

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.3%	22.1%	21.0%	40.7%	40.6%	41.1%	20.1%	20.9%	21.6%	10.0%	10.5%	10.7%	5.9%	5.9%	5.6%	400,013	412,958	383,760
BBG	13.1%	13.2%	9.0%	30.9%	31.6%	31.1%	24.9%	26.1%	28.2%	16.6%	16.3%	18.4%	14.5%	12.8%	13.3%	891	1,088	1,043
CSOSA	18.8%	18.7%	20.0%	40.1%	41.6%	36.9%	26.6%	24.7%	23.0%	9.3%	9.9%	12.6%	5.3%	5.1%	7.4%	606	635	706
DHS	14.9%	12.9%	13.8%	33.7%	32.9%	34.3%	22.9%	24.2%	24.6%	15.8%	16.4%	16.1%	12.7%	13.6%	11.3%	46,077	42,097	41,534
DOC	31.7%	29.3%	32.7%	40.8%	42.6%	41.1%	17.0%	16.9%	15.8%	7.0%	7.3%	7.1%	3.5%	3.9%	3.3%	9,635	9,955	9,752
DOE	23.5%	19.2%	17.1%	42.4%	40.8%	40.0%	18.1%	21.0%	22.4%	10.4%	12.3%	13.3%	5.6%	6.7%	7.2%	7,965	8,368	6,413
DOI	23.3%	21.6%	19.9%	41.9%	41.6%	42.6%	19.5%	21.1%	21.1%	9.9%	10.4%	10.8%	5.4%	5.3%	5.6%	22,676	25,903	18,055
DOJ	29.8%	29.3%	25.8%	42.9%	43.0%	44.4%	16.6%	17.2%	18.7%	6.8%	7.3%	7.7%	3.8%	3.2%	3.4%	15,991	19,604	16,704
DOL	25.9%	23.9%	20.7%	41.5%	41.1%	39.9%	18.0%	19.5%	20.7%	9.2%	9.1%	11.2%	5.3%	6.4%	7.5%	11,164	11,215	10,803
DOT	26.0%	25.2%	22.3%	42.7%	43.0%	44.0%	17.9%	18.3%	19.2%	9.1%	9.5%	9.8%	4.3%	4.0%	4.6%	14,655	15,354	11,482
Educ	20.6%	20.7%	19.9%	39.2%	39.4%	38.6%	21.2%	22.2%	20.5%	12.0%	11.2%	12.6%	7.1%	6.4%	8.3%	2,831	2,676	2,382
EEOC	25.0%	24.7%	21.6%	39.8%	36.3%	36.2%	19.8%	20.7%	22.0%	9.7%	10.8%	11.8%	5.7%	7.5%	8.4%	1,480	1,231	1,110
EPA	25.1%	21.5%	19.9%	44.1%	41.9%	42.7%	18.0%	20.5%	20.4%	8.9%	10.6%	12.3%	4.0%	5.4%	4.6%	10,038	4,397	3,793
FCC	25.8%	29.3%	30.4%	38.8%	33.0%	42.0%	20.7%	22.1%	18.2%	7.2%	10.1%	6.0%	7.5%	5.4%	3.4%	633	556	691
FERC	45.8%	44.0%	40.8%	39.0%	36.8%	37.2%	9.8%	13.1%	14.3%	3.8%	3.9%	5.1%	1.6%	2.1%	2.5%	1,144	987	887
FTC	56.5%	49.7%	50.9%	26.3%	33.6%	28.5%	10.3%	9.0%	11.7%	5.2%	5.8%	5.8%	1.7%	1.9%	3.1%	633	615	510

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.3%	22.1%	21.0%	40.7%	40.6%	41.1%	20.1%	20.9%	21.6%	10.0%	10.5%	10.7%	5.9%	5.9%	5.6%	400,013	412,958	383,760
GSA	32.8%	27.4%	25.4%	39.4%	40.7%	41.7%	17.1%	19.7%	19.8%	6.9%	7.8%	8.7%	3.9%	4.4%	4.4%	6,964	7,740	8,412
HHS	29.1%	27.4%	25.2%	41.8%	41.6%	41.5%	17.7%	18.6%	19.9%	7.1%	8.2%	8.8%	4.3%	4.3%	4.6%	39,667	35,926	31,995
HUD	18.9%	15.3%	11.2%	37.3%	34.8%	31.0%	23.8%	24.4%	25.0%	11.8%	15.5%	17.2%	8.2%	10.0%	15.5%	5,407	5,322	3,804
NARA	18.8%	15.9%	13.4%	37.5%	31.8%	30.1%	21.3%	23.4%	24.7%	13.1%	15.5%	16.9%	9.3%	13.4%	14.9%	1,853	1,703	1,663
NASA	50.5%	47.6%	44.6%	34.6%	35.6%	36.8%	9.4%	10.4%	11.5%	3.7%	4.5%	4.8%	1.8%	2.0%	2.2%	11,077	9,792	9,303
NCUA	33.7%	35.8%	32.7%	43.3%	42.5%	42.5%	13.6%	14.5%	16.8%	6.5%	4.8%	5.4%	2.9%	2.3%	2.6%	651	767	795
NLRB	22.5%	23.9%	17.7%	40.0%	40.7%	40.1%	19.7%	20.2%	23.4%	11.6%	10.1%	11.9%	6.3%	5.2%	7.0%	866	895	679
NRC	33.6%	41.0%	40.6%	40.5%	38.0%	38.2%	14.7%	12.4%	13.3%	7.8%	6.4%	5.8%	3.4%	2.2%	2.1%	2,130	2,643	2,435
NSF	35.5%	35.5%	32.2%	39.3%	35.6%	38.1%	14.1%	18.0%	15.5%	7.3%	7.4%	8.7%	3.8%	3.6%	5.5%	842	891	908
OMB	44.3%	35.0%	25.0%	42.6%	47.5%	48.2%	8.7%	11.5%	17.8%	3.7%	4.9%	7.3%	0.7%	1.0%	1.8%	350	304	302
OPM	26.4%	27.1%	24.9%	42.2%	43.4%	44.5%	17.7%	17.3%	19.1%	8.4%	8.4%	7.5%	5.3%	3.8%	3.9%	3,150	3,339	3,564
PBGC	28.3%	20.3%	25.4%	44.0%	45.6%	39.0%	17.9%	19.8%	22.7%	7.3%	8.8%	6.2%	2.5%	5.6%	6.6%	557	620	471
RRB	32.8%	31.4%	32.3%	38.9%	41.5%	40.1%	18.4%	18.0%	18.2%	6.8%	5.4%	6.5%	3.1%	3.7%	2.9%	314	471	519
SBA	15.1%	14.7%	17.1%	33.8%	32.0%	34.0%	22.7%	24.1%	25.3%	14.8%	16.3%	13.9%	13.5%	13.0%	9.8%	1,360	1,278	1,364
SEC	40.2%	32.2%	27.2%	40.5%	41.7%	41.6%	12.6%	15.0%	17.9%	4.5%	7.0%	9.1%	2.2%	4.1%	4.3%	3,169	1,888	2,431

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	23.3%	22.1%	21.0%	40.7%	40.6%	41.1%	20.1%	20.9%	21.6%	10.0%	10.5%	10.7%	5.9%	5.9%	5.6%	400,013	412,958	383,760
SSA	27.1%	28.4%	24.6%	42.3%	43.5%	44.5%	18.0%	17.1%	18.2%	8.5%	7.6%	8.6%	4.1%	3.3%	4.1%	8,655	10,233	9,286
State	30.4%	31.3%	29.3%	45.1%	43.8%	46.9%	15.3%	15.8%	15.4%	6.6%	6.7%	6.0%	2.5%	2.5%	2.4%	5,090	3,951	3,649
Treas	21.4%	20.4%	21.4%	40.8%	39.9%	42.5%	20.2%	20.8%	20.1%	11.1%	12.1%	10.5%	6.5%	6.9%	5.4%	44,608	50,889	50,146
USAID	22.3%	20.5%	18.1%	45.3%	43.5%	44.5%	19.4%	21.4%	21.2%	9.4%	10.4%	12.2%	3.5%	4.1%	4.1%	2,245	1,965	1,993
USDA	22.5%	19.3%	17.0%	44.5%	43.4%	43.5%	20.1%	22.1%	22.9%	9.0%	10.7%	11.8%	4.0%	4.5%	4.8%	22,582	20,361	19,950
VA	21.9%	20.9%	21.3%	40.7%	40.5%	40.3%	21.2%	22.2%	22.5%	10.3%	10.6%	10.6%	5.9%	5.8%	5.4%	29,516	31,104	26,509
Small Agencies	28.9%	28.1%	24.8%	38.1%	35.8%	35.8%	17.2%	19.5%	21.4%	8.8%	9.3%	10.7%	6.9%	7.3%	7.4%	5,351	5,063	4,698
DOD	22.2%	21.2%	19.7%	41.3%	41.6%	41.7%	21.1%	21.6%	22.6%	9.9%	10.3%	10.7%	5.5%	5.2%	5.2%	57,190	71,132	73,019
USACE	26.5%	23.5%	20.0%	45.0%	46.5%	46.2%	18.5%	18.5%	19.6%	6.7%	8.1%	10.2%	3.3%	3.4%	4.0%	3,564	4,239	2,361
Air Force	22.5%	21.4%	19.8%	41.0%	42.2%	41.1%	21.2%	20.9%	22.6%	9.6%	10.5%	11.3%	5.6%	5.0%	5.1%	15,080	18,253	18,613
Army‡	20.3%	19.9%	18.2%	39.1%	39.8%	40.3%	22.2%	23.1%	24.2%	11.7%	11.4%	11.5%	6.7%	5.8%	5.8%	13,141	16,238	19,376
Navy‡	22.2%	21.4%	20.0%	44.1%	43.6%	43.7%	20.9%	21.3%	22.2%	8.6%	9.3%	9.7%	4.2%	4.4%	4.4%	10,895	15,830	17,340
Marine Corps	23.2%	20.8%	21.4%	36.2%	39.2%	40.8%	22.7%	22.4%	19.9%	10.9%	11.4%	11.9%	7.0%	6.3%	6.0%	1,181	1,647	1,687
DOD 4th Estate	23.8%	22.5%	21.4%	40.2%	39.6%	40.9%	20.1%	21.5%	22.0%	10.1%	10.4%	9.7%	5.8%	6.0%	6.0%	13,329	14,925	13,642

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	14.5%	13.3%	12.6%	26.4%	25.7%	25.5%	26.8%	27.5%	28.5%	16.9%	17.8%	18.1%	15.4%	15.7%	15.2%	370,195	379,647	350,655	30,395	33,765	33,370
BBG	16.4%	18.3%	12.7%	30.9%	31.0%	31.3%	20.9%	21.2%	24.4%	13.4%	14.1%	14.9%	18.3%	15.4%	16.6%	829	1,008	965	63	82	79
CSOSA	20.0%	22.5%	23.0%	34.3%	36.8%	31.2%	23.2%	21.2%	22.3%	9.4%	11.1%	12.4%	13.1%	8.4%	11.1%	577	606	657	31	26	45
DHS	12.6%	11.0%	11.8%	22.7%	21.1%	22.8%	22.4%	22.8%	24.2%	18.0%	19.3%	18.9%	24.3%	25.8%	22.3%	42,768	38,920	38,245	3,364	3,199	3,282
DOC	19.7%	18.6%	20.3%	30.8%	30.9%	30.7%	24.6%	25.3%	26.0%	14.3%	14.4%	13.6%	10.6%	10.9%	9.4%	8,956	9,197	8,899	693	765	864
DOE	13.6%	10.1%	8.4%	29.1%	25.6%	22.9%	25.5%	27.9%	29.7%	17.0%	19.9%	22.1%	14.8%	16.6%	17.0%	7,467	7,732	5,856	506	645	566
DOI	11.1%	9.8%	9.0%	25.0%	24.6%	25.4%	28.3%	29.6%	30.2%	18.4%	19.8%	20.3%	17.1%	16.3%	15.2%	20,804	23,589	16,348	1,906	2,355	1,729
DOJ	14.5%	13.6%	12.5%	27.8%	25.5%	25.0%	28.3%	30.7%	30.2%	15.7%	17.3%	19.2%	13.6%	12.9%	13.1%	14,578	17,665	15,058	1,408	1,965	1,640
DOL	20.1%	18.1%	14.5%	33.4%	32.6%	30.4%	23.9%	26.0%	28.4%	12.2%	12.7%	14.7%	10.4%	10.5%	12.1%	10,356	10,283	9,623	822	951	1,201
DOT	15.0%	12.3%	12.4%	27.5%	27.9%	27.6%	27.1%	26.8%	27.7%	16.2%	18.9%	18.4%	14.2%	14.1%	13.9%	13,572	14,202	10,612	1,098	1,167	881
Educ	16.2%	16.9%	16.9%	29.4%	30.7%	28.7%	23.0%	22.3%	21.4%	16.1%	15.6%	15.8%	15.4%	14.5%	17.2%	2,643	2,509	2,237	199	168	143
EEOC	19.9%	18.9%	15.0%	29.9%	25.4%	24.5%	21.7%	23.9%	24.1%	13.6%	17.4%	18.9%	14.9%	14.4%	17.5%	1,350	1,095	978	136	138	136
EPA	12.7%	11.3%	9.8%	31.8%	28.4%	27.8%	27.7%	26.9%	29.5%	16.4%	20.1%	20.6%	11.4%	13.4%	12.2%	9,240	4,039	3,400	819	364	395
FCC	13.7%	14.6%	18.0%	28.0%	27.9%	33.8%	27.2%	25.8%	24.7%	16.4%	18.2%	12.8%	14.8%	13.5%	10.6%	567	496	627	69	59	64
FERC	32.4%	27.3%	21.0%	36.8%	34.3%	33.6%	17.3%	23.1%	24.6%	8.9%	8.5%	12.9%	4.5%	6.8%	8.0%	1,097	915	807	45	74	81
FTC	34.8%	25.5%	28.4%	31.8%	32.6%	28.2%	18.0%	23.0%	24.0%	9.0%	12.9%	11.2%	6.4%	6.0%	8.2%	577	553	460	55	63	51

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	14.5%	13.3%	12.6%	26.4%	25.7%	25.5%	26.8%	27.5%	28.5%	16.9%	17.8%	18.1%	15.4%	15.7%	15.2%	370,195	379,647	350,655	30,395	33,765	33,370
GSA	20.9%	17.4%	16.2%	30.5%	28.5%	29.0%	24.6%	25.8%	27.2%	13.1%	16.2%	15.3%	10.8%	12.1%	12.3%	6,630	7,333	7,831	341	429	601
HHS	18.6%	17.0%	15.5%	33.5%	31.7%	31.4%	24.5%	26.3%	27.0%	13.0%	14.3%	15.3%	10.4%	10.7%	10.9%	36,617	32,923	29,097	3,104	3,052	2,918
HUD	17.8%	14.8%	10.5%	30.7%	28.6%	24.8%	24.6%	24.6%	25.6%	13.8%	16.5%	17.6%	13.1%	15.5%	21.5%	5,052	4,917	3,480	359	412	328
NARA	17.8%	16.3%	12.7%	30.7%	23.0%	24.7%	21.6%	21.2%	19.5%	14.2%	17.4%	20.2%	15.7%	22.1%	22.8%	1,762	1,610	1,564	90	95	100
NASA	27.1%	24.8%	22.4%	34.9%	34.1%	33.3%	21.9%	23.4%	25.0%	9.7%	11.0%	12.0%	6.4%	6.7%	7.3%	10,519	9,229	8,704	583	569	607
NCUA	26.3%	25.4%	25.9%	37.7%	36.5%	35.6%	17.9%	19.8%	20.3%	11.2%	11.3%	11.6%	6.9%	7.0%	6.5%	618	737	761	32	33	38
NLRB	12.4%	15.7%	12.1%	26.4%	27.3%	24.0%	22.9%	20.6%	23.3%	19.3%	19.6%	22.5%	19.0%	16.8%	18.1%	806	811	596	62	84	83
NRC	17.6%	23.0%	24.5%	31.7%	33.4%	32.9%	23.3%	20.4%	22.2%	15.3%	13.0%	12.6%	12.2%	10.2%	7.7%	2,045	2,569	2,351	89	77	92
NSF	22.5%	22.1%	19.4%	31.0%	27.9%	29.9%	23.2%	22.1%	23.6%	12.6%	15.9%	14.2%	10.7%	12.0%	12.8%	789	833	855	57	60	48
OMB	27.0%	20.4%	14.7%	37.7%	33.1%	33.8%	16.1%	22.1%	23.8%	13.0%	15.8%	20.6%	6.1%	8.5%	7.1%	341	292	293	10	12	9
OPM	16.2%	16.6%	15.6%	31.2%	32.2%	34.2%	24.2%	24.2%	25.8%	15.7%	15.2%	14.2%	12.8%	11.9%	10.2%	2,966	3,123	3,289	195	222	271
PBGC	21.6%	15.7%	16.2%	32.3%	32.2%	29.4%	24.5%	28.1%	25.1%	11.8%	14.9%	17.5%	9.8%	9.1%	11.9%	521	571	428	37	50	42
RRB	19.5%	19.3%	16.7%	30.4%	25.8%	33.6%	24.9%	29.6%	28.5%	14.0%	13.4%	11.6%	11.2%	11.9%	9.7%	279	418	468	36	52	52
SBA	12.8%	13.4%	13.2%	27.2%	24.8%	28.5%	23.6%	24.0%	26.1%	14.8%	19.3%	15.9%	21.7%	18.5%	16.2%	1,253	1,170	1,241	109	110	127
SEC	20.9%	18.1%	15.3%	34.0%	31.0%	31.0%	23.6%	23.5%	25.5%	12.7%	15.3%	16.4%	8.8%	12.1%	11.9%	2,862	1,751	2,205	313	140	231

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	14.5%	13.3%	12.6%	26.4%	25.7%	25.5%	26.8%	27.5%	28.5%	16.9%	17.8%	18.1%	15.4%	15.7%	15.2%	370,195	379,647	350,655	30,395	33,765	33,370
SSA	21.0%	20.6%	18.2%	32.4%	33.8%	32.0%	24.6%	25.8%	27.7%	12.8%	12.1%	13.4%	9.2%	7.6%	8.7%	7,939	9,316	8,411	728	920	875
State	14.3%	13.3%	11.1%	27.2%	27.6%	29.6%	29.5%	29.7%	32.0%	18.3%	18.9%	17.6%	10.7%	10.5%	9.7%	4,531	3,478	3,196	568	474	458
Treas	12.4%	11.5%	11.6%	25.2%	24.6%	25.0%	25.7%	25.6%	26.7%	18.2%	19.2%	18.9%	18.5%	19.0%	17.8%	41,802	47,312	46,352	2,926	3,639	3,804
USAID	13.2%	12.2%	10.9%	30.3%	28.6%	28.6%	23.6%	24.2%	25.6%	19.9%	21.1%	21.5%	13.1%	13.8%	13.4%	2,099	1,823	1,857	148	146	141
USDA	14.2%	11.8%	10.5%	29.8%	27.4%	26.7%	28.7%	29.9%	30.1%	15.9%	18.5%	19.7%	11.5%	12.4%	13.1%	21,139	18,826	18,250	1,474	1,540	1,713
VA	15.9%	15.1%	15.2%	26.4%	26.2%	26.6%	25.4%	26.5%	26.9%	16.8%	16.8%	16.4%	15.5%	15.3%	14.9%	27,040	28,420	24,143	2,494	2,717	2,401
Small Agencies	19.8%	18.1%	16.6%	29.0%	28.4%	27.9%	21.6%	22.9%	23.7%	14.9%	15.9%	17.2%	14.8%	14.7%	14.5%	5,003	4,711	4,352	355	362	346
DOD	12.3%	11.4%	10.4%	24.1%	23.8%	23.0%	29.4%	29.8%	31.0%	18.3%	19.0%	19.5%	15.8%	16.0%	16.0%	52,201	64,665	66,159	5,071	6,549	6,928
USACE	12.7%	11.2%	6.8%	30.5%	27.7%	21.3%	29.8%	30.7%	33.4%	16.0%	18.3%	21.8%	11.0%	12.2%	16.7%	3,320	3,872	2,116	251	370	245
Air Force	10.7%	10.1%	8.9%	22.2%	21.6%	20.2%	30.4%	30.6%	31.8%	19.2%	20.4%	21.2%	17.5%	17.4%	17.9%	13,544	16,438	16,820	1,551	1,853	1,805
Army‡	12.1%	11.5%	10.1%	21.4%	22.4%	22.0%	28.9%	28.9%	30.5%	19.4%	19.0%	19.5%	18.2%	18.3%	17.8%	11,934	14,721	17,524	1,247	1,538	1,883
Navy‡	10.9%	10.5%	9.9%	24.7%	24.2%	24.0%	31.0%	30.6%	31.8%	18.6%	19.8%	19.8%	14.8%	15.0%	14.5%	9,950	14,414	15,723	954	1,428	1,630
Marine Corps	10.4%	11.9%	11.8%	21.9%	19.7%	22.3%	30.0%	35.0%	33.1%	19.2%	18.1%	18.3%	18.4%	15.2%	14.5%	1,085	1,473	1,490	96	174	196
DOD 4th Estate	17.8%	15.3%	15.5%	29.3%	28.6%	28.6%	25.8%	27.5%	28.3%	14.9%	15.7%	15.6%	12.1%	12.8%	12.0%	12,368	13,747	12,486	972	1,186	1,169

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	39.1%	37.4%	36.2%	39.2%	40.4%	41.1%	10.8%	11.1%	11.5%	5.5%	5.6%	5.8%	5.5%	5.5%	5.4%	397,533	410,015	380,621	2,147	2,468	2,306
BBG	30.8%	32.8%	28.6%	42.2%	42.3%	45.1%	15.3%	13.2%	13.2%	4.3%	5.5%	5.7%	7.4%	6.1%	7.4%	879	1,077	1,033	7	11	6
CSOSA	47.3%	49.2%	43.3%	35.7%	34.8%	34.1%	8.2%	8.1%	10.6%	3.6%	3.6%	6.0%	5.2%	4.2%	6.0%	605	633	701	1	1	4
DHS	30.1%	27.6%	28.1%	38.6%	39.3%	39.6%	13.1%	14.4%	14.3%	8.5%	8.9%	8.8%	9.8%	9.8%	9.2%	45,772	41,792	41,114	255	225	260
DOC	46.7%	44.6%	44.0%	37.4%	38.3%	39.5%	8.4%	9.6%	9.3%	4.4%	4.1%	4.1%	3.0%	3.5%	3.0%	9,572	9,868	9,694	57	74	49
DOE	49.6%	43.7%	40.5%	36.4%	40.7%	42.5%	7.6%	8.2%	9.2%	3.2%	3.8%	4.1%	3.2%	3.7%	3.8%	7,943	8,337	6,366	30	29	44
DOI	41.6%	40.1%	38.2%	39.9%	40.7%	42.4%	9.4%	9.8%	10.1%	4.7%	5.0%	4.9%	4.3%	4.4%	4.3%	22,546	25,701	17,911	120	179	122
DOJ	40.2%	40.2%	38.4%	39.0%	39.9%	39.7%	10.7%	10.3%	11.5%	5.2%	5.2%	5.8%	4.9%	4.4%	4.6%	15,851	19,484	16,552	78	83	90
DOL	46.7%	43.9%	40.0%	35.9%	38.5%	39.8%	9.2%	8.5%	10.2%	3.9%	4.6%	5.0%	4.2%	4.6%	5.0%	11,110	11,170	10,755	51	60	56
DOT	43.6%	42.3%	40.7%	40.3%	40.0%	41.1%	8.0%	9.3%	9.8%	4.5%	4.3%	4.1%	3.6%	4.1%	4.3%	14,581	15,243	11,403	74	93	65
Educ	51.7%	51.2%	50.5%	34.8%	35.0%	34.4%	5.7%	6.7%	7.0%	3.8%	3.5%	3.5%	4.0%	3.7%	4.5%	2,822	2,667	2,365	14	7	10
EEOC	47.2%	45.5%	40.7%	34.7%	33.5%	37.6%	9.4%	10.5%	9.6%	4.7%	5.3%	6.2%	4.1%	5.2%	5.9%	1,481	1,221	1,102	4	9	10
EPA	45.7%	44.9%	43.4%	39.5%	40.1%	41.0%	8.1%	8.0%	8.6%	3.5%	4.0%	4.1%	3.2%	3.0%	2.9%	9,979	4,364	3,759	62	35	28
FCC	50.3%	49.3%	49.8%	34.7%	35.7%	35.1%	10.3%	8.8%	8.6%	2.3%	2.9%	2.7%	2.4%	3.3%	3.9%	628	544	683	7	8	4
FERC	62.3%	60.0%	57.2%	28.3%	30.2%	32.0%	5.4%	6.2%	6.1%	2.0%	2.2%	1.8%	2.1%	1.5%	3.0%	1,136	986	886	3	1	2
FTC	56.3%	52.1%	51.3%	30.5%	33.7%	33.6%	6.0%	7.3%	7.7%	4.2%	3.3%	3.8%	3.0%	3.6%	3.6%	629	614	507	1	2	3

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	39.1%	37.4%	36.2%	39.2%	40.4%	41.1%	10.8%	11.1%	11.5%	5.5%	5.6%	5.8%	5.5%	5.5%	5.4%	397,533	410,015	380,621	2,147	2,468	2,306
GSA	53.7%	50.9%	47.8%	33.1%	34.7%	37.2%	6.9%	7.7%	8.4%	2.9%	3.0%	3.3%	3.3%	3.7%	3.3%	6,924	7,718	8,378	21	30	33
HHS	44.6%	42.4%	40.4%	36.4%	37.3%	38.5%	9.5%	10.1%	10.4%	4.8%	5.2%	5.4%	4.6%	5.1%	5.4%	39,465	35,682	31,747	193	226	195
HUD	45.1%	40.6%	36.3%	35.5%	38.9%	39.0%	9.9%	10.2%	11.9%	4.4%	4.8%	5.7%	5.1%	5.5%	7.1%	5,391	5,297	3,781	30	41	25
NARA	50.0%	48.5%	46.2%	34.0%	33.4%	32.3%	7.7%	8.5%	9.7%	3.9%	4.2%	5.9%	4.3%	5.3%	5.9%	1,837	1,683	1,646	9	18	14
NASA	60.4%	57.7%	55.9%	30.8%	33.0%	34.0%	5.1%	5.4%	6.2%	2.0%	2.1%	2.3%	1.6%	1.7%	1.5%	11,040	9,747	9,279	37	38	28
NCUA	42.9%	42.4%	39.7%	39.6%	38.5%	39.8%	6.6%	8.5%	10.8%	6.3%	6.3%	5.3%	4.7%	4.2%	4.4%	647	764	789	2	3	6
NLRB	40.7%	40.2%	38.7%	38.6%	40.3%	40.3%	10.3%	8.8%	11.0%	5.4%	5.6%	4.5%	5.0%	5.1%	5.5%	857	888	675	6	3	5
NRC	56.9%	58.2%	56.4%	32.4%	31.4%	32.9%	5.5%	5.4%	5.2%	2.6%	2.5%	3.5%	2.7%	2.4%	2.0%	2,119	2,639	2,433	9	7	8
NSF	53.3%	47.6%	47.9%	30.9%	36.5%	35.2%	8.6%	7.8%	8.1%	3.8%	4.0%	4.7%	3.4%	4.1%	4.2%	840	885	899	5	9	7
OMB	52.5%	47.4%	47.7%	36.3%	39.0%	38.3%	5.5%	7.4%	6.6%	3.0%	3.5%	4.8%	2.7%	2.6%	2.6%	350	302	302	0	2	0
OPM	53.3%	51.8%	51.6%	32.3%	34.3%	35.6%	7.5%	7.1%	6.9%	3.8%	3.8%	2.9%	3.1%	3.0%	3.1%	3,138	3,318	3,545	17	13	12
PBGC	52.6%	48.1%	42.3%	32.7%	36.5%	39.7%	8.1%	8.6%	8.0%	3.2%	3.5%	4.2%	3.4%	3.3%	5.8%	555	614	468	3	5	1
RRB	43.0%	40.5%	41.0%	38.1%	42.4%	39.8%	10.9%	10.1%	10.0%	5.8%	3.3%	5.1%	2.1%	3.7%	4.1%	307	463	517	5	7	3
SBA	43.7%	39.9%	40.8%	35.4%	39.9%	38.8%	9.2%	10.2%	10.9%	4.9%	4.1%	4.7%	6.8%	5.9%	4.7%	1,343	1,265	1,354	9	10	9
SEC	53.9%	47.6%	45.3%	34.1%	39.8%	40.3%	5.9%	6.0%	6.4%	3.2%	3.4%	4.1%	2.9%	3.2%	3.8%	3,168	1,884	2,414	8	8	12

Report by Agency

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

	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	39.1%	37.4%	36.2%	39.2%	40.4%	41.1%	10.8%	11.1%	11.5%	5.5%	5.6%	5.8%	5.5%	5.5%	5.4%	397,533	410,015	380,621	2,147	2,468	2,306
SSA	34.6%	33.3%	31.9%	40.8%	42.8%	43.2%	12.4%	13.0%	13.0%	6.3%	5.8%	6.9%	5.9%	5.0%	5.0%	8,588	10,116	9,191	50	92	71
State	36.6%	36.2%	35.6%	41.6%	42.8%	42.8%	10.9%	10.3%	12.0%	6.5%	6.1%	5.3%	4.4%	4.6%	4.3%	5,053	3,923	3,615	26	18	29
Treas	47.6%	46.7%	47.4%	35.8%	36.2%	36.4%	8.1%	8.4%	8.0%	4.0%	3.9%	4.0%	4.5%	4.8%	4.2%	44,279	50,496	49,708	325	340	331
USAID	38.9%	37.9%	36.1%	40.9%	42.5%	40.1%	9.5%	7.8%	11.6%	5.5%	6.0%	7.1%	5.2%	5.8%	5.1%	2,234	1,953	1,979	8	6	12
USDA	43.2%	39.7%	38.9%	41.1%	43.4%	44.3%	8.4%	9.2%	9.1%	3.9%	4.2%	4.6%	3.5%	3.6%	3.2%	22,516	20,254	19,836	83	105	103
VA	33.6%	30.8%	30.0%	39.0%	40.2%	40.0%	13.0%	13.5%	13.9%	7.0%	7.5%	7.5%	7.4%	8.1%	8.5%	29,237	30,784	26,212	184	231	202
Small Agencies	51.9%	49.9%	47.5%	33.4%	33.8%	36.2%	6.7%	8.5%	8.1%	3.7%	4.1%	3.8%	4.3%	3.7%	4.4%	5,315	5,033	4,662	30	32	28
DOD	39.1%	38.0%	36.1%	40.8%	42.1%	43.4%	10.8%	10.8%	11.3%	4.8%	4.8%	5.0%	4.6%	4.3%	4.2%	56,796	70,606	72,360	323	407	419
USACE	42.7%	39.7%	34.4%	40.7%	43.2%	46.5%	8.9%	9.7%	9.9%	4.6%	4.0%	5.1%	3.1%	3.4%	4.0%	3,548	4,210	2,345	17	24	12
Air Force	40.1%	39.0%	38.1%	40.9%	42.6%	42.8%	10.4%	10.3%	10.9%	4.5%	4.4%	4.7%	4.1%	3.7%	3.5%	14,946	18,107	18,442	100	110	106
Army‡	35.4%	35.2%	32.9%	41.8%	42.6%	44.1%	11.7%	11.9%	12.4%	5.6%	5.5%	5.5%	5.5%	4.8%	5.2%	13,061	16,092	19,180	66	112	122
Navy‡	39.8%	38.4%	36.4%	41.9%	43.0%	44.4%	10.8%	10.6%	11.1%	4.1%	4.2%	4.6%	3.5%	3.8%	3.5%	10,806	15,726	17,175	68	91	103
Marine Corps	43.3%	39.1%	39.5%	35.6%	40.4%	41.4%	10.7%	10.5%	10.7%	5.4%	5.8%	4.6%	5.0%	4.2%	3.8%	1,172	1,637	1,670	7	5	6
DOD 4th Estate	41.4%	40.2%	38.7%	37.5%	38.8%	40.3%	10.0%	10.6%	10.8%	5.1%	5.3%	5.3%	6.0%	5.1%	4.8%	13,263	14,834	13,548	65	65	70

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	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	29.9%	28.5%	27.1%	36.3%	36.9%	37.2%	16.9%	17.3%	17.9%	9.5%	9.8%	10.1%	7.5%	7.5%	7.7%	396,644	409,471	380,066	2,033	2,240	2,012
BBG	25.2%	25.4%	21.8%	30.5%	31.8%	33.0%	20.4%	19.6%	20.2%	10.1%	11.9%	12.5%	13.8%	11.3%	12.4%	882	1,079	1,030	6	8	5
CSOSA	38.5%	39.7%	33.9%	32.1%	31.8%	35.3%	16.2%	14.7%	13.8%	7.6%	7.4%	9.2%	5.6%	6.4%	7.8%	605	631	697	2	3	4
DHS	23.7%	21.4%	21.4%	36.1%	36.0%	35.9%	18.4%	18.8%	19.1%	11.1%	12.7%	12.5%	10.6%	11.1%	11.1%	45,723	41,811	41,096	195	152	189
DOC	34.6%	32.2%	31.9%	34.8%	36.5%	36.9%	17.2%	17.2%	18.1%	8.4%	8.7%	8.2%	5.0%	5.4%	4.9%	9,539	9,863	9,663	65	71	60
DOE	35.1%	30.0%	26.8%	37.0%	38.1%	38.4%	14.1%	16.0%	16.9%	8.0%	9.4%	10.8%	5.7%	6.4%	7.1%	7,919	8,332	6,360	29	24	40
DOI	30.8%	28.3%	26.9%	37.6%	38.3%	38.6%	15.8%	16.5%	17.3%	8.9%	9.9%	10.0%	7.0%	7.0%	7.2%	22,493	25,703	17,881	121	138	103
DOJ	31.0%	31.3%	28.4%	36.2%	37.7%	38.0%	16.4%	16.0%	17.9%	9.6%	9.3%	9.8%	6.8%	5.6%	5.9%	15,804	19,443	16,539	74	93	73
DOL	34.5%	30.7%	28.0%	34.4%	35.3%	35.2%	15.9%	17.4%	18.2%	8.5%	9.2%	10.7%	6.7%	7.5%	8.0%	11,054	11,119	10,716	76	75	57
DOT	31.6%	30.6%	29.1%	37.2%	37.3%	37.5%	16.1%	16.2%	17.6%	8.9%	9.5%	9.2%	6.3%	6.3%	6.5%	14,548	15,234	11,395	76	80	53
Educ	39.0%	37.8%	37.5%	34.5%	35.4%	34.3%	13.5%	13.2%	12.8%	7.1%	7.7%	8.4%	5.9%	5.9%	7.0%	2,818	2,658	2,355	11	13	18
EEOC	36.0%	33.4%	29.2%	32.2%	29.8%	30.9%	15.9%	17.9%	17.1%	9.3%	11.2%	12.0%	6.7%	7.8%	10.8%	1,471	1,221	1,100	9	4	8
EPA	33.4%	31.6%	30.4%	38.9%	38.8%	38.3%	14.3%	13.8%	14.8%	8.1%	9.4%	9.7%	5.4%	6.3%	6.7%	9,981	4,373	3,773	43	19	9
FCC	34.1%	36.6%	34.5%	33.0%	29.9%	35.9%	17.1%	17.8%	15.5%	9.8%	8.5%	8.2%	6.0%	7.2%	6.0%	625	548	684	10	3	2
FERC	44.1%	42.7%	39.3%	33.7%	33.4%	35.4%	12.5%	13.1%	13.5%	5.8%	7.3%	6.7%	3.9%	3.5%	5.2%	1,136	979	884	4	6	2
FTC	49.3%	43.8%	43.0%	29.1%	28.6%	30.7%	10.3%	15.1%	10.8%	6.9%	8.2%	8.5%	4.5%	4.3%	7.0%	630	613	503	0	3	4

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	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	29.9%	28.5%	27.1%	36.3%	36.9%	37.2%	16.9%	17.3%	17.9%	9.5%	9.8%	10.1%	7.5%	7.5%	7.7%	396,644	409,471	380,066	2,033	2,240	2,012
GSA	43.3%	39.3%	36.0%	33.3%	34.2%	36.3%	12.7%	14.0%	15.2%	5.7%	6.6%	7.0%	4.9%	5.9%	5.4%	6,909	7,687	8,332	23	40	43
HHS	35.4%	32.8%	30.8%	34.7%	35.8%	36.1%	14.7%	15.2%	15.8%	8.6%	9.2%	9.8%	6.5%	7.0%	7.5%	39,390	35,632	31,740	177	195	164
HUD	35.5%	31.9%	26.2%	34.0%	34.1%	35.0%	14.7%	16.4%	17.1%	8.2%	9.6%	11.2%	7.6%	8.0%	10.4%	5,381	5,298	3,780	20	32	19
NARA	38.9%	36.3%	31.6%	31.3%	31.0%	29.1%	13.8%	15.5%	16.1%	7.5%	8.4%	13.1%	8.4%	8.8%	10.1%	1,836	1,686	1,644	7	6	12
NASA	48.5%	45.9%	43.5%	33.8%	35.1%	35.9%	10.1%	11.1%	11.5%	4.6%	4.6%	6.1%	3.0%	3.3%	3.0%	11,021	9,744	9,259	37	31	39
NCUA	37.7%	36.8%	36.5%	37.7%	40.3%	40.4%	12.1%	11.8%	13.4%	7.6%	7.4%	6.1%	5.0%	3.7%	3.6%	644	761	787	3	4	8
NLRB	28.0%	29.1%	25.9%	35.1%	33.6%	33.3%	17.9%	17.6%	18.8%	12.8%	11.9%	13.7%	6.2%	7.9%	8.3%	848	880	674	15	8	4
NRC	41.0%	43.6%	41.7%	35.2%	34.2%	36.5%	12.4%	11.5%	11.2%	6.8%	6.5%	6.4%	4.6%	4.2%	4.2%	2,108	2,630	2,424	13	10	10
NSF	44.7%	38.8%	37.9%	29.8%	33.9%	34.5%	12.7%	12.7%	13.8%	7.2%	7.6%	6.7%	5.7%	7.0%	7.1%	842	888	895	2	4	5
OMB	43.8%	40.8%	42.2%	36.2%	40.3%	35.2%	10.6%	10.5%	12.1%	6.1%	5.2%	8.2%	3.3%	3.1%	2.3%	349	301	300	1	2	2
OPM	38.3%	35.7%	36.0%	33.3%	33.8%	35.8%	15.7%	18.0%	16.2%	7.2%	7.3%	6.8%	5.5%	5.1%	5.3%	3,123	3,309	3,528	27	23	22
PBGC	37.1%	35.5%	33.1%	36.9%	37.5%	33.2%	13.2%	13.0%	17.5%	7.6%	7.7%	7.9%	5.2%	6.3%	8.4%	546	614	468	7	5	1
RRB	28.1%	25.9%	25.1%	34.9%	39.5%	37.0%	19.7%	18.4%	21.2%	11.9%	9.4%	8.8%	5.4%	6.8%	7.8%	304	460	515	7	8	3
SBA	33.1%	30.0%	29.6%	31.1%	30.8%	34.8%	15.4%	16.9%	15.7%	9.4%	11.0%	10.6%	11.0%	11.3%	9.3%	1,347	1,265	1,352	5	10	9
SEC	38.0%	33.7%	29.7%	35.0%	33.2%	37.0%	14.7%	15.5%	15.8%	7.1%	10.1%	9.9%	5.2%	7.5%	7.6%	3,146	1,879	2,420	20	9	8

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(43) My supervisor provides me with opportunities to demonstrate my leadership skills.

