2.7%
No	203,777	135,487	95,125	14.3%	14.1%	14.3%	34.2%	34.4%	33.0%	25.9%	25.2%	24.2%	11.8%	12.1%	14.2%	10.6%	10.7%	11.8%	3.1%	3.4%	2.6%
Race																					
White	156,706	---	80,079	15.0%	---	14.7%	34.8%	---	33.8%	24.7%	---	23.8%	11.9%	---	14.5%	10.3%	---	10.8%	3.1%	---	2.5%
Black or African American	32,870	---	12,860	12.7%	---	11.4%	32.7%	---	29.9%	28.9%	---	25.9%	12.1%	---	13.4%	11.0%	---	16.0%	2.6%	---	3.3%
Native Hawaiian/Pacific Islander	1,486	---	698	20.8%	---	13.0%	32.4%	---	38.0%	28.3%	---	27.2%	8.1%	---	9.3%	7.6%	---	11.3%	2.8%	---	1.1%
Asian	8,608	---	3,633	15.8%	---	18.3%	39.1%	---	33.7%	26.9%	---	24.3%	7.1%	---	11.4%	7.7%	---	7.7%	3.4%	---	4.5%
AmerIndian/Alskn Native	6,151	---	1,602	10.6%	---	12.8%	31.6%	---	30.1%	26.6%	---	25.5%	16.7%	---	14.1%	11.8%	---	15.9%	2.6%	---	1.7%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	11.3%	---	13.0%	27.8%	---	23.3%	28.5%	---	23.1%	11.8%	---	11.6%	16.5%	---	27.5%	4.1%	---	1.4%
Age Group																					
<30	8,793	5,461	2,787	16.5%	16.6%	15.6%	40.6%	38.2%	40.4%	23.5%	22.1%	23.3%	9.5%	10.9%	9.6%	6.3%	8.5%	7.6%	3.7%	3.7%	3.5%
(25 and under)	2,477	---	---	18.8%	---	---	42.6%	---	---	20.5%	---	---	7.1%	---	---	6.7%	---	---	4.3%	---	---
(26-29)	6,316	---	---	15.5%	---	---	39.7%	---	---	24.7%	---	---	10.5%	---	---	6.2%	---	---	3.4%	---	---
30-39	31,362	20,919	15,010	13.3%	13.4%	13.4%	35.1%	34.3%	33.8%	26.9%	23.9%	24.5%	11.3%	13.6%	14.3%	10.2%	11.6%	11.7%	3.2%	3.2%	2.3%
40-49	70,121	47,040	34,006	13.9%	13.5%	13.4%	34.0%	34.4%	31.5%	25.0%	25.1%	25.6%	12.1%	12.4%	14.5%	12.1%	11.4%	12.4%	2.8%	3.1%	2.7%
50-59	87,042	57,864	41,243	14.5%	14.2%	14.9%	32.9%	34.0%	32.5%	26.6%	26.0%	23.0%	12.4%	11.7%	14.3%	10.4%	10.7%	12.6%	3.1%	3.4%	2.7%
60+	20,183	12,861	7,610	16.7%	18.5%	17.3%	34.8%	35.2%	37.2%	24.5%	25.4%	23.0%	10.9%	9.3%	11.4%	9.6%	8.0%	8.4%	3.5%	3.5%	2.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,409	147,892	100,656	14.4%	14.3%	14.3%	34.3%	34.4%	32.9%	25.8%	25.2%	24.2%	11.8%	12.0%	14.0%	10.6%	10.8%	11.9%	3.1%	3.3%	2.6%
Pay Category																					
Federal Wage System	9,476	5,512	4,855	9.9%	9.4%	8.7%	30.0%	29.5%	28.2%	27.3%	27.4%	24.5%	16.8%	15.8%	19.7%	14.2%	16.1%	18.1%	1.7%	1.6%	0.8%
GS 1-6 or equivalent	10,827	6,705	4,848	16.8%	14.3%	15.1%	34.8%	32.0%	31.7%	23.8%	24.8%	24.3%	10.3%	11.7%	11.7%	12.1%	14.7%	13.5%	2.2%	2.5%	3.7%
GS 7-12 or equivalent	91,782	58,903	39,563	13.7%	13.2%	13.0%	34.4%	35.4%	33.3%	27.0%	26.0%	25.0%	11.7%	11.7%	14.2%	9.9%	9.9%	11.8%	3.4%	3.7%	2.8%
GS 13-15 or equivalent	91,611	64,036	41,791	16.7%	16.6%	17.4%	36.9%	36.6%	35.0%	24.2%	23.6%	23.6%	10.5%	11.1%	13.0%	8.6%	8.8%	8.5%	3.2%	3.3%	2.4%
Senior Executive Service	4,206	3,314	2,542	42.4%	42.6%	41.1%	36.1%	30.0%	37.4%	11.7%	14.5%	11.4%	4.8%	9.3%	6.0%	4.4%	2.3%	3.6%	0.6%	1.4%	0.5%
SL/ST	688	490	---	11.5%	24.0%	---	35.3%	34.2%	---	13.4%	33.4%	---	26.4%	2.2%	---	13.0%	4.7%	---	0.4%	1.6%	---
Other	8,187	5,203	7,057	13.1%	16.6%	16.7%	29.9%	27.9%	31.6%	27.7%	23.4%	21.8%	12.9%	15.0%	13.2%	12.6%	14.3%	13.9%	3.7%	2.9%	2.8%
Time in Federal Government																					
< 1 year	2,614	1,316	---	29.1%	27.9%	---	41.1%	43.5%	---	18.4%	21.4%	---	4.1%	1.3%	---	2.3%	1.9%	---	5.0%	4.0%	---
1-3 years	17,543	12,896	---	18.1%	18.4%	---	40.8%	34.7%	---	22.5%	22.2%	---	8.9%	10.0%	---	6.7%	11.3%	---	3.0%	3.4%	---
4-5 years	16,228	8,712	---	14.6%	15.4%	---	34.3%	36.5%	---	25.4%	23.6%	---	11.3%	12.6%	---	10.8%	9.1%	---	3.7%	2.7%	---
6-10 years	26,503	13,911	---	12.8%	15.5%	---	35.9%	34.2%	---	25.6%	23.4%	---	12.1%	11.8%	---	11.0%	11.4%	---	2.6%	3.7%	---
11-20 years	62,910	44,996	---	13.6%	12.5%	---	32.3%	34.2%	---	27.1%	25.8%	---	11.8%	13.1%	---	12.0%	11.3%	---	3.2%	3.1%	---
> 20 years	91,706	62,350	---	13.9%	13.5%	---	32.8%	34.0%	---	26.3%	26.7%	---	13.0%	12.0%	---	11.0%	10.4%	---	3.0%	3.3%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	25.1%	27.6%	---	40.7%	40.4%	---	20.0%	21.2%	---	4.9%	4.4%	---	3.0%	3.1%	---	6.3%	3.3%	---
1-3 years	28,263	21,638	---	17.4%	17.5%	---	38.5%	35.2%	---	23.1%	22.5%	---	9.6%	10.2%	---	8.2%	11.0%	---	3.2%	3.5%	---
4-5 years	22,563	13,237	---	13.7%	14.4%	---	33.4%	35.9%	---	25.9%	25.6%	---	12.4%	12.0%	---	11.2%	9.4%	---	3.4%	2.6%	---
6-10 years	35,124	18,821	---	12.7%	13.7%	---	35.8%	33.9%	---	26.2%	24.9%	---	11.7%	12.6%	---	10.9%	11.7%	---	2.7%	3.2%	---
11-20 years	64,989	46,187	---	13.1%	12.5%	---	31.6%	33.2%	---	27.1%	26.0%	---	12.7%	13.2%	---	12.3%	11.8%	---	3.1%	3.3%	---
> 20 years	61,523	41,484	---	14.2%	13.2%	---	33.3%	34.6%	---	26.3%	26.6%	---	12.7%	12.4%	---	10.8%	9.9%	---	2.7%	3.3%	---
Leaving																					
No	150,490	101,435	---	17.2%	17.0%	---	37.8%	38.1%	---	25.2%	24.8%	---	9.9%	10.1%	---	7.0%	7.0%	---	2.9%	3.0%	---
Yes, to retire	14,411	9,502	---	11.8%	12.3%	---	32.7%	30.9%	---	24.6%	28.6%	---	14.5%	11.6%	---	13.7%	11.7%	---	2.7%	4.9%	---
Yes, to other job in Govt	35,598	22,691	---	7.8%	7.3%	---	26.0%	25.6%	---	28.4%	26.0%	---	16.0%	17.8%	---	18.0%	20.0%	---	3.7%	3.4%	---
Yes, to other job outside Govt	7,859	5,068	---	7.5%	6.5%	---	21.7%	24.2%	---	23.8%	22.8%	---	17.4%	16.9%	---	26.1%	25.0%	---	3.5%	4.7%	---
Yes, other	9,088	5,480	---	5.1%	5.9%	---	21.3%	22.3%	---	28.5%	26.1%	---	17.9%	18.0%	---	23.2%	23.5%	---	4.0%	4.1%	---
Retiring																					
Within 1 year	9,140	6,071	4,001	12.8%	11.4%	12.4%	31.5%	31.0%	29.0%	24.0%	26.1%	24.2%	14.0%	10.4%	15.0%	14.8%	15.7%	15.6%	3.0%	5.3%	3.9%
Between 1 and 3 years	25,216	16,417	12,087	12.8%	13.1%	13.6%	32.2%	33.5%	31.4%	27.0%	27.1%	24.5%	13.4%	12.9%	14.4%	11.6%	9.8%	13.7%	3.1%	3.6%	2.4%
Between 3 and 5 years	28,076	19,273	13,876	12.8%	13.0%	14.5%	33.1%	33.5%	32.0%	27.0%	25.7%	24.6%	12.6%	13.4%	14.1%	11.3%	11.3%	12.2%	3.2%	3.2%	2.6%
5 or more years	154,991	102,409	70,692	15.0%	14.8%	14.4%	35.0%	34.9%	33.5%	25.5%	24.8%	24.1%	11.3%	11.7%	13.9%	10.1%	10.5%	11.5%	3.1%	3.2%	2.6%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,418	147,891	---	12.8%	12.3%	---	45.4%	47.3%	---	21.8%	20.6%	---	11.9%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
Work Location																					
Headquarters	86,479	51,144	---	14.4%	13.3%	---	45.0%	46.6%	---	21.4%	20.9%	---	11.9%	12.0%	---	6.6%	6.4%	---	0.7%	0.8%	---
Field	130,936	93,040	---	12.1%	12.0%	---	45.6%	47.5%	---	22.0%	20.6%	---	11.9%	12.2%	---	7.6%	7.1%	---	0.8%	0.7%	---
Supervisor Status																					
Non-Supervisor	118,182	74,546	---	11.8%	11.4%	---	44.1%	46.5%	---	22.6%	21.3%	---	12.3%	12.2%	---	8.2%	7.7%	---	1.0%	0.9%	---
Team Leader	31,773	20,114	---	11.9%	11.6%	---	44.4%	46.8%	---	22.7%	21.0%	---	13.5%	14.1%	---	6.9%	6.1%	---	0.6%	0.3%	---
Supervisor	39,854	28,512	---	13.7%	14.9%	---	50.6%	51.0%	---	19.6%	18.3%	---	10.3%	10.6%	---	5.4%	5.0%	---	0.4%	0.2%	---
Manager	22,464	17,117	---	21.1%	21.5%	---	51.8%	53.7%	---	16.7%	14.5%	---	7.6%	7.3%	---	2.7%	3.0%	---	0.1%	0.1%	---
Executive	5,135	3,906	---	28.3%	33.3%	---	48.0%	48.5%	---	12.3%	10.6%	---	8.2%	5.3%	---	2.7%	2.2%	---	0.4%	0.2%	---
Sex																					
Male	117,806	81,620	---	12.0%	11.9%	---	44.3%	45.6%	---	22.9%	21.8%	---	12.4%	12.6%	---	7.8%	7.4%	---	0.6%	0.6%	---
Female	99,721	62,573	---	13.9%	12.7%	---	46.9%	49.5%	---	20.4%	19.1%	---	11.3%	11.6%	---	6.6%	6.3%	---	1.0%	0.8%	---
Hispanic or Latino																					
Yes	13,629	8,465	---	15.1%	15.1%	---	44.1%	47.0%	---	22.4%	18.5%	---	10.3%	12.2%	---	7.2%	6.8%	---	0.8%	0.5%	---
No	203,783	135,484	---	12.6%	12.1%	---	45.6%	47.4%	---	21.8%	20.8%	---	12.1%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
Race																					
White	156,713	---	---	12.7%	---	---	45.2%	---	---	21.6%	---	---	12.4%	---	---	7.4%	---	---	0.6%	---	---
Black or African American	32,866	---	---	13.6%	---	---	48.7%	---	---	20.1%	---	---	10.1%	---	---	6.5%	---	---	1.0%	---	---
Native Hawaiian/Pacific Islander	1,486	---	---	14.9%	---	---	45.4%	---	---	22.3%	---	---	10.2%	---	---	6.4%	---	---	0.8%	---	---
Asian	8,610	---	---	13.9%	---	---	48.6%	---	---	22.7%	---	---	9.4%	---	---	4.4%	---	---	1.0%	---	---
AmerIndian/Alskn Native	6,151	---	---	9.7%	---	---	42.0%	---	---	25.3%	---	---	13.1%	---	---	8.3%	---	---	1.6%	---	---
Two or more races (Not Hispanic/Latino)	6,193	---	---	11.6%	---	---	36.8%	---	---	27.2%	---	---	12.7%	---	---	10.0%	---	---	1.7%	---	---
Age Group																					
<30	8,793	5,461	---	15.5%	14.8%	---	47.6%	49.9%	---	19.7%	18.2%	---	10.9%	10.9%	---	5.4%	5.7%	---	0.9%	0.5%	---
(25 and under)	2,477	---	---	18.2%	---	---	49.2%	---	---	18.3%	---	---	8.8%	---	---	4.0%	---	---	1.5%	---	---
(26-29)	6,316	---	---	14.4%	---	---	46.9%	---	---	20.3%	---	---	11.8%	---	---	5.9%	---	---	0.7%	---	---
30-39	31,363	20,918	---	12.0%	11.8%	---	47.9%	46.7%	---	21.4%	20.4%	---	11.0%	12.9%	---	7.0%	7.4%	---	0.7%	0.8%	---
40-49	70,126	47,041	---	12.1%	11.7%	---	45.1%	46.4%	---	21.2%	20.3%	---	12.6%	13.4%	---	8.3%	7.5%	---	0.8%	0.7%	---
50-59	87,040	57,865	---	12.6%	12.1%	---	44.6%	47.7%	---	22.6%	21.1%	---	12.1%	11.7%	---	7.3%	6.8%	---	0.8%	0.7%	---
60+	20,186	12,859	---	15.8%	15.1%	---	43.9%	48.7%	---	23.3%	21.8%	---	11.1%	8.7%	---	5.2%	4.9%	---	0.7%	0.8%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,418	147,891	---	12.8%	12.3%	---	45.4%	47.3%	---	21.8%	20.6%	---	11.9%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
Pay Category																					
Federal Wage System	9,475	5,512	---	9.7%	8.6%	---	41.2%	42.3%	---	24.1%	24.6%	---	14.3%	13.3%	---	9.7%	9.9%	---	0.9%	1.3%	---
GS 1-6 or equivalent	10,826	6,705	---	15.7%	12.6%	---	42.6%	44.6%	---	21.9%	21.0%	---	10.3%	11.1%	---	8.0%	9.8%	---	1.5%	1.0%	---
GS 7-12 or equivalent	91,789	58,900	---	12.5%	11.8%	---	46.2%	48.7%	---	22.5%	20.5%	---	11.3%	12.0%	---	6.7%	6.2%	---	0.7%	0.7%	---
GS 13-15 or equivalent	91,613	64,037	---	13.1%	13.4%	---	47.5%	47.7%	---	20.3%	20.0%	---	12.4%	12.5%	---	6.3%	6.0%	---	0.4%	0.4%	---
Senior Executive Service	4,206	3,314	---	30.9%	30.3%	---	49.0%	44.8%	---	12.2%	15.6%	---	5.3%	7.1%	---	2.5%	2.0%	---	0.1%	0.3%	---
SL/ST	688	490	---	8.0%	15.7%	---	50.4%	56.0%	---	5.7%	8.0%	---	23.2%	15.9%	---	12.6%	4.4%	---	0.1%	0.0%	---
Other	8,187	5,203	---	14.3%	13.7%	---	43.1%	43.7%	---	21.1%	19.7%	---	12.8%	13.1%	---	7.8%	9.1%	---	1.0%	0.7%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	23.7%	22.3%	---	50.0%	51.3%	---	16.1%	17.3%	---	6.0%	5.1%	---	2.9%	2.8%	---	1.3%	1.3%	---
1-3 years	17,544	12,895	---	15.8%	14.7%	---	47.4%	46.6%	---	18.8%	17.2%	---	11.3%	12.5%	---	5.8%	8.1%	---	0.9%	0.9%	---
4-5 years	16,229	8,712	---	12.2%	12.2%	---	45.0%	48.1%	---	22.5%	20.7%	---	11.7%	12.7%	---	7.4%	5.8%	---	1.1%	0.5%	---
6-10 years	26,506	13,912	---	13.0%	13.3%	---	43.6%	45.9%	---	22.2%	20.1%	---	12.2%	12.8%	---	8.4%	7.2%	---	0.6%	0.7%	---
11-20 years	62,912	44,997	---	11.2%	11.0%	---	46.3%	47.4%	---	22.0%	21.4%	---	11.8%	12.4%	---	8.1%	7.0%	---	0.6%	0.8%	---
> 20 years	91,707	62,348	---	12.6%	12.0%	---	44.8%	47.6%	---	22.5%	21.4%	---	12.3%	11.7%	---	6.8%	6.7%	---	0.8%	0.6%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	21.2%	22.6%	---	49.7%	50.2%	---	16.8%	16.5%	---	7.4%	6.4%	---	3.6%	3.3%	---	1.3%	1.0%	---
1-3 years	28,264	21,637	---	15.5%	14.5%	---	44.7%	46.3%	---	20.7%	17.7%	---	11.4%	12.9%	---	6.8%	7.7%	---	0.9%	0.9%	---
4-5 years	22,564	13,237	---	11.4%	12.2%	---	45.1%	46.7%	---	22.4%	22.2%	---	12.4%	12.6%	---	7.6%	5.6%	---	1.0%	0.6%	---
6-10 years	35,125	18,822	---	12.4%	12.0%	---	44.5%	46.3%	---	22.2%	21.4%	---	12.0%	12.2%	---	8.2%	7.3%	---	0.7%	0.7%	---
11-20 years	64,990	46,187	---	11.0%	11.0%	---	45.8%	46.8%	---	22.3%	21.3%	---	12.3%	12.6%	---	8.0%	7.7%	---	0.6%	0.7%	---
> 20 years	61,524	41,483	---	13.0%	11.5%	---	45.7%	49.2%	---	22.1%	21.3%	---	12.0%	11.4%	---	6.5%	6.0%	---	0.7%	0.6%	---
Leaving																					
