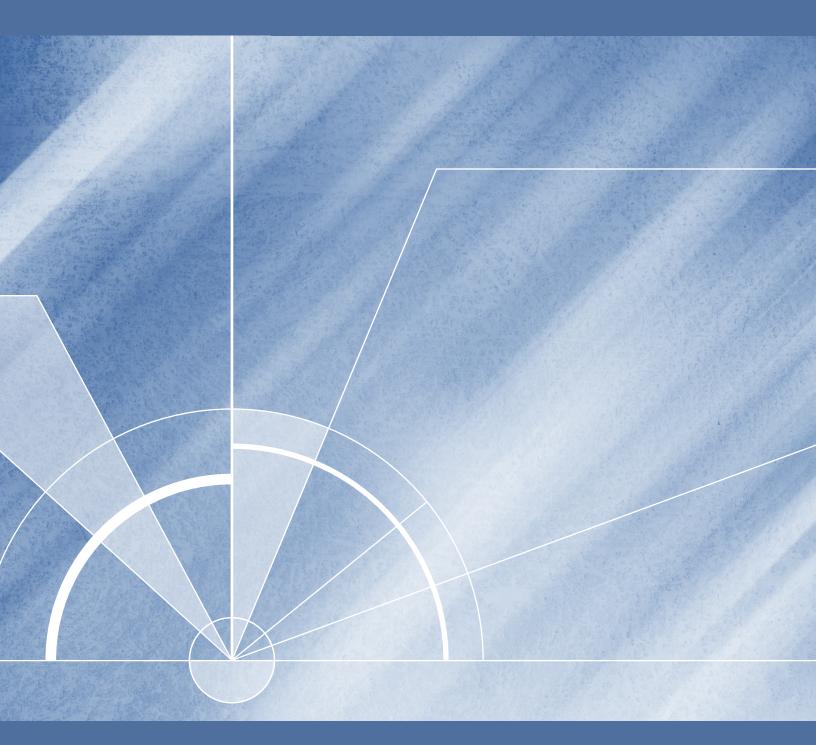


(۱۰) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.

Report by Agency



United States Office of Personnel Management

OPM.GOV/FEVS

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2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year's survey. Of the 889,590 employees who received the FEVS, 407,789 completed the survey for a governmentwide response rate of 45.8 percent.

How Was the Survey Administered?

The survey was a self-administered Web survey.

When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning April 26th and May 3rd.

Data Weighting

Data collected from the 2016 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2016 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: www.opm.gov/FEVS.

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

	Str	ongly Ag	ree		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Re	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
BBG	18.0%	15.7%	13.7%	34.6%	37.7%	38.6%	18.3%	18.6%	20.5%	15.0%	14.4%	16.8%	14.1%	13.6%	10.4%	903	1,100	1,048
CSOSA	22.6%	22.5%	19.5%	41.9%	43.1%	43.6%	15.9%	15.2%	14.3%	13.9%	12.1%	14.2%	5.7%	7.1%	8.5%	615	645	720
DHS	13.7%	11.8%	11.2%	36.6%	34.5%	35.6%	17.7%	18.9%	18.4%	20.1%	21.6%	22.7%	11.8%	13.2%	12.1%	46,913	42,999	42,719
DOC	24.1%	22.5%	23.9%	45.1%	45.1%	44.7%	15.5%	16.2%	15.7%	11.0%	11.6%	11.2%	4.2%	4.6%	4.6%	9,765	10,112	9,876
DOE	24.3%	20.4%	18.2%	45.7%	44.5%	42.4%	13.9%	15.5%	17.1%	11.0%	13.4%	15.1%	5.1%	6.1%	7.1%	8,065	8,455	6,507
DOI	22.5%	20.2%	17.6%	43.9%	43.2%	42.5%	15.3%	15.9%	17.2%	12.8%	14.5%	16.0%	5.6%	6.2%	6.7%	23,068	26,324	18,349
DOJ	21.7%	21.8%	18.0%	43.5%	44.2%	44.6%	15.9%	16.0%	17.4%	13.4%	13.3%	14.5%	5.5%	4.7%	5.6%	16,475	20,172	17,186
DOL	21.5%	18.7%	15.7%	42.3%	41.5%	38.6%	16.9%	17.6%	19.6%	13.0%	14.9%	17.6%	6.4%	7.2%	8.6%	11,234	11,324	10,928
DOT	20.1%	19.2%	17.1%	45.1%	43.8%	44.4%	15.7%	16.7%	17.0%	13.5%	14.5%	15.5%	5.5%	5.8%	6.0%	14,849	15,564	11,644
Educ	25.1%	25.3%	24.1%	41.8%	42.8%	41.7%	14.3%	13.7%	14.6%	12.4%	12.8%	13.9%	6.4%	5.5%	5.7%	2,853	2,695	2,410
EEOC	24.7%	23.2%	20.4%	42.1%	38.1%	38.5%	14.9%	17.2%	17.9%	12.1%	14.2%	14.6%	6.1%	7.2%	8.6%	1,504	1,244	1,126
EPA	20.7%	18.8%	16.6%	45.5%	44.0%	42.2%	15.9%	15.8%	17.3%	12.6%	15.1%	17.5%	5.2%	6.2%	6.3%	10,127	4,450	3,856
FCC	22.5%	22.5%	22.3%	42.0%	41.0%	47.1%	15.8%	15.6%	13.3%	12.9%	13.2%	10.4%	6.8%	7.7%	7.0%	648	571	701
FERC	32.7%	31.1%	28.7%	43.2%	44.9%	43.2%	12.3%	12.1%	12.8%	9.2%	8.9%	10.3%	2.7%	3.0%	5.0%	1,147	995	895
FTC	44.9%	40.6%	36.3%	35.3%	38.0%	39.3%	11.5%	8.8%	10.0%	6.4%	8.1%	10.2%	1.9%	4.5%	4.3%	639	624	518

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

	Sti	rongly Agi	ree		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
GSA	28.6%	24.9%	20.6%	44.1%	43.1%	43.5%	13.3%	15.2%	17.0%	9.5%	10.9%	12.9%	4.5%	5.8%	6.1%	7,070	7,862	8,553
HHS	26.0%	24.3%	21.6%	43.7%	43.0%	43.3%	14.3%	15.2%	15.8%	11.1%	12.1%	13.2%	4.9%	5.4%	6.0%	40,257	36,697	32,753
HUD	22.0%	18.8%	14.6%	41.4%	39.6%	36.4%	15.9%	17.5%	19.2%	13.6%	15.4%	17.6%	7.2%	8.8%	12.3%	5,451	5,384	3,873
NARA	22.7%	21.4%	16.4%	44.2%	38.3%	34.2%	13.9%	16.2%	19.8%	11.9%	14.2%	19.1%	7.2%	9.9%	10.4%	1,870	1,715	1,675
NASA	41.7%	39.8%	36.9%	41.7%	42.2%	43.2%	9.1%	9.4%	10.9%	5.2%	6.1%	6.8%	2.3%	2.5%	2.3%	11,194	9,919	9,413
NCUA	31.7%	27.4%	25.8%	45.8%	48.6%	49.8%	10.2%	12.4%	11.7%	9.1%	8.0%	10.5%	3.2%	3.6%	2.2%	661	776	808
NLRB	22.6%	22.5%	17.9%	42.6%	43.4%	42.4%	15.8%	15.2%	17.9%	11.6%	13.1%	14.7%	7.4%	5.8%	7.1%	881	898	695
NRC	26.0%	32.2%	31.8%	44.0%	46.1%	42.9%	12.8%	11.0%	12.1%	12.1%	7.9%	9.1%	5.1%	2.9%	4.1%	2,148	2,674	2,465
NSF	34.4%	31.0%	29.5%	43.3%	44.1%	42.6%	10.6%	11.3%	11.2%	6.7%	9.1%	11.3%	5.1%	4.5%	5.5%	851	898	913
ОМВ	34.8%	28.0%	21.3%	47.6%	51.9%	46.0%	9.2%	12.5%	17.6%	6.5%	6.5%	12.4%	1.9%	1.1%	2.7%	351	305	304
ОРМ	23.1%	20.3%	18.8%	43.6%	43.4%	43.4%	15.3%	17.3%	18.8%	12.1%	13.1%	13.3%	6.0%	5.9%	5.7%	3,189	3,375	3,590
PBGC	27.7%	27.0%	24.6%	42.6%	44.9%	46.5%	15.6%	12.0%	14.3%	10.0%	10.8%	10.1%	4.0%	5.3%	4.4%	569	627	479
RRB	20.7%	21.6%	17.8%	45.1%	43.1%	41.9%	16.1%	18.6%	18.5%	12.5%	11.3%	15.8%	5.5%	5.3%	6.0%	319	481	526
SBA	17.3%	15.2%	17.4%	36.3%	36.8%	35.0%	18.5%	18.5%	19.8%	16.6%	17.7%	18.7%	11.4%	11.7%	9.1%	1,381	1,302	1,392
SEC	31.1%	27.4%	23.5%	45.0%	44.5%	46.7%	12.2%	12.1%	14.3%	7.9%	10.1%	11.1%	3.8%	5.9%	4.4%	3,206	1,917	2,469

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

	Sti	rongly Agi	ree		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	20.5%	19.2%	17.6%	42.1%	42.0%	41.4%	16.3%	16.6%	17.4%	14.4%	15.1%	16.3%	6.7%	7.0%	7.3%	406,992	420,841	391,977
SSA	20.2%	20.1%	17.7%	41.3%	42.2%	41.9%	16.8%	17.2%	17.9%	14.9%	14.4%	15.8%	6.8%	6.0%	6.7%	8,887	10,508	9,512
State	25.5%	25.3%	25.0%	47.4%	46.3%	48.5%	13.4%	14.1%	13.7%	10.1%	10.7%	9.7%	3.6%	3.6%	3.1%	5,245	4,051	3,773
Treas	18.2%	17.4%	16.5%	42.8%	42.0%	42.5%	16.6%	16.7%	17.0%	15.0%	16.1%	16.9%	7.4%	7.7%	7.1%	45,384	51,575	50,913
USAID	23.7%	23.7%	21.7%	48.5%	45.6%	45.8%	13.4%	15.4%	13.8%	10.7%	11.7%	14.0%	3.6%	3.6%	4.8%	2,282	2,001	2,039
USDA	19.2%	17.5%	15.4%	47.3%	46.1%	45.7%	16.8%	16.5%	17.4%	12.0%	14.5%	16.4%	4.6%	5.3%	5.1%	22,826	20,573	20,127
VA	18.3%	17.4%	17.9%	40.1%	40.6%	39.0%	17.7%	17.4%	17.7%	16.2%	16.4%	16.8%	7.6%	8.1%	8.6%	30,247	32,154	27,571
Small Agencies	27.1%	25.2%	22.2%	42.6%	41.8%	41.4%	13.5%	13.5%	15.2%	10.4%	12.1%	13.9%	6.3%	7.4%	7.4%	5,398	5,111	4,756
DOD	21.6%	20.0%	17.8%	42.4%	43.1%	42.0%	15.9%	16.4%	17.7%	14.0%	14.5%	15.9%	6.1%	6.0%	6.6%	58,520	72,764	74,895
USACE	23.8%	20.8%	15.7%	46.9%	45.8%	46.9%	14.2%	14.9%	16.8%	11.2%	13.5%	15.2%	4.0%	4.9%	5.4%	3,594	4,301	2,432
Air Force	23.1%	20.3%	18.0%	41.4%	43.9%	42.1%	16.1%	16.0%	18.2%	13.6%	14.6%	15.6%	5.8%	5.2%	6.1%	15,559	18,735	19,140
Army‡	19.7%	18.7%	16.2%	40.9%	40.9%	40.3%	16.2%	17.3%	18.6%	15.6%	16.0%	17.1%	7.6%	7.1%	7.7%	13,460	16,650	19,937
Navy‡	21.3%	20.3%	18.2%	44.8%	45.1%	43.6%	16.2%	16.2%	17.4%	13.0%	13.1%	15.2%	4.7%	5.4%	5.7%	11,129	16,187	17,718
Marine Corps	19.7%	20.0%	22.9%	40.2%	41.0%	37.1%	16.4%	17.4%	16.5%	15.3%	13.9%	16.4%	8.3%	7.7%	7.1%	1,213	1,674	1,714
DOD 4th Estate	23.2%	21.4%	19.8%	41.2%	42.2%	42.1%	15.2%	15.8%	16.3%	13.9%	14.1%	15.1%	6.6%	6.5%	6.8%	13,565	15,217	13,954

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

	Str	ongly Agr	ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
BBG	17.5%	18.0%	15.8%	42.0%	43.4%	45.3%	14.6%	17.1%	17.2%	16.2%	14.0%	15.3%	9.8%	7.6%	6.4%	891	1,081	1,045
CSOSA	24.5%	25.1%	24.1%	52.7%	53.6%	49.9%	13.8%	11.1%	14.6%	6.9%	7.8%	7.8%	2.0%	2.4%	3.6%	609	641	713
DHS	13.6%	12.6%	12.4%	47.7%	46.8%	48.5%	16.6%	17.6%	17.2%	15.5%	15.6%	15.6%	6.6%	7.3%	6.3%	46,616	42,975	42,347
DOC	22.3%	21.2%	23.2%	51.6%	52.2%	51.4%	12.9%	12.9%	12.5%	10.4%	10.7%	10.4%	2.8%	3.0%	2.5%	9,703	10,059	9,811
DOE	19.7%	17.4%	15.8%	51.9%	51.9%	52.0%	14.0%	15.1%	15.1%	10.5%	11.7%	12.7%	3.9%	4.0%	4.4%	8,021	8,413	6,448
DOI	17.3%	15.8%	14.6%	51.8%	52.1%	51.9%	15.3%	16.2%	16.9%	11.7%	12.4%	12.8%	3.8%	3.5%	3.8%	22,810	26,119	18,140
DOJ	22.0%	21.6%	18.7%	53.4%	54.3%	56.3%	13.1%	13.8%	14.2%	8.8%	8.2%	8.8%	2.6%	2.1%	2.0%	16,370	20,050	17,005
DOL	20.3%	17.8%	15.4%	50.8%	50.6%	50.1%	14.5%	15.4%	16.6%	10.7%	12.0%	13.5%	3.7%	4.2%	4.4%	11,189	11,259	10,818
DOT	17.6%	17.5%	15.9%	53.8%	53.0%	52.5%	14.9%	15.5%	15.7%	10.8%	11.1%	12.6%	3.0%	2.7%	3.4%	14,731	15,464	11,517
Educ	20.8%	22.1%	21.1%	47.5%	47.9%	47.2%	13.6%	12.9%	13.2%	12.8%	12.9%	13.7%	5.3%	4.1%	4.9%	2,842	2,677	2,388
EEOC	24.5%	26.8%	24.2%	52.8%	48.6%	50.9%	11.2%	13.4%	12.9%	8.5%	8.7%	8.8%	2.9%	2.5%	3.2%	1,498	1,235	1,121
EPA	17.8%	15.4%	15.7%	54.1%	52.9%	51.7%	14.5%	15.6%	15.7%	10.4%	12.4%	13.8%	3.0%	3.6%	3.1%	10,069	4,424	3,820
FCC	21.5%	22.4%	21.5%	48.0%	45.9%	50.8%	15.1%	14.0%	14.6%	11.3%	11.7%	9.5%	4.1%	6.0%	3.6%	643	567	694
FERC	30.9%	32.0%	30.6%	50.8%	51.4%	50.0%	10.3%	8.6%	10.3%	5.8%	6.0%	6.6%	2.2%	1.9%	2.5%	1,142	993	885
FTC	45.6%	36.2%	35.7%	38.2%	47.3%	46.6%	8.7%	8.1%	7.9%	5.9%	6.5%	6.6%	1.7%	1.8%	3.1%	634	620	515

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

	Str	ongly Ag	ree		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
GSA	24.7%	21.6%	18.8%	48.8%	49.6%	50.5%	14.0%	14.5%	15.6%	9.3%	10.6%	11.8%	3.2%	3.7%	3.4%	6,985	7,792	8,423
HHS	22.6%	21.2%	19.9%	51.2%	51.4%	51.7%	13.6%	14.1%	14.2%	9.6%	10.2%	11.0%	3.0%	3.1%	3.2%	40,075	36,470	32,461
HUD	18.1%	15.8%	13.0%	46.8%	45.7%	45.1%	15.9%	17.0%	17.5%	13.6%	16.0%	16.5%	5.6%	5.6%	7.9%	5,400	5,355	3,822
NARA	22.8%	20.7%	16.7%	47.8%	45.9%	45.7%	13.4%	13.9%	16.0%	11.7%	12.9%	15.8%	4.4%	6.6%	5.9%	1,834	1,704	1,648
NASA	35.1%	32.5%	31.0%	49.6%	50.8%	51.4%	9.1%	9.6%	10.5%	5.0%	5.5%	5.9%	1.3%	1.6%	1.1%	11,129	9,879	9,362
NCUA	22.4%	19.2%	18.3%	51.9%	51.9%	51.2%	13.9%	13.5%	14.9%	8.2%	12.8%	12.6%	3.5%	2.6%	3.1%	651	771	808
NLRB	21.0%	23.2%	19.5%	52.5%	54.2%	54.3%	12.2%	10.2%	13.1%	11.0%	9.9%	10.4%	3.3%	2.5%	2.8%	874	895	685
NRC	29.0%	30.5%	28.9%	52.6%	53.3%	53.3%	9.1%	8.5%	8.7%	7.2%	5.7%	7.1%	2.2%	2.1%	2.0%	2,129	2,653	2,446
NSF	30.4%	27.1%	24.9%	47.7%	50.1%	50.7%	10.5%	9.2%	10.1%	9.1%	9.7%	10.0%	2.4%	3.9%	4.2%	844	895	906
ОМВ	21.3%	18.5%	15.8%	53.1%	55.8%	52.1%	12.5%	15.2%	16.7%	10.5%	8.0%	12.4%	2.6%	2.5%	3.0%	351	304	300
ОРМ	19.6%	19.4%	17.7%	49.8%	51.1%	51.8%	14.7%	14.1%	14.2%	12.0%	11.5%	12.5%	3.9%	4.0%	3.8%	3,167	3,354	3,569
PBGC	23.5%	23.3%	22.1%	53.8%	50.9%	51.2%	12.9%	13.6%	12.8%	8.2%	9.0%	10.8%	1.7%	3.2%	2.9%	565	625	475
RRB	20.8%	20.4%	19.4%	47.3%	52.7%	53.7%	15.7%	12.6%	12.9%	12.2%	11.2%	10.8%	4.0%	3.2%	3.2%	316	478	520
SBA	16.5%	15.7%	16.7%	46.3%	44.4%	46.5%	14.4%	16.2%	16.3%	15.3%	16.4%	15.5%	7.5%	7.3%	4.9%	1,366	1,294	1,380
SEC	25.5%	21.3%	18.7%	53.3%	52.7%	53.3%	11.1%	12.9%	13.8%	7.5%	9.6%	11.1%	2.6%	3.5%	3.2%	3,187	1,908	2,452

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

	St	rongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	19.3%	18.6%	17.5%	50.9%	51.3%	51.7%	14.7%	15.0%	15.2%	11.4%	11.5%	11.9%	3.7%	3.7%	3.6%	404,152	418,183	388,077
SSA	21.5%	22.7%	21.6%	53.0%	54.0%	55.4%	12.1%	12.7%	12.2%	10.7%	8.4%	8.6%	2.8%	2.3%	2.2%	8,819	10,447	9,410
State	20.5%	19.2%	19.5%	54.5%	54.7%	55.8%	13.9%	14.0%	13.6%	9.2%	10.3%	9.3%	2.0%	1.9%	1.8%	5,220	4,028	3,743
Treas	17.8%	16.9%	16.8%	51.7%	51.7%	52.9%	14.2%	13.9%	13.9%	12.2%	12.9%	12.6%	4.2%	4.5%	3.9%	45,016	51,113	50,439
USAID	17.4%	17.2%	16.3%	54.3%	53.7%	52.3%	13.7%	13.3%	15.2%	12.1%	12.6%	13.2%	2.6%	3.2%	3.1%	2,263	1,992	2,018
USDA	15.6%	15.0%	12.9%	53.5%	52.8%	53.3%	15.9%	16.6%	17.0%	12.0%	12.7%	13.8%	3.1%	2.9%	3.1%	22,699	20,470	19,953
VA	18.9%	17.8%	18.4%	49.9%	50.4%	49.8%	15.4%	15.4%	15.3%	11.8%	12.3%	12.3%	4.1%	4.1%	4.2%	29,980	31,786	27,133
Small Agencies	24.7%	22.3%	21.1%	48.3%	49.3%	48.9%	12.4%	12.7%	13.8%	9.9%	10.8%	11.4%	4.6%	4.9%	4.8%	5,362	5,087	4,721
DOD	20.1%	19.6%	17.8%	50.9%	51.8%	52.1%	14.8%	14.8%	15.4%	11.0%	10.7%	11.5%	3.3%	3.1%	3.1%	58,152	72,306	74,136
USACE	19.7%	17.9%	14.5%	56.5%	55.8%	56.9%	13.3%	14.2%	15.2%	8.4%	9.9%	11.1%	2.2%	2.2%	2.3%	3,567	4,280	2,401
Air Force	21.2%	20.3%	18.2%	50.6%	52.5%	52.1%	14.2%	14.0%	14.6%	10.7%	10.5%	12.2%	3.2%	2.7%	2.9%	15,469	18,610	18,936
Army‡	20.6%	20.1%	18.4%	49.9%	51.0%	51.9%	14.4%	14.6%	15.4%	11.4%	10.8%	10.8%	3.7%	3.4%	3.4%	13,360	16,531	19,724
Navy‡	18.0%	18.4%	16.6%	52.4%	52.9%	53.3%	15.8%	15.4%	16.1%	11.1%	10.4%	11.5%	2.8%	3.0%	2.7%	11,060	16,119	17,557
Marine Corps	23.6%	23.0%	22.8%	46.7%	47.2%	48.0%	16.4%	14.6%	15.1%	9.6%	12.0%	10.4%	3.7%	3.3%	3.7%	1,204	1,659	1,691
DOD 4th Estate	20.8%	19.5%	18.4%	49.1%	49.8%	49.8%	14.7%	15.5%	15.6%	11.6%	11.4%	12.3%	3.8%	3.7%	4.0%	13,492	15,107	13,827

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

	Str	ongly Agr	ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
BBG	19.6%	18.9%	16.0%	30.0%	32.0%	34.2%	19.2%	17.3%	20.0%	15.0%	18.0%	16.5%	16.1%	13.8%	13.3%	886	1,079	1,030
CSOSA	22.2%	23.1%	22.7%	35.0%	36.0%	32.1%	19.1%	19.1%	16.9%	15.6%	13.3%	17.1%	8.1%	8.5%	11.2%	607	634	707
DHS	14.4%	12.6%	12.7%	28.4%	26.8%	27.6%	18.8%	18.6%	19.3%	21.9%	23.6%	23.3%	16.4%	18.4%	17.1%	46,131	42,911	41,998
DOC	22.6%	21.0%	22.7%	37.6%	37.6%	37.4%	19.6%	19.8%	20.2%	14.0%	14.4%	13.4%	6.2%	7.2%	6.4%	9,655	9,991	9,736
DOE	25.9%	21.3%	19.7%	38.1%	36.9%	36.9%	15.8%	18.0%	17.5%	12.7%	15.4%	17.3%	7.4%	8.3%	8.5%	7,974	8,336	6,409
DOI	23.2%	21.5%	20.1%	38.9%	38.6%	38.5%	16.9%	17.6%	18.0%	13.5%	14.5%	15.4%	7.5%	7.8%	8.0%	22,670	25,829	18,027
DOJ	21.6%	21.6%	19.0%	37.5%	37.2%	37.2%	17.6%	19.4%	21.0%	15.7%	15.3%	15.9%	7.5%	6.5%	6.9%	16,233	19,852	16,898
DOL	22.9%	20.3%	17.3%	35.4%	34.6%	33.4%	18.0%	19.6%	20.3%	15.4%	16.3%	18.2%	8.3%	9.2%	10.8%	11,085	11,134	10,783
DOT	21.7%	20.4%	18.8%	37.0%	35.9%	36.9%	18.3%	19.3%	19.4%	15.5%	16.1%	16.5%	7.4%	8.3%	8.4%	14,597	15,297	11,458
Educ	26.2%	26.0%	25.1%	33.9%	36.6%	34.2%	15.6%	15.4%	15.7%	14.1%	14.0%	15.9%	10.1%	8.0%	9.1%	2,823	2,653	2,379
EEOC	25.2%	23.2%	23.2%	35.6%	30.7%	30.5%	15.6%	18.6%	15.3%	14.9%	17.0%	18.2%	8.6%	10.6%	12.7%	1,469	1,226	1,107
EPA	23.1%	21.1%	19.8%	40.3%	38.9%	38.7%	16.7%	16.9%	17.6%	13.4%	15.7%	15.6%	6.5%	7.4%	8.3%	10,011	4,394	3,795
FCC	25.0%	23.5%	23.1%	34.7%	33.1%	37.9%	20.4%	17.1%	18.8%	12.0%	14.8%	11.6%	7.8%	11.5%	8.7%	640	561	691
FERC	28.0%	29.4%	23.4%	35.7%	33.7%	36.4%	17.8%	17.1%	16.5%	12.5%	12.7%	15.1%	6.0%	7.1%	8.6%	1,131	990	885
FTC	40.4%	35.0%	33.1%	34.6%	38.8%	33.8%	11. 9 %	10.5%	12.4%	8.5%	10.1%	11.6%	4.6%	5.5%	9.2%	637	618	513

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

	Str	ongly Agr	ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
GSA	29.8%	26.0%	24.7%	37.7%	36.7%	36.9%	15.4%	17.4%	18.2%	10.7%	12.8%	13.7%	6.5%	7.1%	6.5%	6,968	7,720	8,408
HHS	26.6%	24.7%	22.9%	38.9%	38.2%	38.2%	16.2%	17.4%	17.1%	11.9%	13.1%	14.4%	6.3%	6.6%	7.3%	39,784	36,148	32,266
HUD	23.2%	20.8%	16.4%	37.4%	34.2%	31.2%	16.7%	18.6%	20.0%	14.1%	16.5%	18.2%	8.5%	10.0%	14.2%	5,376	5,330	3,823
NARA	26.9%	25.3%	19.7%	34.5%	32.8%	32.0%	15.8%	15.1%	16.7%	13.4%	15.2%	18.6%	9.3%	11.6%	12.9%	1,837	1,695	1,638
NASA	43.4%	41.2%	38.4%	36.8%	37.3%	39.2%	10.8%	11.4%	11.8%	5.9%	6.9%	7.6%	3.1%	3.1%	3.0%	11,055	9,814	9,287
NCUA	25.2%	21.8%	20.7%	36.4%	35.4%	39.6%	17.4%	23.7%	19.8%	14.6%	14.3%	16.1%	6.4%	4.8%	3.8%	651	761	798
NLRB	16.7%	15.6%	15.2%	28.1%	27.8%	26.8%	20.3%	21.8%	18.1%	21.1%	23.2%	24.7%	13.7%	11.6%	15.2%	872	889	687
NRC	27.9%	28.6%	28.9%	39.0%	37.9%	38.5%	13.5%	16.6%	14.5%	12.6%	11.2%	12.9%	7.0%	5.7%	5.3%	2,133	2,638	2,437
NSF	36.3%	32.9%	30.4%	37.0%	36.5%	36.0%	12.6%	13.8%	16.1%	9.2%	11.1%	10.8%	4.9%	5.7%	6.8%	845	884	905
ОМВ	38.6%	33.3%	31.5%	37.4%	43.9%	39.4%	12.6%	12.9%	16.4%	9.3%	7.1%	9.3%	2.1%	2.9%	3.3%	350	300	302
ОРМ	24.5%	22.3%	21.3%	36.7%	39.1%	38.3%	18.0%	18.8%	20.0%	13.6%	13.1%	14.0%	7.1%	6.7%	6.5%	3,147	3,318	3,525
PBGC	27.8%	27.5%	25.5%	38.6%	39.2%	41.7%	16.5%	13.6%	12.2%	10.6%	12.5%	13.5%	6.5%	7.1%	7.0%	565	623	470
RRB	21.0%	18.2%	19.9%	31.8%	39.3%	35.8%	20.4%	21.3%	22.0%	16.6%	14.9%	15.2%	10.2%	6.3%	7.1%	316	472	516
SBA	21.9%	19.7%	21.1%	36.0%	35.1%	36.0%	15.5%	16.1%	15.4%	13.9%	15.7%	17.9%	12.8%	13.4%	9.6%	1,345	1,268	1,364
SEC	27.5%	23.5%	21.3%	36.7%	34.0%	34.9%	15.8%	16.3%	17.8%	13.1%	16.4%	16.8%	7.0%	9.9%	9.2%	3,168	1,896	2,433

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

	St	rongly Agi	ree		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.5%	20.3%	19.1%	36.2%	36.2%	36.1%	18.0%	18.3%	19.0%	15.5%	16.2%	16.8%	8.8%	9.0%	9.1%	401,408	414,872	385,690
SSA	19.7%	19.7%	18.0%	35.6%	36.3%	35.8%	19.5%	20.1%	21.1%	16.4%	15.9%	16.7%	8.8%	8.0%	8.3%	8,776	10,360	9,355
State	23.2%	23.2%	22.4%	40.8%	40.0%	39.8%	15.7%	17.9%	18.6%	14.1%	13.5%	14.1%	6.2%	5.5%	5.0%	5,183	3,979	3,723
Treas	20.0%	19.2%	18.2%	36.1%	36.1%	36.4%	19.0%	19.0%	19.4%	15.9%	16.7%	17.1%	8.9%	9.0%	8.8%	44,808	50,814	50,215
USAID	22.8%	23.7%	20.4%	41.9%	39.6%	40.0%	17.5%	15.7%	17.3%	12.5%	15.6%	14.9%	5.3%	5.4%	7.4%	2,251	1,965	2,015
USDA	19.5%	17.9%	15.9%	39.2%	39.2%	39.2%	20.5%	19.9%	20.2%	14.3%	16.1%	17.9%	6.5%	6.9%	6.7%	22,497	20,262	19,818
VA	19.2%	17.9%	18.3%	35.1%	35.5%	34.5%	18.6%	18.9%	18.6%	16.9%	17.3%	17.8%	10.2%	10.4%	10.8%	29,887	31,575	27,041
Small Agencies	27.6%	25.8%	24.4%	35.6%	35.6%	33.9%	15.0%	15.5%	16.4%	13.5%	13.8%	16.1%	8.3%	9.4%	9.2%	5,328	5,050	4,683
DOD	23.1%	22.2%	20.2%	37.5%	38.0%	38.1%	17.5%	17.7%	19.0%	14.2%	14.7%	15.4%	7.6%	7.3%	7.4%	57,717	71,606	73,565
USACE	23.2%	21.7%	16.7%	40.1%	39.3%	41.0%	18.4%	18.1%	20.1%	12.3%	14.7%	15.4%	6.0%	6.2%	6.9%	3,559	4,245	2,399
Air Force	24.4%	23.8%	21.4%	37.6%	39.0%	38.3%	16.5%	16.3%	17.9%	14.1%	14.5%	15.3%	7.4%	6.5%	7.1%	15,301	18,457	18,805
Army‡	22.5%	21.5%	19.7%	36.0%	37.8%	37.8%	17.6%	17.5%	19.3%	15.3%	15.3%	15.4%	8.6%	8.0%	7.8%	13,270	16,316	19,535
Navy‡	22.6%	22.1%	19.9%	39.7%	38.4%	38.5%	18.1%	18.5%	19.9%	13.1%	14.0%	14.9%	6.4%	7.0%	6.7%	10,990	15,972	17,378
Marine Corps	25.4%	22.5%	25.6%	33.2%	36.1%	35.1%	17.7%	17.4%	15.9%	14.8%	16.2%	15.7%	8. 9 %	7.9%	7.7%	1,197	1,650	1,680
DOD 4th Estate	22.8%	21.6%	19.7%	36.1%	36.3%	36.8%	17.6%	18.9%	19.2%	14.9%	15.0%	16.1%	8.7%	8.2%	8.2%	13,400	14,966	13,768

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

	Str	ongly Ag	ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
BBG	29.1%	30.9%	26.7%	37.7%	41.7%	42.4%	16.9%	12.4%	15.5%	7.9%	8.0%	8.8%	8.4%	7.1%	6.5%	889	1,087	1,040
CSOSA	30.6%	28.8%	30.7%	40.5%	42.3%	37.4%	15.6%	15.2%	14.9%	8.5%	8.7%	8.9%	4.8%	5.0%	8.1%	608	644	718
DHS	22.4%	19.8%	20.2%	37.2%	36.2%	37.3%	16.8%	17.4%	17.1%	12.7%	14.0%	13.9%	10.9%	12.7%	11.5%	46,541	42,922	42,363
DOC	31.7%	29.9%	30.9%	44.2%	44.0%	45.2%	14.0%	14.4%	13.0%	6.6%	7.6%	7.6%	3.5%	4.1%	3.3%	9,714	10,063	9,804
DOE	29.2%	25.5%	23.5%	44.2%	43.7%	43.1%	13.5%	14.9%	15.4%	7. 9 %	10.2%	11.3%	5.2%	5.8%	6.7%	8,016	8,410	6,458
DOI	30.7%	29.0%	28.1%	43.6%	43.4%	43.9%	13.6%	14.5%	14.2%	7.5%	8.2%	9.0%	4.6%	4.8%	4.8%	22,787	26,122	18,156
DOJ	31.1%	31.2%	28.5%	42.7%	42.9%	42.9%	13.2%	13.2%	14.8%	8.3%	8.6%	9.2%	4.7%	4.1%	4.7%	16,377	20,059	17,079
DOL	33.2%	31.1%	29.1%	42.1%	41.5%	41.5%	13.4%	14.3%	14.8%	7.1%	7.7%	8.9%	4.1%	5.4%	5.7%	11,174	11,254	10,860
DOT	30.4%	29.0%	26.4%	44.0%	43.4%	44.3%	13.2%	14.5%	15.1%	7.7%	8.4%	9.3%	4.6%	4.8%	5.0%	14,759	15,499	11,563
Educ	33.3%	33.3%	31.4%	40.3%	40.6%	40.2%	13.1%	13.8%	14.6%	8.0%	7.6%	8.3%	5.3%	4.7%	5.5%	2,836	2,677	2,394
EEOC	45.0%	44.1%	41.5%	36.1%	37.3%	37.1%	11.1%	9.2%	12.2%	5.3%	5.3%	5.4%	2.6%	4.1%	3.9%	1,491	1,241	1,120
EPA	29.9%	28.4%	26.0%	45.1%	42.4%	44.1%	12.9%	15.0%	14.2%	7.8%	9.0%	10.2%	4.2%	5.2%	5.5%	10,089	4,436	3,837
FCC	28.1%	27.3%	28.0%	43.7%	41.1%	43.4%	13.1%	15.1%	14.2%	9.4%	10.3%	8.1%	5.8%	6.3%	6.4%	648	568	695
FERC	34.2%	35.3%	28.9%	42.8%	39.3%	45.1%	13.3%	13.6%	13.8%	6.4%	7.8%	8.5%	3.3%	4.0%	3.7%	1,141	991	888
FTC	49.0%	41.9%	39.8%	33.4%	38.9%	38.8%	9.7%	10.5%	10.0%	5.9%	5.7%	6.5%	2.0%	3.1%	4.9%	635	625	515

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

	Sti	ongly Ag	'ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
GSA	33.0%	29.5%	27.3%	41.6%	41.7%	43.4%	14.2%	15.9%	15.8%	7.0%	8.2%	8.6%	4.3%	4.8%	4.9%	6,986	7,779	8,437
HHS	34.1%	32.6%	30.8%	43.0%	42.8%	43.1%	12.6%	13.2%	13.8%	6.6%	7.4%	7.9%	3.8%	3.9%	4.3%	40,035	36,501	32,550
HUD	30.4%	27.6%	22.9%	40.9%	40.9%	40.4%	14.8%	15.2%	16.9%	8.5%	9.8%	11.0%	5.5%	6.6%	8.8%	5,411	5,349	3,844
NARA	37.3%	35.4%	32.1%	38.0%	39.1%	37.8%	13.5%	12.8%	13.8%	6.1%	6.6%	9.8%	5.2%	6.1%	6.5%	1,841	1,701	1,655
NASA	45.3%	42.8%	40.4%	38.0%	39.3%	40.7%	9.7%	10.2%	10.8%	4.6%	5.1%	5.8%	2.4%	2.7%	2.3%	11,135	9,887	9,372
NCUA	31.6%	30.9%	29.4%	47.7%	45.7%	48.5%	11.0%	13.6%	13.6%	6.4%	7.4%	5.4%	3.4%	2.5%	3.1%	660	775	803
NLRB	35.3%	35.1%	29.6%	41.3%	44.4%	42.8%	10.8%	11.4%	14.4%	8.6%	5.9%	8.8%	3.9%	3.2%	4.4%	876	893	688
NRC	34.4%	35.7%	35.4%	40.9%	41.5%	42.0%	12.6%	11.7%	11.9%	7.3%	7.3%	7.6%	4.8%	3.8%	3.2%	2,129	2,662	2,444
NSF	40.8%	40.6%	37.6%	39.0%	38.4%	39.8%	12.3%	10.9%	10.4%	4.1%	6.5%	6.6%	3.8%	3.5%	5.5%	851	893	911
ОМВ	45.1%	44.6%	36.5%	39.9%	39.7%	45.5%	9.6%	12.3%	11.4%	4.3%	2.6%	5.0%	1.2%	0.8%	1.6%	349	304	302
ОРМ	32.7%	31.9%	31.9%	42.5%	42.6%	43.6%	13.4%	13.8%	13.4%	7.7%	7.5%	7.5%	3.6%	4.3%	3.6%	3,170	3,362	3,566
PBGC	32.3%	31.0%	33.1%	46.9%	45.8%	40.6%	11.2%	10.3%	12.6%	6.9%	8.0%	8.5%	2.8%	4.9%	5.1%	567	623	477
RRB	33.9%	31.7%	29.3%	37.7%	47.6%	47.0%	13.6%	9.3%	10.2%	9.1%	7.4%	8.8%	5.6%	4.1%	4.7%	320	478	521
SBA	31.6%	30.8%	31.9%	40.3%	40.6%	40.8%	14.0%	13.8%	13.6%	7.9%	7.7%	8.9%	6.2%	7.2%	4.8%	1,370	1,297	1,380
SEC	38.1%	33.6%	31.8%	42.0%	42.1%	43.1%	11.5%	12.8%	13.2%	5.5%	6.8%	8.1%	2.9%	4.7%	3.9%	3,187	1,911	2,456

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

	St	rongly Agi	ree		Agree		Neither A	gree nor	Disagree		Disagree	1	Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	29.4%	28.3%	26.8%	42.2%	42.2%	42.8%	14.3%	14.6%	15.0%	8.7%	9.3%	9.8%	5.4%	5.7%	5.6%	404,402	418,769	389,314
SSA	33.2%	33.9%	31.0%	42.1%	42.6%	43.0%	13.3%	12.6%	14.0%	7.8%	6.9%	7.9%	3.7%	4.1%	4.1%	8,840	10,475	9,465
State	32.6%	31.4%	32.2%	43.2%	44.0%	45.2%	13.6%	13.5%	11.7%	7.6%	8.0%	7.6%	3.1%	3.2%	3.3%	5,215	4,033	3,752
Treas	26.6%	25.8%	26.0%	43.7%	43.7%	45.0%	14.7%	14.9%	14.6%	9.2%	9.7%	9.1%	5.8%	5.9%	5.2%	45,169	51,300	50,671
USAID	31.6%	29.3%	27.9%	42.2%	43.3%	41.9%	14.2%	14.4%	15.1%	8.7%	8.9%	10.5%	3.3%	4.1%	4.6%	2,252	1,987	2,030
USDA	28.6%	26.4%	24.5%	45.4%	45.5%	46.7%	14.6%	14.8%	15.5%	7.5%	8.7%	9.4%	4.0%	4.5%	3.9%	22,704	20,491	19,995
VA	30.8%	30.4%	29.6%	42.8%	42.3%	42.8%	12.9%	13.7%	13.6%	8.4%	8.4%	8.7%	5.2%	5.2%	5.4%	30,090	31,998	27,375
Small Agencies	35.0%	34.0%	31.5%	40.0%	40.2%	40.5%	12.5%	12.5%	13.0%	7.2%	7.5%	8.7%	5.3%	5.8%	6.3%	5,370	5,083	4,730
DOD	28.3%	27.4%	25.3%	42.4%	42.7%	43.2%	15.1%	15.3%	16.0%	9.1%	9.5%	10.2%	5.0%	5.1%	5.3%	58,170	72,389	74,400
USACE	28.1%	27.0%	21.9%	45.8%	46.8%	47.3%	14.8%	14.0%	15.8%	7.7%	8.4%	9.8%	3.6%	3.8%	5.1%	3,575	4,285	2,412
Air Force	28.1%	27.2%	24.2%	42.2%	42.6%	43.1%	14.7%	15.5%	16.2%	9.6%	9.9%	11.0%	5.4%	4.8%	5.5%	15,483	18,641	19,003
Army‡	28.9%	28.4%	26.2%	41.8%	41.6%	42.7%	15.0%	15.0%	15.9%	9.3%	9.6%	9.5%	5.2%	5.5%	5.7%	13,366	16,565	19,805
Navy‡	27.5%	26.6%	24.6%	44.1%	43.5%	44.5%	15.6%	15.8%	16.4%	8.5%	9.2%	10.1%	4.3%	4.8%	4.4%	11,056	16,107	17,599
Marine Corps	30.1%	27.5%	29.5%	36.1%	41.5%	39.6%	18.1%	15.8%	15.0%	10.8%	9.6%	10.7%	4.9%	5.6%	5.1%	1,199	1,661	1,703
DOD 4th Estate	29.0%	27.3%	26.7%	40.8%	42.2%	41.6%	14.8%	14.7%	15.3%	9.4%	9.9%	10.7%	6.1%	5.9%	5.8%	13,491	15,130	13,878

**Unweighted count of responses to a question.

(5) I like the kind of work I do.

	Str	ongly Ag	'ee		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
BBG	44.7%	46.5%	43.6%	39.8%	39.9%	42.5%	9.0%	8.0%	8.7%	3.5%	3.4%	3.3%	3.0%	2.3%	1.9%	887	1,083	1,022
CSOSA	41.7%	42.7%	41.0%	44.0%	41.3%	42.3%	10.7%	10.8%	11.0%	2.4%	2.6%	3.4%	1.1%	2.6%	2.3%	604	641	705
DHS	35.4%	33.2%	34.1%	42.8%	43.2%	43.1%	13.2%	13.7%	13.6%	4.9%	5.3%	5.3%	3.7%	4.7%	3.9%	46,204	42,891	41,926
DOC	38.2%	38.0%	38.6%	45.4%	44.8%	44.9%	11.3%	11.6%	11.2%	3.5%	3.8%	3.9%	1.6%	1.7%	1.4%	9,667	9,976	9,736
DOE	38.2%	35.4%	33.0%	45.3%	46.1%	47.0%	10.6%	12.1%	12.5%	3.8%	4.6%	5.2%	2.1%	1.9%	2.3%	7,996	8,326	6,390
DOI	41.7%	41.6%	40.0%	44.4%	44.2%	44.8%	9.0%	9.3%	10.1%	3.3%	3.4%	3.7%	1.6%	1.5%	1.4%	22,682	25,767	18,014
DOJ	40.9%	41.8%	38.8%	43.3%	42.9%	44.2%	9.8%	9.7%	10.7%	4.2%	3.7%	4.6%	1.8%	1.9%	1.7%	16,254	19,779	16,859
DOL	41.1%	39.6%	38.0%	42.2%	42.7%	43.6%	11.0%	11.5%	12.0%	3.8%	3.9%	4.1%	1.9%	2.3%	2.3%	11,107	11,164	10,745
DOT	42.0%	41.6%	37.6%	43.1%	43.1%	45.7%	9.7%	10.5%	11.5%	3.7%	3.2%	3.4%	1.6%	1.6%	1.8%	14,621	15,242	11,384
Educ	38.9%	38.8%	37.5%	42.3%	42.0%	42.9%	10.9%	11.9%	10.9%	5.1%	4.6%	5.9%	2.8%	2.6%	2.8%	2,829	2,650	2,373
EEOC	52.2%	54.5%	51.1%	36.2%	34.6%	38.7%	8.2%	7.2%	6.8%	2.2%	2.2%	1.8%	1.2%	1.5%	1.6%	1,486	1,227	1,099
EPA	35.9%	35.2%	33.1%	47.2%	45.7%	46.6%	10.7%	12.4%	12.7%	4.1%	4.6%	5.1%	2.0%	2.0%	2.5%	9,995	4,376	3,784
FCC	35.6%	33.8%	35.1%	44.3%	45.3%	45.0%	13.6%	13.1%	13.4%	3.8%	4.9%	4.7%	2.7%	2.9%	1.9%	640	556	683
FERC	39.8%	39.4%	35.4%	43.4%	42.7%	47.2%	12.6%	12.9%	11.4%	3.4%	3.6%	4.4%	0.9%	1.5%	1.5%	1,136	982	880
FTC	51.2%	45.8%	48.2%	36.1%	40.8%	39.4%	7. 9 %	8.8%	7.5%	3.2%	2.9%	2.8%	1.5%	1.7%	2.1%	637	626	514

(5) I like the kind of work I do.

	Str	ongly Agr	ee		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
														_				
GSA	38.9%	36.9%	35.0%	42.1%	42.7%	44.8%	12.6%	13.2%	13.2%	4.2%	4.5%	4.8%	2.3%	2.7%	2.2%	6,985	7,730	8,390
HHS	42.5%	41.4%	39.9%	42.9%	43.5%	44.0%	9.7%	10.0%	10.5%	3.4%	3.4%	3.8%	1.6%	1.7%	1.9%	39,876	36,157	32,211
HUD	36.7%	35.7%	32.6%	42.6%	42.3%	43.0%	12.4%	13.1%	13.2%	5.4%	5.8%	6.5%	3.0%	3.1%	4.7%	5,389	5,274	3,814
NARA	42.2%	43.0%	41.7%	39.2%	40.0%	37.9%	11.6%	10.0%	11.3%	4.4%	3.9%	5.9%	2.5%	3.1%	3.2%	1,837	1,687	1,661
NASA	49.1%	46.8%	45.1%	38.7%	39.8%	40.2%	8.3%	8.9%	10.0%	2.8%	3.2%	3.6%	1.2%	1.4%	1.0%	11,085	9,801	9,270
NCUA	40.0%	40.5%	38.3%	45.8%	45.2%	47.6%	9.3%	10.2%	9.6%	3.5%	3.3%	3.2%	1.4%	0.8%	1.4%	649	763	803
NLRB	40.8%	44.4%	37.3%	45.2%	43.2%	46.9%	8.8%	8.5%	10.7%	4.0%	2.8%	4.0%	1.3%	1.1%	1.1%	872	891	682
NRC	39.8%	40.8%	39.7%	42.4%	42.8%	43.3%	10.4%	10.6%	10.5%	5.1%	4.3%	4.5%	2.3%	1.5%	2.0%	2,127	2,639	2,442
NSF	43.9%	41.2%	40.5%	40.3%	40.5%	41.2%	10.9%	11.4%	12.2%	3.2%	4.8%	3.7%	1.7%	2.1%	2.4%	842	890	905
ОМВ	48.1%	48.4%	40.0%	41.0%	41.5%	48.3%	7.7%	7.9%	8.6%	2.4%	1.3%	2.5%	0.7%	0.8%	0.7%	349	302	299
ОРМ	41.0%	39.8%	40.6%	43.4%	43.2%	43.3%	10.2%	11.4%	10.4%	3.3%	3.6%	3.9%	2.1%	2.0%	1.8%	3,146	3,327	3,531
PBGC	37.9%	33.0%	34.5%	48.0%	48.6%	46.7%	9.3%	12.1%	12.2%	3.5%	3.9%	3.9%	1.3%	2.4%	2.6%	563	624	472
RRB	37.8%	36.8%	37.2%	39.1%	45.2%	45.3%	16.6%	11.1%	11.1%	5.1%	3.9%	4.4%	1.4%	3.0%	1.9%	316	468	511
SBA	41.2%	39.2%	40.1%	42.1%	42.3%	43.7%	9.7%	12.1%	10.5%	4.1%	3.7%	3.6%	2.9%	2.7%	2.0%	1,357	1,276	1,363
SEC	43.0%	41.4%	39.2%	44.2%	42.4%	44.9%	8.9%	9.7%	10.1%	2.5%	4.5%	4.3%	1.4%	2.0%	1.5%	3,174	1,904	2,430

(5) I like the kind of work I do.