	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	29.9%	28.5%	27.1%	36.3%	36.9%	37.2%	16.9%	17.3%	17.9%	9.5%	9.8%	10.1%	7.5%	7.5%	7.7%	396,644	409,471	380,066	2,033	2,240	2,012
SSA	26.5%	26.4%	24.0%	35.6%	36.8%	38.5%	18.9%	19.3%	19.2%	11.0%	10.5%	11.1%	7.9%	7.0%	7.1%	8,554	10,097	9,177	55	91	61
State	33.7%	33.9%	33.4%	40.2%	41.9%	41.6%	13.2%	11.3%	12.7%	8.3%	7.7%	7.6%	4.6%	5.1%	4.8%	5,037	3,909	3,613	23	21	23
Treas	35.9%	34.8%	33.9%	35.1%	34.9%	35.9%	15.0%	15.9%	15.7%	7.5%	7.7%	8.1%	6.5%	6.8%	6.4%	44,186	50,389	49,591	305	362	345
USAID	35.9%	35.3%	32.7%	38.1%	39.1%	39.5%	11.9%	11.3%	11.8%	7.8%	8.3%	9.3%	6.4%	6.1%	6.6%	2,227	1,950	1,978	7	3	6
USDA	31.0%	28.8%	26.9%	40.6%	41.7%	42.1%	15.8%	16.2%	17.2%	7.7%	7.9%	8.9%	5.0%	5.4%	5.0%	22,463	20,210	19,799	70	99	102
VA	26.6%	24.5%	24.2%	34.0%	34.6%	34.3%	18.7%	19.4%	19.1%	11.1%	11.4%	11.6%	9.6%	10.1%	10.8%	29,191	30,729	26,176	171	213	162
Small Agencies	38.8%	35.7%	33.6%	33.6%	34.6%	34.4%	13.6%	13.7%	14.6%	7.7%	8.5%	9.8%	6.3%	7.6%	7.7%	5,322	5,020	4,660	17	34	18
DOD	29.5%	28.8%	26.8%	37.5%	38.2%	38.5%	16.8%	17.3%	18.3%	9.2%	9.1%	9.7%	7.0%	6.6%	6.8%	56,642	70,526	72,278	300	338	319
USACE	31.9%	29.3%	25.7%	39.8%	39.8%	40.9%	14.8%	16.9%	17.8%	8.6%	8.4%	9.2%	4.9%	5.5%	6.4%	3,536	4,205	2,341	18	22	7
Air Force	31.6%	30.4%	28.9%	36.4%	38.4%	38.0%	16.2%	16.1%	17.9%	9.0%	9.0%	9.1%	6.8%	6.2%	6.1%	14,923	18,084	18,441	72	90	76
Army‡	26.6%	26.7%	24.3%	36.8%	37.1%	38.0%	17.4%	18.5%	18.9%	10.4%	10.1%	10.7%	8.8%	7.5%	8.1%	13,027	16,084	19,150	59	86	91
Navy‡	29.0%	28.6%	26.7%	39.9%	40.1%	40.5%	17.5%	17.4%	18.2%	8.4%	8.3%	8.9%	5.3%	5.7%	5.7%	10,776	15,718	17,163	61	67	73
Marine Corps	31.7%	31.1%	31.6%	35.1%	36.2%	36.7%	15.3%	15.6%	16.7%	11.3%	9.4%	9.4%	6.6%	7.7%	5.5%	1,166	1,630	1,670	9	5	2
DOD 4th Estate	31.6%	30.5%	28.4%	35.5%	36.3%	36.1%	16.4%	16.7%	18.1%	8.6%	9.1%	10.2%	7.9%	7.4%	7.2%	13,214	14,805	13,513	81	68	70

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	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	28.1%	26.7%	25.5%	35.3%	35.8%	36.1%	18.2%	18.7%	19.2%	9.7%	10.2%	10.4%	8.8%	8.5%	8.8%	391,835	404,650	375,309	4,496	4,783	4,317
BBG	24.5%	23.4%	20.1%	32.5%	36.2%	35.6%	20.9%	19.4%	23.2%	8.9%	10.6%	9.8%	13.1%	10.5%	11.3%	849	1,046	1,008	26	32	19
CSOSA	35.4%	36.5%	31.2%	32.2%	32.5%	32.7%	15.9%	13.9%	16.8%	8.7%	10.3%	10.7%	7.8%	6.8%	8.7%	596	626	695	1	3	7
DHS	22.3%	20.3%	20.3%	34.3%	33.8%	34.7%	19.9%	20.8%	20.9%	11.7%	12.9%	12.1%	11.9%	12.2%	12.1%	45,115	41,458	40,599	473	452	442
DOC	33.5%	32.6%	32.2%	36.9%	36.7%	37.6%	14.9%	15.7%	15.9%	8.7%	8.7%	8.8%	6.1%	6.2%	5.6%	9,482	9,788	9,596	73	87	74
DOE	30.7%	25.3%	22.6%	36.7%	36.7%	36.6%	16.4%	18.1%	18.7%	9.1%	11.2%	12.8%	7.2%	8.6%	9.3%	7,848	8,240	6,305	66	62	55
DOI	27.2%	24.8%	23.7%	36.3%	37.2%	37.3%	18.1%	18.9%	19.0%	10.2%	10.7%	11.1%	8.2%	8.4%	8.8%	22,155	25,313	17,683	260	305	174
DOJ	29.3%	29.3%	27.0%	35.1%	36.1%	36.0%	17.6%	17.8%	19.1%	9.0%	9.5%	9.9%	9.0%	7.3%	8.0%	15,633	19,166	16,330	170	235	178
DOL	32.8%	29.8%	27.1%	34.9%	36.1%	35.6%	16.2%	16.6%	17.8%	8.6%	8.9%	10.6%	7.6%	8.5%	9.0%	10,974	11,014	10,641	111	119	107
DOT	29.0%	28.3%	26.4%	36.3%	36.4%	36.6%	17.0%	17.4%	18.6%	9.6%	10.1%	10.0%	8.1%	7.8%	8.3%	14,343	15,052	11,257	198	163	104
Educ	35.2%	33.9%	32.7%	32.6%	33.8%	32.8%	15.6%	15.1%	15.8%	8.2%	9.0%	9.2%	8.4%	8.3%	9.4%	2,791	2,617	2,333	23	29	22
EEOC	36.4%	33.1%	29.6%	32.9%	32.9%	31.1%	16.1%	16.2%	17.3%	7.3%	9.5%	11.2%	7.2%	8.4%	10.9%	1,459	1,201	1,082	11	14	15
EPA	29.5%	26.9%	25.5%	38.0%	37.6%	37.4%	16.0%	17.1%	17.7%	9.4%	11.0%	11.4%	7.0%	7.4%	8.0%	9,900	4,333	3,728	64	34	33
FCC	32.1%	32.0%	33.0%	33.9%	34.7%	34.4%	18.5%	18.0%	17.7%	7.9%	6.6%	7.1%	7.6%	8.7%	7.8%	613	544	677	14	6	7
FERC	39.9%	36.6%	34.9%	34.7%	36.3%	33.7%	14.0%	13.6%	16.2%	6.2%	8.4%	8.3%	5.1%	5.1%	6.9%	1,110	976	879	16	8	6
FTC	41.8%	40.0%	40.5%	32.9%	30.9%	30.4%	12.8%	14.4%	14.0%	7.2%	9.3%	7.7%	5.4%	5.5%	7.4%	623	608	500	5	7	6

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	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	28.1%	26.7%	25.5%	35.3%	35.8%	36.1%	18.2%	18.7%	19.2%	9.7%	10.2%	10.4%	8.8%	8.5%	8.8%	391,835	404,650	375,309	4,496	4,783	4,317
GSA	39.7%	36.1%	33.5%	33.2%	34.1%	35.5%	14.8%	15.4%	16.5%	6.4%	7.4%	7.8%	5.9%	7.0%	6.7%	6,785	7,587	8,226	61	73	80
HHS	32.1%	29.6%	27.9%	34.5%	34.9%	34.8%	17.0%	17.5%	18.0%	8.7%	9.8%	10.4%	7.7%	8.3%	8.9%	38,917	35,227	31,307	399	407	363
HUD	32.5%	28.3%	22.4%	32.5%	32.6%	33.1%	17.2%	18.9%	19.1%	8.5%	10.5%	12.6%	9.2%	9.6%	12.8%	5,303	5,187	3,725	74	93	45
NARA	38.4%	34.2%	29.1%	33.0%	32.5%	32.1%	13.6%	15.5%	16.3%	7.4%	8.4%	11.3%	7.6%	9.4%	11.2%	1,813	1,675	1,633	18	11	13
NASA	42.0%	39.7%	37.3%	35.6%	36.5%	37.2%	12.3%	13.4%	14.2%	6.3%	6.1%	6.8%	3.8%	4.3%	4.5%	10,912	9,641	9,151	105	77	83
NCUA	33.2%	33.2%	33.1%	36.0%	37.9%	38.5%	15.6%	13.2%	12.7%	8.4%	10.7%	10.1%	6.8%	5.0%	5.6%	640	757	780	4	5	9
NLRB	27.7%	27.5%	24.9%	35.9%	34.5%	36.4%	19.0%	18.9%	18.9%	10.4%	11.7%	10.3%	7.0%	7.4%	9.5%	840	870	658	15	18	14
NRC	36.6%	37.0%	35.8%	34.8%	36.4%	35.8%	13.4%	12.6%	13.9%	9.2%	8.1%	8.5%	6.0%	5.9%	5.9%	2,092	2,617	2,407	16	20	16
NSF	39.6%	34.9%	33.5%	33.1%	33.1%	32.0%	12.4%	14.5%	17.9%	7.3%	8.9%	8.1%	7.5%	8.5%	8.4%	834	875	890	4	15	4
OMB	32.3%	33.8%	30.7%	40.6%	37.5%	38.6%	13.6%	15.2%	17.0%	7.9%	7.6%	7.5%	5.6%	6.0%	6.1%	340	292	294	3	8	6
OPM	38.5%	37.8%	37.1%	36.5%	36.2%	37.2%	12.4%	13.7%	13.6%	6.8%	7.1%	6.8%	5.8%	5.3%	5.3%	3,113	3,295	3,520	26	17	21
PBGC	34.0%	31.2%	27.2%	37.0%	35.2%	34.3%	14.5%	17.5%	18.0%	7.8%	8.2%	12.3%	6.7%	8.0%	8.3%	535	605	464	12	6	1
RRB	29.5%	27.9%	25.3%	32.5%	37.8%	38.0%	20.8%	17.3%	19.3%	10.0%	8.7%	9.2%	7.2%	8.4%	8.2%	305	463	506	2	7	7
SBA	31.3%	27.3%	28.6%	32.4%	32.9%	34.5%	15.9%	16.6%	16.2%	9.7%	10.4%	10.7%	10.6%	12.8%	9.9%	1,327	1,248	1,343	12	13	11
SEC	31.5%	28.3%	24.8%	34.9%	33.1%	35.4%	17.6%	18.8%	17.9%	8.4%	10.7%	11.9%	7.5%	9.1%	10.1%	3,126	1,851	2,392	35	20	18

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(44) Discussions with my supervisor about my performance are worthwhile.

	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	28.1%	26.7%	25.5%	35.3%	35.8%	36.1%	18.2%	18.7%	19.2%	9.7%	10.2%	10.4%	8.8%	8.5%	8.8%	391,835	404,650	375,309	4,496	4,783	4,317
SSA	27.0%	26.4%	24.2%	36.2%	38.0%	38.6%	17.5%	18.0%	18.4%	10.8%	10.3%	10.8%	8.5%	7.3%	8.1%	8,479	10,042	9,103	80	95	88
State	28.5%	28.1%	27.5%	38.4%	38.1%	39.9%	16.8%	17.3%	17.1%	10.3%	10.3%	9.8%	6.0%	6.2%	5.8%	4,963	3,860	3,564	50	53	57
Treas	34.9%	34.1%	33.5%	35.4%	35.2%	35.8%	15.3%	15.5%	15.7%	7.2%	7.6%	8.0%	7.2%	7.6%	7.1%	43,721	49,871	49,063	592	657	634
USAID	27.8%	27.8%	26.2%	35.9%	35.9%	34.9%	18.0%	16.8%	18.6%	9.9%	11.8%	11.8%	8.4%	7.8%	8.6%	2,187	1,908	1,942	31	29	34
USDA	28.3%	25.6%	24.5%	39.3%	39.9%	39.7%	17.3%	17.9%	18.6%	8.5%	10.0%	10.4%	6.6%	6.7%	6.9%	22,262	20,049	19,629	144	167	151
VA	26.5%	24.5%	24.3%	34.8%	34.8%	34.1%	18.4%	19.1%	19.3%	10.1%	11.0%	10.7%	10.2%	10.7%	11.6%	28,802	30,331	25,728	428	419	386
Small Agencies	34.8%	32.9%	30.8%	33.6%	33.1%	33.2%	15.2%	15.8%	17.9%	8.8%	9.2%	9.0%	7.5%	9.0%	9.1%	5,264	4,956	4,575	43	74	62
DOD	27.2%	26.6%	24.9%	35.1%	36.1%	36.7%	19.4%	19.7%	20.4%	9.9%	10.0%	10.2%	8.4%	7.7%	7.8%	55,784	69,461	71,096	831	943	965
USACE	28.4%	26.2%	23.0%	38.7%	37.7%	38.0%	17.3%	19.2%	20.2%	8.6%	10.2%	11.0%	7.0%	6.7%	7.8%	3,497	4,175	2,313	41	40	20
Air Force	30.2%	28.5%	27.4%	34.2%	36.3%	36.1%	18.3%	18.7%	19.8%	9.6%	9.1%	9.6%	7.7%	7.4%	7.1%	14,656	17,775	18,117	258	272	263
Army‡	25.1%	25.2%	22.9%	33.7%	35.3%	36.6%	20.1%	20.4%	21.0%	10.8%	10.8%	10.5%	10.2%	8.3%	9.0%	12,831	15,826	18,836	176	194	250
Navy‡	25.5%	25.2%	23.4%	37.1%	37.3%	37.8%	20.6%	20.6%	21.3%	9.5%	9.8%	10.6%	7.3%	7.1%	6.9%	10,608	15,481	16,875	165	221	240
Marine Corps	28.4%	27.7%	29.2%	32.5%	34.1%	33.5%	19.4%	19.6%	19.9%	11.9%	10.6%	10.2%	7.9%	8.1%	7.2%	1,150	1,621	1,650	16	13	13
DOD 4th Estate	29.7%	28.9%	27.4%	34.4%	35.1%	36.0%	17.8%	18.3%	19.0%	9.1%	9.6%	9.7%	9.0%	8.1%	7.9%	13,042	14,583	13,305	175	203	179

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	30.6%	29.0%	27.7%	37.3%	37.9%	38.4%	21.7%	22.4%	23.1%	4.7%	5.0%	4.9%	5.8%	5.7%	5.8%	365,376	376,582	349,672	32,531	34,337	31,868
BBG	26.9%	26.7%	22.0%	34.1%	33.2%	36.2%	24.7%	26.0%	27.8%	5.1%	7.2%	5.4%	9.2%	6.9%	8.5%	790	997	953	89	85	77
CSOSA	35.5%	35.6%	32.3%	31.9%	35.2%	35.2%	22.1%	19.5%	21.4%	5.8%	4.7%	5.1%	4.6%	5.0%	6.0%	574	580	664	32	46	40
DHS	24.3%	21.6%	21.7%	35.2%	35.2%	36.2%	26.0%	27.3%	27.2%	6.3%	7.2%	6.6%	8.3%	8.8%	8.3%	41,927	38,314	37,740	3,891	3,550	3,520
DOC	35.8%	34.8%	34.0%	37.7%	37.3%	38.8%	19.5%	20.5%	20.9%	3.7%	3.9%	3.4%	3.4%	3.5%	2.9%	8,578	8,849	8,723	1,013	1,053	977
DOE	33.6%	28.3%	26.2%	37.4%	38.5%	38.9%	20.8%	23.5%	25.0%	3.8%	4.7%	4.8%	4.3%	5.0%	5.2%	7,131	7,467	5,674	806	870	716
DOI	29.1%	26.6%	25.5%	38.0%	38.6%	39.3%	22.6%	24.3%	24.9%	4.8%	5.1%	5.0%	5.4%	5.5%	5.3%	20,636	23,477	16,170	1,949	2,309	1,798
DOJ	31.6%	31.4%	29.7%	37.3%	38.7%	39.1%	21.6%	21.3%	22.4%	4.4%	4.4%	4.2%	5.0%	4.2%	4.7%	14,718	18,076	15,331	1,127	1,414	1,243
DOL	36.1%	33.3%	30.1%	35.9%	35.9%	37.9%	18.7%	21.2%	21.6%	4.3%	4.0%	4.5%	5.0%	5.7%	5.9%	10,177	10,167	9,722	936	1,022	1,044
DOT	32.6%	32.0%	30.4%	39.1%	38.1%	39.0%	20.0%	21.0%	21.5%	3.7%	4.1%	4.1%	4.6%	4.9%	4.9%	13,247	13,784	10,325	1,349	1,493	1,114
Educ	39.4%	39.6%	38.3%	35.1%	35.2%	34.7%	17.3%	18.0%	18.6%	3.3%	3.1%	3.2%	4.9%	4.1%	5.2%	2,618	2,431	2,181	209	235	189
EEOC	41.9%	39.1%	35.3%	32.9%	32.5%	33.1%	16.6%	18.1%	18.7%	3.6%	4.7%	6.1%	5.0%	5.6%	6.8%	1,370	1,142	1,016	109	82	86
EPA	31.5%	30.2%	28.1%	39.3%	39.5%	40.4%	21.3%	21.4%	22.7%	3.6%	4.7%	4.7%	4.3%	4.1%	4.1%	8,858	3,826	3,333	1,140	550	444
FCC	38.1%	37.2%	35.9%	34.2%	34.5%	34.0%	17.7%	18.5%	22.0%	4.2%	4.7%	3.0%	5.8%	5.0%	5.2%	547	491	616	82	61	69
FERC	44.6%	42.2%	38.1%	35.2%	33.9%	36.6%	15.7%	19.5%	19.3%	1.8%	2.6%	3.0%	2.8%	1.9%	3.0%	1,026	886	786	106	94	96
FTC	47.5%	41.3%	46.1%	31.2%	34.2%	28.0%	13.4%	16.2%	17.2%	4.2%	4.1%	4.0%	3.7%	4.2%	4.7%	569	553	451	62	63	57

Report by Agency

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

	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	30.6%	29.0%	27.7%	37.3%	37.9%	38.4%	21.7%	22.4%	23.1%	4.7%	5.0%	4.9%	5.8%	5.7%	5.8%	365,376	376,582	349,672	32,531	34,337	31,868
GSA	42.6%	39.2%	36.2%	34.8%	35.1%	36.7%	16.5%	18.4%	19.9%	2.5%	3.2%	3.0%	3.7%	4.2%	4.2%	6,376	7,107	7,700	544	613	655
HHS	35.0%	32.4%	30.7%	36.3%	36.8%	37.2%	19.1%	20.3%	21.2%	4.4%	4.7%	5.1%	5.1%	5.8%	5.8%	36,391	32,820	29,109	3,079	2,965	2,723
HUD	34.8%	31.4%	26.2%	33.8%	33.8%	33.3%	20.7%	22.7%	24.5%	4.4%	5.4%	6.8%	6.3%	6.7%	9.3%	4,994	4,852	3,424	396	453	365
NARA	39.7%	36.5%	31.7%	32.8%	33.4%	32.7%	18.4%	18.6%	21.1%	4.0%	5.1%	7.2%	5.0%	6.3%	7.3%	1,707	1,550	1,497	124	147	151
NASA	46.7%	44.6%	42.6%	35.6%	36.4%	37.5%	13.6%	14.9%	15.4%	2.0%	2.0%	2.4%	2.1%	2.0%	2.1%	10,137	8,953	8,531	893	805	739
NCUA	39.6%	37.8%	33.8%	36.2%	39.2%	44.3%	16.6%	17.7%	16.5%	3.4%	2.5%	2.5%	4.1%	2.8%	2.9%	583	688	705	64	77	85
NLRB	32.8%	32.8%	31.0%	38.9%	37.3%	35.4%	19.9%	19.0%	23.0%	3.7%	4.1%	4.8%	4.7%	6.7%	5.8%	763	799	593	93	90	84
NRC	43.1%	43.0%	41.0%	35.1%	35.6%	38.5%	15.0%	15.8%	15.0%	3.3%	2.8%	2.8%	3.5%	2.8%	2.7%	1,905	2,387	2,215	213	251	216
NSF	43.0%	39.5%	38.6%	31.5%	33.5%	33.3%	16.7%	17.6%	17.7%	3.7%	4.0%	4.8%	5.1%	5.5%	5.6%	786	827	844	56	65	56
OMB	34.6%	34.9%	34.9%	42.2%	39.6%	40.9%	15.0%	18.8%	17.5%	4.4%	3.9%	5.0%	3.9%	2.7%	1.8%	324	275	276	25	27	24
OPM	41.7%	40.7%	40.7%	35.6%	35.7%	36.4%	16.8%	17.7%	17.6%	2.3%	2.2%	2.4%	3.6%	3.6%	3.0%	2,833	2,984	3,231	301	336	322
PBGC	38.9%	35.3%	33.2%	36.7%	38.3%	35.6%	15.2%	17.8%	17.5%	3.4%	3.5%	6.4%	5.8%	5.1%	7.3%	494	562	417	61	57	47
RRB	31.0%	28.0%	29.6%	39.7%	43.0%	35.1%	23.9%	21.3%	28.1%	1.3%	3.4%	2.8%	4.1%	4.3%	4.4%	272	408	463	40	61	56
SBA	34.6%	31.7%	32.5%	33.2%	34.5%	36.7%	20.7%	20.7%	19.8%	3.6%	5.3%	4.2%	7.9%	7.8%	6.8%	1,252	1,161	1,243	98	111	119
SEC	40.5%	35.8%	33.3%	35.5%	36.6%	38.1%	16.6%	17.4%	19.5%	3.4%	4.5%	4.0%	4.0%	5.7%	5.1%	2,794	1,648	2,072	371	237	353

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	30.6%	29.0%	27.7%	37.3%	37.9%	38.4%	21.7%	22.4%	23.1%	4.7%	5.0%	4.9%	5.8%	5.7%	5.8%	365,376	376,582	349,672	32,531	34,337	31,868
SSA	27.8%	27.5%	25.3%	38.5%	39.3%	40.3%	23.2%	23.7%	24.3%	5.0%	4.6%	5.2%	5.5%	4.9%	4.8%	7,937	9,344	8,504	664	812	718
State	32.5%	32.8%	32.8%	40.7%	40.3%	41.6%	18.8%	19.7%	18.9%	4.6%	3.9%	3.8%	3.5%	3.4%	2.9%	4,670	3,616	3,314	391	303	304
Treas	37.7%	36.8%	36.2%	35.8%	35.9%	37.0%	18.4%	18.6%	18.6%	3.2%	3.5%	3.4%	4.8%	5.3%	4.7%	40,525	46,107	45,659	3,846	4,528	4,186
USAID	34.5%	33.5%	30.6%	39.7%	40.3%	41.3%	17.3%	17.5%	19.4%	4.0%	4.8%	3.9%	4.4%	3.9%	4.9%	2,052	1,793	1,820	182	158	151
USDA	31.2%	28.3%	27.4%	42.4%	43.1%	44.2%	19.3%	20.9%	20.9%	3.4%	4.0%	4.0%	3.7%	3.7%	3.4%	21,229	19,084	18,591	1,257	1,211	1,295
VA	28.1%	26.3%	25.6%	36.8%	37.4%	36.9%	21.9%	22.5%	23.2%	5.5%	6.1%	6.0%	7.7%	7.8%	8.3%	27,180	28,611	24,514	2,136	2,270	1,807
Small Agencies	39.2%	36.9%	34.2%	34.7%	34.5%	35.4%	17.7%	19.2%	20.8%	3.4%	4.1%	3.9%	5.0%	5.3%	5.7%	4,910	4,578	4,231	421	472	444
DOD	30.2%	28.9%	27.1%	37.5%	38.7%	39.2%	22.3%	22.7%	23.8%	4.7%	4.7%	4.7%	5.3%	5.0%	5.1%	52,496	65,388	67,034	4,376	5,361	5,498
USACE	29.6%	26.7%	25.0%	40.4%	41.8%	39.8%	22.1%	23.2%	26.5%	4.0%	4.6%	4.0%	3.9%	3.6%	4.7%	3,274	3,854	2,121	273	378	227
Air Force	32.4%	30.8%	28.9%	36.3%	38.8%	38.1%	21.6%	21.5%	23.5%	4.5%	4.2%	4.7%	5.1%	4.7%	4.7%	13,807	16,732	17,056	1,173	1,388	1,428
Army‡	28.2%	27.2%	25.0%	36.4%	38.1%	39.0%	23.3%	23.3%	24.1%	5.4%	5.4%	5.5%	6.7%	5.9%	6.4%	12,144	15,017	17,928	924	1,142	1,316
Navy‡	28.8%	28.3%	26.1%	40.3%	39.9%	41.3%	22.9%	23.2%	24.4%	4.1%	4.3%	4.1%	3.9%	4.3%	4.1%	10,016	14,556	15,876	811	1,196	1,340
Marine Corps	31.8%	29.9%	31.9%	33.5%	33.5%	35.5%	23.0%	26.9%	25.2%	6.2%	4.5%	3.9%	5.5%	5.2%	3.5%	1,082	1,516	1,539	88	113	130
DOD 4th Estate	33.4%	31.1%	30.0%	35.8%	37.3%	38.2%	20.5%	21.1%	21.3%	4.5%	4.8%	4.7%	5.8%	5.7%	5.7%	12,173	13,713	12,514	1,107	1,144	1,057

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	26.3%	24.9%	23.6%	36.1%	36.5%	36.9%	19.1%	19.9%	20.4%	10.3%	10.7%	10.8%	8.2%	8.1%	8.3%	395,581	408,296	379,197	2,285	2,452	2,159
BBG	21.5%	22.2%	17.7%	31.2%	34.0%	33.9%	23.1%	21.9%	26.3%	11.3%	11.4%	10.2%	13.0%	10.6%	11.8%	875	1,067	1,025	10	11	8
CSOSA	34.5%	34.9%	29.8%	34.3%	33.2%	34.3%	17.2%	17.4%	17.7%	7.9%	8.2%	10.3%	6.1%	6.3%	7.9%	600	629	697	0	1	3
DHS	21.4%	19.3%	19.3%	35.7%	35.3%	35.7%	20.2%	20.8%	21.4%	11.9%	13.1%	12.4%	10.8%	11.5%	11.2%	45,552	41,707	41,010	229	182	194
DOC	32.1%	30.9%	30.5%	37.3%	37.2%	38.6%	16.4%	16.9%	16.7%	8.6%	9.4%	9.2%	5.6%	5.7%	5.1%	9,561	9,861	9,666	38	50	40
DOE	27.9%	23.2%	20.7%	38.2%	38.0%	37.5%	18.1%	19.9%	21.0%	9.2%	11.4%	12.6%	6.5%	7.6%	8.2%	7,903	8,304	6,357	33	31	33
DOI	23.3%	21.4%	20.3%	36.9%	37.4%	37.6%	20.9%	21.9%	22.3%	11.1%	11.4%	11.6%	7.8%	7.8%	8.2%	22,421	25,598	17,852	153	174	108
DOJ	27.8%	27.6%	25.8%	36.4%	37.1%	37.4%	17.4%	18.9%	19.5%	10.7%	9.9%	10.1%	7.7%	6.5%	7.1%	15,757	19,374	16,508	80	97	79
DOL	31.3%	28.5%	25.5%	36.9%	37.5%	38.0%	16.5%	17.6%	18.2%	8.4%	8.8%	9.8%	6.9%	7.6%	8.4%	11,035	11,109	10,717	70	65	52
DOT	26.6%	26.5%	24.5%	38.9%	37.3%	38.7%	18.0%	19.6%	19.6%	9.5%	10.1%	10.0%	6.9%	6.6%	7.2%	14,509	15,176	11,360	82	101	66
Educ	32.0%	32.1%	30.9%	35.1%	35.2%	34.9%	15.8%	15.9%	15.7%	9.4%	9.4%	10.4%	7.7%	7.4%	8.0%	2,813	2,648	2,350	12	16	17
EEOC	35.4%	32.4%	28.8%	34.5%	33.1%	34.0%	14.9%	17.0%	18.1%	8.2%	9.0%	9.2%	7.0%	8.4%	9.9%	1,468	1,220	1,098	4	2	7
EPA	24.7%	23.0%	21.9%	39.3%	38.7%	38.9%	19.7%	20.7%	20.5%	10.0%	10.7%	11.3%	6.3%	6.9%	7.4%	9,933	4,346	3,747	52	24	22
FCC	29.0%	30.2%	27.8%	37.3%	36.5%	38.0%	18.7%	18.9%	18.2%	8.9%	6.7%	9.2%	6.1%	7.7%	6.8%	627	550	683	6	2	3
FERC	35.5%	35.8%	31.9%	37.2%	34.0%	36.4%	16.1%	17.6%	16.3%	6.8%	8.2%	10.0%	4.4%	4.4%	5.4%	1,131	978	882	8	4	2
FTC	38.7%	35.5%	37.0%	35.1%	36.8%	31.5%	13.4%	14.7%	16.9%	7.2%	7.5%	7.8%	5.6%	5.5%	6.8%	627	609	505	1	3	3

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	26.3%	24.9%	23.6%	36.1%	36.5%	36.9%	19.1%	19.9%	20.4%	10.3%	10.7%	10.8%	8.2%	8.1%	8.3%	395,581	408,296	379,197	2,285	2,452	2,159
GSA	38.5%	34.5%	32.3%	34.6%	34.9%	36.5%	14.6%	16.5%	17.5%	6.5%	7.9%	7.5%	5.8%	6.2%	6.2%	6,880	7,677	8,329	33	39	46
HHS	29.7%	27.7%	25.8%	35.7%	35.6%	35.5%	18.0%	18.7%	19.6%	9.4%	10.3%	10.8%	7.2%	7.9%	8.3%	39,279	35,538	31,660	213	207	173
HUD	30.5%	26.8%	21.6%	34.3%	33.6%	33.9%	17.9%	20.2%	20.3%	9.0%	10.4%	12.5%	8.3%	9.0%	11.8%	5,360	5,267	3,768	36	55	24
NARA	35.7%	31.5%	26.7%	32.4%	33.4%	33.0%	15.2%	16.8%	16.3%	8.9%	9.4%	12.7%	7.9%	8.9%	11.3%	1,831	1,682	1,637	10	10	11
NASA	37.9%	35.8%	33.3%	36.9%	37.6%	38.6%	14.9%	15.9%	16.7%	6.7%	6.8%	7.6%	3.4%	3.9%	3.8%	10,980	9,697	9,208	53	58	46
NCUA	33.2%	32.1%	30.7%	38.2%	39.8%	42.1%	13.3%	15.1%	13.8%	9.7%	8.5%	8.6%	5.6%	4.4%	4.8%	646	760	790	3	5	4
NLRB	26.3%	26.3%	23.5%	41.7%	37.4%	37.1%	14.7%	16.7%	18.3%	8.9%	11.6%	11.4%	8.5%	8.0%	9.7%	855	885	672	5	3	3
NRC	34.6%	34.5%	33.4%	37.7%	38.4%	38.3%	13.7%	15.0%	14.4%	8.5%	7.0%	9.0%	5.5%	5.1%	4.9%	2,112	2,616	2,424	9	10	7
NSF	34.2%	32.8%	30.8%	33.7%	33.5%	34.5%	17.1%	14.9%	16.4%	8.9%	10.9%	10.0%	6.1%	7.8%	8.4%	839	882	895	2	8	6
OMB	28.8%	28.1%	26.2%	39.8%	40.7%	43.4%	17.0%	19.2%	16.9%	9.5%	8.5%	10.1%	4.9%	3.5%	3.4%	346	299	299	1	2	1
OPM	37.2%	35.5%	35.2%	37.2%	37.8%	39.5%	13.9%	14.9%	14.5%	6.4%	7.0%	6.0%	5.4%	4.9%	4.9%	3,120	3,311	3,528	20	14	17
PBGC	32.1%	29.8%	26.9%	38.6%	37.8%	33.8%	15.0%	16.9%	19.5%	8.2%	8.8%	11.5%	6.0%	6.6%	8.3%	547	612	465	8	5	3
RRB	27.2%	24.2%	23.7%	35.6%	40.2%	39.3%	19.9%	20.3%	19.3%	9.3%	7.4%	9.5%	8.0%	7.9%	8.1%	309	460	516	2	4	2
SBA	29.0%	25.9%	26.2%	32.7%	32.9%	35.4%	16.9%	19.5%	19.0%	10.8%	10.2%	9.8%	10.7%	11.5%	9.6%	1,335	1,264	1,357	7	6	2
SEC	30.0%	25.4%	23.8%	37.4%	36.0%	37.5%	17.3%	18.8%	16.9%	8.5%	10.9%	13.0%	6.7%	8.9%	8.8%	3,138	1,872	2,408	20	10	11