No	150,490	101,431	---	15.2%	14.5%	---	49.2%	51.2%	---	20.7%	19.3%	---	9.6%	9.8%	---	4.6%	4.4%	---	0.7%	0.7%	---
Yes, to retire	14,413	9,502	---	10.7%	11.1%	---	41.6%	42.5%	---	24.0%	26.1%	---	14.7%	12.3%	---	7.9%	7.2%	---	1.1%	0.7%	---
Yes, to other job in Govt	35,606	22,691	---	6.8%	6.4%	---	37.5%	37.5%	---	24.4%	23.0%	---	17.4%	19.4%	---	13.0%	13.0%	---	0.8%	0.7%	---
Yes, to other job outside Govt	7,858	5,069	---	5.6%	6.4%	---	31.7%	35.7%	---	22.7%	22.5%	---	20.7%	17.7%	---	18.6%	17.3%	---	0.7%	0.3%	---
Yes, other	9,087	5,481	---	5.3%	4.4%	---	32.0%	37.0%	---	26.0%	23.6%	---	17.7%	17.7%	---	17.9%	15.5%	---	1.2%	1.8%	---
Retiring																					
Within 1 year	9,142	6,071	---	11.7%	10.6%	---	41.3%	41.7%	---	23.6%	25.3%	---	13.9%	11.3%	---	8.7%	10.1%	---	0.9%	1.0%	---
Between 1 and 3 years	25,216	16,417	---	11.5%	10.7%	---	44.9%	48.8%	---	23.3%	22.3%	---	12.5%	11.5%	---	6.9%	6.4%	---	0.9%	0.4%	---
Between 3 and 5 years	28,076	19,270	---	11.4%	11.3%	---	45.1%	47.0%	---	23.5%	22.8%	---	12.4%	11.1%	---	6.8%	7.2%	---	0.7%	0.7%	---
5 or more years	154,999	102,410	---	13.3%	12.8%	---	45.8%	47.5%	---	21.3%	19.8%	---	11.6%	12.5%	---	7.3%	6.8%	---	0.7%	0.7%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,412	147,886	100,656	12.2%	12.0%	15.2%	44.2%	45.3%	51.8%	24.3%	23.4%	13.6%	8.6%	9.0%	10.3%	5.2%	4.8%	4.2%	5.5%	5.5%	5.0%
Work Location																					
Headquarters	86,480	51,141	35,976	13.2%	12.9%	15.0%	44.8%	45.3%	51.0%	23.3%	23.0%	13.8%	9.0%	9.1%	10.4%	4.9%	4.2%	4.1%	4.7%	5.6%	5.7%
Field	130,927	93,040	64,680	11.7%	11.7%	15.2%	43.8%	45.3%	52.0%	24.8%	23.6%	13.5%	8.5%	9.0%	10.2%	5.3%	5.0%	4.3%	5.8%	5.4%	4.7%
Supervisor Status																					
Non-Supervisor	118,177	74,547	46,868	11.3%	11.2%	14.5%	42.8%	44.1%	50.6%	25.1%	24.1%	14.0%	8.2%	8.8%	10.2%	5.8%	5.2%	4.5%	6.8%	6.5%	6.2%
Team Leader	31,771	20,113	13,639	11.2%	11.3%	14.4%	42.7%	45.6%	53.0%	25.7%	23.9%	14.2%	10.9%	10.4%	10.9%	4.9%	4.6%	4.2%	4.7%	4.3%	3.3%
Supervisor	39,855	28,510	22,902	13.4%	14.4%	16.6%	49.2%	49.6%	56.2%	22.2%	21.5%	12.1%	8.7%	8.7%	10.1%	4.1%	3.6%	3.1%	2.3%	2.1%	1.9%
Manager	22,461	17,116	14,118	19.6%	20.6%	24.9%	51.9%	53.0%	55.4%	17.7%	16.3%	8.7%	7.3%	7.1%	8.2%	2.1%	2.4%	2.3%	1.5%	0.6%	0.5%
Executive	5,135	3,906	3,129	26.6%	31.1%	33.5%	48.1%	48.9%	49.8%	15.8%	12.8%	7.8%	6.2%	5.1%	6.5%	2.3%	1.2%	1.9%	1.0%	0.9%	0.5%
Sex																					
Male	117,804	81,618	59,070	11.1%	11.4%	13.3%	43.2%	43.8%	51.6%	25.7%	24.8%	14.3%	8.9%	9.6%	11.2%	5.5%	5.0%	4.8%	5.6%	5.4%	4.9%
Female	99,715	62,571	41,586	13.6%	12.8%	17.7%	45.4%	47.2%	51.9%	22.4%	21.5%	12.7%	8.3%	8.3%	9.1%	4.8%	4.6%	3.5%	5.4%	5.6%	5.2%
Hispanic or Latino																					
Yes	13,625	8,461	5,531	14.0%	15.3%	19.0%	43.5%	44.1%	47.7%	23.8%	21.9%	12.2%	8.2%	8.7%	11.5%	5.5%	4.7%	5.7%	4.9%	5.2%	4.0%
No	203,781	135,484	95,125	12.0%	11.7%	14.9%	44.2%	45.4%	52.1%	24.3%	23.5%	13.7%	8.7%	9.1%	10.2%	5.2%	4.8%	4.1%	5.5%	5.4%	5.1%
Race																					
White	156,706	---	80,079	12.1%	---	14.7%	43.7%	---	52.4%	24.6%	---	13.8%	8.9%	---	10.7%	5.0%	---	3.8%	5.6%	---	4.7%
Black or African American	32,870	---	12,860	13.2%	---	17.4%	47.0%	---	49.8%	22.4%	---	12.7%	6.9%	---	9.0%	5.3%	---	4.3%	5.1%	---	6.8%
Native Hawaiian/Pacific Islander	1,487	---	698	15.2%	---	11.2%	44.4%	---	63.8%	23.2%	---	9.5%	8.4%	---	9.9%	4.3%	---	2.5%	4.4%	---	3.2%
Asian	8,608	---	3,633	13.7%	---	17.7%	46.9%	---	52.4%	22.5%	---	13.8%	7.9%	---	5.0%	4.2%	---	5.2%	4.7%	---	6.0%
AmerIndian/Alskn Native	6,153	---	1,602	9.6%	---	15.3%	42.0%	---	46.3%	27.2%	---	16.6%	8.5%	---	11.3%	7.5%	---	6.7%	5.2%	---	3.8%
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	9.7%	---	13.4%	40.4%	---	42.1%	27.1%	---	12.9%	8.8%	---	15.1%	7.5%	---	11.9%	6.5%	---	4.6%
Age Group																					
<30	8,793	5,460	2,787	14.3%	14.5%	18.3%	45.7%	48.9%	55.3%	22.6%	18.9%	11.7%	7.4%	7.7%	6.9%	3.6%	4.0%	3.2%	6.3%	6.0%	4.7%
(25 and under)	2,477	---	---	14.6%	---	---	50.0%	---	---	19.3%	---	---	6.5%	---	---	3.0%	---	---	6.6%	---	---
(26-29)	6,316	---	---	14.2%	---	---	44.0%	---	---	24.0%	---	---	7.8%	---	---	3.8%	---	---	6.2%	---	---
30-39	31,363	20,916	15,010	11.7%	11.5%	13.6%	46.0%	44.4%	52.3%	22.9%	23.6%	13.1%	8.3%	8.8%	11.4%	5.0%	5.3%	4.5%	6.0%	6.4%	5.1%
40-49	70,122	47,038	34,006	11.5%	11.5%	14.9%	43.8%	44.3%	51.0%	24.5%	23.3%	14.3%	8.9%	10.3%	10.5%	6.0%	5.2%	4.3%	5.4%	5.5%	5.1%
50-59	87,042	57,869	41,243	11.9%	11.8%	15.3%	43.8%	46.1%	51.8%	25.0%	23.7%	13.5%	8.9%	8.6%	10.2%	5.1%	4.8%	4.4%	5.3%	5.1%	4.9%
60+	20,186	12,857	7,610	15.4%	14.7%	18.3%	42.8%	45.3%	52.4%	24.7%	25.1%	13.0%	8.0%	7.2%	8.4%	4.0%	3.2%	2.9%	5.1%	4.5%	5.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,412	147,886	100,656	12.2%	12.0%	15.2%	44.2%	45.3%	51.8%	24.3%	23.4%	13.6%	8.6%	9.0%	10.3%	5.2%	4.8%	4.2%	5.5%	5.5%	5.0%
Pay Category																					
Federal Wage System	9,478	5,512	4,855	8.7%	8.3%	9.9%	41.1%	43.5%	53.5%	27.7%	26.0%	14.6%	10.0%	10.1%	13.4%	6.2%	6.0%	3.7%	6.2%	6.1%	5.0%
GS 1-6 or equivalent	10,823	6,703	4,848	14.2%	12.3%	19.9%	45.1%	42.0%	49.2%	23.1%	24.6%	11.1%	6.3%	8.6%	8.9%	6.2%	5.5%	4.5%	5.0%	7.1%	6.5%
GS 7-12 or equivalent	91,786	58,901	39,563	12.2%	11.7%	13.9%	44.5%	46.3%	52.3%	24.8%	23.7%	14.4%	8.3%	8.3%	9.9%	4.8%	4.5%	4.3%	5.5%	5.6%	5.2%
GS 13-15 or equivalent	91,612	64,035	41,791	12.3%	13.1%	16.4%	45.4%	45.5%	51.8%	23.2%	22.1%	13.2%	9.6%	10.7%	10.9%	4.8%	4.6%	3.7%	4.6%	4.1%	4.0%
Senior Executive Service	4,206	3,314	2,542	29.2%	29.3%	33.7%	49.3%	48.5%	50.3%	13.0%	14.0%	6.7%	5.8%	6.2%	6.3%	2.0%	1.0%	1.5%	0.7%	1.1%	1.5%
SL/ST	688	490	---	11.0%	12.9%	---	47.1%	50.2%	---	17.4%	22.0%	---	17.9%	8.1%	---	5.9%	5.2%	---	0.7%	1.7%	---
Other	8,187	5,203	7,057	13.5%	12.6%	17.6%	42.2%	43.8%	49.9%	23.4%	22.7%	12.4%	7.8%	8.0%	9.6%	6.3%	6.8%	5.3%	6.8%	6.2%	5.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	22.8%	18.5%	---	45.8%	46.3%	---	17.3%	23.4%	---	4.2%	3.8%	---	1.9%	1.7%	---	7.9%	6.2%	---
1-3 years	17,544	12,890	---	14.5%	14.5%	---	44.5%	41.4%	---	22.5%	21.7%	---	8.2%	9.2%	---	3.6%	5.3%	---	6.7%	7.9%	---
4-5 years	16,228	8,711	---	11.3%	12.6%	---	43.9%	46.8%	---	24.0%	22.5%	---	8.2%	9.1%	---	5.3%	3.8%	---	7.3%	5.1%	---
6-10 years	26,501	13,912	---	12.2%	12.4%	---	42.4%	44.5%	---	24.8%	24.1%	---	9.5%	9.4%	---	6.2%	4.6%	---	4.9%	5.1%	---
11-20 years	62,909	44,994	---	10.9%	10.9%	---	44.8%	45.6%	---	24.5%	23.8%	---	8.3%	9.3%	---	6.2%	4.9%	---	5.2%	5.4%	---
> 20 years	91,708	62,353	---	12.2%	11.7%	---	44.2%	46.3%	---	24.9%	23.7%	---	9.0%	8.8%	---	4.7%	4.9%	---	5.0%	4.7%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	20.9%	20.0%	---	45.2%	48.8%	---	20.1%	17.0%	---	4.1%	5.5%	---	2.6%	2.1%	---	7.1%	6.5%	---
1-3 years	28,265	21,632	---	14.2%	14.3%	---	42.8%	41.7%	---	23.4%	22.0%	---	8.0%	9.9%	---	4.8%	5.2%	---	6.6%	7.0%	---
4-5 years	22,561	13,237	---	10.7%	12.2%	---	44.2%	45.5%	---	24.1%	24.0%	---	8.8%	9.2%	---	5.4%	4.1%	---	6.8%	5.0%	---
6-10 years	35,123	18,821	---	12.0%	11.5%	---	43.0%	45.2%	---	24.9%	24.6%	---	9.4%	8.8%	---	5.9%	4.8%	---	4.8%	5.0%	---
11-20 years	64,984	46,186	---	10.7%	10.8%	---	44.9%	45.4%	---	24.5%	23.9%	---	8.6%	9.2%	---	6.1%	5.2%	---	5.2%	5.5%	---
> 20 years	61,526	41,486	---	12.4%	11.2%	---	44.8%	47.7%	---	24.8%	23.5%	---	8.9%	8.6%	---	4.3%	4.6%	---	4.7%	4.4%	---
Leaving																					
No	150,487	101,430	---	14.4%	14.2%	---	47.9%	49.2%	---	22.8%	21.7%	---	6.8%	7.2%	---	3.3%	3.1%	---	4.8%	4.6%	---
Yes, to retire	14,411	9,503	---	10.8%	10.1%	---	40.6%	42.1%	---	27.2%	27.0%	---	10.2%	9.2%	---	5.6%	5.7%	---	5.6%	5.9%	---
Yes, to other job in Govt	35,603	22,689	---	6.5%	6.6%	---	36.2%	35.8%	---	28.2%	27.3%	---	12.7%	14.4%	---	9.7%	9.0%	---	6.7%	6.9%	---
Yes, to other job outside Govt	7,860	5,068	---	5.7%	5.8%	---	29.9%	33.5%	---	25.8%	26.8%	---	17.5%	13.3%	---	13.9%	10.9%	---	7.1%	9.6%	---
Yes, other	9,086	5,480	---	5.2%	4.5%	---	31.4%	32.7%	---	28.5%	28.2%	---	13.6%	14.6%	---	11.7%	11.3%	---	9.6%	8.8%	---
Retiring																					
Within 1 year	9,141	6,072	4,001	11.8%	10.3%	14.0%	39.6%	40.4%	46.7%	27.3%	25.7%	15.6%	10.3%	9.5%	12.3%	5.5%	6.7%	6.7%	5.6%	7.4%	4.7%
Between 1 and 3 years	25,218	16,417	12,087	11.0%	10.4%	14.4%	44.1%	46.8%	51.6%	26.1%	24.3%	14.8%	8.8%	9.5%	10.3%	5.2%	4.5%	4.2%	4.8%	4.5%	4.7%
Between 3 and 5 years	28,078	19,272	13,876	10.8%	11.2%	16.2%	44.9%	45.4%	51.0%	25.6%	25.2%	13.5%	9.0%	8.4%	9.9%	4.8%	4.9%	4.1%	4.8%	4.9%	5.3%
5 or more years	154,990	102,404	70,692	12.6%	12.4%	15.2%	44.3%	45.4%	52.1%	23.7%	22.9%	13.4%	8.4%	9.0%	10.2%	5.2%	4.7%	4.1%	5.7%	5.5%	5.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,429	147,890	---	21.3%	21.0%	---	53.6%	54.1%	---	13.6%	13.2%	---	6.7%	6.7%	---	3.8%	4.2%	---	1.0%	0.9%	---
Work Location																					
Headquarters	86,484	51,141	---	22.9%	22.1%	---	54.1%	53.6%	---	13.6%	13.9%	---	5.1%	5.8%	---	2.9%	3.1%	---	1.4%	1.4%	---
Field	130,942	93,043	---	20.5%	20.6%	---	53.4%	54.3%	---	13.6%	12.9%	---	7.5%	6.9%	---	4.2%	4.5%	---	0.9%	0.7%	---
Supervisor Status																					
Non-Supervisor	118,185	74,547	---	18.3%	18.4%	---	53.3%	54.0%	---	15.1%	14.3%	---	7.6%	7.3%	---	4.6%	4.8%	---	1.2%	1.1%	---
Team Leader	31,772	20,112	---	22.0%	22.6%	---	54.9%	54.7%	---	12.6%	12.4%	---	6.4%	6.2%	---	3.2%	3.6%	---	0.9%	0.6%	---
Supervisor	39,859	28,513	---	27.2%	27.9%	---	54.9%	55.6%	---	10.5%	9.3%	---	4.8%	4.4%	---	2.1%	2.4%	---	0.5%	0.4%	---
Manager	22,464	17,117	---	36.2%	37.1%	---	52.1%	52.3%	---	7.5%	6.9%	---	3.1%	2.5%	---	0.9%	0.9%	---	0.3%	0.2%	---
Executive	5,135	3,906	---	39.5%	41.8%	---	46.1%	46.3%	---	8.2%	7.7%	---	4.0%	2.4%	---	1.4%	1.2%	---	0.8%	0.7%	---
Sex																					
Male	117,811	81,619	---	22.3%	22.2%	---	53.7%	53.7%	---	13.3%	12.8%	---	6.2%	6.6%	---	3.7%	4.1%	---	0.8%	0.7%	---
Female	99,724	62,573	---	19.9%	19.3%	---	53.5%	54.8%	---	14.0%	13.7%	---	7.4%	6.7%	---	3.9%	4.4%	---	1.3%	1.1%	---
Hispanic or Latino																					
Yes	13,630	8,464	---	20.7%	22.0%	---	49.6%	50.1%	---	14.7%	14.4%	---	7.7%	7.2%	---	5.8%	5.3%	---	1.5%	0.9%	---
No	203,789	135,484	---	21.3%	20.9%	---	54.0%	54.5%	---	13.5%	13.1%	---	6.6%	6.6%	---	3.6%	4.1%	---	1.0%	0.9%	---
Race																					
White	156,717	---	---	22.3%	---	---	53.7%	---	---	13.0%	---	---	6.6%	---	---	3.4%	---	---	0.9%	---	---
Black or African American	32,871	---	---	18.3%	---	---	53.9%	---	---	15.1%	---	---	6.9%	---	---	4.5%	---	---	1.3%	---	---
Native Hawaiian/Pacific Islander	1,487	---	---	19.9%	---	---	55.0%	---	---	14.9%	---	---	5.4%	---	---	4.3%	---	---	0.4%	---	---
Asian	8,608	---	---	22.3%	---	---	55.7%	---	---	14.1%	---	---	4.4%	---	---	2.3%	---	---	1.3%	---	---
AmerIndian/Alskn Native	6,153	---	---	19.3%	---	---	53.2%	---	---	15.4%	---	---	6.5%	---	---	4.4%	---	---	1.2%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	---	17.3%	---	---	48.6%	---	---	15.6%	---	---	9.8%	---	---	6.7%	---	---	2.0%	---	---
Age Group																					
<30	8,793	5,461	---	25.8%	24.9%	---	48.2%	50.2%	---	14.1%	11.7%	---	7.0%	7.1%	---	3.3%	5.0%	---	1.5%	1.1%	---
(25 and under)	2,477	---	---	30.4%	---	---	46.3%	---	---	12.2%	---	---	6.3%	---	---	3.1%	---	---	1.7%	---	---
(26-29)	6,316	---	---	23.9%	---	---	49.0%	---	---	15.0%	---	---	7.3%	---	---	3.4%	---	---	1.5%	---	---
30-39	31,365	20,916	---	20.2%	20.2%	---	52.9%	52.8%	---	14.0%	13.4%	---	7.2%	7.5%	---	4.6%	5.0%	---	1.1%	1.2%	---
40-49	70,129	47,041	---	20.8%	20.8%	---	54.2%	54.9%	---	13.6%	12.7%	---	6.7%	6.4%	---	3.8%	4.3%	---	0.9%	0.9%	---
50-59	87,044	57,868	---	21.1%	20.3%	---	54.3%	54.6%	---	13.3%	13.8%	---	6.7%	6.5%	---	3.6%	4.1%	---	1.0%	0.7%	---
60+	20,187	12,857	---	22.6%	23.8%	---	53.7%	54.1%	---	13.6%	12.2%	---	5.7%	7.0%	---	3.4%	2.3%	---	1.0%	0.7%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,429	147,890	---	21.3%	21.0%	---	53.6%	54.1%	---	13.6%	13.2%	---	6.7%	6.7%	---	3.8%	4.2%	---	1.0%	0.9%	---