	St	rongly Agi	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.8%	39.0%	37.7%	43.4%	43.8%	44.4%	10.8%	10.9%	11.3%	4.0%	4.1%	4.4%	2.0%	2.2%	2.2%	401,675	414,001	384,679
SSA	38.7%	39.9%	37.3%	42.9%	42.8%	43.3%	11.5%	10.8%	12.3%	4.9%	4.4%	4.7%	2.1%	2.1%	2.3%	8,797	10,307	9,360
State	40.3%	40.1%	40.9%	42.9%	43.5%	43.9%	10.3%	10.1%	10.1%	4.7%	4.3%	3.6%	1.7%	2.0%	1.6%	5,189	3,988	3,714
Treas	34.3%	34.2%	34.7%	45.5%	45.3%	46.0%	12.5%	12.4%	11.9%	4.7%	5.0%	4.6%	3.0%	3.0%	2.7%	44,653	50,567	50,052
USAID	36.4%	35.1%	34.7%	44.1%	45.3%	44.8%	12.4%	13.1%	12.4%	5.1%	4.5%	5.8%	2.0%	2.0%	2.3%	2,260	1,964	2,008
USDA	39.8%	37.9%	37.0%	46.0%	46.9%	47.4%	9.7%	10.3%	10.3%	3.1%	3.5%	4.0%	1.4%	1.4%	1.3%	22,539	20,265	19,743
VA	43.4%	42.8%	41.8%	42.1%	42.8%	43.2%	9.3%	9.5%	9.7%	3.4%	3.1%	3.4%	1.9%	1.8%	1.9%	29,811	31,380	26,871
Small Agencies	43.1%	41.9%	39.6%	41.8%	42.2%	43.1%	9.6%	10.0%	10.3%	3.3%	3.9%	4.4%	2.2%	2.1%	2.6%	5,329	5,055	4,671
DOD	39.0%	38.2%	36.5%	43.6%	44.5%	45.0%	11.3%	11.0%	11.6%	4.3%	4.3%	4.7%	1.8%	1.9%	2.1%	57,785	71,456	73,362
USACE	37.5%	38.3%	32.9%	46.3%	46.1%	48.7%	10.9%	10.5%	11.5%	3.7%	3.6%	5.0%	1.6%	1.5%	1.9%	3,558	4,207	2,385
Air Force	37.8%	37.2%	35.2%	44.1%	45.5%	45.2%	11.5%	10.9%	12.2%	4.6%	4.6%	5.3%	2.1%	1.8%	2.1%	15,358	18,424	18,738
Army‡	41.1%	40.6%	38.8%	42.8%	43.5%	44.1%	10.2%	10.0%	10.8%	4.0%	4.1%	4.2%	1.9%	1.9%	2.1%	13,277	16,300	19,499
Navy‡	37.3%	37.1%	34.7%	44.7%	45.1%	46.8%	12.1%	11.8%	12.0%	4.3%	4.2%	4.7%	1.6%	1.8%	1.8%	10,995	15,946	17,370
Marine Corps	44.6%	41.7%	43.8%	39.4%	42.5%	40.8%	11.0%	10.2%	9.8%	3.5%	3.4%	3.6%	1.4%	2.3%	2.1%	1,197	1,660	1,679
DOD 4th Estate	39.5%	36.8%	36.8%	42.3%	44.0%	43.1%	11.5%	11.8%	12.0%	4.6%	5.0%	5.2%	2.1%	2.4%	2.9%	13,400	14,919	13,691

**Unweighted count of responses to a question.

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

	Sti	rongly Agı	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
BBG	31.5%	34.2%	28.6%	41.7%	41.5%	47.0%	10.7%	12.6%	13.1%	8.8%	6.8%	6.7%	7.3%	4.9%	4.6%	887	1,077	1,035
CSOSA	39.0%	37.8%	34.2%	46.8%	46.7%	45.5%	8.0%	8.8%	10.8%	4.3%	4.0%	6.0%	2.0%	2.7%	3.5%	610	643	711
DHS	27.9%	26.0%	26.6%	47.6%	47.0%	48.1%	11.8%	12.7%	12.4%	8.0%	8.8%	8.1%	4.7%	5.6%	4.8%	46,421	42,780	42,273
DOC	35.6%	34.7%	36.8%	47.4%	46.7%	46.4%	9.4%	9.9%	9.7%	5.5%	6.0%	4.9%	2.1%	2.7%	2.1%	9,673	9,992	9,787
DOE	27.6%	25.1%	23.7%	49.2%	49.7%	49.6%	12.3%	12.8%	13.4%	7.2%	8.3%	9.5%	3.6%	4.1%	3.9%	7,995	8,391	6,443
DOI	27.7%	26.8%	26.1%	49.1%	49.5%	50.1%	12.6%	13.0%	13.1%	7.3%	7.7%	7.6%	3.2%	3.0%	3.0%	22,756	26,031	18,108
DOJ	34.9%	35.1%	32.3%	48.7%	49.3%	50.9%	9.0%	8.9%	9.9%	5.3%	4.9%	5.0%	2.1%	1.8%	2.0%	16,302	20,006	17,018
DOL	31.9%	29.9%	28.5%	47.5%	48.0%	48.1%	10.9%	11.2%	12.0%	6.6%	7.4%	7.6%	3.1%	3.6%	3.7%	11,125	11,221	10,826
DOT	30.9%	31.6%	27.9%	49.2%	48.6%	49.7%	11.3%	10.6%	12.2%	5.9%	6.5%	7.0%	2.7%	2.7%	3.2%	14,707	15,431	11,515
Educ	30.1%	30.9%	30.4%	45.2%	45.4%	45.4%	12.0%	11.6%	10.6%	8.4%	8.6%	9.0%	4.2%	3.5%	4.6%	2,829	2,670	2,385
EEOC	38.6%	39.6%	38.2%	41.9%	40.7%	40.0%	10.4%	9.4%	9.6%	6.1%	7.4%	7.6%	3.0%	2.9%	4.5%	1,485	1,229	1,109
EPA	27.4%	26.2%	25.7%	50.8%	50.2%	50.4%	12.3%	12.7%	13.6%	6.7%	7.7%	7.1%	2.9%	3.3%	3.2%	9,994	4,399	3,811
FCC	31.9%	31.0%	32.7%	46.4%	44.6%	47.9%	10.7%	11.1%	11.4%	8.0%	9.1%	5.4%	3.0%	4.3%	2.5%	636	561	695
FERC	37.1%	35.5%	34.2%	46.3%	47.3%	46.4%	8.9%	8.9%	9.2%	5.7%	6.0%	6.1%	1.9%	2.3%	4.1%	1,135	989	877
FTC	46.1%	41.3%	39.2%	38.3%	43.7%	41.7%	9.3%	8.8%	10.8%	4.1%	4.2%	3.9%	2.1%	2.1%	4.4%	637	616	513

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

	Sti	rongly Agı	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
GSA	33.7%	31.3%	29.6%	45.9%	46.3%	48.3%	11.3%	11.9%	12.4%	6.0%	7.1%	6.7%	3.1%	3.3%	2.9%	6,963	7,768	8,396
HHS	33.7%	32.4%	30.4%	47.5%	47.7%	48.7%	10.7%	11.0%	11.4%	5.5%	6.3%	6.7%	2.6%	2.6%	2.8%	39,833	36,351	32,408
HUD	30.6%	27.4%	24.3%	45.9%	45.8%	46.5%	11.8%	13.5%	13.2%	7.8%	8.4%	9.9%	3.9%	4.8%	6.1%	5,373	5,336	3,824
NARA	36.6%	31.5%	30.1%	44.0%	46.6%	45.2%	8.9%	10.0%	11.1%	7.1%	7.2%	8.6%	3.4%	4.6%	5.0%	1,837	1,695	1,656
NASA	40.9%	39.2%	37.3%	44.4%	45.3%	46.4%	8.9%	9.2%	10.1%	4.0%	4.7%	4.6%	1.7%	1.7%	1.7%	11,098	9,860	9,346
NCUA	30.2%	31.5%	29.4%	49.6%	49.2%	48.4%	9.9%	10.6%	12.1%	6.9%	7.1%	8.1%	3.4%	1.7%	2.0%	652	770	801
NLRB	30.2%	31.2%	27.2%	47.2%	48.8%	49.6%	10.7%	9.2%	11.1%	8.6%	8.9%	9.0%	3.4%	1.9%	3.1%	865	893	686
NRC	35.9%	36.3%	35.0%	47.0%	46.7%	48.0%	9.3%	8.6%	9.0%	5.2%	5.9%	5.5%	2.7%	2.5%	2.5%	2,132	2,656	2,444
NSF	38.6%	37.3%	36.1%	42.6%	44.0%	42.4%	10.7%	9.1%	9.3%	5.0%	6.7%	8.1%	3.2%	2.9%	4.1%	848	891	906
ОМВ	27.2%	27.9%	25.0%	47.3%	49.6%	50.5%	13.9%	14.2%	11.6%	8.8%	5.2%	9.6%	2.8%	3.1%	3.2%	347	301	303
ОРМ	35.3%	34.5%	34.9%	48.2%	48.7%	48.4%	8.5%	9.3%	9.3%	5.1%	5.2%	5.3%	2.9%	2.2%	2.1%	3,156	3,347	3,565
PBGC	33.8%	31.8%	32.3%	47.7%	48.8%	45.5%	10.1%	11.4%	11.2%	6.6%	5.0%	7.5%	1.8%	3.1%	3.6%	565	618	476
RRB	34.9%	35.3%	30.6%	44.0%	47.6%	53.5%	12.2%	10.1%	9.9%	6.5%	4.9%	3.6%	2.5%	2.1%	2.5%	314	479	519
SBA	33.3%	28.8%	32.6%	44.2%	45.5%	43.6%	11.0%	12.7%	10.7%	6.6%	8.0%	8.8%	5.0%	5.1%	4.2%	1,365	1,292	1,377
SEC	30.7%	26.9%	25.1%	49.8%	47.9%	48.4%	10.6%	11.3%	13.7%	6.2%	9.4%	8.7%	2.7%	4.5%	4.0%	3,173	1,900	2,444

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

	St	rongly Agı	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.9%	30.0%	47.9%	48.2%	48.8%	11.0%	11.2%	11.5%	6.6%	6.7%	6.8%	3.0%	3.0%	2.9%	402,718	417,035	387,941
SSA	35.6%	36.2%	35.0%	46.8%	48.0%	49.3%	9.4%	8.8%	8.7%	6.1%	4.9%	5.1%	2.1%	2.1%	1.9%	8,793	10,405	9,420
State	31.3%	28.6%	29.1%	49.0%	52.2%	51.2%	11.5%	10.8%	11.6%	6.1%	6.0%	6.4%	2.1%	2.5%	1.7%	5,174	4,019	3,738
Treas	30.9%	30.5%	30.9%	50.4%	50.2%	50.9%	9.7%	9.9%	9.5%	5.9%	6.2%	5.9%	3.1%	3.2%	2.8%	44,883	51,058	50,445
USAID	24.4%	25.0%	22.6%	51.0%	49.9%	49.7%	13.1%	12.6%	13.4%	8.2%	8.8%	11.1%	3.3%	3.7%	3.2%	2,248	1,977	2,008
USDA	28.1%	26.1%	25.4%	52.1%	52.1%	52.5%	11.3%	12.1%	12.5%	6.3%	7.2%	7.4%	2.2%	2.5%	2.2%	22,608	20,422	19,951
VA	33.4%	32.4%	32.6%	47.4%	47.4%	47.1%	10.4%	11.0%	10.9%	6.1%	6.4%	6.6%	2.7%	2.9%	2.9%	29,975	31,795	27,237
Small Agencies	33.9%	32.9%	31.2%	44.7%	45.6%	45.3%	10.7%	10.8%	11.5%	6.9%	6.7%	7.7%	3.7%	4.0%	4.3%	5,344	5,067	4,711
DOD	30.6%	30.7%	29.4%	47.3%	48.0%	48.8%	11.8%	11.6%	12.1%	7.2%	6.8%	7.0%	3.0%	2.8%	2.7%	57,980	72,099	74,174
USACE	29.5%	28.6%	24.7%	51.6%	52.1%	53.5%	10.5%	11.4%	11.7%	6.4%	5.8%	8.0%	2.0%	2.2%	2.2%	3,573	4,257	2,402
Air Force	31.1%	30.8%	29.1%	46.3%	48.3%	48.5%	12.1%	11.2%	12.2%	7.2%	6.9%	7.3%	3.3%	2.9%	2.8%	15,405	18,579	18,936
Army‡	31.3%	31.8%	30.4%	46.1%	46.6%	47.8%	11.7%	11.4%	11.7%	7.6%	7.3%	7.2%	3.3%	2.9%	2.9%	13,326	16,471	19,754
Navy‡	28.8%	29.5%	28.0%	49.6%	49.5%	50.4%	12.2%	12.3%	12.8%	6.9%	6.2%	6.5%	2.6%	2.5%	2.3%	11,036	16,055	17,548
Marine Corps	34.6%	32.8%	36.5%	44.0%	44.6%	42.6%	11.5%	11.7%	11.9%	6.9%	7.9%	6.0%	2.9%	3.1%	3.1%	1,199	1,654	1,701
DOD 4th Estate	32.0%	31.2%	30.5%	45.8%	47.2%	47.8%	11.7%	11.4%	11.6%	7.2%	7.0%	7.1%	3.4%	3.2%	3.0%	13,441	15,083	13,833

**Unweighted count of responses to a question.

(7) When needed I am willing to put in the extra effort to get a job done.

	Str	ongly Agr	ee		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
BBG	68.2%	70.2%	66.6%	26.1%	26.2%	29.3%	2.4%	1.8%	2.2%	1.2%	0.5%	1.1%	2.0%	1.3%	0.8%	896	1,087	1,043
CSOSA	57.9%	57.2%	58.0%	35.5%	37.7%	32.6%	4.0%	3.1%	4.4%	1.6%	1.0%	2.9%	1.0%	0.9%	2.1%	611	636	712
DHS	60.6%	59.2%	60.1%	32.7%	33.4%	33.5%	3.7%	3.9%	3.7%	1.5%	1.5%	1.3%	1.5%	1.9%	1.5%	46,642	42,945	42,402
DOC	62.6%	63.2%	62.8%	33.0%	32.9%	33.9%	3.2%	2.6%	2.3%	0.7%	0.7%	0.6%	0.6%	0.6%	0.5%	9,691	10,068	9,829
DOE	63.9%	62.0%	60.4%	31.8%	33.7%	35.1%	2.7%	2.6%	2.7%	0.8%	0.9%	0.9%	0.9%	0.8%	0.9%	8,020	8,423	6,465
DOI	62.6%	61.5%	61.4%	33.4%	34.5%	34.5%	2.7%	2.6%	2.6%	0.6%	0.8%	0.9%	0.7%	0.6%	0.6%	22,906	26,139	18,200
DOJ	67.2%	66.3%	64.9%	29.3%	30.1%	31.5%	2.2%	2.3%	2.4%	0.6%	0.6%	0.7%	0.7%	0.6%	0.5%	16,382	20,088	17,094
DOL	64.9%	64.8%	63.7%	31.3%	31.2%	32.2%	2.5%	2.6%	2.5%	0.7%	0.7%	0.7%	0.7%	0.6%	0.8%	11,190	11,284	10,867
DOT	64.9%	64.8%	63.1%	31.2%	31.6%	32.3%	2.4%	2.2%	2.4%	0.9%	0.9%	1.4%	0.6%	0.5%	0.9%	14,754	15,463	11,588
Educ	66.5%	66.9%	66.3%	29.2%	29.8%	30.2%	2.8%	2.0%	2.1%	0.7%	0.7%	0.8%	0.8%	0.6%	0.5%	2,833	2,680	2,387
EEOC	69.6%	69.9%	68.8%	26.7%	26.2%	26.6%	2.6%	2.5%	3.0%	0.5%	0.8%	1.0%	0.7%	0.6%	0.6%	1,501	1,241	1,125
EPA	63.7%	64.0%	62.6%	32.7%	32.3%	33.3%	2.3%	2.2%	2.5%	0.7%	1.0%	0.8%	0.7%	0.5%	0.7%	10,078	4,428	3,833
FCC	66.8%	61.1%	63.1%	28.7%	34.3%	34.0%	2.5%	3.7%	2.2%	0.7%	0.3%	0.1%	1.2%	0.6%	0.6%	643	567	699
FERC	69.9%	69.5%	66.1%	27.0%	27.4%	31.8%	2.0%	2.3%	1.6%	0.6%	0.1%	0.2%	0.5%	0.7%	0.2%	1,144	990	890
FTC	79.4%	75.4%	74.1%	18.8%	22.4%	24.3%	0.9%	1.2%	1.0%	0.4%	0.3%	0.2%	0.4%	0.7%	0.4%	635	623	513

(7) When needed I am willing to put in the extra effort to get a job done.

	Sti	ongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
GSA	65.3%	64.1%	63.5%	30.2%	31.2%	31.6%	2.8%	2.8%	3.5%	0.7%	0.9%	0.8%	1.0%	0.9%	0.7%	7,014	7,802	8,483
HHS	66.6%	65.5%	64.7%	30.3%	31.3%	32.1%	2.0%	2.2%	2.2%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	40,069	36,466	32,543
HUD	64.0%	63.6%	60.1%	31.6%	32.1%	34.7%	2.8%	2.8%	2.9%	0.7%	0.6%	0.7%	1.0%	0.9%	1.6%	5,419	5,345	3,829
NARA	64.8%	61.7%	60.8%	30.4%	32.2%	32.9%	2.9%	3.5%	3.3%	0.7%	0.7%	1.1%	1.2%	1.8%	1.9%	1,846	1,712	1,665
NASA	74.3%	73.4%	70.9%	23.7%	24.5%	26.8%	1.3%	1.5%	1.7%	0.4%	0.3%	0.3%	0.3%	0.3%	0.3%	11,138	9,875	9,369
NCUA	64.1%	64.6%	66.5%	32.0%	32.1%	30.2%	1.8%	2.3%	1.7%	1.1%	0.4%	0.9%	1.1%	0.6%	0.7%	655	772	802
NLRB	64.4%	71.0%	64.2%	31.5%	26.5%	31.7%	3.2%	1.8%	2.3%	0.7%	0.2%	1.2%	0.2%	0.4%	0.6%	880	896	692
NRC	65.8%	68.8%	67.4%	30.0%	27.4%	28.9%	2.3%	2.5%	2.2%	1.0%	0.9%	0.9%	0.9%	0.4%	0.5%	2,135	2,650	2,455
NSF	74.4%	71.4%	70.5%	22.8%	25.2%	26.7%	2.0%	1.7%	1.9%	0.3%	0.8%	0.2%	0.4%	0.9%	0.6%	844	892	911
ОМВ	77.8%	73.7%	75.1%	21.4%	23.4%	24.3%	0.8%	2.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	350	305	302
ОРМ	62.8%	64.1%	66.3%	33.5%	32.5%	30.6%	2.5%	2.4%	2.3%	0.5%	0.5%	0.2%	0.8%	0.5%	0.5%	3,169	3,355	3,567
PBGC	62.1%	65.6%	59.9%	34.5%	30.3%	35.4%	2.0%	2.5%	3.3%	0.9%	0.6%	0.2%	0.5%	1.0%	1.3%	566	623	480
RRB	59.8%	59.9%	61.6%	33.6%	35.8%	32.6%	4.9%	2.9%	4.9%	0.8%	0.8%	0.5%	0.9%	0.6%	0.3%	314	478	522
SBA	64.7%	64.7%	65.5%	30.6%	30.1%	31.1%	2.4%	2.6%	1.9%	0.9%	1.1%	0.9%	1.4%	1.3%	0.7%	1,368	1,290	1,383
SEC	71.6%	68.5%	68.3%	26.0%	28.5%	28.2%	1.6%	1.9%	2.2%	0.4%	0.6%	0.8%	0.4%	0.6%	0.6%	3,186	1,912	2,466

(7) When needed I am willing to put in the extra effort to get a job done.

	St	rongly Agi	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	63.2%	62.5%	61.7%	32.5%	33.1%	33.9%	2.7%	2.8%	2.8%	0.8%	0.8%	0.9%	0.8%	0.8%	0.8%	404,739	418,594	389,516
SSA	66.2%	66.9%	64.6%	30.7%	30.0%	32.2%	2.2%	2.1%	2.3%	0.4%	0.4%	0.5%	0.5%	0.4%	0.5%	8,839	10,463	9,488
State	71.5%	70.9%	70.9%	26.6%	26.7%	26.8%	1.3%	1.5%	1.5%	0.4%	0.4%	0.5%	0.2%	0.5%	0.3%	5,225	4,035	3,760
Treas	57.7%	57.9%	59.1%	36.2%	36.2%	35.8%	3.7%	3.8%	3.3%	1.1%	1.1%	0.9%	1.2%	1.0%	0.9%	45,145	51,268	50,655
USAID	66.6%	65.8%	64.6%	30.2%	30.8%	32.1%	1.9%	2.4%	2.1%	1.0%	0.5%	0.5%	0.3%	0.5%	0.6%	2,259	1,984	2,017
USDA	62.2%	59.8%	59.5%	34.3%	36.6%	36.9%	2.4%	2.4%	2.5%	0.6%	0.7%	0.7%	0.5%	0.5%	0.4%	22,702	20,474	20,024
VA	62.9%	62.4%	61.4%	33.0%	33.4%	34.4%	2.6%	2.8%	2.7%	0.7%	0.7%	0.8%	0.7%	0.8%	0.7%	30,109	31,911	27,353
Small Agencies	67.8%	67.2%	66.0%	28.3%	28.4%	29.8%	2.4%	2.7%	2.3%	0.6%	0.8%	0.7%	1.0%	0.9%	1.1%	5,383	5,090	4,715
DOD	62.6%	61.7%	60.4%	33.2%	33.9%	35.0%	2.7%	2.7%	2.9%	0.8%	0.9%	0.9%	0.7%	0.8%	0.7%	58,198	72,334	74,388
USACE	63.4%	64.1%	58.7%	33.2%	32.2%	37.0%	1.9%	2.4%	3.0%	0.9%	0.7%	0.9%	0.6%	0.6%	0.4%	3,575	4,278	2,411
Air Force	61.4%	60.0%	59.1%	33.9%	35.8%	36.2%	3.0%	2.5%	2.9%	0.9%	0.9%	1.1%	0.8%	0.8%	0.7%	15,460	18,612	18,998
Army‡	62.3%	62.1%	60.5%	33.5%	33.2%	34.7%	2.6%	3.1%	3.2%	1.0%	0.9%	0.8%	0.7%	0.8%	0.8%	13,378	16,537	19,812
Navy‡	62.4%	61.0%	60.2%	33.8%	34.9%	35.3%	2.7%	2.6%	2.9%	0.6%	0.8%	0.9%	0.5%	0.6%	0.7%	11,074	16,091	17,601
Marine Corps	64.4%	64.3%	67.9%	30.1%	30.7%	28.4%	3.3%	3.4%	2.1%	1.2%	1.0%	1.0%	1.0%	0.6%	0.5%	1,207	1,668	1,698
DOD 4th Estate	64.8%	63.7%	61.9%	31.1%	31.8%	33.6%	2.6%	2.7%	2.9%	0.6%	0.9%	0.8%	0.8%	0.8%	0.8%	13,504	15,148	13,868

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

(8) I am constantly looking for ways to do my job better.

	Sti	ongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Re	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7. 9 %	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
BBG	56.4%	57.6%	52.6%	34.7%	33.5%	37.1%	6.2%	7.3%	7.9%	1.5%	0.7%	1.2%	1.3%	1.0%	1.1%	899	1,096	1,049
CSOSA	46.9%	47.3%	46.3%	37.9%	41.5%	40.9%	11.4%	8.9%	9.6%	2.8%	1.4%	1.3%	1.1%	0.9%	1.9%	614	645	714
DHS	45.4%	43.8%	44.7%	40.6%	41.2%	41.4%	10.1%	10.7%	10.2%	2.1%	2.4%	2.2%	1.8%	2.0%	1.5%	46,736	42,891	42,622
DOC	47.8%	46.7%	47.1%	42.6%	44.1%	43.5%	7.9%	7.7%	7.6%	1.1%	1.1%	1.3%	0.6%	0.5%	0.5%	9,730	10,066	9,851
DOE	46.1%	43.8%	43.0%	43.6%	45.5%	46.2%	7.8%	8.3%	8.8%	1.6%	1.6%	1.4%	0.8%	0.7%	0.7%	8,029	8,439	6,485
DOI	47.6%	46.5%	45.6%	43.5%	44.5%	45.0%	7.4%	7.5%	8.1%	0.9%	1.0%	1.0%	0.6%	0.4%	0.4%	22,951	26,237	18,261
DOJ	51.2%	49.7%	48.8%	41.1%	41.8%	42.0%	6.3%	7.0%	7.7%	0.9%	0.9%	1.1%	0.6%	0.6%	0.4%	16,410	20,105	17,138
DOL	48.0%	47.0%	45.8%	41.7%	41.8%	42.4%	8.4%	9.2%	9.9%	1.2%	1.3%	1.2%	0.6%	0.6%	0.7%	11,195	11,302	10,883
DOT	49.2%	48.3%	46.5%	42.3%	42.0%	43.5%	6.9%	7.7%	8.1%	1.1%	1.4%	1.4%	0.5%	0.6%	0.6%	14,791	15,528	11,609
Educ	49.4%	47.2%	47.4%	40.9%	42.9%	43.1%	7.9%	8.1%	7.6%	1.1%	1.1%	1.3%	0.7%	0.6%	0.6%	2,839	2,688	2,407
EEOC	55.7%	55.5%	54.0%	36.1%	35.7%	36.3%	7.0%	6.8%	8.0%	0.8%	1.3%	0.8%	0.5%	0.7%	0.9%	1,497	1,236	1,121
EPA	44.2%	43.9%	41.7%	44.7%	44.2%	46.3%	9.4%	10.0%	10.1%	1.2%	1.5%	1.4%	0.5%	0.4%	0.4%	10,101	4,437	3,846
FCC	47.9%	44.0%	45.1%	39.2%	43.2%	45.9%	9.8%	10.0%	7.5%	1.8%	2.1%	1.1%	1.3%	0.7%	0.4%	640	568	699
FERC	50.6%	49.5%	44.7%	39.9%	41.1%	46.6%	7.1%	7.8%	7.1%	1.6%	1.2%	1.4%	0.7%	0.4%	0.2%	1,144	995	888
FTC	57.9%	52.1%	53.5%	33.2%	39.3%	37.2%	7.5%	6.9%	8.5%	1.1%	1.0%	0.5%	0.3%	0.7%	0.2%	636	621	514

(8) I am constantly looking for ways to do my job better.

	Str	ongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
GSA	50.6%	48.7%	47.6%	40.6%	41.8%	42.9%	7.1%	7.5%	7.9%	0.9%	1.1%	1.0%	0.8%	0.9%	0.6%	7,007	7,794	8,475
HHS	51.8%	50.0%	48.7%	40.6%	41.9%	42.6%	6.4%	6.8%	7.4%	0.8%	0.8%	0.9%	0.4%	0.4%	0.5%	40,059	36,578	32,643
HUD	49.4%	49.1%	44.4%	40.4%	39.3%	42.7%	8.1%	9.5%	9.8%	1.3%	1.3%	1.7%	0.8%	0.9%	1.4%	5,431	5,369	3,858
NARA	51.3%	49.6%	46.6%	38.9%	38.6%	41.5%	7. 9 %	8.9%	9.0%	1.3%	1.3%	1.5%	0.6%	1.6%	1.3%	1,857	1,712	1,670
NASA	57.3%	55.6%	53.2%	37.2%	38.0%	40.3%	4.9%	5.4%	5.6%	0.5%	0.6%	0.6%	0.2%	0.3%	0.2%	11,150	9,894	9,395
NCUA	46.3%	47.8%	46.0%	46.3%	43.7%	45.1%	6.4%	6.6%	6.9%	0.4%	1.4%	1.3%	0.5%	0.6%	0.7%	658	770	801
NLRB	44.9%	45.3%	42.2%	42.3%	42.7%	41.2%	10.3%	9.9%	13.3%	2.1%	1.5%	2.9%	0.4%	0.6%	0.5%	874	899	691
NRC	46.1%	49.2%	48.3%	43.0%	41.9%	41.1%	8.2%	7.2%	8.6%	1.9%	1.1%	1.5%	0.8%	0.6%	0.6%	2,140	2,666	2,455
NSF	58.5%	59.1%	55.1%	34.2%	34.4%	36.8%	6.5%	4.9%	7.4%	0.5%	1.0%	0.6%	0.3%	0.5%	0.1%	844	896	907
ОМВ	54.6%	57.1%	50.9%	38.5%	35.4%	42.5%	6.0%	6.2%	5.8%	0.8%	0.9%	0.9%	0.0%	0.4%	0.0%	350	305	304
ОРМ	48.3%	48.2%	49.0%	42.4%	42.4%	41.9%	7.8%	8.1%	7.9%	0.8%	1.0%	0.8%	0.7%	0.3%	0.4%	3,180	3,369	3,583
PBGC	46.9%	48.8%	45.5%	42.1%	40.8%	44.4%	10.5%	7.9%	8.5%	0.4%	1.6%	0.3%	0.1%	0.9%	1.3%	566	626	480
RRB	47.5%	41.8%	43.6%	39.1%	46.2%	42.3%	10.8%	10.3%	12.3%	1.7%	1.4%	1.4%	0.9%	0.4%	0.4%	320	480	524
SBA	52.0%	51.8%	50.4%	38.3%	37.3%	40.3%	7.5%	8.1%	7.7%	1.2%	1.6%	1.0%	1.0%	1.2%	0.6%	1,370	1,296	1,387
SEC	49.1%	46.7%	46.1%	41.7%	41.9%	43.6%	7.8%	8.4%	8.1%	1.0%	2.5%	1.5%	0.4%	0.6%	0.7%	3,189	1,912	2,460

(8) I am constantly looking for ways to do my job better.

	St	rongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item Ro	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	49.2%	47.8%	46.9%	41.8%	42.6%	43.3%	7.2%	7.6%	7.9%	1.1%	1.2%	1.2%	0.7%	0.7%	0.7%	405,416	419,588	390,789
SSA	53.9%	52.5%	48.6%	37.8%	39.0%	41.7%	6.9%	7.2%	8.3%	1.0%	0.9%	0.9%	0.4%	0.4%	0.5%	8,855	10,489	9,497
State	52.8%	52.2%	53.0%	40.1%	39.9%	39.6%	6.2%	6.6%	6.2%	0.8%	0.8%	0.8%	0.1%	0.5%	0.3%	5,222	4,048	3,758
Treas	44.2%	44.0%	44.5%	43.4%	43.6%	43.7%	9.7%	9.9%	9.4%	1.7%	1.6%	1.5%	1.0%	0.9%	0.8%	45,200	51,425	50,797
USAID	50.7%	50.4%	48.6%	41.5%	41.8%	43.6%	6.6%	6.5%	6.3%	1.0%	0.9%	1.0%	0.2%	0.4%	0.6%	2,270	1,991	2,032
USDA	46.0%	43.5%	41.9%	45.5%	47.3%	48.2%	7.3%	7.9%	8.5%	0.8%	1.0%	1.0%	0.4%	0.3%	0.4%	22,753	20,525	20,065
VA	50.8%	50.2%	49.7%	41.2%	41.7%	42.1%	6.5%	6.5%	6.7%	0.9%	0.9%	0.9%	0.7%	0.7%	0.6%	30,231	32,022	27,482
Small Agencies	50.2%	49.8%	49.6%	40.6%	40.0%	39.3%	7.0%	7.8%	8.9%	1.3%	1.4%	1.4%	0.9%	1.0%	0.9%	5,385	5,098	4,732
DOD	49.2%	47.6%	46.1%	42.3%	43.6%	44.5%	6.7%	7.1%	7.6%	1.1%	1.1%	1.2%	0.6%	0.6%	0.6%	58,293	72,570	74,706
USACE	47.6%	47.9%	42.5%	44.4%	43.5%	47.8%	6.4%	7.2%	8.3%	1.2%	1.0%	1.0%	0.4%	0.3%	0.5%	3,578	4,292	2,422
Air Force	48.2%	46.0%	44.4%	42.5%	45.1%	45.8%	7.1%	7.0%	7.9%	1.4%	1.2%	1.3%	0.8%	0.7%	0.6%	15,495	18,685	19,092
Army‡	50.1%	49.0%	47.2%	41.9%	42.5%	43.8%	6.4%	7.0%	7.2%	1.0%	1.0%	1.1%	0.6%	0.6%	0.7%	13,414	16,608	19,893
Navy‡	48.1%	46.4%	45.1%	43.6%	44.9%	45.4%	6.7%	7.1%	7.9%	1.1%	1.1%	1.1%	0.4%	0.5%	0.5%	11,073	16,132	17,671
Marine Corps	51.3%	49.5%	54.5%	39.0%	42.0%	38.4%	7.8%	7.1%	5.9%	1.3%	0.9%	0.9%	0.6%	0.5%	0.4%	1,207	1,673	1,707
DOD 4th Estate	51.3%	48.8%	47.9%	40.4%	41.8%	42.5%	6.6%	7.4%	7.7%	1.1%	1.3%	1.3%	0.7%	0.7%	0.6%	13,526	15,180	13,921

**Unweighted count of responses to a question.

(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
BBG	8.7%	8.4%	4.9%	27.8%	26.9%	24.7%	16.9%	19.0%	20.9%	23.2%	25.6%	26.2%	23.3%	20.0%	23.3%	888	1,089	1,041	7	10	5
CSOSA	18.5%	18.3%	13.6%	41.7%	44.1%	40.2%	16.5%	15.7%	14.9%	14.6%	13.6%	21.2%	8.7%	8.3%	10.1%	615	642	715	0	2	3
DHS	8.3%	7.6%	7.0%	29.2%	29.4%	30.1%	14.7%	15.5%	16.0%	24.3%	25.1%	25.3%	23.5%	22.4%	21.6%	46,712	42,826	42,572	121	168	120
DOC	14.7%	14.3%	16.3%	38.3%	37.0%	37.8%	15.5%	15.8%	15.0%	19.6%	21.1%	19.3%	11.9%	11.9%	11.6%	9,734	10,067	9,844	19	24	22
DOE	12.0%	9.9%	9.2%	39.9%	38.0%	37.7%	15.3%	16.2%	15.6%	21.2%	22.9%	23.3%	11.6%	13.0%	14.2%	8,039	8,420	6,483	15	24	18
DOI	9.4%	8.0%	6.9%	32.1%	31.1%	29.3%	15.7%	16.0%	16.5%	24.9%	26.2%	27.4%	17.9%	18.7%	20.0%	22,959	26,228	18,303	48	55	29
DOJ	12.8%	12.0%	10.5%	39.2%	40.7%	38.9%	16.0%	16.0%	17.3%	20.9%	21.0%	22.4%	11.1%	10.3%	11.0%	16,420	20,118	17,131	40	32	41
DOL	11.9%	10.4%	8.6%	38.2%	36.7%	34.6%	16.6%	16.6%	17.0%	21.0%	22.5%	25.2%	12.3%	13.7%	14.6%	11,203	11,288	10,882	33	25	32
DOT	10.8%	10.3%	8.9%	38.0%	37.4%	34.8%	16.2%	16.8%	18.4%	21.7%	22.3%	25.1%	13.3%	13.2%	12.8%	14,798	15,514	11,613	34	46	32
Educ	10.9%	12.3%	12.0%	33.5%	35.4%	36.0%	14.7%	14.0%	13.4%	22.6%	22.9%	22.5%	18.3%	15.3%	16.1%	2,851	2,689	2,399	4	6	6
EEOC	8.5%	11.4%	8.8%	30.5%	27.0%	27.2%	13.8%	16.4%	14.9%	26.8%	25.4%	26.3%	20.4%	19.8%	22.8%	1,499	1,240	1,121	3	3	3
EPA	7.6%	7.0%	6.1%	33.5%	28.6%	27.7%	17.4%	16.2%	16.6%	26.4%	29.2%	30.2%	15.1%	19.0%	19.3%	10,108	4,435	3,845	28	12	8
FCC	12.2%	10.8%	9.7%	33.1%	32.4%	40.9%	17.2%	17.7%	18.5%	23.7%	23.3%	20.5%	13.8%	15.7%	10.3%	641	573	698	5	0	2
FERC	24.2%	23.2%	22.9%	47.5%	47.5%	47.6%	12.6%	13.5%	11.5%	11.0%	11.2%	12.5%	4.8%	4.6%	5.5%	1,147	988	889	2	3	3
FTC	14.8%	13.6%	16.2%	41.4%	37.1%	39.3%	15.7%	17.1%	15.9%	20.8%	21.9%	18.3%	7.3%	10.2%	10.3%	641	623	517	0	0	0

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

(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
GSA	17.4%	14.9%	12.8%	38.8%	37.7%	38.0%	16.0%	15.9%	16.6%	17.7%	20.0%	20.5%	10.1%	11.5%	12.0%	7,037	7,830	8,517	13	25	20
HHS	14.1%	13.0%	11.5%	40.4%	39.7%	38.8%	16.0%	16.4%	16.6%	19.6%	20.2%	21.4%	9.9%	10.8%	11.7%	40,164	36,585	32,650	59	76	69
HUD	10.1%	9.1%	6.7%	34.4%	31.9%	30.1%	16.6%	16.0%	16.1%	22.6%	25.1%	26.2%	16.3%	17.9%	20.8%	5,417	5,360	3,848	24	17	17
NARA	13.2%	11.7%	9.1%	36.7%	29.7%	29.9%	13.5%	15.2%	16.1%	22.2%	26.1%	26.2%	14.4%	17.2%	18.7%	1,860	1,713	1,671	5	5	4
NASA	16.7%	15.4%	14.8%	40.9%	41.5%	40.1%	16.2%	16.0%	16.9%	18.5%	18.9%	20.1%	7.7%	8.2%	8.1%	11,156	9,898	9,391	14	19	9
NCUA	16.0%	14.7%	15.5%	41.8%	42.1%	43.3%	14.9%	15.4%	13.5%	17.6%	18.9%	17.7%	9.8%	8.9%	10.0%	656	775	807	1	2	0
NLRB	8.3%	11.6%	9.9%	32.3%	37.5%	36.3%	14.6%	12.1%	16.3%	25.2%	24.4%	25.1%	19.6%	14.4%	12.3%	879	898	696	0	3	0
NRC	17.1%	20.8%	19.7%	44.1%	48.8%	47.0%	14.1%	11.6%	11.9%	16.0%	13.3%	15.7%	8.8%	5.5%	5.6%	2,145	2,669	2,460	0	3	3
NSF	17.6%	14.6%	12.9%	38.5%	39.7%	39.4%	13.6%	13.0%	12.5%	21.4%	22.2%	23.4%	8. 9 %	10.6%	11.8%	849	895	912	3	1	1
ОМВ	11.9%	10.4%	4.8%	42.5%	34.7%	25.1%	15.2%	17.8%	17.3%	22.7%	25.1%	36.0%	7.7%	12.0%	16.8%	349	305	303	0	0	0
ОРМ	15.1%	14.0%	13.8%	39.7%	40.7%	39.8%	14.7%	15.5%	15.5%	19.3%	18.3%	19.1%	11.2%	11.5%	11.8%	3,179	3,362	3,577	7	10	10
PBGC	17.1%	16.3%	14.0%	46.7%	43.4%	43.4%	14.2%	13.7%	14.4%	15.6%	17.6%	19.6%	6.5%	9.0%	8.6%	566	628	478	2	1	1
RRB	13.9%	14.9%	14.5%	40.0%	45.8%	42.4%	16.4%	13.8%	17.4%	15.8%	17.9%	15.6%	13.9%	7.6%	10.1%	317	478	523	1	0	1
SBA	8.8%	9.0%	9.0%	29.6%	29.4%	30.9%	15.2%	16.1%	14.7%	25.7%	24.1%	27.5%	20.7%	21.4%	17.9%	1,366	1,290	1,385	3	5	4
SEC	15.3%	12.4%	10.0%	45.1%	40.9%	37.5%	16.4%	16.9%	16.4%	16.2%	19.6%	24.6%	7.0%	10.1%	11.5%	3,195	1,910	2,462	5	5	4

SOURCE: Federal Employee Viewpoint Survey

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

(9) I have sufficient resources to get my job done.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Knov	N
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.2%	10.8%	9.8%	35.4%	35.3%	35.0%	16.0%	16.2%	16.5%	22.6%	22.9%	23.7%	14.9%	14.8%	15.0%	405,568	419,427	390,739	922	1,039	935
SSA	14.9%	17.1%	15.4%	38.6%	41.3%	40.0%	13.6%	14.4%	14.1%	20.4%	18.1%	19.6%	12.4%	9.1%	10.8%	8,864	10,470	9,480	15	22	29
State	10.9%	9.9%	10.0%	39.5%	38.6%	40.7%	15.2%	15.9%	16.3%	23.7%	25.5%	23.1%	10.7%	10.1%	10.0%	5,237	4,040	3,758	7	11	10
Treas	9.7%	8.8%	8.7%	34.0%	31.1%	33.8%	15.2%	14.9%	15.2%	24.1%	25.7%	25.4%	17.0%	19.5%	16.8%	45,219	51,431	50,758	128	134	139
USAID	8.3%	8.6%	8.8%	35.9%	34.5%	33.9%	15.5%	14.4%	14.5%	25.6%	27.5%	27.6%	14.6%	15.0%	15.2%	2,271	1,989	2,033	1	3	5
USDA	9.0%	7.6%	6.6%	35.5%	34.6%	31.7%	16.7%	16.3%	16.8%	23.8%	25.3%	27.4%	15.1%	16.1%	17.5%	22,773	20,532	20,088	37	29	26
VA	11.1%	10.8%	11.0%	34.0%	34.4%	35.2%	16.3%	16.3%	16.2%	22.7%	22.5%	22.1%	15.9%	16.1%	15.6%	30,138	32,000	27,459	83	94	87
Small Agencies	15.3%	14.1%	12.5%	39.1%	39.0%	37.6%	14.3%	14.8%	13.8%	19.1%	19.8%	21.7%	12.2%	12.2%	14.4%	5,374	5,094	4,736	14	13	9
DOD	11.1%	11.1%	9.4%	35.5%	35.8%	35.0%	16.5%	16.8%	17.1%	22.9%	23.0%	24.2%	13.9%	13.4%	14.3%	58,302	72,535	74,694	141	151	163
USACE	10.8%	9.9%	7.9%	39.1%	40.9%	39.5%	17.7%	18.0%	16.4%	22.0%	21.3%	24.5%	10.4%	9.8%	11.7%	3,584	4,282	2,422	4	9	4
Air Force	11.5%	10.8%	8.9%	35.1%	35.1%	33.2%	16.3%	16.0%	16.3%	22.7%	24.2%	26.0%	14.4%	13.9%	15.6%	15,488	18,685	19,093	36	33	40
Army‡	11.6%	11.2%	9.9%	35.3%	35.4%	35.8%	15.7%	17.5%	17.1%	22.3%	22.0%	22.7%	15.2%	13.9%	14.5%	13,414	16,589	19,880	33	46	46
Navy‡	9.2%	10.0%	8.3%	34.4%	34.4%	33.2%	17.2%	17.1%	18.1%	25.4%	24.8%	25.7%	13.7%	13.8%	14.8%	11,099	16,130	17,687	24	29	33
Marine Corps	10.2%	12.1%	11.8%	31.6%	34.4%	33.1%	18.1%	15.2%	15.9%	23.7%	24.1%	24.8%	16.4%	14.2%	14.3%	1,206	1,672	1,709	4	1	3
DOD 4th Estate	13.7%	13.6%	11.4%	38.4%	38.6%	38.5%	16.3%	16.1%	17.2%	19.9%	20.0%	21.3%	11.7%	11.7%	11.7%	13,511	15,177	13,903	40	33	37

SOURCE: Federal Employee Viewpoint Survey

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

(10) My workload is reasonable.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stroi	ngly Disa	igree	Item Re	esponse T	otal**	Do I	Not Knov	N
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
																	_	_			
BBG	11.0%	11.3%	7.7%	46.3%	47.2%	48.9%	17.7%	17.9%	18.7%	13.8%	14.1%	14.3%	11.2%	9.5%	10.4%	888	1,087	1,037	4	11	2
CSOSA	19.2%	21.8%	17.5%	50.5%	47.6%	44.1%	12.5%	14.2%	13.6%	10.4%	11.2%	14.2%	7.4%	5.2%	10.7%	612	641	713	1	1	1
DHS	9.9%	9.3%	8.9%	42.9%	45.3%	46.1%	16.7%	17.2%	17.2%	16.9%	16.0%	16.1%	13.7%	12.2%	11.7%	46,457	42,783	42,358	110	118	108
DOC	11.4%	11.5%	12.4%	43.1%	42.3%	46.3%	18.7%	18.4%	18.3%	17.2%	18.4%	15.2%	9.7%	9.4%	7.8%	9,709	10,028	9,770	10	17	11
DOE	11.6%	9.5%	8.9%	47.8%	46.8%	46.0%	16.2%	17.1%	17.3%	15.9%	18.0%	18.3%	8.5%	8.7%	9.4%	8,001	8,404	6,442	15	13	12
DOI	8.6%	7.4%	6.7%	39.5%	39.8%	39.6%	17.8%	17.8%	18.6%	20.4%	21.6%	21.2%	13.7%	13.5%	13.8%	22,729	26,039	18,130	35	42	28
DOJ	14.3%	13.3%	11.8%	51.3%	51.3%	51.2%	14.7%	15.5%	15.8%	12.5%	13.4%	13.8%	7.1%	6.5%	7.4%	16,340	20,025	17,019	21	27	31
DOL	13.2%	11.0%	9.5%	46.3%	45.0%	44.8%	15.9%	17.2%	17.0%	14.7%	16.0%	17.0%	10.0%	10.8%	11.7%	11,145	11,245	10,836	19	19	26
DOT	12.4%	12.1%	10.3%	50.2%	50.1%	50.2%	15.6%	16.4%	16.7%	13.7%	14.1%	14.9%	8.1%	7.4%	7.8%	14,714	15,463	11,560	25	26	13
Educ	11.7%	12.7%	12.5%	41.0%	41.1%	42.1%	13.8%	14.1%	13.4%	17.3%	17.6%	18.7%	16.3%	14.5%	13.3%	2,841	2,672	2,391	6	7	7
EEOC	11.3%	11.5%	9.4%	36.5%	37.2%	34.9%	15.6%	13.7%	14.3%	20.0%	21.4%	21.7%	16.6%	16.3%	19.7%	1,492	1,238	1,112	2	3	1
EPA	8.5%	8.3%	7.2%	45.0%	43.3%	42.7%	17.7%	16.9%	19.0%	19.1%	20.2%	20.5%	9.7%	11.3%	10.6%	10,063	4,428	3,826	16	5	8
FCC	15.6%	14.1%	14.4%	49.0%	49.2%	55.9%	17.9%	16.2%	16.0%	12.0%	13.8%	7.9%	5.5%	6.7%	5.8%	635	566	693	5	1	1
FERC	23.8%	23.9%	22.1%	50.2%	50.5%	53.1%	11.9%	12.5%	11.1%	9.6%	8.8%	9.6%	4.6%	4.3%	4.1%	1,143	987	888	3	1	0
FTC	24.0%	19.5%	25.5%	52.3%	53.6%	48.4%	11.1%	14.6%	12.7%	8.4%	8.5%	9.4%	4.2%	3.8%	4.0%	636	624	510	1	1	1

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

(10) My workload is reasonable.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do l	Not Knov	N
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
																		_			
GSA	16.3%	14.4%	12.6%	44.9%	45.4%	45.9%	15.6%	15.9%	16.8%	14.1%	15.4%	15.6%	9.1%	8.9%	9.1%	6,997	7,803	8,451	9	14	8
HHS	13.5%	12.8%	11.6%	47.4%	46.9%	47.3%	15.7%	16.1%	16.4%	15.3%	15.6%	15.8%	8.1%	8.5%	9.0%	39,967	36,410	32,461	63	70	52
HUD	12.3%	10.3%	7.9%	41.6%	42.1%	40.7%	15.9%	16.6%	15.9%	17.4%	17.1%	19.0%	12.8%	13.9%	16.5%	5,388	5,328	3,821	10	16	18
NARA	15.0%	13.5%	10.1%	44.8%	39.2%	40.3%	15.0%	16.4%	17.8%	15.0%	17.4%	18.8%	10.3%	13.5%	13.1%	1,837	1,696	1,653	3	5	6
NASA	18.2%	17.0%	16.2%	48.5%	49.2%	50.3%	15.1%	15.2%	15.7%	13.3%	13.4%	13.2%	4.9%	5.2%	4.6%	11,122	9,877	9,371	7	12	2
NCUA	15.8%	12.0%	13.5%	47.4%	48.6%	45.9%	13.4%	15.5%	14.4%	14.8%	15.9%	15.3%	8.5%	8.0%	10.8%	651	771	804	1	1	2
NLRB	12.4%	13.6%	10.7%	42.5%	45.7%	48.9%	14.9%	16.7%	16.7%	17.7%	15.3%	15.0%	12.5%	8.6%	8.8%	877	893	690	1	1	0
NRC	18.4%	20.4%	18.8%	52.5%	51.9%	51.8%	12.7%	11.8%	12.4%	11.1%	10.4%	11.9%	5.3%	5.5%	5.2%	2,134	2,658	2,439	2	2	2
NSF	13.1%	11.7%	9.9%	37.1%	39.8%	39.1%	16.5%	13.9%	16.5%	21.5%	20.6%	20.2%	11.9%	14.1%	14.3%	843	895	911	1	1	1
ОМВ	9.5%	7.1%	3.0%	38.5%	38.1%	34.4%	18.5%	17.8%	19.5%	25.7%	26.7%	30.1%	7.9%	10.3%	13.0%	348	304	301	1	0	0
ОРМ	14.4%	13.5%	13.8%	45.1%	45.9%	46.8%	14.3%	15.5%	16.3%	16.2%	15.7%	14.4%	9.9%	9.3%	8.6%	3,164	3,346	3,565	5	12	6
PBGC	14.6%	14.2%	12.7%	52.0%	46.1%	43.4%	13.9%	15.1%	16.7%	13.8%	15.4%	17.6%	5.7%	9.2%	9.5%	565	625	479	0	0	0
RRB	11.4%	12.3%	12.7%	45.1%	47.2%	52.0%	15.0%	16.6%	14.8%	16.4%	15.5%	12.3%	12.1%	8.4%	8.2%	316	478	522	0	0	1
SBA	9.7%	10.2%	11.8%	44.8%	42.6%	41.5%	14.6%	16.3%	15.7%	16.4%	17.0%	19.1%	14.4%	14.0%	11.8%	1,361	1,286	1,373	4	2	3
SEC	17.6%	14.6%	12.3%	53.5%	51.1%	51.7%	13.2%	13.7%	15.0%	10.8%	13.2%	13.9%	4.9%	7.4%	7.1%	3,180	1,908	2,454	3	3	1

SOURCE: Federal Employee Viewpoint Survey

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

(10) My workload is reasonable.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do I	Not Knov	N
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	11.5%	10.6%	45.6%	45.5%	45.9%	16.2%	16.5%	16.7%	16.2%	16.4%	16.7%	10.1%	10.1%	10.2%	403,398	417,538	388,209	693	784	720
SSA	12.3%	13.3%	11.9%	38.5%	40.1%	39.6%	15.2%	15.3%	16.0%	18.7%	18.6%	19.8%	15.3%	12.6%	12.7%	8,825	10,407	9,431	9	22	13
State	9.9%	9.1%	9.4%	44.0%	47.6%	47.8%	15.9%	14.3%	15.3%	20.7%	19.6%	18.5%	9.5%	9.3%	9.0%	5,213	4,021	3,732	4	4	5
Treas	11.6%	10.8%	10.8%	46.0%	45.4%	46.4%	15.9%	15.8%	15.4%	15.6%	16.4%	16.6%	10.9%	11.6%	10.7%	44,959	51,114	50,441	110	95	123
USAID	7.1%	6.7%	6.6%	38.5%	39.9%	37.8%	16.2%	15.1%	16.5%	23.4%	22.0%	23.5%	14.9%	16.2%	15.7%	2,259	1,979	2,015	0	3	5
USDA	8.7%	7.1%	6.1%	43.6%	42.4%	42.2%	17.6%	18.0%	18.2%	19.3%	20.5%	21.6%	10.9%	12.1%	12.0%	22,661	20,444	19,936	18	30	29
VA	11.8%	11.3%	11.0%	44.1%	42.8%	42.6%	16.1%	16.3%	16.3%	16.5%	17.1%	17.6%	11.4%	12.5%	12.6%	29,942	31,779	27,222	57	80	64
Small Agencies	15.7%	14.6%	13.4%	46.7%	46.6%	45.3%	14.5%	14.2%	14.9%	13.9%	14.7%	16.9%	9.2%	9.8%	9.6%	5,361	5,081	4,709	6	6	8
DOD	12.2%	12.2%	10.9%	47.1%	46.9%	47.6%	16.2%	16.8%	16.9%	15.8%	15.6%	15.9%	8.7%	8.5%	8.7%	58,023	72,205	74,143	106	113	121
USACE	9.8%	10.1%	7.3%	47.5%	48.1%	48.2%	17.2%	16.9%	17.1%	17.9%	17.6%	18.4%	7.5%	7.4%	9.0%	3,569	4,257	2,406	3	7	1
Air Force	13.4%	12.4%	11.2%	46.9%	47.8%	49.0%	16.0%	16.3%	16.4%	15.2%	15.6%	15.2%	8.5%	7.9%	8.3%	15,408	18,610	18,938	24	20	30
Army‡	12.0%	12.4%	11.2%	46.4%	45.8%	46.5%	15.8%	16.6%	16.7%	15.5%	15.9%	16.2%	10.2%	9.3%	9.5%	13,310	16,513	19,724	38	27	38
Navy‡	10.8%	11.1%	9.7%	47.7%	46.7%	48.1%	17.1%	18.1%	17.7%	16.7%	15.7%	16.3%	7.7%	8.4%	8.2%	11,036	16,072	17,559	15	26	23
Marine Corps	12.5%	12.9%	13.8%	46.5%	48.8%	46.3%	19.2%	15.5%	16.7%	14.6%	14.6%	14.8%	7.2%	8.2%	8.4%	1,202	1,665	1,699	3	2	2
DOD 4th Estate	14.3%	14.1%	12.6%	47.3%	47.1%	46.7%	14.9%	15.4%	16.7%	15.1%	14.8%	15.3%	8.4%	8.6%	8.8%	13,498	15,088	13,817	23	31	27