Report by Agency

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

	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	26.3%	24.9%	23.6%	36.1%	36.5%	36.9%	19.1%	19.9%	20.4%	10.3%	10.7%	10.8%	8.2%	8.1%	8.3%	395,581	408,296	379,197	2,285	2,452	2,159
SSA	25.7%	25.2%	23.2%	37.3%	39.5%	39.7%	18.9%	19.2%	20.0%	10.4%	9.4%	10.2%	7.7%	6.7%	6.8%	8,545	10,105	9,165	51	58	49
State	26.1%	25.4%	24.5%	38.4%	38.6%	40.9%	18.3%	18.3%	17.8%	11.0%	11.5%	10.9%	6.2%	6.1%	5.8%	5,021	3,901	3,604	29	27	30
Treas	33.6%	32.6%	31.8%	36.5%	36.4%	37.1%	15.9%	16.1%	16.1%	7.4%	7.8%	8.2%	6.7%	7.1%	6.7%	44,045	50,265	49,486	321	377	346
USAID	25.2%	23.4%	21.7%	36.0%	37.1%	37.2%	18.1%	17.6%	18.1%	12.4%	14.2%	13.8%	8.3%	7.7%	9.2%	2,212	1,934	1,963	15	11	13
USDA	26.0%	23.3%	22.1%	39.8%	39.8%	40.6%	19.0%	20.3%	20.6%	9.2%	10.4%	10.7%	5.9%	6.1%	6.1%	22,415	20,180	19,780	86	99	96
VA	25.3%	23.1%	22.7%	34.6%	35.0%	34.9%	19.7%	20.4%	20.4%	10.6%	11.5%	11.1%	9.7%	10.0%	10.9%	29,145	30,624	26,085	182	211	174
Small Agencies	32.3%	30.2%	28.2%	35.3%	34.4%	34.7%	16.6%	17.8%	18.4%	8.9%	9.2%	10.5%	6.8%	8.3%	8.2%	5,302	5,013	4,626	25	32	37
DOD	25.4%	24.4%	22.7%	35.9%	36.7%	37.0%	19.9%	20.7%	21.7%	10.6%	10.6%	11.1%	8.1%	7.5%	7.5%	56,507	70,276	72,075	376	438	421
USACE	25.7%	23.0%	20.2%	39.3%	39.8%	39.6%	19.1%	20.5%	20.6%	9.4%	10.0%	12.4%	6.5%	6.7%	7.2%	3,543	4,201	2,339	14	24	13
Air Force	27.8%	26.3%	24.9%	35.0%	36.6%	36.5%	19.7%	19.4%	21.1%	10.0%	10.4%	10.5%	7.6%	7.4%	7.0%	14,870	17,996	18,370	108	128	112
Army‡	23.6%	23.2%	21.1%	34.4%	35.4%	36.3%	20.5%	21.8%	22.2%	11.9%	11.4%	11.7%	9.5%	8.2%	8.7%	12,990	16,035	19,085	73	96	118
Navy‡	23.8%	23.0%	20.9%	38.2%	38.0%	38.6%	20.8%	21.5%	22.9%	10.2%	10.5%	11.0%	7.0%	6.9%	6.6%	10,757	15,659	17,134	85	94	98
Marine Corps	27.1%	25.3%	26.7%	34.0%	36.4%	34.7%	18.7%	19.7%	21.7%	11.3%	10.6%	10.1%	8.8%	8.1%	6.8%	1,167	1,630	1,668	8	5	5
DOD 4th Estate	28.2%	27.1%	25.9%	34.6%	36.0%	36.3%	18.1%	19.1%	19.8%	10.1%	9.9%	10.6%	8.9%	7.9%	7.5%	13,180	14,755	13,479	88	91	75

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	28.0%	26.1%	24.7%	37.5%	38.2%	38.4%	17.8%	18.5%	19.3%	8.6%	9.0%	9.2%	8.0%	8.2%	8.4%	392,465	404,801	375,678	6,120	6,499	6,028
BBG	22.5%	22.3%	18.0%	31.3%	33.7%	35.9%	21.6%	21.2%	23.0%	10.9%	12.6%	11.1%	13.7%	10.2%	12.0%	866	1,057	1,020	20	25	17
CSOSA	35.1%	35.2%	30.0%	36.7%	37.5%	35.3%	15.6%	14.6%	19.1%	6.0%	6.6%	7.4%	6.6%	6.0%	8.2%	593	624	693	11	9	9
DHS	21.3%	18.6%	18.4%	34.5%	34.0%	34.3%	20.7%	21.8%	21.7%	11.4%	12.7%	12.6%	12.1%	12.9%	12.9%	45,288	41,372	40,680	597	516	563
DOC	33.7%	32.3%	31.3%	39.3%	39.0%	40.3%	15.6%	16.6%	16.3%	6.5%	6.9%	7.3%	4.8%	5.2%	4.7%	9,426	9,735	9,572	180	195	146
DOE	32.6%	26.0%	23.7%	41.2%	42.5%	41.1%	14.2%	16.3%	18.2%	6.2%	8.1%	9.6%	5.8%	7.0%	7.5%	7,851	8,234	6,303	106	116	96
DOI	27.5%	24.8%	23.0%	40.3%	40.8%	40.3%	16.7%	17.8%	19.3%	8.4%	9.0%	9.6%	7.2%	7.6%	7.8%	22,292	25,414	17,717	312	390	286
DOJ	29.1%	28.5%	26.5%	37.6%	39.0%	38.8%	17.6%	18.3%	19.5%	8.7%	7.9%	8.7%	7.0%	6.2%	6.4%	15,673	19,251	16,365	199	246	231
DOL	31.6%	28.8%	25.1%	37.1%	36.8%	36.6%	16.9%	18.1%	19.6%	7.3%	8.4%	9.9%	7.0%	8.0%	8.8%	10,938	10,982	10,616	201	194	173
DOT	29.2%	28.4%	26.1%	39.4%	38.9%	39.8%	16.3%	17.0%	18.2%	8.2%	8.5%	8.8%	6.9%	7.1%	7.1%	14,388	15,021	11,197	233	278	223
Educ	34.7%	33.4%	32.7%	35.5%	38.6%	36.9%	15.6%	14.2%	14.6%	7.2%	7.8%	8.2%	7.1%	6.0%	7.6%	2,764	2,614	2,324	62	55	39
EEOC	36.1%	32.0%	29.5%	34.8%	34.1%	32.8%	16.1%	17.3%	19.4%	5.7%	8.1%	9.5%	7.3%	8.5%	8.8%	1,455	1,211	1,081	24	19	20
EPA	28.4%	25.2%	23.7%	41.7%	40.8%	42.0%	16.6%	18.8%	19.1%	7.2%	8.8%	8.4%	6.1%	6.4%	6.7%	9,830	4,306	3,705	193	87	78
FCC	32.2%	32.2%	31.2%	34.8%	36.7%	37.9%	19.3%	16.3%	18.0%	7.5%	8.0%	7.0%	6.1%	6.8%	5.8%	613	538	674	21	14	12
FERC	42.4%	39.9%	35.9%	35.9%	38.0%	39.1%	13.8%	13.1%	14.6%	4.4%	6.0%	6.7%	3.5%	3.0%	3.7%	1,124	976	872	13	8	13
FTC	46.9%	41.5%	40.8%	34.2%	35.7%	33.2%	10.0%	13.3%	13.4%	4.9%	4.9%	6.1%	4.0%	4.6%	6.4%	622	605	501	6	9	5

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	28.0%	26.1%	24.7%	37.5%	38.2%	38.4%	17.8%	18.5%	19.3%	8.6%	9.0%	9.2%	8.0%	8.2%	8.4%	392,465	404,801	375,678	6,120	6,499	6,028
GSA	41.8%	37.6%	34.3%	35.8%	37.8%	38.0%	12.8%	13.7%	16.0%	4.7%	5.6%	6.0%	4.9%	5.4%	5.7%	6,813	7,646	8,273	86	83	96
HHS	32.9%	30.2%	28.3%	37.4%	37.6%	38.0%	15.6%	16.9%	17.7%	7.4%	7.9%	8.3%	6.7%	7.3%	7.7%	38,936	35,205	31,317	608	595	520
HUD	33.1%	28.8%	23.8%	35.7%	36.5%	35.6%	16.7%	17.7%	18.7%	6.6%	8.6%	9.3%	7.9%	8.4%	12.5%	5,321	5,221	3,716	88	92	72
NARA	37.5%	34.2%	28.9%	35.5%	35.4%	32.4%	14.3%	14.0%	17.0%	5.8%	7.5%	10.3%	7.0%	8.9%	11.4%	1,817	1,672	1,618	22	24	34
NASA	47.2%	44.4%	41.6%	37.1%	38.9%	40.0%	9.3%	10.4%	11.6%	3.5%	3.5%	4.0%	2.8%	2.9%	2.8%	10,944	9,679	9,181	110	99	99
NCUA	35.6%	36.2%	33.4%	40.3%	40.4%	42.6%	12.5%	13.3%	14.7%	6.6%	6.1%	5.2%	5.1%	4.0%	4.1%	640	755	785	9	9	9
NLRB	25.5%	27.5%	24.1%	38.8%	37.6%	38.9%	17.9%	16.4%	18.7%	8.9%	9.4%	9.4%	8.9%	9.0%	8.8%	843	876	664	17	14	11
NRC	40.0%	43.2%	40.4%	37.6%	38.6%	40.3%	12.0%	10.5%	11.2%	5.6%	4.5%	4.1%	4.7%	3.1%	4.0%	2,093	2,605	2,405	33	33	30
NSF	41.8%	38.3%	36.5%	35.6%	35.5%	37.5%	13.3%	13.7%	13.0%	4.5%	6.1%	7.0%	4.8%	6.3%	6.0%	832	872	890	9	19	14
OMB	41.9%	39.8%	38.5%	42.0%	45.7%	39.9%	9.1%	10.6%	13.7%	5.1%	3.1%	5.6%	1.9%	0.7%	2.3%	349	300	299	1	4	3
OPM	38.9%	37.0%	35.2%	35.7%	37.3%	39.5%	14.5%	15.2%	14.4%	5.2%	5.9%	5.6%	5.7%	4.8%	5.2%	3,078	3,263	3,486	61	63	65
PBGC	37.0%	30.9%	30.2%	37.9%	41.8%	39.1%	13.1%	14.1%	14.8%	6.5%	6.8%	7.9%	5.5%	6.5%	7.9%	538	604	461	17	15	7
RRB	29.3%	24.4%	23.5%	36.4%	40.1%	41.2%	17.6%	20.2%	18.8%	10.4%	7.0%	9.1%	6.3%	8.3%	7.4%	300	454	503	12	17	15
SBA	29.7%	27.2%	26.1%	32.2%	33.5%	36.1%	17.4%	17.7%	19.4%	9.4%	10.0%	8.1%	11.2%	11.7%	10.3%	1,331	1,255	1,332	19	20	28
SEC	37.0%	30.3%	28.5%	38.9%	39.6%	39.3%	13.4%	14.9%	17.0%	5.2%	7.4%	7.7%	5.5%	7.8%	7.5%	3,106	1,848	2,364	58	38	58

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	28.0%	26.1%	24.7%	37.5%	38.2%	38.4%	17.8%	18.5%	19.3%	8.6%	9.0%	9.2%	8.0%	8.2%	8.4%	392,465	404,801	375,678	6,120	6,499	6,028
SSA	26.8%	26.1%	23.6%	37.6%	39.3%	40.1%	18.3%	18.8%	19.0%	9.2%	8.8%	9.6%	8.2%	7.0%	7.6%	8,485	9,974	9,048	135	198	166
State	28.9%	29.0%	28.7%	41.9%	43.5%	44.5%	16.9%	15.0%	15.6%	7.7%	7.2%	7.2%	4.7%	5.3%	4.1%	5,016	3,878	3,565	54	48	62
Treas	34.1%	32.8%	32.0%	36.8%	36.4%	37.6%	15.0%	15.9%	15.9%	6.8%	7.2%	7.4%	7.3%	7.7%	7.1%	43,529	49,660	48,842	953	1,040	1,039
USAID	29.5%	27.9%	26.8%	42.8%	45.4%	42.8%	14.7%	14.9%	16.6%	7.4%	6.5%	8.1%	5.7%	5.4%	5.7%	2,206	1,931	1,961	27	17	22
USDA	28.1%	25.0%	23.6%	43.0%	43.3%	44.4%	17.0%	18.7%	18.5%	6.7%	7.7%	8.0%	5.1%	5.4%	5.5%	22,272	20,017	19,609	268	290	278
VA	26.4%	23.9%	23.7%	35.1%	36.0%	35.7%	18.7%	19.5%	19.5%	9.6%	10.2%	9.8%	10.2%	10.3%	11.3%	28,878	30,435	25,877	481	482	425
Small Agencies	35.8%	34.8%	31.1%	37.2%	35.9%	37.3%	13.6%	14.4%	16.2%	6.8%	7.0%	8.0%	6.7%	7.9%	7.3%	5,284	4,973	4,612	57	82	68
DOD	27.2%	25.7%	23.8%	38.4%	39.4%	39.5%	18.3%	18.7%	20.1%	8.6%	8.7%	9.1%	7.5%	7.5%	7.5%	56,131	69,738	71,550	817	1,056	996
USACE	28.6%	25.6%	22.9%	43.3%	42.7%	42.6%	15.7%	18.0%	18.5%	6.8%	7.9%	9.0%	5.5%	5.8%	7.0%	3,528	4,187	2,335	32	35	19
Air Force	28.2%	26.5%	24.8%	37.4%	39.7%	38.5%	18.5%	18.2%	20.2%	8.6%	8.5%	9.0%	7.2%	7.1%	7.6%	14,763	17,860	18,199	237	312	300
Army‡	25.7%	24.3%	21.8%	36.6%	37.7%	38.8%	18.6%	19.6%	20.8%	9.6%	9.8%	9.8%	9.4%	8.7%	8.8%	12,908	15,923	18,938	180	230	279
Navy‡	26.4%	25.2%	23.3%	41.2%	41.2%	41.3%	18.6%	18.7%	20.3%	7.9%	8.2%	8.8%	5.9%	6.8%	6.3%	10,704	15,519	17,032	139	221	204
Marine Corps	26.5%	25.5%	27.2%	36.6%	39.8%	38.2%	18.6%	18.8%	19.7%	10.8%	10.0%	8.6%	7.4%	6.0%	6.4%	1,154	1,620	1,651	20	16	15
DOD 4th Estate	29.9%	28.2%	26.6%	36.9%	37.8%	38.5%	17.2%	18.2%	19.1%	8.0%	8.1%	8.6%	7.9%	7.7%	7.3%	13,074	14,629	13,395	209	242	179

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	37.0%	35.6%	34.0%	39.0%	40.0%	41.0%	12.1%	12.3%	12.7%	7.3%	7.5%	7.8%	4.5%	4.5%	4.4%	398,731	411,425	381,761
BBG	32.4%	31.5%	28.7%	35.9%	39.8%	40.4%	15.2%	13.7%	14.4%	9.2%	8.5%	9.6%	7.3%	6.5%	6.9%	883	1,086	1,039
CSOSA	44.4%	45.6%	39.7%	36.2%	34.4%	37.3%	11.1%	11.3%	11.3%	5.2%	6.0%	7.5%	3.1%	2.7%	4.2%	605	636	706
DHS	30.1%	27.8%	27.5%	41.3%	42.2%	41.9%	14.1%	14.2%	14.8%	8.9%	9.6%	9.6%	5.6%	6.2%	6.1%	45,930	41,919	41,248
DOC	44.1%	43.6%	42.6%	37.4%	37.4%	39.4%	9.6%	9.7%	10.1%	5.9%	5.6%	5.2%	2.9%	3.6%	2.8%	9,617	9,937	9,718
DOE	42.8%	37.1%	34.2%	38.0%	40.7%	41.0%	9.7%	11.4%	12.5%	6.1%	6.7%	8.0%	3.5%	4.2%	4.3%	7,958	8,354	6,400
DOI	37.2%	35.2%	34.1%	39.1%	40.3%	40.9%	12.0%	12.4%	12.8%	7.2%	7.6%	7.7%	4.5%	4.4%	4.5%	22,607	25,817	18,005
DOJ	37.8%	38.1%	35.4%	38.3%	39.6%	41.2%	12.0%	12.0%	12.9%	7.6%	6.9%	6.9%	4.3%	3.4%	3.6%	15,862	19,498	16,581
DOL	42.4%	39.2%	36.5%	36.7%	38.4%	40.4%	10.5%	11.5%	11.3%	6.6%	6.3%	7.0%	3.9%	4.6%	4.8%	11,148	11,195	10,798
DOT	40.3%	39.7%	37.3%	39.4%	39.5%	41.7%	10.8%	10.6%	10.7%	6.2%	6.6%	6.8%	3.3%	3.6%	3.4%	14,621	15,295	11,436
Educ	46.5%	45.5%	45.0%	34.1%	35.4%	35.0%	9.8%	9.0%	9.7%	5.6%	5.9%	6.1%	4.0%	4.1%	4.2%	2,828	2,666	2,373
EEOC	44.2%	42.8%	36.5%	35.9%	33.6%	38.5%	10.3%	11.6%	11.1%	5.5%	7.1%	7.8%	4.2%	4.9%	6.0%	1,482	1,223	1,104
EPA	42.0%	39.9%	38.7%	39.8%	40.5%	41.2%	9.3%	9.9%	9.8%	5.6%	6.4%	7.0%	3.3%	3.3%	3.3%	10,033	4,394	3,779
FCC	45.6%	45.1%	42.7%	34.6%	33.9%	39.9%	11.2%	11.4%	10.2%	4.8%	5.6%	4.3%	3.8%	4.0%	2.9%	635	553	688
FERC	56.7%	54.6%	51.2%	31.5%	33.5%	35.1%	6.0%	6.7%	7.0%	3.3%	3.2%	4.2%	2.5%	2.1%	2.5%	1,141	983	886
FTC	55.9%	51.6%	49.6%	30.4%	29.8%	31.2%	6.2%	9.7%	10.0%	4.7%	5.5%	5.5%	2.8%	3.5%	3.7%	629	615	510

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	37.0%	35.6%	34.0%	39.0%	40.0%	41.0%	12.1%	12.3%	12.7%	7.3%	7.5%	7.8%	4.5%	4.5%	4.4%	398,731	411,425	381,761
GSA	49.4%	45.8%	43.0%	34.2%	35.7%	37.9%	8.6%	9.7%	10.5%	4.6%	5.0%	5.4%	3.2%	3.7%	3.2%	6,938	7,737	8,395
HHS	42.1%	39.6%	37.6%	36.0%	37.1%	37.9%	11.3%	11.6%	12.6%	6.5%	7.2%	7.3%	4.1%	4.5%	4.6%	39,578	35,795	31,840
HUD	41.8%	37.7%	32.7%	35.6%	37.5%	38.5%	11.3%	12.0%	13.5%	6.7%	7.7%	8.7%	4.7%	5.1%	6.7%	5,403	5,318	3,790
NARA	46.6%	44.2%	38.9%	34.2%	34.6%	34.8%	8.9%	9.8%	12.6%	5.9%	6.6%	7.8%	4.3%	4.8%	5.8%	1,843	1,698	1,657
NASA	54.6%	52.2%	50.0%	33.3%	35.0%	36.2%	6.6%	7.2%	8.0%	3.6%	3.5%	3.9%	2.0%	2.2%	1.9%	11,066	9,771	9,282
NCUA	44.3%	43.8%	41.2%	35.9%	37.4%	40.5%	9.7%	10.0%	8.9%	6.0%	6.3%	6.5%	4.1%	2.4%	2.9%	650	767	796
NLRB	40.9%	41.0%	37.2%	40.0%	37.0%	38.8%	9.1%	11.1%	11.0%	6.6%	6.7%	7.2%	3.4%	4.3%	5.7%	861	892	677
NRC	50.0%	49.4%	48.0%	33.5%	35.1%	36.0%	7.8%	7.3%	8.2%	5.0%	5.3%	4.8%	3.6%	2.9%	3.0%	2,122	2,641	2,435
NSF	48.9%	46.6%	46.1%	32.3%	33.1%	31.8%	8.3%	9.9%	10.4%	6.7%	6.2%	7.2%	3.7%	4.2%	4.5%	845	893	900
OMB	56.1%	50.3%	52.3%	30.4%	38.5%	34.1%	7.3%	6.0%	6.2%	4.1%	3.5%	5.3%	2.1%	1.7%	2.1%	350	304	302
OPM	48.0%	47.0%	47.4%	35.2%	35.6%	36.1%	8.8%	9.4%	8.9%	4.2%	5.1%	4.5%	3.7%	2.9%	3.1%	3,153	3,330	3,547
PBGC	45.9%	43.2%	36.8%	36.4%	36.7%	40.9%	9.4%	11.7%	10.4%	5.5%	5.5%	6.8%	2.7%	2.9%	5.1%	557	618	467
RRB	36.9%	34.2%	33.5%	40.1%	43.2%	43.4%	10.9%	12.5%	11.1%	6.5%	4.5%	7.2%	5.7%	5.6%	4.8%	315	471	520
SBA	40.7%	36.7%	36.9%	34.8%	35.4%	36.7%	10.9%	12.1%	13.4%	7.2%	8.7%	8.6%	6.4%	7.1%	4.3%	1,351	1,271	1,361
SEC	47.9%	41.5%	39.1%	35.6%	37.4%	39.5%	8.1%	9.6%	10.1%	4.8%	6.9%	7.1%	3.5%	4.5%	4.3%	3,174	1,890	2,419

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	37.0%	35.6%	34.0%	39.0%	40.0%	41.0%	12.1%	12.3%	12.7%	7.3%	7.5%	7.8%	4.5%	4.5%	4.4%	398,731	411,425	381,761
SSA	34.9%	33.9%	32.3%	40.6%	43.3%	44.3%	12.2%	11.9%	12.2%	8.2%	7.4%	7.5%	4.2%	3.5%	3.6%	8,600	10,174	9,222
State	41.5%	41.3%	39.3%	40.5%	39.3%	41.6%	8.8%	10.2%	10.4%	6.1%	6.3%	5.8%	3.0%	3.0%	2.9%	5,060	3,933	3,632
Treas	42.7%	41.7%	41.3%	37.0%	37.2%	37.8%	9.8%	10.2%	10.0%	6.2%	6.3%	6.7%	4.3%	4.5%	4.2%	44,483	50,722	49,884
USAID	42.2%	40.7%	38.8%	37.7%	40.3%	40.0%	9.5%	8.7%	9.5%	7.3%	6.6%	7.5%	3.2%	3.7%	4.3%	2,239	1,950	1,984
USDA	38.6%	36.0%	34.4%	40.7%	42.5%	43.9%	10.9%	11.7%	11.6%	6.3%	6.2%	7.0%	3.4%	3.7%	3.2%	22,550	20,315	19,906
VA	33.7%	31.8%	30.6%	38.2%	38.9%	38.9%	13.5%	14.0%	14.2%	8.7%	9.2%	10.2%	5.8%	6.1%	6.1%	29,342	30,915	26,280
Small Agencies	46.4%	43.9%	41.3%	35.2%	35.3%	36.7%	9.3%	10.0%	11.1%	5.3%	6.7%	6.5%	3.7%	4.1%	4.5%	5,340	5,049	4,681
DOD	36.5%	35.6%	33.5%	39.9%	41.0%	42.5%	12.4%	12.4%	12.9%	7.1%	7.1%	7.2%	4.2%	3.9%	3.8%	56,932	70,800	72,513
USACE	39.0%	36.0%	32.0%	40.5%	42.5%	45.0%	11.1%	11.8%	12.1%	6.0%	6.3%	7.0%	3.4%	3.3%	3.8%	3,562	4,226	2,349
Air Force	38.3%	37.2%	36.0%	38.6%	40.6%	41.8%	12.4%	11.7%	12.0%	6.9%	6.9%	6.8%	3.8%	3.6%	3.5%	14,971	18,168	18,483
Army‡	33.4%	33.1%	30.8%	40.0%	41.0%	42.3%	13.3%	13.4%	14.1%	8.1%	8.0%	8.4%	5.1%	4.5%	4.5%	13,083	16,167	19,215
Navy‡	36.6%	35.9%	33.6%	42.5%	42.3%	44.7%	11.6%	12.2%	12.4%	5.9%	6.3%	6.2%	3.4%	3.3%	3.2%	10,851	15,756	17,223
Marine Corps	39.2%	36.6%	36.8%	36.4%	38.7%	41.4%	12.3%	13.4%	12.5%	8.5%	6.6%	6.4%	3.7%	4.8%	3.0%	1,175	1,634	1,669
DOD 4th Estate	38.0%	37.0%	35.1%	37.0%	38.9%	39.7%	12.3%	12.0%	13.1%	7.7%	7.7%	7.7%	5.1%	4.3%	4.4%	13,290	14,849	13,574

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	42.8%	41.3%	39.7%	38.5%	39.6%	40.5%	10.0%	10.2%	10.6%	4.8%	5.0%	5.2%	4.0%	3.9%	4.0%	397,483	410,437	380,603
BBG	36.1%	36.5%	33.2%	36.7%	40.6%	41.3%	15.2%	12.8%	13.2%	5.8%	5.0%	5.9%	6.2%	5.2%	6.4%	884	1,078	1,031
CSOSA	50.1%	51.1%	45.4%	33.5%	33.2%	37.2%	10.2%	9.1%	9.7%	2.9%	3.9%	3.8%	3.3%	2.8%	3.8%	599	633	695
DHS	36.2%	33.4%	33.5%	42.1%	43.7%	43.0%	11.5%	11.7%	12.2%	5.6%	6.0%	6.2%	4.6%	5.1%	5.2%	45,774	41,869	41,171
DOC	50.8%	49.8%	48.3%	34.4%	35.2%	37.1%	8.1%	7.9%	8.1%	3.9%	4.0%	4.1%	2.8%	3.1%	2.4%	9,601	9,910	9,695
DOE	48.7%	42.6%	40.1%	35.8%	39.1%	39.7%	8.4%	9.6%	10.8%	3.8%	4.8%	5.4%	3.3%	3.8%	4.0%	7,932	8,331	6,385
DOI	42.3%	40.6%	39.0%	38.0%	39.0%	40.0%	10.0%	10.6%	11.0%	5.4%	5.5%	5.6%	4.3%	4.2%	4.4%	22,564	25,750	17,941
DOJ	43.6%	43.9%	40.9%	38.8%	39.6%	40.9%	9.6%	9.3%	10.3%	4.5%	4.3%	4.6%	3.5%	2.9%	3.3%	15,819	19,444	16,547
DOL	48.0%	44.9%	42.1%	35.0%	36.8%	38.6%	8.7%	9.8%	9.4%	4.7%	4.5%	5.5%	3.6%	4.1%	4.4%	11,093	11,173	10,760
DOT	46.3%	45.7%	43.8%	38.4%	38.6%	40.0%	8.4%	8.1%	8.4%	3.9%	4.3%	4.7%	3.0%	3.3%	3.1%	14,573	15,270	11,406
Educ	50.6%	50.1%	49.5%	32.8%	34.2%	33.6%	8.6%	7.9%	8.8%	4.1%	4.2%	3.7%	4.0%	3.5%	4.4%	2,820	2,662	2,367
EEOC	50.3%	48.3%	43.1%	34.6%	31.3%	35.7%	7.2%	9.6%	9.9%	3.5%	6.0%	5.4%	4.3%	4.8%	5.8%	1,475	1,219	1,101
EPA	48.0%	46.2%	44.5%	36.6%	37.1%	38.9%	8.1%	8.9%	8.6%	4.2%	4.6%	4.9%	3.1%	3.2%	3.1%	9,990	4,374	3,777
FCC	50.5%	51.1%	49.0%	34.3%	31.6%	35.9%	8.2%	10.2%	8.0%	3.9%	2.9%	3.6%	3.1%	4.2%	3.5%	631	551	685
FERC	64.2%	60.7%	57.8%	25.9%	30.5%	31.8%	5.5%	4.9%	5.1%	2.5%	1.5%	2.9%	1.8%	2.4%	2.4%	1,139	982	884
FTC	60.7%	55.7%	54.3%	28.0%	29.0%	28.9%	4.8%	7.6%	8.5%	4.9%	5.3%	4.6%	1.6%	2.4%	3.7%	628	615	508

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	42.8%	41.3%	39.7%	38.5%	39.6%	40.5%	10.0%	10.2%	10.6%	4.8%	5.0%	5.2%	4.0%	3.9%	4.0%	397,483	410,437	380,603
GSA	54.0%	50.9%	48.1%	32.5%	34.5%	36.8%	7.6%	7.8%	8.5%	2.9%	3.5%	3.6%	3.0%	3.3%	3.0%	6,912	7,719	8,365
HHS	47.2%	44.6%	42.7%	34.5%	35.9%	36.8%	9.7%	10.0%	10.8%	4.7%	5.1%	5.4%	4.0%	4.2%	4.3%	39,460	35,739	31,754
HUD	46.4%	42.4%	37.8%	34.8%	37.1%	37.5%	9.5%	9.9%	11.4%	4.8%	5.7%	6.7%	4.5%	4.8%	6.7%	5,390	5,305	3,770
NARA	50.8%	48.4%	44.2%	32.4%	33.3%	33.3%	8.6%	8.8%	10.7%	4.5%	5.4%	6.1%	3.6%	4.1%	5.7%	1,837	1,689	1,648
NASA	61.1%	59.1%	57.4%	29.9%	31.1%	32.0%	5.0%	5.5%	6.5%	2.3%	2.4%	2.6%	1.7%	1.8%	1.6%	11,028	9,754	9,263
NCUA	50.8%	51.1%	48.3%	35.6%	34.9%	36.4%	5.5%	7.6%	8.9%	4.1%	4.4%	4.0%	4.0%	1.9%	2.4%	648	763	792
NLRB	46.9%	45.4%	44.1%	37.9%	37.3%	35.9%	7.6%	8.5%	8.9%	4.3%	4.5%	6.4%	3.4%	4.3%	4.7%	857	891	676
NRC	56.1%	56.2%	55.3%	30.8%	31.5%	31.8%	6.0%	6.5%	6.8%	4.0%	3.3%	3.5%	3.2%	2.5%	2.6%	2,113	2,638	2,432
NSF	54.1%	51.6%	51.0%	31.4%	32.4%	31.8%	6.5%	8.5%	8.1%	4.2%	3.9%	5.2%	3.8%	3.5%	4.0%	842	890	898
OMB	58.9%	57.7%	57.5%	30.0%	29.4%	31.4%	4.4%	7.9%	4.9%	4.1%	3.1%	3.8%	2.6%	1.9%	2.4%	349	304	301
OPM	53.9%	52.7%	53.5%	33.1%	34.3%	33.9%	7.1%	7.6%	7.3%	3.0%	2.8%	3.0%	2.9%	2.5%	2.3%	3,139	3,319	3,539
PBGC	51.9%	48.9%	40.3%	33.6%	34.8%	41.1%	9.7%	8.8%	8.3%	2.3%	4.5%	4.5%	2.5%	3.0%	5.7%	555	616	464
RRB	43.0%	41.8%	39.1%	37.4%	39.6%	41.7%	11.4%	11.0%	9.7%	3.7%	3.4%	5.0%	4.5%	4.2%	4.6%	309	470	516
SBA	44.7%	41.1%	40.1%	35.4%	36.2%	37.7%	8.1%	9.5%	10.3%	6.0%	6.1%	6.8%	5.8%	7.1%	5.1%	1,348	1,268	1,358
SEC	54.0%	47.7%	45.1%	32.3%	36.1%	37.8%	7.0%	7.0%	8.7%	3.2%	5.2%	4.5%	3.5%	4.1%	3.8%	3,168	1,887	2,410

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	42.8%	41.3%	39.7%	38.5%	39.6%	40.5%	10.0%	10.2%	10.6%	4.8%	5.0%	5.2%	4.0%	3.9%	4.0%	397,483	410,437	380,603
SSA	41.9%	41.1%	39.1%	40.6%	42.4%	43.7%	9.6%	9.0%	9.4%	4.8%	4.4%	4.8%	3.2%	3.1%	3.0%	8,564	10,150	9,181
State	47.4%	47.5%	46.0%	37.2%	36.4%	38.4%	7.9%	9.0%	8.7%	4.6%	4.2%	4.2%	2.9%	2.9%	2.6%	5,049	3,927	3,614
Treas	48.5%	47.5%	47.2%	35.3%	35.8%	36.4%	8.2%	8.4%	8.3%	4.1%	4.4%	4.5%	3.9%	3.9%	3.6%	44,316	50,588	49,720
USAID	47.1%	45.8%	44.5%	35.3%	37.2%	37.0%	8.3%	8.7%	9.8%	5.7%	4.8%	5.1%	3.6%	3.5%	3.7%	2,233	1,949	1,979
USDA	44.7%	42.2%	40.5%	38.8%	40.7%	42.2%	9.0%	9.3%	9.7%	4.3%	4.4%	4.5%	3.1%	3.4%	3.2%	22,464	20,267	19,851
VA	39.4%	37.2%	35.9%	38.8%	39.6%	39.5%	11.3%	11.8%	12.4%	5.6%	6.4%	6.6%	4.9%	5.0%	5.6%	29,255	30,789	26,130
Small Agencies	51.0%	49.2%	46.5%	34.1%	33.5%	34.9%	7.4%	8.5%	9.2%	3.8%	4.8%	4.9%	3.6%	4.0%	4.5%	5,323	5,044	4,664
DOD	42.1%	41.1%	39.2%	39.2%	40.5%	42.0%	10.2%	10.3%	10.5%	4.6%	4.7%	4.9%	3.9%	3.4%	3.4%	56,802	70,610	72,325
USACE	45.4%	42.8%	38.1%	39.2%	40.8%	43.9%	8.7%	9.4%	10.1%	3.7%	4.2%	4.7%	3.0%	2.9%	3.2%	3,555	4,213	2,338
Air Force	43.4%	42.5%	41.2%	38.4%	39.7%	41.4%	10.0%	10.0%	9.7%	4.7%	4.5%	4.5%	3.5%	3.3%	3.2%	14,946	18,110	18,433
Army‡	39.0%	38.4%	36.3%	39.9%	41.0%	42.1%	11.1%	11.4%	12.1%	5.3%	5.5%	5.6%	4.6%	3.8%	3.9%	13,059	16,120	19,168
Navy‡	43.0%	41.7%	40.1%	40.6%	41.8%	43.3%	9.3%	9.7%	9.6%	4.0%	3.9%	4.2%	3.1%	2.9%	2.8%	10,818	15,714	17,188
Marine Corps	44.0%	41.1%	42.3%	37.7%	40.2%	41.2%	9.2%	10.0%	9.3%	4.4%	4.2%	4.5%	4.7%	4.4%	2.8%	1,169	1,633	1,662
DOD 4th Estate	43.2%	42.4%	40.5%	36.6%	38.2%	39.6%	10.8%	10.3%	10.6%	4.9%	5.1%	5.5%	4.5%	4.1%	3.8%	13,255	14,820	13,536