Pay Category																					
Federal Wage System	9,478	5,511	---	21.6%	19.8%	---	50.5%	55.5%	---	14.9%	12.1%	---	7.5%	7.1%	---	5.2%	5.1%	---	0.3%	0.4%	---
GS 1-6 or equivalent	10,828	6,704	---	20.2%	18.4%	---	52.8%	50.3%	---	13.0%	13.6%	---	7.2%	8.4%	---	5.5%	8.6%	---	1.3%	0.6%	---
GS 7-12 or equivalent	91,791	58,901	---	19.3%	19.7%	---	54.8%	54.2%	---	14.1%	14.1%	---	7.2%	7.1%	---	3.6%	4.0%	---	1.0%	0.9%	---
GS 13-15 or equivalent	91,616	64,036	---	25.1%	24.8%	---	54.6%	55.8%	---	12.7%	11.3%	---	4.3%	4.7%	---	2.1%	2.3%	---	1.2%	1.1%	---
Senior Executive Service	4,206	3,314	---	42.0%	38.6%	---	46.9%	42.2%	---	6.9%	8.9%	---	2.5%	8.3%	---	0.8%	1.5%	---	0.9%	0.5%	---
SL/ST	688	490	---	27.1%	23.6%	---	59.7%	64.6%	---	2.6%	7.1%	---	5.7%	2.1%	---	4.7%	1.1%	---	0.2%	1.5%	---
Other	8,187	5,204	---	23.0%	19.8%	---	50.3%	52.2%	---	13.2%	14.7%	---	8.1%	7.1%	---	4.2%	5.0%	---	1.3%	1.2%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	27.5%	24.0%	---	57.7%	52.2%	---	8.4%	17.4%	---	3.0%	3.4%	---	2.2%	0.7%	---	1.3%	2.2%	---
1-3 years	17,545	12,892	---	24.4%	20.6%	---	49.3%	47.4%	---	13.5%	13.4%	---	6.7%	9.7%	---	4.8%	7.9%	---	1.3%	1.0%	---
4-5 years	16,232	8,712	---	21.6%	21.2%	---	50.1%	54.4%	---	13.9%	13.5%	---	8.4%	6.2%	---	4.9%	3.8%	---	1.1%	0.9%	---
6-10 years	26,508	13,912	---	19.7%	20.9%	---	53.8%	53.7%	---	14.6%	12.1%	---	6.9%	7.1%	---	4.2%	5.3%	---	0.8%	0.8%	---
11-20 years	62,912	44,994	---	19.5%	20.0%	---	55.3%	56.0%	---	13.4%	13.2%	---	6.8%	6.7%	---	3.8%	3.3%	---	1.1%	0.9%	---
> 20 years	91,710	62,353	---	21.8%	21.8%	---	54.4%	55.2%	---	13.5%	13.1%	---	6.3%	5.5%	---	3.1%	3.5%	---	1.0%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	27.3%	26.7%	---	52.9%	51.8%	---	10.9%	14.0%	---	4.8%	3.8%	---	2.1%	1.5%	---	2.0%	2.2%	---
1-3 years	28,266	21,634	---	23.0%	20.6%	---	50.8%	48.7%	---	13.5%	14.0%	---	6.3%	8.8%	---	5.1%	6.9%	---	1.3%	1.1%	---
4-5 years	22,565	13,237	---	20.5%	20.2%	---	51.1%	56.1%	---	14.8%	13.0%	---	7.8%	6.2%	---	4.9%	3.6%	---	1.0%	0.9%	---
6-10 years	35,123	18,822	---	20.3%	20.0%	---	53.7%	54.1%	---	14.3%	13.2%	---	6.8%	7.1%	---	4.0%	4.9%	---	0.9%	0.7%	---
11-20 years	64,992	46,186	---	19.6%	20.5%	---	55.3%	56.0%	---	13.3%	12.9%	---	7.1%	6.4%	---	3.6%	3.4%	---	1.1%	0.8%	---
> 20 years	61,529	41,486	---	22.2%	22.3%	---	54.8%	55.6%	---	13.2%	12.7%	---	6.2%	5.4%	---	2.8%	3.3%	---	0.8%	0.8%	---
Leaving																					
No	150,500	101,436	---	23.6%	23.0%	---	55.1%	56.1%	---	12.4%	11.9%	---	5.6%	5.4%	---	2.4%	2.9%	---	0.9%	0.8%	---
Yes, to retire	14,410	9,503	---	19.0%	20.5%	---	53.6%	53.8%	---	12.9%	15.9%	---	8.4%	6.4%	---	5.2%	2.8%	---	0.9%	0.5%	---
Yes, to other job in Govt	35,603	22,687	---	15.4%	15.8%	---	51.6%	49.7%	---	16.2%	15.6%	---	9.1%	10.2%	---	6.5%	7.3%	---	1.2%	1.3%	---
Yes, to other job outside Govt	7,859	5,068	---	16.0%	15.7%	---	45.2%	42.9%	---	15.8%	17.3%	---	11.4%	10.6%	---	10.5%	12.2%	---	1.1%	1.3%	---
Yes, other	9,088	5,479	---	13.9%	13.0%	---	44.9%	49.3%	---	21.1%	16.9%	---	9.6%	10.3%	---	8.6%	9.5%	---	1.9%	1.1%	---
Retiring																					
Within 1 year	9,139	6,073	---	20.8%	20.3%	---	50.8%	54.5%	---	14.7%	13.5%	---	7.5%	6.5%	---	5.0%	4.5%	---	1.0%	0.7%	---
Between 1 and 3 years	25,221	16,416	---	19.4%	20.7%	---	54.5%	54.2%	---	14.0%	15.4%	---	7.2%	6.2%	---	3.9%	3.0%	---	1.0%	0.5%	---
Between 3 and 5 years	28,077	19,273	---	19.4%	20.4%	---	54.3%	54.9%	---	14.9%	13.0%	---	6.8%	6.7%	---	3.7%	4.3%	---	0.9%	0.7%	---
5 or more years	155,004	102,407	---	21.9%	21.1%	---	53.6%	54.1%	---	13.3%	12.9%	---	6.6%	6.6%	---	3.7%	4.3%	---	1.1%	1.0%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,419	147,894	---	18.6%	19.4%	---	54.0%	54.3%	---	15.9%	14.9%	---	7.0%	6.9%	---	3.0%	3.4%	---	1.4%	1.3%	---
Work Location																					
Headquarters	86,481	51,141	---	20.1%	21.2%	---	53.6%	54.2%	---	15.3%	14.5%	---	6.7%	6.2%	---	2.7%	2.5%	---	1.5%	1.4%	---
Field	130,932	93,047	---	17.9%	18.8%	---	54.1%	54.3%	---	16.2%	15.0%	---	7.2%	7.1%	---	3.2%	3.6%	---	1.3%	1.2%	---
Supervisor Status																					
Non-Supervisor	118,184	74,549	---	17.1%	17.7%	---	53.9%	54.4%	---	16.3%	15.5%	---	7.5%	7.2%	---	3.6%	3.7%	---	1.7%	1.5%	---
Team Leader	31,770	20,114	---	19.2%	21.0%	---	53.9%	54.1%	---	16.6%	14.3%	---	7.1%	6.4%	---	2.2%	3.2%	---	1.1%	1.0%	---
Supervisor	39,855	28,512	---	20.7%	23.4%	---	55.3%	54.1%	---	15.4%	13.0%	---	5.7%	6.7%	---	2.3%	2.3%	---	0.6%	0.6%	---
Manager	22,462	17,117	---	27.4%	28.9%	---	53.4%	53.3%	---	12.7%	11.3%	---	4.9%	4.8%	---	1.2%	1.5%	---	0.4%	0.3%	---
Executive	5,134	3,906	---	31.3%	34.1%	---	48.7%	51.7%	---	11.0%	9.2%	---	5.5%	3.5%	---	2.2%	1.3%	---	1.3%	0.3%	---
Sex																					
Male	117,804	81,620	---	18.0%	18.9%	---	53.8%	53.0%	---	16.8%	16.3%	---	6.9%	7.2%	---	3.1%	3.4%	---	1.3%	1.2%	---
Female	99,721	62,577	---	19.4%	20.0%	---	54.2%	56.0%	---	14.8%	12.9%	---	7.1%	6.4%	---	3.0%	3.3%	---	1.5%	1.3%	---
Hispanic or Latino																					
Yes	13,627	8,465	---	18.9%	19.3%	---	51.8%	52.7%	---	16.1%	14.1%	---	7.2%	7.5%	---	4.7%	4.9%	---	1.3%	1.5%	---
No	203,785	135,488	---	18.6%	19.4%	---	54.2%	54.4%	---	15.9%	14.9%	---	7.0%	6.8%	---	2.9%	3.3%	---	1.4%	1.2%	---
Race																					
White	156,712	---	---	18.9%	---	---	54.2%	---	---	15.4%	---	---	7.3%	---	---	2.9%	---	---	1.2%	---	---
Black or African American	32,869	---	---	18.6%	---	---	54.5%	---	---	16.6%	---	---	5.9%	---	---	2.9%	---	---	1.6%	---	---
Native Hawaiian/Pacific Islander	1,486	---	---	22.8%	---	---	53.6%	---	---	13.9%	---	---	6.6%	---	---	1.9%	---	---	1.3%	---	---
Asian	8,609	---	---	19.7%	---	---	56.2%	---	---	15.8%	---	---	4.1%	---	---	2.1%	---	---	2.1%	---	---
AmerIndian/Alskn Native	6,152	---	---	14.8%	---	---	53.3%	---	---	17.0%	---	---	9.3%	---	---	3.7%	---	---	1.8%	---	---
Two or more races (Not Hispanic/Latino)	6,191	---	---	15.7%	---	---	43.5%	---	---	22.8%	---	---	8.9%	---	---	6.9%	---	---	2.2%	---	---
Age Group																					
<30	8,794	5,461	---	22.0%	24.5%	---	50.3%	49.6%	---	15.3%	14.0%	---	7.6%	8.0%	---	3.1%	2.8%	---	1.7%	1.1%	---
(25 and under)	2,477	---	---	24.9%	---	---	47.5%	---	---	15.1%	---	---	7.1%	---	---	3.0%	---	---	2.3%	---	---
(26-29)	6,317	---	---	20.8%	---	---	51.5%	---	---	15.4%	---	---	7.7%	---	---	3.1%	---	---	1.4%	---	---
30-39	31,363	20,920	---	17.5%	19.2%	---	53.1%	53.3%	---	16.3%	13.0%	---	7.6%	8.3%	---	3.9%	4.8%	---	1.6%	1.5%	---
40-49	70,126	47,041	---	18.0%	19.1%	---	54.6%	54.3%	---	15.8%	14.9%	---	7.3%	6.8%	---	2.9%	3.6%	---	1.4%	1.3%	---
50-59	87,039	57,868	---	18.6%	18.6%	---	54.3%	55.5%	---	16.3%	15.3%	---	6.7%	6.6%	---	2.9%	3.0%	---	1.3%	1.1%	---
60+	20,185	12,859	---	21.1%	21.9%	---	54.7%	53.1%	---	14.6%	16.8%	---	5.7%	5.2%	---	2.5%	1.7%	---	1.4%	1.4%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,419	147,894	---	18.6%	19.4%	---	54.0%	54.3%	---	15.9%	14.9%	---	7.0%	6.9%	---	3.0%	3.4%	---	1.4%	1.3%	---
Pay Category																					
Federal Wage System	9,476	5,512	---	17.8%	18.2%	---	53.9%	54.2%	---	16.7%	15.6%	---	7.0%	7.8%	---	3.4%	3.2%	---	1.2%	1.2%	---
GS 1-6 or equivalent	10,829	6,706	---	20.7%	19.8%	---	53.0%	53.0%	---	14.4%	13.4%	---	6.7%	7.2%	---	4.1%	5.6%	---	1.1%	1.1%	---
GS 7-12 or equivalent	91,785	58,903	---	18.0%	18.8%	---	54.5%	54.4%	---	16.1%	15.2%	---	7.1%	7.1%	---	2.8%	3.3%	---	1.4%	1.2%	---
GS 13-15 or equivalent	91,614	64,037	---	19.5%	20.4%	---	54.0%	54.6%	---	15.6%	14.7%	---	6.8%	6.4%	---	2.7%	2.6%	---	1.4%	1.3%	---
Senior Executive Service	4,205	3,314	---	29.7%	31.5%	---	52.3%	49.5%	---	12.1%	13.8%	---	4.1%	3.4%	---	1.2%	0.8%	---	0.6%	0.9%	---
SL/ST	688	490	---	24.8%	27.3%	---	56.3%	53.9%	---	11.2%	8.8%	---	6.2%	9.0%	---	0.6%	0.1%	---	0.9%	0.9%	---
Other	8,187	5,203	---	18.3%	19.4%	---	53.9%	54.9%	---	17.1%	14.9%	---	6.6%	4.8%	---	2.1%	4.4%	---	1.9%	1.7%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	25.3%	23.6%	---	53.5%	51.2%	---	14.1%	17.3%	---	3.7%	3.9%	---	0.8%	0.9%	---	2.5%	3.2%	---
1-3 years	17,543	12,897	---	20.3%	20.5%	---	53.0%	49.9%	---	15.0%	14.2%	---	6.8%	8.0%	---	3.6%	5.9%	---	1.3%	1.5%	---
4-5 years	16,231	8,712	---	18.9%	20.7%	---	50.7%	52.7%	---	16.6%	14.6%	---	8.1%	6.9%	---	4.1%	3.5%	---	1.6%	1.6%	---
6-10 years	26,507	13,911	---	17.6%	19.5%	---	54.4%	53.4%	---	15.2%	13.9%	---	7.6%	8.1%	---	4.0%	3.7%	---	1.2%	1.3%	---
11-20 years	62,907	44,996	---	17.3%	18.4%	---	54.9%	55.6%	---	16.2%	14.8%	---	7.1%	6.8%	---	3.0%	3.1%	---	1.6%	1.2%	---
> 20 years	91,708	62,351	---	19.2%	19.4%	---	54.4%	55.4%	---	16.2%	15.3%	---	6.7%	6.2%	---	2.4%	2.6%	---	1.2%	1.0%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	24.2%	25.2%	---	51.3%	51.8%	---	14.6%	14.1%	---	5.3%	4.2%	---	1.6%	1.8%	---	2.9%	3.0%	---
1-3 years	28,263	21,639	---	19.7%	20.6%	---	52.3%	50.7%	---	15.6%	14.2%	---	6.9%	8.0%	---	3.8%	5.0%	---	1.7%	1.6%	---
4-5 years	22,563	13,237	---	18.5%	19.9%	---	51.5%	53.8%	---	16.2%	15.0%	---	7.9%	7.0%	---	4.0%	3.0%	---	1.9%	1.2%	---
6-10 years	35,128	18,822	---	18.5%	18.5%	---	55.1%	54.3%	---	14.9%	14.5%	---	7.0%	8.0%	---	3.5%	3.5%	---	1.1%	1.2%	---
11-20 years	64,986	46,188	---	17.2%	18.4%	---	55.1%	56.1%	---	16.3%	14.7%	---	7.0%	6.4%	---	3.0%	3.2%	---	1.4%	1.2%	---
> 20 years	61,523	41,485	---	18.9%	19.4%	---	54.6%	55.2%	---	16.4%	15.7%	---	6.9%	6.2%	---	2.1%	2.5%	---	1.0%	1.0%	---
Leaving																					
No	150,488	101,437	---	20.9%	21.5%	---	55.6%	55.9%	---	14.4%	13.6%	---	5.8%	5.6%	---	2.1%	2.4%	---	1.2%	1.0%	---
Yes, to retire	14,410	9,502	---	16.2%	17.1%	---	56.6%	53.8%	---	15.9%	19.2%	---	7.2%	6.3%	---	3.1%	2.4%	---	1.0%	1.2%	---
Yes, to other job in Govt	35,605	22,689	---	13.3%	14.6%	---	49.8%	51.5%	---	19.8%	16.3%	---	10.1%	10.4%	---	5.2%	5.6%	---	1.8%	1.6%	---
Yes, to other job outside Govt	7,859	5,069	---	11.7%	11.7%	---	46.3%	43.7%	---	21.0%	18.7%	---	11.5%	12.4%	---	7.7%	10.1%	---	1.9%	3.4%	---
Yes, other	9,088	5,480	---	11.9%	12.8%	---	46.8%	48.9%	---	21.5%	19.0%	---	11.0%	11.1%	---	6.0%	6.4%	---	2.8%	1.9%	---
Retiring																					
Within 1 year	9,141	6,072	---	16.8%	18.1%	---	53.7%	53.3%	---	16.1%	17.7%	---	7.8%	5.7%	---	4.3%	3.8%	---	1.4%	1.4%	---
Between 1 and 3 years	25,218	16,416	---	17.8%	18.0%	---	55.2%	56.6%	---	17.0%	15.9%	---	6.0%	6.3%	---	2.6%	2.2%	---	1.3%	1.0%	---
Between 3 and 5 years	28,076	19,274	---	17.5%	18.9%	---	54.2%	55.9%	---	16.9%	15.1%	---	7.3%	6.7%	---	2.9%	2.8%	---	1.2%	0.6%	---
5 or more years	154,994	102,411	---	19.0%	19.7%	---	53.8%	53.8%	---	15.6%	14.5%	---	7.1%	7.0%	---	3.1%	3.6%	---	1.4%	1.4%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(43) Complaints, disputes or grievances are resolved fairly in my work unit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,417	147,895	100,656	9.1%	8.7%	9.1%	30.3%	30.5%	31.4%	27.6%	28.6%	25.8%	11.1%	11.8%	14.5%	10.1%	9.8%	11.3%	11.7%	10.7%	8.0%
Work Location																					
Headquarters	86,482	51,141	35,976	9.8%	9.5%	9.6%	29.6%	29.4%	30.4%	28.3%	29.2%	25.7%	9.5%	9.5%	14.1%	9.0%	7.9%	10.5%	13.9%	14.5%	9.7%
Field	130,935	93,048	64,680	8.8%	8.5%	8.8%	30.7%	30.9%	31.8%	27.4%	28.3%	25.9%	11.8%	12.5%	14.6%	10.6%	10.4%	11.6%	10.7%	9.5%	7.4%
Supervisor Status																					
Non-Supervisor	118,179	74,549	46,868	7.3%	7.0%	8.0%	26.1%	27.0%	27.7%	28.8%	29.8%	27.0%	12.1%	12.8%	15.2%	11.8%	11.0%	12.7%	13.9%	12.3%	9.4%
Team Leader	31,772	20,114	13,639	7.9%	8.6%	8.0%	30.6%	31.3%	34.2%	30.2%	30.3%	25.9%	11.6%	11.3%	14.9%	9.0%	8.7%	10.2%	10.7%	9.8%	6.9%
Supervisor	39,858	28,513	22,902	12.5%	14.0%	13.5%	42.1%	46.4%	44.4%	24.1%	21.6%	21.8%	8.1%	8.1%	10.9%	6.6%	5.8%	6.4%	6.6%	4.1%	3.0%
Manager	22,461	17,117	14,118	22.2%	23.0%	20.8%	47.6%	50.9%	49.5%	17.8%	15.5%	15.7%	5.8%	5.4%	8.4%	3.6%	3.3%	4.1%	2.9%	2.0%	1.6%