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	1	Stroi	ngly Disa	agree	Item Re	esponse T	otal**	Do	Not Knov	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
BBG	15.8%	16.6%	12.8%	35.0%	36.7%	38.1%	16.8%	15.6%	18.7%	16.0%	15.1%	16.2%	16.3%	16.0%	14.1%	868	1,054	1,009	8	7	5
CSOSA	18.4%	17.8%	16.7%	37.5%	35.3%	35.6%	18.0%	18.0%	16.3%	15.2%	17.0%	17.2%	10.9%	11.8%	14.2%	592	625	681	6	3	11
DHS	12.0%	10.8%	10.5%	34.1%	32.4%	32.9%	18.2%	18.0%	18.2%	18.0%	19.9%	19.8%	17.7%	18.9%	18.6%	45,478	42,376	41,105	268	369	326
DOC	18.1%	17.9%	18.3%	43.7%	42.3%	43.7%	17.6%	17.8%	17.5%	13.3%	14.1%	12.7%	7.4%	7.9%	7.8%	9,554	9,844	9,570	38	29	40
DOE	17.7%	14.2%	13.0%	42.9%	42.2%	40.8%	15.9%	16.5%	16.7%	13.7%	16.3%	18.2%	9.8%	10.9%	11.3%	7,864	8,152	6,267	33	34	26
DOI	15.8%	14.5%	14.0%	43.4%	43.2%	42.1%	16.8%	17.3%	17.7%	14.3%	15.0%	15.9%	9.7%	10.1%	10.3%	22,255	25,230	17,584	72	86	64
DOJ	18.4%	18.1%	16.1%	42.7%	43.5%	43.2%	15.7%	16.2%	17.3%	14.0%	14.2%	14.4%	9.3%	8.0%	9.1%	15,997	19,483	16,562	59	67	70
DOL	18.2%	16.4%	14.3%	41.6%	40.8%	40.6%	17.0%	17.9%	18.1%	13.4%	14.3%	15.4%	9.8%	10.7%	11.7%	10,904	10,918	10,549	48	51	61
DOT	16.9%	16.6%	14.5%	44.9%	43.7%	42.8%	15.8%	16.5%	16.6%	13.5%	13.8%	16.1%	8.9%	9.3%	10.0%	14,374	14,952	11,178	51	68	46
Educ	18.5%	18.2%	17.3%	38.6%	40.5%	39.6%	16.2%	14.2%	14.7%	15.3%	16.9%	16.6%	11.5%	10.2%	11.8%	2,793	2,615	2,345	7	12	7
EEOC	19.6%	20.5%	17.3%	41.6%	37.6%	39.1%	16.0%	15.8%	15.7%	13.2%	14.4%	15.2%	9.6%	11.8%	12.7%	1,440	1,191	1,074	5	3	4
EPA	14.6%	13.3%	12.5%	43.4%	41.4%	40.0%	17.3%	16.3%	16.6%	15.4%	16.9%	19.3%	9.3%	12.1%	11.5%	9,788	4,288	3,692	44	13	14
FCC	18.9%	16.9%	15.2%	36.8%	39.5%	48.4%	19.6%	16.3%	15.6%	12.5%	15.7%	11.4%	12.2%	11.6%	9.4%	624	547	672	7	4	2
FERC	24.4%	25.1%	20.4%	42.3%	41.6%	43.1%	16.3%	15.1%	15.4%	11.0%	11.2%	12.0%	6.0%	7.0%	9.1%	1,124	976	878	4	1	5
FTC	32.2%	28.6%	28.2%	42.4%	40.6%	41.1%	9.9%	11.6%	10.4%	10.9%	12.8%	12.0%	4.7%	6.4%	8.4%	630	617	508	1	0	1

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree		Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
GSA	22.8%	19.9%	18.0%	42.1%	41.2%	41.5%	15.8%	17.0%	18.1%	11.3%	12.8%	13.6%	8.0%	9.1%	8.8%	6,875	7,595	8,279	23	33	29
HHS	19.6%	18.3%	16.9%	43.7%	43.2%	42.5%	15.5%	16.4%	16.5%	13.0%	13.5%	14.6%	8.2%	8.6%	9.5%	39,292	35,542	31,703	143	144	148
HUD	17.4%	15.3%	12.3%	39.1%	37.3%	35.4%	16.9%	17.1%	16.5%	15.0%	16.9%	18.4%	11.6%	13.4%	17.4%	5,288	5,198	3,738	23	29	25
NARA	19.5%	17.8%	15.2%	38.3%	37.6%	35.3%	15.0%	15.4%	15.0%	15.2%	14.8%	18.5%	12.0%	14.4%	15.9%	1,812	1,651	1,629	8	10	7
NASA	29.1%	26.5%	24.8%	43.7%	44.8%	45.1%	12.7%	13.6%	14.4%	9.6%	9.8%	10.3%	4.9%	5.4%	5.4%	10,919	9,646	9,179	29	23	17
NCUA	21.3%	20.2%	20.3%	46.3%	45.9%	47.7%	14.1%	16.7%	13.9%	11.1%	11.0%	12.4%	7.1%	6.2%	5.8%	637	747	789	1	3	1
NLRB	17.7%	20.6%	16.6%	41.9%	42.1%	40.8%	15.8%	13.5%	16.7%	14.1%	14.4%	16.2%	10.6%	9.4%	9.7%	843	861	675	3	2	3
NRC	21.4%	23.2%	21.2%	44.4%	43.8%	43.7%	13.9%	13.4%	14.5%	11.4%	12.1%	12.8%	8.8%	7.5%	7.9%	2,101	2,592	2,396	8	12	9
NSF	23.8%	22.0%	20.8%	37.5%	39.5%	38.3%	14.5%	14.2%	18.0%	15.4%	14.1%	12.9%	8.8%	10.1%	10.0%	826	865	881	2	3	3
ОМВ	21.2%	21.7%	16.1%	52.4%	45.1%	48.9%	13.6%	20.3%	17.2%	9.7%	11.7%	14.7%	3.1%	1.3%	3.1%	344	296	299	0	1	0
ОРМ	19.2%	17.3%	17.2%	42.7%	43.8%	44.6%	17.5%	18.1%	17.3%	11.9%	11.9%	13.2%	8.7%	8.9%	7.8%	3,081	3,258	3,459	18	14	15
PBGC	21.7%	20.1%	18.6%	42.5%	40.3%	39.3%	14.9%	15.9%	18.0%	14.0%	15.2%	14.4%	6.8%	8.4%	9.6%	547	610	466	0	6	4
RRB	17.3%	18.7%	16.0%	43.2%	41.9%	46.3%	18.7%	19.9%	16.6%	11.8%	11.0%	12.4%	9.0%	8.4%	8.7%	302	446	502	2	0	3
SBA	16.3%	15.6%	18.4%	38.5%	37.2%	37.6%	16.6%	16.2%	16.0%	13.2%	16.7%	15.4%	15.4%	14.2%	12.5%	1,329	1,248	1,332	7	13	8
SEC	19.5%	16.1%	14.6%	43.2%	43.5%	42.3%	15.6%	14.9%	16.0%	13.8%	13.9%	16.2%	8.0%	11.7%	10.9%	3,130	1,876	2,401	5	7	7

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	17.1%	16.5%	15.5%	41.3%	41.2%	41.0%	16.5%	16.7%	17.2%	14.6%	15.0%	15.6%	10.5%	10.5%	10.7%	394,751	406,246	377,178	1,759	1,945	1,880
SSA	16.2%	17.4%	15.2%	38.9%	39.6%	39.7%	17.9%	18.0%	18.6%	15.4%	14.8%	16.3%	11.6%	10.1%	10.3%	8,624	10,042	9,149	50	53	57
State	15.1%	16.9%	14.7%	44.7%	43.3%	47.7%	17.3%	16.6%	16.7%	14.8%	15.1%	14.0%	8.1%	8.0%	7.0%	5,117	3,911	3,628	25	14	16
Treas	15.7%	15.2%	14.9%	41.3%	41.4%	42.1%	17.8%	17.4%	17.5%	14.6%	15.0%	15.2%	10.6%	11.0%	10.2%	43,802	49,501	48,922	249	302	283
USAID	13.6%	14.6%	12.3%	43.1%	40.4%	39.5%	17.2%	17.5%	18.2%	16.3%	18.0%	19.4%	9.8%	9.5%	10.6%	2,223	1,927	1,970	2	12	9
USDA	15.2%	13.2%	11.9%	46.6%	46.1%	45.4%	17.2%	17.7%	18.5%	13.0%	14.3%	15.4%	7.9%	8.7%	8.9%	22,124	19,838	19,368	60	50	52
VA	17.6%	16.9%	17.2%	40.7%	40.9%	40.2%	16.1%	16.0%	15.9%	14.8%	15.2%	15.5%	10.8%	10.9%	11.1%	29,188	30,577	26,146	141	161	166
Small Agencies	20.6%	19.1%	18.0%	40.7%	41.6%	39.1%	14.9%	14.3%	15.6%	13.2%	14.3%	15.6%	10.6%	10.8%	11.7%	5,268	4,969	4,589	28	25	20
DOD	17.8%	17.5%	16.2%	41.8%	42.4%	42.0%	16.2%	16.5%	17.4%	14.5%	14.3%	14.9%	9.8%	9.3%	9.6%	56,794	70,182	72,004	281	281	316
USACE	16.6%	15.8%	12.6%	46.6%	47.3%	45.4%	16.0%	16.1%	18.3%	13.6%	13.0%	14.8%	7.1%	7.9%	8.8%	3,489	4,127	2,333	13	19	2
Air Force	18.8%	18.1%	16.4%	41.7%	42.8%	42.3%	15.6%	15.9%	17.0%	13.9%	14.7%	14.9%	9.9%	8.5%	9.4%	15,094	18,145	18,430	80	62	78
Army‡	17.4%	17.5%	16.5%	40.7%	41.5%	41.3%	15.9%	16.2%	17.2%	15.3%	14.5%	14.9%	10.7%	10.4%	10.0%	13,030	15,947	19,081	77	77	103
Na∨y‡	17.0%	16.9%	15.8%	43.6%	43.4%	42.9%	17.1%	17.2%	17.9%	13.7%	13.7%	14.6%	8.6%	8.7%	8.8%	10,811	15,646	17,037	43	64	57
Marine Corps	19.5%	18.6%	20.5%	38.3%	39.9%	39.2%	16.1%	17.5%	15.5%	14.7%	14.3%	15.2%	11.4%	9.6%	9.5%	1,165	1,621	1,656	7	7	7
DOD 4th Estate	18.5%	17.9%	16.4%	39.3%	40.2%	40.4%	16.0%	16.9%	17.3%	15.7%	14.8%	15.5%	10.6%	10.1%	10.4%	13,205	14,696	13,467	61	52	69

SOURCE: Federal Employee Viewpoint Survey

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

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Knov	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
BBG	33.0%	32.6%	29.8%	42.0%	43.9%	46.7%	10.7%	11.1%	12.4%	6.5%	6.5%	6.2%	7.7%	5.9%	4.8%	880	1,076	1,034	12	10	5
CSOSA	40.4%	39.8%	40.5%	49.0%	49.6%	47.2%	7.2%	6.3%	6.5%	1.8%	2.2%	3.5%	1.6%	2.0%	2.2%	610	642	709	1	0	3
DHS	26.4%	23.8%	24.1%	48.9%	48.7%	50.7%	11.9%	12.6%	12.0%	6.5%	7.1%	6.8%	6.4%	7.8%	6.4%	46,308	42,537	42,185	230	273	257
DOC	33.9%	33.4%	35.4%	52.0%	51.5%	50.8%	8.6%	9.3%	8.5%	3.5%	3.9%	3.4%	2.0%	1.9%	1.8%	9,689	10,020	9,792	20	31	31
DOE	32.4%	28.9%	26.6%	51.1%	52.3%	53.3%	9.7%	10.8%	11.5%	4.1%	4.9%	5.8%	2.8%	3.1%	2.9%	7,992	8,384	6,439	24	28	23
DOI	30.5%	28.7%	27.7%	51.1%	52.1%	53.2%	10.7%	11.1%	11.3%	4.8%	5.1%	5.1%	2.9%	3.0%	2.6%	22,778	26,002	18,148	66	94	67
DOJ	32.5%	31.6%	29.3%	52.0%	53.3%	54.5%	9.5%	9.5%	10.1%	3.9%	3.8%	3.9%	2.1%	1.9%	2.2%	16,294	20,005	17,027	63	50	62
DOL	35.1%	33.6%	29.8%	51.5%	52.3%	54.3%	8.3%	8.9%	9.8%	3.1%	3.1%	3.7%	2.1%	2.2%	2.3%	11,139	11,242	10,829	35	32	41
DOT	30.5%	30.3%	27.5%	53.1%	52.1%	53.6%	9.9%	10.8%	11.1%	4.4%	4.3%	5.3%	2.1%	2.5%	2.5%	14,718	15,463	11,560	42	48	46
Educ	33.4%	34.2%	32.3%	50.8%	51.1%	50.9%	8.7%	8.6%	8.8%	4.3%	3.7%	5.3%	2.8%	2.4%	2.7%	2,838	2,674	2,382	3	10	10
EEOC	42.1%	41.8%	39.1%	47.6%	47.3%	47.2%	6.5%	5.1%	8.2%	2.2%	3.7%	3.3%	1.6%	2.1%	2.2%	1,486	1,234	1,115	3	6	1
EPA	31.2%	30.9%	27.9%	53.2%	52.2%	53.0%	9.7%	9.6%	11.6%	3.8%	4.6%	4.9%	2.1%	2.7%	2.7%	10,048	4,415	3,832	31	15	12
FCC	28.5%	30.2%	27.1%	51.2%	48.4%	55.9%	11.0%	12.6%	10.9%	5.7%	4.9%	3.9%	3.7%	3.9%	2.1%	633	563	692	8	5	6
FERC	41.3%	41.3%	37.3%	46.7%	45.3%	49.2%	7.2%	8.2%	8.3%	3.1%	3.6%	3.3%	1.7%	1.7%	1.9%	1,144	984	881	1	3	2
FTC	54.9%	48.9%	50.3%	37.4%	41.6%	36.2%	4.5%	5.6%	7.8%	2.4%	2.0%	3.8%	0.9%	1.9%	2.0%	638	620	512	2	1	1

SOURCE: Federal Employee Viewpoint Survey

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Ag	ree		Agree			her Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
																		_			
GSA	34.5%	32.2%	30.3%	49.8%	50.6%	51.8%	9.5%	10.1%	11.0%	3.8%	4.1%	4.4%	2.3%	2.9%	2.6%	6,981	7,764	8,445	13	25	31
HHS	35.9%	34.2%	32.2%	50.9%	51.8%	52.8%	8.5%	8.6%	9.4%	3.1%	3.5%	3.6%	1.7%	1.9%	2.1%	39,907	36,404	32,446	98	91	110
HUD	31.2%	29.2%	23.6%	51.0%	51.4%	51.4%	10.8%	11.3%	12.7%	4.4%	4.6%	6.4%	2.6%	3.5%	5.9%	5,395	5,314	3,830	14	29	28
NARA	35.0%	32.0%	28.8%	47.1%	48.1%	48.1%	9.8%	11.4%	11.7%	5.0%	4.4%	6.5%	3.1%	4.2%	4.9%	1,834	1,699	1,654	7	6	8
NASA	46.1%	43.9%	41.2%	43.7%	44.7%	46.0%	6.7%	7.7%	8.2%	2.3%	2.4%	3.3%	1.2%	1.3%	1.3%	11,129	9,841	9,359	14	23	20
NCUA	33.7%	32.4%	31.3%	53.0%	54.0%	55.5%	8.2%	8.5%	7.9%	3.1%	3.5%	3.2%	2.1%	1.6%	2.1%	654	773	804	1	3	1
NLRB	37.8%	41.7%	35.9%	50.8%	48.6%	50.1%	6.2%	5.8%	9.1%	3.5%	2.3%	3.1%	1.6%	1.6%	1.9%	876	891	690	1	2	1
NRC	41.4%	43.9%	42.4%	48.4%	46.2%	47.2%	5.6%	5.9%	6.2%	2.5%	2.6%	2.8%	2.1%	1.4%	1.3%	2,127	2,656	2,455	6	4	5
NSF	48.9%	44.0%	41.7%	41.5%	45.6%	45.3%	5.4%	7.0%	7.0%	3.1%	2.4%	3.1%	1.1%	1.1%	2.9%	848	889	909	0	2	1
ОМВ	36.4%	31.4%	23.4%	48.4%	49.9%	50.7%	9.0%	11.0%	11.8%	4.4%	5.8%	10.8%	1.9%	1.8%	3.3%	349	305	303	0	0	1
ОРМ	36.1%	33.9%	35.0%	50.5%	53.1%	52.5%	8.7%	8.5%	7.2%	3.1%	2.7%	3.8%	1.7%	1.7%	1.4%	3,151	3,346	3,562	15	14	15
PBGC	43.1%	43.2%	45.0%	46.9%	45.4%	44.5%	5.3%	7.3%	6.2%	3.3%	1.9%	2.3%	1.4%	2.2%	2.0%	564	626	475	0	0	3
RRB	40.7%	38.4%	34.1%	47.5%	48.9%	51.7%	7.8%	10.0%	8.4%	2.0%	1.4%	4.1%	2.0%	1.3%	1.7%	314	476	521	0	1	2
SBA	31.2%	29.2%	29.8%	49.2%	50.0%	52.0%	9.9%	11.6%	10.7%	5.5%	5.6%	5.2%	4.2%	3.6%	2.3%	1,348	1,285	1,378	9	9	7
SEC	37.9%	35.8%	31.1%	49.4%	49.5%	53.3%	8.2%	7.6%	8.9%	2.7%	4.5%	4.1%	1.7%	2.6%	2.6%	3,170	1,903	2,454	6	4	2

SOURCE: Federal Employee Viewpoint Survey

(12) I know how my work relates to the agency's goals and priorities.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Dol	Not Knov	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	31.5%	30.3%	28.9%	51.6%	52.2%	53.0%	9.9%	10.3%	10.7%	4.2%	4.4%	4.6%	2.8%	2.9%	2.8%	402,835	416,802	388,298	1,337	1,495	1,540
SSA	35.3%	35.5%	33.7%	52.8%	53.5%	54.6%	7.7%	7.3%	7.9%	2.7%	2.5%	2.6%	1.6%	1.2%	1.2%	8,802	10,446	9,430	18	15	28
State	34.4%	34.4%	32.7%	51.6%	52.5%	52.7%	8.1%	8.1%	9.3%	4.0%	3.6%	3.7%	1.9%	1.4%	1.6%	5,205	4,029	3,747	11	10	6
Treas	28.0%	27.5%	27.6%	53.2%	53.5%	54.7%	10.8%	10.9%	10.4%	4.8%	4.9%	4.5%	3.2%	3.3%	2.8%	44,864	51,045	50,485	218	227	230
USAID	32.2%	33.5%	30.7%	53.9%	51.6%	51.8%	8.0%	8.4%	9.8%	3.9%	4.5%	5.1%	1.9%	2.0%	2.6%	2,263	1,981	2,018	3	9	7
USDA	28.1%	26.3%	24.0%	56.0%	56.6%	57.4%	10.0%	10.5%	11.6%	3.9%	4.4%	4.6%	1.9%	2.1%	2.4%	22,631	20,402	19,958	48	47	67
VA	31.3%	30.6%	30.1%	52.7%	52.9%	53.0%	9.9%	10.1%	10.6%	3.6%	3.9%	3.9%	2.5%	2.4%	2.4%	29,958	31,770	27,309	109	120	104
Small Agencies	38.6%	37.1%	35.0%	45.6%	46.0%	47.9%	8.4%	9.0%	9.1%	4.2%	4.3%	4.7%	3.2%	3.6%	3.4%	5,348	5,080	4,715	18	5	15
DOD	31.6%	30.3%	28.6%	51.4%	52.4%	53.1%	10.0%	10.5%	11.0%	4.4%	4.3%	4.7%	2.6%	2.4%	2.5%	57,922	72,016	74,214	187	243	281
USACE	29.9%	28.1%	23.3%	53.7%	54.9%	57.4%	10.2%	10.9%	11.7%	4.2%	4.2%	5.5%	2.0%	1.9%	2.1%	3,572	4,262	2,415	5	14	7
Air Force	32.6%	31.3%	28.8%	50.4%	52.8%	52.6%	9.8%	9.5%	11.0%	4.6%	4.3%	5.0%	2.7%	2.2%	2.6%	15,390	18,508	18,978	50	67	70
Army‡	30.6%	29.6%	28.2%	51.4%	52.0%	52.8%	10.6%	11.1%	11.3%	4.5%	4.6%	4.9%	3.0%	2.7%	2.8%	13,310	16,483	19,723	43	60	87
Navy‡	30.8%	29.7%	28.3%	53.2%	53.0%	54.0%	9.8%	10.8%	11.1%	4.2%	4.3%	4.3%	2.1%	2.2%	2.3%	11,007	16,032	17,568	44	51	57
Marine Corps	35.9%	33.7%	36.6%	45.6%	49.9%	49.1%	10.8%	9.2%	8.7%	4.6%	4.3%	3.4%	3.2%	2.8%	2.2%	1,207	1,661	1,697	2	6	7
DOD 4th Estate	33.4%	31.7%	30.0%	50.1%	51.3%	52.0%	9.6%	10.3%	10.7%	4.3%	4.0%	4.7%	2.6%	2.7%	2.6%	13,436	15,070	13,833	43	45	53

SOURCE: Federal Employee Viewpoint Survey

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

(13) The work I do is important.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
BBG	50.7%	52.1%	49.5%	36.7%	36.0%	40.6%	6.5%	7.9%	6.3%	3.2%	2.1%	1.7%	2.8%	1.9%	1.9%	878	1,064	1,022	6	10	6
CSOSA	57.9%	58.2%	55.9%	36.3%	35.3%	35.4%	4.1%	4.7%	5.7%	0.8%	0.9%	1.2%	0.9%	0.9%	1.8%	606	637	701	2	1	3
DHS	50.5%	47.4%	48.0%	36.4%	37.2%	37.8%	7.4%	8.3%	8.0%	2.6%	3.1%	2.9%	3.2%	4.0%	3.2%	45,925	42,602	41,814	191	226	199
DOC	47.7%	47.8%	48.3%	42.6%	41.9%	42.0%	7.2%	7.7%	7.0%	1.5%	1.7%	1.8%	1.1%	0.9%	0.9%	9,597	9,922	9,679	36	28	30
DOE	45.7%	43.7%	40.4%	42.4%	42.9%	45.5%	8.0%	9.1%	9.2%	2.0%	2.8%	3.0%	1.9%	1.6%	1.9%	7,939	8,297	6,387	26	20	21
DOI	47.5%	46.6%	46.2%	42.5%	43.1%	43.1%	7.1%	7.4%	7.9%	1.7%	1.6%	1.6%	1.2%	1.2%	1.2%	22,584	25,750	17,957	59	85	56
DOJ	48.5%	48.9%	46.3%	41.1%	40.6%	42.7%	6.8%	7.2%	7.6%	2.1%	1.9%	2.1%	1.5%	1.3%	1.3%	16,171	19,828	16,870	45	46	42
DOL	53.1%	51.8%	51.4%	37.9%	38.8%	38.4%	6.5%	6.8%	7.3%	1.5%	1.6%	1.7%	0.9%	1.1%	1.2%	11,023	11,116	10,742	30	21	25
DOT	51.3%	50.8%	47.6%	39.3%	39.6%	41.7%	6.4%	6.7%	7.4%	2.0%	1.8%	2.0%	1.0%	1.1%	1.4%	14,606	15,297	11,404	27	34	40
Educ	49.6%	50.0%	47.2%	39.9%	39.0%	41.2%	6.6%	7.5%	7.5%	2.0%	1.8%	2.4%	1.9%	1.6%	1.7%	2,805	2,640	2,366	8	6	5
EEOC	64.0%	62.9%	62.7%	30.1%	31.3%	31.6%	3.8%	4.3%	4.0%	1.2%	0.8%	1.0%	0.9%	0.9%	0.7%	1,455	1,222	1,095	2	3	3
EPA	43.8%	43.5%	39.6%	44.5%	42.8%	45.4%	8.3%	9.4%	10.8%	2.1%	2.9%	2.5%	1.3%	1.4%	1.7%	9,956	4,354	3,791	24	18	11
FCC	39.1%	39.0%	38.2%	45.9%	45.2%	46.2%	10.7%	10.4%	10.7%	2.4%	2.6%	3.3%	1.8%	2.8%	1.6%	633	559	680	8	2	7
FERC	49.7%	50.2%	44.8%	39.1%	38.2%	42.1%	8.0%	7.5%	9.7%	1.4%	2.9%	2.3%	1.8%	1.2%	1.1%	1,130	973	875	1	3	2
FTC	57.5%	53.5%	51.5%	32.4%	38.0%	37.2%	6.0%	5.5%	5.7%	3.5%	1.5%	4.0%	0.6%	1.5%	1.6%	628	616	505	2	4	1

SOURCE: Federal Employee Viewpoint Survey

(13) The work I do is important.

	Stro	ongly Ag	ree		Agree			her Agre Disagree			Disagree	•	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
GSA	44.7%	42.9%	41.0%	43.5%	43.9%	45.7%	8.3%	9.5%	9.4%	2.0%	2.3%	2.2%	1.5%	1.4%	1.6%	6,898	7,661	8,347	21	22	32
HHS	51.6%	50.6%	48.7%	39.8%	40.4%	41.7%	6.2%	6.5%	6.9%	1.4%	1.6%	1.7%	1.0%	0.9%	1.0%	39,540	36,024	32,132	85	84	85
HUD	45.7%	45.3%	40.7%	41.8%	41.1%	44.2%	8.4%	8.9%	9.5%	2.4%	2.8%	2.5%	1.8%	1.9%	3.1%	5,329	5,253	3,765	21	17	19
NARA	53.9%	54.0%	50.9%	36.8%	35.3%	38.0%	6.3%	7.6%	7.5%	1.8%	1.7%	2.1%	1.3%	1.5%	1.5%	1,824	1,686	1,640	5	3	4
NASA	52.0%	49.6%	47.2%	38.4%	39.8%	41.2%	7.1%	7.5%	8.4%	1.8%	2.0%	2.2%	0.8%	1.0%	0.9%	11,014	9,737	9,254	24	34	23
NCUA	44.3%	46.7%	45.1%	48.1%	43.3%	44.8%	4.3%	7.3%	6.8%	2.4%	2.3%	1.8%	0.8%	0.4%	1.5%	646	763	800	3	0	1
NLRB	51.9%	55.9%	51.6%	38.7%	36.4%	38.9%	5.8%	5.5%	6.1%	3.3%	1.3%	2.9%	0.3%	0.9%	0.6%	861	886	687	2	2	1
NRC	46.2%	49.3%	47.7%	42.2%	40.0%	41.6%	8.2%	7.3%	7.6%	2.2%	2.3%	1.9%	1.3%	1.2%	1.3%	2,118	2,631	2,418	7	6	6
NSF	56.6%	55.2%	53.3%	34.0%	36.6%	36.1%	7.2%	5.7%	7.1%	1.2%	1.5%	2.0%	0.9%	1.0%	1.5%	842	885	882	0	2	3
ОМВ	51.8%	50.6%	44.5%	39.0%	39.8%	45.3%	7.6%	8.9%	8.1%	1.0%	0.4%	1.1%	0.6%	0.4%	1.1%	347	301	300	1	1	2
ОРМ	57.2%	57.6%	57.4%	35.2%	34.7%	35.2%	5.3%	5.4%	5.5%	1.4%	1.4%	1.1%	0.9%	0.9%	0.7%	3,142	3,307	3,521	8	11	8
PBGC	54.7%	52.6%	51.6%	38.0%	39.4%	37.8%	5.1%	6.1%	7.3%	1.1%	1.2%	1.7%	1.1%	0.7%	1.6%	552	620	475	0	0	0
RRB	55.1%	56.9%	55.0%	36.3%	35.4%	36.2%	7.6%	5.4%	5.9%	0.9%	1.2%	2.4%	0.0%	1.1%	0.5%	309	468	510	0	0	2
SBA	45.0%	44.3%	46.6%	43.3%	42.6%	42.6%	6.6%	8.8%	8.0%	2.2%	2.7%	1.7%	2.8%	1.6%	1.2%	1,339	1,266	1,354	6	3	4
SEC	49.8%	46.8%	47.3%	40.3%	41.0%	41.1%	6.4%	8.4%	7.8%	2.3%	2.8%	2.4%	1.1%	1.0%	1.4%	3,167	1,871	2,433	6	5	2

SOURCE: Federal Employee Viewpoint Survey

(13) The work I do is important.

	Stre	ongly Ag	jree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	50.2%	49.6%	48.2%	40.1%	40.4%	41.4%	6.6%	6.8%	7.1%	1.8%	1.8%	1.9%	1.4%	1.4%	1.3%	399,340	413,090	384,209	1,152	1,176	1,147
SSA	59.8%	60.4%	58.3%	34.1%	34.2%	35.6%	4.5%	3.8%	4.5%	0.9%	0.9%	1.0%	0.7%	0.7%	0.6%	8,712	10,328	9,367	12	10	16
State	48.3%	49.3%	48.1%	40.4%	40.5%	40.5%	7.8%	7.1%	8.0%	2.4%	2.1%	2.4%	1.0%	1.0%	0.9%	5,154	3,979	3,713	17	15	5
Treas	45.1%	45.3%	46.1%	43.3%	43.3%	43.3%	7.6%	7.5%	7.1%	2.0%	2.2%	1.9%	1.9%	1.8%	1.5%	44,470	50,553	49,888	173	144	158
USAID	47.4%	46.3%	43.3%	39.8%	41.0%	42.5%	8.6%	8.6%	9.2%	3.0%	2.6%	3.4%	1.2%	1.5%	1.6%	2,236	1,960	2,004	4	2	4
USDA	46.5%	44.7%	43.3%	43.7%	44.9%	45.5%	7.2%	7.5%	8.3%	1.6%	2.1%	1.9%	1.0%	0.8%	1.0%	22,420	20,211	19,792	63	54	49
VA	57.4%	57.5%	56.5%	36.7%	36.8%	37.2%	4.0%	4.0%	4.6%	1.0%	1.0%	1.0%	0.8%	0.7%	0.8%	29,800	31,422	26,968	54	65	44
Small Agencies	49.2%	47.8%	46.2%	38.8%	39.2%	40.5%	7.3%	8.7%	8.3%	2.5%	2.6%	2.9%	2.2%	1.7%	2.1%	5,302	5,027	4,657	9	15	11
DOD	47.1%	46.9%	44.9%	42.2%	42.6%	44.0%	7.4%	7.4%	7.8%	2.0%	1.9%	2.1%	1.3%	1.2%	1.2%	57,382	71,374	73,414	164	174	217
USACE	42.1%	42.1%	36.5%	47.1%	47.1%	50.3%	7.6%	7.7%	9.8%	1.9%	1.8%	2.3%	1.2%	1.3%	1.2%	3,539	4,234	2,377	6	9	5
Air Force	46.4%	45.1%	42.5%	42.0%	44.3%	45.5%	7.9%	7.2%	8.5%	2.3%	2.1%	2.2%	1.4%	1.2%	1.4%	15,264	18,381	18,788	36	43	54
Army‡	48.0%	48.7%	46.8%	41.7%	41.2%	42.7%	7.0%	7.1%	7.3%	1.9%	1.8%	1.9%	1.4%	1.2%	1.3%	13,184	16,291	19,548	45	40	66
Navy‡	46.3%	46.2%	44.5%	43.3%	43.1%	44.9%	7.5%	8.0%	7.6%	1.9%	1.7%	2.1%	1.1%	1.0%	1.0%	10,888	15,904	17,372	28	36	47
Marine Corps	49.8%	50.5%	52.0%	40.9%	40.6%	38.7%	5.9%	6.0%	6.6%	2.0%	1.4%	1.7%	1.4%	1.5%	0.9%	1,189	1,629	1,678	4	3	2
DOD 4th Estate	49.1%	48.0%	47.1%	39.7%	40.4%	41.4%	7.7%	7.6%	7.8%	2.0%	2.3%	2.4%	1.5%	1.6%	1.4%	13,318	14,935	13,651	45	43	43

SOURCE: Federal Employee Viewpoint Survey

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

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
BBG	15.2%	15.4%	12.8%	33.1%	35.4%	34.9%	16.9%	18.8%	17.9%	17.6%	15.7%	18.5%	17.2%	14.7%	15.9%	879	1,084	1,033	12	9	9
CSOSA	24.0%	26.9%	23.9%	39.5%	41.9%	40.9%	12.2%	12.1%	11.5%	13.7%	10.9%	13.2%	10.5%	8.1%	10.5%	612	641	714	4	1	4
DHS	19.7%	18.4%	19.4%	38.5%	39.1%	40.0%	14.9%	15.6%	15.2%	14.2%	14.3%	13.7%	12.6%	12.6%	11.7%	46,526	42,672	42,435	208	247	190
DOC	29.0%	29.7%	31.1%	42.7%	42.6%	42.9%	14.8%	14.5%	14.4%	8.8%	8.5%	7.8%	4.7%	4.8%	3.8%	9,611	9,957	9,728	112	115	109
DOE	24.9%	22.8%	20.0%	45.1%	46.4%	47.3%	13.4%	13.4%	14.7%	10.6%	11.2%	11.4%	5.9%	6.1%	6.6%	8,013	8,403	6,472	20	17	19
DOI	22.7%	21.6%	20.5%	45.2%	45.9%	47.1%	15.1%	15.0%	15.1%	10.7%	11.2%	11.3%	6.3%	6.3%	5.9%	22,872	26,131	18,248	77	84	47
DOJ	25.7%	26.4%	25.1%	45.2%	45.8%	47.5%	13.2%	12.8%	12.8%	10.1%	9.8%	9.4%	5.8%	5.2%	5.3%	16,369	20,061	17,117	48	44	41
DOL	27.7%	26.5%	25.2%	43.1%	43.9%	44.3%	13.3%	13.9%	14.1%	9.9%	9.5%	10.2%	6.0%	6.3%	6.2%	11,115	11,230	10,842	77	55	68
DOT	25.5%	25.0%	23.7%	46.7%	47.5%	47.2%	12.7%	12.7%	13.9%	10.3%	9.5%	9.7%	4.8%	5.3%	5.5%	14,750	15,498	11,591	43	57	33
Educ	23.1%	28.4%	26.9%	42.1%	45.2%	45.5%	12.6%	10.8%	12.1%	12.8%	10.8%	10.6%	9.4%	4.8%	4.9%	2,826	2,683	2,380	13	7	14
EEOC	28.3%	30.2%	29.5%	42.5%	41.8%	40.7%	12.5%	11.3%	12.4%	11.2%	10.5%	10.5%	5.5%	6.1%	7.0%	1,493	1,232	1,122	4	6	3
EPA	22.8%	23.0%	21.4%	46.7%	46.4%	46.5%	13.6%	13.5%	13.9%	10.9%	11.4%	11.6%	6.0%	5.7%	6.5%	10,086	4,432	3,832	31	9	12
FCC	25.5%	24.5%	26.4%	48.8%	49.1%	53.3%	13.2%	12.7%	11.9%	7.7%	8.1%	5.4%	4.8%	5.5%	3.0%	637	568	689	7	3	5
FERC	39.3%	36.9%	38.4%	42.2%	45.5%	45.8%	10.1%	10.3%	8.3%	5.7%	5.7%	4.9%	2.6%	1.7%	2.5%	1,145	988	888	2	1	1
FTC	31.9%	26.2%	30.5%	40.5%	42.8%	39.6%	12.4%	13.6%	13.3%	9.8%	11.1%	9.2%	5.4%	6.3%	7.3%	634	622	510	3	3	5

SOURCE: Federal Employee Viewpoint Survey

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree	•	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
GSA	30.5%	28.6%	26.8%	40.2%	42.1%	42.8%	13.2%	12.8%	14.1%	9.1%	9.7%	9.6%	7.0%	6.9%	6.7%	6,976	7,778	8,450	48	54	49
HHS	27.3%	26.3%	25.3%	43.8%	45.0%	45.7%	12.7%	13.0%	13.3%	10.4%	10.2%	10.3%	5.9%	5.5%	5.4%	39,950	36,471	32,551	153	119	115
HUD	21.8%	21.5%	18.9%	41.1%	41.2%	41.9%	14.8%	14.4%	15.6%	13.2%	13.2%	13.0%	9.1%	9.7%	10.6%	5,407	5,339	3,841	17	26	25
NARA	30.3%	28.8%	27.9%	42.0%	41.1%	43.2%	12.4%	12.9%	11.6%	9.5%	10.0%	10.5%	5.9%	7.2%	6.8%	1,849	1,705	1,656	7	5	14
NASA	36.5%	33.8%	32.7%	42.3%	44.9%	45.8%	10.8%	10.9%	11.3%	7.1%	7.6%	7.3%	3.2%	2.8%	2.8%	11,137	9,872	9,380	14	13	11
NCUA	25.1%	24.8%	26.1%	42.2%	44.1%	41.6%	22.5%	21.0%	21.0%	6.5%	6.3%	8.0%	3.6%	3.8%	3.4%	640	763	794	17	12	12
NLRB	24.8%	24.9%	21.7%	42.0%	44.6%	48.6%	11.6%	12.7%	13.8%	11.0%	12.0%	10.6%	10.6%	5.8%	5.3%	872	894	694	5	4	1
NRC	31.9%	33.1%	33.8%	42.4%	42.4%	44.8%	11.9%	10.2%	10.4%	8.8%	9.6%	7.6%	5.0%	4.7%	3.3%	2,133	2,660	2,458	8	7	4
NSF	36.1%	34.0%	33.5%	41.7%	47.7%	45.5%	11.4%	10.2%	11.7%	8.5%	5.6%	6.8%	2.3%	2.6%	2.5%	850	896	904	0	1	2
ОМВ	11.2%	17.5%	9.8%	35.6%	31.1%	42.9%	19.6%	17.5%	21.0%	23.7%	23.7%	15.0%	9.9%	10.2%	11.3%	348	303	304	2	2	0
ОРМ	26.1%	25.0%	24.8%	38.4%	41.3%	42.7%	17.5%	16.6%	17.5%	11.1%	10.1%	8.9%	7.0%	6.9%	6.1%	3,122	3,306	3,499	58	56	78
PBGC	39.2%	44.3%	38.4%	47.2%	43.6%	47.8%	9.0%	6.8%	9.4%	3.6%	3.2%	2.7%	1.0%	2.1%	1.8%	565	627	480	0	1	1
RRB	25.5%	23.2%	22.8%	36.5%	43.6%	47.6%	19.3%	13.7%	14.9%	12.5%	11.5%	10.1%	6.1%	8.1%	4.7%	319	477	522	0	2	2
SBA	23.6%	22.3%	25.6%	42.1%	44.3%	45.7%	13.0%	15.5%	12.4%	12.3%	9.6%	10.4%	9.0%	8.3%	5.8%	1,362	1,289	1,376	6	5	8
SEC	38.3%	35.9%	33.8%	45.6%	47.3%	47.1%	8.9%	8.6%	9.9%	4.7%	5.9%	5.9%	2.5%	2.3%	3.2%	3,180	1,895	2,459	6	6	3

SOURCE: Federal Employee Viewpoint Survey

(14) Physical conditions allow employees to perform their jobs well.

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Dol	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.2%	22.7%	22.0%	42.5%	43.1%	43.6%	14.0%	14.1%	14.3%	12.4%	12.3%	12.5%	7.9%	7.8%	7.6%	403,735	417,770	389,314	1,775	1,841	1,736
SSA	24.2%	25.4%	24.5%	39.9%	40.0%	41.1%	13.8%	13.5%	13.8%	14.1%	13.6%	13.7%	8.0%	7.6%	7.0%	8,838	10,457	9,464	23	33	37
State	24.6%	24.4%	24.6%	44.1%	45.7%	46.7%	13.4%	12.2%	12.5%	12.0%	11.5%	11.4%	5.9%	6.2%	4.9%	5,215	4,037	3,752	12	12	10
Treas	22.7%	21.9%	21.8%	43.7%	44.3%	45.2%	14.1%	14.3%	14.1%	11.5%	11.6%	11.6%	8.0%	7.9%	7.4%	44,910	51,081	50,513	309	355	326
USAID	20.4%	18.6%	19.4%	39.6%	41.9%	38.0%	13.5%	12.5%	12.7%	15.1%	14.4%	16.5%	11.4%	12.7%	13.4%	2,258	1,983	2,024	7	3	6
USDA	23.0%	21.7%	20.4%	47.4%	47.9%	49.1%	14.2%	14.2%	14.8%	10.0%	10.6%	10.6%	5.4%	5.6%	5.2%	22,692	20,447	20,048	65	58	58
VA	22.0%	21.2%	21.4%	40.1%	40.1%	40.3%	14.1%	14.5%	14.4%	14.4%	14.4%	14.4%	9.5%	9.9%	9.4%	30,019	31,851	27,330	174	183	145
Small Agencies	35.8%	35.5%	33.2%	41.0%	43.1%	42.7%	10.4%	9.7%	11.4%	7.8%	7.4%	7.4%	5.1%	4.4%	5.3%	5,368	5,076	4,713	16	20	19
DOD	22.1%	21.9%	20.4%	43.2%	43.8%	43.9%	14.2%	14.3%	14.7%	12.9%	12.6%	13.3%	7.6%	7.4%	7.6%	58,157	72,361	74,501	167	206	250
USACE	23.1%	22.3%	19.1%	46.4%	48.0%	50.3%	13.1%	14.5%	14.5%	11.6%	10.5%	10.9%	5.7%	4.8%	5.2%	3,570	4,277	2,424	10	14	3
Air Force	21.0%	20.8%	19.3%	43.3%	44.8%	44.1%	14.5%	14.5%	14.6%	13.2%	12.9%	14.2%	7.9%	7.1%	7.7%	15,462	18,653	19,036	37	45	70
Army‡	24.1%	23.2%	21.6%	43.8%	44.6%	44.9%	13.2%	13.5%	14.4%	11.9%	11.6%	12.3%	7.0%	7.2%	6.8%	13,354	16,558	19,824	39	57	69
Navy‡	18.4%	18.2%	17.0%	41.1%	41.5%	40.6%	16.0%	15.9%	16.6%	15.3%	15.4%	16.1%	9.2%	9.1%	9.7%	11,058	16,075	17,628	40	52	57
Marine Corps	23.3%	25.6%	26.4%	42.9%	42.1%	40.7%	14.3%	13.4%	14.0%	11.9%	10.9%	12.0%	7.6%	8.1%	6.9%	1,208	1,665	1,707	4	4	4
DOD 4th Estate	26.6%	26.9%	25.0%	44.8%	44.4%	46.1%	12.5%	12.7%	12.3%	10.4%	10.4%	10.2%	5.7%	5.6%	6.3%	13,505	15,133	13,882	37	34	47

SOURCE: Federal Employee Viewpoint Survey

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

(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
BBG	19.3%	20.4%	17.6%	40.5%	43.5%	44.1%	21.7%	20.7%	22.3%	7.9%	7.1%	6.9%	10.6%	8.2%	9.0%	847	1,035	1,006	43	60	38
CSOSA	27.5%	23.8%	24.1%	37.1%	40.5%	36.5%	14.3%	14.4%	14.5%	12.2%	12.4%	12.4%	8.9%	9.0%	12.5%	607	642	712	11	3	7
DHS	20.8%	19.3%	19.6%	38.8%	38.8%	40.8%	15.4%	16.5%	16.5%	11.1%	11.7%	11.3%	13.9%	13.7%	11.8%	46,184	42,372	42,040	534	574	523
DOC	26.8%	25.7%	27.2%	45.1%	43.8%	44.8%	14.1%	14.9%	13.7%	7.9%	9.3%	8.7%	6.1%	6.3%	5.7%	9,605	9,944	9,763	129	126	83
DOE	24.0%	21.0%	18.0%	44.9%	43.2%	42.9%	14.5%	15.5%	17.2%	9.2%	10.7%	11.9%	7.4%	9.6%	10.0%	7,932	8,319	6,395	98	94	83
DOI	22.3%	21.0%	20.1%	45.6%	46.0%	46.7%	15.5%	16.1%	16.0%	9.4%	9.9%	9.9%	7.2%	7.1%	7.3%	22,613	25,852	18,118	342	328	177
DOJ	30.3%	30.3%	27.8%	42.1%	43.4%	44.2%	12.2%	12.2%	12.8%	7.9%	7.7%	8.2%	7.5%	6.4%	7.1%	16,221	19,874	16,987	197	236	148
DOL	27.4%	25.0%	24.1%	41.0%	40.8%	40.9%	14.1%	15.1%	14.8%	9.5%	9.9%	10.4%	7.9%	9.1%	9.8%	11,006	11,133	10,780	187	156	110
DOT	24.3%	23.7%	22.4%	44.2%	44.7%	43.5%	16.3%	17.4%	18.3%	8.3%	8.0%	8.5%	6.9%	6.2%	7.3%	14,499	15,215	11,455	312	295	166
Educ	25.7%	26.6%	25.1%	39.2%	38.7%	39.0%	14.2%	14.2%	15.1%	10.9%	10.5%	10.8%	10.0%	9.9%	9.9%	2,802	2,640	2,371	44	49	27
EEOC	33.8%	34.0%	34.1%	40.8%	39.6%	36.9%	12.1%	10.4%	13.7%	7.1%	7.9%	8.7%	6.2%	8.1%	6.5%	1,472	1,219	1,107	31	21	13
EPA	24.3%	23.5%	22.3%	47.2%	46.5%	44.4%	14.5%	14.6%	16.7%	8.2%	9.4%	9.2%	5.8%	6.1%	7.4%	10,021	4,400	3,815	90	36	29
FCC	29.6%	30.1%	28.4%	45.6%	44.4%	49.4%	16.2%	16.4%	14.8%	5.1%	3.7%	2.8%	3.5%	5.4%	4.6%	626	558	685	15	11	12
FERC	34.5%	32.6%	29.9%	42.3%	43.2%	41.8%	12.4%	12.5%	13.0%	5.5%	7.1%	7.4%	5.3%	4.6%	7.9%	1,106	956	867	33	33	22
FTC	47.9%	40.5%	43.9%	36.3%	40.6%	37.6%	7.9%	11.1%	9.5%	4.6%	4.1%	4.9%	3.3%	3.7%	4.0%	623	613	502	16	10	12

SOURCE: Federal Employee Viewpoint Survey

(15) My performance appraisal is a fair reflection of my performance.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
																		_			
GSA	29.0%	25.9%	23.4%	42.0%	42.9%	42.0%	15.2%	14.9%	16.1%	7.5%	9.0%	10.2%	6.3%	7.3%	8.3%	6,912	7,681	8,416	121	135	100
HHS	28.3%	26.8%	25.0%	42.5%	42.7%	42.7%	13.3%	13.7%	14.2%	8.7%	9.3%	10.1%	7.1%	7.6%	8.0%	39,618	36,107	32,289	507	435	351
HUD	28.2%	25.9%	21.1%	40.0%	38.6%	40.4%	14.2%	15.8%	14.7%	9.2%	10.0%	11.5%	8.3%	9.6%	12.3%	5,348	5,241	3,812	72	122	55
NARA	32.2%	29.0%	25.6%	40.1%	37.3%	37.8%	11.2%	12.9%	11.9%	8.6%	10.7%	12.5%	7.9%	10.2%	12.2%	1,841	1,695	1,650	19	15	26
NASA	38.0%	35.3%	31.3%	41.7%	43.7%	44.7%	12.2%	12.0%	14.2%	4.8%	5.7%	6.3%	3.3%	3.4%	3.4%	10,982	9,746	9,240	174	140	149
NCUA	30.1%	30.2%	29.0%	45.0%	44.0%	43.7%	10.4%	12.3%	13.3%	7.9%	8.8%	8.7%	6.6%	4.8%	5.3%	643	762	799	9	6	8
NLRB	23.8%	23.3%	22.9%	44.0%	43.7%	45.6%	14.7%	14.1%	15.3%	9.2%	11.9%	10.1%	8.3%	7.0%	6.0%	840	859	678	37	36	15
NRC	28.3%	30.3%	29.4%	45.8%	45.1%	44.0%	12.6%	10.2%	12.1%	7.8%	8.2%	8.6%	5.5%	6.2%	5.9%	2,127	2,635	2,429	17	32	32
NSF	45.3%	41.5%	39.2%	34.2%	36.3%	35.8%	8.2%	9.2%	10.0%	5.0%	6.4%	8.3%	7.3%	6.6%	6.7%	846	882	900	4	10	11
ОМВ	30.4%	28.6%	23.3%	45.9%	46.7%	52.7%	14.5%	12.5%	13.0%	4.2%	9.6%	7.7%	5.1%	2.6%	3.3%	326	287	297	25	16	4
ОРМ	31.1%	29.9%	30.5%	42.5%	44.1%	44.8%	12.2%	12.2%	11.3%	7.8%	8.2%	8.1%	6.4%	5.6%	5.3%	3,150	3,330	3,542	33	29	31
PBGC	30.2%	25.6%	22.1%	38.8%	41.4%	37.1%	12.7%	13.6%	15.2%	9.7%	11.6%	15.2%	8.5%	7.8%	10.3%	544	618	463	17	6	16
RRB	25.1%	24.3%	22.4%	41.5%	46.5%	44.0%	20.3%	14.8%	15.9%	7.8%	8.7%	12.3%	5.2%	5.8%	5.5%	310	470	517	7	6	9
SBA	27.4%	26.3%	25.1%	41.3%	41.6%	43.0%	13.1%	14.3%	13.0%	8.4%	7.5%	10.0%	9.8%	10.4%	8.9%	1,351	1,275	1,372	16	18	14
SEC	25.2%	21.3%	19.0%	44.2%	44.7%	40.5%	15.3%	14.8%	18.6%	8.3%	10.6%	11.4%	7.0%	8.6%	10.6%	3,151	1,882	2,436	49	32	30

SOURCE: Federal Employee Viewpoint Survey

(15) My performance appraisal is a fair reflection of my performance.