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	34.9%	33.7%	32.4%	42.7%	43.8%	45.0%	10.0%	10.2%	10.3%	8.2%	8.4%	8.6%	4.1%	4.0%	3.8%	397,581	410,472	380,812
BBG	26.5%	24.5%	22.3%	38.7%	40.8%	40.0%	13.5%	14.3%	16.8%	12.7%	13.1%	13.1%	8.7%	7.3%	7.8%	884	1,082	1,028
CSOSA	41.6%	42.8%	38.6%	40.8%	42.1%	46.7%	8.8%	7.3%	7.8%	5.7%	5.7%	5.0%	3.1%	2.1%	1.8%	606	634	698
DHS	29.5%	27.7%	28.0%	44.9%	46.2%	47.4%	11.2%	10.9%	10.9%	9.2%	9.5%	8.8%	5.2%	5.7%	4.8%	45,764	41,855	41,157
DOC	46.0%	45.2%	43.7%	42.0%	43.8%	45.3%	6.2%	5.9%	6.2%	4.1%	3.5%	3.3%	1.7%	1.5%	1.4%	9,596	9,912	9,698
DOE	44.5%	38.3%	35.0%	44.4%	48.3%	49.5%	5.4%	6.9%	7.1%	3.9%	4.3%	6.2%	1.8%	2.1%	2.3%	7,946	8,333	6,381
DOI	35.0%	33.0%	32.0%	45.2%	45.9%	47.7%	8.6%	9.5%	9.0%	7.5%	8.1%	7.8%	3.6%	3.5%	3.4%	22,542	25,749	17,932
DOJ	35.4%	35.2%	32.7%	40.4%	41.2%	43.6%	10.6%	10.8%	11.0%	8.8%	8.9%	8.6%	4.8%	4.0%	4.1%	15,811	19,441	16,550
DOL	42.0%	38.8%	36.1%	44.3%	45.8%	47.6%	6.9%	7.2%	7.4%	4.4%	5.6%	6.0%	2.5%	2.6%	2.8%	11,126	11,172	10,770
DOT	39.0%	39.0%	37.6%	44.5%	45.3%	47.3%	7.7%	7.8%	7.4%	6.0%	5.6%	5.4%	2.9%	2.3%	2.3%	14,599	15,268	11,424
Educ	45.1%	44.6%	42.7%	41.3%	42.5%	42.6%	6.4%	6.1%	6.9%	5.0%	4.3%	5.2%	2.3%	2.5%	2.6%	2,819	2,663	2,364
EEOC	42.8%	38.7%	31.7%	42.3%	43.0%	47.2%	6.3%	7.8%	9.5%	5.0%	7.0%	7.9%	3.6%	3.5%	3.7%	1,480	1,220	1,098
EPA	41.7%	40.3%	39.5%	47.6%	47.4%	48.7%	5.8%	6.4%	6.6%	3.4%	4.1%	3.5%	1.5%	1.9%	1.8%	9,999	4,375	3,773
FCC	38.3%	38.9%	38.1%	38.9%	37.9%	40.2%	10.9%	10.4%	10.4%	8.1%	8.4%	8.1%	3.8%	4.3%	3.2%	633	552	683
FERC	54.8%	51.3%	46.4%	35.2%	39.3%	41.9%	6.3%	5.1%	6.9%	2.7%	3.4%	3.4%	0.9%	0.9%	1.4%	1,136	981	880
FTC	54.5%	47.9%	48.9%	35.9%	40.6%	41.0%	5.1%	5.1%	5.2%	3.1%	3.7%	3.1%	1.4%	2.8%	1.8%	628	613	508

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	34.9%	33.7%	32.4%	42.7%	43.8%	45.0%	10.0%	10.2%	10.3%	8.2%	8.4%	8.6%	4.1%	4.0%	3.8%	397,581	410,472	380,812
GSA	48.6%	45.6%	42.7%	36.5%	39.4%	41.4%	7.2%	7.4%	8.2%	5.2%	5.1%	5.2%	2.5%	2.5%	2.5%	6,915	7,712	8,348
HHS	38.7%	36.1%	34.3%	41.7%	42.9%	44.1%	9.8%	10.4%	10.4%	6.6%	7.3%	7.6%	3.2%	3.3%	3.5%	39,427	35,711	31,767
HUD	38.2%	32.7%	28.9%	40.0%	40.6%	44.8%	9.8%	11.2%	10.3%	7.8%	10.6%	10.4%	4.2%	5.0%	5.6%	5,387	5,304	3,785
NARA	48.5%	45.1%	39.5%	40.7%	42.0%	44.5%	5.5%	6.6%	7.1%	3.1%	3.7%	5.4%	2.3%	2.6%	3.5%	1,841	1,698	1,650
NASA	55.5%	53.6%	50.1%	35.7%	37.2%	39.4%	4.7%	5.0%	5.6%	3.1%	2.9%	3.7%	1.0%	1.3%	1.2%	11,044	9,743	9,259
NCUA	47.3%	49.8%	47.2%	43.6%	44.0%	43.4%	5.0%	3.3%	5.2%	2.9%	2.7%	2.8%	1.3%	0.3%	1.4%	648	762	790
NLRB	34.4%	31.7%	27.5%	43.1%	39.2%	37.4%	11.6%	12.6%	13.3%	7.3%	12.4%	15.2%	3.6%	4.2%	6.6%	859	889	678
NRC	51.7%	52.7%	49.8%	40.5%	40.1%	42.5%	4.0%	4.3%	4.7%	2.6%	1.9%	2.0%	1.2%	1.0%	1.0%	2,116	2,639	2,430
NSF	53.2%	46.6%	47.1%	37.2%	40.4%	40.6%	4.5%	5.6%	5.9%	3.1%	4.2%	3.6%	2.0%	3.2%	2.8%	843	890	903
OMB	48.5%	39.7%	35.9%	31.0%	41.3%	39.7%	8.3%	8.4%	9.4%	8.8%	8.6%	10.9%	3.5%	2.0%	4.2%	350	304	301
OPM	51.2%	50.4%	50.4%	41.9%	41.5%	40.4%	3.5%	3.9%	5.0%	1.9%	2.8%	2.5%	1.6%	1.5%	1.7%	3,141	3,325	3,542
PBGC	46.1%	43.0%	37.3%	40.4%	42.3%	49.0%	8.1%	7.7%	6.4%	4.1%	4.3%	5.4%	1.2%	2.6%	1.9%	554	618	466
RRB	38.3%	34.6%	34.0%	43.1%	50.5%	50.0%	6.7%	7.9%	7.7%	7.4%	4.7%	6.0%	4.4%	2.3%	2.3%	313	471	519
SBA	42.2%	37.1%	38.2%	42.4%	45.7%	48.4%	6.9%	6.7%	5.4%	5.9%	5.9%	5.1%	2.5%	4.6%	2.9%	1,346	1,270	1,359
SEC	44.5%	40.4%	38.3%	43.2%	47.9%	48.4%	5.9%	4.2%	5.8%	4.1%	5.4%	5.2%	2.3%	2.1%	2.3%	3,162	1,884	2,416

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(50) In the last six months, my supervisor has talked with me about my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	34.9%	33.7%	32.4%	42.7%	43.8%	45.0%	10.0%	10.2%	10.3%	8.2%	8.4%	8.6%	4.1%	4.0%	3.8%	397,581	410,472	380,812
SSA	37.4%	37.6%	35.3%	48.9%	49.7%	52.4%	6.6%	6.9%	6.4%	4.9%	4.0%	4.0%	2.2%	1.6%	1.8%	8,566	10,150	9,206
State	37.6%	37.8%	37.1%	42.9%	42.9%	44.1%	8.8%	8.8%	8.8%	7.5%	8.0%	7.2%	3.1%	2.5%	2.9%	5,052	3,918	3,620
Treas	42.2%	41.1%	40.3%	40.7%	41.3%	41.6%	8.5%	8.5%	8.7%	5.8%	6.0%	6.6%	2.8%	3.1%	2.8%	44,323	50,575	49,777
USAID	34.9%	33.0%	29.9%	40.5%	42.4%	41.9%	10.0%	9.7%	11.6%	9.9%	10.9%	12.0%	4.7%	4.0%	4.5%	2,232	1,944	1,978
USDA	39.0%	35.8%	34.7%	47.4%	50.0%	51.3%	6.7%	7.0%	6.8%	4.7%	4.8%	5.0%	2.1%	2.3%	2.1%	22,495	20,268	19,857
VA	31.9%	30.0%	29.3%	43.0%	44.4%	44.9%	11.1%	11.2%	11.1%	9.4%	9.8%	9.9%	4.6%	4.7%	4.8%	29,272	30,844	26,207
Small Agencies	43.1%	40.8%	38.3%	40.0%	39.7%	43.0%	7.4%	8.6%	8.1%	6.3%	7.6%	7.0%	3.3%	3.3%	3.7%	5,323	5,045	4,673
DOD	32.5%	31.9%	30.2%	41.5%	42.3%	43.3%	11.3%	11.5%	11.8%	9.9%	9.8%	10.4%	4.9%	4.5%	4.3%	56,803	70,658	72,337
USACE	36.7%	33.7%	29.8%	43.4%	45.1%	48.0%	8.7%	9.8%	10.0%	7.6%	8.4%	9.0%	3.6%	3.0%	3.2%	3,556	4,217	2,346
Air Force	34.6%	34.0%	32.9%	40.5%	41.7%	42.3%	10.3%	10.6%	11.1%	9.7%	9.1%	9.6%	5.0%	4.6%	4.2%	14,947	18,121	18,449
Army‡	29.6%	29.8%	28.0%	41.6%	42.0%	42.6%	11.2%	11.8%	12.4%	11.6%	11.1%	12.0%	6.1%	5.3%	5.0%	13,054	16,123	19,167
Navy‡	31.7%	30.8%	29.2%	42.6%	42.7%	43.8%	12.4%	12.5%	12.8%	9.2%	9.9%	10.3%	4.1%	4.0%	3.9%	10,814	15,738	17,170
Marine Corps	32.6%	32.5%	32.5%	38.1%	42.1%	43.2%	15.1%	11.6%	10.2%	9.2%	8.3%	9.8%	5.1%	5.5%	4.2%	1,170	1,630	1,665
DOD 4th Estate	35.0%	34.1%	32.1%	40.6%	42.3%	43.9%	10.9%	10.9%	10.9%	9.0%	8.6%	9.2%	4.4%	4.1%	3.9%	13,262	14,829	13,540

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	35.7%	34.2%	32.8%	31.7%	32.3%	32.6%	16.0%	16.5%	17.2%	8.5%	8.9%	9.2%	8.1%	8.0%	8.2%	398,003	410,689	380,967
BBG	28.1%	29.3%	25.4%	28.8%	30.4%	31.8%	19.5%	20.2%	21.0%	10.6%	10.6%	10.1%	12.9%	9.5%	11.7%	881	1,080	1,033
CSOSA	38.8%	39.0%	34.5%	27.0%	31.1%	27.4%	17.4%	15.5%	19.8%	9.1%	6.7%	10.6%	7.7%	7.7%	7.7%	600	634	703
DHS	29.4%	27.0%	27.1%	33.0%	32.8%	32.2%	17.7%	18.6%	19.1%	10.4%	10.9%	11.2%	9.4%	10.7%	10.3%	45,823	41,860	41,163
DOC	42.7%	42.2%	40.6%	31.5%	31.4%	32.2%	13.4%	13.6%	14.4%	6.7%	6.8%	7.5%	5.7%	5.9%	5.3%	9,607	9,920	9,700
DOE	40.5%	35.3%	32.3%	32.3%	32.5%	32.5%	13.0%	15.9%	16.9%	7.7%	8.9%	9.8%	6.4%	7.4%	8.5%	7,949	8,346	6,392
DOI	35.1%	32.6%	31.6%	31.3%	32.8%	32.8%	16.1%	16.5%	17.0%	9.0%	9.7%	9.7%	8.5%	8.4%	8.9%	22,574	25,793	17,970
DOJ	37.2%	36.9%	34.5%	31.3%	33.1%	32.9%	15.4%	15.5%	16.8%	8.6%	7.9%	8.4%	7.5%	6.7%	7.3%	15,837	19,435	16,536
DOL	40.6%	37.8%	35.3%	30.3%	30.8%	31.4%	14.0%	15.5%	16.5%	7.7%	8.0%	8.3%	7.3%	7.9%	8.6%	11,125	11,167	10,767
DOT	37.7%	37.5%	35.0%	32.6%	31.9%	33.9%	14.9%	15.5%	15.6%	8.1%	8.1%	8.8%	6.8%	6.9%	6.8%	14,582	15,277	11,426
Educ	42.2%	42.0%	40.0%	28.0%	28.7%	29.1%	14.6%	14.1%	15.3%	7.6%	7.9%	7.6%	7.6%	7.3%	8.0%	2,831	2,665	2,367
EEOC	43.1%	39.9%	35.0%	29.2%	27.8%	29.3%	13.0%	15.5%	15.6%	6.8%	7.9%	9.7%	7.9%	9.0%	10.5%	1,477	1,218	1,099
EPA	38.5%	35.7%	34.7%	33.2%	32.5%	33.0%	14.6%	15.8%	15.8%	7.5%	9.5%	9.3%	6.3%	6.5%	7.1%	10,010	4,388	3,775
FCC	42.7%	42.9%	42.1%	29.0%	26.9%	31.2%	15.5%	16.6%	14.4%	6.3%	6.1%	5.8%	6.6%	7.4%	6.4%	633	552	689
FERC	54.7%	51.4%	45.9%	25.8%	29.0%	31.0%	11.1%	10.6%	12.4%	4.1%	5.3%	6.1%	4.3%	3.7%	4.6%	1,139	979	884
FTC	51.8%	49.4%	48.3%	28.0%	28.2%	27.4%	8.6%	11.0%	12.2%	6.9%	6.0%	6.5%	4.8%	5.5%	5.6%	628	615	507

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	35.7%	34.2%	32.8%	31.7%	32.3%	32.6%	16.0%	16.5%	17.2%	8.5%	8.9%	9.2%	8.1%	8.0%	8.2%	398,003	410,689	380,967
GSA	47.5%	43.5%	40.5%	28.7%	29.4%	31.9%	12.4%	14.8%	15.2%	5.7%	6.2%	6.6%	5.6%	6.2%	5.8%	6,912	7,717	8,353
HHS	40.1%	37.5%	35.5%	30.1%	30.5%	30.9%	14.9%	15.9%	16.1%	7.6%	8.4%	9.3%	7.3%	7.7%	8.2%	39,495	35,721	31,761
HUD	38.5%	34.9%	29.8%	29.4%	28.9%	28.9%	16.1%	17.4%	18.9%	8.2%	9.7%	10.2%	7.9%	9.0%	12.3%	5,397	5,295	3,784
NARA	44.0%	41.1%	36.2%	27.1%	28.1%	27.8%	12.8%	14.8%	16.1%	8.5%	7.7%	9.1%	7.6%	8.3%	10.8%	1,843	1,694	1,652
NASA	51.7%	49.0%	47.8%	29.9%	30.9%	31.6%	10.2%	11.4%	11.8%	4.6%	4.9%	5.2%	3.6%	3.8%	3.7%	11,042	9,764	9,268
NCUA	42.1%	43.9%	41.9%	30.9%	31.4%	32.4%	13.6%	12.4%	13.8%	6.6%	8.6%	6.7%	6.9%	3.7%	5.1%	646	767	793
NLRB	38.6%	38.3%	34.0%	34.4%	31.7%	32.8%	13.6%	15.0%	15.0%	7.9%	7.6%	9.3%	5.4%	7.3%	8.9%	860	888	674
NRC	46.7%	48.0%	44.4%	28.5%	28.7%	32.3%	11.9%	10.7%	11.4%	7.3%	7.3%	6.3%	5.6%	5.4%	5.5%	2,124	2,640	2,432
NSF	43.8%	42.7%	40.2%	28.0%	26.4%	29.2%	14.9%	15.0%	14.2%	6.4%	9.4%	7.3%	7.0%	6.4%	9.1%	839	892	898
OMB	51.3%	48.7%	48.0%	29.9%	35.6%	31.9%	9.0%	5.9%	11.8%	5.1%	6.1%	4.9%	4.6%	3.7%	3.3%	350	303	302
OPM	47.1%	46.1%	45.5%	28.9%	30.2%	31.4%	12.8%	12.0%	12.5%	5.5%	6.9%	5.7%	5.6%	4.8%	4.8%	3,146	3,318	3,548
PBGC	45.7%	39.6%	34.9%	29.1%	30.9%	28.9%	13.3%	15.0%	18.4%	6.4%	7.2%	8.0%	5.5%	7.2%	9.8%	556	617	465
RRB	36.0%	33.6%	33.3%	31.8%	33.6%	32.4%	14.3%	19.6%	18.2%	11.5%	6.3%	8.0%	6.4%	6.8%	8.1%	312	471	515
SBA	38.5%	34.2%	35.1%	28.3%	28.1%	29.1%	14.0%	16.1%	16.1%	8.8%	9.4%	9.9%	10.4%	12.3%	9.8%	1,348	1,271	1,359
SEC	44.9%	39.4%	37.0%	31.9%	31.8%	31.5%	11.8%	12.5%	15.3%	5.6%	8.8%	8.1%	5.8%	7.5%	8.1%	3,164	1,883	2,423

Report by Agency

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

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	35.7%	34.2%	32.8%	31.7%	32.3%	32.6%	16.0%	16.5%	17.2%	8.5%	8.9%	9.2%	8.1%	8.0%	8.2%	398,003	410,689	380,967
SSA	33.2%	32.7%	30.6%	31.7%	33.4%	33.7%	17.8%	18.4%	18.8%	9.4%	8.9%	9.5%	7.9%	6.7%	7.5%	8,597	10,156	9,209
State	39.2%	38.0%	38.1%	33.6%	34.2%	33.0%	13.2%	13.4%	15.1%	7.6%	8.7%	7.6%	6.5%	5.8%	6.1%	5,053	3,930	3,618
Treas	41.4%	40.3%	39.8%	30.4%	30.5%	30.9%	14.1%	14.4%	14.5%	7.3%	7.7%	7.8%	6.8%	7.1%	6.9%	44,401	50,642	49,787
USAID	37.1%	35.5%	33.9%	33.1%	34.7%	32.1%	14.7%	13.5%	16.2%	8.0%	9.0%	10.1%	7.1%	7.3%	7.8%	2,238	1,949	1,984
USDA	37.3%	34.5%	33.3%	33.0%	34.4%	34.5%	15.6%	16.0%	16.1%	7.5%	8.3%	9.2%	6.5%	6.9%	6.8%	22,524	20,293	19,857
VA	33.3%	31.1%	30.0%	30.0%	30.6%	30.4%	17.3%	17.8%	18.3%	9.7%	10.5%	10.6%	9.7%	10.0%	10.7%	29,300	30,843	26,222
Small Agencies	43.1%	41.9%	37.9%	29.3%	27.9%	31.3%	14.1%	15.3%	14.5%	6.9%	7.6%	8.7%	6.6%	7.3%	7.6%	5,331	5,042	4,668
DOD	35.0%	34.2%	32.3%	32.8%	33.3%	34.1%	16.0%	16.5%	17.5%	8.2%	8.5%	8.7%	8.1%	7.5%	7.4%	56,829	70,664	72,384
USACE	37.3%	35.1%	30.8%	33.7%	34.1%	35.9%	14.5%	15.6%	15.8%	7.5%	8.8%	9.5%	7.0%	6.5%	7.9%	3,553	4,217	2,351
Air Force	37.0%	36.2%	34.9%	32.0%	33.5%	33.6%	15.4%	15.1%	16.7%	7.9%	7.9%	8.0%	7.8%	7.3%	6.9%	14,940	18,134	18,443
Army‡	32.1%	31.7%	29.3%	31.7%	32.3%	33.8%	17.1%	17.8%	18.3%	9.6%	9.5%	9.7%	9.5%	8.7%	8.8%	13,060	16,129	19,186
Navy‡	34.9%	34.2%	32.4%	35.4%	35.1%	36.0%	15.9%	16.9%	17.8%	7.3%	7.7%	7.8%	6.4%	6.2%	6.0%	10,834	15,725	17,186
Marine Corps	38.3%	34.9%	35.2%	29.0%	32.3%	33.7%	15.5%	16.2%	16.5%	6.8%	7.8%	8.5%	10.4%	8.9%	6.0%	1,173	1,634	1,668
DOD 4th Estate	36.2%	35.3%	33.9%	31.4%	31.7%	31.7%	15.4%	16.0%	17.4%	8.1%	9.2%	8.8%	8.9%	7.8%	8.2%	13,269	14,825	13,550

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.5%	39.1%	38.0%	29.9%	30.6%	30.9%	17.4%	18.0%	18.6%	6.7%	6.9%	7.0%	5.4%	5.4%	5.5%	398,213	410,877	381,129
BBG	32.9%	33.5%	30.9%	27.8%	28.5%	29.9%	20.2%	21.4%	21.4%	10.4%	9.3%	8.1%	8.8%	7.3%	9.6%	885	1,084	1,037
CSOSA	42.6%	42.2%	39.1%	27.2%	30.5%	28.0%	21.2%	18.6%	21.5%	5.1%	4.4%	8.0%	3.9%	4.4%	3.4%	603	633	701
DHS	35.0%	32.2%	32.4%	30.5%	31.1%	30.7%	20.3%	21.1%	21.4%	7.6%	8.5%	8.6%	6.6%	7.1%	6.9%	45,867	41,887	41,174
DOC	48.4%	47.2%	46.4%	28.6%	29.1%	30.3%	14.1%	14.6%	15.0%	5.3%	5.6%	5.3%	3.7%	3.5%	3.0%	9,602	9,925	9,714
DOE	44.8%	39.7%	36.6%	30.0%	31.2%	31.5%	15.4%	17.3%	18.7%	5.6%	6.7%	7.4%	4.2%	5.1%	5.7%	7,951	8,343	6,390
DOI	37.7%	36.0%	35.0%	31.1%	31.8%	31.7%	18.2%	18.9%	19.6%	7.2%	7.6%	7.7%	5.8%	5.7%	6.1%	22,601	25,796	17,989
DOJ	42.0%	42.5%	39.9%	29.4%	30.4%	31.1%	17.1%	16.7%	17.7%	6.3%	6.2%	6.4%	5.2%	4.3%	4.8%	15,835	19,470	16,552
DOL	45.6%	42.4%	40.2%	29.1%	30.2%	30.5%	15.4%	16.5%	17.5%	5.4%	5.7%	6.2%	4.5%	5.2%	5.6%	11,132	11,175	10,768
DOT	42.1%	41.4%	39.1%	30.7%	30.9%	31.7%	16.4%	17.0%	17.7%	6.1%	6.0%	5.9%	4.7%	4.7%	5.6%	14,615	15,280	11,420
Educ	45.1%	45.9%	45.4%	28.8%	28.8%	27.3%	15.4%	15.6%	17.0%	6.1%	5.6%	5.2%	4.5%	4.0%	5.1%	2,823	2,666	2,367
EEOC	47.6%	45.3%	40.6%	27.5%	25.9%	29.6%	14.3%	17.9%	17.1%	5.8%	5.4%	6.3%	4.8%	5.4%	6.3%	1,480	1,222	1,100
EPA	43.6%	40.2%	39.8%	31.5%	31.9%	31.5%	15.7%	17.7%	18.6%	5.2%	6.4%	6.1%	4.0%	3.7%	4.0%	10,005	4,389	3,777
FCC	50.5%	49.0%	46.7%	27.1%	25.7%	29.2%	14.0%	15.2%	15.4%	4.9%	4.6%	4.3%	3.5%	5.4%	4.4%	635	553	684
FERC	55.8%	53.8%	52.2%	27.3%	28.5%	27.2%	11.3%	11.5%	13.8%	3.4%	4.3%	4.4%	2.3%	1.8%	2.4%	1,137	979	887
FTC	58.4%	51.9%	54.4%	23.5%	27.8%	25.6%	11.2%	11.5%	12.0%	4.0%	5.6%	4.2%	2.9%	3.2%	3.8%	628	616	507

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.5%	39.1%	38.0%	29.9%	30.6%	30.9%	17.4%	18.0%	18.6%	6.7%	6.9%	7.0%	5.4%	5.4%	5.5%	398,213	410,877	381,129
GSA	51.5%	48.2%	46.4%	28.2%	28.9%	30.1%	12.5%	14.0%	15.0%	4.3%	4.9%	4.9%	3.6%	4.0%	3.7%	6,926	7,720	8,390
HHS	44.5%	42.2%	40.4%	28.6%	29.1%	29.3%	16.3%	17.0%	17.9%	5.9%	6.4%	6.9%	4.8%	5.3%	5.5%	39,516	35,755	31,780
HUD	44.5%	40.2%	35.4%	27.8%	28.8%	29.1%	16.3%	18.2%	19.0%	6.0%	7.3%	8.3%	5.4%	5.5%	8.2%	5,403	5,306	3,787
NARA	49.4%	45.4%	40.3%	24.8%	26.8%	27.3%	14.6%	16.8%	17.8%	6.1%	5.7%	7.1%	5.0%	5.2%	7.6%	1,844	1,699	1,654
NASA	56.3%	53.5%	52.9%	27.4%	29.7%	29.1%	11.0%	11.0%	12.5%	3.1%	3.4%	3.3%	2.2%	2.4%	2.2%	11,054	9,763	9,280
NCUA	47.1%	43.9%	45.2%	30.2%	33.4%	31.1%	14.4%	15.8%	15.7%	5.4%	5.0%	4.6%	3.0%	1.9%	3.3%	646	767	794
NLRB	45.7%	46.0%	41.7%	31.4%	28.0%	31.0%	13.7%	16.5%	14.5%	5.7%	5.6%	6.6%	3.5%	3.9%	6.2%	854	887	675
NRC	49.4%	51.8%	49.5%	27.8%	27.5%	29.6%	14.4%	12.9%	12.8%	5.0%	4.6%	4.7%	3.3%	3.1%	3.5%	2,126	2,640	2,434
NSF	53.8%	50.0%	49.9%	24.6%	25.4%	25.5%	13.5%	14.8%	12.8%	3.3%	5.4%	5.5%	4.8%	4.4%	6.2%	842	889	900
OMB	47.7%	48.5%	50.4%	32.2%	35.5%	30.3%	13.5%	11.0%	13.6%	4.5%	2.5%	3.6%	2.1%	2.4%	2.0%	350	301	300
OPM	52.7%	51.3%	51.6%	27.1%	29.3%	30.4%	12.9%	11.8%	11.7%	4.1%	4.6%	3.5%	3.2%	2.9%	2.7%	3,147	3,325	3,542
PBGC	51.5%	43.5%	42.2%	25.6%	30.8%	25.7%	15.6%	16.2%	20.4%	3.2%	5.5%	6.2%	4.1%	4.0%	5.6%	556	619	467
RRB	41.5%	37.9%	38.1%	28.3%	34.3%	32.9%	18.0%	17.4%	18.5%	7.6%	6.1%	5.3%	4.6%	4.2%	5.3%	314	470	519
SBA	43.2%	38.5%	41.5%	26.6%	28.1%	27.1%	16.1%	16.1%	17.5%	6.1%	8.0%	6.4%	8.0%	9.3%	7.5%	1,348	1,272	1,361
SEC	52.3%	45.9%	44.1%	27.7%	28.5%	27.9%	11.9%	15.2%	16.8%	4.5%	5.7%	6.3%	3.6%	4.8%	5.0%	3,161	1,883	2,419

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.5%	39.1%	38.0%	29.9%	30.6%	30.9%	17.4%	18.0%	18.6%	6.7%	6.9%	7.0%	5.4%	5.4%	5.5%	398,213	410,877	381,129
SSA	37.9%	38.1%	36.4%	32.2%	33.5%	33.1%	19.2%	18.5%	20.6%	6.5%	5.8%	5.8%	4.2%	4.0%	4.2%	8,602	10,153	9,216
State	41.3%	40.7%	41.6%	30.7%	31.5%	32.0%	17.9%	17.0%	16.4%	6.3%	6.3%	6.4%	3.8%	4.5%	3.6%	5,052	3,928	3,620
Treas	48.0%	46.7%	46.2%	28.7%	28.8%	29.3%	13.9%	14.7%	14.9%	5.0%	5.0%	5.2%	4.5%	4.7%	4.3%	44,399	50,619	49,796
USAID	39.3%	38.3%	36.4%	32.6%	33.0%	32.8%	17.0%	16.9%	18.4%	6.3%	6.8%	7.0%	4.8%	5.0%	5.4%	2,240	1,947	1,979
USDA	41.4%	38.7%	38.2%	32.0%	32.7%	32.3%	16.4%	17.6%	18.6%	5.7%	6.5%	6.6%	4.5%	4.6%	4.3%	22,522	20,293	19,867
VA	38.6%	36.1%	35.9%	28.3%	29.3%	28.6%	18.7%	19.4%	19.7%	7.7%	7.9%	8.1%	6.8%	7.3%	7.7%	29,301	30,871	26,200
Small Agencies	47.1%	45.7%	43.0%	29.0%	27.7%	29.7%	14.5%	16.0%	15.9%	5.0%	5.9%	5.7%	4.4%	4.6%	5.7%	5,328	5,043	4,675
DOD	39.5%	38.8%	37.4%	30.8%	31.3%	32.2%	17.4%	18.1%	18.5%	6.9%	6.9%	6.9%	5.3%	4.9%	5.0%	56,883	70,709	72,407
USACE	41.2%	38.1%	36.3%	32.2%	32.8%	33.3%	16.1%	18.7%	18.2%	5.9%	6.2%	6.9%	4.6%	4.2%	5.3%	3,554	4,223	2,342
Air Force	42.1%	41.1%	40.1%	29.5%	30.9%	31.6%	16.5%	16.7%	17.1%	6.6%	6.3%	6.3%	5.3%	5.0%	4.9%	14,962	18,143	18,452
Army‡	35.9%	35.9%	34.2%	30.6%	31.2%	32.0%	19.3%	19.5%	19.9%	7.9%	7.8%	7.9%	6.3%	5.6%	5.9%	13,075	16,146	19,190
Navy‡	39.9%	39.0%	37.6%	32.4%	32.6%	33.4%	17.0%	17.9%	18.7%	6.5%	6.3%	6.2%	4.1%	4.2%	4.1%	10,844	15,732	17,198
Marine Corps	41.5%	40.0%	40.2%	29.9%	29.4%	30.0%	15.8%	18.3%	18.9%	7.2%	6.9%	7.0%	5.7%	5.3%	3.9%	1,174	1,633	1,665
DOD 4th Estate	41.0%	40.3%	39.0%	29.4%	29.7%	31.2%	16.8%	17.9%	17.7%	6.8%	7.2%	7.2%	6.0%	4.9%	5.0%	13,274	14,832	13,560

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	11.5%	10.5%	9.6%	29.4%	28.5%	27.9%	24.1%	24.7%	25.2%	19.1%	19.9%	20.6%	15.9%	16.4%	16.7%	388,819	401,121	372,179	7,594	7,849	6,901
BBG	10.1%	9.1%	6.3%	23.3%	25.2%	23.1%	23.3%	23.2%	26.4%	19.9%	18.1%	19.6%	23.5%	24.4%	24.6%	861	1,056	1,018	20	25	19
CSOSA	10.5%	13.3%	10.9%	32.3%	31.6%	28.2%	25.3%	25.7%	26.3%	18.5%	18.0%	19.4%	13.4%	11.4%	15.2%	590	621	684	11	11	15
DHS	7.6%	6.3%	6.4%	20.3%	19.0%	19.6%	20.1%	20.4%	20.2%	23.0%	23.1%	23.4%	29.1%	31.1%	30.5%	45,051	41,128	40,322	641	525	494
DOC	12.2%	11.9%	13.6%	30.7%	30.8%	31.9%	25.1%	24.7%	25.0%	18.7%	18.7%	17.8%	13.3%	13.9%	11.7%	9,337	9,634	9,446	239	256	231
DOE	11.5%	8.7%	7.3%	30.9%	27.1%	25.1%	23.3%	24.7%	24.7%	18.9%	21.8%	23.9%	15.4%	17.5%	19.0%	7,834	8,213	6,282	109	119	89
DOI	8.5%	7.4%	6.7%	26.6%	25.4%	25.8%	26.4%	26.6%	27.2%	21.3%	22.8%	23.0%	17.2%	17.7%	17.3%	21,986	25,124	17,572	505	548	342
DOJ	14.5%	12.9%	11.0%	32.5%	32.9%	31.0%	23.5%	24.0%	25.8%	17.0%	18.3%	19.7%	12.4%	11.8%	12.5%	15,431	18,982	16,133	263	325	282
DOL	15.6%	13.4%	10.9%	32.1%	31.3%	27.8%	23.2%	24.6%	25.1%	16.4%	16.7%	19.4%	12.8%	14.0%	16.8%	10,869	10,954	10,525	245	221	225
DOT	10.8%	10.4%	8.9%	29.4%	27.9%	26.6%	23.9%	25.4%	26.0%	20.3%	20.8%	22.1%	15.6%	15.5%	16.4%	14,292	14,910	11,163	259	322	208
Educ	13.5%	13.9%	13.1%	30.9%	31.8%	30.3%	22.1%	21.3%	22.6%	17.3%	18.0%	17.1%	16.3%	15.0%	16.8%	2,778	2,613	2,325	49	53	37
EEOC	16.5%	15.9%	11.6%	32.1%	27.8%	28.9%	20.5%	20.3%	20.7%	17.5%	19.5%	19.5%	13.3%	16.5%	19.3%	1,437	1,198	1,073	29	23	28
EPA	8.8%	6.7%	6.2%	29.6%	25.5%	25.1%	25.0%	23.6%	25.9%	21.4%	25.1%	25.2%	15.2%	19.2%	17.6%	9,798	4,308	3,719	185	70	48
FCC	14.5%	15.2%	13.3%	29.2%	30.5%	34.4%	22.9%	19.7%	27.6%	16.9%	16.2%	13.2%	16.5%	18.4%	11.4%	616	535	664	18	16	19
FERC	23.1%	22.5%	20.2%	38.7%	36.1%	35.6%	19.5%	20.9%	19.8%	10.9%	11.9%	14.5%	7.8%	8.6%	9.8%	1,117	958	870	22	18	10
FTC	36.1%	27.6%	26.4%	35.6%	39.1%	37.6%	16.3%	19.1%	18.3%	8.2%	9.3%	10.8%	3.8%	4.9%	6.9%	618	606	492	8	6	12

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	11.5%	10.5%	9.6%	29.4%	28.5%	27.9%	24.1%	24.7%	25.2%	19.1%	19.9%	20.6%	15.9%	16.4%	16.7%	388,819	401,121	372,179	7,594	7,849	6,901
GSA	16.6%	13.6%	12.1%	33.3%	29.6%	30.8%	22.8%	24.3%	25.5%	15.0%	18.3%	18.3%	12.2%	14.2%	13.3%	6,814	7,563	8,215	95	134	144
HHS	15.3%	13.5%	12.2%	34.3%	33.0%	32.1%	23.4%	24.3%	24.3%	15.4%	17.0%	18.1%	11.6%	12.3%	13.4%	38,469	34,803	30,975	875	791	647
HUD	13.5%	10.5%	7.3%	28.7%	25.4%	22.3%	25.1%	26.0%	23.2%	17.9%	20.1%	22.3%	14.7%	18.0%	24.8%	5,316	5,189	3,702	89	97	57
NARA	12.8%	9.9%	8.3%	26.4%	21.7%	22.4%	23.2%	21.9%	20.9%	20.3%	22.0%	24.8%	17.2%	24.5%	23.6%	1,801	1,667	1,624	35	22	29
NASA	22.3%	20.1%	19.1%	38.7%	38.4%	38.3%	20.9%	21.9%	22.8%	11.8%	13.0%	13.4%	6.3%	6.7%	6.4%	10,884	9,600	9,113	136	122	115
NCUA	14.6%	13.6%	14.5%	39.6%	37.2%	35.8%	19.5%	24.4%	23.8%	16.7%	16.0%	17.7%	9.6%	8.9%	8.2%	638	752	779	8	13	14
NLRB	11.7%	15.3%	11.0%	28.6%	25.5%	21.7%	21.3%	20.8%	25.2%	19.6%	20.3%	23.9%	18.8%	18.2%	18.2%	843	865	657	13	14	11
NRC	16.0%	17.4%	17.8%	36.3%	37.6%	37.4%	22.2%	21.6%	21.9%	14.9%	13.9%	14.7%	10.5%	9.5%	8.2%	2,086	2,599	2,405	33	30	22
NSF	19.0%	15.0%	13.0%	30.2%	31.1%	31.9%	23.0%	20.5%	23.2%	17.6%	20.9%	18.5%	10.3%	12.5%	13.4%	834	866	897	8	17	7
OMB	18.9%	11.5%	9.5%	43.3%	45.5%	38.0%	18.5%	23.8%	27.3%	15.6%	14.6%	17.0%	3.8%	4.6%	8.2%	345	299	296	6	3	4
OPM	14.2%	13.2%	12.3%	30.9%	31.1%	32.9%	24.8%	26.4%	25.7%	16.8%	17.4%	17.4%	13.3%	11.9%	11.7%	3,043	3,222	3,434	92	95	103
PBGC	13.7%	11.9%	12.3%	35.2%	33.8%	24.9%	23.7%	23.1%	23.4%	14.5%	19.3%	20.7%	13.0%	12.0%	18.7%	544	604	459	9	13	5
RRB	12.5%	13.6%	13.5%	33.0%	32.3%	33.3%	30.9%	29.2%	28.3%	13.6%	14.4%	16.1%	10.0%	10.5%	8.8%	295	444	489	17	22	30
SBA	11.9%	10.4%	11.1%	25.3%	25.9%	26.1%	20.7%	20.7%	23.7%	21.5%	21.7%	20.6%	20.6%	21.3%	18.6%	1,306	1,240	1,330	34	25	22
SEC	17.0%	13.5%	11.7%	34.5%	32.4%	30.4%	20.9%	20.9%	22.7%	15.6%	17.2%	19.3%	12.1%	15.9%	15.9%	3,086	1,855	2,360	69	28	46