Executive	5,135	3,906	3,129	23.3%	29.2%	29.8%	49.0%	47.6%	48.3%	13.3%	14.1%	12.7%	5.9%	3.1%	5.1%	3.4%	2.4%	2.5%	5.1%	3.5%	1.6%
Sex																					
Male	117,804	81,622	59,070	9.0%	9.4%	9.0%	32.4%	31.5%	32.9%	28.1%	28.8%	26.6%	10.1%	11.3%	13.4%	9.5%	9.2%	10.5%	11.0%	9.8%	7.6%
Female	99,721	62,576	41,586	9.3%	7.8%	9.2%	27.7%	29.3%	29.3%	27.0%	28.2%	24.8%	12.4%	12.5%	15.8%	11.0%	10.6%	12.3%	12.6%	11.7%	8.6%
Hispanic or Latino																					
Yes	13,626	8,465	5,531	9.7%	10.7%	8.8%	28.8%	29.9%	28.0%	28.2%	27.6%	24.4%	11.1%	11.3%	15.8%	11.8%	10.2%	16.5%	10.3%	10.2%	6.4%
No	203,783	135,489	95,125	9.0%	8.5%	9.1%	30.5%	30.6%	31.6%	27.6%	28.6%	25.9%	11.1%	11.8%	14.3%	9.9%	9.7%	10.9%	11.8%	10.7%	8.1%
Race																					
White	156,712	---	80,079	9.5%	---	9.4%	31.3%	---	32.7%	27.3%	---	26.2%	10.8%	---	14.1%	8.9%	---	9.8%	12.2%	---	7.8%
Black or African American	32,871	---	12,860	8.1%	---	6.8%	27.0%	---	26.0%	29.0%	---	25.6%	11.8%	---	16.2%	13.4%	---	16.5%	10.7%	---	8.8%
Native Hawaiian/Pacific Islander	1,487	---	698	10.2%	---	7.7%	33.7%	---	33.0%	27.2%	---	22.4%	9.4%	---	21.4%	9.0%	---	9.9%	10.4%	---	5.5%
Asian	8,608	---	3,633	9.5%	---	11.6%	34.7%	---	32.9%	28.2%	---	24.1%	8.9%	---	12.3%	7.4%	---	8.4%	11.3%	---	10.8%
AmerIndian/Alskn Native	6,150	---	1,602	6.8%	---	8.1%	28.7%	---	26.2%	26.6%	---	25.8%	14.0%	---	16.9%	13.4%	---	17.6%	10.5%	---	5.4%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	8.2%	---	8.9%	22.5%	---	22.4%	26.4%	---	20.7%	15.2%	---	15.4%	17.5%	---	25.3%	10.1%	---	7.4%
Age Group																					
<30	8,792	5,461	2,787	10.2%	10.2%	9.8%	30.9%	29.9%	33.0%	24.6%	24.1%	24.1%	9.1%	10.5%	13.6%	7.9%	10.3%	7.4%	17.3%	15.0%	12.1%
(25 and under)	2,477	---	---	12.1%	---	---	32.3%	---	---	20.8%	---	---	8.4%	---	---	7.2%	---	---	19.3%	---	---
(26-29)	6,315	---	---	9.5%	---	---	30.3%	---	---	26.2%	---	---	9.4%	---	---	8.2%	---	---	16.5%	---	---
30-39	31,362	20,919	15,010	8.7%	8.0%	8.6%	29.0%	28.2%	30.8%	25.7%	26.5%	25.2%	12.0%	12.3%	14.1%	9.8%	11.4%	11.6%	14.7%	13.7%	9.6%
40-49	70,121	47,041	34,006	8.6%	8.4%	7.8%	30.0%	30.2%	30.5%	27.7%	28.6%	27.2%	11.2%	12.1%	14.7%	10.9%	9.8%	11.2%	11.7%	11.0%	8.6%
50-59	87,046	57,869	41,243	9.3%	8.7%	9.9%	30.6%	31.1%	31.7%	28.8%	30.0%	25.2%	11.2%	12.0%	14.6%	10.1%	9.5%	11.9%	10.0%	8.8%	6.7%
60+	20,186	12,859	7,610	9.8%	10.9%	11.5%	32.8%	34.8%	34.4%	28.5%	28.7%	24.3%	10.0%	9.1%	13.8%	9.5%	7.5%	9.2%	9.5%	9.0%	6.8%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(43) Complaints, disputes or grievances are resolved fairly in my work unit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,417	147,895	100,656	9.1%	8.7%	9.1%	30.3%	30.5%	31.4%	27.6%	28.6%	25.8%	11.1%	11.8%	14.5%	10.1%	9.8%	11.3%	11.7%	10.7%	8.0%
Pay Category																					
Federal Wage System	9,474	5,512	4,855	8.2%	7.9%	7.1%	32.2%	32.8%	27.1%	28.1%	27.5%	25.7%	13.9%	14.7%	20.1%	12.7%	13.2%	16.7%	4.9%	3.9%	3.3%
GS 1-6 or equivalent	10,825	6,706	4,848	9.5%	8.0%	9.9%	30.4%	28.1%	29.3%	24.7%	27.0%	24.4%	12.3%	16.5%	15.5%	14.6%	14.9%	14.8%	8.4%	5.6%	6.1%
GS 7-12 or equivalent	91,788	58,903	39,563	8.0%	8.0%	7.7%	28.9%	29.3%	30.6%	29.1%	29.6%	27.1%	11.6%	12.0%	14.4%	10.0%	9.5%	11.4%	12.4%	11.6%	8.7%
GS 13-15 or equivalent	91,615	64,037	41,791	10.6%	10.1%	11.2%	33.1%	32.8%	35.1%	27.2%	28.4%	25.4%	7.9%	8.9%	11.6%	6.7%	6.8%	7.2%	14.5%	13.0%	9.4%
Senior Executive Service	4,206	3,313	2,542	27.4%	26.2%	27.6%	49.7%	45.2%	48.9%	13.2%	12.8%	12.2%	3.1%	4.1%	6.6%	3.3%	7.3%	2.6%	3.3%	4.4%	2.1%
SL/ST	688	490	---	12.3%	9.5%	---	33.7%	52.2%	---	12.0%	13.5%	---	6.7%	9.7%	---	16.8%	2.8%	---	18.4%	12.2%	---
Other	8,187	5,204	7,057	11.8%	9.5%	10.8%	29.6%	30.0%	32.0%	25.1%	27.6%	22.4%	13.2%	11.3%	15.2%	10.1%	11.7%	11.7%	10.2%	9.8%	7.9%
Time in Federal Government																					
< 1 year	2,614	1,316	---	13.6%	9.0%	---	36.5%	29.3%	---	19.3%	34.7%	---	4.1%	3.4%	---	2.2%	2.2%	---	24.2%	21.5%	---
1-3 years	17,538	12,896	---	10.0%	9.1%	---	31.4%	28.4%	---	24.6%	25.1%	---	9.7%	13.5%	---	8.9%	10.9%	---	15.4%	13.0%	---
4-5 years	16,229	8,711	---	8.7%	7.7%	---	27.9%	30.7%	---	26.7%	27.6%	---	12.3%	9.6%	---	10.5%	12.3%	---	14.0%	12.1%	---
6-10 years	26,506	13,913	---	8.8%	9.0%	---	29.2%	29.6%	---	27.7%	26.7%	---	12.4%	12.9%	---	10.8%	10.3%	---	11.1%	11.4%	---
11-20 years	62,911	44,995	---	8.5%	8.0%	---	29.5%	30.2%	---	27.8%	29.7%	---	11.6%	12.3%	---	11.4%	9.6%	---	11.3%	10.2%	---
> 20 years	91,710	62,353	---	9.3%	9.2%	---	31.4%	31.8%	---	29.0%	29.5%	---	10.7%	11.0%	---	9.6%	9.0%	---	10.0%	9.4%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	13.4%	10.9%	---	29.3%	27.8%	---	24.2%	31.9%	---	4.2%	5.1%	---	3.8%	3.2%	---	25.1%	21.0%	---
1-3 years	28,257	21,637	---	9.7%	9.5%	---	30.1%	27.4%	---	26.0%	27.2%	---	10.6%	12.6%	---	9.4%	10.5%	---	14.2%	12.7%	---
4-5 years	22,562	13,236	---	8.1%	7.3%	---	28.0%	29.8%	---	27.8%	28.6%	---	12.3%	11.1%	---	10.9%	11.9%	---	13.0%	11.5%	---
6-10 years	35,126	18,824	---	8.7%	8.1%	---	29.4%	29.5%	---	27.4%	27.9%	---	11.9%	13.3%	---	11.6%	10.2%	---	11.1%	11.0%	---
11-20 years	64,990	46,188	---	8.5%	8.3%	---	30.2%	30.7%	---	28.0%	29.3%	---	11.9%	12.0%	---	10.9%	10.0%	---	10.6%	9.7%	---
> 20 years	61,529	41,486	---	9.6%	9.3%	---	32.4%	33.9%	---	28.7%	28.8%	---	10.3%	10.7%	---	9.2%	8.4%	---	9.7%	8.8%	---
Leaving																					
No	150,492	101,438	---	10.9%	10.3%	---	33.9%	34.6%	---	27.1%	28.3%	---	9.4%	9.8%	---	6.7%	6.5%	---	12.0%	10.5%	---
Yes, to retire	14,409	9,503	---	8.5%	8.1%	---	31.4%	31.1%	---	29.5%	30.6%	---	10.4%	11.4%	---	12.4%	9.4%	---	7.9%	9.5%	---
Yes, to other job in Govt	35,602	22,690	---	4.6%	4.4%	---	20.7%	19.4%	---	28.8%	28.9%	---	15.9%	17.2%	---	18.3%	18.4%	---	11.7%	11.6%	---
Yes, to other job outside Govt	7,860	5,068	---	3.4%	3.2%	---	20.7%	18.2%	---	26.4%	28.5%	---	16.0%	17.7%	---	22.2%	21.7%	---	11.3%	10.7%	---
Yes, other	9,087	5,480	---	3.4%	4.3%	---	16.4%	17.7%	---	29.7%	28.3%	---	16.6%	17.9%	---	21.0%	21.0%	---	13.0%	10.9%	---
Retiring																					
Within 1 year	9,139	6,073	4,001	9.2%	8.1%	9.2%	31.0%	31.5%	26.5%	28.8%	27.0%	29.6%	11.2%	11.8%	15.7%	11.6%	12.4%	13.1%	8.3%	9.1%	6.0%
Between 1 and 3 years	25,219	16,416	12,087	8.1%	8.1%	8.1%	31.2%	32.4%	32.3%	30.2%	31.5%	26.9%	10.9%	11.5%	15.0%	10.8%	8.6%	12.3%	8.7%	8.0%	5.5%
Between 3 and 5 years	28,078	19,274	13,876	9.0%	9.1%	10.3%	31.7%	31.7%	32.8%	29.1%	29.3%	25.5%	11.5%	11.4%	14.0%	9.1%	10.0%	10.8%	9.6%	8.6%	6.6%
5 or more years	154,996	102,410	70,692	9.3%	8.7%	9.0%	30.0%	30.1%	31.2%	27.0%	28.2%	25.6%	11.0%	11.8%	14.4%	10.1%	9.7%	11.1%	12.7%	11.4%	8.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,409	147,891	100,656	13.0%	14.0%	12.1%	32.2%	33.3%	30.0%	24.7%	23.8%	23.9%	11.5%	11.8%	15.7%	11.2%	10.3%	12.7%	7.3%	6.8%	5.7%
Work Location																					
Headquarters	86,477	51,143	35,976	13.9%	15.2%	13.0%	32.3%	32.9%	29.9%	24.7%	23.4%	24.5%	10.8%	10.7%	14.9%	10.4%	9.0%	11.7%	8.0%	8.8%	6.1%
Field	130,932	93,044	64,680	12.6%	13.7%	11.7%	32.2%	33.4%	30.1%	24.7%	23.9%	23.6%	11.9%	12.1%	16.0%	11.6%	10.6%	13.1%	7.0%	6.2%	5.5%
Supervisor Status																					
Non-Supervisor	118,182	74,545	46,868	10.3%	11.3%	10.3%	29.7%	31.2%	27.9%	26.1%	25.4%	24.5%	12.2%	12.8%	16.3%	12.9%	11.2%	14.2%	8.8%	8.0%	6.8%
Team Leader	31,768	20,114	13,639	11.8%	14.5%	11.3%	33.8%	35.5%	31.1%	25.4%	23.4%	25.2%	12.3%	11.4%	16.5%	10.3%	9.8%	11.5%	6.4%	5.4%	4.4%
Supervisor	39,852	28,514	22,902	19.1%	22.9%	19.5%	39.4%	40.9%	38.7%	21.3%	18.6%	20.0%	9.1%	8.1%	12.4%	7.5%	6.6%	7.2%	3.5%	2.9%	2.3%
Manager	22,462	17,116	14,118	28.9%	34.0%	27.7%	39.7%	41.5%	40.6%	16.5%	13.1%	15.6%	7.4%	5.7%	9.5%	4.9%	4.1%	5.5%	2.6%	1.6%	1.1%
Executive	5,134	3,906	3,129	35.4%	44.5%	40.0%	35.4%	35.7%	37.5%	12.2%	10.5%	10.0%	9.0%	5.2%	7.7%	5.1%	2.9%	3.9%	2.8%	1.3%	1.0%
Sex																					
Male	117,802	81,620	59,070	13.3%	14.7%	12.5%	33.2%	33.7%	31.0%	24.8%	24.1%	23.7%	11.3%	11.7%	15.4%	10.9%	9.9%	12.4%	6.5%	5.9%	4.8%
Female	99,717	62,574	41,586	12.6%	13.2%	11.5%	30.9%	32.8%	28.7%	24.6%	23.4%	24.1%	11.9%	12.0%	16.0%	11.7%	10.7%	13.0%	8.3%	8.0%	6.7%
Hispanic or Latino																					
Yes	13,627	8,464	5,531	13.1%	14.7%	11.0%	30.3%	30.1%	26.8%	26.3%	25.0%	23.5%	10.5%	12.2%	16.8%	12.8%	11.5%	14.9%	7.0%	6.5%	6.9%
No	203,775	135,484	95,125	13.0%	14.0%	12.2%	32.4%	33.6%	30.3%	24.6%	23.7%	23.9%	11.6%	11.8%	15.6%	11.1%	10.1%	12.5%	7.3%	6.8%	5.6%
Race																					
White	156,707	---	80,079	14.2%	---	12.9%	33.7%	---	32.1%	23.2%	---	22.6%	11.5%	---	16.1%	10.3%	---	11.3%	7.1%	---	5.0%
Black or African American	32,868	---	12,860	9.5%	---	8.1%	28.4%	---	22.7%	29.1%	---	29.0%	11.3%	---	15.0%	13.6%	---	17.1%	8.1%	---	8.1%
Native Hawaiian/Pacific Islander	1,487	---	698	13.2%	---	9.0%	33.6%	---	20.9%	28.6%	---	33.7%	9.0%	---	11.2%	9.7%	---	21.2%	5.9%	---	4.0%
Asian	8,609	---	3,633	12.9%	---	13.8%	32.4%	---	25.7%	27.9%	---	28.5%	10.8%	---	13.4%	7.8%	---	8.6%	8.2%	---	10.1%
AmerIndian/Alskn Native	6,149	---	1,602	10.1%	---	10.1%	29.7%	---	26.0%	25.1%	---	25.3%	13.2%	---	17.9%	15.0%	---	16.9%	7.1%	---	3.7%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	9.7%	---	10.3%	24.3%	---	24.3%	27.7%	---	18.0%	13.1%	---	12.9%	17.7%	---	29.9%	7.5%	---	4.5%
Age Group																					
<30	8,794	5,461	2,787	13.2%	13.9%	11.8%	33.4%	33.7%	30.5%	22.9%	20.9%	26.9%	10.8%	12.7%	12.4%	9.1%	9.6%	9.2%	10.5%	9.2%	9.3%
(25 and under)	2,477	---	---	12.8%	---	---	32.7%	---	---	22.2%	---	---	10.5%	---	---	9.9%	---	---	12.0%	---	---
(26-29)	6,317	---	---	13.3%	---	---	33.7%	---	---	23.2%	---	---	10.9%	---	---	8.8%	---	---	10.0%	---	---
30-39	31,363	20,920	15,010	11.5%	12.7%	10.9%	32.0%	31.2%	28.3%	24.7%	23.6%	24.5%	11.4%	12.7%	15.6%	11.4%	10.6%	13.2%	8.9%	9.2%	7.5%
40-49	70,120	47,038	34,006	12.8%	13.8%	11.2%	32.3%	33.6%	30.0%	24.5%	23.4%	24.1%	11.7%	11.4%	16.4%	11.4%	10.9%	12.7%	7.3%	6.9%	5.8%
50-59	87,043	57,866	41,243	13.6%	14.5%	13.1%	32.0%	33.2%	30.6%	24.8%	24.8%	23.0%	11.6%	12.1%	15.6%	11.6%	10.0%	13.1%	6.4%	5.5%	4.6%
60+	20,181	12,860	7,610	14.1%	16.1%	14.3%	32.5%	36.8%	31.1%	26.2%	23.1%	24.9%	11.4%	9.8%	14.5%	10.3%	8.5%	10.7%	5.5%	5.7%	4.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,409	147,891	100,656	13.0%	14.0%	12.1%	32.2%	33.3%	30.0%	24.7%	23.8%	23.9%	11.5%	11.8%	15.7%	11.2%	10.3%	12.7%	7.3%	6.8%	5.7%
Pay Category																					
Federal Wage System	9,472	5,511	4,855	9.1%	9.6%	8.2%	30.1%	31.2%	25.0%	27.5%	26.6%	24.3%	14.9%	14.5%	20.4%	14.4%	15.3%	18.7%	4.1%	2.8%	3.3%
GS 1-6 or equivalent	10,823	6,704	4,848	12.4%	11.1%	10.4%	30.5%	28.5%	28.6%	24.8%	25.1%	24.8%	11.9%	13.6%	15.7%	14.3%	14.9%	14.9%	6.2%	6.7%	5.7%
GS 7-12 or equivalent	91,793	58,901	39,563	11.2%	12.5%	10.3%	32.0%	33.1%	30.0%	26.5%	25.3%	25.1%	11.3%	11.8%	15.8%	11.1%	9.8%	12.4%	8.0%	7.5%	6.4%
GS 13-15 or equivalent	91,612	64,037	41,791	17.2%	18.6%	16.4%	35.3%	35.7%	32.9%	21.5%	20.8%	22.1%	10.1%	10.2%	14.5%	8.5%	8.1%	9.2%	7.4%	6.7%	4.9%
Senior Executive Service	4,206	3,314	2,542	41.2%	40.2%	36.7%	36.1%	34.1%	40.5%	10.9%	10.4%	9.6%	5.5%	9.8%	8.6%	5.1%	4.1%	3.9%	1.1%	1.3%	0.7%
SL/ST	687	490	---	15.2%	22.3%	---	36.6%	45.7%	---	10.1%	9.9%	---	12.3%	10.6%	---	16.2%	3.5%	---	9.6%	8.0%	---
Other	8,187	5,204	7,057	15.5%	15.4%	14.9%	30.0%	35.4%	28.9%	23.2%	20.7%	21.2%	12.4%	12.2%	14.0%	11.0%	9.8%	14.9%	7.9%	6.5%	6.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	18.3%	18.4%	---	36.7%	34.9%	---	19.2%	29.4%	---	5.4%	4.5%	---	3.5%	1.7%	---	16.9%	11.1%	---
1-3 years	17,543	12,896	---	14.6%	13.8%	---	33.3%	31.3%	---	22.9%	21.9%	---	10.3%	12.2%	---	10.0%	12.4%	---	8.9%	8.4%	---
4-5 years	16,230	8,711	---	11.5%	12.5%	---	31.9%	33.6%	---	23.3%	22.1%	---	11.9%	12.5%	---	12.9%	11.2%	---	8.5%	8.2%	---
6-10 years	26,506	13,913	---	11.7%	14.4%	---	30.5%	32.0%	---	25.4%	23.0%	---	13.7%	11.7%	---	11.5%	11.4%	---	7.3%	7.5%	---