	Stre	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.9%	26.1%	24.8%	42.6%	43.1%	43.4%	14.3%	14.4%	14.9%	8.5%	8.8%	9.1%	7.7%	7.6%	7.8%	399,544	413,321	385,888	6,003	5,987	4,845
SSA	22.3%	21.9%	19.8%	39.4%	40.1%	40.9%	15.9%	16.2%	17.0%	12.6%	12.1%	13.1%	9.9%	9.7%	9.4%	8,689	10,245	9,345	164	217	153
State	28.9%	28.6%	27.7%	47.6%	45.7%	47.7%	12.4%	13.5%	13.2%	6.3%	7.2%	7.1%	4.9%	5.1%	4.3%	5,148	3,965	3,716	80	77	46
Treas	30.9%	30.3%	30.2%	43.4%	43.3%	43.9%	11.5%	11.5%	11.6%	7.6%	8.0%	7.9%	6.6%	6.9%	6.4%	44,876	50,955	50,352	392	507	443
USAID	23.6%	22.2%	22.4%	41.5%	42.6%	41.6%	15.7%	13.5%	16.9%	9.9%	11.4%	10.4%	9.3%	10.3%	8.6%	2,233	1,957	1,985	35	29	45
USDA	23.0%	21.1%	19.3%	47.8%	47.5%	47.1%	14.4%	15.3%	16.1%	8.7%	9.5%	10.4%	6.2%	6.6%	7.1%	22,533	20,364	19,955	212	148	134
VA	27.5%	26.3%	25.1%	39.8%	39.8%	39.6%	14.0%	14.2%	15.0%	9.7%	10.3%	10.4%	9.0%	9.4%	9.9%	29,587	31,355	26,941	580	625	530
Small Agencies	31.5%	31.2%	30.0%	42.4%	40.4%	41.0%	12.9%	13.5%	13.3%	6.7%	7.6%	8.6%	6.6%	7.3%	7.2%	5,251	4,988	4,639	128	112	92
DOD	28.1%	27.8%	26.2%	44.3%	45.3%	45.5%	14.6%	14.2%	14.8%	7.1%	7.2%	7.6%	5.9%	5.6%	6.0%	57,074	71,250	73,512	1,223	1,202	1,101
USACE	30.6%	30.6%	25.8%	47.3%	46.9%	50.5%	11.5%	11.5%	11.5%	5.7%	6.4%	6.5%	4.8%	4.6%	5.7%	3,545	4,226	2,394	39	53	24
Air Force	30.5%	30.1%	27.9%	42.6%	45.1%	45.6%	14.0%	12.8%	13.5%	6.4%	6.5%	6.9%	6.4%	5.5%	6.0%	15,069	18,261	18,716	415	398	360
Army‡	30.5%	30.1%	28.9%	43.9%	44.9%	44.6%	13.1%	13.1%	13.8%	6.4%	6.6%	6.8%	6.0%	5.3%	5.8%	13,077	16,284	19,564	334	284	303
Navy‡	22.4%	22.5%	20.6%	46.3%	46.5%	46.9%	17.9%	17.2%	17.9%	8.0%	8.2%	8.6%	5.4%	5.6%	6.1%	10,864	15,882	17,411	213	233	238
Marine Corps	28.1%	25.6%	30.5%	42.7%	45.5%	42.0%	15.4%	14.1%	12.7%	7.5%	8.0%	8.3%	6.2%	6.7%	6.5%	1,190	1,649	1,691	16	19	12
DOD 4th Estate	30.2%	29.1%	27.1%	42.8%	43.4%	43.6%	12.9%	13.7%	14.6%	7.9%	7.5%	8.5%	6.3%	6.3%	6.2%	13,329	14,948	13,736	206	215	164

SOURCE: Federal Employee Viewpoint Survey

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

(16) I am held accountable for achieving results.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
BBG	23.3%	23.9%	20.5%	47.0%	48.0%	52.5%	17.5%	16.7%	18.2%	5.9%	6.1%	4.4%	6.4%	5.3%	4.3%	875	1,076	1,033	16	14	6
CSOSA	32.4%	31.5%	30.9%	52.2%	52.6%	52.2%	11.7%	11.6%	9.4%	2.6%	2.0%	2.8%	1.2%	2.3%	4.7%	608	642	710	0	4	4
DHS	24.4%	22.3%	22.8%	46.9%	47.4%	49.2%	16.7%	17.0%	16.2%	6.4%	7.0%	6.8%	5.7%	6.2%	5.1%	46,354	42,542	42,254	251	297	255
DOC	34.6%	33.2%	34.1%	50.7%	52.3%	50.9%	10.2%	9.6%	10.2%	3.0%	3.4%	3.4%	1.5%	1.6%	1.4%	9,659	9,989	9,775	45	50	36
DOE	29.4%	26.1%	23.8%	53.2%	55.0%	55.4%	11.8%	12.1%	13.6%	3.7%	4.4%	4.9%	2.0%	2.4%	2.3%	7,975	8,373	6,446	33	32	26
DOI	26.7%	24.8%	23.5%	54.2%	55.8%	56.9%	12.5%	12.9%	13.1%	4.3%	4.3%	4.3%	2.3%	2.2%	2.2%	22,738	25,996	18,124	125	133	87
DOJ	30.7%	30.3%	27.9%	50.0%	51.9%	52.9%	12.2%	11.6%	12.7%	4.5%	3.9%	4.2%	2.5%	2.2%	2.3%	16,298	19,966	17,052	76	92	73
DOL	34.4%	32.9%	31.9%	52.3%	52.9%	53.8%	9.7%	10.0%	10.2%	2.2%	2.6%	2.7%	1.4%	1.6%	1.4%	11,097	11,206	10,827	57	55	56
DOT	28.6%	28.0%	26.5%	52.0%	52.7%	51.9%	12.3%	12.3%	13.5%	4.4%	4.5%	4.9%	2.7%	2.4%	3.1%	14,691	15,418	11,544	76	85	53
Educ	33.0%	33.3%	32.3%	51.8%	51.7%	51.2%	10.7%	10.4%	10.9%	2.7%	3.3%	3.5%	1.8%	1.3%	2.0%	2,818	2,663	2,388	22	17	9
EEOC	38.5%	40.0%	39.7%	48.7%	45.6%	46.4%	8.6%	9.0%	10.0%	2.9%	3.0%	2.0%	1.2%	2.4%	1.8%	1,479	1,225	1,100	12	7	11
EPA	26.5%	26.2%	25.1%	56.6%	55.7%	55.2%	12.0%	11.9%	13.5%	3.4%	4.8%	4.5%	1.5%	1.3%	1.7%	10,052	4,406	3,830	34	17	22
FCC	28.0%	29.4%	27.6%	49.9%	50.4%	55.0%	16.7%	13.0%	12.6%	3.4%	4.1%	3.2%	2.1%	3.0%	1.7%	634	566	690	7	3	5
FERC	35.3%	32.8%	31.2%	48.7%	50.0%	50.2%	11.0%	12.0%	12.5%	3.4%	3.5%	4.4%	1.6%	1.6%	1.6%	1,132	977	882	8	7	3
FTC	41.7%	37.6%	38.3%	46.5%	47.9%	45.6%	8.0%	10.8%	11.0%	3.2%	1.9%	3.1%	0.7%	1.8%	1.9%	637	622	509	2	0	3

SOURCE: Federal Employee Viewpoint Survey

(16) I am held accountable for achieving results.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
																		_			
GSA	36.2%	33.6%	32.1%	51.1%	52.3%	53.3%	9.5%	9.9%	10.5%	1.8%	2.5%	2.5%	1.4%	1.6%	1.6%	6,984	7,761	8,434	28	30	35
HHS	33.3%	31.6%	30.0%	52.6%	53.2%	53.8%	10.2%	10.8%	11.3%	2.4%	2.9%	3.1%	1.5%	1.4%	1.7%	39,817	36,290	32,372	174	153	146
HUD	32.1%	30.1%	26.4%	51.8%	51.7%	53.0%	11.7%	12.7%	13.5%	2.9%	3.5%	4.1%	1.6%	2.1%	3.0%	5,391	5,298	3,816	23	33	18
NARA	36.0%	32.5%	30.9%	48.2%	48.2%	48.8%	11.1%	12.8%	14.0%	2.8%	4.3%	3.8%	1.9%	2.2%	2.5%	1,836	1,689	1,650	12	11	7
NASA	42.2%	39.6%	37.6%	47.3%	48.9%	50.5%	7.6%	8.3%	8.8%	2.0%	2.4%	2.5%	0.9%	0.8%	0.7%	11,105	9,840	9,344	28	34	22
NCUA	34.8%	35.4%	36.4%	53.2%	54.7%	53.6%	8.7%	7.7%	7.2%	2.4%	1.6%	1.9%	0.9%	0.5%	0.8%	654	772	802	2	0	3
NLRB	29.8%	29.1%	27.8%	51.9%	53.0%	53.7%	12.5%	12.9%	13.4%	4.0%	3.5%	3.9%	1.9%	1.5%	1.2%	869	882	688	5	9	6
NRC	32.1%	33.6%	32.1%	52.0%	51.6%	53.7%	10.7%	9.5%	9.7%	3.1%	3.6%	3.1%	2.1%	1.7%	1.4%	2,120	2,657	2,437	10	11	17
NSF	43.1%	39.6%	39.7%	41.4%	45.6%	43.1%	10.7%	9.5%	11.3%	3.1%	3.5%	3.5%	1.8%	1.9%	2.4%	842	888	906	4	4	2
ОМВ	28.8%	27.9%	25.0%	50.6%	52.6%	55.3%	14.8%	14.9%	12.1%	4.3%	4.1%	5.7%	1.4%	0.4%	1.9%	348	301	303	2	2	1
ОРМ	38.3%	36.9%	37.5%	52.3%	52.1%	52.2%	6.8%	8.1%	7.6%	1.7%	1.8%	1.7%	0.9%	1.1%	0.9%	3,161	3,337	3,564	11	11	13
PBGC	36.0%	34.6%	34.6%	50.4%	51.9%	50.4%	9.2%	9.4%	10.7%	2.7%	1.9%	2.4%	1.8%	2.3%	1.8%	560	623	476	1	2	3
RRB	31.8%	30.2%	27.9%	51.8%	57.1%	55.6%	11.6%	10.2%	12.3%	3.3%	1.5%	3.2%	1.6%	1.0%	1.1%	312	472	517	4	5	3
SBA	34.2%	33.7%	32.7%	51.3%	50.5%	53.0%	9.9%	10.2%	9.6%	2.9%	2.9%	2.4%	1.8%	2.7%	2.2%	1,354	1,282	1,377	6	5	0
SEC	29.3%	26.3%	24.0%	52.3%	53.4%	53.9%	12.9%	12.9%	14.5%	3.6%	5.0%	4.5%	1.9%	2.4%	3.0%	3,157	1,897	2,449	21	13	13

SOURCE: Federal Employee Viewpoint Survey

(16) I am held accountable for achieving results.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Knov	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.3%	29.3%	28.3%	51.3%	51.9%	52.8%	12.1%	12.2%	12.5%	3.9%	4.0%	4.0%	2.4%	2.5%	2.4%	402,229	416,218	387,980	1,953	2,077	1,810
SSA	32.5%	32.1%	29.8%	52.3%	53.6%	54.7%	10.0%	9.7%	10.4%	3.4%	2.7%	3.2%	1.8%	1.9%	1.9%	8,781	10,409	9,428	38	49	31
State	27.7%	28.7%	26.1%	52.5%	51.6%	55.4%	12.9%	12.7%	12.3%	5.1%	4.7%	4.8%	1.8%	2.3%	1.3%	5,195	4,015	3,731	23	16	17
Treas	31.4%	31.4%	31.4%	52.3%	52.3%	53.0%	11.6%	11.6%	11.2%	2.7%	2.7%	2.8%	2.0%	1.9%	1.6%	44,730	50,910	50,409	286	326	271
USAID	25.0%	24.0%	23.6%	49.9%	50.7%	50.5%	15.0%	14.7%	15.7%	7.0%	7.4%	7.4%	3.0%	3.2%	2.8%	2,247	1,978	2,012	11	12	8
USDA	27.4%	25.3%	24.0%	57.9%	58.1%	58.8%	10.3%	11.3%	11.8%	2.9%	3.9%	3.7%	1.5%	1.5%	1.7%	22,615	20,408	19,963	78	64	79
VA	31.1%	30.5%	30.7%	51.2%	51.8%	51.6%	11.9%	11.9%	12.2%	3.5%	3.5%	3.3%	2.3%	2.4%	2.2%	29,912	31,739	27,199	143	157	154
Small Agencies	34.6%	33.8%	32.0%	49.1%	49.2%	49.4%	10.5%	10.9%	12.4%	3.1%	3.9%	4.1%	2.6%	2.2%	2.0%	5,336	5,067	4,696	28	21	22
DOD	30.7%	29.9%	28.4%	51.2%	51.8%	53.1%	12.0%	12.2%	12.4%	4.0%	3.9%	4.0%	2.1%	2.2%	2.1%	57,856	72,036	74,243	251	296	290
USACE	29.8%	29.3%	25.9%	54.0%	53.7%	56.3%	11.1%	12.0%	12.4%	3.5%	3.6%	3.8%	1.6%	1.3%	1.6%	3,556	4,252	2,403	11	15	14
Air Force	31.8%	30.6%	28.4%	50.8%	51.9%	52.7%	11.2%	11.7%	12.5%	3.8%	3.6%	4.2%	2.5%	2.2%	2.2%	15,374	18,529	18,987	74	90	78
Army‡	31.2%	30.7%	29.7%	50.0%	50.8%	51.8%	12.0%	12.1%	12.4%	4.3%	4.2%	4.0%	2.4%	2.2%	2.1%	13,279	16,493	19,767	72	66	76
Navy‡	27.4%	27.0%	25.6%	53.4%	53.0%	54.9%	13.1%	13.3%	12.9%	4.4%	4.2%	4.4%	1.8%	2.4%	2.1%	11,025	16,044	17,571	38	66	54
Marine Corps	33.4%	30.5%	34.3%	47.8%	51.5%	49.2%	12.7%	12.4%	10.1%	3.5%	3.4%	4.5%	2.7%	2.2%	1.8%	1,196	1,655	1,699	6	6	4
DOD 4th Estate	34.0%	33.0%	30.5%	49.9%	50.8%	53.0%	11.0%	11.0%	11.4%	3.2%	3.2%	3.1%	1.9%	1.9%	2.0%	13,426	15,063	13,816	50	53	64

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	jree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	igree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
BBG	18.3%	18.7%	15.1%	27.6%	28.6%	30.1%	22.7%	24.2%	25.2%	11.2%	11.4%	12.8%	20.2%	17.1%	16.8%	842	1,025	993	55	62	47
CSOSA	20.4%	20.7%	16.7%	34.0%	35.5%	32.3%	23.2%	20.7%	24.9%	9.5%	10.2%	11.0%	12.9%	13.0%	15.1%	586	616	680	24	24	33
DHS	19.2%	18.0%	18.1%	32.2%	32.2%	33.7%	19.9%	20.0%	19.8%	12.6%	12.8%	12.8%	16.1%	17.0%	15.7%	44,936	41,186	40,982	1,715	1,687	1,540
DOC	25.7%	26.0%	24.8%	37.5%	37.1%	38.8%	20.5%	20.5%	20.6%	8.2%	8.1%	8.0%	8.1%	8.4%	7.8%	9,031	9,434	9,145	691	623	662
DOE	29.6%	25.7%	24.0%	36.1%	35.8%	35.2%	15.7%	17.0%	18.0%	8.6%	10.2%	11.5%	10.0%	11.2%	11.3%	7,678	8,050	6,205	333	367	267
DOI	22.9%	21.0%	20.7%	36.5%	36.4%	37.3%	18.1%	19.4%	19.2%	10.6%	10.9%	10.9%	12.0%	12.3%	11.9%	21,799	24,963	17,462	1,117	1,197	777
DOJ	25.6%	25.8%	23.4%	37.5%	38.1%	38.5%	17.5%	18.1%	20.3%	9.4%	9.3%	8.9%	10.0%	8.8%	8.9%	15,802	19,323	16,517	580	718	605
DOL	28.1%	25.3%	23.6%	35.7%	36.0%	35.3%	18.6%	19.7%	20.6%	8.2%	8.9%	9.6%	9.4%	10.1%	11.0%	10,613	10,662	10,309	574	602	556
DOT	28.7%	27.0%	26.0%	39.4%	38.5%	37.8%	15.8%	17.0%	17.6%	8.4%	8.7%	9.3%	7.8%	8.8%	9.3%	14,131	14,819	11,046	631	698	551
Educ	29.1%	29.9%	27.4%	34.8%	34.1%	36.0%	17.7%	17.6%	17.3%	7.7%	8.0%	8.1%	10.7%	10.4%	11.1%	2,663	2,507	2,242	180	178	157
EEOC	24.1%	25.7%	22.8%	31.6%	25.4%	26.4%	21.3%	20.2%	22.5%	9.9%	11.8%	11.5%	13.0%	16.8%	16.8%	1,424	1,180	1,068	73	55	52
EPA	24.2%	21.4%	21.7%	37.3%	36.4%	36.6%	20.2%	21.9%	21.3%	9.2%	9.7%	9.2%	9.1%	10.6%	11.2%	9,382	4,035	3,532	696	387	312
FCC	29.2%	28.3%	25.8%	35.4%	34.2%	38.2%	18.4%	20.8%	23.3%	8.7%	7.5%	5.5%	8.2%	9.2%	7.2%	584	524	648	58	47	47
FERC	36.2%	35.4%	31.2%	33.9%	34.8%	36.5%	18.2%	20.2%	19.0%	6.7%	3.6%	6.9%	5.0%	6.0%	6.5%	1,048	908	798	95	81	87
FTC	48.7%	41.6%	40.8%	28.3%	32.5%	29.9%	12.8%	16.8%	17.9%	4.6%	4.6%	3.7%	5.5%	4.6%	7.7%	571	551	464	69	71	52

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	9	Stror	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
GSA	33.2%	29.5%	27.5%	36.6%	37.4%	37.2%	17.0%	18.3%	20.0%	6.3%	6.7%	7.5%	6.8%	8.0%	7.7%	6,761	7,441	8,183	269	367	329
HHS	26.3%	24.4%	22.3%	37.3%	37.0%	37.2%	18.6%	20.0%	20.6%	8.5%	8.8%	9.5%	9.4%	9.8%	10.5%	37,717	34,298	30,469	2,321	2,186	2,094
HUD	25.1%	22.6%	19.6%	36.4%	34.9%	34.0%	20.3%	21.9%	21.8%	8.1%	8.5%	10.7%	10.1%	12.1%	13.8%	5,146	5,057	3,649	260	284	201
NARA	29.1%	26.1%	23.6%	33.0%	32.2%	32.5%	18.2%	18.8%	18.7%	8.4%	10.5%	11.1%	11.3%	12.4%	14.1%	1,775	1,629	1,588	76	80	81
NASA	44.5%	41.9%	39.4%	35.3%	36.3%	37.5%	11.0%	12.4%	12.8%	4.9%	4.9%	5.7%	4.3%	4.5%	4.6%	10,778	9,510	9,056	360	354	318
NCUA	33.7%	31.8%	33.0%	41.0%	41.0%	41.7%	11.4%	16.6%	13.6%	7.3%	5.9%	6.4%	6.6%	4.7%	5.2%	632	738	774	24	29	28
NLRB	27.5%	26.7%	21.5%	33.5%	32.8%	36.1%	21.6%	21.3%	23.0%	8.1%	10.0%	10.8%	9.3%	9.1%	8.7%	808	823	638	66	69	55
NRC	37.3%	38.6%	37.6%	35.6%	36.2%	37.5%	13.6%	12.4%	13.3%	7.1%	6.5%	5.5%	6.4%	6.3%	6.1%	2,063	2,557	2,383	76	108	79
NSF	34.9%	34.9%	32.8%	30.5%	32.1%	29.6%	15.4%	16.5%	16.8%	10.2%	7.8%	9.7%	9.0%	8.7%	11.1%	785	826	843	63	67	64
ОМВ	43.0%	39.7%	36.6%	37.4%	36.1%	40.5%	9.4%	15.5%	11.8%	5.5%	3.7%	4.5%	4.6%	5.1%	6.6%	319	268	272	30	35	31
ОРМ	30.8%	29.8%	28.6%	37.2%	37.5%	39.8%	18.3%	18.4%	18.4%	6.1%	7.2%	6.0%	7.6%	7.1%	7.2%	2,982	3,143	3,347	187	211	226
PBGC	29.5%	29.1%	25.9%	33.6%	33.5%	34.3%	21.5%	20.6%	21.0%	7.3%	8.8%	9.4%	8.1%	8.1%	9.4%	518	582	440	40	44	35
RRB	25.2%	25.1%	19.9%	39.1%	38.2%	39.9%	22.5%	20.6%	25.8%	5.7%	10.3%	7.8%	7.5%	5.9%	6.6%	296	438	482	22	41	41
SBA	24.5%	22.6%	24.1%	33.7%	30.8%	32.9%	17.0%	20.2%	19.8%	10.0%	11.2%	10.8%	14.9%	15.2%	12.4%	1,290	1,234	1,305	65	56	71
SEC	35.4%	31.5%	28.2%	35.3%	37.3%	36.8%	15.1%	14.4%	19.1%	6.8%	7.9%	7.9%	7.3%	8.8%	8.1%	2,971	1,767	2,275	221	135	186

SOURCE: Federal Employee Viewpoint Survey

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

	Stre	ongly Ag	jree		Agree			ner Agree Disagree			Disagree	9	Stror	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.4%	24.3%	23.0%	36.7%	36.9%	37.3%	18.1%	18.7%	19.3%	9.3%	9.4%	9.8%	10.5%	10.6%	10.6%	386,924	400,156	373,094	17,784	18,409	16,950
SSA	25.7%	25.6%	24.6%	37.0%	38.2%	38.1%	19.8%	20.2%	20.3%	8.3%	8.2%	8.5%	9.2%	7.8%	8.6%	8,449	10,036	9,141	390	418	343
State	26.4%	26.3%	25.6%	40.5%	39.1%	39.6%	16.7%	17.0%	18.4%	8.7%	10.3%	9.6%	7.7%	7.3%	6.8%	4,991	3,847	3,578	218	191	175
Treas	27.7%	26.6%	26.2%	38.6%	38.2%	38.8%	17.4%	18.6%	18.7%	7.7%	7.9%	7.8%	8.6%	8.7%	8.4%	43,006	48,887	48,454	2,056	2,365	2,207
USAID	27.1%	26.2%	24.6%	40.9%	38.9%	39.7%	15.5%	17.6%	17.5%	8.9%	8.9%	9.8%	7.5%	8.4%	8.4%	2,156	1,867	1,882	114	124	144
USDA	21.8%	19.6%	18.1%	40.7%	39.6%	39.7%	19.3%	21.1%	21.0%	9.4%	10.2%	11.2%	8.8%	9.5%	10.0%	21,897	19,736	19,297	839	753	751
VA	22.6%	21.3%	20.6%	35.0%	35.6%	35.5%	19.7%	19.5%	20.0%	10.2%	10.5%	10.6%	12.4%	13.1%	13.3%	29,142	30,946	26,517	989	996	878
Small Agencies	30.1%	28.7%	26.1%	34.6%	32.6%	32.7%	17.3%	19.1%	20.9%	8.2%	8.6%	10.2%	9.8%	11.0%	10.1%	5,040	4,717	4,361	332	375	367
DOD	27.4%	26.5%	24.4%	37.5%	38.1%	38.6%	16.9%	17.6%	18.6%	8.7%	8.5%	9.2%	9.5%	9.3%	9.3%	56,312	70,026	72,069	1,875	2,324	2,501
USACE	27.7%	25.5%	21.1%	40.9%	40.3%	39.7%	17.0%	17.5%	19.4%	7.4%	8.4%	9.9%	7.0%	8.3%	10.0%	3,442	4,103	2,291	140	174	122
Air Force	29.5%	28.5%	26.1%	37.6%	39.0%	38.6%	16.2%	15.8%	17.6%	7.9%	8.2%	8.9%	8.8%	8.6%	8.8%	15,070	18,141	18,495	400	482	582
Army‡	26.8%	26.3%	23.9%	36.2%	36.6%	38.1%	16.3%	17.9%	18.4%	9.8%	8.8%	9.5%	10.9%	10.4%	10.0%	12,972	16,040	19,162	387	510	663
Navy‡	26.7%	25.6%	23.2%	39.3%	39.5%	40.3%	17.4%	18.1%	19.2%	8.5%	8.3%	8.9%	8.1%	8.5%	8.3%	10,657	15,543	17,092	404	548	565
Marine Corps	27.7%	27.4%	30.6%	33.5%	34.0%	32.0%	18.8%	18.8%	18.5%	8.4%	10.0%	10.0%	11.5%	9.8%	8.9%	1,172	1,624	1,669	33	37	40
DOD 4th Estate	26.8%	25.4%	24.9%	36.3%	37.2%	37.2%	17.6%	19.0%	18.9%	8.7%	8.6%	9.1%	10.5%	9.8%	10.0%	12,999	14,575	13,360	511	573	529

SOURCE: Federal Employee Viewpoint Survey

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

(18) My training needs are assessed.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree		Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
BBG	11.5%	10.5%	8.1%	29.7%	30.0%	26.6%	25.9%	26.6%	28.6%	16.4%	18.6%	21.7%	16.5%	14.4%	15.0%	867	1,067	1,015	28	24	24
CSOSA	16.9%	17.9%	14.3%	40.4%	39.3%	39.0%	21.2%	21.8%	22.0%	13.2%	13.0%	14.1%	8.3%	8.1%	10.6%	610	638	708	6	6	9
DHS	10.8%	9.7%	9.1%	33.9%	32.5%	32.7%	23.9%	24.1%	23.9%	17.7%	18.5%	19.4%	13.7%	15.3%	14.8%	46,176	42,262	42,024	529	596	524
DOC	15.1%	14.7%	14.5%	39.0%	38.5%	39.0%	23.9%	23.2%	23.2%	14.4%	15.2%	15.6%	7.6%	8.4%	7.8%	9,603	9,962	9,712	124	110	122
DOE	16.6%	12.4%	10.9%	38.5%	38.5%	35.2%	21.9%	23.2%	23.6%	14.9%	16.8%	19.2%	8.0%	9.1%	11.1%	7,965	8,370	6,429	61	62	54
DOI	13.7%	11.7%	9.9%	38.7%	37.4%	35.5%	22.6%	23.5%	24.5%	15.2%	17.1%	18.5%	9.8%	10.3%	11.6%	22,732	25,965	18,107	168	185	138
DOJ	15.0%	14.6%	12.9%	38.3%	39.3%	37.2%	22.5%	23.5%	25.0%	15.5%	15.1%	16.4%	8.7%	7.6%	8.5%	16,258	19,861	16,905	151	217	180
DOL	15.7%	12.8%	10.4%	37.0%	35.6%	32.2%	22.8%	24.2%	25.5%	14.8%	16.9%	19.0%	9.7%	10.5%	12.9%	11,073	11,135	10,725	116	132	149
DOT	14.8%	14.8%	12.9%	40.8%	40.4%	38.2%	21.0%	21.8%	22.8%	15.0%	14.4%	16.2%	8.5%	8.7%	9.9%	14,659	15,320	11,484	129	184	112
Educ	16.7%	16.8%	15.9%	34.3%	36.0%	34.0%	22.4%	21.9%	20.3%	16.3%	15.9%	19.3%	10.3%	9.3%	10.6%	2,808	2,655	2,374	32	25	22
EEOC	15.1%	15.5%	12.9%	36.5%	30.8%	30.6%	23.2%	22.5%	24.7%	14.9%	19.0%	19.4%	10.3%	12.2%	12.3%	1,479	1,226	1,105	18	17	20
EPA	11.1%	10.0%	7.3%	34.8%	33.0%	32.4%	25.8%	25.0%	24.6%	18.5%	20.4%	23.6%	9.7%	11.6%	12.0%	10,005	4,401	3,812	97	34	39
FCC	15.0%	12.5%	12.9%	31.2%	32.7%	38.8%	27.9%	27.6%	25.3%	16.9%	17.6%	14.0%	9.0%	9.7%	9.0%	624	556	686	17	11	10
FERC	20.7%	20.5%	18.5%	40.6%	38.7%	38.2%	20.9%	21.0%	21.2%	12.1%	13.6%	14.7%	5.7%	6.3%	7.5%	1,126	980	877	16	10	12
FTC	25.5%	20.2%	20.1%	30.4%	34.0%	32.9%	23.9%	25.9%	22.6%	15.1%	13.6%	13.6%	5.2%	6.2%	10.7%	625	612	506	11	10	9

(18) My training needs are assessed.

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree)	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
GSA	22.9%	20.3%	15.6%	42.1%	42.3%	39.5%	18.7%	19.3%	22.0%	9.9%	11.4%	14.1%	6.4%	6.7%	8.7%	6,929	7,742	8,394	38	49	71
HHS	16.1%	14.9%	12.5%	38.1%	37.1%	35.9%	23.1%	23.4%	24.4%	14.8%	16.0%	17.3%	8.0%	8.6%	9.9%	39,678	36,155	32,204	391	370	393
HUD	14.3%	12.1%	9.2%	35.6%	33.1%	31.4%	23.1%	23.7%	24.6%	15.8%	18.3%	19.1%	11.2%	12.6%	15.6%	5,359	5,297	3,804	52	55	43
NARA	18.6%	15.1%	12.3%	34.6%	33.4%	28.1%	24.6%	22.8%	25.8%	14.0%	17.9%	19.7%	8.2%	10.9%	14.2%	1,825	1,691	1,645	23	21	17
NASA	30.0%	27.8%	24.0%	44.5%	44.5%	43.7%	15.4%	16.5%	18.9%	7.0%	7.8%	9.6%	3.1%	3.4%	3.8%	11,098	9,837	9,327	54	55	57
NCUA	21.3%	20.7%	18.7%	42.2%	41.1%	44.6%	19.5%	17.7%	18.9%	11.2%	14.8%	11.7%	5.8%	5.8%	6.0%	650	770	804	7	2	2
NLRB	9.1%	12.1%	9.4%	26.2%	26.6%	27.4%	26.6%	24.3%	26.4%	22.9%	24.9%	25.7%	15.1%	12.1%	11.1%	860	875	674	16	20	18
NRC	18.4%	22.8%	20.7%	36.5%	42.2%	40.1%	20.6%	18.9%	20.4%	15.8%	10.6%	13.0%	8.6%	5.4%	5.8%	2,113	2,639	2,438	25	19	15
NSF	23.4%	18.2%	19.3%	32.3%	35.0%	32.7%	23.6%	23.2%	22.9%	12.9%	14.9%	16.1%	7.9%	8.8%	9.0%	840	885	899	10	10	7
ОМВ	18.1%	11.7%	8.0%	36.4%	38.1%	36.8%	22.6%	25.0%	23.8%	18.2%	20.3%	22.8%	4.5%	4.8%	8.6%	349	304	300	2	1	4
ОРМ	17.6%	16.8%	15.5%	40.4%	39.3%	37.8%	22.1%	22.9%	23.3%	11.9%	12.6%	14.4%	7.9%	8.4%	9.0%	3,131	3,330	3,545	36	33	34
PBGC	18.0%	17.7%	16.2%	38.9%	40.4%	39.0%	23.1%	20.0%	20.5%	13.8%	15.6%	16.2%	6.3%	6.3%	8.0%	559	624	471	6	3	8
RRB	16.6%	16.2%	14.4%	38.9%	34.6%	38.8%	25.6%	28.4%	21.9%	11.8%	15.6%	17.0%	7.1%	5.2%	8.0%	313	469	516	3	10	6
SBA	11.5%	9.3%	11.1%	27.7%	27.0%	28.2%	24.6%	25.0%	24.8%	19.5%	21.5%	19.6%	16.8%	17.2%	16.3%	1,352	1,282	1,367	17	15	13
SEC	19.4%	17.1%	14.1%	38.7%	37.7%	36.8%	21.9%	22.1%	24.3%	13.1%	16.0%	16.7%	6.9%	7.0%	8.1%	3,148	1,889	2,428	45	20	31

(18) My training needs are assessed.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.8%	14.0%	12.5%	38.1%	37.8%	37.1%	22.9%	23.1%	23.8%	15.0%	15.6%	16.5%	9.2%	9.6%	10.1%	401,073	414,506	385,903	4,002	4,422	4,288
SSA	14.3%	15.2%	13.6%	39.1%	39.5%	40.1%	24.1%	24.4%	25.3%	14.9%	14.1%	13.8%	7.6%	6.8%	7.2%	8,770	10,363	9,368	87	110	108
State	11.6%	11.0%	10.8%	32.9%	34.5%	34.9%	23.8%	23.9%	24.9%	22.6%	20.9%	20.5%	9.1%	9.6%	8.9%	5,163	3,987	3,720	61	44	32
Treas	13.7%	12.4%	11.4%	36.9%	35.2%	34.7%	23.1%	23.8%	24.2%	15.7%	16.9%	17.9%	10.6%	11.7%	11.8%	44,617	50,608	50,026	542	724	712
USAID	10.7%	9.6%	9.5%	33.1%	35.3%	30.9%	23.8%	21.0%	23.7%	21.2%	23.8%	24.6%	11.3%	10.3%	11.4%	2,254	1,983	2,010	8	9	16
USDA	12.4%	10.9%	9.5%	42.8%	41.1%	40.5%	24.1%	24.3%	24.8%	13.8%	15.6%	16.6%	7.0%	8.2%	8.6%	22,596	20,372	19,900	146	134	160
VA	15.6%	14.9%	14.6%	39.8%	39.7%	40.0%	22.3%	22.2%	22.8%	13.8%	14.3%	13.8%	8.5%	8.9%	8.8%	29,837	31,592	27,072	313	370	315
Small Agencies	18.7%	16.2%	14.4%	34.8%	34.4%	32.0%	21.6%	22.4%	23.3%	14.6%	16.0%	18.6%	10.3%	10.9%	11.8%	5,304	5,030	4,680	73	56	59
DOD	15.2%	14.6%	12.8%	37.9%	37.8%	37.0%	23.0%	23.1%	23.9%	14.9%	15.3%	16.4%	9.1%	9.1%	9.9%	57,718	71,772	73,842	544	669	743
USACE	14.2%	12.8%	10.2%	41.7%	39.7%	38.1%	21.5%	22.7%	23.9%	16.1%	15.7%	16.4%	6.4%	9.1%	11.3%	3,553	4,250	2,403	28	33	18
Air Force	17.3%	16.0%	13.4%	37.1%	38.3%	36.8%	22.9%	22.5%	24.1%	14.2%	14.8%	16.1%	8.5%	8.4%	9.6%	15,331	18,466	18,866	155	189	191
Army‡	14.8%	14.7%	13.1%	36.4%	36.9%	36.3%	22.7%	22.3%	23.5%	15.7%	16.0%	16.6%	10.5%	10.1%	10.6%	13,244	16,433	19,621	140	140	222
Navy‡	13.1%	12.9%	10.7%	38.9%	37.6%	36.7%	24.1%	24.8%	25.1%	15.2%	15.6%	17.5%	8.7%	9.1%	9.9%	10,986	15,944	17,465	101	160	188
Marine Corps	16.1%	14.5%	15.2%	33.5%	35.6%	33.5%	26.2%	24.8%	24.0%	12.8%	16.3%	17.3%	11.4%	8.9%	10.0%	1,202	1,649	1,684	5	18	19
DOD 4th Estate	16.8%	16.3%	15.2%	39.4%	39.5%	39.8%	21.6%	22.1%	22.2%	13.6%	13.8%	14.1%	8.6%	8.2%	8.6%	13,402	15,030	13,803	115	129	105

SOURCE: Federal Employee Viewpoint Survey

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree		Stroi	ngly Disa	agree	Item R	esponse T	otal**	No Ba	asis to Ju	ıdge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10.380	10,590	8,987
																	•	·	· ·		
BBG	20.6%	22.7%	19.7%	38.4%	36.7%	38.9%	21.1%	22.0%	24.2%	9.1%	10.1%	8.6%	10.8%	8.5%	8.6%	803	934	905	99	166	142
CSOSA	30.2%	30.1%	27.4%	44.9%	44.8%	42.3%	12.2%	12.5%	12.7%	6.7%	8.1%	10.5%	6.0%	4.5%	7.2%	608	638	715	8	9	7
DHS	23.3%	22.1%	22.4%	39.8%	38.9%	41.1%	15.1%	16.0%	15.8%	11.2%	11.7%	11.3%	10.5%	11.3%	9.4%	45,681	41,909	41,642	1,231	1,097	1,055
DOC	31.9%	30.2%	29.9%	39.4%	39.7%	40.6%	13.0%	13.3%	13.6%	9.4%	10.5%	10.0%	6.3%	6.3%	5.9%	9,541	9,867	9,684	233	244	187
DOE	22.6%	19.8%	17.4%	39.0%	37.3%	37.9%	15.4%	15.6%	16.4%	13.1%	15.7%	15.8%	9.9%	11.5%	12.5%	7,930	8,313	6,407	134	139	95
DOI	23.2%	22.2%	21.3%	44.8%	45.5%	45.6%	14.8%	14.6%	14.6%	10.3%	10.9%	11.7%	6.9%	6.8%	6.7%	22,650	25,894	18,090	429	450	270
DOJ	32.7%	31.4%	30.2%	40.5%	41.9%	41.7%	11.5%	11.8%	12.8%	9.0%	8.9%	9.4%	6.3%	5.9%	6.0%	16,092	19,715	16,887	375	455	294
DOL	28.6%	26.3%	25.2%	40.1%	40.0%	39.7%	13.4%	13.9%	14.3%	10.2%	11.1%	11.4%	7.7%	8.7%	9.5%	10,989	11,076	10,739	257	249	197
DOT	21.0%	20.7%	20.4%	40.1%	40.4%	37.7%	17.9%	18.3%	19.3%	12.7%	13.0%	13.6%	8.2%	7.6%	9.0%	14,231	14,918	11,216	613	643	427
Educ	24.7%	24.1%	22.8%	37.0%	37.3%	37.7%	13.9%	13.7%	13.7%	12.2%	13.1%	13.7%	12.2%	11.7%	12.1%	2,785	2,621	2,343	72	75	66
EEOC	34.7%	34.4%	32.3%	38.8%	36.4%	37.3%	11.4%	11.3%	13.7%	8.5%	8.9%	9.7%	6.6%	8.9%	7.1%	1,453	1,196	1,096	54	48	28
EPA	22.0%	20.4%	19.7%	39.2%	37.4%	37.3%	16.7%	17.2%	17.8%	13.8%	15.8%	15.4%	8.3%	9.2%	9.8%	9,926	4,386	3,807	214	67	53
FCC	28.7%	30.8%	30.9%	39.3%	37.5%	38.8%	17.4%	16.1%	19.1%	7.9%	9.0%	6.0%	6.7%	6.7%	5.2%	596	524	645	50	47	55
FERC	29.4%	28.8%	25.2%	40.0%	39.4%	41.3%	15.6%	14.9%	15.3%	9.7%	10.8%	10.5%	5.3%	6.1%	7.7%	1,098	956	868	48	39	27
FTC	46.3%	46.4%	42.8%	37.1%	35.9%	36.5%	7.3%	9.6%	11.8%	5.9%	5.2%	3.7%	3.4%	2.9%	5.1%	611	595	496	30	31	22

SOURCE: Federal Employee Viewpoint Survey

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Stro	ongly Ag	ree		Agree			er Agree Disagree			Disagree		Stroi	ngly Disa	agree	Item R	esponse T	otal**	No Ba	asis to Ju	udge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All																					
Responses	28.5%	27.6%	26.4%	40.5%	40.5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396,712	410,220	382,953	10,380	10,590	8,987
																		_	-		
GSA	30.6%	27.1%	25.0%	40.3%	41.1%	41.9%	13.6%	14.2%	15.2%	9.0%	10.0%	9.9%	6.5%	7.6%	8.1%	6,896	7,708	8,400	167	148	146
HHS	28.3%	27.1%	25.3%	40.7%	40.5%	41.1%	13.8%	13.8%	14.1%	10.2%	10.7%	11.3%	7.0%	7.9%	8.2%	39,417	35,914	32,154	859	776	587
HUD	32.1%	29.6%	24.6%	40.2%	39.5%	40.9%	12.1%	13.1%	14.2%	7.7%	8.8%	9.9%	7.8%	9.0%	10.5%	5,336	5,218	3,808	114	165	72
NARA	35.9%	31.3%	28.8%	40.0%	38.2%	37.4%	9.2%	11.2%	11.8%	8.2%	10.0%	11.8%	6.7%	9.4%	10.2%	1,834	1,688	1,655	34	27	29
NASA	37.5%	35.3%	30.1%	40.9%	41.2%	43.3%	11.2%	12.0%	13.9%	6.8%	7.6%	8.6%	3.6%	3.9%	4.2%	10,958	9,774	9,210	229	144	201
NCUA	31.8%	29.5%	29.4%	38.5%	41.6%	43.3%	10.8%	10.1%	10.6%	11.4%	11.9%	10.8%	7.5%	6.8%	6.0%	655	766	797	6	10	9
NLRB	23.4%	21.3%	21.8%	39.2%	31.8%	32.2%	12.5%	16.3%	16.1%	13.7%	16.7%	19.8%	11.3%	13.9%	10.2%	825	839	667	56	63	28
NRC	26.2%	26.3%	24.9%	39.9%	40.2%	39.9%	14.1%	14.7%	14.7%	12.4%	11.1%	12.2%	7.5%	7.7%	8.4%	2,114	2,622	2,420	36	49	45
NSF	41.6%	37.9%	37.5%	33.6%	33.9%	33.1%	11.2%	11.2%	11.8%	7.8%	9.1%	9.0%	5.9%	7.9%	8.5%	835	873	893	18	24	21
ОМВ	22.8%	23.8%	18.1%	47.9%	38.8%	44.7%	12.7%	19.1%	15.0%	12.1%	12.7%	16.1%	4.5%	5.7%	6.1%	319	287	300	32	18	3
ОРМ	35.3%	35.3%	34.5%	42.7%	42.4%	43.0%	9.5%	9.6%	10.3%	7.5%	7.3%	7.7%	5.1%	5.4%	4.5%	3,147	3,331	3,552	42	37	41
PBGC	29.7%	26.0%	24.7%	36.6%	39.4%	37.1%	13.3%	13.1%	13.3%	10.9%	13.4%	14.6%	9.5%	8.1%	10.4%	555	618	465	14	12	16
RRB	31.9%	29.5%	25.6%	40.0%	42.7%	45.5%	15.4%	13.0%	12.0%	8.0%	9.2%	10.9%	4.8%	5.6%	6.1%	311	466	514	9	14	11
SBA	32.8%	30.9%	28.4%	40.2%	40.5%	43.4%	11.0%	10.2%	11.2%	7.9%	7.9%	8.1%	8.1%	10.4%	8.8%	1,352	1,283	1,373	29	17	21
SEC	19.7%	17.0%	14.9%	35.8%	34.4%	31.1%	19.4%	17.4%	19.0%	14.8%	18.0%	19.0%	10.3%	13.1%	16.0%	3,115	1,870	2,421	91	44	43

SOURCE: Federal Employee Viewpoint Survey

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

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Str	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stroi	ngly Disa	agree	Item R	esponse T	otal**	No Ba	isis to Ju	ıdge
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	28.5%	27.6%	26.4%	40.5%	40 5%	41.1%	13.6%	14.1%	14.6%	10.0%	10.3%	10.5%	7.3%	7.5%	7.5%	396 712	410,220	382.953	10 380	10,590	8,987
	20.070	21.070	20.470	40.070	40.070	41.170	10.070	14.170	14.070	10.070	10.070	10.070	7.070	7.070	7.070	000,712	410,220	302,335	10,000	10,000	0,001
SSA	26.1%	26.0%	26.4%	43.3%	43.2%	45.2%	12.9%	13.9%	12.7%	10.9%	10.2%	10.1%	6.8%	6.7%	5.6%	8,584	10,122	9,214	295	375	294
State	27.8%	27.5%	27.3%	42.3%	40.7%	42.6%	14.9%	15.6%	15.3%	9.7%	10.8%	10.3%	5.3%	5.4%	4.5%	5,041	3,874	3,593	210	181	181
Treas	34.7%	33.1%	32.8%	39.8%	40.5%	40.7%	11.7%	11.8%	11.9%	7.5%	8.0%	8.6%	6.2%	6.6%	6.1%	44,473	50,462	50,003	916	1,108	913
USAID	23.8%	23.1%	21.8%	34.6%	33.4%	36.6%	16.1%	15.6%	15.5%	14.8%	16.4%	15.7%	10.7%	11.5%	10.4%	2,192	1,932	1,950	90	71	92
USDA	23.7%	21.9%	19.9%	46.2%	44.6%	45.1%	13.2%	14.4%	14.3%	10.5%	12.1%	13.4%	6.5%	7.0%	7.2%	22,526	20,301	19,911	319	283	223
VA	31.5%	29.6%	28.8%	39.5%	40.2%	39.6%	11.8%	12.0%	13.3%	9.7%	10.1%	9.6%	7.5%	8.2%	8.7%	29,491	31,319	26,819	773	813	733
Small Agencies	29.6%	29.4%	26.9%	39.6%	37.5%	39.2%	13.5%	14.0%	13.5%	9.6%	10.7%	11.5%	7.7%	8.4%	8.9%	5,177	4,906	4,578	224	205	171
DOD	28.5%	28.5%	26.6%	40.1%	40.2%	41.1%	14.5%	14.9%	15.3%	10.0%	9.9%	10.2%	6.9%	6.5%	6.8%	56,565	70,505	72,716	1,970	2,247	2,182
USACE	30.2%	29.2%	26.5%	45.2%	43.6%	45.5%	11.2%	12.6%	13.0%	8.0%	9.2%	8.7%	5.5%	5.4%	6.4%	3,524	4,200	2,392	71	101	39
Air Force	30.2%	29.9%	27.2%	38.7%	39.6%	40.2%	14.9%	14.2%	15.6%	9.6%	9.6%	9.9%	6.7%	6.6%	7.1%	14,905	18,042	18,445	653	697	692
Army‡	32.7%	32.6%	30.9%	39.8%	40.5%	41.0%	12.2%	12.8%	13.1%	8.6%	8.5%	8.7%	6.8%	5.6%	6.3%	13,012	16,229	19,457	452	436	478
Navy‡	20.9%	21.4%	19.4%	41.3%	39.9%	41.2%	18.2%	19.0%	19.7%	12.3%	12.1%	12.4%	7.3%	7.6%	7.3%	10,657	15,524	17,003	476	634	712
Marine Corps	27.3%	26.9%	27.4%	36.3%	38.0%	37.0%	17.4%	17.2%	14.2%	10.1%	10.1%	13.1%	8.9%	7.8%	8.3%	1,185	1.637	1,667	27	43	47
DOD 4th Estate				39.7%			12.1%		12.9%		9.1%	9.5%	6.6%	6.3%	6.5%	13,282	14,873	13,752	291	336	214

SOURCE: Federal Employee Viewpoint Survey

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

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

	Sti	ongly Ag	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ngly Disa	gree	Item Re	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
BBG	24.5%	25.3%	23.2%	46.1%	46.8%	46.8%	17.4%	15.2%	16.0%	6.9%	8.0%	10.1%	5.1%	4.7%	3.9%	899	1,097	1,047
CSOSA	24.8%	23.8%	23.0%	46.4%	47.1%	43.1%	10.8%	16.1%	15.3%	12.4%	8.8%	11.5%	5.7%	4.3%	7.2%	613	646	719
DHS	23.3%	20.2%	20.2%	45.2%	45.5%	46.1%	14.9%	15.5%	15.7%	11.4%	12.5%	12.4%	5.2%	6.2%	5.6%	46,881	42,977	42,672
DOC	31.2%	30.3%	29.8%	46.7%	47.3%	48.7%	13.0%	13.1%	12.4%	6.7%	7.0%	7.1%	2.5%	2.3%	2.1%	9,773	10,106	9,859
DOE	32.8%	28.9%	25.0%	47.7%	48.3%	50.0%	10.2%	12.0%	13.4%	6.5%	7.6%	8.6%	2.8%	3.1%	3.0%	8,062	8,453	6,499
DOI	26.1%	24.6%	23.4%	47.6%	47.5%	47.6%	13.5%	14.3%	14.9%	9.1%	9.7%	10.2%	3.7%	3.8%	3.9%	23,041	26,308	18,343
DOJ	26.9%	26.6%	24.9%	45.9%	47.5%	48.2%	14.3%	14.3%	14.2%	9.3%	8.6%	9.4%	3.6%	3.0%	3.3%	16,457	20,154	17,156
DOL	32.0%	29.1%	26.5%	45.2%	47.0%	47.1%	12.4%	12.8%	13.7%	7.5%	7.7%	9.1%	2.9%	3.5%	3.7%	11,241	11,323	10,922
DOT	28.7%	28.5%	27.2%	48.2%	48.4%	48.6%	12.3%	12.5%	12.9%	7.8%	8.1%	8.3%	3.0%	2.5%	2.9%	14,845	15,567	11,644
Educ	33.1%	32.9%	31.7%	46.1%	47.2%	47.2%	10.4%	10.1%	10.6%	7.4%	7.6%	7.5%	3.0%	2.1%	2.8%	2,852	2,690	2,406
EEOC	27.7%	29.8%	25.8%	45.1%	42.1%	44.1%	14.3%	13.0%	13.5%	9.2%	10.1%	11.0%	3.8%	5.0%	5.7%	1,503	1,240	1,123
EPA	29.6%	28.0%	26.8%	49.1%	48.9%	48.9%	11.7%	11.9%	12.6%	6.9%	8.6%	9.2%	2.7%	2.5%	2.5%	10,129	4,449	3,852
FCC	34.8%	35.4%	35.3%	46.1%	43.4%	44.1%	9.6%	10.5%	10.9%	5.7%	6.4%	7.2%	3.8%	4.3%	2.5%	645	569	699
FERC	42.7%	42.3%	34.4%	45.8%	43.3%	49.6%	7.7%	9.2%	7.3%	2.4%	4.1%	7.3%	1.4%	1.1%	1.4%	1,149	993	893
FTC	48.5%	45.0%	43.4%	39.5%	41.9%	42.1%	6.4%	6.2%	7.5%	4.9%	4.5%	5.1%	0.7%	2.3%	2.0%	641	624	517

**Unweighted count of responses to a question.

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

	Str	ongly Ag	ee		Agree		Neither A	gree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
GSA	36.3%	33.4%	30.9%	44.9%	46.0%	47.4%	11.2%	12.2%	12.9%	5.7%	6.1%	6.6%	1.9%	2.3%	2.1%	7,070	7,857	8,539
HHS	31.4%	29.5%	27.8%	45.8%	46.4%	46.2%	12.1%	12.9%	13.6%	7.7%	8.1%	8.7%	3.1%	3.1%	3.6%	40,251	36,656	32,687
HUD	30.0%	27.8%	24.4%	43.9%	45.2%	45.3%	13.6%	13.6%	14.1%	8.2%	9.3%	10.5%	4.3%	4.1%	5.7%	5,444	5,360	3,866
NARA	31.5%	29.9%	26.7%	43.8%	43.8%	43.1%	11.5%	13.4%	13.6%	8.3%	7.8%	11.3%	5.0%	5.1%	5.3%	1,869	1,719	1,679
NASA	41.8%	39.9%	38.8%	45.7%	46.4%	47.0%	7.7%	8.5%	8.7%	3.5%	4.1%	4.5%	1.3%	1.1%	1.0%	11,183	9,917	9,408
NCUA	37.6%	34.5%	33.1%	47.2%	50.6%	51.4%	7.6%	7.4%	7.7%	5.5%	6.0%	6.4%	2.0%	1.6%	1.4%	661	775	806
NLRB	31.1%	31.1%	27.4%	44.4%	46.4%	45.5%	12.3%	11.5%	13.1%	8.3%	8.7%	10.0%	4.0%	2.3%	4.0%	881	900	692
NRC	37.6%	37.6%	35.3%	43.5%	44.9%	46.7%	9.8%	9.0%	10.1%	6.5%	6.3%	5.7%	2.7%	2.2%	2.2%	2,148	2,670	2,465
NSF	37.1%	36.0%	32.4%	44.5%	44.3%	46.5%	10.8%	10.3%	11.3%	6.0%	6.9%	7.0%	1.6%	2.4%	2.8%	852	896	914
ОМВ	54.2%	49.3%	46.2%	37.8%	42.7%	44.1%	4.8%	5.7%	6.2%	1.9%	0.8%	3.4%	1.3%	1.4%	0.0%	350	305	304
ОРМ	33.7%	32.8%	32.1%	46.0%	46.8%	48.2%	11.5%	11.6%	11.4%	6.6%	6.3%	6.2%	2.2%	2.6%	2.1%	3,189	3,367	3,589
PBGC	32.8%	26.4%	28.1%	46.9%	51.1%	45.2%	11.5%	11.0%	14.7%	6.8%	8.1%	9.5%	1.9%	3.4%	2.4%	568	629	479
RRB	30.2%	26.1%	25.6%	46.1%	49.0%	46.8%	13.2%	14.1%	15.1%	7.8%	7.1%	9.7%	2.7%	3.6%	2.8%	318	481	526
SBA	27.9%	28.3%	27.4%	43.8%	41.9%	44.6%	10.9%	12.8%	12.0%	11.5%	10.7%	11.6%	5.9%	6.4%	4.4%	1,379	1,297	1,389
SEC	32.1%	27.7%	26.4%	48.1%	49.1%	50.4%	11.1%	12.5%	12.6%	6.3%	8.0%	7.9%	2.4%	2.8%	2.7%	3,203	1,914	2,463