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	11.5%	10.5%	9.6%	29.4%	28.5%	27.9%	24.1%	24.7%	25.2%	19.1%	19.9%	20.6%	15.9%	16.4%	16.7%	388,819	401,121	372,179	7,594	7,849	6,901
SSA	12.9%	12.7%	10.3%	30.5%	32.4%	29.9%	25.1%	26.1%	27.5%	18.1%	17.6%	19.5%	13.4%	11.2%	12.7%	8,312	9,820	8,912	216	250	244
State	13.7%	12.2%	11.8%	33.1%	34.3%	34.1%	24.5%	22.6%	25.2%	18.3%	19.5%	18.7%	10.4%	11.3%	10.1%	4,960	3,857	3,546	56	50	40
Treas	11.0%	10.2%	9.1%	29.7%	28.9%	28.6%	24.4%	25.1%	25.5%	19.0%	19.9%	21.1%	16.0%	16.0%	15.7%	43,152	49,164	48,369	1,075	1,272	1,203
USAID	12.8%	9.3%	8.1%	33.6%	30.4%	28.0%	24.2%	25.1%	24.0%	19.2%	21.4%	23.0%	10.3%	13.8%	16.9%	2,202	1,918	1,952	21	22	23
USDA	8.8%	7.2%	6.2%	28.8%	26.1%	24.9%	27.6%	27.6%	27.6%	21.0%	22.8%	24.7%	13.8%	16.3%	16.7%	21,979	19,803	19,469	471	438	370
VA	10.2%	9.1%	9.6%	27.0%	26.4%	26.5%	24.7%	25.7%	25.2%	20.1%	20.8%	20.4%	17.8%	18.0%	18.4%	28,404	29,957	25,383	641	671	581
Small Agencies	15.2%	12.9%	11.9%	31.3%	29.7%	28.5%	20.6%	21.6%	22.1%	16.6%	19.9%	20.1%	16.3%	16.0%	17.4%	5,253	4,966	4,592	70	69	81
DOD	12.1%	11.4%	10.0%	31.4%	30.4%	29.6%	24.4%	25.2%	26.1%	18.4%	19.1%	20.1%	13.8%	13.9%	14.3%	55,638	69,228	70,933	922	1,113	1,044
USACE	11.2%	9.2%	6.9%	32.6%	31.0%	27.6%	25.9%	26.3%	28.4%	19.0%	20.8%	22.0%	11.2%	12.7%	15.2%	3,470	4,114	2,273	75	92	53
Air Force	14.6%	14.1%	11.5%	32.6%	33.0%	31.6%	23.5%	23.9%	24.5%	16.7%	17.4%	18.8%	12.6%	11.6%	13.6%	14,580	17,730	18,083	260	299	258
Army‡	12.0%	10.9%	9.8%	30.0%	29.1%	29.0%	23.4%	25.0%	25.9%	18.7%	19.8%	20.0%	15.8%	15.1%	15.3%	12,831	15,788	18,772	185	255	295
Navy‡	10.1%	9.6%	8.8%	32.2%	29.7%	28.8%	25.8%	26.8%	27.8%	19.2%	19.5%	21.2%	12.7%	14.3%	13.4%	10,594	15,476	16,866	183	216	241
Marine Corps	13.9%	12.5%	12.2%	25.1%	28.8%	27.4%	25.7%	25.5%	25.7%	20.0%	18.1%	19.3%	15.3%	15.2%	15.5%	1,147	1,607	1,647	20	18	11
DOD 4th Estate	12.5%	11.9%	10.9%	31.4%	30.4%	30.1%	24.1%	24.0%	25.4%	17.9%	19.0%	19.5%	14.1%	14.6%	14.1%	13,016	14,513	13,292	199	233	186

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	16.9%	15.7%	14.9%	34.8%	34.7%	34.6%	24.0%	24.7%	25.5%	11.1%	11.7%	11.9%	13.1%	13.2%	13.1%	372,029	383,737	356,007	23,730	24,649	22,553
BBG	13.4%	11.2%	8.1%	26.4%	26.3%	28.9%	27.9%	27.6%	29.3%	10.8%	13.7%	13.1%	21.6%	21.2%	20.6%	800	1,017	968	80	64	66
CSOSA	13.7%	16.9%	14.7%	33.2%	33.0%	30.8%	26.7%	27.9%	29.5%	14.5%	10.7%	12.4%	11.8%	11.5%	12.7%	574	600	669	26	31	31
DHS	11.9%	10.2%	11.1%	27.5%	26.7%	28.0%	23.0%	23.7%	23.5%	13.6%	14.5%	14.1%	24.0%	25.0%	23.3%	43,219	39,519	38,657	2,395	2,103	2,097
DOC	18.3%	17.8%	19.4%	38.2%	37.6%	39.4%	24.8%	25.5%	24.8%	9.5%	9.4%	8.5%	9.2%	9.6%	7.9%	8,823	9,054	8,901	751	830	775
DOE	17.9%	14.8%	13.7%	36.0%	33.7%	31.7%	23.1%	24.6%	25.0%	10.8%	12.5%	14.4%	12.2%	14.3%	15.2%	7,509	7,845	6,034	417	482	336
DOI	13.2%	12.4%	12.1%	33.9%	33.9%	34.5%	26.0%	27.3%	27.4%	12.9%	12.9%	12.9%	14.0%	13.6%	13.1%	20,871	23,808	16,530	1,577	1,820	1,343
DOJ	20.7%	19.7%	17.6%	37.7%	38.3%	37.7%	21.3%	22.2%	24.3%	10.1%	10.5%	10.8%	10.2%	9.4%	9.6%	15,013	18,519	15,679	648	758	721
DOL	21.2%	19.9%	17.2%	35.4%	35.5%	34.2%	22.8%	24.0%	24.7%	9.4%	9.1%	10.7%	11.1%	11.5%	13.3%	10,403	10,461	9,983	686	686	750
DOT	16.2%	15.3%	13.6%	35.4%	34.8%	33.2%	24.8%	25.2%	27.7%	11.3%	12.3%	13.0%	12.2%	12.5%	12.6%	13,665	14,202	10,664	876	1,014	696
Educ	18.9%	19.8%	19.3%	33.6%	35.4%	35.4%	23.6%	23.7%	22.0%	10.7%	9.0%	10.1%	13.2%	12.1%	13.2%	2,647	2,477	2,184	173	181	174
EEOC	21.8%	20.1%	16.7%	32.4%	31.0%	31.5%	22.0%	22.0%	24.0%	11.8%	11.8%	10.6%	12.0%	15.1%	17.3%	1,381	1,146	1,025	84	75	70
EPA	14.2%	11.9%	11.5%	36.3%	34.2%	33.7%	25.6%	25.8%	26.3%	12.0%	13.5%	14.2%	11.8%	14.7%	14.3%	9,334	4,055	3,534	638	314	231
FCC	22.0%	22.6%	20.3%	31.1%	34.3%	42.2%	22.8%	19.7%	23.1%	10.5%	8.2%	6.3%	13.7%	15.1%	8.1%	583	501	632	50	50	52
FERC	34.8%	34.3%	30.5%	39.1%	40.5%	39.8%	16.1%	15.5%	16.8%	5.6%	5.1%	7.0%	4.5%	4.6%	5.8%	1,085	939	836	53	39	44
FTC	49.6%	39.5%	40.2%	33.3%	40.5%	35.5%	11.6%	13.4%	14.6%	2.5%	3.6%	3.8%	3.0%	2.9%	5.9%	596	580	471	29	34	33

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	16.9%	15.7%	14.9%	34.8%	34.7%	34.6%	24.0%	24.7%	25.5%	11.1%	11.7%	11.9%	13.1%	13.2%	13.1%	372,029	383,737	356,007	23,730	24,649	22,553
GSA	22.4%	18.0%	17.4%	36.9%	35.9%	36.9%	23.8%	26.5%	27.0%	8.2%	9.7%	9.5%	8.7%	10.0%	9.3%	6,502	7,218	7,883	379	471	452
HHS	21.1%	19.2%	17.9%	37.4%	37.2%	37.3%	22.5%	23.8%	23.6%	9.4%	9.8%	10.6%	9.6%	10.0%	10.6%	36,773	33,233	29,532	2,513	2,301	2,050
HUD	16.9%	13.6%	10.9%	32.6%	30.1%	27.0%	27.4%	29.3%	27.1%	10.9%	12.2%	14.2%	12.3%	14.9%	20.8%	5,013	4,879	3,507	376	406	243
NARA	16.1%	13.9%	12.3%	32.7%	28.8%	27.6%	23.6%	23.6%	25.0%	12.6%	14.1%	15.4%	14.9%	19.6%	19.7%	1,714	1,565	1,514	117	119	134
NASA	33.1%	30.3%	29.6%	40.4%	41.4%	41.5%	16.2%	17.3%	18.0%	5.4%	6.0%	6.1%	4.9%	5.1%	4.8%	10,532	9,288	8,872	484	424	360
NCUA	20.4%	18.6%	20.1%	42.0%	42.6%	41.6%	18.5%	21.9%	23.5%	11.0%	9.7%	8.9%	8.1%	7.1%	5.9%	611	717	728	32	46	63
NLRB	22.4%	24.1%	18.4%	39.6%	39.1%	36.1%	19.8%	19.9%	25.2%	6.7%	7.7%	10.6%	11.5%	9.2%	9.7%	816	820	614	37	54	53
NRC	26.1%	27.6%	27.1%	41.1%	38.9%	40.9%	16.4%	17.3%	17.3%	8.2%	8.6%	8.2%	8.2%	7.6%	6.5%	2,018	2,531	2,323	93	95	103
NSF	25.6%	23.1%	23.4%	38.4%	33.6%	34.7%	18.5%	23.3%	21.5%	8.1%	10.2%	9.6%	9.2%	9.7%	10.8%	793	827	868	44	61	32
OMB	29.6%	25.4%	25.1%	45.9%	48.9%	48.3%	17.1%	17.6%	17.0%	5.9%	5.7%	6.6%	1.5%	2.3%	3.0%	341	286	282	9	16	17
OPM	19.5%	18.9%	19.1%	37.9%	38.5%	40.0%	24.2%	25.9%	23.8%	8.8%	8.7%	9.2%	9.6%	8.1%	7.8%	2,847	2,982	3,206	287	327	329
PBGC	18.9%	18.4%	17.8%	38.3%	38.6%	27.3%	21.4%	20.1%	27.7%	12.2%	12.3%	11.8%	9.2%	10.6%	15.4%	519	585	434	36	31	29
RRB	16.4%	17.9%	19.5%	41.8%	40.7%	39.1%	28.9%	27.6%	28.2%	5.4%	5.5%	7.0%	7.5%	8.4%	6.2%	277	422	460	33	44	55
SBA	17.4%	13.4%	14.8%	27.3%	29.0%	29.8%	25.7%	26.1%	29.0%	12.9%	13.8%	11.5%	16.7%	17.7%	15.0%	1,234	1,160	1,247	102	101	101
SEC	27.9%	23.5%	20.9%	37.9%	37.6%	36.3%	17.6%	17.6%	22.0%	7.4%	9.4%	9.3%	9.2%	11.8%	11.5%	2,931	1,754	2,215	221	123	193

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	16.9%	15.7%	14.9%	34.8%	34.7%	34.6%	24.0%	24.7%	25.5%	11.1%	11.7%	11.9%	13.1%	13.2%	13.1%	372,029	383,737	356,007	23,730	24,649	22,553
SSA	18.1%	17.9%	15.5%	35.8%	38.4%	37.7%	25.7%	25.4%	27.4%	10.1%	9.3%	9.8%	10.4%	9.0%	9.6%	7,931	9,385	8,511	582	675	634
State	20.7%	20.8%	20.0%	41.0%	41.0%	42.0%	21.4%	21.1%	22.5%	9.2%	9.5%	9.3%	7.7%	7.7%	6.2%	4,823	3,734	3,415	188	177	160
Treas	15.3%	14.4%	13.5%	34.6%	34.7%	34.2%	26.0%	26.2%	27.4%	11.0%	11.5%	12.1%	13.0%	13.2%	12.9%	40,535	46,318	45,530	3,611	4,032	3,979
USAID	19.1%	14.9%	13.3%	42.0%	40.9%	37.5%	22.9%	24.4%	25.2%	8.1%	11.2%	13.2%	7.9%	8.6%	10.8%	2,084	1,836	1,862	139	98	108
USDA	13.0%	10.7%	9.8%	36.4%	34.2%	34.0%	28.7%	29.5%	30.0%	11.5%	13.3%	13.9%	10.5%	12.4%	12.2%	21,030	18,889	18,545	1,391	1,317	1,281
VA	13.7%	12.5%	12.9%	31.1%	31.0%	31.0%	26.2%	27.1%	27.3%	13.1%	13.7%	12.8%	15.8%	15.8%	16.0%	27,301	28,823	24,549	1,692	1,741	1,352
Small Agencies	21.4%	19.9%	17.8%	36.3%	35.0%	35.0%	21.1%	23.0%	23.3%	9.5%	10.0%	11.4%	11.6%	12.1%	12.5%	5,030	4,734	4,369	281	293	296
DOD	18.6%	17.4%	16.1%	37.0%	37.0%	36.6%	22.8%	23.8%	24.7%	10.3%	10.8%	11.5%	11.2%	11.0%	11.1%	53,871	67,028	68,774	2,600	3,216	3,110
USACE	18.3%	15.6%	14.0%	41.5%	39.4%	38.2%	22.6%	25.2%	25.2%	9.0%	10.7%	12.2%	8.5%	9.2%	10.4%	3,349	3,964	2,183	194	238	140
Air Force	21.8%	21.2%	18.8%	37.8%	39.1%	37.7%	20.6%	20.7%	22.4%	9.4%	9.8%	10.3%	10.4%	9.2%	10.8%	14,217	17,246	17,601	610	765	714
Army‡	17.4%	16.1%	14.8%	34.9%	35.2%	34.8%	23.4%	24.8%	25.5%	11.0%	11.4%	12.6%	13.3%	12.5%	12.3%	12,487	15,294	18,234	503	725	800
Navy‡	17.4%	15.9%	15.2%	38.6%	38.1%	37.8%	23.6%	24.8%	25.9%	10.7%	10.5%	11.1%	9.8%	10.6%	10.0%	10,264	14,992	16,367	498	668	723
Marine Corps	21.1%	19.6%	20.5%	30.5%	34.0%	33.6%	25.5%	21.9%	22.3%	10.8%	12.4%	12.0%	12.1%	12.1%	11.5%	1,113	1,562	1,597	49	56	53
DOD 4th Estate	18.3%	17.1%	16.2%	36.7%	35.5%	36.2%	23.1%	24.4%	25.2%	9.8%	11.1%	11.3%	12.0%	11.9%	11.1%	12,441	13,970	12,792	746	764	680

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	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	19.0%	17.7%	17.2%	45.0%	45.1%	45.9%	22.0%	22.7%	22.9%	7.1%	7.4%	7.3%	6.9%	7.1%	6.6%	368,225	379,628	354,441	25,081	25,756	21,209
BBG	14.0%	13.6%	9.8%	37.1%	38.8%	39.9%	26.1%	25.8%	28.0%	8.8%	10.6%	10.3%	14.0%	11.2%	12.1%	803	991	983	71	82	48
CSOSA	15.0%	16.3%	15.1%	43.0%	45.2%	39.3%	25.8%	26.3%	28.5%	8.5%	6.0%	9.5%	7.6%	6.2%	7.6%	563	589	644	31	39	46
DHS	14.5%	12.8%	13.2%	42.7%	41.9%	43.1%	23.6%	24.2%	24.2%	8.5%	9.3%	9.1%	10.7%	11.8%	10.3%	42,918	39,417	38,484	2,394	2,117	1,946
DOC	21.7%	21.7%	23.0%	46.7%	46.3%	47.9%	20.7%	21.7%	20.2%	6.0%	5.7%	5.3%	5.0%	4.6%	3.6%	8,626	8,976	8,909	878	848	699
DOE	19.4%	15.5%	13.8%	46.1%	44.7%	46.6%	21.0%	24.2%	23.0%	6.9%	8.0%	9.1%	6.6%	7.6%	7.5%	7,359	7,645	5,903	505	601	403
DOI	15.0%	13.4%	13.1%	45.5%	45.4%	46.7%	24.7%	26.3%	25.8%	7.8%	7.8%	7.5%	6.9%	7.1%	6.9%	20,517	23,463	16,391	1,737	1,918	1,296
DOJ	20.9%	19.7%	18.4%	45.5%	46.9%	46.9%	20.9%	21.4%	23.1%	6.8%	6.4%	6.5%	5.8%	5.6%	5.0%	14,690	18,112	15,517	876	1,008	770
DOL	23.2%	21.2%	19.1%	43.5%	43.3%	43.2%	19.7%	20.8%	21.9%	6.9%	7.3%	7.6%	6.8%	7.4%	8.2%	10,339	10,375	10,025	694	692	623
DOT	20.2%	18.9%	17.3%	47.8%	47.5%	48.7%	20.3%	21.3%	22.0%	6.0%	6.5%	6.6%	5.7%	5.9%	5.4%	13,595	14,151	10,647	845	937	609
Educ	21.6%	22.5%	21.9%	43.8%	43.6%	43.4%	20.2%	20.3%	20.1%	7.2%	6.5%	7.2%	7.3%	7.1%	7.3%	2,647	2,478	2,192	161	153	141
EEOC	25.4%	23.3%	20.5%	43.8%	39.9%	43.2%	16.6%	19.4%	18.4%	6.9%	8.3%	7.9%	7.3%	9.1%	10.0%	1,390	1,159	1,033	67	51	58
EPA	15.3%	14.7%	13.5%	46.3%	43.8%	46.8%	23.7%	24.9%	23.2%	8.3%	8.6%	9.6%	6.4%	8.0%	6.9%	9,067	3,925	3,432	857	416	308
FCC	23.9%	22.3%	22.1%	39.5%	41.3%	47.4%	22.0%	20.7%	18.7%	6.2%	5.6%	6.7%	8.4%	10.1%	5.1%	579	509	642	50	40	35
FERC	34.6%	33.0%	30.8%	43.2%	44.1%	44.7%	14.5%	14.1%	14.6%	4.2%	5.3%	4.9%	3.5%	3.4%	5.0%	1,079	922	831	56	49	47
FTC	43.8%	37.0%	36.3%	38.0%	41.1%	38.8%	10.6%	13.4%	16.0%	4.3%	5.5%	4.7%	3.4%	3.0%	4.2%	565	555	456	57	54	41

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	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	19.0%	17.7%	17.2%	45.0%	45.1%	45.9%	22.0%	22.7%	22.9%	7.1%	7.4%	7.3%	6.9%	7.1%	6.6%	368,225	379,628	354,441	25,081	25,756	21,209
GSA	25.9%	22.2%	21.3%	43.9%	43.7%	45.9%	20.4%	22.5%	22.0%	4.6%	6.0%	5.9%	5.3%	5.6%	5.0%	6,450	7,090	7,834	388	462	394
HHS	22.1%	19.7%	18.8%	44.0%	44.5%	44.9%	20.9%	21.7%	22.0%	6.7%	7.6%	7.8%	6.2%	6.6%	6.5%	36,475	32,912	29,419	2,555	2,380	1,908
HUD	19.4%	15.9%	13.6%	41.4%	40.9%	39.2%	23.5%	25.0%	25.2%	7.7%	8.9%	10.1%	8.0%	9.2%	11.9%	5,059	4,928	3,474	301	314	237
NARA	21.0%	17.4%	15.8%	41.9%	40.1%	39.6%	21.0%	21.1%	23.6%	7.8%	10.4%	10.4%	8.3%	11.0%	10.5%	1,681	1,525	1,497	140	146	136
NASA	35.9%	33.3%	32.4%	45.8%	46.8%	47.9%	12.4%	13.5%	13.7%	3.4%	3.8%	3.6%	2.5%	2.7%	2.4%	10,367	9,144	8,736	587	506	435
NCUA	24.0%	23.9%	22.7%	49.4%	49.7%	46.7%	16.2%	15.8%	20.7%	6.7%	6.2%	6.9%	3.7%	4.4%	3.0%	591	708	737	50	54	54
NLRB	21.4%	22.8%	18.6%	44.1%	43.7%	45.3%	20.4%	17.7%	19.6%	6.9%	8.3%	9.6%	7.2%	7.5%	6.9%	794	819	614	54	61	49
NRC	27.2%	28.5%	28.5%	47.7%	46.4%	47.3%	13.4%	15.9%	14.9%	6.2%	5.4%	5.4%	5.5%	3.9%	3.9%	1,993	2,470	2,305	110	143	101
NSF	26.0%	21.5%	22.0%	39.9%	40.1%	41.0%	19.4%	20.5%	21.4%	8.8%	9.3%	7.8%	5.8%	8.5%	7.7%	780	819	846	53	59	44
OMB	34.2%	28.2%	22.2%	43.8%	46.7%	50.9%	14.5%	17.6%	19.1%	5.6%	6.3%	5.3%	2.0%	1.2%	2.6%	330	278	273	17	22	23
OPM	23.5%	22.9%	24.0%	45.1%	45.7%	46.3%	21.4%	21.5%	21.4%	4.6%	5.5%	4.3%	5.5%	4.4%	4.0%	2,753	2,907	3,169	361	389	345
PBGC	20.5%	20.7%	22.0%	41.9%	42.6%	41.1%	23.2%	20.2%	22.2%	7.8%	9.2%	6.8%	6.5%	7.3%	7.9%	519	573	432	36	40	27
RRB	24.0%	18.3%	20.3%	45.2%	49.6%	46.7%	22.3%	21.9%	23.0%	3.8%	6.4%	6.1%	4.6%	3.9%	3.9%	285	420	481	25	41	34
SBA	18.5%	17.2%	18.9%	38.4%	37.2%	40.1%	24.3%	26.2%	22.9%	7.4%	8.1%	9.4%	11.4%	11.3%	8.7%	1,252	1,171	1,258	75	74	80
SEC	25.9%	20.6%	19.3%	41.8%	43.2%	43.6%	18.7%	18.7%	20.1%	7.5%	9.2%	9.6%	6.2%	8.4%	7.5%	2,836	1,705	2,151	299	165	242

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(55) Supervisors work well with employees of different backgrounds.

	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	19.0%	17.7%	17.2%	45.0%	45.1%	45.9%	22.0%	22.7%	22.9%	7.1%	7.4%	7.3%	6.9%	7.1%	6.6%	368,225	379,628	354,441	25,081	25,756	21,209
SSA	21.3%	21.0%	19.1%	46.1%	46.8%	47.7%	19.9%	20.2%	20.3%	6.7%	6.5%	7.3%	6.0%	5.5%	5.6%	8,098	9,563	8,722	377	440	362
State	21.5%	22.0%	21.8%	47.8%	48.5%	49.5%	19.3%	18.0%	18.0%	7.5%	7.3%	7.3%	3.9%	4.2%	3.4%	4,833	3,731	3,444	162	144	116
Treas	19.1%	18.4%	18.6%	44.5%	44.5%	46.4%	22.9%	23.1%	22.6%	6.2%	6.9%	6.2%	7.3%	7.2%	6.1%	39,879	45,470	45,373	3,985	4,508	3,811
USAID	19.3%	18.4%	16.6%	49.4%	48.7%	49.3%	19.6%	20.2%	19.8%	7.3%	7.2%	7.8%	4.4%	5.5%	6.5%	2,114	1,820	1,872	87	93	82
USDA	16.8%	14.1%	13.6%	49.2%	49.8%	50.0%	23.2%	24.1%	24.5%	5.9%	6.5%	7.1%	4.9%	5.5%	4.9%	21,029	18,883	18,712	1,251	1,171	970
VA	16.6%	15.2%	15.5%	42.1%	42.0%	42.3%	24.7%	25.4%	24.8%	7.8%	8.5%	8.3%	8.8%	8.9%	9.1%	26,977	28,418	24,379	1,912	1,902	1,348
Small Agencies	22.9%	22.0%	20.1%	42.5%	42.0%	42.7%	21.0%	21.2%	21.7%	6.0%	7.4%	7.9%	7.5%	7.5%	7.6%	4,931	4,658	4,305	342	348	324
DOD	19.9%	18.9%	18.0%	46.3%	46.6%	47.3%	21.1%	21.8%	22.5%	6.9%	6.9%	6.8%	5.9%	5.9%	5.5%	53,462	66,349	68,319	2,635	3,289	3,017
USACE	19.3%	17.1%	14.8%	47.8%	48.9%	48.3%	21.6%	22.2%	24.4%	7.5%	6.8%	7.1%	3.8%	4.9%	5.5%	3,316	3,906	2,155	197	254	157
Air Force	22.5%	21.6%	19.5%	45.9%	47.4%	48.1%	19.8%	19.6%	21.3%	6.0%	6.4%	6.1%	5.7%	5.1%	5.1%	14,045	17,043	17,438	682	811	754
Army‡	18.6%	18.0%	17.0%	44.6%	44.2%	45.2%	21.5%	23.2%	23.5%	8.0%	7.6%	7.8%	7.3%	7.0%	6.5%	12,312	15,171	18,056	566	693	807
Navy‡	18.7%	17.9%	17.6%	49.7%	49.1%	49.9%	21.1%	22.0%	22.6%	5.9%	6.1%	5.7%	4.5%	4.9%	4.2%	10,218	14,835	16,248	508	704	703
Marine Corps	23.6%	19.3%	21.6%	38.1%	45.3%	44.2%	23.3%	21.4%	21.4%	7.6%	7.8%	7.3%	7.5%	6.2%	5.5%	1,098	1,540	1,591	52	65	55
DOD 4th Estate	20.2%	18.7%	18.5%	44.2%	44.9%	46.2%	21.7%	22.1%	21.8%	7.3%	7.4%	7.3%	6.6%	6.9%	6.2%	12,473	13,854	12,831	630	762	541

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	15.7%	14.7%	13.7%	44.6%	44.4%	44.4%	20.1%	20.8%	21.5%	11.1%	11.4%	11.7%	8.6%	8.7%	8.6%	389,027	401,551	372,472	5,145	5,334	4,914
BBG	11.3%	10.7%	7.1%	33.6%	35.7%	36.4%	21.4%	22.2%	24.8%	14.4%	14.6%	16.1%	19.4%	16.8%	15.6%	866	1,048	1,020	12	26	12
CSOSA	15.7%	16.4%	14.3%	45.7%	47.3%	42.3%	21.2%	19.3%	22.5%	8.4%	9.1%	12.1%	9.0%	8.0%	8.7%	587	617	678	10	10	16
DHS	10.9%	9.5%	9.4%	36.5%	35.0%	36.6%	21.4%	22.0%	21.3%	14.9%	16.3%	16.2%	16.3%	17.3%	16.5%	44,861	40,988	40,130	541	493	466
DOC	17.9%	18.2%	19.6%	47.6%	46.4%	46.9%	18.2%	18.6%	18.6%	9.9%	10.5%	9.1%	6.5%	6.3%	5.7%	9,376	9,700	9,479	144	145	147
DOE	17.4%	13.4%	11.5%	46.3%	44.6%	44.5%	18.2%	20.2%	21.0%	10.2%	12.8%	13.6%	8.0%	9.0%	9.4%	7,818	8,230	6,283	65	63	71
DOI	11.7%	9.9%	9.7%	41.2%	40.8%	41.7%	23.0%	23.5%	23.7%	14.2%	15.3%	14.9%	9.9%	10.5%	9.9%	22,043	25,144	17,553	317	375	268
DOJ	16.9%	16.4%	14.6%	46.3%	47.2%	46.9%	19.9%	20.7%	22.4%	10.3%	9.6%	10.4%	6.6%	6.0%	5.7%	15,415	18,905	16,113	206	268	212
DOL	21.6%	19.6%	16.7%	47.5%	47.9%	47.6%	16.2%	17.2%	18.1%	8.2%	8.7%	10.0%	6.5%	6.5%	7.5%	10,942	10,990	10,605	107	114	103
DOT	16.6%	15.4%	14.4%	46.7%	46.3%	45.6%	19.2%	19.3%	20.2%	10.2%	10.8%	11.5%	7.3%	8.1%	8.2%	14,332	14,985	11,219	145	184	119
Educ	17.6%	17.7%	17.6%	45.4%	44.0%	45.0%	18.3%	19.3%	17.0%	10.8%	11.3%	11.8%	7.8%	7.6%	8.6%	2,781	2,625	2,335	29	30	23
EEOC	22.5%	21.6%	17.5%	49.7%	44.2%	47.2%	12.6%	15.6%	13.7%	8.7%	9.7%	11.4%	6.4%	8.9%	10.2%	1,437	1,197	1,081	20	17	13
EPA	12.1%	11.3%	9.9%	47.0%	43.5%	45.8%	21.7%	21.4%	22.2%	12.0%	14.6%	14.0%	7.2%	9.2%	8.2%	9,813	4,326	3,714	114	38	39
FCC	18.0%	17.5%	17.0%	40.9%	39.0%	44.0%	19.3%	19.3%	21.5%	13.1%	13.5%	8.8%	8.7%	10.7%	8.7%	619	540	672	14	9	6
FERC	27.2%	25.5%	23.1%	44.8%	43.1%	44.5%	15.8%	18.1%	17.5%	7.6%	8.0%	9.4%	4.6%	5.3%	5.5%	1,122	962	868	12	11	8
FTC	39.6%	34.3%	30.8%	38.8%	41.1%	43.6%	12.2%	14.8%	12.6%	6.4%	7.5%	8.5%	3.0%	2.3%	4.6%	610	604	495	8	6	5

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	15.7%	14.7%	13.7%	44.6%	44.4%	44.4%	20.1%	20.8%	21.5%	11.1%	11.4%	11.7%	8.6%	8.7%	8.6%	389,027	401,551	372,472	5,145	5,334	4,914
GSA	24.0%	19.8%	18.7%	46.5%	46.6%	47.8%	16.8%	18.0%	18.7%	7.1%	8.8%	9.0%	5.6%	6.8%	5.9%	6,800	7,598	8,223	66	64	86
HHS	18.5%	16.3%	15.0%	46.5%	45.6%	45.3%	18.7%	20.3%	21.2%	9.5%	10.5%	10.8%	6.8%	7.2%	7.7%	38,479	34,797	30,964	641	598	521
HUD	17.8%	14.9%	10.9%	45.1%	44.0%	42.1%	19.5%	21.0%	22.2%	9.5%	11.3%	12.9%	8.1%	8.7%	11.9%	5,310	5,186	3,695	58	69	45
NARA	19.2%	15.2%	13.4%	46.2%	41.5%	40.5%	16.3%	18.7%	19.4%	10.5%	12.0%	14.3%	7.9%	12.6%	12.3%	1,800	1,650	1,596	28	30	35
NASA	28.2%	26.4%	24.6%	46.5%	46.6%	48.2%	15.0%	16.2%	16.3%	6.8%	7.4%	7.6%	3.5%	3.5%	3.3%	10,895	9,596	9,130	96	79	70
NCUA	20.9%	21.1%	20.0%	50.6%	50.4%	50.5%	15.1%	17.2%	17.6%	8.9%	6.6%	9.2%	4.5%	4.6%	2.7%	630	754	782	7	7	8
NLRB	18.0%	18.7%	15.0%	46.7%	46.1%	48.1%	17.8%	16.0%	18.8%	9.3%	12.0%	10.9%	8.2%	7.2%	7.2%	835	864	658	10	15	12
NRC	24.5%	24.3%	24.3%	47.8%	49.0%	48.4%	14.9%	14.3%	14.7%	7.2%	7.6%	8.1%	5.7%	4.9%	4.5%	2,084	2,604	2,396	17	20	17
NSF	24.0%	20.5%	18.3%	41.4%	43.5%	42.5%	17.8%	16.9%	19.7%	10.1%	10.5%	11.3%	6.8%	8.6%	8.2%	825	873	889	11	9	7
OMB	24.7%	19.1%	14.5%	46.8%	47.5%	42.7%	12.8%	18.6%	20.8%	12.8%	11.3%	16.8%	2.9%	3.5%	5.1%	342	299	296	3	2	2
OPM	20.6%	19.5%	21.2%	49.5%	49.6%	50.8%	15.7%	17.7%	15.9%	7.8%	7.5%	7.5%	6.5%	5.7%	4.7%	3,070	3,250	3,488	53	45	42
PBGC	17.4%	19.7%	17.8%	49.6%	42.8%	47.5%	14.8%	21.4%	18.6%	10.9%	8.5%	8.0%	7.2%	7.7%	8.1%	544	604	459	9	5	4
RRB	17.2%	17.6%	15.8%	44.4%	47.5%	49.1%	20.8%	19.4%	18.8%	13.0%	8.7%	11.0%	4.5%	6.9%	5.3%	302	445	495	10	19	21
SBA	17.1%	15.6%	17.2%	43.1%	40.8%	42.7%	16.9%	19.5%	17.2%	11.4%	11.9%	12.7%	11.5%	12.1%	10.2%	1,315	1,239	1,326	16	16	13
SEC	19.5%	15.7%	14.2%	45.1%	44.0%	42.7%	18.0%	18.7%	20.0%	10.7%	12.0%	14.6%	6.8%	9.6%	8.5%	3,100	1,847	2,363	48	20	44

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	15.7%	14.7%	13.7%	44.6%	44.4%	44.4%	20.1%	20.8%	21.5%	11.1%	11.4%	11.7%	8.6%	8.7%	8.6%	389,027	401,551	372,472	5,145	5,334	4,914
SSA	22.1%	21.9%	19.1%	52.3%	54.1%	54.5%	14.2%	13.7%	15.0%	6.3%	5.8%	6.4%	5.1%	4.5%	4.9%	8,414	9,954	9,068	70	77	57
State	16.0%	14.8%	14.8%	47.3%	48.6%	47.5%	19.2%	19.6%	20.0%	11.9%	10.8%	12.0%	5.6%	6.1%	5.8%	4,953	3,857	3,545	42	34	28
Treas	18.6%	17.7%	17.7%	49.8%	50.2%	51.8%	17.0%	17.2%	16.9%	7.7%	7.9%	7.8%	6.9%	6.9%	5.9%	43,404	49,537	48,753	558	674	653
USAID	15.2%	13.8%	13.1%	50.1%	50.8%	49.6%	18.8%	18.4%	18.5%	10.0%	10.6%	11.6%	5.9%	6.3%	7.2%	2,196	1,906	1,947	13	17	17
USDA	13.3%	11.3%	9.6%	48.0%	46.6%	46.0%	21.7%	23.1%	24.1%	10.4%	11.7%	13.2%	6.5%	7.3%	7.0%	22,015	19,834	19,517	317	292	237
VA	14.8%	13.7%	13.7%	43.9%	44.5%	43.4%	21.0%	21.7%	22.2%	10.8%	10.8%	10.8%	9.5%	9.3%	9.9%	28,393	29,940	25,378	504	502	427
Small Agencies	19.2%	17.8%	15.5%	43.2%	40.8%	41.0%	16.8%	19.0%	20.3%	11.5%	12.3%	12.9%	9.3%	10.1%	10.3%	5,239	4,950	4,574	53	61	79
DOD	15.5%	14.6%	13.4%	44.1%	44.1%	43.8%	20.7%	21.6%	22.9%	11.7%	11.8%	12.2%	8.0%	7.8%	7.6%	55,460	69,106	70,685	771	890	981
USACE	14.3%	12.2%	9.7%	47.1%	45.2%	45.9%	21.5%	23.4%	24.7%	10.9%	12.3%	12.7%	6.2%	6.8%	7.1%	3,474	4,134	2,273	53	55	44
Air Force	17.4%	16.6%	14.6%	43.5%	44.2%	43.5%	20.4%	20.7%	22.3%	10.9%	11.6%	11.7%	7.7%	6.8%	7.8%	14,487	17,657	18,002	254	284	259
Army‡	14.7%	14.2%	12.8%	42.3%	42.2%	42.6%	21.2%	22.3%	23.4%	12.3%	12.5%	12.9%	9.5%	8.7%	8.3%	12,766	15,731	18,685	157	234	296
Navy‡	13.8%	13.1%	12.2%	45.9%	45.2%	44.8%	21.3%	22.2%	23.8%	12.2%	11.8%	12.4%	6.8%	7.7%	6.8%	10,563	15,462	16,802	150	143	226
Marine Corps	17.1%	15.4%	16.2%	37.7%	42.7%	41.3%	19.8%	20.8%	20.3%	15.7%	11.7%	12.4%	9.7%	9.5%	9.9%	1,135	1,599	1,629	23	19	22
DOD 4th Estate	17.5%	16.1%	15.4%	45.4%	45.2%	45.0%	19.0%	20.2%	21.5%	10.2%	10.5%	11.0%	7.9%	7.9%	7.1%	13,035	14,523	13,294	134	155	134