11-20 years	62,902	44,993	---	12.4%	13.4%	---	32.2%	33.3%	---	24.8%	24.5%	---	11.8%	12.4%	---	11.7%	9.9%	---	7.2%	6.6%	---
> 20 years	91,708	62,351	---	13.6%	14.8%	---	32.5%	34.4%	---	25.6%	24.4%	---	11.1%	11.2%	---	11.1%	9.4%	---	6.2%	5.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	17.1%	17.5%	---	31.9%	34.3%	---	22.5%	25.9%	---	6.1%	6.6%	---	5.4%	3.3%	---	16.9%	12.5%	---
1-3 years	28,261	21,638	---	13.7%	13.7%	---	32.2%	31.0%	---	24.1%	22.7%	---	10.6%	12.4%	---	10.4%	12.2%	---	9.0%	8.1%	---
4-5 years	22,561	13,236	---	11.3%	12.6%	---	31.1%	32.3%	---	23.7%	24.9%	---	12.4%	12.4%	---	13.6%	10.1%	---	7.9%	7.8%	---
6-10 years	35,123	18,824	---	11.9%	13.4%	---	30.2%	31.7%	---	25.7%	24.0%	---	12.9%	12.1%	---	12.2%	11.4%	---	7.0%	7.4%	---
11-20 years	64,988	46,184	---	12.4%	13.6%	---	32.5%	33.8%	---	25.0%	24.1%	---	12.0%	12.3%	---	11.4%	10.2%	---	6.6%	6.0%	---
> 20 years	61,523	41,485	---	14.2%	15.6%	---	33.7%	35.8%	---	24.8%	23.6%	---	11.0%	10.7%	---	10.5%	8.8%	---	5.8%	5.4%	---
Leaving																					
No	150,488	101,432	---	15.2%	16.3%	---	35.8%	36.9%	---	24.4%	23.7%	---	9.9%	9.9%	---	7.3%	6.6%	---	7.4%	6.5%	---
Yes, to retire	14,408	9,504	---	12.7%	13.1%	---	32.5%	34.0%	---	25.2%	23.6%	---	10.2%	12.8%	---	14.9%	10.1%	---	4.5%	6.4%	---
Yes, to other job in Govt	35,600	22,690	---	6.9%	7.8%	---	23.0%	23.0%	---	25.4%	25.5%	---	16.6%	16.9%	---	20.6%	19.6%	---	7.6%	7.2%	---
Yes, to other job outside Govt	7,859	5,069	---	6.7%	9.0%	---	21.6%	23.2%	---	23.2%	18.6%	---	15.6%	16.1%	---	24.8%	23.5%	---	8.2%	9.5%	---
Yes, other	9,087	5,479	---	6.4%	6.3%	---	17.8%	22.2%	---	27.4%	23.9%	---	17.6%	17.3%	---	22.2%	22.3%	---	8.6%	7.9%	---
Retiring																					
Within 1 year	9,139	6,073	4,001	13.1%	13.3%	11.7%	34.3%	32.9%	30.7%	22.8%	21.8%	23.1%	10.6%	13.4%	15.2%	14.2%	10.9%	15.8%	5.2%	7.6%	3.5%
Between 1 and 3 years	25,216	16,416	12,087	12.3%	13.2%	11.4%	32.6%	35.2%	28.9%	26.5%	24.8%	25.0%	11.5%	12.1%	16.8%	12.1%	9.4%	13.3%	5.1%	5.4%	4.6%
Between 3 and 5 years	28,076	19,273	13,876	12.5%	14.2%	13.3%	33.0%	33.4%	30.5%	24.3%	25.4%	24.1%	13.6%	11.9%	15.3%	10.2%	9.6%	12.3%	6.3%	5.5%	4.5%
5 or more years	154,991	102,407	70,692	13.2%	14.2%	12.0%	32.0%	33.1%	30.0%	24.6%	23.5%	23.7%	11.2%	11.6%	15.6%	11.1%	10.4%	12.5%	7.9%	7.2%	6.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(45) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,426	147,893	---	19.7%	20.5%	---	39.2%	39.9%	---	19.9%	18.7%	---	5.5%	5.6%	---	6.1%	5.9%	---	9.6%	9.4%	---
Work Location																					
Headquarters	86,485	51,141	---	20.8%	21.9%	---	38.8%	38.9%	---	19.3%	18.0%	---	5.4%	5.3%	---	6.0%	5.5%	---	9.7%	10.3%	---
Field	130,935	93,047	---	19.2%	20.0%	---	39.4%	40.3%	---	20.2%	18.9%	---	5.6%	5.7%	---	6.1%	6.0%	---	9.5%	9.1%	---
Supervisor Status																					
Non-Supervisor	118,185	74,548	---	16.0%	16.7%	---	37.2%	39.1%	---	21.9%	20.7%	---	6.1%	5.9%	---	7.0%	6.4%	---	11.8%	11.1%	---
Team Leader	31,771	20,114	---	19.1%	22.2%	---	41.5%	41.4%	---	20.1%	17.1%	---	5.6%	5.6%	---	5.7%	5.8%	---	8.1%	7.9%	---
Supervisor	39,857	28,513	---	28.1%	32.3%	---	45.3%	43.6%	---	14.7%	12.7%	---	3.9%	4.2%	---	4.0%	3.9%	---	4.0%	3.2%	---
Manager	22,463	17,117	---	40.2%	45.2%	---	41.7%	40.3%	---	10.5%	7.6%	---	3.0%	3.0%	---	2.4%	2.4%	---	2.3%	1.5%	---
Executive	5,135	3,906	---	47.0%	56.5%	---	38.7%	33.5%	---	6.5%	5.4%	---	1.8%	2.0%	---	2.7%	1.2%	---	3.2%	1.4%	---
Sex																					
Male	117,809	81,619	---	20.4%	21.5%	---	39.8%	40.2%	---	19.6%	18.3%	---	5.3%	5.7%	---	6.0%	5.9%	---	8.9%	8.3%	---
Female	99,722	62,576	---	18.8%	19.1%	---	38.5%	39.6%	---	20.3%	19.3%	---	5.8%	5.4%	---	6.2%	5.9%	---	10.4%	10.7%	---
Hispanic or Latino																					
Yes	13,630	8,465	---	18.6%	20.6%	---	36.3%	37.6%	---	21.6%	19.2%	---	6.3%	6.1%	---	8.0%	7.3%	---	9.3%	9.2%	---
No	203,783	135,486	---	19.9%	20.5%	---	39.5%	40.2%	---	19.8%	18.7%	---	5.5%	5.5%	---	5.9%	5.8%	---	9.6%	9.4%	---
Race																					
White	156,711	---	---	21.6%	---	---	40.8%	---	---	18.2%	---	---	5.0%	---	---	5.0%	---	---	9.5%	---	---
Black or African American	32,871	---	---	14.4%	---	---	35.2%	---	---	23.9%	---	---	7.2%	---	---	9.3%	---	---	10.0%	---	---
Native Hawaiian/Pacific Islander	1,487	---	---	15.0%	---	---	38.6%	---	---	24.5%	---	---	6.1%	---	---	6.5%	---	---	9.2%	---	---
Asian	8,609	---	---	19.2%	---	---	40.7%	---	---	22.5%	---	---	3.8%	---	---	4.8%	---	---	8.9%	---	---
AmerIndian/Alskn Native	6,153	---	---	14.5%	---	---	35.3%	---	---	23.7%	---	---	8.4%	---	---	9.8%	---	---	8.3%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	---	14.8%	---	---	31.3%	---	---	23.8%	---	---	9.8%	---	---	9.5%	---	---	10.7%	---	---
Age Group																					
<30	8,794	5,461	---	21.7%	24.6%	---	42.9%	40.1%	---	16.5%	14.3%	---	3.7%	4.9%	---	2.4%	4.2%	---	12.9%	11.9%	---
(25 and under)	2,477	---	---	22.0%	---	---	44.8%	---	---	14.0%	---	---	4.5%	---	---	2.3%	---	---	12.3%	---	---
(26-29)	6,317	---	---	21.5%	---	---	42.2%	---	---	17.5%	---	---	3.4%	---	---	2.4%	---	---	13.1%	---	---
30-39	31,365	20,918	---	19.6%	18.9%	---	39.7%	40.3%	---	18.1%	18.7%	---	5.5%	5.0%	---	5.7%	5.0%	---	11.4%	12.0%	---
40-49	70,129	47,042	---	19.0%	19.9%	---	39.2%	39.9%	---	20.3%	18.9%	---	5.5%	5.5%	---	6.2%	6.2%	---	9.8%	9.7%	---
50-59	87,041	57,868	---	20.0%	20.7%	---	38.4%	39.6%	---	20.7%	19.1%	---	5.9%	6.0%	---	6.6%	6.3%	---	8.3%	8.3%	---
60+	20,186	12,858	---	20.3%	22.4%	---	39.3%	41.1%	---	20.8%	18.7%	---	5.3%	6.0%	---	6.6%	5.6%	---	7.7%	6.3%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(45) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,426	147,893	---	19.7%	20.5%	---	39.2%	39.9%	---	19.9%	18.7%	---	5.5%	5.6%	---	6.1%	5.9%	---	9.6%	9.4%	---
Pay Category																					
Federal Wage System	9,477	5,511	---	14.7%	17.6%	---	37.7%	36.4%	---	23.7%	22.2%	---	8.1%	8.2%	---	8.2%	8.2%	---	7.5%	7.5%	---
GS 1-6 or equivalent	10,829	6,706	---	17.1%	14.8%	---	37.5%	36.8%	---	22.1%	21.3%	---	6.5%	7.5%	---	9.0%	8.8%	---	7.9%	10.9%	---
GS 7-12 or equivalent	91,787	58,902	---	17.5%	18.5%	---	39.7%	40.7%	---	21.1%	19.8%	---	5.5%	5.5%	---	5.9%	5.6%	---	10.3%	9.8%	---
GS 13-15 or equivalent	91,615	64,036	---	26.1%	26.2%	---	40.8%	41.1%	---	15.4%	15.2%	---	4.2%	4.4%	---	4.4%	4.7%	---	9.1%	8.4%	---
Senior Executive Service	4,206	3,314	---	53.6%	52.6%	---	35.7%	31.8%	---	4.9%	5.7%	---	1.7%	2.9%	---	2.6%	5.9%	---	1.5%	1.2%	---
SL/ST	688	490	---	19.0%	27.5%	---	53.2%	47.5%	---	17.4%	5.9%	---	5.8%	1.1%	---	0.8%	2.4%	---	3.7%	15.5%	---
Other	8,187	5,204	---	22.9%	22.7%	---	35.0%	39.2%	---	22.1%	18.1%	---	5.7%	5.0%	---	5.3%	5.2%	---	9.0%	9.8%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	30.2%	25.6%	---	40.2%	39.3%	---	13.9%	20.0%	---	1.0%	1.6%	---	1.5%	0.4%	---	13.2%	13.0%	---
1-3 years	17,545	12,896	---	22.0%	21.3%	---	41.7%	38.0%	---	16.2%	17.9%	---	4.9%	4.7%	---	4.5%	6.5%	---	10.7%	11.6%	---
4-5 years	16,227	8,712	---	18.9%	19.8%	---	39.7%	41.5%	---	18.7%	17.3%	---	5.0%	4.3%	---	5.9%	6.2%	---	11.8%	10.9%	---
6-10 years	26,507	13,911	---	18.9%	19.9%	---	39.4%	39.8%	---	19.6%	19.0%	---	5.7%	5.2%	---	6.5%	5.6%	---	10.0%	10.5%	---
11-20 years	62,911	44,995	---	18.4%	20.1%	---	38.5%	40.5%	---	20.9%	18.7%	---	5.9%	6.0%	---	6.7%	5.5%	---	9.6%	9.3%	---
> 20 years	91,709	62,352	---	20.1%	20.7%	---	38.7%	40.0%	---	21.0%	19.3%	---	5.7%	6.0%	---	6.2%	6.2%	---	8.3%	7.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	25.2%	24.4%	---	39.6%	40.2%	---	17.2%	19.1%	---	1.3%	2.3%	---	3.4%	1.4%	---	13.3%	12.6%	---
1-3 years	28,262	21,638	---	21.0%	20.7%	---	39.5%	37.8%	---	17.9%	18.8%	---	5.1%	5.1%	---	5.2%	6.8%	---	11.4%	11.0%	---
4-5 years	22,565	13,237	---	18.3%	19.2%	---	38.9%	40.9%	---	19.4%	19.4%	---	5.5%	4.7%	---	6.8%	5.9%	---	11.1%	10.0%	---
6-10 years	35,127	18,821	---	18.7%	18.5%	---	38.5%	39.5%	---	20.4%	19.3%	---	6.0%	6.6%	---	6.7%	5.7%	---	9.7%	10.4%	---
11-20 years	64,990	46,186	---	18.5%	20.2%	---	38.7%	40.3%	---	21.2%	18.5%	---	6.0%	6.1%	---	6.6%	5.9%	---	9.0%	8.9%	---
> 20 years	61,525	41,486	---	21.0%	22.0%	---	40.0%	41.1%	---	20.1%	18.5%	---	5.5%	5.3%	---	5.5%	5.6%	---	7.8%	7.6%	---
Leaving																					
No	150,496	101,433	---	22.8%	23.2%	---	42.0%	42.9%	---	18.2%	17.5%	---	4.3%	4.2%	---	3.8%	3.6%	---	8.9%	8.7%	---
Yes, to retire	14,410	9,503	---	19.6%	19.5%	---	37.0%	39.8%	---	21.3%	19.9%	---	6.4%	6.8%	---	8.0%	6.5%	---	7.7%	7.5%	---
Yes, to other job in Govt	35,602	22,691	---	11.1%	12.6%	---	32.8%	32.6%	---	23.8%	21.8%	---	9.1%	9.7%	---	11.8%	12.1%	---	11.4%	11.3%	---
Yes, to other job outside Govt	7,860	5,069	---	11.0%	14.1%	---	32.0%	32.0%	---	21.6%	20.4%	---	9.0%	6.8%	---	12.6%	15.1%	---	13.9%	11.7%	---
Yes, other	9,087	5,480	---	10.5%	11.9%	---	28.0%	27.7%	---	28.8%	24.6%	---	7.5%	10.4%	---	12.3%	11.8%	---	12.8%	13.7%	---
Retiring																					
Within 1 year	9,140	6,073	---	20.8%	20.3%	---	37.2%	39.5%	---	19.5%	17.4%	---	6.6%	7.2%	---	7.8%	7.2%	---	8.0%	8.4%	---
Between 1 and 3 years	25,219	16,416	---	18.3%	20.0%	---	39.3%	39.7%	---	22.2%	20.7%	---	5.8%	6.4%	---	6.8%	6.1%	---	7.6%	7.1%	---
Between 3 and 5 years	28,077	19,272	---	18.6%	20.8%	---	38.8%	38.5%	---	22.5%	20.2%	---	6.8%	5.8%	---	5.3%	6.3%	---	7.9%	8.4%	---
5 or more years	154,999	102,410	---	20.1%	20.5%	---	39.4%	40.3%	---	19.2%	18.3%	---	5.2%	5.3%	---	6.0%	5.7%	---	10.1%	9.9%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,392	147,889	100,656	14.1%	14.1%	12.5%	33.8%	33.5%	38.1%	23.8%	23.9%	20.2%	10.6%	11.0%	12.6%	9.6%	9.2%	8.6%	8.1%	8.3%	7.9%
Work Location																					
Headquarters	86,478	51,140	35,976	15.2%	14.8%	12.8%	32.9%	32.2%	36.9%	24.3%	23.5%	20.5%	9.6%	10.4%	11.8%	8.8%	8.3%	7.7%	9.4%	10.9%	10.3%
Field	130,913	93,044	64,680	13.7%	14.0%	12.4%	34.3%	34.0%	38.6%	23.6%	24.0%	20.1%	11.1%	11.2%	13.0%	10.0%	9.4%	8.9%	7.4%	7.5%	7.0%
Supervisor Status																					
Non-Supervisor	118,171	74,549	46,868	11.6%	11.6%	10.5%	31.4%	32.0%	36.5%	25.3%	25.3%	21.2%	11.4%	11.6%	13.3%	10.8%	9.8%	9.6%	9.4%	9.7%	9.0%
Team Leader	31,766	20,112	13,639	13.6%	15.3%	12.8%	36.2%	34.9%	39.3%	23.8%	23.1%	19.9%	10.4%	10.6%	13.0%	9.0%	9.3%	7.7%	7.1%	6.9%	7.3%
Supervisor	39,854	28,511	22,902	19.0%	21.0%	19.2%	40.3%	39.8%	45.7%	20.5%	19.7%	16.4%	8.4%	9.2%	9.7%	7.2%	6.5%	5.2%	4.6%	3.8%	3.7%
Manager	22,458	17,116	14,118	29.5%	32.1%	27.8%	39.2%	40.1%	45.4%	16.4%	14.3%	13.4%	7.4%	6.3%	7.1%	4.1%	5.1%	4.1%	3.4%	2.1%	2.1%
Executive	5,132	3,906	3,129	35.7%	44.0%	44.3%	36.3%	34.5%	38.7%	12.2%	12.0%	8.4%	6.5%	4.4%	5.1%	4.0%	2.7%	1.6%	5.3%	2.4%	1.9%
Sex																					
Male	117,790	81,616	59,070	14.6%	15.2%	12.7%	35.4%	35.1%	39.5%	23.3%	23.1%	20.7%	10.1%	10.5%	11.7%	9.3%	9.0%	7.8%	7.2%	7.2%	7.6%
Female	99,710	62,575	41,586	13.6%	12.8%	12.2%	31.8%	31.5%	36.4%	24.4%	24.8%	19.6%	11.2%	11.7%	13.9%	9.9%	9.5%	9.6%	9.1%	9.8%	8.3%
Hispanic or Latino																					
Yes	13,628	8,464	5,531	14.8%	15.6%	12.4%	31.0%	32.8%	36.3%	25.8%	23.5%	19.6%	10.3%	10.5%	12.6%	11.5%	10.5%	13.2%	6.6%	7.2%	6.0%
No	203,757	135,482	95,125	14.1%	14.0%	12.5%	34.1%	33.7%	38.3%	23.6%	23.8%	20.2%	10.6%	11.0%	12.6%	9.4%	9.1%	8.2%	8.2%	8.4%	8.1%
Race																					
White	156,693	---	80,079	15.4%	---	13.2%	34.9%	---	40.4%	22.5%	---	19.2%	10.5%	---	12.3%	8.8%	---	7.2%	8.0%	---	7.6%
Black or African American	32,869	---	12,860	11.0%	---	9.7%	31.3%	---	30.4%	26.6%	---	23.0%	11.0%	---	14.7%	11.3%	---	12.6%	8.7%	---	9.7%
Native Hawaiian/Pacific Islander	1,487	---	698	14.5%	---	7.7%	32.8%	---	40.2%	29.1%	---	26.7%	9.8%	---	9.4%	8.7%	---	10.8%	5.2%	---	5.1%
Asian	8,604	---	3,633	13.6%	---	11.4%	38.3%	---	36.2%	27.3%	---	25.0%	7.2%	---	11.3%	6.1%	---	6.8%	7.6%	---	9.2%