**Unweighted count of responses to a question.

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

	Sti	rongly Agi	ree		Agree		Neither A	Agree nor	Disagree		Disagree		Stro	ongly Disa	gree	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.2%	25.9%	25.1%	46.1%	46.8%	47.0%	13.5%	14.0%	14.2%	9.3%	9.5%	9.9%	3.9%	3.8%	3.9%	406,886	420,499	391,426
SSA	23.1%	22.9%	20.7%	46.7%	47.3%	48.6%	14.3%	15.6%	16.0%	11.6%	10.9%	11.2%	4.3%	3.3%	3.5%	8,889	10,496	9,512
State	31.0%	29.7%	28.8%	47.5%	49.6%	50.7%	11.9%	10.5%	11.7%	7.2%	7.9%	6.9%	2.4%	2.4%	1.8%	5,242	4,051	3,767
Treas	32.5%	31.2%	30.9%	44.7%	45.6%	46.3%	11.6%	11.9%	11.5%	7.7%	7.8%	7.9%	3.5%	3.5%	3.3%	45,391	51,552	50,874
USAID	29.9%	28.4%	27.9%	47.2%	48.9%	50.2%	12.5%	10.7%	11.4%	7.7%	9.5%	7.7%	2.7%	2.6%	2.7%	2,282	1,997	2,036
USDA	29.0%	27.0%	24.8%	47.2%	47.8%	49.5%	12.9%	13.2%	13.3%	8.1%	9.1%	9.1%	2.8%	3.0%	3.3%	22,824	20,553	20,099
VA	24.5%	23.1%	23.0%	44.1%	44.4%	43.6%	15.0%	15.8%	15.6%	11.2%	11.8%	12.4%	5.2%	5.0%	5.4%	30,247	32,099	27,438
Small Agencies	33.9%	32.8%	31.5%	45.4%	45.5%	45.3%	9.9%	11.1%	11.6%	7.3%	7.3%	8.3%	3.6%	3.3%	3.4%	5,399	5,106	4,745
DOD	27.1%	26.2%	25.4%	47.2%	48.0%	47.9%	13.3%	13.7%	14.1%	8.9%	8.7%	9.2%	3.5%	3.5%	3.4%	58,515	72,706	74,798
USACE	26.3%	24.5%	22.6%	50.4%	51.1%	49.9%	12.9%	13.9%	14.2%	8.0%	7.8%	10.2%	2.4%	2.7%	3.0%	3,590	4,301	2,424
Air Force	28.0%	27.3%	27.0%	46.7%	48.6%	47.7%	13.4%	12.5%	13.5%	8.6%	8.5%	8.9%	3.4%	3.1%	2.9%	15,558	18,723	19,122
Army‡	25.7%	25.0%	24.5%	46.3%	46.6%	46.6%	14.0%	14.6%	14.9%	9.8%	9.8%	10.1%	4.2%	4.0%	3.9%	13,456	16,640	19,912
Navy‡	27.3%	26.6%	25.3%	49.8%	49.5%	50.0%	12.4%	13.2%	13.8%	8.0%	7.8%	8.0%	2.5%	3.0%	2.9%	11,129	16,157	17,691
Marine Corps	27.0%	25.4%	26.9%	41.8%	47.3%	45.9%	15.0%	14.9%	14.0%	11.6%	8.5%	9.2%	4.6%	4.0%	4.1%	1,212	1,678	1,713
DOD 4th Estate	28.2%	27.0%	25.7%	44.7%	46.1%	47.1%	13.5%	14.0%	13.6%	9.2%	8.9%	9.4%	4.5%	4.0%	4.2%	13,570	15,207	13,936

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	iree		Agree			ner Agre Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
																		_			
BBG	9.4%	7.6%	6.2%	26.3%	27.7%	26.4%	24.8%	25.8%	25.9%	18.7%	21.7%	22.0%	20.8%	17.2%	19.4%	866	1,062	1,023	29	32	24
CSOSA	11.6%	11.9%	8.7%	33.3%	36.6%	36.1%	25.8%	28.0%	25.9%	18.0%	15.8%	18.3%	11.2%	7.6%	11.0%	602	627	689	16	19	29
DHS	6.2%	5.3%	5.7%	25.6%	24.7%	25.0%	27.0%	27.2%	27.5%	22.9%	24.2%	24.1%	18.3%	18.6%	17.6%	45,480	41,687	41,279	1,408	1,321	1,415
DOC	13.3%	12.4%	12.7%	37.5%	38.7%	39.2%	25.1%	25.0%	24.4%	15.5%	15.3%	15.8%	8.6%	8.6%	7.9%	9,303	9,617	9,375	456	482	487
DOE	10.3%	8.0%	6.8%	36.9%	34.0%	30.1%	22.4%	23.5%	24.5%	18.9%	22.5%	24.4%	11.5%	12.0%	14.2%	7,791	8,163	6,261	261	293	237
DOI	8.2%	6.8%	6.2%	32.9%	31.7%	30.7%	24.6%	25.4%	25.7%	21.8%	23.0%	23.0%	12.5%	13.1%	14.3%	22,428	25,636	17,779	620	679	558
DOJ	10.6%	10.4%	9.2%	36.1%	37.4%	36.6%	26.0%	26.6%	28.5%	18.0%	17.5%	18.0%	9.2%	8.0%	7.7%	15,918	19,474	16,565	544	674	603
DOL	12.4%	9.8%	9.0%	36.3%	34.9%	34.5%	26.1%	27.2%	27.9%	16.0%	17.6%	18.0%	9.3%	10.5%	10.7%	10,696	10,766	10,353	535	555	573
DOT	9.1%	8.5%	7.8%	33.5%	32.8%	33.1%	24.7%	24.6%	25.2%	20.2%	21.3%	21.5%	12.4%	12.7%	12.3%	14,334	15,050	11,183	496	520	459
Educ	13.9%	13.9%	13.5%	38.5%	37.9%	35.8%	22.4%	23.5%	23.5%	15.8%	15.7%	16.8%	9.4%	9.0%	10.5%	2,740	2,580	2,304	115	114	100
EEOC	10.4%	11.9%	7.9%	30.7%	32.8%	29.0%	26.8%	26.1%	29.2%	19.0%	18.2%	19.2%	13.1%	10.9%	14.7%	1,406	1,157	1,055	96	82	71
EPA	8.5%	6.7%	5.4%	35.5%	29.9%	22.5%	24.7%	22.5%	23.7%	20.6%	25.8%	29.1%	10.7%	15.1%	19.3%	9,741	4,274	3,700	395	169	155
FCC	10.0%	9.2%	10.5%	32.5%	35.3%	36.5%	23.6%	19.6%	24.8%	18.8%	20.4%	16.3%	15.1%	15.5%	11.9%	611	536	664	35	36	34
FERC	24.6%	23.7%	21.7%	47.9%	45.3%	46.5%	15.8%	18.5%	17.8%	7.9%	9.6%	10.1%	3.7%	2.8%	3.9%	1,110	969	860	38	26	36
FTC	32.7%	29.0%	32.2%	41.5%	44.4%	43.7%	12.9%	13.9%	13.2%	9.5%	9.4%	6.8%	3.4%	3.4%	4.2%	620	608	500	20	17	17

SOURCE: Federal Employee Viewpoint Survey

(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree	•	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
GSA	16.3%	13.2%	10.8%	36.7%	33.0%	33.3%	23.0%	25.2%	26.8%	14.6%	17.4%	18.3%	9.4%	11.2%	10.8%	6,802	7,534	8,180	262	315	350
HHS	12.5%	11.3%	10.6%	39.6%	38.7%	38.5%	22.6%	23.6%	23.8%	16.1%	17.3%	17.2%	9.2%	9.1%	9.8%	38,969	35,504	31,620	1,273	1,185	1,114
HUD	9.2%	7.8%	5.2%	28.9%	26.6%	22.4%	27.5%	26.3%	26.0%	20.3%	22.4%	24.3%	14.1%	16.9%	22.1%	5,175	5,076	3,663	276	315	214
NARA	11.4%	10.1%	7.6%	37.1%	27.0%	27.6%	23.6%	25.3%	23.5%	15.9%	21.4%	23.8%	12.1%	16.2%	17.4%	1,811	1,648	1,605	52	66	76
NASA	14.6%	13.1%	12.9%	40.2%	37.4%	39.3%	21.4%	22.4%	22.4%	16.5%	19.0%	18.2%	7.2%	8.2%	7.3%	10,873	9,672	9,126	306	246	275
NCUA	18.3%	13.1%	15.0%	40.4%	43.5%	43.3%	21.2%	20.0%	21.4%	13.0%	15.5%	14.7%	7.2%	7.9%	5.6%	644	760	789	13	15	18
NLRB	10.6%	12.9%	13.1%	33.7%	34.8%	35.3%	23.2%	23.8%	22.4%	20.5%	19.4%	20.3%	12.0%	9.1%	8.9%	838	853	648	43	47	47
NRC	14.7%	17.4%	18.5%	38.2%	44.1%	44.6%	20.5%	18.8%	18.5%	17.0%	13.9%	13.1%	9.7%	5.8%	5.3%	2,066	2,583	2,394	79	91	68
NSF	18.2%	16.7%	16.6%	42.4%	38.4%	40.9%	19.7%	21.4%	20.3%	13.9%	16.3%	14.8%	5.8%	7.1%	7.4%	838	881	896	15	18	18
ОМВ	29.1%	18.7%	14.0%	50.1%	49.5%	42.3%	9.7%	19.9%	18.4%	8.2%	9.0%	19.6%	2.8%	3.0%	5.6%	344	300	300	6	5	4
ОРМ	12.4%	12.3%	10.8%	39.7%	40.5%	38.0%	24.6%	25.7%	27.6%	14.5%	14.8%	15.3%	8.9%	6.8%	8.4%	3,001	3,130	3,300	188	234	285
PBGC	15.0%	11.4%	15.4%	48.1%	41.4%	37.6%	18.1%	25.2%	23.3%	12.4%	13.6%	14.7%	6.4%	8.4%	9.0%	541	616	459	28	13	22
RRB	12.5%	8.7%	9.3%	30.7%	40.1%	36.7%	30.0%	26.5%	30.5%	16.1%	16.6%	15.5%	10.8%	8.2%	8.0%	294	446	493	26	35	31
SBA	9.3%	7.6%	8.5%	30.7%	29.9%	28.4%	25.1%	26.5%	24.4%	18.3%	20.1%	21.8%	16.6%	15.9%	16.9%	1,314	1,244	1,313	68	58	78
SEC	20.9%	16.7%	15.7%	48.0%	46.8%	44.5%	17.5%	18.3%	19.9%	8.8%	11.3%	13.9%	4.8%	6.9%	6.0%	3,064	1,825	2,335	139	91	131

SOURCE: Federal Employee Viewpoint Survey

(21) My work unit is able to recruit people with the right skills.

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.1%	8.5%	8.1%	33.4%	33.0%	32.6%	25.2%	25.7%	26.4%	19.9%	20.5%	20.8%	12.3%	12.3%	12.2%	392,412	405,630	376,727	14,370	15,085	14,985
SSA	8.3%	9.4%	7.2%	32.3%	32.5%	30.1%	27.7%	29.5%	31.5%	19.1%	18.5%	20.1%	12.6%	10.1%	11.1%	8,480	9,970	9,006	397	533	496
State	10.8%	10.8%	11.1%	42.4%	42.8%	43.8%	22.5%	22.0%	24.1%	17.0%	17.1%	15.9%	7.4%	7.2%	5.2%	5,114	3,965	3,660	127	86	107
Treas	8.0%	7.4%	7.8%	27.1%	27.0%	29.9%	25.8%	25.7%	26.4%	21.8%	22.2%	21.5%	17.3%	17.6%	14.4%	42,857	48,759	48,112	2,490	2,803	2,770
USAID	10.8%	10.5%	10.1%	45.8%	44.4%	43.9%	18.6%	18.5%	19.3%	17.8%	19.0%	19.8%	7.0%	7.6%	6.9%	2,244	1,962	2,001	36	34	39
USDA	6.6%	5.3%	4.9%	31.5%	29.8%	29.2%	27.8%	28.6%	27.8%	22.0%	23.2%	24.0%	12.1%	13.0%	14.0%	22,168	19,917	19,456	662	652	666
VA	10.0%	9.3%	9.8%	35.0%	35.1%	35.7%	23.9%	24.1%	24.3%	18.7%	19.7%	18.9%	12.4%	11.8%	11.3%	29,426	31,254	26,855	830	879	702
Small Agencies	18.0%	17.0%	15.7%	42.4%	42.0%	38.6%	19.2%	20.0%	21.2%	12.8%	12.9%	15.5%	7.6%	8.1%	9.1%	5,224	4,952	4,563	160	157	184
DOD	8.4%	8.0%	7.2%	33.3%	33.0%	31.7%	25.6%	26.3%	27.2%	20.9%	20.9%	21.7%	11.8%	11.9%	12.1%	56,679	70,573	72,363	1,830	2,188	2,492
USACE	8.9%	7.4%	6.2%	37.2%	37.3%	34.6%	25.8%	26.8%	26.9%	18.6%	19.6%	21.6%	9.4%	8.9%	10.7%	3,519	4,195	2,373	75	101	58
Air Force	9.2%	8.9%	7.4%	34.5%	34.7%	32.2%	24.2%	24.9%	27.5%	20.2%	20.8%	21.4%	11.9%	10.8%	11.5%	15,055	18,148	18,539	493	588	601
Army‡	8.1%	7.4%	6.8%	31.3%	31.2%	29.6%	25.6%	26.8%	27.4%	21.9%	21.2%	22.4%	13.1%	13.4%	13.8%	13,036	16,139	19,210	421	522	708
Navy‡	7.4%	7.3%	6.7%	33.6%	32.6%	32.1%	26.3%	26.5%	26.9%	21.6%	21.8%	22.4%	11.1%	11.8%	11.9%	10,813	15,743	17,186	318	431	528
Marine Corps	6.8%	8.1%	9.2%	30.2%	29.0%	30.5%	26.9%	28.6%	28.5%	22.7%	20.3%	18.9%	13.4%	14.0%	12.9%	1,168	1,631	1,668	44	46	47
DOD 4th Estate	9.6%	9.1%	8.8%	34.2%	34.2%	33.7%	26.2%	26.4%	26.8%	19.2%	19.0%	20.2%	10.7%	11.3%	10.5%	13,088	14,717	13,387	479	500	550

SOURCE: Federal Employee Viewpoint Survey

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

(22) Promotions in my work unit are based on merit.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
																,				,	
BBG	10.5%	8.5%	7.2%	19.8%	20.9%	21.0%	25.4%	25.3%	24.9%	16.0%	17.4%	18.2%	28.2%	27.9%	28.8%	850	1,036	975	40	54	66
CSOSA	10.8%	10.3%	7.7%	24.4%	19.7%	22.5%	26.9%	32.9%	30.9%	18.3%	18.5%	20.4%	19.6%	18.6%	18.6%	574	608	662	36	33	50
DHS	5.8%	4.7%	4.8%	17.3%	15.4%	15.9%	23.1%	23.1%	23.7%	21.2%	22.1%	22.0%	32.7%	34.7%	33.6%	44,319	41,003	40,374	2,311	1,919	2,112
DOC	19.1%	18.9%	19.4%	33.7%	32.9%	33.0%	23.4%	23.6%	23.9%	12.8%	13.1%	13.0%	11.0%	11.5%	10.7%	8,981	9,346	9,144	732	706	669
DOE	10.9%	8.6%	7.1%	30.2%	28.1%	27.3%	27.2%	27.1%	28.0%	15.3%	18.3%	19.2%	16.4%	17.9%	18.4%	7,423	7,864	6,020	599	546	456
DOI	9.5%	7.6%	7.7%	28.4%	27.7%	27.5%	27.2%	28.1%	28.3%	17.3%	18.6%	18.5%	17.6%	18.1%	18.1%	21,360	24,665	16,987	1,534	1,527	1,209
DOJ	8.6%	8.9%	8.0%	26.6%	26.3%	25.8%	26.8%	27.7%	28.8%	18.9%	19.9%	20.1%	1 9 .1%	17.2%	17.3%	15,410	18,941	16,138	955	1,107	920
DOL	13.8%	11.8%	10.7%	28.7%	27.8%	28.0%	26.1%	27.0%	26.5%	15.1%	15.9%	16.9%	16.4%	17.5%	17.8%	10,378	10,539	10,052	771	718	778
DOT	8.6%	7.7%	7.4%	25.3%	24.2%	24.0%	27.3%	27.8%	27.4%	18.4%	20.1%	19.5%	20.5%	20.1%	21.8%	13,683	14,362	10,737	1,091	1,122	833
Educ	14.0%	13.7%	12.9%	28.7%	29.6%	28.8%	24.0%	24.7%	25.3%	16.1%	15.0%	14.8%	17.2%	17.0%	18.1%	2,579	2,449	2,198	258	235	193
EEOC	12.2%	13.7%	10.4%	24.4%	24.1%	23.1%	30.4%	28.1%	31.7%	16.1%	16.0%	13.5%	16.9%	18.1%	21.3%	1,333	1,123	1,013	166	110	102
EPA	8.8%	7.4%	7.0%	30.1%	27.1%	25.5%	26.8%	26.4%	25.9%	18.5%	20.0%	21.2%	15.8%	19.1%	20.4%	9,228	4,083	3,501	849	338	332
FCC	14.0%	14.0%	11.6%	26.4%	28.3%	31.7%	27.1%	24.7%	29.7%	16.0%	15.6%	12.0%	16.5%	17.4%	15.0%	575	517	638	66	51	52
FERC	22.5%	19.8%	16.3%	31.5%	36.2%	33.9%	22.4%	21.1%	25.0%	13.4%	11.6%	13.3%	10.3%	11.2%	11.6%	1,056	925	832	85	60	58
FTC	32.4%	25.1%	28.1%	33.2%	31.9%	31.0%	17.8%	22.6%	21.6%	9.4%	12.6%	9.6%	7.3%	7.9%	9.6%	555	557	454	82	64	62

SOURCE: Federal Employee Viewpoint Survey

(22) Promotions in my work unit are based on merit.

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree	1	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
GSA	16.4%	13.7%	11.6%	28.8%	25.8%	26.6%	27.1%	29.2%	30.3%	13.1%	15.5%	15.9%	14.6%	15.8%	15.6%	6,590	7,316	7,917	427	514	561
HHS	12.1%	11.0%	10.1%	31.1%	30.4%	30.1%	27.2%	27.5%	27.7%	15.4%	16.2%	16.6%	14.2%	14.8%	15.5%	36,758	33,638	29,835	3,268	2,867	2,660
HUD	10.1%	8.5%	6.4%	25.1%	22.6%	20.1%	28.2%	28.8%	27.3%	17.9%	18.5%	19.5%	18.7%	21.7%	26.7%	4,983	4,925	3,509	435	436	337
NARA	13.7%	12.4%	11.0%	26.5%	22.7%	19.7%	25.5%	23.9%	22.9%	15.9%	17.0%	19.7%	18.4%	24.0%	26.7%	1,738	1,596	1,536	119	112	130
NASA	18.6%	16.7%	15.8%	36.9%	35.9%	36.3%	24.2%	25.0%	25.1%	11.1%	12.6%	13.2%	9.2%	9.8%	9.5%	10,415	9,237	8,701	733	640	655
NCUA	16.9%	14.3%	14.9%	34.4%	37.5%	37.3%	24.0%	22.9%	22.0%	13.1%	14.0%	15.2%	11.6%	11.3%	10.6%	629	736	759	28	36	46
NLRB	13.0%	13.5%	13.1%	27.9%	28.7%	27.5%	25.5%	25.4%	24.9%	17.1%	17.9%	19.5%	16.4%	14.5%	15.0%	804	820	638	69	74	52
NRC	14.1%	17.3%	16.6%	29.0%	30.7%	32.9%	26.7%	25.4%	26.1%	15.9%	14.5%	13.0%	14.2%	12.1%	11.3%	1,958	2,437	2,252	174	216	199
NSF	17.1%	15.7%	14.3%	28.9%	27.2%	29.2%	25.1%	27.0%	28.3%	15.2%	15.8%	12.2%	13.8%	14.3%	16.0%	776	816	825	74	73	82
ОМВ	19.5%	15.2%	18.9%	37.2%	38.7%	35.9%	22.4%	26.7%	25.7%	14.5%	15.8%	14.8%	6.4%	3.6%	4.6%	303	270	270	46	32	31
ОРМ	14.2%	13.2%	12.9%	32.6%	30.8%	33.5%	27.4%	29.4%	28.4%	13.4%	14.8%	13.5%	12.4%	11.8%	11.6%	2,845	3,029	3,185	323	320	384
PBGC	15.4%	13.4%	15.6%	30.9%	33.4%	29.3%	24.9%	24.6%	26.7%	14.4%	15.3%	13.8%	14.4%	13.3%	14.7%	521	580	445	47	45	34
RRB	10.5%	10.9%	11.5%	33.5%	35.2%	30.3%	27.6%	28.3%	30.1%	15.1%	13.7%	15.9%	13.3%	12.0%	12.3%	298	440	478	20	36	46
SBA	11.8%	10.3%	10.6%	25.9%	22.3%	25.5%	23.4%	26.5%	27.4%	15.9%	17.4%	17.5%	23.1%	23.6%	19.1%	1,274	1,196	1,260	99	99	124
SEC	14. 9 %	12.5%	12.0%	27.5%	25.4%	24.9%	24.3%	21.6%	25.2%	15.9%	19.0%	17.9%	17.5%	21.5%	20.0%	2,866	1,755	2,218	326	152	236

SOURCE: Federal Employee Viewpoint Survey

(22) Promotions in my work unit are based on merit.

	Str	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item Re	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	9.0%	8.2%	7.7%	25.4%	24.7%	24.3%	27.6%	27.9%	28.7%	18.2%	19.0%	19.1%	19.8%	20.2%	20.2%	376,444	391,579	362,631	27,943	27,063	26,462
SSA	9.0%	8.9%	7.7%	26.7%	25.9%	24.5%	26.0%	27.8%	29.4%	18.0%	19.1%	19.0%	20.3%	18.3%	19.4%	8,270	9,791	8,912	568	679	540
State	9.3%	8.2%	8.1%	30.7%	31.7%	33.3%	28.9%	27.4%	29.0%	18.5%	19.7%	17.5%	12.7%	13.0%	12.1%	4,948	3,791	3,476	267	249	264
Treas	9.2%	8.8%	8.9%	26.6%	26.5%	27.5%	28.8%	28.4%	29.4%	17.3%	17.8%	17.4%	18.2%	18.4%	16.8%	41,362	47,131	46,340	3,676	4,089	4,212
USAID	7. 9 %	8.2%	6.9%	25.6%	25.3%	26.5%	27.3%	26.4%	29.3%	21.8%	21.5%	20.5%	17.4%	18.6%	16.8%	2,122	1,871	1,876	144	122	155
USDA	7.7%	6.2%	5.8%	28.5%	27.1%	26.7%	29.6%	29.4%	29.6%	19.2%	20.5%	20.5%	15.1%	16.8%	17.4%	21,461	19,437	18,843	1,227	1,051	1,133
VA	8.3%	7.3%	7.5%	23.0%	23.1%	22.7%	29.8%	29.4%	30.1%	18.5%	19.6%	19.3%	20.4%	20.6%	20.5%	27,816	29,809	25,516	2,182	2,092	1,774
Small Agencies	16.1%	14.3%	14.0%	30.7%	29.2%	28.3%	25.0%	24.6%	24.8%	13.5%	14.8%	16.0%	14.8%	17.0%	16.9%	4,956	4,684	4,294	405	405	427
DOD	8.6%	8.0%	7.1%	25.7%	25.0%	24.0%	28.2%	28.8%	30.1%	18.4%	18.7%	19.2%	19.1%	19.5%	19.6%	54,447	68,256	69,821	3,711	4,134	4,488
USACE	9.9%	8.8%	7.6%	33.7%	31.3%	28.1%	26.1%	27.6%	29.2%	16.9%	17.9%	18.7%	13.4%	14.4%	16.4%	3,405	4,078	2,308	168	207	102
Air Force	9.3%	8.6%	6.9%	24.9%	25.2%	23.8%	28.2%	28.5%	30.3%	17.9%	19.0%	18.9%	19.7%	18.8%	20.1%	14,379	17,467	17,829	1,089	1,158	1,157
Army‡	8.1%	7.1%	6.1%	23.1%	22.3%	21.4%	28.0%	28.6%	30.7%	19.3%	19.9%	20.3%	21.5%	22.1%	21.5%	12,482	15,611	18,528	889	959	1,265
Navy‡	8.1%	7.9%	7.4%	28.1%	27.2%	26.5%	29.0%	29.6%	29.9%	18.2%	17.5%	18.6%	16.6%	17.9%	17.6%	10,445	15,267	16,609	595	826	982
Marine Corps	8.2%	7.2%	8.4%	20.9%	21.8%	20.1%	26.9%	28.1%	31.3%	20.5%	18.5%	20.7%	23.5%	24.5%	19.5%	1,136	1,581	1,596	71	89	95
DOD 4th Estate	9.5%	8.8%	8.4%	25.7%	24.2%	24.6%	27.7%	29.0%	28.7%	18.0%	18.4%	18.7%	19.1%	19.6%	19.7%	12,600	14,252	12,951	899	895	887

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	ow
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
BBG	6.7%	6.4%	5.1%	20.4%	19.9%	18.7%	29.0%	26.9%	28.3%	16.8%	19.9%	20.7%	27.1%	26.9%	27.2%	846	1,007	978	50	83	59
CSOSA	8.5%	8.6%	6.9%	26.3%	23.9%	23.5%	27.5%	30.1%	27.3%	17.8%	20.1%	22.2%	19.8%	17.4%	20.1%	574	604	655	43	39	59
DHS	4.7%	3.8%	4.3%	18.1%	16.5%	18.2%	22.3%	22.1%	21.5%	23.6%	23.6%	23.9%	31.2%	33.9%	32.0%	43,778	40,527	40,164	2,902	2,416	2,340
DOC	10.3%	10.8%	10.3%	29.8%	29.8%	31.5%	28.1%	26.8%	27.2%	17.1%	18.2%	17.1%	14.7%	14.3%	13.9%	8,330	8,796	8,635	1,384	1,273	1,190
DOE	7.1%	5.6%	5.3%	27.0%	24.9%	24.3%	29.1%	28.0%	27.7%	19.5%	22.2%	22.7%	17.2%	19.3%	19.9%	7,126	7,565	5,865	906	860	613
DOI	6.1%	4.9%	4.9%	23.8%	23.1%	23.7%	28.1%	27.7%	27.4%	21.5%	23.0%	22.8%	20.5%	21.3%	21.2%	20,850	24,104	16,810	2,090	2,077	1,415
DOJ	6.3%	6.1%	5.7%	22.9%	22.4%	22.7%	25.9%	27.2%	26.9%	23.6%	24.2%	24.5%	21.3%	20.1%	20.3%	15,049	18,565	15,919	1,328	1,488	1,157
DOL	9.1%	7.6%	6.8%	25.8%	25.1%	24.8%	29.4%	30.4%	29.4%	18.8%	18.6%	19.9%	16.8%	18.4%	19.2%	9,898	10,060	9,679	1,268	1,211	1,189
DOT	5.5%	5.4%	5.1%	22.4%	21.5%	21.9%	27.8%	27.3%	26.5%	21.7%	23.5%	23.0%	22.6%	22.2%	23.5%	13,312	13,988	10,505	1,461	1,518	1,095
Educ	9.1%	10.0%	8.9%	23.2%	23.6%	23.4%	28.9%	28.4%	27.7%	20.0%	18.9%	19.1%	18.7%	19.2%	21.0%	2,464	2,345	2,132	373	343	268
EEOC	9.1%	10.9%	6.7%	24.8%	22.7%	23.9%	29.1%	29.0%	30.9%	18.6%	17.4%	19.7%	18.3%	20.0%	18.9%	1,303	1,069	978	191	170	140
EPA	4.8%	4.4%	3.7%	21.6%	19.5%	19.3%	30.3%	28.5%	28.7%	24.5%	24.8%	25.8%	18.9%	22.8%	22.5%	8,734	3,877	3,382	1,362	547	461
FCC	7.5%	6.1%	5.6%	22.1%	25.1%	22.4%	31.1%	27.5%	35.0%	20.4%	21.9%	20.9%	18.9%	19.4%	16.1%	551	497	606	91	71	89
FERC	11.7%	11.4%	11.4%	27.3%	30.9%	26.9%	31.6%	28.4%	29.8%	17.1%	17.4%	18.7%	12.2%	11.9%	13.1%	964	856	768	180	137	126
FTC	14.7%	6.1%	12.0%	26.1%	26.2%	23.7%	26.5%	30.5%	28.6%	20.6%	22.5%	21.9%	12.0%	14.6%	13.9%	523	507	441	115	117	72

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
																	_				
GSA	12.6%	10.4%	8.9%	27.7%	26.1%	26.6%	30.8%	31.5%	31.4%	14.9%	16.8%	17.9%	14.1%	15.2%	15.2%	6,303	7,029	7,702	736	799	791
HHS	8.0%	7.3%	6.9%	26.6%	26.3%	26.1%	29.1%	28.9%	27.9%	19.5%	20.0%	21.0%	16.8%	17.6%	18.1%	34,931	32,270	28,817	5,149	4,235	3,728
HUD	6.8%	5.8%	4.4%	20.6%	20.2%	18.2%	31.2%	29.1%	25.9%	20.4%	21.8%	21.9%	20.9%	23.1%	29.6%	4,778	4,778	3,474	644	584	384
NARA	10.5%	8.8%	8.0%	27.3%	25.2%	23.5%	27.2%	25.7%	24.2%	17.3%	20.1%	20.4%	17.7%	20.1%	23.8%	1,688	1,542	1,510	167	159	161
NASA	12.0%	11.0%	10.2%	32.3%	30.5%	31.5%	29.2%	30.2%	30.7%	16.4%	17.3%	17.3%	10.0%	11.0%	10.4%	9,772	8,743	8,253	1,376	1,129	1,114
NCUA	13.5%	9.7%	10.1%	25.9%	30.9%	31.2%	26.9%	27.6%	25.1%	19.7%	17.7%	18.1%	13.9%	14.2%	15.5%	562	700	718	96	76	90
NLRB	6.6%	5.8%	6.8%	20.3%	17.8%	18.9%	27.8%	26.6%	26.1%	24.0%	27.0%	27.1%	21.3%	22.7%	21.0%	758	777	602	119	120	87
NRC	8.9%	9.1%	9.4%	25.2%	25.1%	24.9%	29.4%	28.8%	30.0%	18.3%	20.9%	20.3%	18.3%	16.2%	15.5%	1,809	2,275	2,075	327	387	380
NSF	11.2%	10.2%	9.0%	23.2%	22.5%	28.5%	26.5%	26.7%	25.4%	21.4%	23.2%	19.1%	17.7%	17.4%	18.1%	748	809	832	100	85	75
ОМВ	10.0%	9.6%	8.8%	31.1%	27.2%	27.7%	28.0%	32.4%	30.7%	19.1%	22.0%	24.0%	11.7%	8.8%	8.8%	274	252	263	75	52	40
ОРМ	11.9%	11.6%	11.0%	31.9%	32.2%	32.5%	29.3%	28.8%	28.7%	14.8%	15.3%	16.0%	12.1%	12.1%	11.7%	2,628	2,773	2,962	544	582	607
PBGC	8.1%	9.2%	9.6%	25.7%	25.4%	26.6%	33.5%	29.5%	28.6%	19.9%	20.2%	19.8%	12.8%	15.6%	15.4%	472	539	412	89	89	68
RRB	7.4%	7.5%	7.2%	27.0%	29.4%	29.1%	30.6%	27.9%	28.5%	15.9%	20.2%	20.7%	19.1%	15.0%	14.4%	273	421	459	42	58	63
SBA	7.8%	7.0%	8.1%	24.1%	22.8%	23.7%	24.7%	26.2%	28.4%	17.5%	19.0%	18.9%	25.9%	25.1%	20.9%	1,230	1,158	1,258	140	132	129
SEC	8.7%	6.5%	6.5%	21.2%	22.1%	21.9%	30.8%	27.3%	27.3%	21.3%	22.0%	23.9%	17.9%	22.1%	20.3%	2,601	1,632	2,063	589	272	394

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	6.3%	5.8%	5.5%	23.0%	22.4%	22.7%	27.1%	27.0%	26.9%	21.6%	22.3%	22.6%	21.9%	22.5%	22.3%	363,758	379,304	354,178	41,216	39,603	35,600
SSA	6.2%	6.4%	4.8%	22.3%	22.4%	21.4%	25.7%	27.3%	27.7%	22.3%	22.0%	23.7%	23.5%	21.8%	22.3%	7,954	9,452	8,662	897	998	795
State	5.3%	5.8%	5.8%	28.4%	26.4%	28.5%	25.8%	25.7%	26.2%	23.6%	24.7%	23.9%	16.9%	17.4%	15.6%	4,940	3,760	3,482	282	279	272
Treas	7.8%	7.4%	7.5%	27.1%	27.2%	27.3%	29.8%	29.6%	30.0%	17.5%	17.8%	18.1%	17.8%	18.0%	17.1%	38,476	43,880	43,537	6,629	7,442	7,082
USAID	6.0%	5.3%	5.5%	24.4%	23.0%	23.1%	24.2%	22.9%	24.0%	24.4%	25.9%	26.2%	21.0%	22.9%	21.2%	2,115	1,837	1,880	162	148	156
USDA	5.1%	3.9%	3.6%	22.9%	21.3%	22.0%	29.5%	28.2%	28.2%	22.1%	24.2%	23.7%	20.3%	22.4%	22.5%	20,943	18,999	18,690	1,779	1,493	1,369
VA	6.1%	5.5%	5.9%	22.7%	21.9%	22.5%	25.9%	26.4%	25.5%	21.3%	22.7%	21.9%	23.9%	23.5%	24.2%	27,941	29,747	25,583	2,170	2,187	1,806
Small Agencies	11.4%	10.0%	9.7%	28.0%	27.3%	27.0%	28.2%	28.4%	27.8%	17.0%	17.8%	19.3%	15.4%	16.4%	16.3%	4,723	4,416	4,120	649	669	607
DOD	5.9%	5.6%	5.1%	22.7%	22.4%	22.1%	28.1%	27.6%	28.1%	22.2%	22.5%	23.4%	21.1%	21.9%	21.4%	53,537	67,148	69,307	4,711	5,278	5,129
USACE	5.2%	4.9%	3.5%	23.7%	22.9%	20.8%	29.8%	28.2%	28.9%	23.3%	25.0%	24.7%	18.0%	19.0%	22.2%	3,303	3,938	2,241	283	340	175
Air Force	6.6%	6.0%	5.3%	23.1%	23.5%	22.5%	28.0%	27.4%	28.2%	21.7%	22.6%	23.5%	20.7%	20.5%	20.5%	14,266	17,356	17,769	1,208	1,295	1,278
Army‡	6.0%	5.3%	4.8%	21.0%	21.0%	21.1%	26.7%	26.6%	27.4%	22.6%	22.5%	23.4%	23.6%	24.6%	23.3%	12,392	15,445	18,520	1,006	1,117	1,286
Navy‡	4.7%	5.0%	4.6%	23.3%	22.4%	22.2%	29.4%	28.5%	28.6%	22.9%	22.4%	24.3%	19.6%	21.6%	20.3%	10,240	14,958	16,443	834	1,163	1,154
Marine Corps	7.6%	6.6%	7.8%	24.3%	25.1%	22.9%	27.5%	27.7%	26.7%	18.1%	20.2%	23.8%	22.4%	20.3%	18.6%	1,117	1,574	1,597	85	95	100
DOD 4th Estate	6.8%	6.5%	6.1%	23.6%	22.7%	23.7%	28.1%	27.9%	28.3%	21.1%	22.4%	20.7%	20.5%	20.6%	21.2%	12,219	13,877	12,737	1,295	1,268	1,136

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
BBG	9.6%	7.2%	5.4%	23.9%	22.4%	20.8%	25.8%	25.5%	26.7%	16.8%	20.3%	21.2%	23.9%	24.6%	25.9%	864	1,044	1,008	31	50	37
CSOSA	9.8%	10.4%	7.2%	26.9%	21.4%	23.7%	27.7%	34.1%	28.7%	21.1%	21.0%	21.4%	14.4%	13.1%	19.0%	583	617	679	34	28	38
DHS	5.5%	4.6%	4.6%	20.2%	18.8%	19.4%	24.0%	23.9%	23.9%	24.4%	24.7%	25.5%	26.0%	28.0%	26.6%	44,955	41,459	41,144	1,777	1,484	1,448
DOC	10.9%	11.1%	11.7%	31.3%	30.4%	31.9%	27.7%	28.3%	28.0%	18.6%	18.9%	17.7%	11.5%	11.3%	10.7%	8,913	9,292	9,111	805	793	727
DOE	8.1%	6.2%	5.4%	28.8%	25.9%	23.2%	28.4%	28.0%	29.1%	20.2%	23.8%	25.5%	14.5%	16.1%	16.9%	7,545	7,894	6,138	491	539	342
DOI	7.0%	5.5%	5.2%	27.1%	26.5%	26.6%	28.9%	29.6%	29.0%	21.2%	22.3%	23.0%	15.8%	16.0%	16.1%	21,568	24,814	17,228	1,385	1,400	1,026
DOJ	7.8%	7.6%	6.8%	27.3%	28.2%	25.9%	28.2%	28.2%	29.6%	21.2%	21.9%	22.6%	15.5%	14.1%	15.1%	15,476	19,095	16,316	909	997	798
DOL	10.3%	8.4%	7.3%	28.5%	27.3%	26.2%	28.1%	29.2%	28.1%	18.5%	19.5%	21.9%	14.6%	15.5%	16.5%	10,449	10,595	10,156	744	699	737
DOT	7.1%	6.3%	5.9%	26.4%	25.3%	24.5%	28.4%	28.5%	27.2%	20.2%	23.2%	23.3%	17.9%	16.8%	19.1%	13,930	14,614	10,950	864	926	677
Educ	10.6%	11.4%	10.7%	25.9%	27.0%	27.1%	26.5%	25.6%	24.7%	20.9%	19.8%	21.0%	16.0%	16.2%	16.5%	2,651	2,491	2,256	196	203	143
EEOC	12.4%	12.1%	7.7%	27.5%	25.2%	23.6%	25.9%	26.7%	26.6%	19.4%	18.6%	23.2%	14.7%	17.4%	18.9%	1,390	1,139	1,036	111	99	84
EPA	6.3%	5.6%	5.1%	28.3%	25.5%	25.1%	28.8%	27.4%	26.8%	22.8%	24.8%	26.0%	13.8%	16.7%	17.1%	9,244	4,079	3,533	860	358	315
FCC	8.9%	8.2%	6.7%	27.7%	26.2%	28.0%	27.2%	24.5%	32.6%	20.8%	23.0%	17.8%	15.4%	18.2%	14.9%	581	513	644	65	54	49
FERC	14.2%	13.1%	12.6%	32.1%	33.6%	30.3%	26.4%	25.8%	26.8%	18.4%	17.0%	16.9%	8.9%	10.5%	13.4%	1,041	904	811	103	91	79
FTC	18.1%	12.5%	13.0%	33.0%	31.5%	32.0%	24.2%	29.0%	24.6%	14.8%	17.4%	19.2%	10.0%	9.6%	11.1%	559	557	465	78	66	49

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stron	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
GSA	13.1%	10.7%	8.8%	30.5%	28.3%	27.0%	28.5%	29.6%	31.6%	15.7%	18.6%	19.0%	12.1%	12.8%	13.7%	6,651	7,407	8,079	379	424	421
HHS	9.6%	8.4%	7.5%	30.4%	29.6%	28.7%	27.9%	28.3%	27.9%	19.0%	20.0%	21.1%	13.1%	13.7%	14.8%	37,118	34,037	30,448	3,004	2,541	2,177
HUD	9.4%	7.6%	5.1%	27.4%	25.4%	21.0%	28.0%	28.0%	26.2%	18.6%	20.7%	23.1%	16.5%	18.3%	24.6%	5,040	4,998	3,606	384	373	258
NARA	11.8%	10.0%	8.4%	31.6%	26.2%	23.7%	26.9%	27.6%	25.1%	15.4%	18.4%	21.8%	14.4%	17.8%	21.0%	1,760	1,614	1,573	97	93	93
NASA	15.0%	13.3%	11.6%	36.9%	36.1%	35.2%	28.0%	28.1%	29.0%	13.0%	14.7%	16.2%	7.1%	7.8%	8.0%	10,400	9,255	8,793	754	631	591
NCUA	14.8%	11.8%	12.2%	32.2%	36.7%	36.6%	23.2%	24.8%	25.0%	19.4%	16.7%	17.0%	10.5%	9.9%	9.2%	607	738	745	46	38	60
NLRB	6.5%	7.7%	5.9%	25.8%	22.0%	22.9%	24.1%	24.1%	25.7%	23.8%	27.7%	27.9%	19.8%	18.6%	17.7%	800	823	632	78	74	60
NRC	11.5%	12.2%	12.4%	31.6%	31.2%	29.3%	26.9%	27.1%	29.7%	18.0%	18.5%	18.1%	11.9%	11.0%	10.5%	1,986	2,460	2,258	150	205	200
NSF	11. 9 %	11.4%	9.7%	27.6%	25.0%	25.2%	24.7%	25.4%	27.7%	20.6%	23.7%	21.9%	15.2%	14.4%	15.6%	778	824	843	72	74	68
ОМВ	10.9%	9.8%	10.7%	39.4%	36.0%	33.4%	25.3%	31.7%	32.4%	17.4%	16.8%	18.3%	6.9%	5.8%	5.2%	317	285	282	33	18	20
ОРМ	11.6%	11.7%	10.7%	33.3%	30.4%	32.7%	27.3%	29.4%	27.9%	16.2%	17.1%	18.0%	11.6%	11.4%	10.7%	2,875	3,033	3,228	309	324	349
PBGC	12.1%	9.2%	10.8%	26.4%	27.0%	23.3%	28.6%	29.1%	30.9%	20.7%	21.7%	21.2%	12.2%	13.0%	13.8%	509	590	441	55	37	35
RRB	7.9%	8.5%	9.5%	28.4%	30.3%	25.6%	34.8%	29.9%	32.4%	14.6%	17.6%	19.8%	14.3%	13.6%	12.8%	284	441	480	34	37	43
SBA	8.5%	9.3%	8.1%	23.5%	21.8%	27.9%	26.3%	25.4%	24.9%	21.0%	22.2%	21.2%	20.6%	21.3%	17.8%	1,283	1,217	1,305	92	79	86
SEC	9.5%	7.4%	6.8%	24.3%	22.3%	20.2%	26.0%	24.5%	24.6%	22.1%	23.4%	25.5%	18.2%	22.4%	22.9%	2,836	1,738	2,214	354	172	247

SOURCE: Federal Employee Viewpoint Survey

(24) In my work unit. differ	rences in performance are	e recognized in a meaningfu	ul wav.

	Str	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	•	Stro	ngly Disa	agree	Item Re	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	7.6%	6.8%	6.4%	26.4%	26.0%	25.1%	27.9%	27.9%	28.4%	21.1%	22.1%	22.6%	17.0%	17.2%	17.5%	380,352	395,142	368,267	25,041	24,411	22,310
SSA	7.2%	8.0%	5.5%	26.6%	26.5%	23.5%	26.6%	28.2%	29.3%	21.7%	21.3%	24.5%	18.0%	16.0%	17.3%	8,306	9,875	8,975	542	594	493
State	6.0%	6.4%	6.0%	30.2%	30.5%	30.2%	29.0%	27.1%	30.5%	23.4%	24.5%	21.8%	11.3%	11.5%	11.5%	5,059	3,880	3,576	164	165	176
Treas	8.6%	7.9%	7.8%	28.3%	28.1%	28.3%	29.5%	29.9%	30.5%	18.5%	18.9%	19.1%	15.0%	15.2%	14.3%	41,142	46,820	46,262	4,034	4,549	4,502
USAID	6.6%	6.2%	5.7%	27.5%	27.4%	27.3%	27.7%	25.7%	24.7%	23.0%	25.5%	26.5%	15.1%	15.2%	15.8%	2,181	1,913	1,934	91	75	93
USDA	6.2%	4.9%	4.2%	28.0%	26.9%	25.1%	30.6%	30.0%	29.9%	21.5%	23.3%	24.8%	13.6%	14.9%	16.0%	21,638	19,583	19,186	1,115	942	888
VA	7.5%	6.3%	6.7%	24.8%	24.9%	24.6%	27.7%	27.4%	27.8%	21.6%	23.0%	22.1%	18.4%	18.4%	18.8%	28,678	30,551	26,215	1,503	1,496	1,274
Small Agencies	11.6%	10.4%	9.6%	28.4%	28.7%	28.2%	26.3%	25.6%	25.7%	19.1%	20.0%	20.0%	14.5%	15.3%	16.5%	4,971	4,696	4,343	402	405	382
DOD	7.3%	6.8%	6.2%	26.9%	26.5%	25.2%	28.6%	28.6%	29.4%	21.1%	21.8%	22.7%	16.1%	16.3%	16.5%	55,384	69,257	71,374	2,896	3,278	3,245
USACE	6.2%	5.6%	4.6%	28.4%	27.5%	24.7%	30.3%	29.4%	30.5%	20.9%	23.8%	23.3%	14.1%	13.7%	16.9%	3,412	4,057	2,306	169	230	115
Air Force	8.3%	7.9%	6.5%	27.1%	28.4%	26.8%	29.0%	28.6%	29.7%	20.3%	20.6%	21.6%	15.3%	14.6%	15.4%	14,724	17,888	18,295	753	764	794
Army‡	7.3%	6.5%	5.9%	25.2%	24.5%	23.9%	26.7%	27.8%	28.6%	21.7%	22.7%	23.3%	19.1%	18.5%	18.3%	12,767	15,890	19,028	641	726	834
Navy‡	6.1%	5.9%	5.6%	27.9%	26.6%	24.9%	30.5%	29.8%	30.4%	21.5%	22.1%	23.7%	14.1%	15.7%	15.4%	10,561	15,402	16,906	521	719	748
Marine Corps	8.6%	7.8%	9.0%	22.2%	24.9%	23.2%	29.0%	27.5%	28.5%	23.9%	20.4%	23.8%	16.2%	19.5%	15.4%	1,152	1,621	1,635	52	47	70
DOD 4th Estate	8.4%	7.9%	7.2%	28.4%	27.2%	26.6%	27.7%	28.2%	28.3%	19.6%	20.8%	21.3%	15.9%	16.0%	16.6%	12,768	14,399	13,204	760	792	684

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree		I	Disagree	1	Stror	ngly Disa	igree	Item Re	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
BBG	12.7%	9.0%	6.4%	26.4%	24.3%	24.5%	23.1%	25.3%	26.3%	13.3%	17.8%	16.1%	24.4%	23.6%	26.8%	858	1,030	997	38	63	47
CSOSA	11.4%	11.8%	7.7%	34.9%	31.3%	27.0%	22.6%	25.9%	26.8%	16.4%	16.3%	17.3%	14.7%	14.6%	21.2%	571	617	676	42	25	40
DHS	7.2%	6.1%	5.9%	23.8%	22.5%	22.3%	22.3%	22.0%	22.9%	19.4%	20.8%	20.7%	27.3%	28.7%	28.1%	44,342	40,985	40,531	2,288	1,908	1,970
DOC	18.2%	18.2%	19.7%	36.8%	36.1%	36.4%	21.5%	22.0%	21.4%	12.6%	13.5%	12.5%	10.9%	10.1%	10.1%	8,916	9,281	9,142	796	781	672
DOE	10.2%	8.7%	7.0%	34.3%	30.4%	27.8%	25.2%	25.9%	27.2%	15.9%	18.6%	19.7%	14.4%	16.4%	18.2%	7,450	7,854	5,976	568	571	491
DOI	10.2%	8.7%	8.7%	35.0%	33.9%	33.1%	24.0%	24.6%	24.7%	15.6%	16.8%	17.4%	15.2%	16.1%	16.2%	21,242	24,523	17,034	1,698	1,646	1,175
DOJ	10.6%	10.5%	9.6%	30.5%	31.9%	29.1%	24.1%	23.9%	25.4%	17.4%	17.6%	19.3%	17.4%	16.1%	16.7%	15,249	18,819	16,081	1,134	1,265	1,023
DOL	13.1%	11.2%	10.4%	33.4%	32.2%	31.8%	25.3%	26.8%	26.2%	14.4%	15.0%	15.8%	13.8%	14.7%	15.8%	10,315	10,464	10,089	859	791	790
DOT	9.7%	8.8%	7.8%	31.8%	30.0%	27.0%	25.3%	26.1%	26.5%	16.3%	17.9%	18.2%	17.0%	17.2%	20.4%	13,685	14,365	10,747	1,070	1,114	847
Educ	14.0%	14.4%	13.5%	31.7%	32.5%	30.8%	23.9%	23.7%	24.8%	14.9%	14.0%	14.8%	15.5%	15.6%	16.2%	2,530	2,410	2,169	308	277	224
EEOC	13.3%	15.2%	11.0%	32.5%	29.0%	27.9%	24.9%	22.8%	23.9%	14.4%	15.6%	16.0%	14.9%	17.5%	21.1%	1,332	1,124	1,017	157	114	104
EPA	10.1%	8.7%	7.8%	35.3%	32.2%	31.5%	25.1%	24.9%	23.4%	16.7%	18.8%	20.2%	12.9%	15.4%	17.0%	9,041	3,993	3,467	1,050	418	377
FCC	12.0%	12.2%	8.7%	31.7%	32.8%	36.1%	21.6%	21.8%	26.2%	19.1%	16.3%	14.6%	15.6%	16.9%	14.4%	577	511	642	67	57	57
FERC	20.3%	18.1%	18.0%	33.9%	35.7%	33.0%	24.3%	22.3%	23.6%	12.2%	14.4%	13.1%	9.3%	9.4%	12.3%	1,013	876	789	129	111	102
FTC	25.4%	18.7%	18.7%	37.1%	35.5%	35.3%	20.6%	23.7%	22.5%	10.7%	12.3%	12.2%	6.2%	9.8%	11.3%	554	534	444	78	87	71

(25) Awards in my work unit depend on how well employees perform their jobs.