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	15.9%	15.0%	13.9%	44.2%	43.8%	44.1%	23.5%	24.3%	25.2%	8.9%	9.4%	9.5%	7.4%	7.5%	7.3%	367,493	379,267	351,864	26,319	27,154	25,427
BBG	11.6%	10.4%	7.4%	31.3%	33.4%	32.1%	26.6%	28.1%	31.8%	12.4%	11.7%	13.2%	18.0%	16.4%	15.4%	815	986	957	63	87	73
CSOSA	14.7%	16.3%	14.5%	45.6%	47.7%	43.3%	24.2%	20.2%	24.0%	7.8%	8.5%	10.3%	7.6%	7.3%	7.9%	570	598	659	29	32	38
DHS	10.8%	9.5%	9.4%	34.2%	32.4%	34.5%	26.5%	27.4%	27.1%	13.1%	14.5%	13.7%	15.4%	16.2%	15.2%	41,905	38,324	37,499	3,501	3,165	3,098
DOC	18.7%	19.3%	20.0%	47.5%	45.8%	47.5%	21.3%	22.1%	20.9%	7.5%	7.6%	7.2%	5.1%	5.2%	4.4%	8,806	9,102	8,982	711	734	664
DOE	17.6%	13.3%	11.4%	46.2%	44.7%	43.4%	21.1%	24.4%	26.0%	8.4%	10.1%	11.3%	6.7%	7.6%	7.8%	7,390	7,707	5,882	501	565	466
DOI	11.7%	10.1%	9.3%	40.0%	39.1%	39.9%	27.7%	28.8%	29.1%	11.8%	12.9%	12.9%	8.7%	9.1%	8.7%	20,342	23,273	16,260	2,022	2,222	1,566
DOJ	17.1%	16.9%	14.7%	46.7%	46.7%	46.9%	23.4%	23.9%	25.8%	7.2%	7.4%	7.9%	5.6%	5.2%	4.7%	14,373	17,726	15,116	1,203	1,423	1,216
DOL	22.7%	20.7%	18.2%	48.3%	49.1%	48.6%	18.2%	19.4%	20.2%	5.7%	5.8%	7.3%	5.1%	5.1%	5.6%	10,462	10,516	10,091	577	579	609
DOT	17.1%	16.2%	14.7%	46.4%	46.3%	45.5%	21.8%	23.0%	23.8%	8.6%	8.3%	9.3%	6.1%	6.2%	6.7%	13,551	14,190	10,615	906	970	701
Educ	18.8%	18.4%	18.0%	43.6%	44.3%	43.7%	22.3%	22.5%	21.6%	7.7%	8.5%	9.0%	7.7%	6.3%	7.6%	2,610	2,475	2,165	200	177	192
EEOC	21.8%	21.2%	19.1%	48.9%	45.4%	47.5%	16.9%	18.0%	17.5%	6.8%	7.4%	8.1%	5.6%	8.0%	7.8%	1,384	1,131	1,020	80	79	74
EPA	12.4%	12.1%	10.5%	47.4%	44.1%	45.8%	24.3%	26.3%	26.0%	9.7%	10.3%	10.8%	6.2%	7.1%	6.9%	9,118	3,994	3,451	790	347	307
FCC	19.4%	18.8%	18.0%	40.4%	40.8%	44.1%	22.1%	20.2%	23.7%	10.7%	9.8%	7.4%	7.3%	10.3%	6.8%	564	507	629	62	43	50
FERC	28.6%	24.4%	22.4%	42.4%	43.8%	44.8%	19.5%	20.1%	20.0%	5.7%	8.0%	8.3%	3.9%	3.7%	4.7%	1,050	895	808	79	79	71
FTC	40.3%	32.8%	31.0%	39.0%	41.1%	40.8%	13.5%	19.0%	16.3%	4.7%	4.9%	7.2%	2.4%	2.2%	4.7%	563	547	461	56	62	41

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	15.9%	15.0%	13.9%	44.2%	43.8%	44.1%	23.5%	24.3%	25.2%	8.9%	9.4%	9.5%	7.4%	7.5%	7.3%	367,493	379,267	351,864	26,319	27,154	25,427
GSA	24.5%	21.2%	19.6%	47.3%	47.1%	48.4%	18.0%	20.1%	21.0%	5.7%	6.2%	6.3%	4.5%	5.4%	4.7%	6,591	7,319	7,942	270	329	356
HHS	18.6%	16.4%	15.2%	46.0%	45.4%	45.1%	21.8%	23.5%	23.9%	7.8%	8.5%	9.1%	5.8%	6.2%	6.6%	36,442	32,912	29,197	2,624	2,459	2,248
HUD	18.4%	15.0%	11.4%	44.2%	44.3%	42.1%	22.8%	24.1%	25.2%	8.1%	8.9%	10.9%	6.5%	7.8%	10.3%	5,047	4,939	3,490	307	325	248
NARA	20.0%	16.4%	13.9%	46.4%	41.7%	39.4%	19.7%	22.9%	23.9%	7.7%	8.7%	11.8%	6.3%	10.3%	11.1%	1,711	1,555	1,489	115	126	157
NASA	28.4%	26.0%	24.5%	46.2%	45.8%	46.8%	16.9%	18.8%	19.2%	5.4%	6.3%	6.6%	3.1%	3.1%	2.9%	10,322	9,075	8,641	643	584	544
NCUA	20.1%	21.6%	19.7%	52.0%	51.7%	50.2%	17.4%	17.8%	19.7%	6.8%	5.4%	7.9%	3.7%	3.5%	2.6%	603	714	737	36	42	47
NLRB	18.3%	18.8%	15.3%	47.5%	44.8%	43.8%	18.4%	20.8%	24.4%	8.0%	9.5%	9.8%	7.8%	6.1%	6.6%	778	779	596	73	95	75
NRC	24.1%	25.2%	23.8%	48.6%	49.6%	47.9%	16.8%	16.2%	18.2%	5.7%	4.8%	5.8%	4.8%	4.2%	4.3%	1,979	2,454	2,284	123	159	130
NSF	23.8%	21.1%	17.4%	42.3%	44.4%	44.0%	20.2%	18.7%	21.6%	8.1%	8.8%	10.4%	5.7%	6.9%	6.6%	785	816	852	48	63	46
OMB	23.9%	16.5%	11.1%	41.7%	37.0%	34.9%	18.2%	26.4%	29.0%	12.7%	16.0%	19.6%	3.5%	4.1%	5.4%	337	277	288	14	23	12
OPM	20.8%	20.2%	21.5%	48.8%	49.1%	49.8%	19.9%	20.8%	19.5%	5.3%	5.3%	5.6%	5.2%	4.7%	3.7%	2,865	3,051	3,255	259	245	271
PBGC	17.0%	19.0%	18.5%	52.2%	45.1%	46.8%	16.3%	24.4%	22.8%	8.8%	5.6%	5.6%	5.8%	5.9%	6.4%	509	576	436	42	34	25
RRB	16.8%	18.2%	18.7%	49.2%	47.2%	47.5%	21.0%	26.1%	22.4%	8.4%	3.9%	7.1%	4.6%	4.6%	4.3%	280	411	464	32	51	53
SBA	18.5%	16.5%	18.6%	43.2%	44.2%	45.5%	19.4%	21.8%	18.3%	9.2%	7.9%	8.9%	9.6%	9.5%	8.7%	1,255	1,185	1,269	80	71	79
SEC	21.8%	16.4%	15.2%	45.0%	44.3%	42.7%	20.3%	22.3%	23.1%	7.2%	8.9%	12.1%	5.7%	7.9%	6.9%	2,781	1,690	2,101	347	171	304

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	15.9%	15.0%	13.9%	44.2%	43.8%	44.1%	23.5%	24.3%	25.2%	8.9%	9.4%	9.5%	7.4%	7.5%	7.3%	367,493	379,267	351,864	26,319	27,154	25,427
SSA	21.9%	21.9%	19.1%	50.7%	52.3%	52.6%	17.8%	17.1%	18.8%	5.3%	4.9%	5.6%	4.3%	3.7%	3.9%	8,068	9,526	8,663	379	487	435
State	14.9%	14.1%	13.9%	45.0%	44.3%	45.1%	23.6%	23.8%	25.1%	11.4%	12.0%	11.0%	5.1%	5.7%	4.9%	4,788	3,724	3,390	200	170	176
Treas	18.6%	17.8%	17.6%	48.9%	49.3%	50.5%	20.3%	20.8%	20.8%	6.2%	6.1%	6.1%	6.0%	6.0%	5.0%	41,060	46,814	46,058	2,835	3,272	3,322
USAID	14.3%	13.0%	12.9%	48.2%	48.1%	47.0%	21.4%	22.4%	22.1%	10.6%	10.7%	11.9%	5.4%	5.8%	6.1%	2,132	1,857	1,883	83	68	70
USDA	13.3%	11.1%	9.8%	47.7%	46.6%	45.4%	25.6%	26.4%	28.1%	8.2%	9.5%	10.8%	5.2%	6.3%	5.9%	20,946	18,807	18,557	1,363	1,317	1,197
VA	15.1%	14.1%	14.1%	43.1%	43.3%	43.3%	24.5%	25.1%	25.4%	8.6%	9.3%	8.9%	8.7%	8.2%	8.4%	27,078	28,587	24,309	1,832	1,796	1,491
Small Agencies	19.5%	18.7%	16.1%	42.5%	41.2%	41.6%	21.0%	21.6%	23.0%	9.2%	10.1%	10.8%	7.8%	8.4%	8.5%	4,929	4,638	4,276	358	375	372
DOD	15.8%	15.1%	13.6%	44.5%	44.1%	44.3%	23.9%	24.7%	26.2%	9.3%	9.6%	9.7%	6.5%	6.5%	6.3%	52,704	65,590	67,092	3,476	4,328	4,603
USACE	15.2%	13.6%	11.0%	48.7%	46.0%	47.5%	23.4%	27.2%	27.6%	8.0%	8.4%	8.8%	4.8%	4.7%	5.1%	3,271	3,896	2,111	245	292	203
Air Force	18.1%	16.6%	14.7%	43.9%	45.5%	44.3%	23.0%	23.2%	25.7%	8.7%	9.3%	9.2%	6.3%	5.4%	6.1%	13,773	16,768	17,100	952	1,114	1,160
Army‡	14.9%	14.8%	12.9%	42.6%	41.9%	43.2%	24.5%	25.1%	26.3%	10.1%	10.8%	10.5%	7.9%	7.4%	7.1%	12,189	14,985	17,803	733	993	1,202
Navy‡	13.6%	13.6%	12.6%	46.1%	44.2%	44.1%	25.2%	26.1%	27.8%	9.6%	9.6%	9.8%	5.5%	6.5%	5.7%	9,972	14,600	15,871	746	995	1,175
Marine Corps	17.8%	14.6%	16.6%	37.6%	43.2%	42.6%	26.1%	26.6%	23.4%	11.4%	8.1%	10.2%	7.1%	7.5%	7.1%	1,087	1,517	1,547	74	99	101
DOD 4th Estate	17.8%	16.8%	15.5%	46.1%	45.4%	45.9%	21.3%	22.7%	23.8%	8.3%	8.3%	8.8%	6.5%	6.8%	6.0%	12,412	13,824	12,660	726	835	762

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(58) Managers promote communication among different work units.

	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	14.3%	13.2%	12.4%	37.7%	37.3%	37.5%	22.5%	23.2%	23.9%	14.2%	14.8%	15.0%	11.3%	11.4%	11.2%	381,145	393,192	364,473	13,697	14,282	13,214
BBG	11.9%	9.6%	8.3%	29.3%	31.6%	30.5%	23.0%	24.1%	28.7%	14.3%	15.5%	14.0%	21.5%	19.2%	18.5%	846	1,039	996	31	41	39
CSOSA	13.2%	14.6%	12.6%	35.7%	38.7%	34.1%	22.6%	22.6%	24.2%	16.0%	14.0%	16.8%	12.5%	10.0%	12.3%	574	613	666	23	17	28
DHS	9.6%	8.2%	8.3%	28.6%	27.5%	28.6%	23.0%	23.4%	23.1%	18.3%	19.2%	19.2%	20.5%	21.7%	20.8%	43,880	40,055	39,293	1,629	1,469	1,367
DOC	15.4%	14.9%	16.6%	38.1%	38.2%	39.6%	22.1%	23.1%	22.0%	15.2%	14.6%	13.0%	9.2%	9.3%	8.9%	9,117	9,431	9,243	427	432	416
DOE	15.3%	12.1%	10.3%	39.7%	37.4%	36.0%	20.8%	22.0%	24.2%	13.8%	16.5%	17.3%	10.4%	12.0%	12.3%	7,714	8,079	6,153	201	218	198
DOI	11.2%	9.8%	9.1%	36.3%	35.2%	36.0%	23.2%	24.3%	24.0%	16.5%	17.5%	17.8%	12.8%	13.2%	13.0%	21,703	24,739	17,306	730	834	547
DOJ	14.9%	14.9%	13.0%	40.1%	40.6%	39.2%	22.3%	22.8%	25.6%	14.0%	13.6%	14.2%	8.6%	8.1%	8.0%	15,010	18,486	15,686	609	720	670
DOL	18.7%	16.6%	13.9%	38.3%	37.7%	36.3%	20.5%	21.7%	22.3%	12.8%	13.9%	15.5%	9.7%	10.1%	12.0%	10,723	10,757	10,369	363	378	346
DOT	15.7%	14.9%	13.3%	40.9%	39.9%	40.7%	21.0%	21.4%	21.5%	12.8%	13.6%	14.4%	9.6%	10.2%	10.2%	14,102	14,752	11,004	398	451	325
Educ	16.2%	16.6%	16.4%	38.0%	37.9%	38.4%	20.7%	19.3%	18.0%	13.1%	15.8%	14.9%	11.9%	10.3%	12.3%	2,741	2,601	2,282	77	60	66
EEOC	19.8%	17.7%	16.7%	38.7%	35.2%	34.9%	18.1%	19.6%	16.9%	13.2%	14.4%	16.1%	10.1%	13.0%	15.4%	1,425	1,165	1,052	39	54	43
EPA	11.3%	10.6%	8.5%	40.4%	35.8%	39.6%	23.1%	23.7%	22.3%	15.8%	18.4%	18.4%	9.4%	11.4%	11.3%	9,604	4,207	3,656	331	160	104
FCC	16.7%	18.1%	17.5%	36.7%	36.2%	39.3%	19.5%	19.2%	21.0%	14.9%	13.0%	12.8%	12.3%	13.5%	9.4%	607	529	661	24	21	21
FERC	26.3%	25.4%	23.7%	42.1%	38.5%	37.7%	17.4%	18.8%	18.3%	8.5%	11.8%	13.2%	5.7%	5.5%	7.2%	1,117	938	858	15	37	20
FTC	38.9%	30.3%	28.1%	37.4%	38.1%	37.5%	12.8%	18.7%	16.2%	6.7%	8.6%	10.3%	4.2%	4.3%	7.9%	605	592	481	22	20	22

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(58) Managers promote communication among different work units.

	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	14.3%	13.2%	12.4%	37.7%	37.3%	37.5%	22.5%	23.2%	23.9%	14.2%	14.8%	15.0%	11.3%	11.4%	11.2%	381,145	393,192	364,473	13,697	14,282	13,214
GSA	22.7%	18.8%	17.4%	40.7%	40.3%	43.2%	19.3%	21.3%	20.8%	10.0%	11.0%	11.4%	7.3%	8.6%	7.2%	6,718	7,486	8,139	161	178	187
HHS	16.9%	14.9%	13.8%	40.5%	39.6%	39.8%	21.2%	22.4%	22.4%	12.4%	13.6%	14.0%	9.0%	9.6%	10.0%	37,830	34,255	30,459	1,348	1,193	1,028
HUD	16.6%	13.9%	10.9%	38.3%	36.5%	34.6%	21.7%	23.5%	23.4%	12.8%	14.6%	15.9%	10.6%	11.5%	15.2%	5,227	5,125	3,640	150	151	104
NARA	17.4%	14.5%	12.4%	37.5%	33.1%	30.5%	20.1%	22.3%	21.6%	13.3%	14.6%	18.3%	11.8%	15.5%	17.2%	1,772	1,626	1,590	60	55	61
NASA	28.1%	25.9%	24.1%	43.7%	43.9%	45.6%	16.0%	17.3%	18.1%	8.1%	8.3%	8.3%	4.1%	4.5%	4.1%	10,723	9,468	8,977	282	217	223
NCUA	18.6%	18.1%	19.1%	41.6%	44.3%	43.8%	18.4%	17.5%	20.1%	14.7%	12.9%	10.4%	6.6%	7.2%	6.6%	623	732	754	16	29	35
NLRB	14.5%	15.8%	12.3%	34.3%	33.3%	31.6%	21.4%	21.3%	23.1%	17.4%	17.4%	20.0%	12.4%	12.2%	13.0%	820	844	630	32	35	40
NRC	22.3%	24.1%	22.2%	42.5%	42.8%	44.3%	17.6%	18.0%	16.4%	10.2%	8.8%	10.5%	7.4%	6.3%	6.5%	2,061	2,545	2,350	52	71	66
NSF	22.4%	19.2%	16.7%	37.1%	39.6%	38.7%	21.0%	17.3%	21.2%	12.3%	15.0%	14.3%	7.2%	9.0%	9.1%	820	857	888	17	27	10
OMB	26.6%	21.0%	16.9%	42.0%	42.5%	42.3%	17.4%	20.0%	19.8%	10.9%	12.0%	16.4%	3.1%	4.5%	4.5%	344	297	297	5	5	3
OPM	18.2%	17.5%	17.8%	40.5%	39.9%	42.1%	20.2%	22.0%	20.9%	11.4%	11.5%	11.0%	9.7%	9.0%	8.2%	2,963	3,119	3,359	162	184	176
PBGC	15.1%	16.7%	16.2%	42.4%	41.4%	43.2%	21.4%	19.7%	18.5%	13.1%	12.1%	12.8%	7.9%	10.0%	9.3%	536	601	449	18	13	13
RRB	15.3%	14.2%	15.6%	39.3%	41.2%	37.6%	23.5%	24.3%	23.6%	14.8%	10.5%	13.5%	7.2%	9.7%	9.7%	297	429	482	16	34	36
SBA	15.4%	13.6%	14.3%	34.6%	32.9%	35.6%	19.4%	21.8%	21.2%	15.0%	15.9%	14.9%	15.6%	15.8%	14.0%	1,302	1,225	1,310	36	38	39
SEC	20.1%	16.7%	13.0%	39.9%	36.8%	39.2%	19.5%	21.1%	21.8%	11.3%	14.4%	15.0%	9.2%	11.1%	11.0%	3,005	1,810	2,286	138	69	119

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(58) Managers promote communication among different work units.

	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	14.3%	13.2%	12.4%	37.7%	37.3%	37.5%	22.5%	23.2%	23.9%	14.2%	14.8%	15.0%	11.3%	11.4%	11.2%	381,145	393,192	364,473	13,697	14,282	13,214
SSA	18.1%	18.5%	15.8%	40.0%	41.3%	41.0%	19.8%	20.3%	21.2%	12.2%	12.1%	13.3%	9.9%	7.9%	8.7%	8,230	9,749	8,855	259	300	257
State	14.9%	13.9%	13.2%	41.6%	43.1%	43.1%	21.9%	20.8%	21.2%	14.4%	14.9%	15.5%	7.2%	7.4%	6.9%	4,897	3,818	3,497	93	79	67
Treas	16.1%	15.2%	14.8%	40.2%	39.9%	40.6%	21.4%	21.9%	22.1%	12.0%	12.7%	13.0%	10.4%	10.4%	9.6%	41,885	47,803	46,984	2,132	2,443	2,415
USAID	13.9%	12.0%	11.7%	43.4%	43.9%	40.7%	21.7%	21.3%	21.2%	13.5%	15.0%	16.7%	7.6%	7.8%	9.7%	2,171	1,902	1,933	44	35	29
USDA	12.3%	10.0%	8.8%	40.7%	38.8%	38.5%	24.0%	25.0%	26.1%	14.3%	15.8%	16.7%	8.7%	10.4%	9.9%	21,686	19,483	19,190	675	669	591
VA	13.2%	11.8%	12.2%	35.1%	35.1%	35.1%	24.1%	24.7%	25.0%	14.6%	15.7%	14.9%	13.1%	12.7%	12.8%	27,729	29,341	24,893	1,207	1,134	933
Small Agencies	16.9%	15.7%	13.8%	37.2%	35.5%	34.0%	18.9%	20.4%	21.2%	14.5%	15.6%	17.0%	12.5%	12.8%	14.0%	5,169	4,891	4,500	135	140	152
DOD	14.6%	13.6%	12.4%	39.1%	38.9%	38.9%	22.6%	23.5%	24.7%	13.8%	14.1%	14.3%	9.9%	9.9%	9.6%	54,569	67,803	69,305	1,740	2,271	2,418
USACE	14.7%	12.3%	9.9%	41.6%	40.6%	41.9%	23.2%	23.6%	23.5%	12.8%	15.7%	15.5%	7.7%	7.8%	9.2%	3,432	4,069	2,230	97	131	87
Air Force	16.5%	15.5%	13.6%	39.2%	40.4%	39.9%	22.0%	22.6%	24.3%	12.9%	13.2%	13.3%	9.3%	8.3%	8.8%	14,248	17,313	17,605	530	644	667
Army‡	14.0%	13.4%	12.0%	37.2%	36.6%	38.0%	22.5%	24.0%	25.2%	14.5%	15.2%	14.4%	11.7%	10.8%	10.5%	12,561	15,460	18,354	380	526	637
Navy‡	12.8%	12.3%	11.5%	41.5%	40.0%	38.9%	23.3%	23.8%	25.7%	13.9%	14.0%	15.0%	8.6%	9.9%	9.0%	10,379	15,154	16,487	346	471	569
Marine Corps	16.0%	13.3%	15.2%	32.8%	37.9%	37.5%	24.1%	24.2%	23.3%	15.5%	13.5%	13.4%	11.6%	11.0%	10.6%	1,122	1,573	1,609	39	44	41
DOD 4th Estate	15.6%	14.2%	13.5%	38.4%	38.6%	38.5%	21.7%	22.8%	23.6%	13.9%	13.3%	14.5%	10.4%	11.0%	10.0%	12,827	14,234	13,020	348	455	417

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	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	15.6%	14.4%	13.4%	40.2%	39.8%	40.1%	22.4%	23.3%	24.0%	11.8%	12.4%	12.6%	10.0%	10.1%	9.9%	380,902	392,340	364,241	14,062	14,928	13,338
BBG	13.1%	11.1%	8.5%	32.1%	34.0%	34.7%	24.0%	24.7%	27.4%	12.1%	13.7%	13.9%	18.7%	16.5%	15.5%	844	1,029	995	37	50	36
CSOSA	13.3%	14.2%	12.7%	37.3%	41.0%	36.1%	22.4%	23.2%	23.6%	15.0%	11.8%	15.7%	12.0%	9.8%	12.0%	576	616	669	23	15	28
DHS	10.2%	9.0%	9.1%	31.7%	30.0%	31.4%	23.7%	24.8%	24.5%	15.9%	16.5%	16.5%	18.5%	19.7%	18.5%	43,860	39,913	39,247	1,681	1,548	1,397
DOC	16.7%	16.5%	17.9%	41.4%	41.7%	42.8%	22.1%	22.2%	21.8%	11.8%	11.8%	10.3%	8.0%	7.8%	7.2%	9,131	9,402	9,263	411	461	391
DOE	17.2%	13.5%	11.6%	42.6%	40.6%	40.1%	20.1%	22.1%	23.5%	11.5%	13.5%	14.1%	8.6%	10.3%	10.6%	7,711	8,083	6,171	208	230	182
DOI	13.1%	11.6%	11.0%	39.9%	39.8%	40.3%	23.2%	23.8%	24.0%	13.1%	13.9%	14.2%	10.6%	10.8%	10.6%	21,650	24,719	17,293	770	882	546
DOJ	16.7%	16.3%	13.9%	41.9%	42.4%	42.1%	22.4%	22.7%	25.3%	11.5%	11.1%	11.8%	7.5%	7.5%	7.0%	15,043	18,515	15,675	589	709	651
DOL	20.0%	17.7%	14.8%	39.7%	39.1%	38.1%	20.3%	21.9%	22.4%	11.2%	11.9%	13.4%	8.7%	9.3%	11.3%	10,648	10,700	10,344	411	415	377
DOT	18.0%	17.1%	15.7%	44.4%	43.4%	43.8%	19.2%	20.4%	20.5%	9.9%	10.7%	10.9%	8.5%	8.4%	9.0%	14,116	14,727	11,051	382	448	300
Educ	17.7%	18.2%	18.2%	39.5%	39.4%	39.9%	21.6%	20.1%	18.6%	11.1%	13.0%	12.7%	10.1%	9.2%	10.6%	2,735	2,584	2,288	88	73	74
EEOC	19.9%	19.6%	17.4%	40.3%	35.7%	35.8%	17.2%	19.0%	18.5%	12.6%	13.2%	13.4%	10.0%	12.6%	15.0%	1,410	1,160	1,050	53	61	44
EPA	13.5%	13.5%	11.1%	44.3%	41.0%	43.7%	21.8%	22.6%	22.0%	12.4%	12.7%	14.5%	8.0%	10.2%	8.7%	9,653	4,240	3,655	288	129	105
FCC	19.1%	21.2%	18.8%	40.4%	35.6%	40.4%	20.5%	21.0%	23.1%	10.4%	11.0%	9.3%	9.6%	11.3%	8.4%	605	529	662	25	20	19
FERC	30.0%	28.6%	27.5%	43.8%	42.0%	40.2%	14.9%	15.8%	18.1%	6.7%	8.3%	7.7%	4.7%	5.2%	6.5%	1,115	950	858	17	28	19
FTC	41.7%	32.5%	30.4%	35.7%	38.0%	37.3%	11.7%	17.7%	16.2%	7.2%	7.0%	9.1%	3.7%	4.7%	7.1%	607	588	494	17	25	11

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	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	15.6%	14.4%	13.4%	40.2%	39.8%	40.1%	22.4%	23.3%	24.0%	11.8%	12.4%	12.6%	10.0%	10.1%	9.9%	380,902	392,340	364,241	14,062	14,928	13,338
GSA	23.7%	20.5%	19.3%	42.7%	42.2%	44.6%	18.5%	20.4%	20.3%	8.5%	9.4%	9.4%	6.4%	7.5%	6.4%	6,701	7,485	8,128	173	191	189
HHS	19.1%	17.0%	15.8%	42.8%	42.4%	42.2%	20.2%	21.9%	22.2%	9.9%	10.5%	11.1%	7.9%	8.2%	8.7%	37,900	34,270	30,528	1,270	1,148	951
HUD	18.5%	15.4%	11.9%	40.4%	39.5%	39.5%	20.6%	22.2%	21.9%	10.7%	12.4%	13.3%	9.9%	10.6%	13.4%	5,248	5,111	3,630	134	141	109
NARA	18.0%	15.1%	13.1%	37.4%	34.5%	32.2%	21.2%	21.9%	22.8%	12.4%	14.1%	16.0%	11.1%	14.4%	16.0%	1,761	1,610	1,578	68	74	74
NASA	31.5%	29.6%	27.7%	44.8%	45.3%	47.1%	14.5%	15.4%	15.3%	5.8%	6.0%	6.4%	3.5%	3.6%	3.4%	10,766	9,482	9,034	222	210	188
NCUA	21.2%	20.3%	21.5%	43.2%	47.1%	43.5%	16.7%	16.2%	19.7%	13.0%	9.6%	8.6%	5.9%	6.7%	6.6%	627	741	759	16	22	28
NLRB	16.1%	16.6%	13.4%	36.9%	35.6%	35.6%	19.6%	19.4%	21.1%	16.4%	16.7%	18.0%	10.9%	11.7%	11.8%	813	841	633	38	39	32
NRC	25.2%	26.3%	24.4%	42.9%	44.5%	46.6%	17.3%	15.3%	14.7%	7.8%	8.2%	8.4%	6.9%	5.7%	5.9%	2,058	2,561	2,362	55	62	57
NSF	25.4%	23.1%	19.3%	42.5%	42.5%	43.1%	18.3%	17.9%	23.2%	9.2%	8.9%	8.6%	4.6%	7.6%	5.9%	817	866	882	18	19	14
OMB	33.0%	26.5%	21.0%	42.9%	45.7%	46.2%	14.2%	19.0%	18.6%	6.7%	6.0%	10.8%	3.2%	2.9%	3.3%	347	298	296	4	5	2
OPM	20.3%	18.8%	19.2%	42.0%	40.5%	43.3%	20.3%	22.5%	20.7%	9.1%	10.4%	9.2%	8.4%	7.7%	7.6%	2,921	3,083	3,332	210	209	199
PBGC	17.6%	16.9%	16.3%	45.2%	43.0%	46.2%	19.7%	19.6%	19.5%	9.7%	11.5%	8.5%	7.8%	9.0%	9.5%	538	597	448	15	17	12
RRB	15.5%	14.0%	14.7%	45.1%	45.1%	42.0%	20.9%	24.8%	22.2%	11.1%	7.6%	13.1%	7.3%	8.6%	7.9%	293	432	485	18	33	33
SBA	16.9%	14.7%	15.3%	33.8%	33.9%	36.5%	20.5%	23.0%	21.9%	13.7%	14.0%	13.3%	15.2%	14.4%	12.9%	1,294	1,215	1,304	38	44	42
SEC	22.3%	16.9%	14.5%	42.5%	41.6%	42.1%	17.7%	20.1%	20.5%	9.7%	11.6%	12.4%	7.8%	9.8%	10.4%	3,033	1,816	2,298	111	59	109

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(59) Managers support collaboration across work units to accomplish work objectives.

	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	15.6%	14.4%	13.4%	40.2%	39.8%	40.1%	22.4%	23.3%	24.0%	11.8%	12.4%	12.6%	10.0%	10.1%	9.9%	380,902	392,340	364,241	14,062	14,928	13,338
SSA	19.0%	19.1%	16.4%	41.6%	42.3%	43.6%	19.9%	21.0%	20.9%	10.8%	10.5%	11.2%	8.7%	7.1%	7.9%	8,212	9,699	8,811	281	328	299
State	17.3%	16.0%	15.0%	43.5%	46.5%	45.4%	22.4%	20.1%	21.3%	10.3%	11.2%	12.6%	6.4%	6.1%	5.7%	4,918	3,809	3,500	88	78	65
Treas	16.9%	15.9%	15.4%	41.0%	40.9%	41.7%	21.5%	22.1%	22.1%	10.9%	11.2%	11.8%	9.8%	9.9%	9.0%	41,816	47,486	46,822	2,237	2,744	2,561
USAID	15.4%	13.2%	13.1%	46.4%	46.3%	44.5%	19.5%	21.1%	20.5%	12.0%	12.2%	13.0%	6.8%	7.2%	8.8%	2,184	1,901	1,931	35	36	32
USDA	13.7%	11.7%	10.5%	44.2%	42.2%	42.7%	23.6%	25.0%	25.1%	11.3%	12.5%	13.5%	7.2%	8.6%	8.1%	21,654	19,456	19,153	716	701	612
VA	13.7%	12.3%	12.7%	36.9%	36.4%	36.0%	24.4%	25.5%	26.1%	12.9%	13.9%	13.1%	12.1%	11.8%	12.1%	27,627	29,224	24,800	1,345	1,262	993
Small Agencies	19.1%	18.1%	15.2%	38.9%	37.6%	37.7%	19.3%	20.8%	21.2%	11.6%	12.3%	14.4%	11.0%	11.2%	11.5%	5,168	4,886	4,508	137	141	142
DOD	15.9%	14.8%	13.4%	41.9%	41.9%	41.9%	22.5%	23.3%	24.6%	11.1%	11.6%	11.9%	8.6%	8.4%	8.2%	54,502	67,716	69,304	1,833	2,271	2,415
USACE	16.0%	14.0%	11.6%	46.2%	45.2%	44.3%	21.7%	22.6%	24.4%	9.8%	11.8%	11.6%	6.3%	6.5%	8.1%	3,425	4,067	2,239	102	127	81
Air Force	17.9%	16.7%	14.7%	41.8%	43.4%	43.1%	21.9%	22.0%	23.7%	10.3%	10.9%	11.0%	8.1%	7.0%	7.4%	14,236	17,274	17,585	541	659	690
Army‡	15.0%	14.4%	12.9%	40.0%	39.9%	40.4%	22.9%	23.8%	25.3%	11.8%	12.4%	12.5%	10.3%	9.5%	8.9%	12,568	15,449	18,336	382	533	646
Navy‡	14.5%	13.6%	12.3%	44.5%	43.0%	43.1%	23.0%	23.8%	25.2%	11.0%	11.5%	12.0%	7.0%	8.1%	7.4%	10,386	15,131	16,499	361	461	546
Marine Corps	17.5%	14.8%	16.3%	35.9%	39.0%	38.6%	23.2%	26.8%	23.7%	12.6%	10.0%	12.7%	10.8%	9.4%	8.8%	1,119	1,563	1,610	41	46	41
DOD 4th Estate	16.9%	15.1%	14.3%	40.7%	40.8%	40.8%	21.8%	22.8%	23.6%	11.1%	11.4%	12.0%	9.4%	9.9%	9.3%	12,768	14,232	13,035	406	445	411

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			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	23.9%	22.7%	21.8%	34.0%	34.1%	34.2%	23.3%	23.8%	24.5%	9.6%	10.1%	10.4%	9.3%	9.3%	9.1%	373,425	384,360	355,344	21,965	23,479	22,457
BBG	21.7%	20.1%	16.2%	25.3%	30.3%	30.1%	24.3%	23.8%	28.6%	12.2%	11.1%	11.7%	16.4%	14.6%	13.4%	837	1,023	977	46	61	56
CSOSA	20.0%	24.9%	18.7%	34.6%	32.6%	35.8%	28.8%	28.6%	25.1%	7.4%	6.3%	9.8%	9.3%	7.5%	10.5%	553	586	646	48	42	51
DHS	18.3%	16.5%	16.5%	28.6%	28.2%	28.8%	25.5%	26.6%	25.6%	12.6%	13.2%	13.8%	14.9%	15.5%	15.3%	43,505	39,671	38,804	2,052	1,837	1,829
DOC	26.8%	26.0%	26.7%	36.8%	37.6%	37.2%	21.3%	21.0%	22.9%	7.9%	8.4%	7.9%	7.1%	6.9%	5.3%	8,883	9,058	8,953	684	819	711
DOE	26.7%	21.8%	20.0%	35.1%	34.2%	32.7%	22.2%	24.2%	27.0%	8.3%	10.0%	10.8%	7.6%	9.8%	9.5%	7,586	7,960	6,042	339	359	318
DOI	20.8%	18.8%	18.3%	33.7%	33.4%	34.3%	25.0%	26.2%	25.9%	10.7%	11.5%	11.4%	9.7%	10.1%	10.0%	21,152	24,115	16,863	1,285	1,518	1,029
DOJ	26.5%	25.9%	24.6%	34.0%	35.8%	35.4%	22.6%	21.6%	23.5%	8.4%	9.1%	9.3%	8.6%	7.5%	7.1%	14,963	18,288	15,521	662	918	824
DOL	29.9%	27.0%	25.5%	34.0%	34.9%	33.0%	20.5%	20.6%	23.0%	7.5%	8.6%	9.1%	8.0%	8.9%	9.4%	10,507	10,496	10,053	595	654	651
DOT	25.4%	24.2%	21.3%	35.0%	33.9%	34.6%	21.8%	22.7%	24.7%	9.5%	10.1%	10.3%	8.2%	9.0%	9.1%	13,816	14,422	10,757	708	782	599
Educ	27.9%	27.7%	29.0%	33.6%	35.0%	33.3%	21.4%	21.6%	20.6%	8.3%	8.3%	9.2%	8.8%	7.4%	8.0%	2,662	2,504	2,245	162	152	112
EEOC	33.0%	31.7%	28.2%	32.4%	31.2%	31.6%	18.7%	20.0%	19.2%	7.3%	8.0%	9.3%	8.6%	9.1%	11.7%	1,371	1,159	1,039	95	61	56
EPA	25.2%	21.0%	19.5%	36.5%	35.5%	37.0%	22.8%	25.2%	25.3%	8.2%	10.1%	9.4%	7.3%	8.3%	8.7%	9,506	4,196	3,597	463	170	157
FCC	39.2%	38.8%	35.8%	26.3%	26.4%	34.3%	20.1%	16.9%	15.1%	5.7%	7.3%	8.6%	8.6%	10.6%	6.2%	596	509	642	35	40	40
FERC	40.7%	40.4%	38.1%	33.9%	34.4%	32.9%	15.8%	14.8%	17.4%	6.0%	6.5%	7.5%	3.7%	3.9%	4.1%	1,092	942	854	39	33	24
FTC	56.0%	44.6%	44.2%	26.9%	33.6%	32.9%	10.9%	14.9%	12.7%	3.8%	4.6%	6.2%	2.5%	2.3%	4.0%	604	592	478	19	21	24