AmerIndian/Alskn Native	6,152	---	1,602	8.5%	---	11.7%	28.8%	---	29.6%	26.8%	---	23.0%	13.7%	---	16.2%	15.5%	---	14.1%	6.7%	---	5.5%
Two or more races (Not Hispanic/Latino)	6,188	---	1,502	10.5%	---	11.3%	24.1%	---	23.3%	27.3%	---	22.4%	13.0%	---	11.2%	16.7%	---	23.3%	8.6%	---	8.5%
Age Group																					
<30	8,793	5,461	2,787	18.0%	17.7%	12.7%	38.3%	35.6%	42.2%	19.5%	20.7%	19.0%	8.9%	8.8%	8.6%	5.0%	7.0%	4.6%	10.3%	10.2%	12.8%
(25 and under)	2,477	---	---	18.0%	---	---	37.8%	---	---	20.7%	---	---	6.7%	---	---	4.8%	---	---	11.9%	---	---
(26-29)	6,316	---	---	17.9%	---	---	38.6%	---	---	19.0%	---	---	9.8%	---	---	5.0%	---	---	9.7%	---	---
30-39	31,364	20,919	15,010	14.4%	13.3%	11.8%	33.9%	33.5%	40.0%	21.9%	23.0%	18.9%	10.4%	11.1%	12.5%	10.1%	8.3%	7.8%	9.3%	10.8%	9.0%
40-49	70,119	47,043	34,006	13.2%	13.8%	11.4%	33.8%	33.5%	37.9%	23.8%	23.5%	20.3%	11.3%	11.0%	13.3%	10.2%	10.1%	8.7%	7.7%	8.2%	8.4%
50-59	87,027	57,863	41,243	14.2%	14.1%	13.6%	33.0%	32.9%	37.1%	25.0%	24.9%	20.4%	10.5%	11.6%	12.6%	9.9%	9.3%	9.5%	7.4%	7.2%	6.8%
60+	20,181	12,856	7,610	14.6%	15.8%	14.4%	34.2%	36.0%	38.6%	25.6%	24.0%	22.4%	9.9%	9.1%	11.3%	8.2%	7.7%	6.1%	7.6%	7.3%	7.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,392	147,889	100,656	14.1%	14.1%	12.5%	33.8%	33.5%	38.1%	23.8%	23.9%	20.2%	10.6%	11.0%	12.6%	9.6%	9.2%	8.6%	8.1%	8.3%	7.9%
Pay Category																					
Federal Wage System	9,474	5,512	4,855	11.9%	11.1%	7.4%	31.9%	33.2%	33.1%	26.3%	25.3%	25.4%	12.7%	13.9%	16.4%	11.8%	11.4%	12.2%	5.3%	5.1%	5.4%
GS 1-6 or equivalent	10,824	6,705	4,848	12.5%	10.6%	10.4%	32.3%	30.7%	35.9%	25.9%	25.5%	21.9%	10.9%	13.2%	12.7%	11.4%	11.7%	10.0%	7.1%	8.4%	9.2%
GS 7-12 or equivalent	91,779	58,900	39,563	12.7%	12.9%	10.9%	33.5%	33.3%	39.1%	24.9%	25.2%	20.6%	10.8%	11.1%	12.5%	9.5%	9.1%	8.6%	8.6%	8.5%	8.3%
GS 13-15 or equivalent	91,609	64,036	41,791	18.1%	18.0%	16.7%	36.1%	35.6%	39.2%	20.9%	21.2%	19.0%	8.8%	9.2%	11.4%	7.7%	7.5%	5.6%	8.2%	8.6%	8.1%
Senior Executive Service	4,205	3,314	2,542	42.4%	40.0%	45.2%	34.8%	34.2%	37.2%	13.6%	10.6%	7.8%	4.0%	4.2%	6.3%	2.8%	7.2%	2.0%	2.4%	3.8%	1.6%
SL/ST	687	490	---	16.1%	18.3%	---	39.4%	51.1%	---	12.2%	10.1%	---	12.2%	2.8%	---	17.6%	9.5%	---	2.5%	8.3%	---
Other	8,187	5,203	7,057	13.9%	16.0%	15.9%	35.6%	30.8%	37.9%	22.3%	22.2%	15.2%	10.9%	11.6%	12.9%	8.3%	9.6%	11.0%	9.0%	9.8%	7.1%
Time in Federal Government																					
< 1 year	2,613	1,316	---	19.6%	21.6%	---	36.5%	38.6%	---	17.5%	24.5%	---	5.7%	3.1%	---	4.9%	0.6%	---	15.7%	11.7%	---
1-3 years	17,543	12,894	---	18.0%	15.9%	---	37.0%	33.5%	---	19.9%	21.7%	---	8.2%	10.5%	---	7.5%	9.4%	---	9.5%	9.0%	---
4-5 years	16,224	8,712	---	13.8%	13.6%	---	34.5%	34.9%	---	21.8%	22.7%	---	11.8%	10.1%	---	9.6%	9.1%	---	8.5%	9.6%	---
6-10 years	26,504	13,913	---	14.0%	13.5%	---	35.8%	35.0%	---	23.2%	23.6%	---	10.3%	10.5%	---	9.5%	8.6%	---	7.3%	8.7%	---
11-20 years	62,900	44,995	---	13.3%	13.9%	---	32.1%	32.9%	---	24.6%	23.9%	---	11.5%	11.4%	---	10.6%	9.4%	---	7.9%	8.5%	---
> 20 years	91,698	62,348	---	13.5%	13.9%	---	33.1%	33.3%	---	25.4%	24.9%	---	10.6%	11.2%	---	9.8%	9.2%	---	7.5%	7.5%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	18.9%	22.2%	---	34.5%	35.7%	---	20.4%	22.9%	---	7.0%	4.9%	---	4.8%	1.6%	---	14.4%	12.7%	---
1-3 years	28,260	21,635	---	16.5%	15.2%	---	35.1%	32.8%	---	21.9%	22.9%	---	8.8%	10.8%	---	8.3%	9.3%	---	9.4%	9.1%	---
4-5 years	22,560	13,237	---	12.8%	12.4%	---	33.8%	33.6%	---	21.8%	24.6%	---	12.4%	10.6%	---	10.7%	9.3%	---	8.5%	9.5%	---
6-10 years	35,122	18,822	---	13.6%	12.6%	---	34.8%	33.6%	---	23.6%	23.9%	---	10.4%	10.8%	---	10.2%	10.0%	---	7.4%	9.1%	---
11-20 years	64,977	46,187	---	13.2%	14.0%	---	31.7%	33.0%	---	25.6%	23.9%	---	11.4%	11.6%	---	10.5%	9.7%	---	7.6%	7.8%	---
> 20 years	61,521	41,483	---	14.2%	14.4%	---	34.6%	34.6%	---	24.5%	24.3%	---	10.5%	11.0%	---	9.1%	8.5%	---	7.1%	7.1%	---
Leaving																					
No	150,475	101,430	---	16.6%	16.5%	---	36.9%	36.7%	---	23.7%	23.7%	---	8.6%	9.2%	---	6.2%	5.9%	---	8.0%	8.0%	---
Yes, to retire	14,402	9,503	---	12.4%	12.4%	---	34.6%	33.6%	---	24.2%	23.9%	---	11.7%	12.6%	---	10.9%	9.6%	---	6.2%	8.0%	---
Yes, to other job in Govt	35,605	22,690	---	7.5%	8.0%	---	26.0%	23.6%	---	24.8%	25.7%	---	16.0%	16.0%	---	17.4%	17.5%	---	8.3%	9.1%	---
Yes, to other job outside Govt	7,858	5,069	---	7.5%	8.2%	---	24.7%	25.9%	---	19.6%	20.6%	---	13.9%	14.7%	---	25.8%	22.5%	---	8.6%	8.1%	---
Yes, other	9,086	5,480	---	7.8%	6.3%	---	20.6%	26.2%	---	24.4%	22.5%	---	18.1%	15.4%	---	19.8%	19.1%	---	9.3%	10.5%	---
Retiring																					
Within 1 year	9,136	6,073	4,001	13.3%	12.6%	11.7%	35.7%	33.7%	39.4%	22.8%	22.6%	21.5%	10.9%	13.7%	12.9%	10.3%	11.0%	9.0%	7.0%	6.3%	5.5%
Between 1 and 3 years	25,211	16,413	12,087	12.9%	13.3%	12.2%	33.5%	35.8%	36.6%	26.3%	24.9%	23.5%	10.8%	10.5%	12.0%	9.8%	8.9%	8.7%	6.7%	6.6%	7.0%
Between 3 and 5 years	28,074	19,272	13,876	12.7%	14.1%	12.9%	33.4%	32.8%	39.0%	25.7%	25.5%	20.5%	11.7%	11.5%	12.5%	9.5%	9.5%	8.5%	7.0%	6.7%	6.7%
5 or more years	154,986	102,409	70,692	14.6%	14.3%	12.5%	33.9%	33.4%	38.2%	23.2%	23.5%	19.6%	10.4%	10.8%	12.7%	9.5%	9.0%	8.6%	8.4%	8.9%	8.4%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(47) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,893	---	11.2%	10.7%	---	46.4%	47.2%	---	22.9%	22.4%	---	12.8%	13.5%	---	5.6%	5.2%	---	1.1%	1.0%	---
Work Location																					
Headquarters	86,485	51,143	---	12.2%	11.5%	---	46.8%	46.9%	---	22.3%	22.6%	---	12.3%	12.7%	---	5.3%	5.0%	---	1.1%	1.3%	---
Field	130,937	93,044	---	10.7%	10.4%	---	46.3%	47.2%	---	23.3%	22.4%	---	13.0%	13.7%	---	5.7%	5.3%	---	1.1%	0.9%	---
Supervisor Status																					
Non-Supervisor	118,185	74,548	---	10.5%	9.8%	---	42.9%	44.4%	---	24.5%	23.5%	---	14.2%	14.9%	---	6.6%	6.3%	---	1.3%	1.2%	---
Team Leader	31,773	20,113	---	10.9%	10.9%	---	48.0%	48.8%	---	22.6%	22.9%	---	13.0%	12.7%	---	4.9%	3.9%	---	0.7%	0.9%	---
Supervisor	39,856	28,514	---	12.5%	13.8%	---	56.2%	58.8%	---	19.0%	17.3%	---	8.6%	7.8%	---	3.0%	2.1%	---	0.6%	0.2%	---
Manager	22,462	17,117	---	15.3%	16.8%	---	59.4%	60.7%	---	17.2%	15.1%	---	5.9%	5.9%	---	2.0%	1.3%	---	0.3%	0.2%	---
Executive	5,135	3,906	---	19.7%	20.3%	---	52.4%	58.9%	---	13.7%	13.7%	---	9.1%	5.1%	---	2.9%	1.4%	---	2.2%	0.6%	---
Sex																					
Male	117,809	81,621	---	10.4%	10.3%	---	47.4%	48.1%	---	23.9%	23.2%	---	12.5%	12.9%	---	5.1%	4.8%	---	0.8%	0.7%	---
Female	99,723	62,575	---	12.2%	11.2%	---	45.2%	46.0%	---	21.8%	21.4%	---	13.3%	14.2%	---	6.1%	5.7%	---	1.5%	1.4%	---
Hispanic or Latino																					
Yes	13,628	8,465	---	12.6%	12.2%	---	43.7%	47.4%	---	24.8%	21.0%	---	11.6%	12.9%	---	6.5%	5.4%	---	0.8%	1.1%	---
No	203,787	135,487	---	11.1%	10.6%	---	46.7%	47.2%	---	22.8%	22.5%	---	12.9%	13.5%	---	5.4%	5.2%	---	1.1%	1.0%	---
Race																					
White	156,717	---	---	11.1%	---	---	47.4%	---	---	22.5%	---	---	12.8%	---	---	5.1%	---	---	1.1%	---	---
Black or African American	32,871	---	---	11.6%	---	---	45.6%	---	---	21.9%	---	---	13.1%	---	---	6.9%	---	---	0.9%	---	---
Native Hawaiian/Pacific Islander	1,487	---	---	15.3%	---	---	44.3%	---	---	25.7%	---	---	8.8%	---	---	5.5%	---	---	0.3%	---	---
Asian	8,610	---	---	12.5%	---	---	47.1%	---	---	25.6%	---	---	9.3%	---	---	4.4%	---	---	1.2%	---	---
AmerIndian/Alskn Native	6,150	---	---	8.2%	---	---	42.6%	---	---	26.4%	---	---	15.5%	---	---	6.4%	---	---	0.9%	---	---
Two or more races (Not Hispanic/Latino)	6,192	---	---	9.5%	---	---	38.1%	---	---	27.1%	---	---	14.6%	---	---	9.1%	---	---	1.6%	---	---
Age Group																					
<30	8,794	5,461	---	14.4%	14.5%	---	47.4%	49.6%	---	19.2%	18.6%	---	13.6%	11.5%	---	4.7%	4.9%	---	0.8%	0.8%	---
(25 and under)	2,477	---	---	14.2%	---	---	50.8%	---	---	19.2%	---	---	11.6%	---	---	3.3%	---	---	0.9%	---	---
(26-29)	6,317	---	---	14.4%	---	---	45.9%	---	---	19.3%	---	---	14.4%	---	---	5.2%	---	---	0.8%	---	---
30-39	31,365	20,919	---	12.2%	11.0%	---	48.0%	48.5%	---	21.0%	20.0%	---	12.3%	14.1%	---	5.7%	5.4%	---	0.8%	0.9%	---
40-49	70,125	47,041	---	10.7%	10.2%	---	47.0%	47.8%	---	22.4%	22.0%	---	13.1%	13.4%	---	5.8%	5.3%	---	1.1%	1.3%	---
50-59	87,044	57,869	---	10.4%	10.2%	---	45.2%	45.7%	---	24.6%	24.1%	---	12.8%	13.9%	---	5.7%	5.3%	---	1.2%	0.8%	---
60+	20,185	12,858	---	11.8%	12.2%	---	45.9%	47.4%	---	24.5%	23.8%	---	12.2%	11.6%	---	4.4%	4.1%	---	1.2%	0.9%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(47) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,893	---	11.2%	10.7%	---	46.4%	47.2%	---	22.9%	22.4%	---	12.8%	13.5%	---	5.6%	5.2%	---	1.1%	1.0%	---
Pay Category																					
Federal Wage System	9,478	5,512	---	8.2%	8.3%	---	44.2%	42.8%	---	25.8%	25.3%	---	14.9%	15.5%	---	6.4%	8.0%	---	0.5%	0.1%	---
GS 1-6 or equivalent	10,827	6,706	---	12.8%	11.4%	---	42.9%	42.8%	---	24.2%	22.3%	---	12.0%	16.6%	---	7.1%	5.5%	---	1.1%	1.5%	---
GS 7-12 or equivalent	91,787	58,904	---	11.0%	10.4%	---	45.2%	46.9%	---	23.8%	23.3%	---	13.3%	13.2%	---	5.6%	5.1%	---	1.2%	1.0%	---
GS 13-15 or equivalent	91,616	64,035	---	12.1%	11.3%	---	51.2%	50.5%	---	20.4%	20.8%	---	11.1%	12.2%	---	4.1%	4.2%	---	1.0%	1.0%	---
Senior Executive Service	4,206	3,314	---	19.8%	18.8%	---	57.5%	56.1%	---	14.3%	13.6%	---	5.1%	9.6%	---	2.9%	1.1%	---	0.5%	0.8%	---
SL/ST	688	490	---	12.9%	9.2%	---	37.4%	69.8%	---	24.3%	10.8%	---	19.4%	6.3%	---	5.8%	3.6%	---	0.2%	0.3%	---
Other	8,187	5,204	---	10.8%	11.2%	---	48.3%	45.8%	---	20.8%	20.3%	---	12.0%	14.9%	---	6.5%	6.8%	---	1.6%	1.0%	---
Time in Federal Government																					
< 1 year	2,614	1,316	---	21.4%	21.3%	---	51.3%	47.9%	---	15.8%	21.7%	---	7.8%	5.8%	---	2.5%	1.8%	---	1.2%	1.6%	---
1-3 years	17,543	12,895	---	13.9%	13.1%	---	49.8%	48.0%	---	19.7%	19.1%	---	10.9%	13.1%	---	4.5%	5.6%	---	1.2%	1.1%	---
4-5 years	16,232	8,712	---	11.7%	11.2%	---	46.5%	48.8%	---	22.7%	19.9%	---	12.4%	14.7%	---	5.8%	4.5%	---	0.9%	0.8%	---
6-10 years	26,505	13,912	---	10.6%	10.6%	---	46.3%	47.5%	---	22.7%	20.7%	---	13.0%	14.8%	---	6.4%	5.5%	---	0.9%	0.9%	---
11-20 years	62,914	44,996	---	10.5%	10.3%	---	45.8%	46.8%	---	22.6%	23.5%	---	13.5%	13.0%	---	6.3%	5.2%	---	1.2%	1.2%	---
> 20 years	91,709	62,353	---	10.5%	9.8%	---	45.7%	46.7%	---	24.6%	23.8%	---	13.1%	13.5%	---	5.1%	5.3%	---	1.1%	0.8%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	19.6%	19.8%	---	49.6%	48.0%	---	18.1%	19.7%	---	7.3%	7.2%	---	3.4%	2.5%	---	2.0%	2.7%	---
1-3 years	28,264	21,637	---	13.8%	13.0%	---	47.6%	46.6%	---	20.8%	19.8%	---	11.2%	13.9%	---	5.4%	5.5%	---	1.2%	1.1%	---
4-5 years	22,566	13,237	---	10.6%	10.6%	---	46.6%	47.4%	---	22.9%	21.9%	---	13.0%	14.2%	---	6.1%	5.3%	---	0.9%	0.6%	---
6-10 years	35,123	18,821	---	10.4%	9.9%	---	45.4%	47.1%	---	23.3%	22.2%	---	13.5%	14.1%	---	6.7%	5.8%	---	0.8%	0.9%	---
11-20 years	64,995	46,188	---	10.2%	9.8%	---	45.7%	46.6%	---	23.0%	23.6%	---	14.0%	13.5%	---	6.0%	5.2%	---	1.1%	1.2%	---
> 20 years	61,524	41,486	---	10.5%	9.6%	---	46.7%	48.1%	---	24.6%	23.7%	---	12.6%	13.0%	---	4.5%	4.9%	---	1.1%	0.7%	---
Leaving																					
No	150,499	101,435	---	13.4%	12.6%	---	50.7%	51.7%	---	21.3%	20.9%	---	10.3%	10.7%	---	3.3%	3.2%	---	1.0%	0.8%	---
Yes, to retire	14,411	9,503	---	9.0%	7.6%	---	42.6%	44.9%	---	27.7%	26.6%	---	13.1%	14.9%	---	6.4%	5.2%	---	1.1%	0.7%	---
Yes, to other job in Govt	35,602	22,690	---	5.8%	5.8%	---	36.4%	35.0%	---	26.0%	26.4%	---	19.6%	20.5%	---	11.0%	10.7%	---	1.2%	1.5%	---
Yes, to other job outside Govt	7,860	5,068	---	3.7%	5.8%	---	33.4%	33.1%	---	27.2%	22.9%	---	20.5%	23.6%	---	13.8%	12.0%	---	1.4%	2.5%	---
Yes, other	9,086	5,480	---	4.8%	5.7%	---	32.1%	35.1%	---	27.6%	24.5%	---	20.8%	21.7%	---	13.7%	11.9%	---	1.0%	1.1%	---
Retiring																					