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree	1	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8. 9 %	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
GSA	15.3%	12.7%	10.2%	32.0%	29.3%	28.2%	27.4%	29.6%	31.2%	13.0%	14.5%	15.2%	12.4%	13.9%	15.2%	6,515	7,145	7,841	492	641	633
HHS	12.9%	11.5%	10.3%	35.5%	34.7%	33.6%	24.1%	24.6%	25.2%	14.6%	15.5%	16.4%	12.9%	13.7%	14.5%	36,881	33,765	30,113	3,125	2,720	2,457
HUD	13.1%	10.4%	7.1%	34.3%	31.2%	27.3%	24.3%	25.7%	24.6%	13.7%	16.1%	18.1%	14.6%	16.6%	22.8%	5,006	4,910	3,584	404	445	273
NARA	16.0%	14.2%	12.5%	37.5%	33.7%	32.0%	21.7%	21.9%	21.4%	11.5%	14.2%	15.3%	13.3%	15.9%	18.8%	1,747	1,604	1,539	112	99	127
NASA	20.0%	18.2%	15.9%	41.3%	41.4%	39.6%	22.1%	22.5%	24.7%	9.7%	10.8%	11.9%	6.9%	7.1%	7.9%	10,380	9,236	8,695	737	623	663
NCUA	19.2%	16.4%	14.8%	35.3%	37.1%	42.6%	17.5%	19.9%	18.5%	15.1%	14.5%	13.7%	12.9%	12.1%	10.4%	622	733	763	35	39	40
NLRB	11.7%	12.6%	10.0%	29.7%	28.9%	32.3%	23.9%	22.5%	19.4%	17.4%	18.7%	22.4%	17.2%	17.3%	15.9%	778	814	624	90	83	61
NRC	14.2%	16.0%	14.5%	38.1%	36.7%	35.5%	23.5%	22.4%	24.0%	13.4%	14.7%	15.8%	10.9%	10.2%	10.1%	1,978	2,448	2,249	155	201	202
NSF	15.3%	13.6%	10.8%	30.9%	31.6%	30.5%	24.3%	24.0%	26.2%	17.4%	16.2%	16.8%	12.1%	14.6%	15.6%	766	813	821	77	81	86
ОМВ	17.9%	17.0%	17.0%	43.5%	43.0%	36.0%	18.5%	21.3%	25.6%	11.4%	14.0%	14.0%	8.6%	4.7%	7.4%	307	265	282	41	37	21
ОРМ	15.0%	13.8%	13.9%	36.6%	37.5%	37.0%	25.2%	25.5%	26.6%	11.9%	12.1%	12.4%	11.3%	11.1%	10.0%	2,845	3,030	3,216	332	323	358
PBGC	14.8%	10.1%	13.6%	35.0%	33.9%	33.9%	22.4%	26.3%	22.9%	13.8%	15.3%	14.4%	14.1%	14.4%	15.1%	515	581	437	49	45	40
RRB	11.8%	14.6%	13.3%	32.2%	39.5%	36.3%	30.7%	22.1%	27.1%	13.8%	13.3%	11.4%	11.5%	10.6%	11.9%	280	432	486	34	47	36
SBA	11.2%	10.1%	11.3%	30.7%	30.5%	32.9%	24.4%	21.9%	24.5%	14.5%	17.5%	14.8%	19.2%	20.0%	16.5%	1,270	1,187	1,282	99	101	101
SEC	15.2%	11.9%	10.0%	32.3%	30.4%	27.4%	22.8%	21.6%	23.9%	15.3%	16.2%	19.3%	14.4%	19.9%	19.4%	2,819	1,712	2,174	361	189	283

SOURCE: Federal Employee Viewpoint Survey

	Str	ongly Ag	gree		Agree			her Agre Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse 1	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.3%	9.6%	8.9%	31.1%	30.5%	29.1%	24.9%	25.0%	25.7%	16.5%	17.4%	17.9%	17.3%	17.5%	18.4%	376,070	390,970	364,099	28,546	27,677	25,833
SSA	10.8%	12.2%	8.2%	31.0%	32.8%	27.4%	24.2%	23.4%	28.3%	16.9%	16.0%	18.4%	17.0%	15.7%	17.7%	8,093	9,660	8,738	739	792	738
State	9.4%	10.1%	10.4%	35.2%	34.1%	35.8%	24.0%	25.3%	25.2%	18.6%	18.2%	16.3%	12.7%	12.3%	12.4%	4,984	3,829	3,487	224	210	259
Treas	11.8%	11.6%	11.5%	35.0%	35.4%	35.9%	24.7%	24.5%	24.3%	14.2%	14.2%	14.5%	14.2%	14.3%	13.7%	41,207	46,905	46,483	3,884	4,400	4,207
USAID	9.7%	9.8%	9.0%	34.7%	33.8%	34.2%	24.3%	23.6%	22.5%	18.8%	18.0%	19.0%	12.5%	14.9%	15.4%	2,080	1,869	1,890	179	111	130
USDA	9.4%	7.9%	6.7%	34.2%	33.6%	31.2%	25.9%	25.9%	25.8%	16.7%	17.7%	19.4%	13.9%	15.1%	16.9%	21,437	19,420	18,962	1,261	1,047	1,092
VA	9.3%	8.6%	9.0%	28.6%	27.8%	27.3%	26.6%	26.8%	26.4%	16.9%	18.3%	17.5%	18.6%	18.5%	19.7%	28,049	29,876	25,690	2,100	2,099	1,740
Small Agencies	15.9%	13.9%	13.7%	32.6%	33.4%	30.0%	24.1%	23.1%	24.2%	14.0%	14.1%	15.3%	13.4%	15.5%	16.7%	4,890	4,586	4,233	482	490	484
DOD	10.1%	9.4%	8.3%	31.5%	30.8%	29.1%	25.3%	25.6%	26.5%	16.5%	17.3%	18.2%	16.7%	16.9%	17.9%	54,946	68,764	70,709	3,252	3,626	3,812
USACE	9.7%	8.8%	7.4%	34.0%	32.9%	32.0%	26.4%	25.8%	25.9%	16.0%	18.3%	17.5%	13.9%	14.1%	17.2%	3,374	4,048	2,304	205	241	118
Air Force	11.2%	10.3%	8.9%	31.1%	32.2%	31.0%	25.0%	24.4%	25.8%	16.7%	17.4%	17.7%	16.0%	15.7%	16.6%	14,754	17,912	18,302	721	720	768
Army‡	9.4%	8.6%	7.5%	28.8%	27.7%	25.6%	24.1%	25.2%	26.6%	17.9%	18.2%	19.4%	19.9%	20.2%	20.8%	12,645	15,736	18,763	741	830	1,051
Navy‡	8.9%	8.6%	7.6%	34.3%	32.1%	30.6%	26.8%	27.3%	27.8%	15.6%	17.1%	17.8%	14.4%	14.9%	16.1%	10,439	15,289	16,737	614	810	882
Marine Corps	11.5%	10.6%	11.6%	25.1%	30.9%	26.0%	25.4%	23.5%	26.9%	17.5%	15.4%	19.2%	20.4%	19.7%	16.2%	1,150	1,612	1,625	59	62	84
DOD 4th Estate	11.9%	11.1%	10.0%	32.4%	31.6%	30.1%	24.6%	25.2%	25.4%	14.8%	16.0%	17.1%	16.3%	16.0%	17.5%	12,584	14,167	12,978	912	963	909

(25) Awards in my work unit depend on how well employees perform their jobs.

SOURCE: Federal Employee Viewpoint Survey

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

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
																		_			
BBG	18.5%	19.1%	15.2%	44.2%	48.0%	48.8%	17.7%	15.1%	16.9%	9.7%	10.0%	11.0%	9.7%	7.9%	8.0%	889	1,082	1,035	5	8	9
CSOSA	23.7%	22.5%	21.9%	51.7%	50.9%	50.1%	12.6%	13.9%	13.1%	6.8%	8.2%	8.6%	5.1%	4.5%	6.4%	612	635	716	0	4	1
DHS	19.3%	16.7%	17.3%	51.1%	51.0%	51.6%	14.9%	15.5%	15.4%	7.8%	8.8%	8.5%	6.8%	8.0%	7.2%	46,527	42,761	42,477	170	142	127
DOC	24.7%	25.0%	25.5%	50.9%	49.6%	49.5%	13.3%	14.1%	13.6%	6.8%	7.3%	7.4%	4.2%	3.9%	4.0%	9,671	10,027	9,776	63	50	53
DOE	27.6%	23.7%	21.3%	50.5%	51.4%	51.5%	10.9%	12.9%	13.7%	6.7%	7.5%	8.4%	4.3%	4.5%	5.0%	8,010	8,400	6,463	29	29	22
DOI	22.0%	20.0%	19.5%	50.6%	51.0%	50.9%	13.9%	14.7%	15.0%	8.2%	8.6%	8.9%	5.3%	5.6%	5.7%	22,882	26,095	18,198	93	109	74
DOJ	22.6%	23.1%	21.2%	50.4%	51.7%	51.3%	14.5%	13.7%	15.0%	7.3%	7.0%	7.5%	5.2%	4.4%	5.0%	16,333	20,015	17,051	62	97	76
DOL	30.5%	27.7%	25.6%	47.2%	48.6%	48.6%	11.2%	12.4%	12.7%	6.5%	6.3%	7.8%	4.6%	5.0%	5.3%	11,149	11,233	10,841	55	60	61
DOT	25.3%	24.6%	22.8%	53.0%	53.3%	53.5%	11.6%	11.8%	12.8%	6.5%	6.7%	6.9%	3.6%	3.6%	4.0%	14,750	15,486	11,571	44	50	46
Educ	29.6%	28.6%	27.8%	48.4%	49.3%	49.1%	11.2%	11.3%	10.4%	6.3%	6.2%	7.0%	4.5%	4.6%	5.7%	2,834	2,678	2,392	17	13	11
EEOC	30.7%	30.7%	25.6%	47.7%	44.6%	48.0%	10.6%	11.0%	12.6%	6.9%	7.5%	7.9%	4.1%	6.2%	5.8%	1,487	1,228	1,118	13	9	4
EPA	25.6%	23.3%	22.0%	50.9%	52.0%	52.4%	12.4%	12.1%	12.4%	7.0%	7.9%	7.8%	4.0%	4.7%	5.3%	10,045	4,417	3,836	57	13	19
FCC	24.6%	24.6%	23.4%	46.3%	47.6%	48.5%	14.6%	13.1%	13.8%	8.9%	7.4%	9.0%	5.6%	7.3%	5.3%	642	563	694	4	2	4
FERC	41.4%	38.1%	37.4%	42.3%	47.1%	44.7%	9.8%	7.9%	10.1%	4.5%	5.3%	4.5%	2.0%	1.7%	3.3%	1,138	989	886	5	1	4
FTC	49.5%	45.4%	46.0%	38.4%	39.5%	38.7%	7.4%	7.0%	7.9%	2.0%	4.4%	3.7%	2.7%	3.7%	3.6%	636	622	514	3	2	2

SOURCE: Federal Employee Viewpoint Survey

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
GSA	33.5%	30.3%	28.7%	47.9%	49.4%	49.9%	10.7%	11.4%	12.3%	4.6%	5.2%	5.6%	3.3%	3.6%	3.5%	7,009	7,790	8,472	27	34	34
HHS	26.2%	24.1%	22.8%	48.4%	49.0%	48.7%	13.1%	13.8%	14.6%	7.5%	7.8%	8.3%	4.8%	5.3%	5.5%	39,900	36,356	32,460	224	201	182
HUD	26.6%	24.9%	20.1%	46.4%	47.5%	48.5%	12.9%	13.3%	14.1%	7.5%	8.0%	8.4%	6.5%	6.4%	8.9%	5,411	5,346	3,852	20	30	10
NARA	29.2%	26.9%	23.5%	46.1%	45.5%	44.9%	11.2%	12.5%	14.0%	7.3%	7.7%	10.4%	6.2%	7.4%	7.2%	1,844	1,692	1,667	10	12	7
NASA	35.8%	34.3%	31.8%	48.1%	48.5%	50.6%	9.6%	10.5%	10.7%	4.4%	4.4%	4.8%	2.1%	2.3%	2.1%	11,117	9,875	9,357	39	22	36
NCUA	32.7%	32.2%	33.2%	50.3%	50.8%	48.9%	9.5%	9.3%	8.5%	4.5%	4.9%	6.7%	3.1%	2.7%	2.7%	654	770	803	3	0	3
NLRB	32.0%	34.6%	28.2%	48.2%	47.7%	51.2%	10.1%	9.0%	10.8%	6.0%	6.3%	6.3%	3.7%	2.4%	3.5%	872	889	691	5	10	3
NRC	33.8%	35.5%	34.1%	47.1%	46.1%	48.3%	9.3%	9.1%	9.4%	5.8%	6.0%	5.1%	4.1%	3.3%	3.1%	2,123	2,659	2,449	12	7	10
NSF	31.3%	30.1%	26.9%	46.4%	45.3%	48.0%	11.6%	12.4%	12.2%	7.1%	7.5%	7.6%	3.6%	4.7%	5.4%	848	893	907	0	3	4
ОМВ	43.5%	42.6%	36.3%	45.0%	45.0%	51.1%	6.2%	8.6%	6.9%	4.5%	2.6%	3.4%	0.8%	1.3%	2.3%	351	304	303	0	0	0
ОРМ	31.9%	31.1%	30.0%	49.6%	48.7%	49.9%	9.9%	10.4%	10.3%	5.4%	6.4%	6.2%	3.2%	3.4%	3.6%	3,159	3,350	3,567	16	15	14
PBGC	29.4%	26.6%	26.0%	47.6%	49.3%	47.9%	11.5%	10.7%	13.0%	8.4%	8.8%	9.2%	3.0%	4.7%	4.0%	560	624	478	4	2	2
RRB	29.3%	26.5%	25.9%	46.5%	49.7%	49.2%	14.3%	13.6%	13.1%	5.8%	4.8%	7.1%	4.1%	5.3%	4.8%	319	473	520	1	5	2
SBA	23.6%	22.8%	23.5%	46.7%	45.6%	46.1%	12.7%	13.4%	13.1%	8.5%	10.5%	9.6%	8.5%	7.7%	7.7%	1,365	1,296	1,380	8	5	9
SEC	28.8%	27.1%	24.4%	49.8%	49.3%	51.0%	11.2%	12.4%	11.5%	6.0%	5.9%	8.5%	4.2%	5.4%	4.6%	3,173	1,891	2,454	16	11	11

SOURCE: Federal Employee Viewpoint Survey

(26) Employees in my work unit share job knowledge with each other.

	Stro	ongly Ag	jree		Agree			ner Agree Disagree			Disagree	1	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.1%	21.9%	21.0%	50.2%	50.8%	50.9%	13.8%	14.1%	14.6%	7.5%	7.8%	8.0%	5.3%	5.4%	5.5%	403,664	417,688	389,041	1,739	1,762	1,704
SSA	28.5%	27.9%	25.1%	50.5%	51.5%	53.3%	11.0%	11.3%	11.9%	6.1%	6.1%	6.1%	4.0%	3.2%	3.7%	8,811	10,430	9,439	34	47	44
State	25.5%	26.9%	24.3%	52.3%	51.7%	53.9%	12.3%	12.0%	11.8%	6.4%	6.3%	6.6%	3.6%	3.1%	3.3%	5,207	4,032	3,735	15	14	23
Treas	30.7%	30.3%	30.4%	49.6%	49.5%	49.9%	10.2%	10.3%	10.2%	5.4%	5.6%	5.5%	4.1%	4.3%	4.0%	44,983	51,192	50,526	194	215	248
USAID	22.7%	21.2%	20.4%	52.7%	54.6%	55.1%	12.4%	12.5%	12.7%	8.0%	7.1%	8.0%	4.2%	4.6%	3.8%	2,256	1,987	2,029	11	7	8
USDA	22.2%	20.0%	18.4%	54.1%	54.4%	54.4%	13.0%	13.6%	14.4%	6.7%	7.7%	8.2%	4.0%	4.4%	4.6%	22,678	20,448	20,007	79	68	79
VA	21.7%	20.5%	19.8%	49.3%	49.5%	49.3%	14.7%	15.2%	15.7%	7.9%	8.6%	8.7%	6.3%	6.2%	6.5%	30,042	31,864	27,315	132	146	139
Small Agencies	30.9%	29.4%	28.1%	46.2%	47.2%	46.6%	11.5%	11.5%	12.5%	6.5%	6.5%	7.5%	5.0%	5.3%	5.3%	5,364	5,071	4,716	13	32	27
DOD	21.4%	20.4%	19.5%	50.3%	51.3%	51.3%	14.7%	14.8%	15.4%	8.1%	8.1%	8.5%	5.5%	5.5%	5.4%	58,013	72,225	74,346	256	287	296
USACE	24.1%	21.8%	18.4%	51.8%	52.7%	52.8%	13.0%	13.2%	14.6%	6.9%	7.8%	9.4%	4.2%	4.5%	4.9%	3,568	4,277	2,417	12	11	7
Air Force	21.7%	20.8%	20.2%	51.2%	52.5%	52.6%	14.2%	14.3%	14.8%	8.1%	7.6%	7.9%	4.8%	4.8%	4.5%	15,403	18,557	18,995	78	84	87
Army‡	19.1%	18.3%	17.2%	48.4%	49.8%	49.7%	16.0%	16.0%	17.0%	9.5%	9.1%	9.4%	7.0%	6.8%	6.6%	13,320	16,530	19,751	69	78	105
Navy‡	22.0%	21.1%	20.3%	52.3%	52.6%	52.9%	14.2%	14.4%	14.7%	7.1%	7.4%	7.6%	4.5%	4.5%	4.5%	11,041	16,066	17,611	43	59	53
Marine Corps	20.2%	18.3%	22.1%	49.9%	52.1%	47.1%	16.5%	16.3%	15.9%	8.2%	7.6%	8.9%	5.2%	5.7%	6.0%	1,203	1,662	1,706	7	10	3
DOD 4th Estate	23.8%	22.5%	21.4%	48.1%	49.4%	49.9%	13.9%	13.8%	14.1%	8.1%	8.2%	8.5%	6.1%	6.0%	6.1%	13,478	15,133	13,866	47	45	41

SOURCE: Federal Employee Viewpoint Survey

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

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.00/	4 = 40/	44.00/	07.00/	07 40/	00.0%	00.0%	00.40/	00.0%	40.00/	40.0%	44 40/	7.00/	7 40/	7.00/			075 040	40 740	40 540	45 404
Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
BBG	16.9%	15.2%	11.5%	35.6%	36.1%	36.6%	26.1%	26.1%	30.3%	9.1%	11.5%	11.5%	12.3%	11.1%	10.2%	873	1,054	1,021	24	41	24
CSOSA	17.4%	17.1%	13.7%	37.5%	37.3%	35.8%	26.1%	29.0%	30.3%	11.9%	10.8%	10.2%	7.0%	5.9%	9.9%	588	617	686	27	22	29
DHS	13.3%	11.7%	11.9%	33.3%	32.0%	33.1%	29.9%	30.9%	30.8%	12.3%	13.4%	13.0%	11.3%	12.1%	11.2%	45,366	41,689	41,557	1,422	1,213	1,048
DOC	18.7%	18.3%	17.9%	39.2%	38.5%	38.1%	29.1%	29.3%	30.0%	8.4%	9.1%	9.5%	4.5%	4.8%	4.4%	9,176	9,515	9,298	579	586	549
DOE	18.1%	14.7%	12.6%	40.4%	37.4%	36.5%	26.2%	29.8%	30.4%	9.9%	11.7%	12.9%	5.4%	6.4%	7.6%	7,732	8,155	6,273	305	286	221
DOI	16.4%	13.9%	12.5%	39.1%	37.9%	36.9%	27.1%	29.2%	30.6%	10.3%	11.5%	12.3%	7.1%	7.5%	7.7%	22,287	25,516	17,781	750	775	510
DOJ	17.4%	17.3%	14.7%	37.2%	37.8%	36.2%	29.4%	29.3%	31.9%	9.6%	9.8%	10.8%	6.3%	5.7%	6.3%	15,803	19,422	16,572	615	690	566
DOL	21.1%	17.9%	15.9%	37.4%	38.2%	37.3%	27.0%	28.7%	29.7%	8.9%	9.0%	10.8%	5.6%	6.2%	6.2%	10,699	10,754	10,415	512	540	486
DOT	16.9%	16.0%	13.0%	38.9%	36.9%	36.9%	26.8%	29.4%	30.0%	10.4%	10.5%	12.1%	7.0%	7.2%	8.0%	14,258	14,950	11,198	553	585	430
Educ	20.4%	19.3%	16.9%	36.1%	39.5%	37.1%	28.0%	25.6%	28.0%	8.8%	8.9%	10.9%	6.7%	6.7%	7.0%	2,712	2,536	2,267	139	159	138
EEOC	20.7%	21.7%	15.9%	37.1%	34.3%	33.5%	27.4%	29.1%	30.5%	7.9%	8.0%	11.5%	6.9%	6.9%	8.6%	1,388	1,148	1,046	114	96	75
EPA	14.5%	12.1%	9.7%	38.3%	33.7%	31.9%	30.9%	31.6%	33.6%	10.8%	14.9%	15.8%	5.6%	7.7%	9.1%	9,619	4,224	3,675	508	217	181
FCC	16.6%	16.0%	13.4%	34.6%	39.0%	39.3%	30.7%	26.4%	31.4%	11.4%	9.8%	9.2%	6.6%	8.8%	6.7%	604	533	664	44	39	36
FERC	28.8%	25.9%	21.9%	41.1%	40.0%	40.0%	21.9%	24.9%	27.5%	5.6%	6.3%	6.8%	2.6%	3.0%	3.8%	1,088	949	852	54	43	43
FTC	34.2%	26.7%	29.6%	32.9%	38.0%	34.3%	23.5%	24.1%	24.8%	6.1%	7.4%	7.1%	3.3%	3.9%	4.1%	600	585	479	39	40	38

SOURCE: Federal Employee Viewpoint Survey

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375.813	16.713	16,549	15.161
																,	,	,	,	,	
GSA	23.9%	20.4%	18.1%	38.3%	39.4%	39.1%	25.5%	26.9%	28.5%	7.5%	8.0%	8.4%	4.9%	5.2%	5.8%	6,785	7,590	8,248	263	266	290
HHS	19.7%	17.9%	15.8%	40.4%	39.6%	39.0%	26.4%	27.6%	29.0%	8.2%	9.1%	9.9%	5.4%	5.7%	6.3%	38,334	35,043	31,264	1,834	1,567	1,371
HUD	18.6%	16.5%	10.6%	37.4%	35.1%	34.5%	27.3%	30.0%	31.1%	9.1%	11.0%	12.1%	7.6%	7.5%	11.7%	5,214	5,098	3,719	225	266	146
NARA	23.7%	17.7%	15.2%	36.8%	33.7%	33.0%	24.8%	28.2%	28.7%	8.2%	11.3%	13.0%	6.5%	9.0%	10.1%	1,771	1,640	1,608	91	75	68
NASA	24.7%	23.2%	20.8%	39.7%	38.6%	40.3%	25.4%	27.3%	27.7%	7.2%	7.7%	8.1%	3.0%	3.2%	3.2%	10,734	9,541	9,022	435	358	375
NCUA	25.9%	25.2%	22.8%	39.5%	38.6%	41.6%	20.7%	22.9%	22.6%	8.5%	9.5%	8.9%	5.6%	3.8%	4.0%	643	745	781	16	27	26
NLRB	16.0%	18.0%	13.0%	37.9%	37.7%	34.5%	31.2%	29.1%	33.9%	8.3%	9.6%	13.1%	6.7%	5.6%	5.5%	801	819	643	80	78	48
NRC	19.7%	22.0%	20.2%	37.1%	37.7%	37.1%	26.6%	26.0%	27.1%	10.9%	9.7%	10.2%	5.7%	4.6%	5.4%	2,037	2,549	2,338	101	117	122
NSF	24.2%	20.5%	19.7%	33.8%	35.5%	32.2%	27.2%	27.9%	30.0%	10.0%	9.9%	10.0%	4.8%	6.2%	8.1%	803	854	871	48	43	42
ОМВ	32.8%	26.3%	19.0%	38.6%	39.6%	41.4%	18.4%	25.4%	28.4%	8.7%	6.0%	9.6%	1.6%	2.7%	1.6%	337	291	296	14	14	8
ОРМ	20.1%	20.9%	18.6%	40.3%	38.6%	40.4%	26.6%	28.5%	29.1%	8.5%	7.9%	7.7%	4.5%	4.1%	4.2%	2,946	3,103	3,262	228	253	318
PBGC	19.9%	17.3%	19.6%	39.6%	41.8%	35.5%	28.7%	24.0%	28.7%	6.7%	10.8%	9.5%	5.0%	6.0%	6.8%	529	609	454	38	18	26
RRB	20.1%	18.0%	16.1%	45.0%	41.8%	39.4%	21.6%	26.7%	28.4%	9.7%	9.9%	11.2%	3.7%	3.7%	4.8%	299	449	492	19	30	29
SBA	17.9%	16.1%	15.8%	38.0%	34.2%	37.2%	23.6%	29.2%	27.5%	10.0%	10.0%	10.9%	10.4%	10.5%	8.6%	1,321	1,258	1,334	57	40	55
SEC	21.9%	18.8%	16.3%	40.4%	38.1%	39.4%	26.5%	28.8%	30.3%	7.3%	8.5%	9.4%	4.0%	5.7%	4.6%	2,964	1,804	2,276	226	107	187

SOURCE: Federal Employee Viewpoint Survey

(27) The skill level in my work unit has improved in the past year.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.6%	15.4%	14.0%	37.6%	37.1%	36.8%	28.2%	29.1%	30.2%	10.3%	10.9%	11.4%	7.3%	7.4%	7.6%	389,303	403,364	375,813	16,713	16,549	15,161
SSA	18.3%	18.4%	15.4%	37.5%	38.0%	39.2%	27.4%	28.9%	29.0%	10.1%	9.3%	10.6%	6.7%	5.4%	5.9%	8,431	9,954	9,085	423	538	400
State	20.0%	19.7%	18.7%	43.1%	43.0%	42.8%	24.7%	25.9%	28.0%	8.0%	7.6%	7.0%	4.3%	3.8%	3.6%	5,056	3,882	3,575	175	166	192
Treas	17.6%	16.9%	16.5%	37.3%	37.4%	38.2%	28.0%	28.1%	28.4%	9.8%	10.3%	10.2%	7.3%	7.3%	6.7%	42,430	48,247	47,601	2,838	3,214	3,183
USAID	18.6%	16.9%	15.9%	44.7%	45.0%	42.6%	23.6%	24.6%	26.7%	8.5%	9.1%	9.7%	4.6%	4.5%	5.2%	2,157	1,901	1,940	117	95	98
USDA	14.8%	12.1%	10.4%	40.2%	38.5%	37.5%	29.0%	30.9%	32.5%	10.3%	12.0%	12.6%	5.7%	6.5%	7.0%	22,125	19,910	19,520	662	631	562
VA	16.8%	15.9%	15.0%	37.1%	37.1%	36.9%	27.9%	28.1%	29.4%	10.0%	10.8%	10.5%	8.1%	8.0%	8.2%	29,141	31,028	26,541	1,056	1,030	948
Small Agencies	23.3%	21.8%	18.8%	37.4%	38.8%	36.6%	25.6%	25.1%	28.4%	8.0%	8.2%	9.8%	5.8%	6.1%	6.5%	5,205	4,893	4,539	177	211	200
DOD	15.7%	14.6%	13.1%	37.8%	37.4%	36.8%	28.4%	29.5%	30.6%	11.0%	11.3%	12.1%	7.1%	7.1%	7.4%	56,447	70,509	72,620	1,905	2,073	2,093
USACE	15.9%	14.4%	11.1%	41.1%	40.6%	39.5%	27.9%	29.4%	29.4%	9.6%	9.7%	13.0%	5.6%	5.9%	6.9%	3,459	4,172	2,360	123	121	65
Air Force	15.9%	14.7%	12.6%	36.5%	36.7%	35.8%	28.6%	28.9%	31.1%	11.7%	12.3%	13.0%	7.3%	7.3%	7.5%	14,995	18,105	18,506	513	578	593
Army‡	15.1%	13.7%	12.4%	35.1%	35.5%	35.3%	29.4%	30.9%	31.1%	12.0%	11.9%	12.7%	8.5%	8.0%	8.4%	12,983	16,190	19,346	435	433	525
Navy‡	15.4%	14.5%	12.8%	40.7%	39.1%	38.3%	28.2%	29.4%	31.2%	9.8%	10.8%	11.5%	5.9%	6.2%	6.3%	10,763	15,704	17,219	334	409	470
Marine Corps DOD 4th	13.4%	14.2%	15.8%	37.2%	36.1%	35.5%	31.4%	29.6%	28.7%	11.8%	11.6%	11.7%	6.2%	8.4%	8.2%	1,186	1,644	1,680	22	35	32
Estate	17.7%	16.5%	15.8%	38.6%	38.4%	38.3%	26.2%	27.9%	28.1%	10.7%	10.1%	10.2%	6.8%	7.1%	7.5%	13,061	14,694	13,509	478	497	408

SOURCE: Federal Employee Viewpoint Survey

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

(28) How would you rate the overall quality of work done by your work unit?

		Very Good	I		Good			Fair			Poor			Very Poor	r	Item Re	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
BBG	40.6%	39.3%	36.4%	32.2%	35.2%	38.3%	18.5%	17.6%	17.5%	4.8%	5.6%	5.6%	3.9%	2.3%	2.2%	901	1,098	1,050
CSOSA	38.6%	37.7%	35.6%	41.6%	44.8%	41.0%	17.5%	14.7%	19.7%	1.9%	1.5%	2.5%	0.4%	1.2%	1.3%	617	645	721
DHS	33.2%	31.0%	31.9%	41.4%	41.8%	41.9%	19.1%	20.6%	20.3%	4.1%	4.3%	4.0%	2.2%	2.4%	1.9%	46,795	42,900	42,534
DOC	47.4%	46.6%	46.5%	40.3%	41.1%	41.5%	10.4%	10.2%	9.8%	1.4%	1.6%	1.7%	0.5%	0.6%	0.5%	9,742	10,092	9,852
DOE	47.1%	43.9%	40.7%	39.8%	41.3%	42.8%	10.4%	12.0%	13.9%	1.9%	2.0%	1.5%	0.8%	0.8%	1.1%	8,050	8,443	6,490
DOI	42.2%	40.6%	40.1%	40.3%	41.6%	42.0%	13.8%	14.2%	14.2%	2.6%	2.6%	2.8%	1.1%	1.0%	0.9%	23,018	26,272	18,319
DOJ	43.3%	44.2%	42.2%	39.6%	40.1%	40.8%	13.7%	12.8%	13.9%	2.5%	2.1%	2.3%	0.9%	0.7%	0.9%	16,408	20,105	17,117
DOL	45.6%	43.5%	40.9%	39.9%	41.8%	42.5%	12.1%	11.9%	13.6%	1.8%	2.1%	2.2%	0.7%	0.7%	0.9%	11,218	11,318	10,905
DOT	43.5%	41.4%	38.9%	40.8%	42.7%	43.3%	12.8%	13.1%	14.6%	2.2%	2.0%	2.5%	0.9%	0.8%	0.8%	14,815	15,537	11,623
Educ	48.4%	47.6%	47.1%	38.0%	39.2%	38.9%	11.2%	11.6%	11.4%	1.5%	0.8%	1.9%	0.9%	0.8%	0.7%	2,855	2,693	2,406
EEOC	45.1%	46.4%	43.6%	39.8%	39.3%	39.5%	12.3%	11.5%	13.3%	1.6%	1.8%	2.2%	1.2%	1.0%	1.4%	1,504	1,239	1,119
EPA	46.9%	45.7%	42.9%	40.7%	40.5%	41.9%	10.6%	11.9%	13.2%	1.3%	1.4%	1.6%	0.5%	0.6%	0.4%	10,124	4,444	3,851
FCC	50.4%	51.2%	48.5%	37.3%	34.1%	37.5%	9.0%	11.8%	11.9%	2.0%	1.3%	1.1%	1.4%	1.6%	1.0%	647	569	699
FERC	56.2%	53.2%	51.7%	35.4%	37.2%	37.9%	7.4%	7.9%	8.6%	0.6%	1.4%	1.6%	0.4%	0.4%	0.2%	1,147	995	892
FTC	68.2%	64.9%	63.8%	25.0%	27.1%	28.4%	6.0%	5.8%	6.4%	0.4%	1.4%	1.0%	0.5%	0.9%	0.4%	640	624	516

**Unweighted count of responses to a question.

(28) How would you rate the overall quality of work done by your work unit?

		Very Good	I		Good			Fair			Poor			Very Poor		Item Re	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
GSA	50.0%	48.4%	46.9%	37.9%	38.4%	39.1%	10.1%	10.9%	11.5%	1.4%	1.6%	1.9%	0.7%	0.8%	0.6%	7,051	7,854	8,541
HHS	48.1%	46.9%	45.7%	37.8%	38.0%	38.4%	11.4%	12.2%	12.9%	1.9%	2.0%	2.2%	0.8%	0.8%	0.9%	40,204	36,621	32,641
HUD	44.9%	43.0%	41.1%	39.1%	39.8%	38.9%	13.0%	14.0%	16.4%	2.0%	2.2%	2.4%	1.0%	1.1%	1.1%	5,440	5,375	3,874
NARA	50.0%	49.7%	44.5%	35.7%	35.0%	38.7%	11.2%	11.4%	12.6%	2.0%	2.5%	2.7%	1.1%	1.4%	1.5%	1,867	1,719	1,685
NASA	60.5%	59.5%	58.2%	31.4%	32.2%	33.4%	6.8%	6.8%	7.1%	0.9%	1.1%	1.0%	0.4%	0.4%	0.2%	11,174	9,908	9,405
NCUA	47.1%	45.1%	45.7%	40.4%	43.9%	43.2%	10.1%	9.8%	10.0%	1.8%	1.1%	0.9%	0.7%	0.1%	0.2%	659	774	807
NLRB	49.1%	51.2%	48.4%	39.8%	39.5%	40.7%	8.8%	8.1%	9.8%	1.5%	0.8%	0.6%	0.8%	0.4%	0.5%	879	895	691
NRC	52.5%	52.9%	51.9%	37.0%	36.1%	36.8%	8.2%	9.3%	9.5%	1.7%	1.3%	1.4%	0.6%	0.4%	0.4%	2,147	2,670	2,466
NSF	58.5%	60.3%	57.8%	32.4%	29.2%	31.1%	8.3%	8.8%	9.0%	0.2%	1.0%	1.4%	0.7%	0.7%	0.7%	850	895	915
ОМВ	63.0%	59.6%	57.9%	31.7%	35.7%	35.9%	5.1%	3.6%	5.6%	0.3%	0.3%	0.6%	0.0%	0.8%	0.0%	351	305	304
ОРМ	52.3%	50.9%	51.2%	37.0%	38.6%	39.4%	9.0%	9.0%	8.0%	1.3%	0.9%	1.1%	0.4%	0.7%	0.3%	3,181	3,366	3,584
PBGC	50.7%	46.2%	44.7%	35.4%	38.7%	37.8%	11.7%	11.9%	14.4%	1.8%	2.2%	1.3%	0.4%	1.0%	1.7%	567	627	479
RRB	43.9%	41.7%	41.1%	42.4%	45.3%	43.2%	11.1%	9.9%	13.3%	2.4%	2.1%	1.9%	0.2%	1.0%	0.5%	319	479	523
SBA	44.7%	44.9%	44.0%	37.2%	34.5%	36.7%	13.6%	16.4%	15.5%	2.6%	2.4%	2.8%	1.8%	1.9%	1.1%	1,377	1,297	1,391
SEC	52.9%	49.2%	46.6%	36.7%	37.5%	40.1%	8.5%	11.2%	10.9%	1.5%	1.4%	1.5%	0.4%	0.8%	0.8%	3,194	1,906	2,455

**Unweighted count of responses to a question.

(28) How would you rate the overall quality of work done by your work unit?

		Very Good	1		Good			Fair			Poor			Very Poo	r	Item R	esponse To	tal**
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	41.2%	40.4%	39.7%	41.2%	41.6%	42.0%	14.1%	14.5%	14.6%	2.5%	2.5%	2.5%	1.1%	1.0%	1.0%	406,077	419,817	390,716
SSA	32.9%	34.6%	34.1%	46.1%	46.9%	47.2%	17.1%	15.7%	15.8%	2.9%	2.1%	2.3%	0.9%	0.7%	0.6%	8,864	10,462	9,468
State	47.6%	48.0%	45.8%	40.9%	39.4%	43.2%	10.0%	11.1%	9.6%	1.2%	1.1%	1.0%	0.3%	0.4%	0.4%	5,230	4,043	3,755
Treas	45.3%	44.3%	44.7%	40.0%	40.9%	41.2%	11.8%	11.9%	11.5%	1.9%	1.8%	1.7%	1.0%	1.0%	0.9%	45,233	51,407	50,707
USAID	42.3%	40.5%	41.5%	42.9%	43.0%	41.7%	12.1%	13.6%	14.0%	2.4%	2.2%	1.9%	0.4%	0.7%	0.9%	2,279	2,001	2,042
USDA	41.0%	39.0%	38.5%	43.5%	44.4%	44.1%	12.8%	13.7%	14.5%	2.0%	2.2%	2.3%	0.7%	0.7%	0.7%	22,812	20,548	20,103
VA	41.3%	40.3%	40.3%	40.2%	40.3%	40.4%	14.5%	15.5%	15.0%	2.7%	2.7%	2.9%	1.3%	1.2%	1.3%	30,160	32,041	27,436
Small Agencies	53.2%	51.8%	51.3%	34.0%	35.6%	35.0%	10.2%	9.8%	11.2%	1.8%	1.8%	1.4%	0.9%	1.0%	1.1%	5,391	5,108	4,742
DOD	39.7%	39.3%	38.5%	42.7%	42.9%	43.5%	14.3%	14.5%	14.6%	2.4%	2.4%	2.5%	0.9%	0.9%	0.9%	58,367	72,542	74,608
USACE	40.5%	38.7%	36.2%	44.4%	45.9%	46.0%	12.4%	13.3%	14.6%	2.0%	1.5%	2.6%	0.8%	0.6%	0.6%	3,591	4,295	2,421
Air Force	39.4%	39.6%	38.4%	42.3%	43.3%	44.2%	14.8%	13.9%	13.9%	2.5%	2.4%	2.7%	1.0%	0.8%	0.8%	15,495	18,676	19,056
Army‡	37.8%	38.2%	37.4%	42.9%	42.7%	43.0%	15.5%	15.5%	15.9%	2.7%	2.6%	2.7%	1.0%	1.0%	1.0%	13,417	16,610	19,849
Na∨y‡	41.3%	40.5%	39.6%	42.7%	42.6%	43.6%	13.2%	14.0%	13.8%	2.0%	2.2%	2.1%	0.8%	0.6%	0.8%	11,093	16,105	17,670
Marine Corps	40.7%	38.4%	41.4%	41.9%	43.0%	39.2%	14.0%	15.0%	15.5%	2.4%	2.8%	2.5%	1.1%	0.9%	1.4%	1,211	1,673	1,708
DOD 4th Estate	40.2%	39.5%	39.2%	42.1%	41.7%	42.9%	14.2%	15.0%	14.5%	2.4%	2.6%	2.5%	1.1%	1.2%	1.0%	13,560	15,183	13,904

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree		l	Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
BBG	10.6%	12.1%	9.9%	42.5%	43.1%	43.1%	22.5%	22.2%	24.2%	14.3%	12.9%	14.5%	10.0%	9.7%	8.4%	868	1,068	1,015	24	19	23
CSOSA	15.2%	18.3%	14.2%	58.2%	55.0%	59.5%	16.2%	17.8%	16.1%	7.5%	7.0%	6.2%	3.0%	1.9%	3.9%	602	628	695	6	9	11
DHS	11.7%	10.4%	10.7%	50.4%	50.8%	51.9%	18.5%	19.1%	18.9%	12.7%	12.8%	12.5%	6.8%	7.0%	6.0%	45,602	41,653	41,140	544	524	536
DOC	19.0%	19.1%	19.6%	55.0%	55.0%	56.4%	15.8%	15.8%	14.4%	7.7%	7.7%	7.6%	2.5%	2.5%	2.0%	9,441	9,736	9,495	203	227	249
DOE	16.6%	14.3%	12.7%	57.3%	56.2%	55.8%	14.9%	16.3%	17.8%	8.0%	9.7%	10.3%	3.2%	3.5%	3.3%	7,834	8,207	6,299	143	170	135
DOI	13.7%	12.2%	11.3%	54.4%	54.4%	54.0%	18.2%	18.9%	20.1%	10.0%	10.8%	10.9%	3.7%	3.7%	3.7%	22,321	25,515	17,749	385	416	324
DOJ	17.7%	17.8%	15.6%	56.8%	57.9%	58.5%	15.8%	15.7%	17.0%	7.4%	6.3%	7.0%	2.4%	2.3%	1.9%	15,798	19,436	16,536	213	248	213
DOL	18.2%	15.8%	13.7%	55.4%	55.5%	55.4%	16.0%	16.9%	18.1%	7.7%	8.5%	9.2%	2.7%	3.3%	3.6%	10,943	11,043	10,582	196	202	239
DOT	16.2%	15.9%	13.9%	55.9%	56.4%	56.6%	15.9%	16.0%	16.8%	9.1%	8.9%	9.5%	2.9%	2.8%	3.1%	14,454	15,127	11,322	223	262	186
Educ	15.6%	18.1%	15.8%	54.7%	52.4%	53.8%	16.8%	16.8%	17.0%	9.3%	9.6%	8.7%	3.6%	3.1%	4.8%	2,747	2,598	2,308	78	77	71
EEOC	17.7%	17.8%	17.0%	54.1%	53.2%	53.2%	14.6%	15.5%	15.7%	10.0%	9.2%	10.2%	3.7%	4.2%	3.9%	1,451	1,196	1,095	32	35	19
EPA	13.3%	12.7%	10.5%	56.6%	54.6%	52.8%	17.4%	17.5%	18.9%	9.6%	11.5%	14.1%	3.0%	3.7%	3.8%	9,814	4,289	3,684	235	112	111
FCC	17.5%	16.9%	18.0%	53.9%	53.8%	55.7%	19.1%	17.2%	15.6%	6.5%	7.8%	7.9%	3.0%	4.3%	2.8%	605	542	670	29	17	20
FERC	30.4%	29.9%	26.2%	53.4%	55.2%	57.8%	10.0%	9.2%	9.0%	4.7%	4.0%	5.1%	1.6%	1.6%	1.9%	1,123	976	872	23	11	15
FTC	43.4%	37.6%	38.4%	43.5%	47.9%	45.6%	8.8%	8.7%	11.3%	3.1%	4.6%	2.9%	1.1%	1.2%	1.9%	617	608	498	15	7	13

SOURCE: Federal Employee Viewpoint Survey

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree		l	Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	「otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
GSA	19.8%	16.9%	15.6%	51.4%	52.4%	53.6%	17.4%	17.9%	17.9%	7.8%	9.2%	9.1%	3.5%	3.6%	3.8%	6,847	7,610	8,270	115	143	149
HHS	19.1%	18.1%	16.7%	55.7%	55.4%	55.2%	15.5%	16.0%	17.0%	6.9%	7.6%	8.0%	2.8%	2.8%	3.1%	38,943	35,305	31,339	759	703	705
HUD	14.1%	12.0%	9.3%	48.7%	47.4%	45.2%	19.8%	21.1%	23.0%	12.1%	13.6%	15.1%	5.2%	5.9%	7.5%	5,258	5,162	3,688	138	162	124
NARA	16.9%	13.9%	12.1%	49.8%	46.9%	46.3%	18.0%	20.3%	20.4%	10.0%	12.1%	14.1%	5.3%	6.8%	7.2%	1,805	1,641	1,602	43	58	58
NASA	29.5%	28.8%	26.9%	53.8%	53.9%	55.2%	10.3%	10.5%	11.2%	5.1%	5.4%	5.3%	1.3%	1.4%	1.4%	10,936	9,660	9,189	150	132	126
NCUA	19.4%	17.5%	18.0%	57.9%	54.9%	55.0%	12.9%	13.8%	16.5%	6.9%	10.5%	7.9%	2.9%	3.2%	2.5%	646	759	793	6	7	8
NLRB	18.9%	24.3%	21.3%	59.3%	56.1%	59.3%	12.7%	11.6%	12.5%	6.6%	6.5%	4.6%	2.6%	1.5%	2.4%	856	873	672	13	14	10
NRC	23.5%	25.7%	25.6%	55.6%	54.4%	55.2%	11.6%	11.5%	10.7%	6.4%	6.0%	6.5%	2.9%	2.4%	2.1%	2,091	2,601	2,415	40	47	32
NSF	24.3%	22.5%	22.8%	54.2%	54.3%	53.8%	12.9%	14.0%	14.9%	7.0%	7.4%	5.2%	1.5%	1.8%	3.4%	825	882	887	17	9	20
ОМВ	32.0%	27.3%	22.5%	55.0%	54.9%	57.2%	8.2%	12.0%	14.8%	3.9%	5.0%	5.2%	0.8%	0.8%	0.3%	345	302	298	4	1	1
ОРМ	16.8%	15.8%	15.8%	53.7%	55.6%	55.6%	16.2%	16.5%	17.0%	9.5%	8.8%	8.7%	3.9%	3.3%	2.9%	3,052	3,236	3,436	101	98	119
PBGC	14.8%	16.4%	17.7%	61.0%	55.5%	53.9%	14.3%	16.8%	16.7%	6.9%	7.3%	7.9%	3.0%	3.9%	3.7%	546	608	462	14	11	5
RRB	15.4%	13.4%	13.4%	55.9%	56.1%	55.4%	19.1%	17.8%	20.4%	6.3%	9.3%	8.6%	3.2%	3.4%	2.2%	311	460	504	6	12	17
SBA	13.3%	13.1%	13.6%	46.9%	46.0%	49.6%	19.8%	21.5%	20.1%	12.7%	13.0%	11.4%	7.3%	6.4%	5.3%	1,326	1,245	1,335	36	33	34
SEC	23.6%	20.6%	18.1%	58.8%	59.2%	57.6%	10.4%	12.4%	14.6%	5.2%	5.6%	7.1%	2.0%	2.2%	2.7%	3,103	1,848	2,372	70	47	69

SOURCE: Federal Employee Viewpoint Survey

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Stro	ongly Ag	ree		Agree			er Agree Disagree		l	Disagree	•	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.2%	14.6%	13.8%	54.2%	54.4%	54.7%	17.3%	17.8%	18.3%	9.5%	9.5%	9.7%	3.8%	3.7%	3.5%	393,750	406,662	377,647	6,753	7,091	7,045
SSA	14.0%	15.0%	13.1%	54.1%	56.5%	57.3%	18.1%	17.2%	18.1%	10.6%	8.6%	8.9%	3.3%	2.7%	2.6%	8,533	10,064	9,144	140	184	163
State	16.3%	16.1%	16.1%	58.1%	60.2%	61.2%	15.4%	14.0%	13.5%	8.3%	8.1%	7.6%	1.9%	1.5%	1.6%	5,068	3,932	3,628	36	41	37
Treas	12.8%	12.4%	12.2%	51.7%	51.4%	52.7%	18.7%	18.7%	18.7%	11.6%	12.1%	11.6%	5.2%	5.5%	4.8%	43,584	49,642	48,871	1,065	1,281	1,333
USAID	12.6%	11.7%	11.3%	55.5%	55.9%	54.7%	16.6%	17.3%	17.7%	12.5%	12.3%	12.5%	2.8%	2.9%	3.7%	2,227	1,951	1,968	22	14	24
USDA	11.7%	11.0%	9.6%	55.9%	54.9%	54.2%	18.8%	19.4%	21.0%	10.4%	11.2%	11.8%	3.2%	3.5%	3.4%	22,226	20,043	19,609	364	332	349
VA	15.1%	13.8%	14.3%	53.5%	53.4%	53.0%	18.4%	19.6%	19.5%	8.9%	9.3%	9.3%	4.2%	4.0%	3.8%	29,124	30,771	26,291	463	466	399
Small Agencies	23.1%	21.8%	19.6%	52.4%	53.6%	52.9%	13.1%	13.2%	14.9%	7.3%	7.8%	8.9%	4.2%	3.7%	3.7%	5,257	4,978	4,602	91	87	94
DOD	15.2%	14.9%	13.9%	54.7%	55.2%	55.3%	17.2%	17.6%	18.4%	9.6%	9.2%	9.4%	3.3%	3.2%	3.1%	56,621	70,467	72,312	711	873	1,004
USACE	15.9%	13.6%	12.7%	58.0%	61.4%	60.0%	15.6%	15.4%	16.7%	8.2%	7.7%	8.3%	2.4%	1.9%	2.2%	3,525	4,188	2,335	43	56	40
Air Force	15.9%	15.3%	14.4%	54.9%	56.1%	55.7%	16.9%	16.8%	18.0%	9.0%	8.9%	8.9%	3.2%	2.8%	3.0%	14,940	18,091	18,433	177	235	256
Army‡	15.4%	15.5%	14.1%	54.5%	54.6%	55.3%	16.5%	17.8%	18.4%	10.1%	8.8%	9.1%	3.6%	3.4%	3.0%	13,026	16,105	19,195	168	192	272
Navy‡	14.1%	14.0%	12.7%	55.4%	54.9%	55.1%	18.1%	18.1%	19.2%	9.4%	10.0%	10.0%	3.0%	3.0%	3.0%	10,782	15,699	17,195	138	175	209
Marine Corps	16.6%	15.1%	18.5%	48.8%	55.7%	51.0%	20.0%	16.7%	18.4%	10.3%	9.6%	7.7%	4.4%	3.0%	4.4%	1,174	1,636	1,675	7	15	14
DOD 4th Estate	15.4%	15.1%	14.3%	53.7%	53.3%	54.4%	17.2%	18.3%	17.8%	10.0%	9.6%	10.1%	3.7%	3.8%	3.5%	13,174	14,748	13,479	178	200	213

SOURCE: Federal Employee Viewpoint Survey

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

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
BBG	8.2%	8.6%	5.5%	25.1%	27.1%	27.5%	27.3%	25.0%	25.9%	19.8%	21.1%	24.5%	19.6%	18.1%	16.7%	862	1,053	1,012	26	32	31
CSOSA	7.7%	10.6%	7.1%	32.4%	33.6%	33.6%	28.3%	26.9%	24.6%	19.7%	20.7%	20.7%	11.9%	8.2%	14.0%	587	614	686	16	19	21
DHS	6.6%	5.2%	5.5%	24.8%	23.3%	24.8%	24.4%	24.7%	24.6%	25.5%	26.9%	26.3%	18.7%	19.8%	18.8%	45,306	41,501	40,948	857	696	747
DOC	13.2%	12.3%	13.6%	37.7%	36.4%	38.5%	24.0%	25.0%	24.3%	17.3%	17.8%	16.5%	7.7%	8.4%	7.1%	9,366	9,665	9,458	276	297	291
DOE	10.8%	7.8%	7.0%	37.1%	33.5%	31.5%	22.9%	24.8%	24.5%	19.0%	22.3%	24.2%	10.2%	11.5%	12.8%	7,788	8,178	6,297	183	189	124
DOI	9.1%	7.7%	7.0%	35.8%	34.4%	34.3%	25.4%	26.3%	26.5%	19.5%	21.0%	21.6%	10.2%	10.6%	10.6%	22,138	25,307	17,596	551	594	452
DOJ	12.2%	11.2%	9.3%	37.4%	38.2%	36.5%	25.0%	26.4%	27.5%	17.8%	17.2%	19.1%	7.7%	7.1%	7.6%	15,625	19,196	16,337	386	488	408
DOL	13.0%	10.4%	8.5%	36.1%	34.9%	32.7%	24.3%	25.6%	25.4%	17.2%	18.6%	20.9%	9.4%	10.5%	12.5%	10,837	10,927	10,505	301	297	298
DOT	10.8%	10.1%	8.6%	38.6%	37.7%	36.2%	25.3%	25.4%	26.4%	16.3%	18.6%	19.7%	8.9%	8.3%	9.2%	14,293	15,029	11,219	354	348	274
Educ	10.8%	11.0%	9.7%	32.1%	32.3%	32.0%	22.3%	23.0%	22.1%	20.2%	21.1%	21.4%	14.6%	12.5%	14.8%	2,742	2,577	2,303	89	100	73
EEOC	12.4%	12.9%	11.0%	36.1%	30.7%	30.7%	23.4%	23.2%	23.0%	18.0%	22.1%	20.5%	10.1%	11.1%	14.9%	1,440	1,192	1,089	47	42	28
EPA	8.0%	7.0%	6.4%	35.7%	31.9%	30.3%	25.6%	23.9%	24.6%	20.8%	24.2%	25.6%	9.8%	12.9%	13.1%	9,753	4,273	3,697	291	128	101
FCC	8.9%	11.8%	9.1%	33.9%	32.9%	33.8%	25.0%	21.1%	27.5%	20.5%	20.3%	19.0%	11.7%	13.8%	10.7%	608	531	670	26	25	21
FERC	19.1%	17.3%	13.7%	38.5%	40.7%	41.5%	21.7%	21.5%	20.9%	14.1%	13.4%	16.0%	6.6%	7.0%	7.9%	1,100	964	857	38	27	30
FTC	31.2%	24.2%	22.5%	40.5%	42.3%	40.5%	15.0%	17.2%	17.0%	8.9%	11.2%	12.2%	4.3%	5.1%	7.8%	613	606	481	20	7	28