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			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	23.9%	22.7%	21.8%	34.0%	34.1%	34.2%	23.3%	23.8%	24.5%	9.6%	10.1%	10.4%	9.3%	9.3%	9.1%	373,425	384,360	355,344	21,965	23,479	22,457
GSA	33.3%	28.9%	28.3%	34.6%	35.5%	35.7%	19.1%	20.4%	22.0%	6.8%	7.7%	7.7%	6.2%	7.5%	6.4%	6,582	7,269	7,872	297	424	465
HHS	28.7%	26.6%	25.2%	34.7%	34.8%	34.5%	21.0%	22.4%	23.1%	8.0%	8.7%	9.2%	7.5%	7.5%	8.0%	37,101	33,533	29,716	2,137	1,967	1,794
HUD	29.2%	25.3%	21.6%	32.8%	31.4%	30.8%	21.0%	24.0%	22.7%	8.1%	9.4%	11.6%	9.0%	10.0%	13.2%	5,065	4,956	3,529	313	327	207
NARA	31.7%	27.3%	21.8%	32.0%	31.8%	31.9%	18.8%	20.3%	23.5%	7.7%	10.3%	10.6%	9.6%	10.3%	12.1%	1,747	1,605	1,527	91	87	124
NASA	36.4%	35.7%	34.9%	38.1%	38.0%	37.9%	16.8%	17.3%	18.6%	5.2%	5.3%	5.1%	3.5%	3.7%	3.6%	10,578	9,262	8,822	420	436	391
NCUA	32.6%	27.5%	29.1%	36.7%	44.5%	41.5%	20.3%	19.0%	19.6%	6.7%	5.2%	6.3%	3.7%	3.8%	3.5%	610	712	705	30	52	87
NLRB	31.0%	31.0%	25.4%	32.3%	32.6%	34.4%	20.6%	22.3%	22.7%	8.1%	8.8%	10.7%	8.0%	5.2%	6.7%	820	849	629	31	27	37
NRC	33.2%	33.2%	31.6%	38.1%	37.9%	38.1%	17.9%	18.2%	18.9%	5.3%	6.2%	6.7%	5.5%	4.6%	4.7%	2,048	2,547	2,352	70	81	71
NSF	35.7%	34.1%	32.0%	31.4%	32.1%	30.9%	17.7%	20.1%	21.8%	7.9%	6.4%	7.1%	7.3%	7.3%	8.2%	816	846	862	22	38	38
OMB	36.2%	33.0%	35.3%	39.8%	43.5%	37.4%	16.4%	18.3%	19.1%	4.4%	4.2%	6.3%	3.1%	0.9%	1.9%	339	296	293	12	6	6
OPM	31.1%	29.0%	29.6%	36.4%	37.1%	39.5%	18.7%	20.7%	18.7%	7.5%	7.2%	7.3%	6.3%	6.1%	4.9%	2,842	3,070	3,217	287	242	313
PBGC	31.5%	29.9%	29.2%	33.9%	34.5%	29.5%	20.9%	21.2%	21.8%	8.0%	7.8%	9.6%	5.8%	6.7%	9.9%	523	580	434	31	32	29
RRB	26.7%	32.8%	27.6%	40.1%	35.4%	37.7%	20.4%	19.7%	25.3%	7.4%	6.9%	5.3%	5.4%	5.3%	4.1%	296	413	479	17	52	39
SBA	25.8%	22.8%	23.0%	28.4%	29.4%	30.6%	22.6%	22.4%	23.4%	9.2%	9.4%	11.0%	13.9%	16.1%	11.9%	1,268	1,200	1,265	64	63	76
SEC	37.2%	32.6%	29.2%	31.6%	31.0%	32.9%	16.9%	19.3%	20.2%	6.9%	8.0%	8.5%	7.4%	9.1%	9.1%	2,992	1,788	2,237	158	84	165

Report by Agency

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

	Very Good			Good			Fair			Poor			Very Poor			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	23.9%	22.7%	21.8%	34.0%	34.1%	34.2%	23.3%	23.8%	24.5%	9.6%	10.1%	10.4%	9.3%	9.3%	9.1%	373,425	384,360	355,344	21,965	23,479	22,457
SSA	26.4%	27.6%	24.3%	34.8%	35.9%	36.8%	23.4%	22.2%	23.3%	8.0%	7.5%	8.8%	7.4%	6.8%	6.9%	8,025	9,526	8,646	470	511	474
State	28.7%	29.8%	26.9%	36.4%	34.4%	36.8%	21.2%	22.3%	22.9%	7.9%	8.0%	8.1%	5.7%	5.4%	5.4%	4,849	3,760	3,438	151	141	135
Treas	26.4%	25.3%	24.7%	35.7%	36.2%	36.9%	21.4%	22.2%	22.8%	8.1%	8.2%	8.2%	8.3%	8.1%	7.4%	40,461	46,182	45,193	3,666	4,148	4,298
USAID	27.3%	23.8%	20.9%	36.7%	36.7%	37.9%	20.9%	23.4%	24.9%	8.3%	8.8%	10.1%	6.8%	7.2%	6.2%	2,129	1,869	1,871	90	66	88
USDA	21.4%	18.7%	18.0%	36.6%	35.9%	35.3%	24.8%	26.2%	27.8%	9.6%	10.6%	10.9%	7.6%	8.6%	8.0%	21,285	19,065	18,597	1,132	1,148	1,203
VA	21.0%	19.6%	20.3%	31.9%	31.3%	31.2%	24.7%	25.5%	25.4%	11.2%	11.9%	11.7%	11.3%	11.7%	11.4%	26,640	28,134	23,658	2,294	2,337	2,113
Small Agencies	29.1%	28.1%	26.3%	33.4%	32.5%	32.7%	20.0%	21.1%	21.6%	8.2%	8.9%	9.7%	9.3%	9.3%	9.7%	5,091	4,760	4,371	216	276	287
DOD	23.9%	23.1%	21.8%	35.4%	35.8%	35.8%	23.2%	23.4%	24.6%	9.2%	9.7%	10.0%	8.2%	8.0%	7.7%	53,685	66,617	68,160	2,734	3,467	3,536
USACE	27.1%	22.8%	20.6%	36.2%	38.1%	36.3%	21.3%	23.5%	24.9%	8.4%	8.7%	10.6%	7.0%	6.8%	7.6%	3,382	3,989	2,202	149	209	117
Air Force	25.5%	24.8%	23.3%	35.9%	36.6%	35.6%	22.2%	22.7%	23.4%	8.6%	8.7%	9.8%	7.8%	7.1%	7.9%	14,018	17,080	17,413	784	877	851
Army‡	22.7%	21.5%	20.2%	33.5%	33.8%	34.7%	24.0%	24.5%	25.6%	10.1%	11.1%	10.7%	9.6%	9.1%	8.9%	12,364	15,195	18,054	616	803	928
Navy‡	22.3%	22.4%	21.3%	38.0%	37.5%	37.4%	23.7%	23.6%	25.4%	9.0%	9.3%	9.4%	7.0%	7.3%	6.5%	10,192	14,752	16,079	557	866	964
Marine Corps	26.3%	25.1%	25.7%	31.4%	33.2%	35.1%	22.8%	23.1%	22.2%	9.6%	9.9%	9.1%	10.0%	8.6%	7.9%	1,100	1,544	1,591	59	75	62
DOD 4th Estate	25.4%	24.4%	23.3%	33.9%	35.2%	35.6%	22.9%	22.0%	23.8%	9.2%	9.7%	9.8%	8.7%	8.7%	7.5%	12,629	14,057	12,821	569	637	614

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	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	20.3%	19.0%	17.8%	32.8%	32.3%	32.3%	23.5%	24.4%	25.1%	12.4%	13.1%	13.6%	10.9%	11.2%	11.2%	390,254	402,356	372,771	5,078	5,387	5,069
BBG	17.2%	14.9%	10.7%	26.4%	29.7%	28.9%	25.4%	22.8%	27.6%	13.3%	14.3%	14.9%	17.7%	18.3%	18.0%	857	1,070	1,021	24	14	16
CSOSA	19.5%	24.9%	20.1%	40.3%	36.9%	33.6%	21.9%	21.6%	26.2%	9.5%	8.2%	10.5%	8.7%	8.4%	9.6%	598	622	688	3	6	6
DHS	14.7%	12.9%	13.2%	25.7%	25.3%	25.2%	23.6%	24.0%	24.1%	15.9%	16.6%	17.3%	20.2%	21.2%	20.1%	45,120	41,075	40,221	439	462	389
DOC	20.3%	19.6%	21.7%	35.4%	35.0%	35.1%	24.0%	24.3%	24.5%	11.4%	12.3%	11.2%	8.8%	8.8%	7.4%	9,414	9,713	9,489	149	171	185
DOE	19.4%	16.1%	14.7%	33.3%	32.0%	29.6%	23.7%	25.5%	25.3%	12.9%	14.6%	17.3%	10.7%	11.8%	13.2%	7,848	8,228	6,300	73	82	63
DOI	14.7%	13.7%	13.4%	31.8%	30.9%	31.1%	26.4%	27.5%	28.0%	15.0%	16.0%	15.4%	12.0%	12.0%	12.2%	22,115	25,260	17,588	332	372	297
DOJ	24.7%	23.5%	20.7%	35.6%	35.3%	35.2%	20.2%	21.7%	23.9%	11.4%	11.5%	11.6%	8.2%	7.9%	8.6%	15,460	19,054	16,203	146	155	138
DOL	26.0%	23.5%	20.5%	33.8%	33.8%	31.9%	21.5%	22.9%	24.3%	10.1%	10.6%	12.3%	8.7%	9.3%	11.0%	10,953	10,978	10,559	135	168	149
DOT	19.6%	18.7%	16.4%	33.4%	31.7%	30.6%	23.7%	25.4%	27.0%	13.0%	13.7%	15.2%	10.4%	10.5%	10.9%	14,346	15,004	11,214	175	189	138
Educ	20.8%	21.9%	21.4%	34.0%	33.6%	33.0%	22.0%	23.2%	21.6%	11.7%	11.1%	12.6%	11.5%	10.2%	11.5%	2,796	2,622	2,334	31	30	28
EEOC	26.3%	26.1%	20.5%	34.4%	32.7%	32.7%	19.4%	19.0%	21.4%	11.2%	11.4%	12.8%	8.8%	10.8%	12.6%	1,448	1,209	1,081	15	11	13
EPA	16.3%	13.2%	11.9%	34.5%	30.1%	32.7%	24.5%	27.4%	26.0%	14.3%	16.4%	16.9%	10.4%	12.8%	12.5%	9,890	4,335	3,727	83	30	33
FCC	26.1%	27.0%	26.7%	29.8%	28.8%	35.3%	23.6%	21.4%	20.7%	8.3%	10.9%	9.6%	12.3%	12.0%	7.7%	624	542	674	8	9	8
FERC	36.8%	39.4%	35.5%	37.5%	33.5%	36.0%	14.7%	16.4%	14.9%	6.5%	6.7%	9.3%	4.5%	4.0%	4.4%	1,132	969	873	8	10	6
FTC	49.1%	39.3%	40.6%	31.7%	37.7%	32.7%	11.9%	14.8%	15.9%	4.5%	5.3%	5.7%	2.7%	2.9%	5.0%	618	607	497	5	5	5

Report by Agency

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

	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	20.3%	19.0%	17.8%	32.8%	32.3%	32.3%	23.5%	24.4%	25.1%	12.4%	13.1%	13.6%	10.9%	11.2%	11.2%	390,254	402,356	372,771	5,078	5,387	5,069
GSA	24.4%	19.7%	18.5%	34.3%	33.0%	34.1%	22.6%	26.0%	26.3%	10.1%	11.8%	11.8%	8.6%	9.5%	9.4%	6,810	7,578	8,232	85	111	120
HHS	25.5%	23.2%	21.8%	35.8%	35.6%	35.0%	21.3%	22.6%	23.1%	9.7%	10.5%	11.3%	7.8%	8.0%	8.9%	38,676	34,999	31,066	558	489	463
HUD	21.8%	18.2%	14.1%	32.1%	30.1%	27.6%	25.0%	26.3%	25.8%	10.6%	12.9%	15.1%	10.5%	12.4%	17.3%	5,297	5,203	3,706	77	69	36
NARA	19.1%	16.5%	13.5%	30.6%	26.5%	25.3%	21.6%	22.4%	25.6%	14.1%	15.8%	17.6%	14.6%	18.9%	18.0%	1,806	1,667	1,630	29	21	23
NASA	33.5%	31.3%	30.8%	37.5%	37.7%	37.4%	17.3%	18.1%	19.1%	7.2%	8.1%	8.0%	4.5%	4.8%	4.7%	10,921	9,608	9,153	75	93	70
NCUA	24.6%	21.3%	23.8%	38.0%	41.0%	37.5%	20.3%	21.2%	21.4%	11.3%	10.2%	11.7%	5.8%	6.3%	5.7%	639	757	777	3	9	14
NLRB	25.0%	25.5%	19.2%	35.1%	35.4%	34.2%	18.8%	19.5%	22.6%	10.9%	11.4%	14.2%	10.2%	8.3%	9.8%	846	868	663	8	8	5
NRC	25.5%	28.1%	27.5%	39.2%	38.0%	38.3%	18.1%	16.9%	18.1%	9.7%	9.9%	10.3%	7.6%	7.1%	5.7%	2,088	2,609	2,408	29	17	13
NSF	26.0%	23.6%	24.9%	35.4%	32.5%	33.5%	20.3%	23.7%	20.4%	9.3%	11.5%	11.1%	9.0%	8.8%	10.1%	831	878	890	6	10	10
OMB	26.8%	23.3%	19.4%	44.5%	48.2%	46.8%	18.3%	17.1%	19.2%	8.3%	8.4%	10.7%	2.1%	3.1%	3.8%	349	301	298	2	2	2
OPM	22.8%	21.6%	20.6%	34.6%	35.7%	37.8%	23.2%	24.6%	23.9%	10.7%	11.0%	10.4%	8.6%	7.1%	7.3%	3,065	3,248	3,459	67	61	80
PBGC	23.4%	19.1%	17.8%	37.2%	35.3%	29.5%	21.0%	25.8%	24.2%	10.8%	13.3%	16.8%	7.6%	6.6%	11.6%	547	608	459	4	7	5
RRB	25.8%	25.6%	27.9%	33.1%	37.6%	33.0%	23.7%	23.7%	28.5%	11.1%	7.7%	6.3%	6.3%	5.4%	4.4%	306	456	504	6	10	13
SBA	18.6%	16.5%	17.1%	26.9%	27.7%	29.1%	23.6%	24.4%	25.9%	14.2%	15.8%	14.2%	16.6%	15.6%	13.7%	1,325	1,241	1,328	13	20	16
SEC	29.5%	25.1%	22.1%	35.0%	31.7%	32.6%	17.5%	20.6%	21.9%	9.5%	11.0%	12.2%	8.6%	11.7%	11.2%	3,131	1,855	2,366	20	18	29

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

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

	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	20.3%	19.0%	17.8%	32.8%	32.3%	32.3%	23.5%	24.4%	25.1%	12.4%	13.1%	13.6%	10.9%	11.2%	11.2%	390,254	402,356	372,771	5,078	5,387	5,069
SSA	23.2%	24.4%	20.3%	34.6%	34.7%	35.8%	23.1%	23.8%	24.9%	10.8%	10.0%	11.0%	8.3%	7.2%	7.9%	8,368	9,884	8,963	127	153	158
State	22.8%	21.1%	22.1%	38.4%	38.4%	37.9%	21.6%	22.0%	22.9%	10.6%	12.0%	11.5%	6.6%	6.5%	5.6%	4,964	3,871	3,542	39	24	30
Treas	18.6%	17.5%	16.2%	33.3%	33.0%	33.0%	24.6%	25.9%	26.7%	12.3%	12.6%	13.4%	11.2%	11.0%	10.8%	43,276	49,350	48,471	844	931	1,000
USAID	20.9%	15.0%	13.8%	37.5%	34.4%	31.5%	23.3%	25.7%	26.2%	11.9%	15.4%	16.9%	6.4%	9.4%	11.6%	2,204	1,925	1,947	18	13	19
USDA	16.5%	13.5%	12.5%	33.1%	31.5%	31.3%	27.3%	28.0%	28.4%	14.0%	15.8%	16.8%	9.1%	11.2%	10.9%	22,109	19,925	19,523	298	276	276
VA	18.1%	16.8%	16.7%	30.5%	30.0%	29.7%	25.1%	25.7%	25.9%	13.5%	14.2%	14.4%	12.8%	13.4%	13.3%	28,408	29,891	25,289	522	579	496
Small Agencies	22.7%	20.7%	19.2%	33.6%	32.6%	31.4%	20.7%	22.5%	23.8%	11.4%	12.8%	13.4%	11.6%	11.3%	12.2%	5,265	4,995	4,616	50	42	48
DOD	21.8%	20.7%	18.8%	34.2%	33.9%	34.2%	23.1%	23.9%	24.8%	11.5%	12.2%	12.9%	9.4%	9.2%	9.4%	55,804	69,351	71,012	572	710	669
USACE	20.9%	18.8%	15.2%	37.0%	36.7%	34.0%	23.2%	23.8%	26.9%	11.3%	12.7%	14.3%	7.6%	8.1%	9.6%	3,494	4,155	2,294	38	47	25
Air Force	24.4%	23.5%	20.7%	34.4%	34.6%	34.7%	21.6%	22.1%	22.5%	11.0%	11.4%	12.8%	8.6%	8.4%	9.2%	14,632	17,764	18,131	161	176	134
Army‡	21.2%	19.9%	18.0%	32.3%	32.9%	33.3%	23.0%	24.1%	24.9%	12.4%	13.0%	13.5%	11.0%	10.1%	10.2%	12,850	15,808	18,760	113	188	207
Navy‡	19.8%	19.5%	17.4%	36.0%	33.8%	35.3%	24.2%	25.5%	26.2%	11.4%	12.5%	12.6%	8.5%	8.8%	8.5%	10,632	15,469	16,883	107	150	154
Marine Corps	23.8%	21.9%	23.6%	31.6%	33.9%	31.5%	22.9%	23.7%	23.5%	10.6%	10.9%	11.6%	11.1%	9.5%	9.9%	1,144	1,608	1,640	13	8	15
DOD 4th Estate	22.6%	21.0%	20.2%	34.0%	34.2%	33.5%	23.2%	23.5%	24.9%	11.1%	11.8%	12.1%	9.1%	9.5%	9.4%	13,052	14,547	13,304	140	141	134

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	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	19.8%	18.4%	17.1%	35.3%	35.0%	35.2%	25.8%	27.1%	28.3%	10.0%	10.3%	10.5%	9.1%	9.3%	8.9%	363,124	371,258	342,150	32,433	36,507	35,524
BBG	17.2%	18.0%	10.6%	33.6%	37.1%	36.8%	27.8%	24.7%	30.7%	8.6%	8.5%	10.5%	12.9%	11.6%	11.3%	782	978	938	99	103	100
CSOSA	21.7%	22.6%	19.7%	43.0%	38.2%	38.0%	22.6%	25.7%	24.9%	5.9%	7.0%	9.2%	6.7%	6.5%	8.2%	579	597	651	23	35	42
DHS	13.6%	11.5%	11.7%	26.1%	25.6%	27.1%	27.1%	28.5%	28.6%	14.6%	14.7%	15.2%	18.6%	19.7%	17.5%	41,729	37,698	36,829	3,843	3,828	3,773
DOC	22.9%	21.6%	23.1%	40.6%	39.7%	39.9%	23.5%	24.4%	25.5%	7.4%	8.3%	6.9%	5.7%	6.0%	4.6%	8,732	8,819	8,620	842	1,070	1,049
DOE	22.9%	18.6%	16.4%	41.5%	39.9%	37.8%	21.9%	25.0%	27.4%	7.6%	9.4%	10.6%	6.1%	7.1%	7.8%	7,408	7,662	5,763	535	649	593
DOI	17.5%	15.8%	14.8%	39.2%	38.3%	38.7%	26.0%	28.0%	29.1%	9.7%	10.0%	9.6%	7.6%	7.9%	7.8%	20,329	22,914	15,962	2,136	2,724	1,929
DOJ	21.2%	20.1%	18.0%	36.7%	36.7%	36.5%	25.2%	25.6%	28.7%	9.5%	10.2%	9.4%	7.4%	7.4%	7.4%	14,414	17,485	14,841	1,202	1,726	1,507
DOL	28.9%	25.8%	19.9%	38.6%	38.3%	36.2%	20.4%	22.6%	27.0%	6.5%	6.9%	9.0%	5.7%	6.5%	8.0%	10,332	10,313	9,524	765	824	1,177
DOT	21.5%	19.6%	16.9%	36.5%	37.1%	37.2%	25.9%	26.3%	28.1%	9.0%	9.7%	10.4%	7.1%	7.3%	7.4%	13,215	13,677	10,180	1,313	1,524	1,161
Educ	25.2%	26.5%	24.7%	40.9%	38.7%	39.4%	18.7%	21.3%	19.6%	8.0%	7.7%	10.1%	7.2%	5.7%	6.2%	2,635	2,477	2,180	190	178	177
EEOC	27.5%	26.5%	20.3%	37.1%	33.7%	34.8%	20.4%	22.3%	25.7%	8.3%	9.4%	10.2%	6.7%	8.1%	9.0%	1,371	1,133	1,002	98	90	93
EPA	20.2%	19.1%	16.0%	43.1%	41.9%	44.8%	23.2%	23.5%	25.4%	8.0%	9.3%	8.0%	5.5%	6.2%	5.8%	9,156	4,060	3,456	815	315	305
FCC	26.8%	29.6%	26.1%	34.8%	30.7%	40.0%	22.6%	21.0%	22.9%	8.0%	10.2%	6.3%	7.7%	8.6%	4.7%	564	482	618	69	67	64
FERC	40.6%	39.9%	37.8%	36.8%	38.0%	38.3%	14.7%	12.7%	13.9%	4.1%	5.1%	6.0%	3.8%	4.3%	4.1%	1,079	924	829	56	54	48
FTC	47.8%	35.9%	34.1%	32.3%	38.1%	36.1%	13.3%	17.0%	20.0%	4.0%	5.5%	5.1%	2.6%	3.5%	4.7%	578	558	457	45	53	45

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	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	19.8%	18.4%	17.1%	35.3%	35.0%	35.2%	25.8%	27.1%	28.3%	10.0%	10.3%	10.5%	9.1%	9.3%	8.9%	363,124	371,258	342,150	32,433	36,507	35,524
GSA	31.1%	26.5%	24.8%	39.9%	40.8%	40.7%	18.1%	21.2%	23.0%	5.9%	6.1%	6.4%	5.1%	5.3%	5.1%	6,521	7,242	7,868	382	450	494
HHS	24.5%	22.6%	20.9%	38.7%	38.3%	38.5%	22.2%	23.7%	24.7%	8.2%	8.7%	9.1%	6.3%	6.8%	6.9%	36,423	32,588	28,795	2,844	2,899	2,725
HUD	22.7%	19.4%	15.4%	36.7%	34.3%	33.7%	25.0%	26.4%	28.6%	8.1%	10.6%	10.2%	7.5%	9.2%	12.1%	4,926	4,815	3,406	452	449	332
NARA	22.8%	20.9%	18.1%	40.8%	35.1%	33.5%	23.1%	25.0%	27.2%	6.3%	9.7%	10.7%	7.0%	9.2%	10.6%	1,687	1,529	1,437	147	162	215
NASA	40.1%	37.7%	36.3%	41.1%	42.7%	42.2%	13.4%	14.0%	15.5%	3.2%	3.5%	3.8%	2.2%	2.1%	2.2%	10,443	9,159	8,744	560	540	473
NCUA	23.0%	19.7%	19.5%	41.8%	40.0%	34.9%	18.1%	22.2%	24.1%	9.7%	11.3%	13.4%	7.4%	6.9%	8.1%	621	717	736	24	48	57
NLRB	26.4%	27.1%	20.2%	36.5%	35.4%	35.8%	18.3%	19.5%	20.9%	9.9%	11.3%	15.1%	8.9%	6.8%	8.0%	804	822	627	51	54	41
NRC	34.5%	37.7%	36.3%	43.1%	44.1%	44.2%	13.2%	11.3%	12.5%	5.7%	3.5%	3.9%	3.5%	3.4%	3.0%	2,032	2,556	2,362	85	70	59
NSF	32.2%	27.8%	30.4%	37.6%	40.5%	38.7%	16.8%	18.4%	18.6%	7.8%	8.3%	7.9%	5.7%	5.0%	4.3%	795	831	850	42	53	50
OMB	20.3%	15.0%	13.6%	46.4%	41.7%	41.1%	19.9%	25.9%	23.4%	10.1%	12.7%	15.2%	3.3%	4.6%	6.7%	339	296	287	12	7	13
OPM	25.8%	24.2%	22.9%	38.3%	38.3%	40.8%	22.8%	24.4%	24.9%	6.6%	7.5%	6.4%	6.6%	5.6%	5.1%	2,790	2,983	3,107	343	324	432
PBGC	26.3%	22.7%	22.0%	44.4%	45.3%	33.7%	18.1%	20.0%	23.7%	6.2%	8.2%	11.5%	5.0%	3.7%	9.0%	520	575	417	33	40	45
RRB	24.7%	23.3%	24.6%	38.8%	41.2%	37.4%	23.1%	25.2%	26.5%	7.7%	6.5%	7.0%	5.6%	3.8%	4.4%	287	411	455	26	52	61
SBA	20.6%	20.2%	18.2%	32.7%	35.5%	36.2%	24.9%	27.0%	30.0%	9.5%	9.0%	7.1%	12.3%	8.2%	8.5%	1,225	1,143	1,204	116	119	141
SEC	31.9%	27.2%	22.8%	39.7%	38.5%	40.7%	16.6%	20.4%	20.3%	6.7%	7.8%	9.2%	5.1%	6.1%	7.1%	2,977	1,761	2,230	175	114	170

SOURCE: Federal Employee Viewpoint Survey

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

Report by Agency

(62) Senior leaders demonstrate support for Work/Life programs.

	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	19.8%	18.4%	17.1%	35.3%	35.0%	35.2%	25.8%	27.1%	28.3%	10.0%	10.3%	10.5%	9.1%	9.3%	8.9%	363,124	371,258	342,150	32,433	36,507	35,524
SSA	21.5%	21.6%	17.8%	35.7%	35.9%	36.2%	26.9%	28.2%	30.4%	9.0%	8.6%	9.2%	6.8%	5.8%	6.4%	7,839	9,132	8,184	661	912	923
State	16.8%	16.3%	15.3%	35.1%	35.2%	35.7%	24.4%	24.4%	25.2%	14.6%	15.3%	16.0%	9.0%	8.7%	7.8%	4,775	3,719	3,340	230	175	230
Treas	20.6%	19.3%	17.7%	37.0%	36.5%	36.5%	25.6%	26.9%	28.7%	8.6%	8.9%	9.3%	8.2%	8.4%	7.9%	39,342	44,445	43,384	4,773	5,860	6,024
USAID	18.7%	15.4%	13.3%	40.1%	39.2%	38.1%	22.2%	24.2%	25.2%	11.9%	12.1%	13.6%	7.1%	9.1%	9.8%	2,102	1,826	1,843	121	110	126
USDA	17.8%	15.3%	14.2%	41.5%	40.7%	41.0%	27.0%	28.1%	29.9%	7.9%	9.5%	9.3%	5.7%	6.4%	5.7%	20,788	18,608	18,077	1,642	1,600	1,718
VA	15.4%	13.8%	13.9%	29.7%	28.9%	28.9%	30.3%	32.5%	32.8%	12.2%	12.1%	12.5%	12.4%	12.7%	11.9%	25,409	26,715	22,499	3,509	3,742	3,262
Small Agencies	26.7%	24.1%	22.7%	38.4%	37.9%	38.1%	19.0%	21.7%	23.3%	8.6%	9.0%	8.7%	7.3%	7.3%	7.3%	4,964	4,690	4,306	352	352	363
DOD	21.3%	20.1%	18.4%	37.1%	37.2%	37.3%	24.9%	26.1%	27.3%	9.1%	9.3%	9.7%	7.6%	7.3%	7.3%	52,612	64,918	66,142	3,822	5,135	5,507
USACE	19.9%	17.7%	14.2%	40.2%	39.1%	38.2%	25.7%	28.4%	30.1%	8.5%	9.3%	10.6%	5.6%	5.6%	6.9%	3,219	3,758	2,038	321	443	280
Air Force	23.9%	23.0%	20.3%	38.1%	39.3%	38.1%	22.9%	23.5%	25.8%	8.0%	7.9%	8.9%	7.0%	6.3%	6.9%	13,788	16,629	16,897	1,006	1,313	1,346
Army‡	20.5%	18.7%	16.8%	33.7%	34.6%	35.5%	25.9%	27.6%	28.4%	10.5%	10.7%	10.8%	9.4%	8.4%	8.4%	11,949	14,680	17,396	1,029	1,316	1,571
Navy‡	18.9%	18.3%	17.0%	39.4%	37.3%	37.9%	26.2%	27.4%	29.0%	8.9%	9.6%	9.5%	6.7%	7.3%	6.7%	10,050	14,459	15,696	709	1,144	1,338
Marine Corps	22.1%	21.1%	22.3%	32.3%	35.3%	33.7%	25.1%	26.4%	24.8%	11.6%	8.4%	10.9%	8.9%	8.8%	8.2%	1,066	1,488	1,522	95	129	128
DOD 4th Estate	23.8%	22.3%	21.6%	37.7%	38.8%	38.9%	23.0%	23.6%	24.2%	8.5%	8.4%	8.6%	7.0%	7.0%	6.6%	12,540	13,904	12,593	662	790	844

SOURCE: Federal Employee Viewpoint Survey

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.3%	13.4%	12.5%	36.3%	36.3%	36.0%	22.7%	23.4%	24.0%	18.8%	19.4%	20.0%	7.8%	7.6%	7.6%	394,068	406,408	375,988
BBG	10.9%	12.3%	7.6%	31.5%	30.3%	31.1%	23.2%	22.9%	24.7%	18.8%	21.3%	24.2%	15.6%	13.3%	12.5%	881	1,079	1,034
CSOSA	14.4%	13.3%	13.0%	33.6%	34.7%	31.2%	23.5%	23.9%	22.6%	20.6%	20.9%	24.7%	7.9%	7.3%	8.5%	595	624	695
DHS	10.2%	8.8%	8.7%	29.0%	28.0%	28.6%	24.2%	24.8%	25.0%	23.7%	24.6%	24.9%	13.0%	13.8%	12.8%	45,390	41,358	40,305
DOC	16.6%	15.6%	16.8%	37.9%	37.4%	38.4%	21.9%	22.9%	22.4%	17.3%	17.8%	17.2%	6.3%	6.2%	5.2%	9,534	9,854	9,651
DOE	17.1%	13.4%	11.6%	38.7%	37.8%	36.6%	20.1%	22.4%	23.3%	16.9%	19.0%	20.9%	7.1%	7.4%	7.6%	7,914	8,295	6,333
DOI	14.7%	13.3%	12.2%	37.7%	37.9%	37.5%	21.7%	22.5%	23.2%	18.6%	19.3%	19.8%	7.3%	7.1%	7.4%	22,360	25,548	17,807
DOJ	15.5%	15.5%	13.6%	38.1%	39.4%	38.5%	22.3%	22.9%	23.8%	17.4%	17.2%	18.1%	6.8%	5.0%	6.0%	15,498	19,105	16,231
DOL	17.1%	15.0%	13.2%	39.0%	38.4%	35.7%	21.6%	23.3%	24.1%	16.3%	16.9%	19.7%	6.0%	6.4%	7.2%	11,072	11,128	10,699
DOT	14.7%	14.9%	13.1%	40.5%	38.6%	38.4%	21.4%	22.7%	22.9%	16.5%	17.9%	18.9%	6.8%	5.9%	6.7%	14,498	15,146	11,309
Educ	16.2%	16.8%	16.7%	36.7%	36.3%	36.6%	20.1%	20.7%	18.5%	17.0%	18.3%	18.9%	10.0%	7.9%	9.3%	2,821	2,655	2,344
EEOC	17.7%	17.5%	15.3%	37.6%	32.6%	33.6%	20.3%	22.9%	20.4%	16.5%	18.2%	19.8%	7.8%	8.8%	10.9%	1,465	1,221	1,089
EPA	13.9%	12.7%	11.3%	41.1%	38.4%	37.6%	21.8%	20.9%	22.6%	17.3%	20.4%	21.1%	6.0%	7.6%	7.3%	9,954	4,358	3,747
FCC	16.8%	18.1%	17.7%	37.0%	34.3%	40.7%	21.2%	19.0%	20.6%	17.7%	20.0%	15.9%	7.2%	8.5%	5.1%	630	549	677
FERC	25.7%	25.5%	22.3%	41.1%	41.2%	40.1%	18.3%	17.5%	18.7%	11.2%	11.6%	14.0%	3.7%	4.2%	4.9%	1,135	973	878
FTC	34.9%	29.7%	28.5%	39.6%	37.1%	35.4%	11.7%	16.4%	16.6%	10.7%	12.2%	13.2%	3.1%	4.5%	6.4%	617	612	500

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.3%	13.4%	12.5%	36.3%	36.3%	36.0%	22.7%	23.4%	24.0%	18.8%	19.4%	20.0%	7.8%	7.6%	7.6%	394,068	406,408	375,988
GSA	21.0%	17.8%	16.0%	39.2%	37.3%	37.8%	19.6%	22.1%	23.6%	14.6%	16.2%	16.7%	5.7%	6.6%	6.0%	6,873	7,661	8,325
HHS	16.9%	15.7%	13.7%	40.1%	39.1%	39.0%	21.8%	22.1%	22.7%	15.4%	16.9%	17.9%	5.9%	6.2%	6.7%	39,125	35,369	31,371
HUD	15.7%	13.7%	10.0%	36.8%	33.4%	32.1%	22.4%	23.7%	21.9%	17.7%	20.4%	24.0%	7.3%	8.8%	12.0%	5,375	5,275	3,733
NARA	17.3%	17.3%	12.8%	34.0%	30.1%	31.5%	21.0%	21.6%	19.3%	18.3%	19.2%	23.6%	9.3%	11.7%	12.7%	1,827	1,684	1,646
NASA	28.2%	25.7%	24.4%	42.8%	43.2%	43.0%	15.9%	16.8%	17.7%	9.9%	11.0%	11.4%	3.2%	3.4%	3.4%	10,990	9,660	9,184
NCUA	18.6%	17.7%	16.5%	42.0%	39.4%	40.1%	20.0%	22.2%	22.5%	13.3%	17.1%	16.6%	6.1%	3.7%	4.3%	643	764	790
NLRB	17.3%	16.6%	14.6%	34.8%	36.5%	33.6%	18.6%	19.6%	21.1%	21.5%	19.4%	23.2%	7.8%	7.9%	7.5%	853	875	665
NRC	20.7%	23.0%	21.7%	41.2%	42.7%	43.8%	18.3%	16.7%	16.7%	14.9%	13.3%	13.0%	4.9%	4.3%	4.7%	2,107	2,623	2,416
NSF	24.8%	21.7%	19.2%	37.2%	36.9%	38.7%	18.6%	20.6%	18.8%	14.5%	14.0%	16.7%	4.9%	6.9%	6.6%	840	882	895
OMB	20.9%	17.4%	19.1%	49.0%	45.6%	41.5%	15.5%	21.3%	21.3%	11.6%	13.5%	14.5%	3.1%	2.2%	3.7%	350	303	298
OPM	16.5%	15.5%	14.1%	36.9%	37.4%	38.7%	21.9%	24.0%	24.7%	16.9%	17.1%	16.9%	7.8%	6.0%	5.6%	3,135	3,295	3,525
PBGC	18.3%	16.5%	19.5%	41.9%	41.6%	34.3%	19.9%	21.0%	22.5%	15.1%	15.6%	15.9%	4.7%	5.3%	7.9%	552	614	461
RRB	15.1%	14.3%	14.7%	35.5%	38.2%	38.4%	29.7%	26.8%	24.4%	15.4%	14.8%	18.1%	4.4%	5.9%	4.5%	311	466	517
SBA	14.0%	14.4%	16.6%	34.5%	33.4%	34.3%	20.7%	22.3%	21.7%	20.5%	18.5%	19.5%	10.3%	11.3%	7.9%	1,336	1,257	1,343
SEC	20.2%	17.4%	14.5%	40.6%	38.6%	36.2%	20.0%	18.1%	22.1%	13.8%	17.5%	19.7%	5.4%	8.3%	7.5%	3,147	1,874	2,382