Within 1 year	9,140	6,072	---	10.0%	8.9%	---	43.1%	41.0%	---	25.4%	24.9%	---	13.5%	16.0%	---	6.7%	6.9%	---	1.2%	2.3%	---
Between 1 and 3 years	25,218	16,417	---	9.6%	8.8%	---	44.4%	45.4%	---	26.4%	26.8%	---	12.8%	13.7%	---	5.5%	4.6%	---	1.3%	0.6%	---
Between 3 and 5 years	28,075	19,272	---	9.0%	9.2%	---	45.5%	47.8%	---	26.6%	22.7%	---	13.1%	14.2%	---	5.0%	5.4%	---	0.9%	0.8%	---
5 or more years	155,004	102,410	---	11.8%	11.3%	---	47.1%	47.6%	---	21.8%	21.7%	---	12.7%	13.2%	---	5.6%	5.2%	---	1.1%	1.0%	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(48) Supervisors/team leaders in my work unit support employee development.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,895	100,656	16.5%	16.3%	16.1%	47.6%	48.3%	43.0%	19.3%	19.0%	18.8%	10.2%	10.6%	13.8%	5.6%	5.1%	8.2%	0.8%	0.7%	0.2%
Work Location																					
Headquarters	86,484	51,143	35,976	18.6%	18.4%	17.6%	47.8%	49.2%	42.3%	18.3%	17.2%	18.1%	9.1%	9.5%	14.0%	5.4%	4.9%	7.8%	0.7%	0.9%	0.2%
Field	130,940	93,046	64,680	15.6%	15.7%	15.6%	47.5%	48.0%	43.2%	19.8%	19.6%	19.1%	10.7%	10.9%	13.7%	5.7%	5.1%	8.3%	0.8%	0.7%	0.2%
Supervisor Status																					
Non-Supervisor	118,185	74,549	46,868	15.1%	14.5%	15.2%	44.5%	46.1%	41.2%	21.2%	20.5%	19.1%	11.4%	11.9%	14.7%	6.8%	6.1%	9.5%	1.0%	0.9%	0.2%
Team Leader	31,774	20,113	13,639	16.6%	18.4%	17.6%	49.7%	49.6%	44.8%	18.3%	18.3%	18.2%	10.5%	9.7%	13.0%	4.5%	3.6%	6.4%	0.4%	0.5%	0.1%
Supervisor	39,858	28,515	22,902	18.9%	20.4%	16.7%	55.7%	57.7%	49.0%	15.1%	13.7%	18.7%	6.7%	5.8%	11.3%	3.1%	2.2%	4.1%	0.4%	0.2%	0.2%
Manager	22,462	17,117	14,118	24.3%	26.5%	21.0%	57.9%	58.6%	50.2%	11.9%	9.7%	16.7%	4.3%	3.9%	9.0%	1.5%	1.2%	3.0%	0.1%	0.1%	0.1%
Executive	5,135	3,906	3,129	29.9%	32.9%	25.9%	50.9%	54.9%	45.4%	10.2%	7.8%	17.7%	4.7%	3.0%	8.4%	2.9%	1.0%	2.3%	1.5%	0.4%	0.3%
Sex																					
Male	117,809	81,621	59,070	15.6%	15.8%	14.7%	48.8%	49.1%	43.4%	19.6%	19.5%	20.3%	9.8%	10.2%	13.7%	5.4%	4.9%	7.7%	0.7%	0.5%	0.2%
Female	99,723	62,577	41,586	17.7%	17.1%	17.9%	46.0%	47.1%	42.4%	18.9%	18.4%	16.9%	10.7%	11.1%	13.9%	5.8%	5.4%	8.8%	0.9%	1.0%	0.2%
Hispanic or Latino																					
Yes	13,630	8,465	5,531	16.2%	17.0%	16.6%	44.5%	46.0%	39.0%	22.0%	20.0%	18.9%	9.6%	11.6%	13.6%	6.5%	4.8%	11.7%	1.3%	0.7%	0.3%
No	203,785	135,488	95,125	16.6%	16.3%	16.1%	47.9%	48.5%	43.3%	19.1%	18.9%	18.8%	10.2%	10.5%	13.8%	5.5%	5.1%	7.9%	0.7%	0.7%	0.2%
Race																					
White	156,714	---	80,079	17.1%	---	16.2%	48.7%	---	44.3%	18.5%	---	18.5%	9.8%	---	13.8%	5.2%	---	7.1%	0.6%	---	0.2%
Black or African American	32,868	---	12,860	15.4%	---	15.5%	45.5%	---	39.3%	19.5%	---	18.3%	11.5%	---	14.9%	6.9%	---	11.7%	1.2%	---	0.2%
Native Hawaiian/Pacific Islander	1,487	---	698	17.8%	---	13.0%	42.3%	---	33.3%	23.0%	---	37.3%	8.7%	---	9.9%	7.2%	---	5.6%	0.9%	---	0.9%
Asian	8,609	---	3,633	16.0%	---	18.5%	49.7%	---	44.0%	20.5%	---	20.4%	8.8%	---	8.5%	4.1%	---	8.2%	0.8%	---	0.3%
AmerIndian/Alskn Native	6,152	---	1,602	12.1%	---	16.3%	45.1%	---	37.6%	24.8%	---	18.8%	10.2%	---	17.7%	7.0%	---	9.6%	0.7%	---	0.1%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	14.8%	---	15.3%	37.3%	---	30.5%	25.9%	---	22.3%	11.6%	---	15.5%	8.9%	---	16.4%	1.6%	---	0.0%
Age Group																					
<30	8,794	5,461	2,787	21.7%	20.7%	23.9%	46.2%	47.7%	46.8%	17.8%	17.7%	14.6%	9.0%	9.0%	10.1%	4.5%	4.4%	4.5%	0.8%	0.5%	0.2%
(25 and under)	2,477	---	---	22.8%	---	---	48.0%	---	---	16.2%	---	---	8.2%	---	---	3.9%	---	---	0.8%	---	---
(26-29)	6,317	---	---	21.2%	---	---	45.5%	---	---	18.5%	---	---	9.4%	---	---	4.7%	---	---	0.8%	---	---
30-39	31,364	20,918	15,010	17.4%	16.6%	18.7%	47.6%	48.6%	44.2%	19.1%	16.7%	16.5%	9.9%	12.1%	12.1%	5.4%	5.0%	8.2%	0.7%	0.8%	0.2%
40-49	70,127	47,043	34,006	15.9%	15.6%	15.0%	48.2%	48.7%	43.7%	18.9%	18.5%	19.0%	10.3%	10.8%	14.0%	6.0%	5.5%	8.3%	0.7%	0.8%	0.1%
50-59	87,042	57,868	41,243	15.9%	15.9%	15.6%	47.1%	48.0%	42.0%	20.0%	20.2%	19.5%	10.3%	10.3%	14.5%	5.8%	5.0%	8.3%	0.9%	0.6%	0.2%
60+	20,185	12,859	7,610	16.3%	18.0%	15.1%	48.4%	47.6%	39.9%	19.3%	20.9%	21.4%	10.4%	8.4%	15.0%	4.5%	4.3%	8.1%	1.0%	0.8%	0.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(48) Supervisors/team leaders in my work unit support employee development.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,895	100,656	16.5%	16.3%	16.1%	47.6%	48.3%	43.0%	19.3%	19.0%	18.8%	10.2%	10.6%	13.8%	5.6%	5.1%	8.2%	0.8%	0.7%	0.2%
Pay Category																					
Federal Wage System	9,479	5,511	4,855	10.0%	11.1%	10.4%	45.2%	43.2%	36.8%	23.7%	24.0%	26.6%	13.4%	13.4%	17.1%	7.0%	7.6%	9.0%	0.7%	0.7%	0.1%
GS 1-6 or equivalent	10,826	6,706	4,848	16.8%	12.5%	18.5%	40.6%	41.9%	36.7%	22.2%	23.9%	20.0%	11.8%	13.4%	14.2%	7.4%	6.9%	10.3%	1.3%	1.3%	0.3%
GS 7-12 or equivalent	91,791	58,905	39,563	15.9%	16.0%	15.2%	46.8%	48.2%	43.6%	20.1%	19.4%	18.3%	10.5%	10.8%	14.3%	5.8%	5.0%	8.6%	0.9%	0.7%	0.1%
GS 13-15 or equivalent	91,613	64,036	41,791	20.1%	19.7%	18.3%	52.8%	52.6%	46.7%	15.6%	15.4%	17.2%	7.3%	8.1%	12.0%	3.8%	3.7%	5.7%	0.5%	0.6%	0.2%
Senior Executive Service	4,206	3,314	2,542	32.4%	31.0%	24.3%	54.9%	51.6%	46.1%	7.1%	9.3%	17.3%	2.7%	6.9%	9.0%	2.7%	0.6%	2.7%	0.2%	0.6%	0.7%
SL/ST	688	490	---	15.1%	20.4%	---	54.3%	67.2%	---	9.5%	5.8%	---	13.8%	4.1%	---	5.5%	2.5%	---	1.8%	0.0%	---
Other	8,187	5,204	7,057	16.7%	16.6%	18.3%	48.6%	46.2%	42.7%	17.8%	18.2%	16.9%	10.6%	12.2%	12.4%	5.6%	6.2%	9.4%	0.6%	0.6%	0.2%
Time in Federal Government																					
< 1 year	2,614	1,316	---	26.6%	24.3%	---	52.4%	50.0%	---	14.1%	18.7%	---	3.7%	3.7%	---	2.3%	2.0%	---	1.0%	1.3%	---
1-3 years	17,544	12,896	---	21.3%	18.8%	---	47.5%	45.1%	---	17.0%	19.4%	---	9.2%	11.1%	---	4.5%	5.1%	---	0.5%	0.6%	---
4-5 years	16,232	8,711	---	16.5%	17.7%	---	47.3%	48.3%	---	19.4%	16.2%	---	10.5%	12.1%	---	5.6%	5.1%	---	0.8%	0.6%	---
6-10 years	26,505	13,913	---	14.9%	15.8%	---	46.9%	46.5%	---	21.3%	18.9%	---	9.6%	12.3%	---	6.6%	5.8%	---	0.6%	0.7%	---
11-20 years	62,911	44,996	---	15.3%	15.1%	---	46.7%	49.0%	---	19.2%	19.4%	---	11.5%	10.5%	---	6.6%	5.1%	---	0.8%	0.9%	---
> 20 years	91,710	62,353	---	16.1%	16.2%	---	48.4%	49.3%	---	19.6%	19.1%	---	9.9%	9.8%	---	5.1%	4.9%	---	0.9%	0.6%	---
Time w/ Current Agency																					
< 1 year	5,025	2,815	---	25.7%	24.9%	---	49.9%	49.1%	---	15.1%	16.7%	---	4.5%	5.3%	---	3.4%	1.7%	---	1.4%	2.2%	---
1-3 years	28,265	21,638	---	20.2%	18.1%	---	46.1%	45.4%	---	17.8%	18.8%	---	9.8%	11.4%	---	5.3%	5.5%	---	0.8%	0.7%	---
4-5 years	22,566	13,236	---	15.4%	17.0%	---	47.3%	47.6%	---	20.2%	17.6%	---	10.5%	12.2%	---	6.0%	5.1%	---	0.6%	0.5%	---
6-10 years	35,126	18,822	---	14.9%	14.9%	---	46.9%	47.7%	---	20.3%	19.1%	---	10.3%	12.0%	---	6.9%	5.5%	---	0.7%	0.7%	---
11-20 years	64,988	46,189	---	15.1%	15.2%	---	47.0%	49.0%	---	19.8%	19.4%	---	11.2%	10.3%	---	6.2%	5.3%	---	0.8%	0.8%	---
> 20 years	61,526	41,486	---	16.3%	16.1%	---	49.5%	50.3%	---	19.2%	19.3%	---	9.8%	9.2%	---	4.5%	4.5%	---	0.8%	0.6%	---
Leaving																					
No	150,498	101,435	---	19.5%	19.2%	---	51.5%	52.1%	---	17.4%	17.3%	---	7.9%	7.9%	---	3.1%	2.8%	---	0.7%	0.6%	---
Yes, to retire	14,409	9,503	---	13.6%	12.9%	---	46.3%	48.5%	---	21.3%	21.8%	---	11.5%	11.7%	---	6.2%	4.4%	---	1.2%	0.7%	---
Yes, to other job in Govt	35,606	22,691	---	9.3%	9.0%	---	37.5%	38.4%	---	24.4%	22.8%	---	16.3%	17.7%	---	11.7%	10.9%	---	0.8%	1.2%	---
Yes, to other job outside Govt	7,858	5,069	---	7.8%	8.7%	---	37.8%	34.8%	---	21.6%	21.5%	---	17.3%	19.7%	---	14.9%	14.9%	---	0.6%	0.5%	---
Yes, other	9,086	5,480	---	7.3%	8.4%	---	34.0%	35.6%	---	26.4%	25.7%	---	16.7%	17.3%	---	13.7%	12.2%	---	1.9%	0.7%	---
Retiring																					
Within 1 year	9,139	6,072	4,001	14.4%	13.3%	11.3%	44.9%	47.9%	37.1%	21.3%	20.3%	22.8%	11.5%	11.6%	17.4%	6.2%	6.4%	11.0%	1.7%	0.6%	0.3%
Between 1 and 3 years	25,218	16,417	12,087	14.4%	14.6%	10.3%	48.0%	47.3%	41.9%	21.1%	21.8%	22.3%	10.6%	10.8%	16.0%	5.0%	4.7%	9.3%	0.9%	0.7%	0.3%
Between 3 and 5 years	28,079	19,272	13,876	14.2%	15.9%	14.8%	47.9%	48.5%	40.7%	20.6%	20.4%	20.9%	11.0%	9.9%	14.6%	5.6%	4.6%	8.8%	0.8%	0.7%	0.2%
5 or more years	155,001	102,412	70,692	17.3%	16.8%	17.4%	47.7%	48.4%	43.8%	18.7%	18.3%	17.8%	9.9%	10.6%	13.2%	5.7%	5.1%	7.8%	0.7%	0.7%	0.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(49) Employees have electronic access to learning and training programs readily available at their desk.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,401	147,881	100,656	22.0%	20.6%	17.4%	53.1%	50.1%	47.2%	12.7%	13.8%	12.9%	6.8%	8.9%	14.3%	3.5%	4.0%	5.2%	2.0%	2.6%	3.1%
Work Location																					
Headquarters	86,477	51,142	35,976	23.2%	20.8%	18.6%	53.4%	50.3%	47.2%	12.4%	13.5%	12.8%	6.1%	8.9%	13.4%	2.7%	3.0%	4.6%	2.2%	3.5%	3.4%
Field	130,924	93,036	64,680	21.5%	20.5%	16.9%	53.0%	50.1%	47.1%	12.8%	13.8%	12.9%	7.1%	8.9%	14.6%	3.8%	4.3%	5.5%	1.9%	2.3%	3.0%
Supervisor Status																					
Non-Supervisor	118,175	74,542	46,868	19.9%	18.6%	16.4%	53.6%	50.8%	46.9%	13.3%	14.4%	13.2%	6.9%	8.8%	14.4%	4.0%	4.4%	5.6%	2.4%	2.9%	3.6%
Team Leader	31,770	20,114	13,639	21.7%	22.2%	17.2%	53.8%	49.1%	49.0%	12.4%	13.2%	12.5%	7.3%	9.7%	13.8%	3.1%	3.4%	4.8%	1.7%	2.4%	2.7%
Supervisor	39,853	28,511	22,902	27.7%	25.9%	21.0%	52.0%	49.4%	46.0%	11.1%	11.9%	11.7%	6.0%	8.4%	15.3%	2.4%	3.4%	4.5%	0.9%	1.1%	1.5%
Manager	22,461	17,113	14,118	32.4%	31.9%	25.8%	50.0%	47.5%	44.5%	9.8%	10.2%	12.1%	5.7%	7.6%	13.7%	1.6%	2.1%	3.0%	0.5%	0.7%	0.9%
Executive	5,135	3,906	3,129	36.8%	36.4%	30.0%	45.6%	42.3%	42.7%	8.2%	10.9%	11.4%	5.2%	6.7%	12.4%	1.5%	2.0%	2.0%	2.8%	1.8%	1.5%
Sex																					
Male	117,794	81,612	59,070	21.1%	19.2%	15.5%	52.4%	49.2%	47.0%	13.7%	15.0%	14.2%	7.2%	9.7%	14.7%	3.8%	4.6%	6.0%	1.8%	2.3%	2.7%
Female	99,716	62,573	41,586	23.2%	22.3%	19.8%	54.1%	51.4%	47.4%	11.3%	12.1%	11.1%	6.2%	7.9%	13.8%	3.0%	3.3%	4.3%	2.3%	2.9%	3.7%
Hispanic or Latino																					
Yes	13,629	8,464	5,531	22.7%	20.3%	17.3%	51.2%	48.6%	42.7%	12.8%	14.3%	15.0%	7.0%	9.6%	15.6%	4.4%	4.4%	7.0%	1.9%	2.7%	2.5%
No	203,766	135,477	95,125	22.0%	20.6%	17.4%	53.3%	50.3%	47.5%	12.6%	13.7%	12.7%	6.7%	8.8%	14.2%	3.4%	4.0%	5.1%	2.0%	2.5%	3.2%
Race																					
White	156,704	---	80,079	22.7%	---	16.9%	53.4%	---	47.9%	12.3%	---	12.8%	6.6%	---	14.5%	3.3%	---	5.0%	1.8%	---	3.0%
Black or African American	32,869	---	12,860	21.5%	---	19.9%	53.6%	---	45.4%	12.2%	---	12.5%	6.5%	---	12.6%	3.3%	---	6.6%	2.8%	---	2.9%
Native Hawaiian/Pacific Islander	1,487	---	698	19.1%	---	10.5%	50.3%	---	47.7%	18.3%	---	13.5%	6.3%	---	10.7%	4.0%	---	5.3%	1.9%	---	12.2%
Asian	8,605	---	3,633	20.4%	---	22.7%	56.4%	---	48.6%	13.8%	---	11.9%	5.2%	---	11.3%	2.6%	---	3.2%	1.5%	---	2.3%
AmerIndian/Alskn Native	6,148	---	1,602	17.1%	---	10.7%	49.1%	---	38.0%	16.5%	---	14.6%	8.7%	---	23.9%	6.2%	---	8.5%	2.2%	---	4.3%
Two or more races (Not Hispanic/Latino)	6,191	---	1,502	18.4%	---	17.2%	45.7%	---	41.5%	17.0%	---	13.1%	10.5%	---	17.4%	6.1%	---	5.8%	2.3%	---	4.9%
Age Group																					
<30	8,791	5,461	2,787	24.0%	25.2%	19.1%	50.6%	43.5%	45.8%	13.1%	13.7%	10.4%	6.3%	10.7%	14.3%	3.7%	4.1%	6.1%	2.2%	2.8%	4.4%
(25 and under)	2,476	---	---	26.0%	---	---	51.1%	---	---	13.6%	---	---	3.6%	---	---	3.1%	---	---	2.6%	---	---
(26-29)	6,315	---	---	23.2%	---	---	50.4%	---	---	12.9%	---	---	7.4%	---	---	4.0%	---	---	2.1%	---	---
30-39	31,362	20,918	15,010	20.4%	19.8%	16.3%	52.5%	48.3%	45.3%	12.3%	13.1%	13.2%	8.4%	10.2%	15.0%	4.2%	5.6%	6.4%	2.3%	3.2%	3.9%
40-49	70,115	47,037	34,006	22.1%	20.7%	16.8%	53.1%	50.1%	47.1%	12.6%	13.5%	12.8%	6.7%	9.2%	14.4%	3.4%	3.8%	5.7%	2.1%	2.7%	3.1%
50-59	87,040	57,862	41,243	22.0%	19.5%	17.6%	53.5%	52.1%	48.2%	13.1%	14.1%	12.9%	6.3%	8.3%	14.0%	3.4%	3.8%	4.5%	1.7%	2.1%	2.7%