SOURCE: Federal Employee Viewpoint Survey

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stror	ngly Disa	agree	Item R	esponse T	Γotal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
GSA	16.3%	12.8%	11.8%	36.3%	35.3%	35.3%	24.0%	23.7%	24.4%	14.7%	18.2%	18.4%	8.7%	9.9%	10.2%	6,842	7,572	8,246	124	172	158
HHS	12.5%	11.0%	9.9%	38.8%	37.2%	36.7%	23.9%	24.7%	24.5%	16.4%	18.1%	19.3%	8.3%	9.0%	9.6%	38,482	34,984	31,158	1,197	1,007	903
HUD	10.6%	7.9%	5.5%	32.6%	28.2%	24.3%	24.6%	25.9%	25.9%	20.5%	24.1%	25.3%	11.7%	13.9%	19.0%	5,251	5,185	3,709	154	149	96
NARA	12.9%	9.9%	6.8%	32.2%	27.0%	25.6%	23.8%	25.6%	24.8%	19.0%	22.0%	24.7%	12.1%	15.5%	18.1%	1,804	1,659	1,618	43	44	41
NASA	23.7%	21.7%	19.8%	45.2%	45.0%	44.8%	17.9%	18.1%	19.6%	9.5%	11.3%	11.6%	3.7%	4.0%	4.2%	10,834	9,602	9,121	239	190	181
NCUA	15.3%	14.5%	14.9%	46.1%	43.3%	41.6%	20.5%	20.7%	23.1%	12.4%	15.8%	15.4%	5.7%	5.8%	5.0%	641	753	782	9	15	20
NLRB	8.5%	9.2%	7.9%	28.9%	28.5%	27.7%	20.6%	23.4%	20.3%	27.3%	25.3%	28.7%	14.6%	13.5%	15.4%	836	859	661	32	33	20
NRC	14.7%	15.6%	16.4%	39.3%	41.9%	41.1%	21.1%	20.2%	21.4%	16.5%	15.8%	14.4%	8.4%	6.4%	6.6%	2,061	2,565	2,372	67	76	71
NSF	17.2%	14.8%	14.4%	37.8%	38.7%	35.9%	22.7%	21.9%	23.0%	15.6%	17.0%	18.5%	6.8%	7.7%	8.1%	823	863	866	19	31	37
ОМВ	25.4%	17.6%	13.3%	44.9%	45.3%	39.2%	16.0%	19.6%	21.7%	9.3%	15.0%	21.7%	4.3%	2.4%	4.1%	347	301	299	2	3	2
ОРМ	12.4%	12.2%	11.8%	37.5%	36.4%	38.5%	23.4%	25.2%	23.7%	16.6%	17.0%	17.9%	10.2%	9.2%	8.0%	3,019	3,207	3,410	126	128	150
PBGC	11.4%	10.0%	12.2%	38.9%	32.5%	30.3%	24.7%	27.3%	25.7%	16.9%	20.7%	22.1%	8.1%	9.5%	9.6%	533	602	457	25	14	14
RRB	8.7%	10.5%	8.8%	39.7%	37.3%	37.5%	26.5%	25.2%	25.7%	15.4%	17.9%	19.3%	9.7%	9.0%	8.7%	297	444	492	15	28	28
SBA	9.8%	9.5%	9.6%	33.1%	30.1%	32.0%	21.3%	23.9%	24.7%	20.4%	20.2%	20.9%	15.3%	16.3%	12.9%	1,322	1,244	1,325	40	38	44
SEC	14.3%	11.3%	8.7%	36.8%	32.6%	30.3%	23.8%	21.8%	25.1%	16.6%	22.3%	23.0%	8.5%	12.1%	12.8%	3,030	1,839	2,357	136	66	81

SOURCE: Federal Employee Viewpoint Survey

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.5%	34.7%	33.8%	33.4%	24.6%	25.2%	25.7%	19.8%	20.7%	21.2%	10.7%	11.1%	11.2%	390,805	404,200	375,805	9,449	9,417	8,728
SSA	9.5%	9.2%	7.1%	33.9%	35.1%	34.5%	26.6%	27.4%	27.5%	20.2%	19.9%	21.4%	9.7%	8.4%	9.5%	8,421	9,969	9,072	227	290	237
State	11.0%	10.4%	10.6%	40.1%	39.7%	40.3%	23.5%	24.6%	24.6%	18.5%	18.8%	18.5%	6.8%	6.6%	6.1%	5,029	3,902	3,603	71	62	57
Treas	8.7%	8.1%	7.6%	31.8%	31.1%	31.3%	24.2%	23.5%	23.7%	22.2%	23.4%	24.0%	13.1%	13.9%	13.4%	43,425	49,521	48,977	1,200	1,381	1,222
USAID	9.8%	8.3%	7.2%	36.7%	36.1%	33.1%	24.1%	22.6%	23.7%	21.1%	23.9%	24.1%	8.2%	9.2%	11.9%	2,212	1,940	1,968	34	25	31
USDA	8.3%	6.5%	5.7%	36.7%	34.9%	32.2%	27.3%	27.3%	28.2%	19.5%	22.0%	24.2%	8.2%	9.3%	9.8%	22,130	19,907	19,482	451	442	454
VA	9.2%	8.2%	8.5%	32.2%	31.3%	31.3%	24.3%	25.2%	25.4%	21.6%	22.2%	21.4%	12.7%	13.1%	13.3%	29,061	30,695	26,229	517	536	460
Small Agencies	14.4%	12.7%	11.6%	35.9%	34.1%	32.4%	20.6%	21.6%	22.0%	17.7%	19.2%	21.2%	11.4%	12.4%	12.9%	5,204	4,926	4,555	145	140	139
DOD	10.5%	9.8%	8.9%	36.7%	36.0%	35.3%	24.8%	25.4%	26.2%	18.9%	19.5%	20.1%	9.2%	9.4%	9.5%	56,143	70,048	71,891	1,115	1,258	1,355
USACE	9.8%	8.2%	7.3%	39.6%	38.3%	36.7%	25.5%	26.2%	26.7%	18.7%	19.6%	20.4%	6.4%	7.7%	8.9%	3,474	4,178	2,324	82	66	49
Air Force	12.7%	11.4%	9.9%	37.8%	38.4%	36.8%	23.3%	23.5%	25.0%	17.4%	18.3%	19.4%	8.8%	8.4%	9.0%	14,820	17,980	18,344	300	336	332
Army‡	10.4%	9.8%	9.0%	35.5%	34.9%	34.9%	24.8%	25.6%	26.4%	19.3%	19.7%	19.9%	10.0%	10.0%	9.8%	12,928	16,017	19,057	246	282	384
Navy‡	8.9%	8.8%	7.8%	37.8%	35.3%	34.8%	25.9%	27.2%	27.4%	19.2%	19.7%	20.8%	8.3%	9.0%	9.3%	10,698	15,590	17,090	200	261	287
Marine Corps	10.3%	9.7%	11.1%	32.5%	33.4%	33.9%	25.6%	26.2%	26.1%	20.9%	20.7%	19.8%	10.6%	10.1%	9.1%	1,165	1,633	1,668	15	18	23
DOD 4th Estate	10.7%	9.9%	9.1%	34.9%	35.2%	34.5%	24.2%	24.3%	25.1%	19.6%	20.0%	20.8%	10.6%	10.7%	10.4%	13,058	14,650	13,408	272	295	280

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
																		_			
BBG	10.5%	9.7%	7.1%	29.7%	27.8%	26.8%	23.6%	24.5%	24.6%	18.5%	19.6%	22.2%	17.7%	18.4%	19.3%	871	1,061	1,012	15	26	23
CSOSA	10.8%	13.1%	9.2%	38.7%	38.8%	33.6%	23.3%	22.9%	22.0%	15.1%	17.3%	20.4%	12.2%	7.9%	14.8%	592	627	695	16	5	14
DHS	7.7%	6.3%	6.4%	26.2%	24.4%	25.8%	22.6%	23.3%	23.1%	23.5%	25.1%	25.1%	19.9%	20.9%	19.7%	45,287	41,486	40,953	783	660	635
DOC	15.4%	14.8%	16.4%	40.2%	39.5%	41.4%	21.1%	22.1%	21.4%	15.4%	15.6%	13.9%	7.9%	8.0%	6.9%	9,406	9,730	9,508	215	214	211
DOE	12.5%	9.8%	8.2%	39.3%	35.8%	33.7%	22.8%	24.9%	24.8%	16.3%	19.3%	22.0%	9.2%	10.2%	11.3%	7,786	8,178	6,277	163	169	137
DOI	11.1%	9.9%	8.8%	37.6%	37.3%	36.6%	24.2%	23.7%	24.3%	17.2%	18.5%	19.8%	9.9%	10.7%	10.5%	22,154	25,282	17,691	461	518	300
DOJ	12.6%	12.9%	10.7%	37.6%	37.5%	36.3%	23.5%	24.2%	25.2%	17.3%	17.5%	19.2%	9.1%	7.9%	8.7%	15,659	19,234	16,372	303	389	318
DOL	15.4%	12.7%	10.4%	37.4%	37.4%	35.9%	22.6%	22.6%	23.4%	15.2%	16.9%	18.6%	9.4%	10.4%	11.7%	10,852	10,950	10,539	272	243	246
DOT	12.2%	11.4%	9.4%	36.4%	35.5%	33.5%	22.7%	24.1%	24.5%	17.6%	18.5%	20.4%	11.2%	10.5%	12.2%	14,326	14,999	11,225	315	328	236
Educ	14.7%	14.5%	13.6%	36.3%	38.0%	37.5%	22.1%	21.7%	19.7%	15.9%	15.4%	17.6%	10.9%	10.4%	11.5%	2,754	2,591	2,297	79	82	73
EEOC	13.5%	14.7%	12.5%	39.6%	34.7%	32.2%	20.8%	19.4%	22.6%	16.4%	20.0%	18.0%	9.6%	11.2%	14.6%	1,433	1,179	1,084	50	49	27
EPA	11.2%	10.1%	8.3%	45.0%	40.5%	40.3%	22.0%	23.9%	23.0%	14.5%	16.2%	18.6%	7.3%	9.3%	9.8%	9,760	4,279	3,701	258	117	76
FCC	13.6%	15.1%	12.9%	36.8%	36.4%	41.6%	22.7%	21.4%	23.8%	16.1%	16.2%	13.1%	10.7%	10.8%	8.6%	609	535	670	25	22	20
FERC	23.4%	21.7%	17.9%	42.4%	43.4%	43.4%	19.8%	18.9%	17.5%	9.5%	11.3%	14.6%	4.9%	4.7%	6.5%	1,106	959	858	36	31	26
FTC	38.2%	27.2%	30.5%	38.5%	43.8%	38.5%	11.8%	16.1%	14.4%	7.6%	7.6%	9.8%	3.9%	5.3%	6.8%	614	595	493	15	16	16

SOURCE: Federal Employee Viewpoint Survey

(31) Employees are reco	oanized for providin	a hiah auality pro	oducts and services.
	- <u> </u>	gg	

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
GSA	17.7%	14.4%	12.3%	39.3%	37.7%	36.7%	22.1%	24.2%	25.3%	12.6%	14.2%	16.5%	8.2%	9.4%	9.3%	6,838	7,573	8,222	126	154	149
HHS	14.9%	13.7%	11.9%	40.9%	39.5%	38.7%	21.7%	22.6%	23.3%	14.0%	15.6%	16.4%	8.6%	8.6%	9.6%	38,651	35,066	31,282	944	815	692
HUD	13.7%	10.7%	6.9%	36.8%	33.8%	30.2%	22.4%	23.8%	24.6%	15.8%	19.2%	20.6%	11.2%	12.6%	17.7%	5,247	5,155	3,693	153	154	99
NARA	16.2%	13.4%	10.8%	39.7%	35.5%	30.9%	19.0%	21.4%	21.3%	14.4%	16.0%	20.8%	10.7%	13.6%	16.3%	1,804	1,661	1,617	33	30	35
NASA	28.6%	25.9%	23.1%	45.5%	46.8%	46.2%	15.8%	16.3%	17.8%	6.9%	7.6%	9.3%	3.3%	3.4%	3.6%	10,886	9,612	9,163	177	148	129
NCUA	19.4%	15.4%	17.2%	45.5%	47.4%	44.1%	15.9%	18.9%	20.9%	13.6%	13.2%	12.4%	5.7%	5.0%	5.4%	638	756	786	12	14	12
NLRB	12.7%	12.7%	10.3%	34.3%	37.3%	33.2%	20.6%	18.5%	21.8%	19.5%	19.4%	22.9%	12.9%	12.1%	11.8%	845	868	666	22	23	12
NRC	18.2%	20.4%	20.3%	45.3%	44.1%	43.6%	18.7%	17.7%	17.6%	10.6%	11.1%	11.7%	7.2%	6.8%	6.8%	2,081	2,602	2,399	42	42	38
NSF	20.5%	17.6%	15.3%	35.5%	38.2%	38.6%	23.8%	19.9%	21.8%	13.8%	16.7%	15.4%	6.3%	7.6%	8.9%	815	866	879	24	25	23
ОМВ	28.5%	24.3%	18.1%	49.3%	48.3%	47.2%	9.9%	15.8%	21.4%	9.8%	10.0%	11.5%	2.6%	1.6%	1.9%	346	298	295	2	5	4
ОРМ	15.3%	13.8%	13.9%	37.7%	40.4%	40.8%	21.6%	21.4%	21.0%	15.5%	15.1%	15.7%	9.8%	9.3%	8.6%	3,039	3,193	3,436	115	146	116
PBGC	14.7%	11.9%	13.8%	41.9%	37.9%	39.1%	18.6%	23.2%	20.3%	15.8%	18.0%	17.0%	8.9%	9.0%	9.8%	539	600	459	19	14	9
RRB	13.2%	12.7%	12.3%	40.1%	40.7%	40.2%	23.4%	21.3%	23.2%	16.1%	15.4%	15.0%	7.2%	9.8%	9.3%	294	451	502	22	19	17
SBA	10.7%	10.0%	11.1%	32.2%	30.3%	32.0%	22.2%	22.1%	22.9%	19.1%	21.4%	20.5%	15.8%	16.0%	13.6%	1,307	1,238	1,324	37	34	36
SEC	17.1%	13.9%	11.5%	41.5%	38.7%	35.8%	20.3%	19.3%	23.4%	12.9%	16.3%	18.6%	8.2%	11.8%	10.7%	3,055	1,840	2,349	104	55	81

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	11.9%	10.9%	10.0%	36.1%	35.6%	34.5%	23.1%	23.5%	24.2%	17.7%	18.7%	19.5%	11.2%	11.3%	11.7%	390,973	403,880	375,902	8,551	8,603	7,530
SSA	12.4%	12.9%	9.7%	37.9%	40.2%	35.4%	21.4%	21.3%	24.1%	17.9%	16.8%	20.0%	10.4%	8.9%	10.8%	8,466	9,987	9,110	189	232	169
State	12.9%	13.3%	12.7%	43.7%	43.5%	44.2%	22.2%	22.2%	22.1%	14.8%	14.8%	15.4%	6.5%	6.2%	5.7%	5,032	3,914	3,611	54	42	47
Treas	11.5%	10.7%	10.3%	37.2%	37.2%	37.0%	22.3%	22.4%	22.9%	17.5%	17.8%	18.8%	11.4%	11.8%	11.1%	43,282	49,249	48,683	1,281	1,514	1,394
USAID	11.7%	10.3%	9.3%	42.5%	44.0%	40.3%	21.6%	22.1%	23.7%	17.1%	15.4%	17.8%	7.1%	8.1%	8.9%	2,200	1,942	1,964	32	16	24
USDA	10.0%	8.1%	6.9%	37.6%	36.8%	34.3%	26.0%	26.6%	26.7%	17.9%	19.2%	22.0%	8.6%	9.4%	10.1%	22,131	19,933	19,540	401	380	363
VA	10.5%	9.4%	9.4%	32.8%	31.9%	31.7%	23.9%	24.1%	24.0%	19.7%	21.0%	20.5%	13.1%	13.7%	14.4%	28,957	30,578	26,113	573	560	481
Small Agencies	17.6%	15.7%	13.8%	37.5%	37.4%	36.4%	19.8%	19.9%	21.4%	14.9%	15.4%	17.0%	10.2%	11.5%	11.4%	5,215	4,941	4,563	123	119	115
DOD	12.4%	11.5%	10.5%	37.7%	37.6%	35.7%	23.3%	23.7%	25.2%	16.6%	17.5%	18.5%	9.9%	9.6%	10.1%	56,096	69,872	71,871	1,060	1,193	1,127
USACE	12.4%	11.1%	8.8%	41.7%	40.5%	39.3%	24.0%	23.6%	26.2%	14.9%	17.4%	17.2%	7.0%	7.5%	8.5%	3,494	4,166	2,316	47	67	45
Air Force	14.7%	12.9%	11.4%	37.1%	39.9%	37.3%	23.1%	22.6%	24.7%	15.4%	16.6%	16.9%	9.6%	8.1%	9.7%	14,842	17,978	18,362	254	284	243
Army‡	11.9%	11.1%	9.9%	34.8%	34.5%	33.2%	22.6%	24.0%	25.2%	18.9%	19.2%	20.1%	11.8%	11.1%	11.5%	12,914	15,955	19,050	251	278	328
Navy‡	10.8%	10.5%	9.7%	40.8%	39.0%	36.7%	24.7%	24.8%	25.9%	15.6%	16.7%	18.7%	8.2%	9.0%	9.1%	10,650	15,576	17,085	213	238	236
Marine Corps	11.8%	11.2%	13.1%	33.2%	33.6%	33.2%	23.1%	25.3%	25.2%	19.5%	17.5%	19.5%	12.4%	12.4%	8.9%	1,161	1,617	1,654	20	28	32
DOD 4th Estate	13.2%	12.4%	11.5%	37.6%	37.6%	35.7%	22.3%	22.8%	24.5%	16.2%	16.9%	17.8%	10.7%	10.2%	10.6%	13,035	14,580	13,404	275	298	243

SOURCE: Federal Employee Viewpoint Survey

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

(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	iree		Agree			ner Agre Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
BBG	9.0%	9.2%	6.0%	25.6%	22.1%	22.5%	26.4%	26.4%	28.4%	18.7%	21.3%	21.9%	20.3%	21.0%	21.2%	854	1,056	1,016	26	30	23
CSOSA	8.7%	12.4%	6.5%	28.0%	25.5%	27.2%	26.8%	32.3%	27.0%	22.9%	19.8%	23.2%	13.6%	9.9%	16.0%	589	611	675	19	14	28
DHS	6.6%	5.4%	5.3%	20.4%	18.4%	19.1%	25.5%	25.3%	26.0%	24.6%	26.3%	25.8%	22.8%	24.6%	23.7%	44,765	41,051	40,592	1,186	999	921
DOC	12.2%	11.3%	11.9%	31.4%	30.7%	32.8%	28.1%	29.5%	30.1%	17.9%	17.7%	15.8%	10.3%	10.9%	9.4%	9,250	9,562	9,372	353	361	351
DOE	10.5%	7.7%	6.4%	31.0%	27.3%	25.6%	28.2%	29.9%	29.5%	18.5%	21.9%	24.4%	11.8%	13.2%	14.1%	7,684	8,069	6,241	249	260	168
DOI	9.5%	8.0%	7.4%	29.7%	29.1%	27.3%	28.8%	29.4%	30.4%	19.6%	20.5%	21.8%	12.4%	13.0%	13.1%	21,881	25,034	17,492	681	733	484
DOJ	10.4%	10.6%	8.5%	30.1%	30.1%	28.1%	28.3%	29.7%	30.7%	19.0%	19.7%	21.7%	12.2%	9.9%	11.0%	15,399	18,963	16,204	536	622	481
DOL	13.3%	10.7%	8.5%	28.4%	26.9%	24.9%	28.7%	29.6%	29.6%	17.3%	19.4%	21.4%	12.3%	13.4%	15.7%	10,715	10,803	10,377	401	390	400
DOT	10.1%	9.0%	7.7%	27.7%	26.7%	26.3%	29.3%	29.4%	28.8%	19.8%	21.6%	22.5%	13.3%	13.2%	14.7%	14,116	14,763	11,080	490	551	383
Educ	11.4%	11.9%	11.1%	29.7%	29.8%	30.6%	26.8%	26.8%	24.9%	18.1%	18.0%	18.8%	14.1%	13.5%	14.5%	2,716	2,557	2,280	105	110	100
EEOC	11.8%	12.9%	9.3%	29.7%	24.1%	24.4%	26.7%	25.8%	26.3%	18.5%	21.7%	22.1%	13.3%	15.4%	17.9%	1,413	1,156	1,064	70	64	43
EPA	10.4%	9.0%	7.2%	35.6%	32.8%	33.3%	27.2%	26.1%	26.5%	17.1%	19.4%	19.8%	9.7%	12.7%	13.2%	9,636	4,261	3,665	349	136	108
FCC	10.8%	12.3%	11.0%	30.4%	31.3%	30.4%	27.5%	23.8%	29.8%	19.2%	17.5%	15.9%	12.0%	15.1%	12.9%	601	528	667	30	25	18
FERC	17.2%	15.6%	12.6%	30.1%	32.1%	28.5%	28.2%	27.2%	28.6%	15.2%	15.6%	18.1%	9.3%	9.5%	12.2%	1,085	941	849	57	43	33
FTC	32.6%	23.9%	22.8%	34.6%	33.5%	32.6%	16.8%	21.5%	21.2%	8.7%	13.2%	13.2%	7.4%	7.9%	10.2%	612	595	491	19	16	18

(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	ree		Agree			ner Agre Disagree			Disagree)	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
																		_			
GSA	16.0%	13.3%	11.4%	32.9%	29.8%	29.7%	27.4%	29.2%	30.0%	14.3%	16.8%	17.7%	9.5%	10.9%	11.2%	6,735	7,488	8,117	190	224	226
HHS	13.4%	12.3%	10.4%	33.9%	32.4%	31.7%	26.9%	27.7%	28.3%	15.8%	17.0%	18.0%	9.9%	10.6%	11.6%	38,118	34,563	30,874	1,436	1,259	1,042
HUD	12.1%	9.6%	6.3%	29.8%	25.8%	23.8%	27.0%	28.8%	26.9%	18.1%	20.5%	22.7%	12.9%	15.3%	20.3%	5,176	5,104	3,663	206	204	131
NARA	13.1%	10.4%	7.8%	30.1%	25.4%	21.5%	25.2%	26.9%	26.6%	18.0%	19.5%	23.4%	13.6%	17.8%	20.7%	1,773	1,636	1,598	52	51	48
NASA	26.8%	25.2%	21.6%	41.4%	41.1%	41.1%	19.6%	20.7%	22.9%	7.9%	8.5%	9.6%	4.3%	4.4%	4.7%	10,788	9,534	9,079	257	230	210
NCUA	15.0%	14.0%	15.5%	39.0%	34.9%	32.9%	22.8%	27.4%	28.1%	14.4%	15.5%	15.4%	8.8%	8.2%	8.1%	626	743	774	24	23	23
NLRB	8.6%	8.0%	7.3%	20.3%	22.4%	19.8%	26.2%	24.8%	25.1%	25.4%	25.7%	27.9%	19.5%	19.1%	19.9%	824	859	656	38	31	23
NRC	13.1%	14.2%	15.2%	34.1%	34.2%	32.6%	27.3%	27.4%	27.0%	16.1%	14.8%	16.0%	9.5%	9.4%	9.2%	2,037	2,544	2,339	90	87	97
NSF	20.0%	17.4%	14.3%	32.8%	30.6%	29.8%	25.0%	24.3%	29.8%	14.5%	19.0%	15.5%	7.7%	8.8%	10.5%	808	857	875	34	32	30
ОМВ	28.1%	22.8%	13.5%	43.3%	38.0%	44.4%	16.6%	24.4%	24.1%	7.6%	12.7%	13.8%	4.4%	2.1%	4.2%	345	297	296	5	7	5
ОРМ	13.0%	11.7%	11.2%	30.4%	29.8%	30.7%	29 .1%	31.1%	30.5%	16.8%	17.0%	18.0%	10.8%	10.4%	9.7%	2,938	3,111	3,321	209	216	234
PBGC	12.6%	10.6%	13.5%	34.4%	29.1%	30.0%	26.2%	29.9%	26.2%	16.2%	18.5%	18.9%	10.7%	11.9%	11.4%	530	593	449	30	24	22
RRB	9.2%	9.5%	9.0%	28.8%	27.9%	25.1%	30.8%	32.6%	35.5%	20.5%	17.9%	19.0%	10.7%	12.3%	11.4%	286	445	490	27	26	26
SBA	9.9%	8.3%	10.6%	26.0%	24.1%	24.7%	26.6%	27.7%	25.9%	18.8%	20.6%	22.9%	18.7%	19.3%	15.8%	1,309	1,226	1,312	45	51	53
SEC	15.3%	12.4%	10.2%	33.3%	28.7%	27.4%	24.9%	26.1%	26.9%	15.4%	17.9%	20.8%	11.1%	14.9%	14.6%	3,015	1,829	2,331	141	64	99

(32) Creativity and innovation are rewarded.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.1%	9.1%	8.3%	28.3%	27.6%	26.5%	28.3%	28.7%	29.5%	19.7%	20.7%	21.5%	13.6%	13.8%	14.2%	385,387	398,504	371,008	13,365	13,352	12,026
SSA	10.1%	10.3%	7.5%	27.4%	29.5%	26.4%	30.0%	29.6%	32.1%	19.7%	19.4%	21.6%	12.9%	11.2%	12.4%	8,287	9,822	8,957	337	403	312
State	11.4%	11.9%	11.0%	33.7%	35.0%	35.8%	27.0%	26.1%	27.2%	18.4%	17.7%	17.0%	9.6%	9.3%	9.0%	5,001	3,878	3,587	78	78	72
Treas	9.4%	8.7%	8.2%	28.4%	27.8%	27.2%	28.4%	28.7%	29.3%	20.0%	20.5%	21.6%	13.9%	14.2%	13.8%	42,447	48,367	47,730	2,030	2,307	2,275
USAID	10.9%	10.7%	9.1%	34.6%	35.5%	32.8%	27.6%	26.6%	26.8%	18.3%	18.3%	21.4%	8.6%	9.0%	10.0%	2,182	1,923	1,953	46	33	35
USDA	8.1%	6.7%	5.4%	28.3%	27.5%	25.2%	32.5%	31.8%	32.8%	20.7%	22.6%	24.2%	10.5%	11.5%	12.5%	21,885	19,722	19,322	619	540	540
VA	8.9%	7.9%	8.1%	25.6%	24.6%	24.5%	28.7%	28.8%	28.5%	21.4%	22.5%	22.2%	15.4%	16.2%	16.6%	28,548	30,161	25,772	931	944	786
Small Agencies	15.1%	13.1%	12.0%	29.5%	28.9%	27.7%	24.5%	25.8%	25.9%	17.5%	18.3%	20.0%	13.4%	14.0%	14.3%	5,156	4,871	4,510	179	176	165
DOD	10.6%	9.4%	8.5%	29.6%	29.4%	27.3%	28.9%	29.5%	30.8%	18.8%	19.7%	20.9%	12.1%	12.0%	12.5%	55,257	68,981	70,938	1,790	1,988	2,013
USACE	10.1%	8.6%	6.9%	31.7%	31.3%	29.7%	31.2%	30.6%	32.5%	17.9%	19.5%	20.5%	9.1%	10.0%	10.5%	3,447	4,103	2,291	97	125	72
Air Force	12.6%	11.4%	9.7%	30.3%	31.1%	29.3%	28.4%	28.9%	30.3%	17.2%	18.2%	18.7%	11.5%	10.4%	11.9%	14,569	17,781	18,139	473	476	457
Army‡	10.0%	8.9%	8.2%	27.3%	27.2%	25.0%	28.3%	28.9%	30.4%	20.5%	21.5%	22.7%	13.9%	13.5%	13.8%	12,751	15,752	18,802	390	467	564
Navy‡	9.6%	8.5%	7.7%	31.9%	30.4%	27.8%	30.1%	30.9%	31.8%	18.1%	19.2%	20.8%	10.4%	11.1%	11.8%	10,483	15,373	16,884	365	392	437
Marine Corps	9.6%	9.5%	10.7%	22.0%	24.9%	24.8%	28.6%	30.4%	30.6%	24.6%	20.1%	22.0%	15.3%	15.1%	11.9%	1,147	1,602	1,633	30	35	48
DOD 4th Estate	11.0%	9.5%	9.1%	29.7%	29.2%	27.8%	27.3%	28.8%	29.8%	18.5%	19.5%	20.5%	13.5%	13.0%	12.9%	12,860	14,370	13,189	435	493	435

SOURCE: Federal Employee Viewpoint Survey

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

(33) Pay raises depend on how well employees perform their jobs.

	Stro	ongly Ag	iree		Agree			ner Agree Disagree			Disagree	•	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
BBG	6.5%	5.0%	3.1%	13.5%	12.3%	11.5%	25.8%	24.8%	26.0%	22.2%	27.2%	25.0%	31.9%	30.6%	34.4%	813	1,001	974	69	75	56
CSOSA	7.4%	7.9%	4.5%	23.8%	22.6%	20.6%	29.4%	27.5%	28.8%	23.9%	26.8%	25.2%	15.5%	15.2%	20.8%	569	591	656	38	36	43
DHS	3.6%	3.2%	3.0%	10.8%	10.9%	10.6%	21.4%	20.8%	21.5%	24.9%	25.5%	26.0%	39.2%	39.6%	38.9%	43,449	40,085	39,267	2,421	2,013	2,128
DOC	12.8%	12.7%	14.1%	27.7%	27.2%	27.4%	24.0%	24.3%	25.0%	19.1%	19.2%	18.1%	16.3%	16.5%	15.5%	8,849	9,215	9,040	728	674	648
DOE	5.2%	4.2%	3.3%	18.8%	17.1%	15.8%	28.9%	28.1%	27.1%	25.0%	27.1%	28.3%	22.1%	23.5%	25.5%	7,323	7,743	5,982	609	562	402
DOI	4.7%	3.8%	3.3%	17.3%	15.5%	15.7%	28.8%	29.0%	29.2%	25.4%	27.1%	27.2%	23.7%	24.6%	24.6%	20,812	23,994	16,758	1,724	1,699	1,199
DOJ	5.6%	5.7%	4.6%	17.5%	17.2%	16.1%	27.4%	28.3%	27.7%	26.3%	27.2%	28.2%	23.1%	21.7%	23.4%	14,723	18,210	15,582	1,187	1,339	1,058
DOL	7.8%	6.1%	5.5%	20.9%	20.1%	19.5%	29.9%	29.6%	27.9%	22.8%	23.8%	25.6%	18.6%	20.4%	21.5%	10,209	10,350	9,968	861	799	763
DOT	4.7%	4.8%	3.9%	14.7%	13.4%	13.0%	24.4%	24.0%	23.6%	24.7%	25.3%	26.2%	31.5%	32.6%	33.4%	13,581	14,134	10,653	998	1,116	756
Educ	8.6%	8.2%	7.6%	20.2%	20.9%	20.3%	29.4%	29.2%	28.7%	22.2%	22.2%	22.3%	19.6%	19.5%	21.1%	2,513	2,366	2,138	305	286	225
EEOC	7.2%	10.2%	5.4%	20.6%	17.2%	15.8%	30.8%	28.2%	29.3%	22.3%	22.5%	24.7%	19.1%	22.0%	24.8%	1,317	1,090	1,000	157	144	106
EPA	3.6%	3.0%	2.5%	15.5%	14.2%	12.9%	29.5%	26.8%	25.3%	29.3%	29.7%	30.8%	22.1%	26.3%	28.5%	9,034	4,011	3,462	939	363	308
FCC	6.9%	7.2%	4.8%	15.5%	17.2%	21.2%	27.9%	25.0%	29.9%	24.3%	26.6%	22.6%	25.4%	23.9%	21.4%	556	492	619	75	59	64
FERC	11.8%	10.3%	10.1%	25.2%	26.2%	25.2%	31.2%	29.1%	28.3%	17.9%	20.5%	20.3%	13.8%	13.9%	16.1%	1,006	884	808	127	92	78
FTC	18.4%	10.4%	14.5%	31.7%	27.4%	27.3%	23.3%	29.8%	25.5%	14.8%	18.7%	18.2%	11.8%	13.6%	14.4%	518	517	432	111	96	76

SOURCE: Federal Employee Viewpoint Survey

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	•	Stro	ngly Disa	agree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
GSA	9.1%	6.8%	5.6%	18.7%	17.0%	16.4%	30.8%	29.7%	30.6%	21.7%	23.9%	24.4%	19.6%	22.5%	22.9%	6,434	7,179	7,824	459	490	511
HHS	7.8%	6.9%	5.9%	24.1%	22.7%	20.8%	29.8%	29.6%	29.4%	21.6%	22.8%	24.1%	16.7%	18.0%	19.8%	35,529	32,361	28,890	3,913	3,364	2,937
HUD	6.2%	4.8%	3.5%	18.3%	15.6%	14.1%	29.6%	28.4%	25.2%	24.8%	26.6%	27.0%	21.0%	24.5%	30.3%	4,960	4,842	3,501	420	444	284
NARA	8.5%	6.0%	4.3%	18.5%	15.5%	15.1%	28.3%	24.3%	22.4%	23.2%	26.9%	25.9%	21.5%	27.3%	32.3%	1,707	1,585	1,534	130	102	120
NASA	9.9%	8.9%	7.8%	25.5%	23.5%	21.7%	30.3%	30.7%	31.3%	20.1%	21.4%	23.5%	14.2%	15.5%	15.8%	10,181	9,025	8,557	838	699	689
NCUA	17.4%	14.8%	13.9%	40.2%	38.7%	37.1%	18.5%	20.5%	20.8%	13.3%	17.3%	17.7%	10.7%	8.7%	10.6%	626	741	776	22	20	23
NLRB	5.2%	4.5%	5.4%	15.0%	14.3%	16.3%	26.2%	29.7%	22.2%	27.4%	27.4%	30.7%	26.2%	24.1%	25.3%	786	807	634	71	79	46
NRC	6.0%	6.2%	6.7%	16.9%	17.6%	17.8%	27.1%	30.5%	29.0%	26.2%	24.1%	24.6%	23.7%	21.6%	22.0%	1,963	2,426	2,241	158	204	192
NSF	11.6%	9.9%	7.5%	22.7%	22.2%	20.3%	27.8%	27.3%	29.7%	21.3%	21.8%	21.9%	16.6%	18.8%	20.7%	752	782	804	89	104	95
ОМВ	9.5%	4.7%	5.9%	23.7%	24.0%	23.1%	30.5%	33.5%	31.8%	25.1%	28.3%	28.9%	11.2%	9.5%	10.3%	296	273	269	52	30	31
ОРМ	10.7%	9.1%	8.8%	28.4%	29.3%	29.1%	30.0%	29.5%	28.0%	17.5%	18.5%	20.4%	13.4%	13.5%	13.7%	2,794	2,990	3,218	338	326	317
PBGC	8.3%	4.8%	7.1%	21.9%	15.3%	18.1%	29.8%	32.5%	30.7%	23.2%	28.3%	24.6%	16.9%	19.2%	19.5%	512	566	433	43	47	35
RRB	7.5%	7.5%	7.6%	24.5%	27.6%	25.2%	30.7%	29.4%	27.6%	22.8%	19.2%	24.4%	14.6%	16.4%	15.3%	286	437	478	25	32	37
SBA	6.5%	5.4%	6.2%	18.7%	15.0%	16.1%	26.5%	28.3%	27.8%	21.6%	25.5%	26.2%	26.7%	25.8%	23.6%	1,237	1,173	1,243	111	95	116
SEC	6.5%	4.6%	4.4%	15.5%	12.5%	11.9%	23.3%	22.0%	23.3%	26.0%	28.2%	27.0%	28.6%	32.7%	33.5%	2,846	1,752	2,253	303	141	175

SOURCE: Federal Employee Viewpoint Survey

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	•	Stroi	ngly Disa	agree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.5%	5.0%	4.5%	16.8%	16.1%	15.1%	26.9%	26.5%	26.5%	25.0%	25.8%	26.5%	25.7%	26.6%	27.5%	368,966	383,014	356,757	29,028	27,671	25,095
SSA	4.9%	5.2%	3.1%	15.1%	16.1%	12.8%	27.9%	28.7%	28.6%	26.5%	27.1%	30.4%	25.6%	22.9%	25.1%	7,972	9,444	8,650	633	761	583
State	3.8%	3.5%	3.3%	14.8%	13.9%	13.2%	27.8%	27.8%	29.2%	30.4%	31.5%	31.0%	23.3%	23.3%	23.3%	4,780	3,700	3,378	289	242	271
Treas	5.5%	5.4%	4.9%	18.6%	18.6%	18.3%	27.6%	26.7%	27.6%	24.5%	24.8%	25.5%	23.9%	24.4%	23.7%	41,438	47,331	46,641	2,930	3,135	3,147
USAID	3.8%	3.5%	3.1%	13.5%	13.4%	11.4%	24.2%	23.4%	23.6%	31.0%	31.6%	32.9%	27.6%	28.1%	29.0%	2,081	1,813	1,849	155	131	134
USDA	4.2%	3.2%	2.7%	16.2%	14.2%	13.7%	28.8%	28.1%	27.1%	28.1%	29.5%	30.4%	22.6%	25.0%	26.0%	21,254	19,111	18,738	1,230	1,110	1,075
VA	5.6%	4.8%	4.9%	15.9%	15.8%	15.5%	25.7%	24.8%	25.4%	25.4%	26.8%	26.5%	27.4%	27.8%	27.6%	27,385	28,952	24,808	2,026	2,016	1,659
Small Agencies	9.5%	7.1%	6.4%	22.3%	21.7%	18.6%	27.5%	25.8%	27.1%	20.6%	22.8%	25.1%	20.1%	22.6%	22.8%	4,813	4,577	4,207	511	465	455
DOD	5.4%	4.9%	4.2%	16.9%	15.8%	14.2%	28.2%	27.7%	27.2%	24.9%	25.4%	26.4%	24.7%	26.2%	28.1%	53,062	66,464	68,492	3,933	4,281	4,253
USACE	4.7%	4.1%	3.3%	18.1%	16.2%	13.3%	29.5%	30.1%	27.2%	26.8%	27.1%	29.7%	20.9%	22.5%	26.6%	3,361	3,975	2,238	186	236	124
Air Force	6.2%	5.4%	4.2%	16.3%	15.6%	13.2%	27.9%	27.4%	27.5%	24.6%	25.0%	25.9%	25.1%	26.6%	29.3%	13,899	16,996	17,411	1,148	1,212	1,135
Army‡	5.9%	5.0%	4.5%	16.3%	15.6%	14.1%	27.4%	26.9%	27.0%	24.8%	25.6%	25.9%	25.7%	27.0%	28.4%	12,175	15,127	18,120	933	1,005	1,183
Navy‡	4.5%	4.5%	3.8%	18.6%	16.9%	15.3%	28.9%	27.7%	26.6%	24.7%	25.0%	26.6%	23.3%	25.9%	27.6%	10,214	14,930	16,404	637	827	874
Marine Corps	4.1%	4.6%	5.7%	12.2%	13.1%	12.9%	26.0%	27.0%	28.4%	25.9%	24.8%	25.0%	31.9%	30.4%	28.0%	1,104	1,539	1,578	68	97	102
DOD 4th Estate	5.4%	5.0%	4.5%	15.9%	14.9%	14.4%	28.7%	29.1%	27.9%	25.1%	26.0%	26.7%	24.9%	25.0%	26.7%	12,309	13,897	12,741	961	904	835

SOURCE: Federal Employee Viewpoint Survey

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

(34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	9	Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
BBG	14.6%	12.4%	10.6%	33.8%	33.7%	35.9%	32.4%	34.0%	35.0%	8.6%	9.1%	9.6%	10.6%	10.7%	9.0%	817	1,007	966	69	75	74
CSOSA	17.8%	20.2%	17.9%	45.2%	41.7%	46.2%	21.3%	23.6%	22.6%	7.3%	8.8%	6.6%	8.4%	5.8%	6.7%	590	606	681	18	23	27
DHS	13.3%	11.7%	12.2%	35.4%	34.2%	35.6%	31.5%	31.4%	31.7%	8.5%	9.8%	8.7%	11.2%	12.9%	11.9%	42,171	38,513	37,965	3,901	3,599	3,646
DOC	20.4%	20.7%	20.9%	42.0%	43.1%	42.9%	25.6%	24.0%	26.1%	6.1%	6.7%	5.8%	5.8%	5.5%	4.4%	8,830	9,083	8,854	805	864	888
DOE	17.0%	14.9%	13.5%	42.2%	41.4%	41.0%	26.1%	27.0%	28.3%	7.5%	9.0%	8.8%	7.2%	7.7%	8.5%	7,381	7,679	5,917	583	676	497
DOI	15.3%	13.8%	13.0%	40.2%	40.3%	40.2%	27.7%	28.3%	29.3%	8.7%	9.4%	9.5%	8.2%	8.1%	8.0%	21,271	24,284	16,861	1,391	1,564	1,176
DOJ	18.6%	19.0%	18.2%	45.0%	44.5%	44.1%	24.2%	25.5%	26.6%	6.1%	5.8%	6.0%	6.1%	5.1%	5.1%	14,935	18,366	15,577	1,055	1,258	1,133
DOL	19.5%	16.4%	14.9%	40.1%	38.0%	37.5%	25.4%	27.0%	28.3%	7.3%	8.7%	9.4%	7.6%	9.7%	9.8%	10,318	10,329	9,818	819	874	974
DOT	18.4%	17.6%	15.4%	39.1%	38.6%	40.7%	29.1%	29.2%	29.2%	6.8%	7.3%	6.8%	6.6%	7.3%	7.8%	13,435	14,060	10,479	1,194	1,285	998
Educ	20.0%	19.4%	18.0%	39.2%	39.0%	39.9%	23.4%	25.0%	25.4%	9.2%	8.6%	8.2%	8.2%	8.0%	8.5%	2,603	2,435	2,166	226	241	212
EEOC	23.7%	24.3%	18.4%	43.3%	35.4%	38.4%	18.9%	22.3%	23.5%	7.4%	8.4%	9.6%	6.8%	9.7%	10.1%	1,397	1,156	1,031	84	74	83
EPA	16.6%	17.1%	16.1%	43.7%	42.1%	43.1%	23.7%	24.1%	23.8%	8.5%	7.7%	8.8%	7.5%	8.9%	8.2%	9,364	4,113	3,558	661	295	238
FCC	17.0%	15.1%	14.6%	38.4%	40.7%	38.8%	26.1%	25.2%	30.1%	8.0%	8.4%	8.1%	10.4%	10.6%	8.4%	543	476	608	91	79	81
FERC	28.4%	25.8%	21.6%	41.1%	43.8%	42.8%	20.7%	22.2%	24.0%	5.5%	5.1%	6.4%	4.3%	3.1%	5.1%	1,046	913	795	97	73	89
FTC	29.7%	22.3%	26.6%	37.3%	41.8%	37.5%	21.2%	21.7%	20.7%	6.8%	7.7%	8.5%	5.0%	6.5%	6.8%	582	562	451	51	51	59

SOURCE: Federal Employee Viewpoint Survey

(34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	9	Stro	ngly Disa	igree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
GSA	22.1%	18.5%	15.9%	39.8%	38.6%	39.1%	24.9%	28.5%	30.3%	6.5%	7.4%	7.6%	6.6%	7.0%	7.1%	6,405	7,024	7,665	547	708	730
HHS	18.1%	16.6%	15.4%	42.8%	41.9%	42.4%	25.3%	26.7%	26.9%	7.2%	8.2%	8.2%	6.6%	6.6%	7.1%	36,730	33,193	29,428	2,878	2,727	2,565
HUD	15.0%	13.4%	10.0%	36.3%	35.8%	32.2%	29.5%	29.2%	31.1%	9.4%	10.0%	11.8%	9.8%	11.6%	14.8%	4,928	4,841	3,450	458	482	352
NARA	17.9%	15.3%	12.8%	37.2%	35.3%	33.6%	27.4%	27.0%	29.9%	8.9%	11.0%	11.5%	8.6%	11.4%	12.2%	1,712	1,583	1,518	129	117	142
NASA	34.5%	33.5%	32.0%	44.2%	44.5%	44.9%	15.3%	15.6%	16.6%	3.4%	3.8%	3.8%	2.7%	2.6%	2.7%	10,575	9,338	8,918	486	438	386
NCUA	29.5%	27.8%	25.8%	45.5%	46.1%	46.0%	15.0%	17.6%	20.7%	4.7%	4.4%	3.4%	5.3%	4.1%	4.1%	613	724	747	37	44	50
NLRB	16.4%	18.8%	16.4%	43.5%	41.1%	37.0%	20.2%	20.3%	24.4%	10.9%	11.1%	12.4%	9.0%	8.7%	9.9%	812	840	634	58	55	47
NRC	26.7%	29.9%	29.9%	45.6%	44.1%	45.5%	18.4%	17.3%	15.9%	4.5%	4.7%	5.0%	4.8%	4.0%	3.7%	1,994	2,521	2,321	130	118	117
NSF	23.9%	21.9%	20.0%	41.1%	40.7%	42.9%	21.7%	21.2%	21.5%	7.1%	9.1%	7.0%	6.2%	7.1%	8.6%	809	856	872	32	37	34
ОМВ	17.7%	9.6%	9.6%	38.0%	37.1%	34.0%	23.9%	28.3%	32.2%	13.5%	17.0%	16.0%	6.8%	8.0%	8.2%	337	287	285	14	18	17
ОРМ	19.2%	18.9%	18.1%	42.0%	41.2%	42.6%	27.8%	27.8%	28.3%	5.7%	6.3%	6.3%	5.4%	5.8%	4.6%	2,757	2,912	3,091	395	423	461
PBGC	22.7%	20.0%	22.8%	40.2%	48.4%	43.5%	22.8%	17.8%	20.5%	7.2%	6.4%	6.8%	7.2%	7.4%	6.3%	521	581	442	38	37	28
RRB	18.2%	22.2%	18.2%	49.3%	41.8%	43.4%	23.1%	26.8%	28.8%	6.3%	6.0%	4.3%	3.1%	3.2%	5.3%	287	421	474	27	49	45
SBA	14.7%	14.7%	14.0%	37.5%	34.2%	36.5%	27.9%	31.8%	30.6%	7.8%	8.8%	9.4%	12.2%	10.6%	9.6%	1,246	1,172	1,235	105	107	131
SEC	21.8%	21.8%	18.6%	42.9%	41.6%	41.2%	21.0%	20.6%	22.5%	7.6%	7.2%	9.0%	6.8%	8.8%	8.8%	2,874	1,744	2,207	287	151	227

SOURCE: Federal Employee Viewpoint Survey

(34) Policies and programs promote diversity in the workplace.