60+	20,181	12,857	7,610	23.6%	24.0%	20.5%	54.6%	49.7%	47.1%	11.4%	14.7%	13.3%	5.9%	6.5%	13.1%	2.5%	2.5%	3.4%	2.0%	2.6%	2.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(49) Employees have electronic access to learning and training programs readily available at their desk.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,401	147,881	100,656	22.0%	20.6%	17.4%	53.1%	50.1%	47.2%	12.7%	13.8%	12.9%	6.8%	8.9%	14.3%	3.5%	4.0%	5.2%	2.0%	2.6%	3.1%
Pay Category																					
Federal Wage System	9,473	5,510	4,855	12.1%	10.5%	7.3%	43.1%	41.3%	30.6%	19.4%	19.3%	18.2%	14.2%	17.2%	24.6%	8.5%	9.6%	15.3%	2.5%	2.1%	4.0%
GS 1-6 or equivalent	10,821	6,703	4,848	21.7%	16.6%	17.2%	48.6%	46.5%	43.3%	14.8%	16.0%	12.2%	7.8%	10.6%	15.4%	4.7%	6.9%	7.1%	2.5%	3.5%	4.8%
GS 7-12 or equivalent	91,784	58,903	39,563	20.9%	20.7%	16.5%	55.9%	51.3%	49.6%	12.6%	13.9%	13.0%	6.1%	8.3%	13.4%	2.5%	3.3%	4.4%	2.0%	2.4%	3.2%
GS 13-15 or equivalent	91,611	64,031	41,791	27.2%	23.3%	21.2%	53.8%	53.0%	50.2%	10.4%	11.7%	11.5%	4.9%	7.2%	12.3%	2.0%	2.3%	2.7%	1.7%	2.5%	2.2%
Senior Executive Service	4,206	3,314	2,542	40.9%	33.1%	27.6%	42.6%	45.5%	43.0%	9.6%	10.9%	14.1%	4.8%	6.4%	12.6%	1.1%	2.0%	1.5%	1.0%	2.2%	1.2%
SL/ST	688	490	---	34.3%	31.8%	---	48.8%	57.5%	---	14.6%	6.3%	---	1.1%	3.0%	---	0.6%	0.5%	---	0.7%	0.7%	---
Other	8,187	5,202	7,057	23.8%	26.1%	21.4%	55.9%	45.7%	47.3%	9.7%	11.6%	11.2%	5.2%	8.4%	13.0%	3.9%	5.0%	4.6%	1.4%	3.2%	2.5%
Time in Federal Government																					
< 1 year	2,611	1,316	---	28.8%	25.7%	---	49.6%	48.3%	---	10.3%	16.5%	---	5.4%	4.2%	---	3.4%	1.8%	---	2.5%	3.6%	---
1-3 years	17,539	12,893	---	25.2%	24.0%	---	50.7%	42.5%	---	11.1%	12.5%	---	6.8%	10.8%	---	4.2%	7.4%	---	2.0%	2.7%	---
4-5 years	16,225	8,711	---	21.9%	22.5%	---	50.2%	51.0%	---	12.3%	11.3%	---	8.1%	9.4%	---	5.3%	3.0%	---	2.2%	2.8%	---
6-10 years	26,505	13,911	---	20.1%	18.9%	---	53.8%	48.5%	---	13.5%	15.0%	---	7.0%	10.5%	---	3.8%	4.5%	---	1.8%	2.6%	---
11-20 years	62,907	44,993	---	21.1%	19.4%	---	53.7%	51.8%	---	12.6%	13.9%	---	7.0%	8.6%	---	3.5%	3.7%	---	2.0%	2.6%	---
> 20 years	91,706	62,347	---	22.2%	20.3%	---	54.1%	52.0%	---	13.0%	14.2%	---	6.1%	8.0%	---	2.6%	3.2%	---	1.9%	2.4%	---
Time w/ Current Agency																					
< 1 year	5,023	2,815	---	28.5%	29.1%	---	50.5%	48.7%	---	10.2%	11.7%	---	4.9%	4.9%	---	3.0%	1.6%	---	2.9%	4.0%	---
1-3 years	28,259	21,633	---	24.2%	23.0%	---	50.6%	44.8%	---	11.6%	13.1%	---	7.1%	9.9%	---	4.4%	6.6%	---	2.1%	2.7%	---
4-5 years	22,557	13,236	---	20.7%	20.2%	---	51.4%	50.5%	---	12.9%	13.5%	---	8.0%	9.9%	---	4.9%	3.3%	---	2.0%	2.6%	---
6-10 years	35,126	18,822	---	20.3%	19.0%	---	53.4%	50.3%	---	13.8%	14.2%	---	7.2%	9.8%	---	3.6%	4.1%	---	1.7%	2.6%	---
11-20 years	64,986	46,184	---	21.0%	19.3%	---	54.1%	52.0%	---	12.8%	14.1%	---	6.6%	8.3%	---	3.3%	3.6%	---	2.1%	2.6%	---
> 20 years	61,522	41,482	---	22.8%	20.5%	---	54.5%	52.2%	---	12.6%	13.8%	---	6.0%	8.2%	---	2.4%	2.9%	---	1.7%	2.3%	---
Leaving																					
No	150,485	101,427	---	24.9%	23.1%	---	53.5%	51.5%	---	11.6%	12.8%	---	5.9%	7.6%	---	2.3%	2.7%	---	1.8%	2.3%	---
Yes, to retire	14,408	9,502	---	20.0%	18.7%	---	54.4%	50.9%	---	14.2%	15.5%	---	6.2%	7.4%	---	3.5%	4.5%	---	1.8%	3.1%	---
Yes, to other job in Govt	35,598	22,689	---	15.4%	14.6%	---	53.2%	47.7%	---	14.4%	15.4%	---	9.1%	12.0%	---	5.6%	7.3%	---	2.3%	2.9%	---
Yes, to other job outside Govt	7,859	5,068	---	14.0%	13.6%	---	48.7%	41.9%	---	14.2%	16.4%	---	11.1%	15.4%	---	9.2%	9.6%	---	2.8%	3.1%	---
Yes, other	9,085	5,480	---	11.6%	11.1%	---	48.9%	45.0%	---	19.9%	18.4%	---	8.6%	14.5%	---	8.2%	7.4%	---	2.8%	3.5%	---
Retiring																					
Within 1 year	9,137	6,071	4,001	21.3%	18.7%	16.6%	50.8%	49.2%	47.0%	14.2%	17.1%	12.6%	7.5%	8.0%	16.1%	4.0%	3.8%	4.8%	2.2%	3.2%	2.9%
Between 1 and 3 years	25,217	16,415	12,087	20.2%	19.6%	15.9%	55.6%	51.3%	48.6%	13.2%	15.5%	13.4%	6.5%	8.4%	14.6%	2.9%	3.1%	4.5%	1.6%	2.1%	3.0%
Between 3 and 5 years	28,074	19,272	13,876	19.8%	19.9%	17.2%	55.1%	50.8%	48.7%	13.4%	15.1%	13.2%	6.3%	8.8%	13.9%	3.6%	3.4%	4.4%	1.8%	1.9%	2.5%
5 or more years	154,985	102,403	70,692	22.7%	20.9%	17.6%	52.6%	50.1%	46.7%	12.4%	13.2%	12.7%	6.8%	9.0%	14.2%	3.4%	4.2%	5.5%	2.1%	2.7%	3.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(50) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,894	100,656	11.2%	10.7%	8.9%	39.8%	40.7%	41.0%	24.9%	23.7%	20.8%	15.9%	16.8%	20.4%	6.5%	6.5%	7.4%	1.6%	1.5%	1.5%
Work Location																					
Headquarters	86,478	51,143	35,976	11.6%	10.6%	9.0%	39.5%	37.9%	38.6%	25.2%	25.0%	21.3%	16.1%	17.8%	22.1%	6.4%	7.1%	7.4%	1.3%	1.6%	1.7%
Field	130,931	93,048	64,680	11.1%	10.7%	8.9%	40.0%	41.6%	42.0%	24.8%	23.4%	20.7%	15.7%	16.5%	19.7%	6.6%	6.3%	7.4%	1.8%	1.5%	1.4%
Supervisor Status																					
Non-Supervisor	118,182	74,549	46,868	10.6%	10.0%	8.5%	39.3%	40.2%	40.5%	25.3%	23.8%	21.1%	15.7%	17.0%	20.2%	7.1%	7.1%	7.9%	2.0%	1.8%	1.8%
Team Leader	31,768	20,113	13,639	11.7%	11.6%	9.1%	39.4%	40.7%	41.4%	24.3%	23.7%	20.2%	17.3%	17.0%	20.9%	6.2%	6.0%	7.3%	1.2%	1.0%	1.0%
Supervisor	39,851	28,515	22,902	12.4%	11.5%	9.8%	42.6%	44.0%	43.4%	23.7%	23.4%	20.5%	15.3%	15.7%	20.5%	5.1%	4.7%	5.1%	0.8%	0.7%	0.6%
Manager	22,462	17,117	14,118	14.0%	14.6%	11.7%	41.6%	43.6%	43.6%	25.1%	22.5%	20.2%	14.4%	14.8%	19.1%	4.2%	4.0%	5.0%	0.6%	0.5%	0.3%
Executive	5,135	3,906	3,129	15.3%	16.8%	11.7%	38.1%	32.6%	32.8%	23.3%	27.7%	25.7%	16.4%	17.1%	24.3%	5.4%	4.2%	5.0%	1.5%	1.6%	0.4%
Sex																					
Male	117,805	81,622	59,070	10.4%	10.1%	7.3%	40.0%	40.6%	41.4%	25.8%	24.6%	22.0%	15.4%	16.7%	20.2%	6.9%	6.5%	7.8%	1.5%	1.5%	1.3%
Female	99,716	62,575	41,586	12.4%	11.6%	11.0%	39.7%	40.8%	40.5%	23.8%	22.6%	19.4%	16.4%	16.9%	20.6%	6.0%	6.6%	6.9%	1.8%	1.5%	1.6%
Hispanic or Latino																					
Yes	13,628	8,465	5,531	12.1%	12.5%	10.3%	40.2%	40.0%	35.3%	26.7%	22.5%	20.9%	12.5%	16.2%	24.3%	7.0%	7.2%	8.1%	1.5%	1.5%	1.1%
No	203,777	135,487	95,125	11.2%	10.6%	8.8%	39.8%	40.7%	41.4%	24.7%	23.9%	20.8%	16.2%	16.8%	20.1%	6.5%	6.5%	7.3%	1.6%	1.5%	1.5%
Race																					
White	156,713	---	80,079	11.2%	---	8.8%	39.3%	---	40.8%	25.2%	---	20.9%	16.4%	---	20.8%	6.4%	---	7.2%	1.5%	---	1.4%
Black or African American	32,862	---	12,860	12.1%	---	10.1%	41.7%	---	42.2%	22.9%	---	19.9%	14.9%	---	18.3%	6.7%	---	7.8%	1.8%	---	1.7%
Native Hawaiian/Pacific Islander	1,487	---	698	14.0%	---	6.7%	40.6%	---	29.4%	25.6%	---	19.4%	11.9%	---	34.3%	5.8%	---	7.7%	2.0%	---	2.5%
Asian	8,607	---	3,633	12.1%	---	8.3%	45.8%	---	46.7%	25.0%	---	26.1%	10.7%	---	14.0%	4.8%	---	3.5%	1.6%	---	1.4%
AmerIndian/Alskn Native	6,150	---	1,602	8.3%	---	6.6%	40.7%	---	38.1%	26.9%	---	20.3%	15.0%	---	24.1%	7.5%	---	10.4%	1.6%	---	0.6%
Two or more races (Not Hispanic/Latino)	6,192	---	1,502	8.4%	---	8.2%	35.2%	---	38.6%	23.1%	---	16.5%	20.9%	---	19.0%	9.7%	---	17.0%	2.8%	---	0.8%
Age Group																					
<30	8,794	5,461	2,787	14.8%	14.5%	11.7%	43.6%	43.0%	41.5%	19.7%	18.6%	21.4%	14.8%	15.1%	17.4%	5.5%	7.6%	6.2%	1.6%	1.2%	1.8%
(25 and under)	2,477	---	---	16.7%	---	---	47.1%	---	---	19.1%	---	---	10.0%	---	---	5.3%	---	---	1.8%	---	---
(26-29)	6,317	---	---	14.0%	---	---	42.1%	---	---	20.0%	---	---	16.7%	---	---	5.6%	---	---	1.6%	---	---
30-39	31,360	20,920	15,010	11.3%	10.8%	9.7%	42.2%	41.9%	42.0%	23.1%	21.4%	18.8%	16.1%	17.7%	21.1%	5.5%	6.6%	6.8%	1.8%	1.6%	1.7%
40-49	70,121	47,042	34,006	11.0%	10.3%	8.6%	39.0%	40.9%	39.9%	25.1%	22.9%	20.6%	16.4%	17.7%	21.5%	7.1%	6.8%	8.2%	1.4%	1.3%	1.2%
50-59	87,040	57,866	41,243	10.7%	10.3%	8.4%	38.4%	39.9%	41.1%	26.3%	25.3%	21.8%	16.1%	16.5%	19.7%	6.9%	6.4%	7.5%	1.7%	1.6%	1.5%
60+	20,185	12,859	7,610	11.9%	12.1%	10.1%	41.7%	39.7%	43.0%	25.4%	27.7%	22.3%	13.4%	13.4%	17.7%	5.9%	5.0%	5.1%	1.8%	2.1%	1.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(50) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,894	100,656	11.2%	10.7%	8.9%	39.8%	40.7%	41.0%	24.9%	23.7%	20.8%	15.9%	16.8%	20.4%	6.5%	6.5%	7.4%	1.6%	1.5%	1.5%
Pay Category																					
Federal Wage System	9,475	5,512	4,855	7.6%	7.7%	5.6%	41.6%	42.1%	38.6%	25.2%	24.1%	20.7%	15.6%	16.2%	23.6%	8.0%	8.8%	10.1%	2.0%	1.1%	1.4%
GS 1-6 or equivalent	10,822	6,705	4,848	13.6%	10.9%	10.4%	38.8%	40.6%	36.9%	25.6%	21.4%	21.0%	12.7%	16.6%	20.3%	6.9%	8.3%	7.8%	2.4%	2.1%	3.6%
GS 7-12 or equivalent	91,788	58,904	39,563	11.1%	11.1%	8.7%	40.3%	41.0%	42.3%	24.7%	24.0%	20.6%	16.0%	16.3%	19.7%	6.4%	6.2%	7.2%	1.5%	1.5%	1.4%
GS 13-15 or equivalent	91,612	64,037	41,791	11.6%	10.4%	8.8%	39.0%	40.2%	39.8%	25.6%	24.2%	22.2%	17.0%	18.1%	21.8%	5.8%	5.8%	6.6%	1.2%	1.3%	0.9%
Senior Executive Service	4,206	3,314	2,542	15.8%	15.2%	10.7%	34.1%	29.9%	32.9%	27.3%	29.9%	28.3%	16.4%	18.3%	23.0%	5.5%	4.8%	4.5%	1.0%	1.9%	0.6%
SL/ST	688	490	---	17.0%	6.9%	---	43.9%	58.9%	---	18.3%	22.8%	---	8.9%	9.0%	---	11.2%	0.9%	---	0.7%	1.5%	---
Other	8,187	5,204	7,057	12.9%	12.0%	11.5%	41.4%	38.6%	43.9%	22.1%	22.8%	18.8%	15.5%	17.6%	17.5%	5.6%	6.9%	7.3%	2.4%	2.1%	1.0%
Time in Federal Government																					
< 1 year	2,614	1,316	---	18.9%	15.4%	---	45.1%	44.1%	---	20.0%	25.1%	---	9.6%	11.1%	---	2.5%	1.3%	---	3.7%	3.0%	---
1-3 years	17,544	12,895	---	13.8%	12.9%	---	43.4%	41.7%	---	22.2%	19.7%	---	13.8%	16.1%	---	5.0%	7.8%	---	1.8%	1.8%	---
4-5 years	16,228	8,711	---	12.6%	11.4%	---	39.1%	40.1%	---	23.6%	21.7%	---	16.0%	17.9%	---	7.1%	6.7%	---	1.7%	2.3%	---
6-10 years	26,505	13,913	---	10.2%	10.5%	---	38.7%	39.8%	---	25.3%	23.6%	---	16.4%	17.7%	---	7.8%	7.2%	---	1.6%	1.2%	---
11-20 years	62,903	44,997	---	10.4%	9.7%	---	38.4%	41.2%	---	25.6%	24.2%	---	17.3%	17.3%	---	6.8%	6.1%	---	1.5%	1.5%	---
> 20 years	91,709	62,352	---	10.8%	10.6%	---	40.2%	40.3%	---	25.7%	25.3%	---	15.5%	16.3%	---	6.3%	6.2%	---	1.5%	1.3%	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	19.1%	16.5%	---	41.4%	43.4%	---	22.7%	21.3%	---	9.4%	11.4%	---	4.1%	3.4%	---	3.4%	4.1%	---
1-3 years	28,264	21,636	---	12.8%	12.6%	---	41.5%	41.2%	---	23.6%	20.3%	---	14.0%	16.3%	---	6.2%	7.9%	---	1.9%	1.7%	---
4-5 years	22,563	13,237	---	11.7%	11.0%	---	38.9%	39.1%	---	24.1%	22.7%	---	16.6%	18.5%	---	7.0%	6.8%	---	1.6%	1.9%	---
6-10 years	35,124	18,823	---	10.2%	9.2%	---	38.9%	40.5%	---	24.6%	24.2%	---	17.0%	18.2%	---	7.7%	6.7%	---	1.5%	1.2%	---
11-20 years	64,984	46,188	---	10.2%	10.2%	---	38.4%	40.6%	---	25.7%	24.8%	---	17.6%	16.7%	---	6.7%	6.2%	---	1.4%	1.6%	---
> 20 years	61,524	41,486	---	11.0%	10.1%	---	41.1%	41.0%	---	25.7%	25.5%	---	14.8%	16.4%	---	5.8%	5.9%	---	1.6%	1.1%	---
Leaving																					
No	150,493	101,435	---	13.5%	12.5%	---	43.4%	44.6%	---	24.1%	23.2%	---	13.5%	14.1%	---	3.9%	4.2%	---	1.5%	1.4%	---
Yes, to retire	14,409	9,504	---	8.8%	7.9%	---	40.1%	38.8%	---	28.3%	29.0%	---	14.6%	16.2%	---	6.6%	6.1%	---	1.5%	1.9%	---
Yes, to other job in Govt	35,603	22,691	---	5.6%	6.7%	---	30.7%	31.3%	---	26.5%	23.7%	---	22.6%	24.4%	---	13.0%	12.2%	---	1.6%	1.7%	---
Yes, to other job outside Govt	7,859	5,069	---	5.2%	4.8%	---	25.2%	24.9%	---	23.6%	23.8%	---	24.9%	28.4%	---	18.4%	16.1%	---	2.7%	2.1%	---
Yes, other	9,083	5,480	---	4.4%	4.9%	---	28.6%	27.9%	---	27.7%	25.9%	---	22.0%	23.9%	---	14.5%	15.3%	---	2.8%	2.1%	---
Retiring																					
Within 1 year	9,139	6,073	4,001	10.0%	8.0%	8.9%	38.3%	38.2%	37.1%	28.7%	27.0%	24.2%	14.4%	17.3%	19.4%	7.1%	7.5%	9.4%	1.6%	2.1%	0.9%
Between 1 and 3 years	25,217	16,417	12,087	8.8%	8.9%	6.9%	40.5%	39.8%	42.1%	26.7%	27.1%	22.8%	15.4%	17.0%	19.6%	6.6%	6.1%	7.0%	2.1%	1.1%	1.6%
Between 3 and 5 years	28,073	19,272	13,876	10.2%	10.1%	8.7%	39.5%	40.6%	41.0%	26.4%	24.8%	22.2%	15.4%	16.5%	19.4%	7.2%	6.3%	7.4%	1.3%	1.7%	1.4%
5 or more years	154,998	102,411	70,692	11.9%	11.2%	9.2%	39.9%	41.0%	41.0%	24.2%	23.0%	20.2%	16.1%	16.9%	20.7%	6.4%	6.5%	7.4%	1.6%	1.5%	1.5%

Note: * # of Respondents is the unweighted count of responses.