	Stro	ongly Ag	ree		Agree			ner Agree Disagree		I	Disagree)	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	15.9%	15.0%	41.1%	40.6%	40.5%	27.4%	28.1%	29.2%	7.4%	7.7%	7.7%	7.4%	7.7%	7.7%	370,140	381,978	354,225	29,591	30,877	29,633
SSA	19.4%	17.7%	15.8%	43.7%	43.5%	43.6%	23.2%	25.4%	26.3%	7.0%	7.0%	7.4%	6.7%	6.5%	6.9%	8,241	9,671	8,730	432	570	545
State	14.4%	16.0%	15.8%	42.9%	43.3%	43.9%	25.8%	25.9%	27.0%	10.8%	9.6%	7.6%	6.1%	5.2%	5.7%	4,808	3,729	3,415	288	233	239
Treas	16.8%	16.7%	16.6%	40.6%	40.1%	41.4%	28.3%	28.1%	27.9%	6.9%	7.2%	6.7%	7.3%	7.9%	7.3%	40,208	45,897	45,444	4,358	4,885	4,605
USAID	16.1%	15.6%	15.5%	44.4%	46.7%	41.4%	22.9%	22.6%	25.9%	10.0%	9.3%	10.3%	6.7%	5.9%	6.9%	2,099	1,819	1,879	143	139	114
USDA	19.4%	18.3%	18.0%	47.3%	47.3%	46.1%	22.9%	23.0%	24.2%	5.6%	6.3%	6.6%	4.7%	5.2%	5.2%	21,824	19,686	19,163	765	658	761
VA	14.2%	13.5%	13.3%	40.3%	40.3%	41.2%	29.0%	29.1%	28.9%	8.0%	8.4%	8.1%	8.5%	8.8%	8.6%	27,306	29,018	24,879	2,217	2,172	1,753
Small Agencies	21.0%	18.7%	16.7%	40.2%	39.9%	38.8%	22.9%	23.7%	26.1%	7.9%	8.6%	9.1%	8.0%	9.1%	9.4%	4,944	4,668	4,288	395	392	399
DOD	16.8%	16.0%	14.3%	41.1%	40.4%	39.3%	27.8%	29.3%	31.5%	7.3%	7.4%	7.8%	6.9%	6.9%	7.1%	52,827	65,871	67,413	4,327	5,286	5,710
USACE	16.2%	15.5%	12.9%	45.8%	43.3%	41.4%	26.2%	28.2%	30.1%	7.2%	7.4%	9.0%	4.6%	5.7%	6.5%	3,335	3,946	2,200	219	295	168
Air Force	16.7%	16.0%	13.3%	38.9%	38.9%	36.9%	30.2%	30.9%	34.7%	7.1%	7.7%	7.6%	7.0%	6.5%	7.5%	13,735	16,643	16,851	1,339	1,647	1,786
Army‡	15.9%	14.7%	13.3%	38.7%	38.0%	37.8%	28.3%	30.7%	32.1%	8.4%	8.3%	8.5%	8.7%	8.1%	8.3%	12,180	14,987	17,858	984	1,254	1,558
Navy‡	17.3%	16.7%	15.4%	44.8%	43.5%	42.5%	26.2%	27.7%	29.5%	6.6%	6.2%	7.1%	5.1%	5.9%	5.6%	10,156	14,895	16,258	719	936	1,101
Marine Corps	14.5%	14.6%	15.1%	33.1%	35.9%	34.6%	37.4%	33.8%	36.2%	7.3%	7.3%	6.9%	7.7%	8.4%	7.1%	1,084	1,511	1,545	91	128	144
DOD 4th Estate	18.5%	17.4%	16.4%	41.7%	41.4%	40.3%	25.5%	26.6%	28.2%	6.8%	7.2%	7.6%	7.5%	7.4%	7.4%	12,337	13,889	12,701	975	1,026	953

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
BBG	12.6%	12.8%	10.1%	41.8%	44.3%	44.4%	22.6%	23.0%	24.0%	11.7%	10.7%	12.3%	11.3%	9.2%	9.3%	849	1,056	1,013	33	32	31
CSOSA	15.6%	16.1%	13.4%	41.6%	45.4%	42.0%	18.4%	16.5%	18.6%	13.3%	14.1%	12.6%	11.2%	7.9%	13.3%	601	623	691	6	10	12
DHS	14.6%	13.4%	14.1%	44.7%	45.3%	46.9%	17.9%	17.9%	17.8%	12.0%	12.2%	11.1%	10.8%	11.1%	10.0%	45,397	41,572	41,008	635	585	560
DOC	28.7%	28.2%	28.7%	51.3%	52.5%	52.8%	12.4%	12.6%	12.2%	4.9%	4.5%	4.1%	2.8%	2.3%	2.2%	9,404	9,731	9,515	237	222	211
DOE	32.6%	29.2%	26.5%	52.0%	53.3%	54.4%	9.6%	10.5%	11.8%	3.3%	4.3%	4.6%	2.4%	2.7%	2.7%	7,848	8,251	6,319	94	107	86
DOI	22.5%	21.3%	20.6%	55.7%	56.8%	57.1%	13.0%	13.3%	13.8%	5.6%	5.1%	5.2%	3.3%	3.5%	3.3%	22,382	25,512	17,831	251	292	190
DOJ	21.3%	20.6%	20.1%	52.5%	54.5%	55.4%	15.8%	14.8%	14.9%	6.4%	6.5%	6.2%	4.1%	3.5%	3.5%	15,714	19,314	16,482	244	288	226
DOL	28.0%	26.9%	24.9%	52.3%	51.9%	53.4%	11.9%	13.2%	13.8%	4.7%	4.8%	4.7%	3.1%	3.2%	3.2%	10,983	11,055	10,631	150	151	162
DOT	27.3%	26.4%	24.5%	55.6%	55.5%	57.5%	10.7%	11.3%	10.7%	4.1%	4.7%	4.3%	2.2%	2.2%	3.0%	14,414	15,095	11,269	222	228	196
Educ	25.6%	28.7%	26.8%	53.3%	54.2%	56.0%	14.2%	11.5%	11.7%	4.3%	3.3%	3.0%	2.6%	2.4%	2.6%	2,726	2,581	2,296	99	89	81
EEOC	26.2%	26.9%	21.7%	52.7%	48.8%	51.9%	12.1%	13.8%	15.9%	5.1%	6.2%	6.0%	3.8%	4.3%	4.5%	1,443	1,199	1,074	37	32	31
EPA	26.2%	26.9%	26.7%	55.8%	55.6%	56.6%	11.3%	11.3%	11.6%	4.3%	3.9%	3.4%	2.3%	2.2%	1.7%	9,839	4,304	3,709	191	95	83
FCC	26.6%	29.7%	24.5%	53.2%	51.2%	60.4%	13.1%	13.6%	10.4%	4.1%	2.3%	2.4%	3.1%	3.1%	2.3%	603	530	665	32	27	23
FERC	42.3%	42.6%	38.4%	43.7%	45.4%	51.5%	10.0%	9.6%	7.2%	3.0%	1.3%	1.5%	1.0%	1.1%	1.5%	1,120	966	866	21	21	19
FTC	44.6%	36.9%	43.2%	43.1%	51.2%	41.6%	9.6%	8.9%	11.4%	1.2%	2.4%	2.4%	1.4%	0.6%	1.5%	603	576	479	26	36	31

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
GSA	31.4%	28.2%	25.7%	49.9%	52.6%	54.5%	12.7%	13.6%	14.1%	3.5%	3.1%	3.4%	2.5%	2.6%	2.3%	6,757	7,536	8,170	184	191	222
HHS	26.5%	25.3%	24.7%	54.2%	54.7%	55.1%	12.8%	13.2%	13.1%	4.1%	4.3%	4.5%	2.4%	2.5%	2.6%	38,796	35,150	31,232	832	769	732
HUD	20.1%	19.1%	15.1%	48.9%	50.6%	52.4%	17.5%	17.3%	18.4%	8.1%	7.9%	7.4%	5.4%	5.1%	6.7%	5,260	5,166	3,687	137	156	103
NARA	24.0%	23.6%	20.8%	52.8%	49.6%	51.7%	14.0%	15.9%	14.3%	5.6%	6.3%	7.3%	3.6%	4.6%	5.9%	1,815	1,666	1,624	32	28	31
NASA	49.9%	48.9%	47.5%	43.8%	44.7%	45.8%	4.6%	4.5%	5.0%	1.2%	1.3%	1.1%	0.6%	0.6%	0.6%	11,005	9,692	9,244	59	76	45
NCUA	22.8%	21.0%	22.5%	49.4%	47.8%	49.1%	18.5%	18.7%	17.4%	5.2%	8.4%	7.3%	4.1%	4.1%	3.7%	632	753	777	18	14	22
NLRB	21.8%	24.1%	20.4%	49.4%	50.8%	54.6%	16.9%	16.4%	17.6%	8.3%	6.9%	5.1%	3.6%	1.7%	2.4%	839	863	653	25	29	25
NRC	42.5%	41.7%	40.9%	47.4%	48.6%	49.8%	6.4%	6.0%	6.1%	2.5%	2.6%	2.2%	1.3%	1.2%	1.0%	2,101	2,602	2,415	26	36	25
NSF	36.5%	31.9%	30.4%	48.4%	55.5%	55.6%	11.5%	10.2%	10.8%	2.0%	1.5%	2.2%	1.6%	1.0%	0.9%	816	855	879	24	32	23
ОМВ	18.4%	12.6%	13.5%	45.3%	41.2%	38.9%	20.9%	31.0%	24.6%	12.2%	12.7%	16.4%	3.2%	2.5%	6.6%	336	292	290	15	12	12
ОРМ	19.3%	18.7%	18.6%	44.2%	46.8%	47.4%	19.8%	20.3%	19.1%	9.4%	8.4%	9.4%	7.3%	5.9%	5.6%	3,012	3,210	3,398	136	123	149
PBGC	34.9%	31.0%	34.6%	54.1%	55.6%	52.3%	9.0%	9.3%	9.8%	1.0%	2.0%	1.0%	1.0%	2.1%	2.5%	550	607	465	10	11	7
RRB	23.2%	17.9%	21.6%	52.8%	56.5%	55.6%	15.8%	15.9%	14.2%	5.9%	7.5%	5.9%	2.2%	2.3%	2.7%	310	454	510	5	15	10
SBA	20.2%	21.5%	23.2%	51.8%	53.1%	55.4%	16.0%	16.8%	14.2%	6.9%	4.6%	4.5%	5.1%	4.1%	2.7%	1,323	1,244	1,329	29	30	32
SEC	35.4%	33.1%	30.7%	54.0%	54.7%	54.6%	8.3%	9.5%	10.8%	1.5%	1.8%	2.4%	0.9%	0.8%	1.6%	3,060	1,816	2,367	109	75	65

SOURCE: Federal Employee Viewpoint Survey

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

	Str	ongly Ag	jree		Agree			ner Agree Disagree			Disagree)	Stroi	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.4%	22.6%	21.8%	52.6%	53.4%	54.1%	13.3%	13.6%	13.7%	6.3%	6.3%	6.2%	4.4%	4.2%	4.2%	393,340	406,232	377,670	6,278	6,356	5,777
SSA	24.0%	24.9%	22.1%	50.9%	51.1%	52.4%	13.3%	13.1%	13.5%	7.3%	6.8%	7.4%	4.5%	4.2%	4.5%	8,548	10,103	9,150	117	124	117
State	23.3%	23.7%	22.0%	55.3%	55.1%	56.5%	12.9%	12.6%	13.5%	5.9%	5.8%	5.4%	2.6%	2.8%	2.6%	5,004	3,885	3,590	83	74	60
Treas	21.7%	21.3%	21.2%	52.9%	53.9%	55.0%	14.4%	14.3%	14.1%	6.1%	6.0%	5.7%	4.9%	4.5%	4.0%	43,758	49,795	49,195	836	997	876
USAID	22.3%	21.3%	21.6%	52.4%	53.4%	53.7%	14.3%	13.7%	14.8%	7.5%	7.5%	6.7%	3.6%	4.1%	3.2%	2,207	1,919	1,946	37	41	46
USDA	21.8%	20.6%	19.6%	57.6%	58.3%	59.3%	12.3%	13.4%	13.0%	5.3%	5.0%	5.5%	3.0%	2.7%	2.6%	22,333	20,115	19,713	236	207	197
VA	20.0%	19.0%	18.9%	51.8%	52.1%	52.8%	14.9%	15.2%	15.0%	7.7%	8.0%	7.7%	5.7%	5.7%	5.7%	29,129	30,781	26,278	372	343	282
Small Agencies	31.3%	30.2%	27.8%	48.5%	50.1%	51.1%	12.3%	12.0%	13.3%	4.9%	4.1%	4.3%	3.0%	3.5%	3.6%	5,236	4,928	4,576	104	122	101
DOD	26.0%	25.0%	23.9%	54.6%	55.5%	55.9%	11.5%	12.0%	12.3%	4.9%	4.8%	4.9%	3.0%	2.7%	3.0%	56,587	70,435	72,334	574	636	653
USACE	28.2%	27.4%	24.8%	56.4%	57.7%	59.3%	9.6%	9.8%	10.2%	4.0%	3.4%	3.7%	1.8%	1.7%	2.1%	3,526	4,203	2,345	31	33	22
Air Force	26.9%	26.7%	24.7%	55.2%	56.1%	56.7%	10.5%	10.8%	11.6%	4.4%	4.4%	4.6%	3.1%	2.0%	2.5%	14,970	18,144	18,484	110	119	120
Army‡	24.9%	23.3%	22.1%	54.0%	55.1%	55.5%	12.2%	13.2%	13.7%	5.5%	5.2%	5.4%	3.4%	3.3%	3.3%	13,026	16,068	19,165	126	158	202
Navy‡	24.6%	23.7%	23.7%	54.7%	55.9%	55.0%	12.5%	12.4%	12.7%	5.5%	5.2%	5.4%	2.8%	2.8%	3.1%	10,760	15,706	17,190	118	123	131
Marine Corps	27.2%	25.4%	26.1%	51.2%	52.4%	53.1%	11.9%	13.3%	10.8%	5.9%	5.1%	6.8%	3.9%	3.7%	3.2%	1,167	1,631	1,670	13	9	13
DOD 4th Estate	28.4%	27.5%	25.9%	54.4%	54.5%	56.4%	10.6%	11.1%	10.9%	3.8%	4.2%	3.9%	2.8%	2.8%	3.0%	13,138	14,683	13,480	176	194	165

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree		l	Disagree	9	Stroi	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
BBG	11.6%	12.1%	9.7%	41.9%	48.5%	45.4%	23.3%	22.3%	26.1%	13.3%	9.2%	9.7%	9.9%	7.9%	9.1%	845	1,056	1,005	38	27	33
CSOSA	20.9%	17.3%	15.9%	54.6%	51.8%	52.5%	13.7%	17.0%	16.3%	6.3%	8.4%	9.1%	4.6%	5.5%	6.2%	600	623	695	4	8	7
DHS	15.4%	14.2%	15.0%	48.9%	48.6%	50.5%	17.1%	17.4%	17.1%	10.1%	10.6%	9.4%	8.6%	9.1%	7.9%	45,513	41,604	41,150	394	405	372
DOC	24.5%	23.2%	25.8%	52.7%	53.0%	54.1%	14.1%	14.5%	13.5%	5.7%	6.1%	4.5%	3.0%	3.0%	2.0%	9,457	9,763	9,545	154	164	180
DOE	26.7%	24.6%	18.6%	55.2%	56.9%	56.0%	10.8%	11.3%	15.3%	4.8%	4.5%	7.2%	2.6%	2.6%	3.0%	7,869	8,277	6,311	65	67	95
DOI	16.2%	14.1%	14.0%	51.9%	51.2%	52.3%	18.0%	20.0%	20.0%	9.2%	9.7%	9.2%	4.7%	5.0%	4.5%	22,264	25,258	17,643	320	519	344
DOJ	24.0%	22.7%	22.5%	54.7%	55.9%	58.3%	12.5%	13.0%	12.1%	5.3%	5.4%	4.8%	3.5%	3.0%	2.3%	15,796	19,428	16,562	140	171	116
DOL	23.5%	21.3%	20.1%	53.5%	53.8%	55.2%	13.7%	15.3%	15.4%	6.1%	5.9%	6.0%	3.3%	3.7%	3.3%	10,960	11,012	10,602	148	167	159
DOT	21.8%	20.6%	19.3%	57.5%	55.4%	56.8%	12.7%	14.8%	15.2%	5.4%	6.0%	5.8%	2.7%	3.2%	2.9%	14,449	15,124	11,296	148	189	165
Educ	21.1%	22.4%	21.2%	50.5%	51.9%	53.0%	15.7%	15.0%	16.2%	8.8%	7.1%	6.9%	4.0%	3.6%	2.6%	2,766	2,594	2,315	58	68	55
EEOC	26.3%	25.2%	21.0%	53.8%	49.7%	54.5%	10.8%	13.2%	12.7%	5.5%	6.8%	6.4%	3.5%	5.1%	5.4%	1,465	1,202	1,086	15	23	18
EPA	22.3%	19.2%	19.0%	59.0%	57.1%	56.5%	12.7%	16.5%	16.5%	4.3%	5.1%	6.0%	1.8%	2.0%	2.0%	9,867	4,317	3,726	128	72	62
FCC	22.9%	25.7%	25.3%	50.7%	51.2%	59.6%	15.5%	15.2%	10.0%	6.8%	4.7%	2.5%	4.3%	3.2%	2.6%	623	541	686	8	11	6
FERC	31.9%	33.0%	29.0%	50.6%	50.6%	55.0%	11.9%	12.4%	12.3%	3.1%	3.0%	2.6%	2.6%	1.0%	1.1%	1,126	962	872	16	21	11
FTC	26.4%	24.0%	29.7%	44.1%	47.7%	46.9%	16.5%	17.0%	13.6%	9.8%	8.0%	7.9%	3.2%	3.2%	1.9%	612	582	489	20	26	20

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
GSA	27.1%	25.1%	21.2%	51.0%	52.8%	53.8%	14.4%	14.3%	16.9%	4.8%	5.1%	5.5%	2.8%	2.7%	2.6%	6,827	7,572	8,223	102	136	160
HHS	22.1%	20.3%	18.8%	53.1%	51.9%	52.5%	15.4%	17.4%	17.6%	6.5%	7.2%	7.7%	3.0%	3.1%	3.4%	38,772	34,994	31,084	718	828	861
HUD	18.8%	17.8%	15.0%	51.3%	52.3%	55.9%	17.0%	18.0%	17.2%	8.2%	8.0%	7.2%	4.7%	3.9%	4.7%	5,286	5,189	3,698	111	116	90
NARA	27.5%	25.2%	22.2%	57.5%	55.3%	54.5%	9.0%	12.2%	12.8%	3.9%	4.1%	5.9%	2.1%	3.2%	4.6%	1,822	1,672	1,630	10	18	20
NASA	37.2%	35.3%	34.5%	48.6%	50.3%	50.7%	10.1%	10.4%	10.8%	3.2%	3.1%	3.0%	0.9%	0.8%	1.0%	10,927	9,633	9,170	114	118	113
NCUA	26.5%	20.8%	15.8%	56.3%	55.3%	46.7%	9.4%	13.8%	20.8%	5.2%	6.3%	11.2%	2.6%	3.8%	5.5%	640	759	782	4	7	17
NLRB	18.6%	18.7%	14.7%	51.3%	51.6%	56.2%	17.1%	16.8%	17.8%	8.3%	8.4%	8.6%	4.8%	4.6%	2.6%	842	867	657	24	26	18
NRC	32.1%	32.0%	30.4%	53.3%	53.6%	53.7%	10.0%	10.3%	10.3%	3.3%	3.0%	4.0%	1.2%	1.3%	1.7%	2,097	2,616	2,405	28	19	24
NSF	27.2%	25.4%	24.8%	47.8%	51.5%	48.0%	16.6%	15.1%	17.0%	6.9%	5.9%	7.1%	1.5%	2.2%	3.1%	824	865	881	13	21	27
ОМВ	18.5%	15.9%	16.8%	52.0%	53.8%	50.9%	18.2%	18.0%	18.0%	7.5%	9.4%	10.0%	3.8%	2.9%	4.2%	349	301	299	1	0	2
ОРМ	21.5%	21.1%	21.1%	52.1%	52.2%	54.8%	14.6%	16.1%	14.7%	7.3%	6.8%	6.0%	4.5%	3.8%	3.4%	3,100	3,277	3,489	34	51	64
PBGC	26.6%	22.2%	26.7%	55.7%	55.5%	57.3%	11.8%	13.1%	11.1%	3.9%	5.8%	2.5%	2.0%	3.5%	2.4%	547	606	458	8	12	8
RRB	30.5%	20.7%	19.1%	51.7%	58.6%	53.7%	12.2%	12.4%	15.1%	4.3%	5.6%	8.8%	1.4%	2.7%	3.3%	310	462	511	6	8	9
SBA	19.8%	19.2%	21.9%	54.1%	55.3%	57.5%	15.6%	15.6%	13.4%	6.0%	5.8%	4.9%	4.5%	4.1%	2.3%	1,339	1,262	1,340	12	12	19
SEC	25.3%	21.0%	20.6%	56.6%	54.2%	56.3%	12.7%	16.9%	16.0%	3.8%	5.6%	5.2%	1.5%	2.3%	2.0%	3,084	1,827	2,368	77	60	70

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree)	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	22.8%	21.5%	20.8%	54.4%	54.4%	55.3%	13.3%	14.1%	14.4%	5.7%	6.2%	6.0%	3.8%	3.8%	3.6%	393,948	406,396	377,944	4,677	5,444	5,237
SSA	25.4%	27.5%	25.3%	56.1%	57.5%	59.2%	11.0%	9.1%	9.6%	4.7%	3.8%	3.9%	2.7%	2.1%	2.0%	8,550	10,149	9,184	71	67	65
State	26.3%	28.6%	27.9%	55.1%	54.4%	53.6%	11.8%	9.9%	11.5%	4.9%	4.8%	4.7%	1.9%	2.3%	2.3%	5,048	3,926	3,612	37	28	38
Treas	22.5%	20.6%	20.9%	56.6%	56.3%	57.8%	12.6%	13.8%	13.0%	4.9%	5.6%	5.2%	3.4%	3.7%	3.1%	43,952	50,029	49,434	507	669	605
USAID	23.4%	22.8%	22.3%	53.3%	51.8%	52.8%	13.6%	14.0%	14.7%	7.1%	7.9%	7.1%	2.6%	3.5%	3.2%	2,213	1,933	1,955	20	27	32
USDA	18.3%	16.3%	14.3%	57.0%	58.1%	56.9%	15.2%	16.5%	18.0%	6.6%	6.5%	7.7%	3.0%	2.7%	3.0%	22,304	20,102	19,594	211	201	298
VA	18.0%	16.6%	15.8%	52.1%	51.1%	51.1%	16.4%	17.6%	18.6%	7.7%	8.7%	8.8%	5.8%	6.0%	5.8%	29,061	30,580	26,133	408	491	425
Small Agencies	23.0%	20.0%	18.3%	46.8%	46.1%	49.5%	16.6%	18.4%	18.3%	9.3%	10.2%	9.1%	4.3%	5.3%	4.7%	5,223	4,890	4,547	103	152	122
DOD	27.4%	25.9%	24.9%	56.7%	57.3%	58.0%	10.4%	11.1%	11.3%	3.4%	3.8%	3.6%	2.1%	2.0%	2.2%	56,619	70,542	72,507	402	439	507
USACE	25.5%	24.4%	22.2%	57.8%	58.9%	61.6%	11.0%	11.1%	11.2%	4.1%	3.7%	3.0%	1.6%	1.8%	2.0%	3,529	4,198	2,345	16	35	21
Air Force	28.4%	28.7%	26.8%	56.9%	57.3%	58.8%	9.5%	9.6%	10.0%	3.2%	3.1%	3.0%	2.0%	1.3%	1.4%	14,956	18,131	18,504	94	107	109
Army‡	26.1%	25.0%	24.1%	56.1%	56.8%	57.5%	11.7%	11.7%	11.9%	3.5%	4.2%	4.0%	2.5%	2.4%	2.5%	13,021	16,090	19,206	107	102	161
Navy‡	27.1%	23.6%	22.9%	58.0%	57.9%	58.1%	9.9%	12.2%	12.4%	3.3%	4.2%	4.1%	1.7%	2.1%	2.5%	10,783	15,714	17,233	59	78	105
Marine Corps	27.6%	23.3%	27.4%	53.8%	56.4%	51.6%	13.2%	11.7%	12.5%	3.3%	5.8%	5.4%	2.1%	2.9%	3.1%	1,159	1,629	1,670	12	15	13
DOD 4th Estate	29.7%	28.6%	27.8%	55.4%	56.6%	57.6%	9.3%	9.9%	9.5%	3.2%	3.1%	2.9%	2.3%	1.9%	2.1%	13,171	14,780	13,549	114	102	98

SOURCE: Federal Employee Viewpoint Survey

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

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	1	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.0%	40 40/	4 0/	05.0%	04.0%	04.0%	04.00/	00.0%	00.4%	44.00/	40.0%	40.7%	40.0%	44.00/	40.0%		007.040	004 070			04 700
Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
BBG	13.0%	11.2%	9.3%	27.7%	26.9%	26.1%	21.8%	23.7%	27.1%	15.1%	16.0%	14.8%	22.5%	22.3%	22.7%	838	1,025	982	50	57	61
CSOSA	14.4%	14.5%	12.6%	29.9%	30.7%	30.0%	28.4%	25.2%	25.4%	12.6%	15.5%	14.8%	14.8%	14.1%	17.1%	573	595	660	31	34	43
DHS	11.1%	9.5%	10.2%	25.8%	24.3%	25.7%	23.9%	23.5%	23.3%	16.1%	17.1%	16.7%	23.1%	25.6%	24.0%	43,610	40,030	39,536	2,362	2,063	2,008
DOC	22.8%	22.2%	22.3%	39.3%	38.9%	41.0%	20.9%	21.0%	20.5%	8.3%	9.3%	8.6%	8.6%	8.5%	7.6%	8,783	9,127	8,936	835	803	764
DOE	20.8%	16.9%	15.2%	36.8%	35.2%	35.3%	19.9%	22.3%	22.2%	10.7%	12.7%	14.2%	11.7%	12.9%	13.1%	7,478	7,810	6,039	470	518	368
DOI	17.4%	15.0%	15.1%	37.2%	36.0%	36.2%	20.9%	23.0%	22.4%	11.8%	12.5%	13.2%	12.7%	13.4%	13.0%	21,394	24,451	17,000	1,240	1,390	1,012
DOJ	17.1%	16.6%	15.1%	35.2%	33.3%	33.6%	20.8%	24.0%	24.0%	13.5%	13.3%	13.7%	13.4%	12.9%	13.5%	15,224	18,664	15,981	706	901	700
DOL	22.1%	19.5%	17.9%	34.8%	33.4%	32.6%	21.1%	22.7%	22.4%	9.9%	10.7%	12.0%	12.1%	13.8%	15.1%	10,419	10,466	10,084	695	710	682
DOT	20.0%	17.9%	17.0%	38.8%	37.9%	37.8%	20.6%	21.7%	22.3%	9.9%	11.1%	11.3%	10.8%	11.5%	11.5%	13,745	14,329	10,782	851	979	672
Educ	20.0%	19.9%	19.3%	33.9%	32.0%	33.6%	21.3%	22.9%	23.1%	11.1%	13.0%	11.3%	13.7%	12.2%	12.7%	2,566	2,415	2,164	254	256	208
EEOC	18.3%	18.0%	18.4%	30.4%	28.3%	26.6%	25.3%	22.1%	22.4%	12.1%	13.7%	13.6%	13.9%	17.9%	18.9%	1,380	1,127	1,025	99	95	85
EPA	17.1%	15.8%	15.4%	37.8%	33.9%	35.4%	22.1%	23.3%	22.6%	11.5%	13.1%	12.9%	11.5%	13.8%	13.7%	9,201	4,023	3,499	795	356	289
FCC	20.1%	21.0%	19.8%	34.5%	33.6%	37.5%	20.3%	20.1%	25.1%	11.8%	10.9%	8.4%	13.3%	14.4%	9.1%	578	504	633	58	49	56
FERC	30.2%	28.3%	25.2%	38.4%	39.3%	38.6%	18.7%	17.4%	18.8%	6.8%	9.3%	8.4%	5.9%	5.7%	9.0%	1,044	890	813	95	94	68
FTC	40.6%	32.4%	35.6%	35.1%	37.4%	30.8%	13.2%	16.0%	17.6%	3.9%	7.4%	7.4%	7.4%	6.8%	8.6%	583	564	476	50	45	34

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.00/	40 40/	4 5 70/	25.00/	24.20/	24.0%	04.00/	00.00/	00 40/	44 00/	40.00/	40 70/	40.00/	44.0%	42.0%	275 254	207.040	004 070	00 700	24.000	04 700
Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
GSA	25.3%	20.9%	19.1%	36.8%	35.9%	36.9%	21.2%	23.8%	24.1%	8.6%	9.1%	9.9%	8.1%	10.2%	9.9%	6,494	7,212	7,926	438	506	469
HHS	19.7%	17.7%	16.5%	37.6%	36.8%	35.8%	21.1%	22.0%	22.7%	10.3%	11.5%	12.1%	11.3%	12.1%	12.8%	36,723	33,293	29,659	2,795	2,535	2,277
HUD	17.0%	13.5%	10.4%	33.9%	32.1%	30.2%	24.7%	26.3%	25.2%	10.7%	13.0%	14.0%	13.7%	15.1%	20.2%	4,957	4,883	3,525	439	424	277
NARA	19.6%	17.8%	16.6%	34.1%	30.5%	27.9%	21.0%	20.8%	20.8%	10.8%	13.3%	16.1%	14.5%	17.7%	18.5%	1,748	1,590	1,540	96	103	116
NASA	34.9%	32.3%	30.9%	39.1%	38.6%	39.2%	14.6%	16.8%	17.1%	6.3%	6.7%	7.1%	5.1%	5.7%	5.6%	10,537	9,271	8,820	501	482	457
NCUA	20.1%	20.4%	19.2%	39.7%	38.1%	38.3%	19.1%	23.6%	22.3%	11.4%	10.8%	11.1%	9.7%	7.1%	9.1%	593	713	731	50	52	66
NLRB	20.4%	20.1%	16.7%	34.2%	31.8%	33.2%	18.5%	20.1%	20.5%	12.8%	13.2%	14.9%	14.1%	14.9%	14.7%	807	830	633	63	62	46
NRC	25.4%	25.1%	23.6%	36.6%	36.4%	36.9%	18.1%	19.0%	19.8%	10.3%	10.3%	10.5%	9.6%	9.3%	9.3%	1,971	2,439	2,254	155	194	180
NSF	26.5%	23.6%	22.5%	32.3%	33.1%	32.4%	19.0%	18.9%	19.7%	10.6%	12.5%	12.2%	11.6%	11.9%	13.3%	783	828	838	55	61	60
ОМВ	31.9%	28.8%	30.0%	43.3%	42.8%	42.4%	13.4%	17.9%	16.4%	7.9%	7.0%	8.3%	3.5%	3.5%	2.9%	332	284	281	16	20	20
ОРМ	21.2%	19.9%	19.6%	37.5%	38.9%	38.7%	22.7%	22.5%	23.5%	8.3%	9.5%	9.1%	10.3%	9.3%	9.2%	2,828	3,013	3,184	326	309	360
PBGC	21.6%	17.3%	19.5%	34.2%	33.4%	31.5%	24.4%	23.0%	21.9%	9.6%	14.4%	13.1%	10.1%	11.9%	13.8%	507	561	431	49	56	39
RRB	17.8%	19.3%	16.6%	39.5%	40.3%	38.3%	24.1%	20.7%	27.8%	11.1%	10.1%	8.5%	7.5%	9.6%	8.8%	286	433	478	27	39	41
SBA	17.7%	16.7%	17.3%	35.1%	32.1%	32.6%	18.5%	21.1%	21.8%	11.6%	12.2%	12.1%	17.0%	17.9%	16.2%	1,272	1,203	1,288	82	68	77
SEC	23.4%	18.7%	16.0%	33.6%	31.4%	31.5%	19.8%	20.7%	22.6%	11.3%	13.6%	14.0%	12.0%	15.7%	15.9%	2,847	1,724	2,189	307	162	238

SOURCE: Federal Employee Viewpoint Survey

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

	Stro	ongly Ag	ree		Agree			ner Agree Disagree			Disagree	9	Stror	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	W
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	18.0%	16.4%	15.7%	35.2%	34.3%	34.6%	21.8%	22.8%	23.1%	11.8%	12.6%	12.7%	13.3%	14.0%	13.9%	375,254	387,840	361,372	23,720	24,090	21,762
SSA	21.7%	20.2%	18.3%	34.9%	34.6%	35.6%	20.3%	21.5%	22.1%	10.8%	11.4%	11.1%	12.2%	12.3%	12.9%	8,228	9,701	8,829	411	510	442
State	19.1%	18.8%	18.5%	38.2%	36.3%	37.7%	20.6%	22.0%	22.0%	12.2%	12.7%	12.4%	9.8%	10.2%	9.3%	4,897	3,760	3,499	196	201	158
Treas	20.1%	18.7%	19.0%	38.6%	37.8%	38.6%	20.6%	21.4%	21.3%	9.8%	10.4%	10.2%	10.9%	11.7%	11.0%	41,341	47,145	46,697	3,127	3,555	3,281
USAID	18.2%	17.5%	14.7%	39.1%	39.1%	35.6%	19.7%	19.3%	21.1%	12.1%	13.0%	15.7%	10.8%	11.1%	13.0%	2,105	1,829	1,876	138	125	108
USDA	18.0%	14.7%	14.2%	40.3%	38.5%	39.6%	22.1%	23.7%	23.6%	10.0%	12.2%	12.1%	9.6%	11.0%	10.5%	21,435	19,264	18,877	1,096	1,037	996
VA	16.2%	14.2%	14.1%	34.7%	33.8%	33.5%	22.3%	23.4%	23.2%	12.4%	13.3%	13.5%	14.4%	15.3%	15.7%	27,980	29,642	25,318	1,508	1,421	1,227
Small Agencies	22.2%	19.5%	18.2%	35.7%	33.7%	32.4%	19.2%	21.1%	22.6%	10.4%	12.3%	13.0%	12.5%	13.4%	13.7%	4,953	4,665	4,300	381	380	372
DOD	18.7%	17.6%	16.3%	35.6%	35.4%	35.6%	22.0%	22.8%	23.8%	11.5%	11.9%	12.0%	12.1%	12.3%	12.2%	54,214	67,537	69,589	2,873	3,438	3,405
USACE	20.1%	18.2%	15.6%	40.2%	38.4%	37.5%	20.8%	22.4%	23.1%	10.0%	11.0%	13.0%	8.8%	10.0%	10.8%	3,372	4,019	2,258	185	212	109
Air Force	21.1%	20.0%	18.0%	35.8%	36.5%	36.1%	20.0%	20.5%	22.4%	11.0%	11.7%	11.4%	12.1%	11.3%	12.1%	14,381	17,425	17,893	694	808	727
Army‡	17.6%	16.4%	14.9%	33.5%	33.4%	33.9%	22.3%	23.8%	24.8%	12.4%	12.5%	12.7%	14.2%	13.9%	13.6%	12,469	15,414	18,385	667	801	978
Navy‡	17.8%	16.8%	16.1%	38.0%	37.1%	37.5%	23.0%	23.8%	24.5%	11.2%	11.4%	11.4%	9.9%	10.9%	10.5%	10,337	15,042	16,533	530	733	770
Marine Corps	20.3%	18.9%	19.7%	30.2%	33.5%	35.0%	24.6%	21.5%	22.5%	12.5%	11.8%	10.9%	12.5%	14.4%	11.9%	1,108	1,554	1,607	62	81	83
DOD 4th Estate	18.5%	17.2%	16.3%	34.4%	34.0%	34.5%	22.2%	22.6%	23.4%	11.3%	12.3%	12.5%	13.6%	13.8%	13.3%	12,547	14,083	12,913	735	803	738

SOURCE: Federal Employee Viewpoint Survey

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

(38) Prohibited Personnel Practices are not tolerated.

	Stro	ongly Ag	iree		Agree			ner Agre Disagree			Disagree	9	Stro	ngly Disa	agree	Item Ro	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
BBG	16.9%	16.2%	12.9%	34.9%	36.0%	37.1%	24.7%	25.6%	27.0%	7.8%	8.7%	9.8%	15.7%	13.4%	13.2%	788	961	935	88	115	99
CSOSA	19.0%	20.3%	20.4%	40.9%	42.7%	41.9%	24.6%	22.2%	24.2%	6.4%	7.2%	6.2%	9.1%	7.7%	7.4%	553	579	631	53	54	70
DHS	18.7%	16.6%	17.9%	38.7%	38.5%	38.9%	23.1%	23.3%	23.6%	7.6%	8.5%	7.7%	11.9%	13.1%	11.8%	41,461	38,153	37,422	4,231	3,874	3,851
DOC	30.2%	29.3%	29.6%	43.6%	44.0%	45.7%	17.0%	17.0%	16.3%	4.3%	4.7%	4.1%	4.9%	5.0%	4.3%	8,532	8,847	8,591	1,046	1,061	1,077
DOE	27.7%	24.2%	21.4%	41.3%	41.9%	42.2%	17.0%	17.8%	18.8%	6.2%	7.5%	8.5%	7.8%	8.7%	9.1%	7,236	7,585	5,830	673	724	546
DOI	23.9%	22.0%	22.0%	43.8%	44.6%	44.4%	18.1%	18.7%	18.5%	6.5%	6.7%	6.9%	7.7%	8.0%	8.2%	20,603	23,634	16,389	1,910	2,096	1,534
DOJ	25.2%	25.4%	24.0%	42.7%	43.4%	44.0%	18.6%	19.0%	19.4%	6.2%	5.4%	6.1%	7.3%	6.7%	6.5%	14,700	18,075	15,357	1,145	1,433	1,263
DOL	28.8%	26.6%	25.2%	39.0%	39.8%	39.8%	18.3%	18.7%	19.2%	5.8%	5.8%	6.3%	8.1%	9.0%	9.5%	10,056	10,083	9,601	1,001	1,045	1,103
DOT	28.4%	27.3%	25.8%	43.5%	43.5%	44.6%	16.5%	17.0%	17.6%	5.4%	5.6%	5.6%	6.2%	6.5%	6.5%	13,266	13,872	10,392	1,255	1,413	1,015
Educ	26.7%	27.3%	25.8%	40.3%	38.4%	40.9%	18.0%	19.6%	18.7%	5.4%	6.5%	5.9%	9.5%	8.2%	8.6%	2,476	2,317	2,075	331	340	287
EEOC	26.3%	26.9%	23.7%	37.5%	32.0%	34.8%	18.4%	20.9%	20.2%	7.3%	7.1%	8.4%	10.5%	13.2%	12.9%	1,335	1,105	1,005	130	114	95
EPA	24.0%	23.6%	22.9%	44.4%	41.0%	43.1%	18.1%	19.3%	19.4%	6.2%	7.3%	7.6%	7.3%	8.8%	7.1%	8,778	3,839	3,290	1,168	533	480
FCC	26.9%	26.4%	27.6%	37.1%	38.9%	40.1%	18.3%	18.6%	21.2%	7.6%	6.0%	4.2%	10.1%	10.1%	6.9%	546	483	612	85	70	73
FERC	39.5%	37.1%	32.7%	39.7%	41.1%	41.2%	14.4%	14.1%	17.9%	3.1%	3.9%	3.5%	3.3%	3.9%	4.6%	1,008	871	782	126	111	99
FTC	51.3%	43.8%	41.7%	34.2%	39.7%	37.5%	8.0%	10.7%	12.7%	3.1%	2.1%	3.7%	3.4%	3.7%	4.4%	562	546	462	69	62	48

SOURCE: Federal Employee Viewpoint Survey

(38) Prohibited Personnel Practices are not tolerated.

	Stro	ongly Ag	iree		Agree			ner Agre Disagree			Disagree	•	Stro	ngly Disa	agree	Item R	esponse T	otal**	Do	Not Kno	w
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
GSA	31.9%	28.0%	25.7%	40.9%	42.1%	42.7%	17.3%	18.8%	20.5%	4.3%	4.8%	4.9%	5.7%	6.3%	6.3%	6,319	6,992	7,680	588	700	646
HHS	26.0%	24.1%	23.2%	43.0%	43.1%	43.0%	18.0%	19.2%	19.7%	5.7%	6.2%	6.3%	7.2%	7.4%	7.9%	35,527	32,089	28,470	3,862	3,664	3,342
HUD	21.6%	18.4%	15.1%	39.0%	38.9%	38.0%	22.8%	23.0%	24.1%	6.5%	7.9%	8.0%	10.1%	11.8%	14.7%	4,750	4,714	3,296	598	567	461
NARA	25.2%	22.3%	22.5%	39.9%	38.0%	35.3%	18.7%	20.9%	20.6%	6.2%	6.8%	9.2%	10.0%	12.1%	12.3%	1,675	1,525	1,460	158	163	184
NASA	45.0%	42.9%	41.4%	38.7%	40.0%	41.0%	10.0%	11.0%	11.4%	3.1%	3.1%	3.1%	3.2%	3.1%	3.1%	10,334	9,061	8,661	685	690	601
NCUA	28.8%	27.7%	27.4%	45.1%	46.0%	43.5%	15.3%	18.0%	20.5%	4.6%	3.5%	4.6%	6.1%	4.7%	4.0%	590	704	709	56	63	81
NLRB	27.5%	29.2%	23.8%	42.6%	40.0%	43.4%	17.1%	17.7%	18.6%	5.7%	5.3%	6.7%	7.1%	7.8%	7.5%	755	769	586	103	113	88
NRC	35.1%	35.9%	34.8%	40.7%	40.2%	40.7%	14.2%	14.0%	14.8%	4.9%	5.2%	4.3%	5.1%	4.7%	5.3%	1,898	2,384	2,219	218	241	207
NSF	33.6%	30.1%	29.8%	35.2%	38.1%	37.4%	16.1%	16.1%	17.0%	7.8%	7.2%	6.5%	7.3%	8.4%	9.3%	760	805	822	79	83	83
ОМВ	39.7%	37.1%	36.7%	44.3%	44.2%	44.2%	9.8%	12.7%	12.5%	4.6%	3.4%	3.8%	1.7%	2.5%	2.8%	311	277	274	39	26	26
ОРМ	27.7%	27.3%	26.7%	42.6%	44.1%	44.7%	19.1%	18.5%	19.3%	4.3%	4.6%	4.0%	6.2%	5.4%	5.3%	2,712	2,885	3,071	418	426	457
PBGC	27.5%	25.5%	23.9%	39.0%	44.2%	40.2%	20.0%	17.4%	20.4%	6.2%	5.2%	6.4%	7.4%	7.7%	9.2%	496	559	419	58	58	50
RRB	27.3%	23.7%	23.2%	42.7%	46.4%	47.3%	21.3%	20.5%	20.0%	5.1%	5.0%	4.3%	3.6%	4.4%	5.3%	268	417	468	47	53	52
SBA	22.8%	21.6%	22.9%	40.0%	36.0%	38.5%	16.9%	21.2%	21.3%	6.3%	7.7%	7.7%	14.0%	13.5%	9.6%	1,235	1,180	1,222	119	95	137
SEC	32.9%	30.8%	26.8%	37.8%	37.4%	38.9%	16.6%	16.9%	19.9%	5.6%	6.2%	5.9%	7.2%	8.6%	8.5%	2,738	1,645	2,068	405	235	364

SOURCE: Federal Employee Viewpoint Survey

(38) Prohibited Personnel Practices are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	9	Stroi	ngly Disa	agree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	25.0%	23.6%	22.8%	41.7%	41.9%	42.3%	18.9%	19.5%	20.2%	6.3%	6.6%	6.5%	8.1%	8.3%	8.1%	361,746	374,659	347,433	35,073	36,134	33,840
SSA	27.4%	27.3%	24.5%	40.8%	41.7%	42.2%	19.0%	18.8%	20.4%	5.2%	5.2%	5.4%	7.6%	7.1%	7.5%	8,004	9,434	8,505	591	763	728
State	29.3%	29.8%	28.8%	46.6%	47.1%	46.5%	14.2%	14.0%	15.2%	5.1%	4.6%	4.7%	4.7%	4.4%	4.7%	4,745	3,661	3,388	333	293	247
Treas	25.3%	24.2%	24.4%	43.1%	43.1%	43.9%	19.3%	20.1%	19.8%	5.2%	5.4%	5.2%	7.0%	7.3%	6.7%	39,506	45,236	44,710	4,713	5,304	5,093
USAID	26.7%	27.0%	24.2%	48.3%	48.4%	45.4%	13.8%	14.0%	17.6%	5.7%	6.0%	6.0%	5.5%	4.6%	6.8%	2,045	1,779	1,818	186	179	159
USDA	25.7%	22.5%	21.6%	46.4%	46.8%	47.2%	16.7%	17.7%	18.1%	5.4%	6.5%	6.3%	5.7%	6.5%	6.7%	21,008	18,836	18,497	1,359	1,369	1,292
VA	21.3%	19.2%	19.0%	40.8%	41.1%	40.9%	20.7%	21.1%	22.1%	7.3%	7.9%	7.6%	10.0%	10.7%	10.5%	27,044	28,795	24,615	2,216	2,136	1,777
Small Agencies	29.7%	28.4%	26.8%	40.8%	40.3%	38.9%	16.4%	17.2%	18.7%	5.3%	5.8%	7.0%	7.8%	8.3%	8.6%	4,747	4,509	4,109	563	532	560
DOD	26.4%	25.5%	24.1%	41.7%	41.8%	42.3%	18.2%	18.9%	20.0%	6.2%	6.4%	6.3%	7.5%	7.3%	7.3%	52,379	65,453	66,992	4,368	5,336	5,565
USACE	28.2%	25.5%	23.8%	44.6%	45.6%	43.7%	16.4%	17.4%	19.1%	5.1%	5.5%	6.9%	5.7%	6.0%	6.6%	3,290	3,928	2,159	250	305	196
Air Force	28.8%	28.3%	26.8%	41.1%	42.5%	42.2%	17.2%	17.0%	18.5%	5.8%	5.7%	5.7%	7.1%	6.4%	6.8%	13,764	16,805	17,159	1,204	1,398	1,351
Army‡	24.5%	24.1%	22.0%	40.1%	39.8%	40.7%	18.9%	20.1%	21.8%	7.2%	7.6%	7.1%	9.3%	8.4%	8.4%	12,092	14,943	17,721	957	1,236	1,519
Navy‡	26.0%	25.2%	24.0%	44.0%	44.0%	44.8%	18.2%	18.8%	19.2%	5.9%	5.8%	5.9%	5.9%	6.2%	6.0%	10,055	14,666	16,000	740	1,063	1,208
Marine Corps	28.1%	25.1%	27.2%	34.0%	37.0%	39.0%	21.8%	21.2%	19.5%	7.6%	6.9%	6.8%	8.5%	9.6%	7.5%	1,075	1,514	1,557	95	119	119
DOD 4th Estate	26.0%	24.7%	23.7%	41.7%	40.5%	41.3%	18.2%	19.6%	20.8%	5.8%	6.6%	6.2%	8.4%	8.6%	8.0%	12,103	13,597	12,396	1,122	1,215	1,172

SOURCE: Federal Employee Viewpoint Survey

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

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

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree)	Stro	ngly Disa	agree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
BBG	16.2%	16.7%	11.1%	40.2%	41.7%	43.0%	23.1%	22.2%	24.8%	9.5%	9.9%	11.7%	11.0%	9.5%	9.4%	850	1,051	1,008	35	35	36
CSOSA	21.8%	24.4%	22.5%	55.9%	54.7%	49.6%	16.3%	15.1%	20.0%	2.8%	3.7%	4.9%	3.2%	2.2%	3.1%	598	624	690	7	9	17
DHS	15.3%	14.7%	15.7%	45.5%	45.1%	47.2%	20.6%	20.8%	20.5%	9.4%	9.3%	8.5%	9.2%	10.1%	8.2%	45,379	41,397	40,857	706	668	693
DOC	25.8%	25.7%	28.0%	55.2%	54.4%	54.3%	14.2%	14.5%	13.0%	3.1%	3.7%	3.4%	1.7%	1.6%	1.3%	9,424	9,721	9,525	212	229	200
DOE	23.6%	20.3%	17.9%	54.3%	54.5%	54.8%	15.6%	17.6%	19.1%	4.1%	5.1%	5.6%	2.4%	2.6%	2.6%	7,796	8,175	6,277	159	184	121
DOI	17.9%	16.5%	15.6%	51.9%	51.8%	52.7%	19.7%	20.5%	20.4%	6.8%	7.5%	7.6%	3.7%	3.7%	3.7%	22,264	25,397	17,686	420	498	371
DOJ	28.3%	27.7%	25.9%	53.3%	54.6%	55.4%	13.3%	12.7%	13.9%	3.2%	3.4%	3.2%	1.9%	1.8%	1.7%	15,792	19,363	16,462	190	228	222
DOL	27.7%	25.1%	21.4%	52.1%	53.2%	53.2%	14.2%	15.2%	17.5%	3.7%	4.1%	5.0%	2.3%	2.4%	2.9%	10,924	10,973	10,548	196	222	234
DOT	25.1%	23.1%	21.0%	55.2%	55.2%	56.7%	13.7%	15.5%	15.9%	3.8%	4.5%	4.6%	2.2%	1.7%	1.9%	14,430	15,085	11,264	222	241	201
Educ	20.0%	21.8%	20.1%	53.2%	52.2%	52.9%	17.6%	18.5%	18.7%	6.2%	5.3%	6.0%	3.0%	2.3%	2.3%	2,770	2,602	2,309	60	69	61
EEOC	22.2%	23.8%	22.0%	51.6%	50.0%	46.4%	16.5%	16.4%	18.4%	6.0%	6.1%	8.6%	3.7%	3.7%	4.6%	1,461	1,206	1,079	21	25	24
EPA	17.1%	15.8%	14.0%	56.3%	54.2%	53.4%	18.7%	19.9%	22.2%	5.5%	7.0%	7.5%	2.3%	3.1%	3.0%	9,862	4,328	3,729	160	72	61
FCC	22.7%	21.6%	18.7%	46.8%	51.3%	57.9%	22.3%	17.6%	18.5%	5.6%	5.1%	2.7%	2.6%	4.3%	2.1%	613	542	670	21	14	21
FERC	36.7%	33.0%	32.0%	50.8%	53.9%	55.5%	10.5%	10.4%	9.8%	1.5%	1.7%	1.9%	0.5%	1.0%	0.9%	1,120	974	866	23	15	19
FTC	52.9%	48.0%	44.8%	39.1%	44.6%	46.3%	5.8%	5.5%	6.1%	1.3%	0.8%	1.6%	0.9%	1.2%	1.2%	628	610	502	4	6	9

SOURCE: Federal Employee Viewpoint Survey

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

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	•	Strongly Disagree			Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
GSA	26.0%	23.4%	20.4%	52.7%	52.3%	54.4%	15.2%	17.8%	17.9%	3.9%	3.9%	4.8%	2.2%	2.6%	2.6%	6,842	7,605	8,257	112	133	155
HHS	26.2%	24.5%	22.9%	52.5%	53.0%	52.8%	15.2%	16.0%	16.9%	3.8%	4.1%	4.5%	2.3%	2.4%	2.9%	38,882	35,190	31,262	730	701	682
HUD	17.5%	15.0%	11.0%	51.1%	50.0%	45.7%	22.3%	24.1%	27.3%	5.5%	6.3%	8.2%	3.6%	4.5%	7.9%	5,267	5,149	3,652	126	151	139
NARA	19.2%	16.4%	14.2%	46.8%	41.4%	41.5%	19.6%	22.0%	24.1%	8.9%	11.6%	11.9%	5.4%	8.6%	8.3%	1,798	1,652	1,602	47	48	54
NASA	40.9%	37.7%	34.8%	45.6%	47.9%	47.1%	9.6%	10.1%	12.3%	2.8%	3.0%	4.2%	1.2%	1.3%	1.6%	10,989	9,676	9,205	81	106	108
NCUA	29.3%	24.2%	26.6%	55.1%	56.2%	54.2%	11.0%	15.0%	15.1%	3.1%	3.1%	2.9%	1.5%	1.4%	1.2%	640	753	779	7	12	16
NLRB	25.2%	26.7%	20.7%	52.8%	53.5%	52.7%	15.6%	13.9%	17.5%	4.6%	4.6%	6.4%	1.8%	1.3%	2.8%	844	873	675	18	20	6
NRC	35.7%	39.5%	38.1%	52.0%	49.4%	50.6%	9.0%	8.1%	8.0%	2.3%	2.2%	2.3%	1.2%	0.8%	1.0%	2,110	2,619	2,424	16	22	16
NSF	40.6%	38.7%	37.3%	47.6%	48.6%	48.0%	9.3%	9.7%	11.0%	1.7%	2.1%	2.3%	0.8%	0.9%	1.4%	832	878	894	9	12	10
ОМВ	29.8%	25.4%	18.4%	57.2%	53.0%	53.4%	9.2%	17.9%	18.8%	2.6%	3.3%	8.5%	1.2%	0.4%	0.9%	346	302	298	5	3	3
ОРМ	19.9%	21.1%	20.8%	50.7%	55.0%	56.2%	18.3%	16.5%	15.7%	7.5%	4.9%	5.0%	3.6%	2.5%	2.3%	3,049	3,240	3,448	91	89	101
PBGC	25.5%	22.9%	24.2%	57.2%	55.7%	55.3%	12.0%	14.0%	14.3%	2.6%	5.0%	2.9%	2.7%	2.4%	3.2%	551	606	463	4	9	6
RRB	27.6%	26.5%	27.9%	53.9%	54.4%	56.4%	12.9%	14.6%	13.2%	4.1%	2.4%	1.7%	1.5%	2.1%	0.8%	303	460	500	13	13	22
SBA	19.2%	17.4%	18.8%	51.2%	48.1%	49.6%	20.0%	23.4%	21.4%	4.5%	6.1%	5.8%	5.1%	4.8%	4.3%	1,319	1,231	1,317	34	45	43
SEC	27.7%	23.1%	19.4%	56.1%	56.9%	56.8%	11.2%	13.5%	16.5%	3.0%	4.6%	4.9%	2.0%	1.9%	2.4%	3,098	1,853	2,391	61	35	41

SOURCE: Federal Employee Viewpoint Survey

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

	Strongly Agree			Agree			Neither Agree nor Disagree				Disagree	•	Stroi	ngly Disa	agree	Item Response Total**			Do Not Know		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.8%	21.0%	20.1%	52.1%	52.2%	52.9%	17.2%	17.8%	18.2%	5.4%	5.5%	5.5%	3.4%	3.5%	3.3%	392,488	404,808	375,864	7,188	7,655	7,407
SSA	20.4%	21.3%	19.6%	51.8%	53.8%	54.7%	19.0%	18.4%	18.6%	5.7%	4.3%	4.7%	3.0%	2.2%	2.5%	8,512	10,028	9,090	148	190	167
State	22.6%	21.6%	20.6%	57.2%	58.9%	59.0%	14.4%	14.3%	15.8%	4.2%	3.8%	3.3%	1.6%	1.4%	1.3%	5,039	3,920	3,617	53	41	37
Treas	18.7%	18.0%	17.7%	49.9%	49.5%	51.7%	20.2%	20.1%	19.9%	6.7%	7.3%	6.5%	4.6%	5.1%	4.2%	43,213	49,178	48,416	1,373	1,523	1,515
USAID	17.2%	17.4%	15.6%	56.2%	55.0%	51.8%	18.3%	18.7%	21.5%	6.1%	6.0%	7.8%	2.2%	3.0%	3.3%	2,219	1,941	1,951	28	24	40
USDA	19.0%	16.5%	14.8%	53.9%	53.7%	53.9%	18.6%	20.3%	20.9%	5.8%	6.6%	7.3%	2.7%	2.9%	3.2%	22,167	19,965	19,492	383	379	415
VA	16.6%	15.9%	15.8%	49.6%	48.6%	49.1%	22.0%	23.4%	23.2%	7.1%	7.4%	7.3%	4.7%	4.8%	4.5%	28,914	30,571	26,021	545	541	504
Small Agencies	30.8%	29.4%	27.8%	46.2%	47.8%	47.7%	13.5%	13.8%	15.3%	5.0%	4.8%	5.3%	4.5%	4.2%	3.8%	5,266	4,951	4,610	80	99	86
DOD	24.6%	23.7%	22.5%	54.7%	55.2%	55.5%	14.8%	15.3%	16.0%	4.0%	4.0%	4.0%	2.0%	1.8%	1.9%	56,377	70,119	72,028	788	944	951
USACE	24.6%	23.1%	18.7%	57.0%	57.7%	60.3%	13.3%	14.5%	15.5%	4.0%	3.6%	4.1%	1.2%	1.1%	1.4%	3,532	4,187	2,328	33	50	34
Air Force	27.0%	26.5%	24.7%	55.1%	56.1%	55.5%	13.1%	13.1%	14.5%	3.1%	3.1%	3.7%	1.7%	1.2%	1.6%	14,931	18,089	18,432	162	196	185
Army‡	24.0%	23.1%	22.0%	53.7%	54.7%	55.1%	15.3%	16.2%	16.6%	4.5%	4.0%	4.2%	2.4%	2.0%	2.1%	12,978	16,012	19,094	176	202	263
Navy‡	23.2%	22.6%	21.4%	56.3%	56.0%	57.0%	14.9%	15.3%	16.1%	3.9%	4.5%	3.9%	1.6%	1.7%	1.6%	10,700	15,597	17,080	180	215	231
Marine Corps	26.2%	26.2%	28.3%	52.8%	51.0%	51.6%	15.0%	15.6%	15.1%	3.6%	4.3%	2.8%	2.4%	2.8%	2.3%	1,168	1,618	1,661	4	28	28
DOD 4th Estate	24.1%	22.6%	22.5%	52.5%	53.2%	52.8%	16.3%	17.4%	17.6%	4.6%	4.3%	4.6%	2.4%	2.5%	2.6%	13,068	14,616	13,433	233	253	210

SOURCE: Federal Employee Viewpoint Survey

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