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.3%	13.4%	12.5%	36.3%	36.3%	36.0%	22.7%	23.4%	24.0%	18.8%	19.4%	20.0%	7.8%	7.6%	7.6%	394,068	406,408	375,988
SSA	13.0%	13.1%	11.2%	35.4%	36.5%	36.4%	23.4%	25.5%	25.8%	21.7%	18.7%	20.3%	6.5%	6.1%	6.3%	8,439	9,990	9,067
State	16.0%	15.7%	14.9%	43.0%	43.1%	43.0%	21.0%	21.2%	22.1%	15.9%	16.3%	16.4%	4.2%	3.8%	3.7%	4,970	3,874	3,552
Treas	12.9%	12.3%	11.8%	35.1%	34.4%	35.5%	23.6%	24.0%	23.6%	19.5%	20.5%	20.7%	8.9%	8.8%	8.3%	43,978	50,153	49,307
USAID	15.4%	14.4%	11.2%	41.4%	39.7%	39.2%	20.3%	21.3%	20.6%	17.5%	19.1%	22.4%	5.5%	5.5%	6.6%	2,216	1,933	1,955
USDA	12.9%	11.6%	10.0%	40.6%	39.1%	37.6%	23.4%	23.8%	25.0%	17.6%	19.2%	21.4%	5.5%	6.2%	5.9%	22,359	20,167	19,754
VA	12.3%	11.3%	11.4%	32.6%	32.5%	32.8%	23.5%	23.9%	24.0%	21.7%	23.0%	22.1%	10.0%	9.3%	9.6%	28,785	30,300	25,577
Small Agencies	19.0%	17.8%	16.5%	38.2%	36.5%	35.4%	20.1%	20.3%	20.7%	15.4%	17.6%	19.4%	7.4%	7.8%	8.0%	5,302	5,026	4,655
DOD	15.3%	14.3%	13.2%	38.0%	38.5%	37.6%	22.7%	23.4%	24.5%	17.3%	17.5%	18.5%	6.6%	6.3%	6.2%	56,191	69,858	71,271
USACE	15.6%	14.3%	10.8%	41.7%	40.6%	41.0%	22.6%	22.2%	24.6%	15.2%	17.4%	18.5%	4.9%	5.5%	5.1%	3,529	4,187	2,306
Air Force	17.2%	15.7%	14.4%	38.0%	39.5%	38.6%	22.0%	22.3%	23.0%	16.3%	16.8%	17.8%	6.5%	5.7%	6.2%	14,744	17,885	18,158
Army‡	14.3%	13.7%	12.6%	35.6%	36.3%	36.0%	22.9%	24.5%	25.2%	19.3%	18.7%	19.5%	7.8%	6.9%	6.8%	12,921	15,924	18,841
Navy‡	14.4%	13.8%	12.9%	40.6%	40.1%	38.7%	23.3%	23.8%	25.0%	16.6%	16.7%	17.8%	5.1%	5.6%	5.6%	10,721	15,596	16,948
Marine Corps	16.2%	16.8%	17.1%	34.0%	36.4%	35.9%	23.2%	23.0%	22.8%	19.1%	16.3%	18.0%	7.5%	7.4%	6.2%	1,155	1,616	1,644
DOD 4th Estate	16.0%	14.0%	13.1%	36.8%	37.9%	36.5%	22.4%	23.0%	24.6%	17.0%	18.0%	19.1%	7.9%	7.1%	6.7%	13,121	14,650	13,374

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	12.4%	11.4%	10.7%	35.5%	35.4%	34.9%	23.5%	24.0%	24.5%	19.7%	20.4%	21.0%	8.8%	8.8%	8.9%	393,156	405,736	375,120
BBG	9.7%	10.3%	6.1%	28.6%	31.9%	30.7%	25.1%	22.2%	24.2%	20.4%	21.6%	24.6%	16.2%	14.0%	14.5%	874	1,074	1,033
CSOSA	11.2%	12.6%	8.7%	32.6%	33.0%	33.9%	25.4%	22.9%	24.7%	22.6%	23.5%	23.1%	8.3%	8.0%	9.6%	590	627	693
DHS	8.5%	7.2%	7.1%	28.3%	26.9%	27.3%	23.3%	23.7%	23.5%	24.9%	25.7%	26.2%	15.0%	16.5%	15.8%	45,302	41,341	40,206
DOC	13.7%	13.3%	14.4%	37.9%	37.2%	38.6%	22.0%	22.8%	22.2%	19.1%	19.1%	17.9%	7.4%	7.6%	6.9%	9,521	9,831	9,621
DOE	15.3%	11.8%	10.1%	39.1%	36.6%	34.5%	21.3%	23.2%	23.5%	16.8%	20.0%	23.0%	7.5%	8.4%	8.9%	7,892	8,285	6,324
DOI	10.6%	9.5%	8.6%	34.9%	33.8%	34.3%	24.0%	25.3%	25.5%	21.2%	22.2%	22.4%	9.2%	9.2%	9.2%	22,318	25,483	17,742
DOJ	13.6%	13.0%	11.8%	38.0%	39.4%	37.7%	22.9%	23.3%	24.9%	18.4%	18.1%	18.8%	7.1%	6.2%	6.8%	15,473	19,047	16,194
DOL	15.9%	14.2%	11.7%	38.4%	37.1%	35.4%	22.3%	23.6%	24.2%	16.7%	17.9%	20.3%	6.8%	7.2%	8.4%	11,052	11,111	10,676
DOT	13.1%	13.0%	11.2%	37.5%	37.6%	37.1%	23.6%	23.4%	24.8%	17.7%	18.9%	19.4%	8.1%	7.1%	7.5%	14,446	15,126	11,279
Educ	14.4%	15.5%	15.6%	38.1%	37.8%	36.8%	21.3%	21.7%	20.1%	18.1%	17.7%	18.8%	8.1%	7.3%	8.7%	2,817	2,654	2,340
EEOC	16.4%	18.2%	13.0%	43.8%	36.8%	35.4%	18.4%	20.0%	22.2%	15.0%	16.9%	18.9%	6.4%	8.1%	10.5%	1,452	1,217	1,083
EPA	10.9%	9.9%	8.4%	40.3%	35.1%	33.9%	24.2%	23.7%	24.2%	18.4%	22.4%	24.5%	6.2%	9.0%	8.9%	9,910	4,349	3,745
FCC	14.5%	12.6%	14.7%	34.3%	33.0%	38.0%	23.2%	22.4%	24.2%	18.1%	20.3%	14.9%	9.9%	11.7%	8.1%	628	542	677
FERC	22.5%	23.4%	18.9%	41.9%	40.6%	43.9%	18.0%	21.1%	18.7%	13.4%	9.9%	13.5%	4.2%	4.9%	5.0%	1,136	975	874
FTC	33.4%	28.3%	27.3%	42.8%	41.1%	40.0%	12.3%	16.6%	15.8%	8.6%	10.5%	11.3%	2.9%	3.4%	5.6%	619	610	498

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	12.4%	11.4%	10.7%	35.5%	35.4%	34.9%	23.5%	24.0%	24.5%	19.7%	20.4%	21.0%	8.8%	8.8%	8.9%	393,156	405,736	375,120
GSA	20.7%	16.6%	15.0%	40.0%	38.4%	37.6%	20.6%	21.9%	23.6%	13.3%	16.1%	16.8%	5.4%	6.9%	6.9%	6,861	7,651	8,284
HHS	14.8%	13.4%	12.4%	38.7%	37.9%	36.9%	23.3%	23.6%	23.9%	16.5%	17.9%	19.0%	6.6%	7.2%	7.9%	39,077	35,311	31,330
HUD	13.7%	12.1%	8.2%	37.4%	32.3%	30.6%	23.1%	24.6%	23.3%	18.0%	21.1%	24.0%	7.7%	10.0%	14.0%	5,364	5,268	3,717
NARA	18.2%	15.8%	12.8%	39.9%	35.0%	33.6%	19.7%	22.5%	20.9%	14.2%	16.7%	21.5%	8.1%	10.0%	11.2%	1,822	1,680	1,640
NASA	27.3%	24.5%	23.3%	43.4%	44.2%	43.5%	16.6%	17.2%	18.8%	9.6%	10.8%	10.9%	3.1%	3.3%	3.5%	10,975	9,643	9,176
NCUA	19.2%	16.8%	16.4%	45.1%	44.4%	47.6%	19.6%	22.6%	20.2%	11.7%	13.1%	12.4%	4.4%	3.2%	3.4%	639	763	784
NLRB	12.6%	14.7%	11.6%	33.9%	34.7%	32.6%	23.2%	22.4%	26.0%	21.3%	21.4%	22.7%	8.9%	6.8%	7.0%	851	872	660
NRC	22.1%	23.2%	22.8%	42.3%	44.1%	43.6%	16.3%	16.9%	18.2%	14.6%	11.7%	11.6%	4.8%	4.1%	3.8%	2,110	2,618	2,410
NSF	21.1%	18.3%	17.2%	39.7%	36.1%	37.0%	18.2%	20.6%	20.7%	15.2%	17.7%	17.6%	5.8%	7.4%	7.5%	836	885	893
OMB	25.7%	16.6%	17.4%	43.3%	46.5%	41.9%	15.9%	18.1%	21.8%	13.5%	15.5%	13.7%	1.6%	3.3%	5.2%	349	302	298
OPM	16.0%	14.6%	14.6%	41.0%	42.4%	41.5%	20.6%	21.5%	21.6%	15.3%	15.8%	16.6%	7.1%	5.6%	5.7%	3,118	3,303	3,516
PBGC	17.0%	16.4%	15.4%	38.7%	37.0%	36.5%	20.0%	21.3%	22.5%	19.1%	18.1%	16.0%	5.2%	7.2%	9.5%	555	613	461
RRB	15.0%	14.2%	14.5%	38.3%	41.8%	41.7%	25.0%	20.7%	20.9%	14.8%	16.4%	15.8%	6.9%	6.9%	7.0%	310	466	516
SBA	12.9%	11.6%	12.5%	34.6%	31.0%	36.2%	21.6%	24.2%	23.3%	20.1%	20.9%	18.6%	10.8%	12.3%	9.4%	1,332	1,253	1,338
SEC	17.1%	14.1%	12.0%	39.3%	38.0%	36.9%	20.9%	18.6%	23.2%	16.1%	20.4%	19.8%	6.5%	8.9%	8.1%	3,139	1,872	2,379

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	12.4%	11.4%	10.7%	35.5%	35.4%	34.9%	23.5%	24.0%	24.5%	19.7%	20.4%	21.0%	8.8%	8.8%	8.9%	393,156	405,736	375,120
SSA	13.8%	14.1%	11.6%	38.9%	40.4%	39.5%	22.3%	23.2%	24.1%	17.7%	16.1%	18.4%	7.2%	6.2%	6.5%	8,403	9,974	9,056
State	12.9%	13.1%	12.1%	40.9%	39.4%	41.4%	22.6%	22.7%	22.8%	18.3%	19.4%	18.8%	5.5%	5.4%	4.9%	4,960	3,866	3,537
Treas	13.1%	12.2%	11.7%	38.4%	37.9%	39.3%	22.4%	23.5%	23.4%	17.7%	18.2%	18.0%	8.3%	8.3%	7.5%	43,873	50,089	49,215
USAID	15.4%	13.7%	11.2%	40.1%	40.6%	38.4%	22.6%	22.0%	24.7%	16.9%	18.4%	19.3%	5.0%	5.3%	6.4%	2,208	1,924	1,951
USDA	10.1%	8.9%	7.2%	37.2%	34.3%	33.7%	25.4%	26.0%	26.4%	20.5%	22.4%	24.2%	6.8%	8.4%	8.4%	22,290	20,114	19,727
VA	11.3%	9.9%	10.2%	33.0%	33.2%	32.7%	24.6%	25.2%	25.4%	20.8%	21.9%	21.9%	10.2%	9.8%	9.8%	28,713	30,244	25,510
Small Agencies	16.6%	15.4%	14.4%	35.7%	36.3%	33.0%	20.7%	20.6%	21.4%	18.1%	18.1%	20.8%	8.8%	9.6%	10.4%	5,303	5,012	4,644
DOD	12.6%	11.8%	10.9%	35.9%	36.3%	35.4%	23.9%	24.1%	24.9%	19.5%	19.9%	20.9%	8.1%	7.8%	7.9%	56,038	69,741	71,093
USACE	12.2%	10.9%	8.2%	38.7%	37.6%	36.0%	25.4%	24.9%	26.1%	17.6%	19.8%	22.2%	6.1%	6.8%	7.5%	3,513	4,177	2,306
Air Force	14.3%	12.7%	11.7%	35.1%	36.9%	35.1%	23.6%	23.0%	23.9%	19.1%	20.1%	21.3%	7.8%	7.3%	8.0%	14,711	17,861	18,124
Army‡	12.2%	11.7%	10.2%	33.4%	33.9%	34.0%	23.0%	24.0%	24.9%	21.7%	21.2%	21.8%	9.8%	9.1%	9.1%	12,882	15,887	18,780
Navy‡	11.2%	10.7%	10.3%	38.2%	37.9%	36.9%	25.1%	25.3%	26.0%	18.8%	19.2%	20.0%	6.6%	6.9%	6.7%	10,679	15,572	16,900
Marine Corps	13.1%	13.1%	14.3%	31.2%	31.4%	32.9%	23.1%	26.3%	23.1%	23.3%	20.0%	20.8%	9.3%	9.3%	8.9%	1,153	1,614	1,640
DOD 4th Estate	13.9%	12.6%	12.3%	37.0%	37.9%	36.2%	23.1%	23.2%	24.3%	17.4%	18.4%	19.5%	8.6%	7.9%	7.7%	13,100	14,630	13,343

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.4%	13.5%	12.3%	33.1%	33.1%	32.3%	23.8%	23.8%	24.5%	17.8%	18.6%	19.7%	10.8%	10.9%	11.3%	392,389	404,473	373,823
BBG	11.9%	12.1%	7.3%	30.2%	28.4%	28.5%	24.1%	22.3%	24.2%	17.5%	20.7%	24.0%	16.4%	16.5%	16.0%	870	1,074	1,024
CSOSA	14.9%	13.3%	10.5%	31.5%	32.8%	30.1%	23.9%	24.0%	23.9%	20.2%	20.9%	22.9%	9.4%	9.0%	12.6%	593	625	686
DHS	9.9%	8.6%	8.2%	26.7%	25.5%	26.3%	24.2%	23.8%	24.0%	21.8%	24.0%	23.9%	17.3%	18.1%	17.7%	45,219	41,300	40,071
DOC	17.2%	16.0%	18.1%	37.1%	38.4%	38.2%	22.3%	22.0%	22.0%	15.9%	15.7%	14.4%	7.6%	7.8%	7.4%	9,507	9,815	9,593
DOE	16.6%	13.2%	10.8%	36.7%	34.3%	31.6%	22.1%	24.5%	26.1%	15.9%	18.1%	20.6%	8.7%	9.9%	10.9%	7,881	8,284	6,300
DOI	14.1%	12.6%	11.7%	35.3%	35.4%	34.3%	23.9%	24.1%	24.8%	17.3%	18.2%	19.3%	9.5%	9.7%	10.0%	22,262	25,410	17,719
DOJ	16.4%	16.7%	14.5%	35.1%	36.0%	34.0%	21.4%	22.3%	23.8%	16.9%	16.4%	18.1%	10.2%	8.7%	9.6%	15,431	18,990	16,145
DOL	18.2%	15.7%	14.5%	35.3%	34.8%	33.4%	22.2%	22.8%	23.0%	15.7%	16.7%	18.4%	8.6%	9.9%	10.6%	11,025	11,086	10,642
DOT	14.5%	13.8%	12.3%	33.7%	33.8%	31.1%	24.1%	24.2%	25.2%	17.1%	18.2%	20.1%	10.6%	10.0%	11.3%	14,420	15,080	11,245
Educ	18.0%	16.7%	17.2%	32.8%	36.6%	35.4%	21.8%	20.4%	20.3%	17.5%	16.5%	16.7%	9.9%	9.8%	10.4%	2,813	2,644	2,341
EEOC	18.6%	20.6%	15.6%	35.8%	32.1%	30.9%	22.0%	20.6%	21.9%	14.4%	16.4%	17.4%	9.3%	10.3%	14.1%	1,455	1,213	1,085
EPA	15.2%	14.1%	12.2%	39.0%	34.9%	33.5%	22.4%	23.4%	24.6%	15.9%	18.6%	19.0%	7.4%	9.1%	10.6%	9,898	4,339	3,729
FCC	19.4%	18.7%	17.9%	31.7%	35.0%	38.3%	20.9%	19.4%	21.4%	19.1%	17.2%	14.8%	8.9%	9.7%	7.7%	627	544	674
FERC	26.1%	25.8%	22.7%	39.4%	39.2%	37.6%	18.7%	17.8%	19.6%	11.6%	11.3%	12.8%	4.2%	5.9%	7.3%	1,131	970	875
FTC	34.2%	27.8%	29.1%	36.5%	38.4%	35.3%	15.3%	17.0%	14.6%	9.4%	10.8%	13.3%	4.6%	6.0%	7.8%	617	609	498

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.4%	13.5%	12.3%	33.1%	33.1%	32.3%	23.8%	23.8%	24.5%	17.8%	18.6%	19.7%	10.8%	10.9%	11.3%	392,389	404,473	373,823
GSA	20.0%	17.3%	14.4%	36.7%	33.9%	35.4%	22.3%	24.8%	25.5%	13.7%	15.6%	16.3%	7.3%	8.4%	8.4%	6,853	7,615	8,265
HHS	18.2%	16.8%	14.7%	35.9%	35.2%	34.8%	22.2%	22.5%	22.8%	15.4%	16.7%	18.0%	8.3%	8.8%	9.7%	39,005	35,171	31,169
HUD	18.6%	15.4%	11.8%	36.1%	33.8%	31.7%	20.5%	22.6%	21.9%	16.0%	17.7%	20.1%	8.8%	10.4%	14.5%	5,360	5,256	3,723
NARA	18.6%	16.9%	13.9%	35.8%	32.7%	31.0%	21.1%	19.4%	20.0%	14.2%	17.7%	21.1%	10.3%	13.3%	14.0%	1,822	1,681	1,636
NASA	27.4%	25.6%	22.4%	39.3%	39.8%	38.8%	18.2%	18.5%	20.7%	10.7%	11.1%	12.5%	4.5%	5.0%	5.6%	10,944	9,625	9,137
NCUA	21.3%	19.8%	18.3%	39.5%	37.3%	41.1%	16.6%	21.7%	18.2%	14.7%	16.4%	17.2%	7.9%	4.8%	5.2%	637	759	785
NLRB	16.5%	18.1%	15.7%	34.8%	32.5%	33.3%	16.8%	19.4%	19.3%	19.1%	19.1%	20.8%	12.9%	11.0%	10.8%	850	871	661
NRC	22.5%	24.0%	21.6%	37.6%	38.2%	40.1%	20.1%	18.0%	18.2%	12.6%	13.4%	14.0%	7.2%	6.4%	6.1%	2,107	2,600	2,409
NSF	25.1%	22.9%	21.2%	36.2%	34.3%	33.3%	18.8%	18.7%	22.1%	11.0%	14.6%	14.0%	8.9%	9.5%	9.4%	837	877	885
OMB	22.6%	21.7%	16.2%	44.3%	44.0%	40.7%	16.6%	20.9%	21.4%	12.9%	11.1%	16.1%	3.6%	2.4%	5.5%	348	301	298
OPM	18.5%	17.6%	16.4%	36.5%	37.6%	39.5%	22.4%	22.1%	22.2%	14.5%	14.8%	14.7%	8.2%	8.0%	7.2%	3,109	3,292	3,499
PBGC	19.9%	16.0%	17.4%	36.0%	34.1%	31.8%	20.7%	22.5%	23.0%	16.4%	18.3%	16.4%	7.0%	9.1%	11.5%	552	613	461
RRB	16.5%	17.9%	17.4%	38.3%	35.1%	35.1%	25.7%	23.1%	26.2%	13.2%	15.8%	14.8%	6.4%	8.1%	6.5%	307	459	516
SBA	14.7%	14.6%	15.8%	31.5%	32.1%	34.5%	22.2%	22.4%	20.8%	18.6%	16.2%	18.3%	13.0%	14.6%	10.6%	1,326	1,257	1,329
SEC	21.3%	18.0%	13.9%	37.2%	32.6%	32.8%	19.5%	20.0%	21.9%	14.1%	17.7%	19.5%	7.9%	11.7%	11.9%	3,136	1,863	2,377

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.4%	13.5%	12.3%	33.1%	33.1%	32.3%	23.8%	23.8%	24.5%	17.8%	18.6%	19.7%	10.8%	10.9%	11.3%	392,389	404,473	373,823
SSA	15.4%	17.0%	12.1%	34.8%	36.6%	34.8%	21.8%	21.2%	23.0%	17.8%	16.9%	20.1%	10.2%	8.3%	10.0%	8,406	9,942	9,022
State	14.5%	14.9%	13.3%	37.7%	37.4%	40.3%	23.5%	23.7%	22.1%	17.0%	16.9%	17.5%	7.3%	7.0%	6.9%	4,950	3,850	3,538
Treas	15.8%	15.2%	14.7%	36.6%	36.4%	36.7%	21.8%	21.8%	21.7%	16.4%	16.8%	17.5%	9.5%	9.8%	9.4%	43,761	49,900	49,026
USAID	13.9%	13.7%	10.7%	36.3%	33.7%	34.9%	23.3%	24.7%	25.1%	17.9%	18.9%	19.8%	8.6%	9.0%	9.5%	2,207	1,922	1,943
USDA	13.1%	11.6%	9.7%	37.3%	36.1%	34.1%	24.1%	25.0%	25.9%	17.0%	18.3%	20.6%	8.5%	9.1%	9.7%	22,270	20,064	19,639
VA	13.0%	11.6%	11.8%	30.2%	30.3%	30.0%	24.1%	23.8%	23.4%	20.0%	20.9%	21.4%	12.7%	13.4%	13.4%	28,645	30,055	25,378
Small Agencies	19.1%	18.5%	16.4%	35.9%	34.4%	33.2%	20.7%	20.8%	21.8%	14.9%	15.7%	17.7%	9.3%	10.6%	11.0%	5,289	4,997	4,630
DOD	14.3%	13.6%	12.0%	33.3%	33.6%	32.0%	25.2%	25.2%	26.4%	17.2%	17.7%	19.2%	10.1%	9.9%	10.3%	55,919	69,520	70,870
USACE	14.6%	13.2%	10.8%	37.3%	36.7%	35.2%	24.4%	24.7%	27.0%	15.7%	16.9%	18.2%	8.1%	8.4%	8.8%	3,514	4,172	2,293
Air Force	17.0%	15.7%	13.8%	33.0%	34.6%	33.3%	24.3%	24.8%	25.9%	16.2%	15.9%	17.7%	9.6%	9.0%	9.2%	14,643	17,811	18,059
Army‡	13.3%	12.6%	10.8%	31.4%	31.6%	30.5%	25.2%	25.0%	25.8%	18.1%	19.3%	20.9%	12.0%	11.5%	11.9%	12,856	15,838	18,716
Navy‡	12.5%	12.3%	11.0%	35.1%	34.3%	32.2%	26.7%	26.3%	28.0%	16.7%	17.7%	19.0%	9.0%	9.3%	9.8%	10,685	15,517	16,858
Marine Corps	13.5%	13.3%	15.7%	31.2%	31.3%	30.1%	24.9%	25.4%	27.6%	21.3%	20.1%	17.0%	9.2%	9.9%	9.6%	1,153	1,601	1,634
DOD 4th Estate	15.5%	14.8%	13.2%	32.9%	33.6%	32.1%	23.9%	24.3%	24.8%	17.3%	17.3%	19.2%	10.3%	10.0%	10.7%	13,068	14,581	13,310

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.8%	10.0%	9.2%	31.6%	30.8%	30.4%	29.3%	29.8%	30.4%	18.0%	18.9%	19.4%	10.3%	10.5%	10.6%	392,440	404,697	374,396
BBG	9.1%	9.1%	4.9%	26.7%	23.9%	24.0%	26.9%	29.6%	31.2%	19.1%	19.7%	23.0%	18.1%	17.6%	16.9%	873	1,079	1,033
CSOSA	9.1%	12.5%	8.3%	32.7%	31.6%	31.7%	32.4%	27.8%	30.3%	18.4%	19.5%	19.6%	7.5%	8.6%	10.0%	594	627	689
DHS	7.3%	6.1%	6.1%	23.0%	21.7%	22.3%	27.0%	27.4%	27.1%	23.6%	24.7%	25.2%	19.0%	20.0%	19.2%	45,236	41,226	40,134
DOC	12.3%	11.6%	12.3%	31.9%	31.6%	34.9%	30.3%	30.9%	30.0%	17.1%	16.8%	15.1%	8.4%	9.1%	7.8%	9,510	9,822	9,618
DOE	11.5%	8.7%	7.3%	33.2%	29.8%	28.5%	28.0%	30.2%	30.7%	17.7%	21.0%	22.2%	9.7%	10.3%	11.3%	7,885	8,271	6,311
DOI	8.2%	7.3%	6.3%	29.4%	28.1%	28.8%	31.4%	32.4%	32.7%	20.2%	21.5%	21.2%	10.8%	10.7%	11.0%	22,270	25,441	17,723
DOJ	13.4%	12.6%	11.2%	36.2%	36.4%	34.7%	27.5%	27.6%	29.7%	14.9%	16.4%	16.6%	8.0%	7.0%	7.8%	15,431	18,992	16,166
DOL	14.2%	12.6%	10.6%	34.5%	33.3%	29.9%	27.7%	28.5%	30.1%	15.2%	16.5%	18.6%	8.3%	9.0%	10.7%	11,032	11,080	10,652
DOT	10.4%	10.1%	8.4%	31.1%	30.1%	28.5%	30.4%	31.5%	32.5%	18.0%	18.7%	20.2%	10.1%	9.6%	10.4%	14,455	15,109	11,268
Educ	12.7%	12.7%	12.1%	31.5%	32.8%	31.5%	28.7%	28.1%	27.3%	15.6%	16.5%	17.6%	11.5%	10.0%	11.5%	2,793	2,645	2,332
EEOC	14.3%	16.6%	11.8%	35.2%	29.8%	32.4%	25.5%	25.8%	25.8%	16.4%	16.3%	16.7%	8.5%	11.5%	13.4%	1,451	1,216	1,083
EPA	8.2%	6.6%	5.4%	32.1%	28.1%	28.3%	31.8%	31.4%	32.1%	19.2%	22.0%	23.0%	8.7%	11.9%	11.2%	9,911	4,350	3,739
FCC	13.0%	13.7%	14.1%	31.8%	31.7%	36.1%	26.0%	26.9%	28.6%	18.8%	16.2%	14.0%	10.4%	11.5%	7.2%	626	546	680
FERC	21.8%	22.2%	19.2%	39.9%	39.6%	38.3%	21.9%	23.3%	23.4%	12.2%	10.0%	13.1%	4.1%	4.8%	6.0%	1,129	962	871
FTC	32.0%	25.8%	25.4%	39.6%	41.2%	39.1%	17.9%	21.4%	20.6%	7.4%	7.1%	8.5%	3.1%	4.5%	6.4%	617	609	494

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.8%	10.0%	9.2%	31.6%	30.8%	30.4%	29.3%	29.8%	30.4%	18.0%	18.9%	19.4%	10.3%	10.5%	10.6%	392,440	404,697	374,396
GSA	16.1%	12.7%	11.4%	35.3%	31.2%	31.3%	27.1%	30.9%	30.3%	14.1%	16.6%	18.6%	7.4%	8.6%	8.4%	6,839	7,620	8,273
HHS	13.4%	12.0%	10.5%	35.6%	34.3%	33.8%	28.5%	29.8%	30.1%	15.0%	16.0%	17.0%	7.6%	7.9%	8.6%	38,973	35,216	31,220
HUD	12.0%	10.0%	7.4%	31.9%	27.4%	24.6%	29.8%	31.4%	29.3%	16.6%	19.9%	22.7%	9.8%	11.3%	16.0%	5,352	5,260	3,726
NARA	13.2%	11.1%	7.8%	29.9%	25.0%	23.7%	26.2%	26.5%	28.3%	19.0%	21.9%	24.7%	11.7%	15.5%	15.5%	1,825	1,673	1,637
NASA	21.6%	19.7%	18.1%	40.8%	40.6%	40.4%	23.3%	24.5%	25.9%	10.1%	10.5%	11.1%	4.1%	4.7%	4.5%	10,935	9,626	9,159
NCUA	15.3%	13.1%	13.3%	40.4%	39.7%	41.6%	24.3%	27.7%	25.6%	13.9%	13.8%	14.6%	6.1%	5.7%	4.9%	639	758	781
NLRB	14.1%	13.3%	11.4%	32.3%	32.0%	29.9%	26.1%	24.8%	27.0%	18.2%	20.2%	21.4%	9.2%	9.7%	10.3%	848	870	657
NRC	17.4%	17.8%	18.2%	38.1%	39.5%	39.8%	24.5%	23.4%	24.4%	13.3%	12.4%	11.7%	6.7%	6.8%	5.8%	2,101	2,602	2,402
NSF	17.0%	16.0%	14.9%	35.4%	33.2%	33.5%	24.8%	25.5%	26.8%	14.7%	17.2%	15.9%	8.0%	8.1%	8.9%	838	878	889
OMB	18.2%	10.9%	9.4%	44.0%	47.0%	42.0%	23.7%	27.3%	26.9%	12.1%	12.0%	16.3%	2.1%	2.8%	5.3%	351	303	298
OPM	13.1%	11.6%	12.1%	32.8%	34.3%	34.1%	30.7%	31.0%	31.2%	14.1%	15.4%	14.9%	9.2%	7.7%	7.7%	3,118	3,282	3,505
PBGC	12.6%	12.0%	11.9%	38.2%	34.0%	27.0%	26.0%	29.1%	31.1%	16.4%	16.8%	19.1%	6.8%	8.0%	11.0%	554	614	460
RRB	11.3%	12.9%	13.2%	36.5%	38.7%	36.3%	28.9%	29.8%	34.6%	15.1%	12.0%	11.6%	8.2%	6.6%	4.2%	311	463	516
SBA	10.8%	9.7%	9.7%	27.5%	26.4%	28.7%	26.1%	27.7%	28.4%	21.2%	22.6%	21.2%	14.4%	13.7%	11.9%	1,331	1,250	1,335
SEC	17.0%	13.5%	11.9%	35.7%	32.3%	31.0%	26.1%	24.8%	29.9%	13.0%	18.1%	17.1%	8.2%	11.4%	10.1%	3,131	1,866	2,378

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(66) How satisfied are you with the policies and practices of your senior leaders?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.8%	10.0%	9.2%	31.6%	30.8%	30.4%	29.3%	29.8%	30.4%	18.0%	18.9%	19.4%	10.3%	10.5%	10.6%	392,440	404,697	374,396
SSA	11.6%	12.1%	9.3%	33.7%	34.7%	33.1%	28.5%	29.8%	32.1%	17.7%	15.9%	17.1%	8.5%	7.5%	8.5%	8,406	9,946	9,017
State	11.4%	10.6%	10.8%	37.9%	37.4%	38.9%	29.0%	29.0%	28.5%	15.1%	17.2%	16.1%	6.6%	5.7%	5.6%	4,952	3,864	3,534
Treas	10.2%	9.5%	8.7%	30.7%	30.2%	29.8%	30.5%	31.2%	32.1%	18.1%	18.4%	19.0%	10.5%	10.7%	10.4%	43,769	49,953	49,087
USAID	10.5%	9.4%	6.8%	36.2%	33.4%	29.3%	30.2%	29.9%	30.9%	16.3%	19.1%	22.6%	6.8%	8.2%	10.3%	2,206	1,915	1,951
USDA	8.4%	7.0%	5.5%	31.2%	28.0%	27.3%	32.5%	33.1%	34.4%	19.2%	21.9%	22.6%	8.7%	10.0%	10.3%	22,264	20,076	19,678
VA	9.8%	8.8%	9.1%	28.7%	28.2%	28.2%	30.6%	30.7%	30.5%	19.4%	20.3%	20.6%	11.5%	12.0%	11.7%	28,663	30,142	25,457
Small Agencies	14.6%	12.8%	11.8%	32.3%	31.8%	29.9%	26.5%	27.8%	27.2%	16.7%	16.1%	19.5%	10.0%	11.5%	11.6%	5,275	4,995	4,630
DOD	11.4%	10.8%	9.8%	33.6%	32.9%	32.2%	29.1%	29.7%	30.5%	16.9%	17.9%	18.4%	9.0%	8.7%	9.1%	55,946	69,550	71,013
USACE	11.0%	8.9%	7.1%	35.1%	33.9%	30.3%	30.0%	30.5%	34.2%	16.5%	18.8%	19.0%	7.5%	7.9%	9.5%	3,516	4,177	2,302
Air Force	13.7%	12.9%	11.3%	34.4%	35.3%	33.6%	28.0%	27.8%	28.9%	15.5%	16.6%	17.1%	8.4%	7.4%	9.1%	14,669	17,799	18,081
Army‡	11.3%	10.9%	9.5%	31.9%	31.2%	31.9%	28.4%	29.8%	30.1%	18.5%	18.6%	18.9%	9.9%	9.6%	9.6%	12,866	15,842	18,763
Navy‡	9.2%	9.3%	8.8%	34.9%	32.6%	31.7%	31.3%	31.3%	32.5%	16.1%	18.2%	18.9%	8.5%	8.6%	8.2%	10,679	15,522	16,905
Marine Corps	12.9%	11.8%	12.5%	29.2%	32.9%	32.6%	28.0%	27.9%	27.9%	19.1%	16.9%	18.7%	10.9%	10.4%	8.2%	1,151	1,608	1,638
DOD 4th Estate	12.2%	10.9%	10.3%	33.3%	32.7%	32.0%	28.1%	29.3%	29.6%	17.3%	17.9%	18.2%	9.2%	9.2%	9.9%	13,065	14,602	13,324

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.4%	9.8%	8.7%	25.5%	25.1%	24.4%	27.3%	27.5%	28.1%	20.1%	20.6%	21.5%	16.7%	17.0%	17.3%	392,739	404,808	374,391
BBG	9.2%	8.4%	4.7%	21.1%	20.9%	20.2%	27.0%	29.5%	30.3%	21.2%	20.3%	23.1%	21.5%	21.0%	21.6%	872	1,071	1,025
CSOSA	7.3%	10.3%	7.9%	24.7%	23.0%	21.8%	26.9%	25.4%	26.8%	22.6%	22.9%	23.1%	18.6%	18.5%	20.4%	591	624	689
DHS	7.5%	6.2%	6.2%	21.1%	18.9%	19.1%	25.6%	24.9%	24.2%	22.9%	24.2%	24.9%	23.0%	25.8%	25.6%	45,242	41,252	40,131
DOC	12.8%	12.9%	12.8%	28.5%	27.5%	29.1%	29.3%	29.0%	29.7%	17.2%	17.9%	16.8%	12.2%	12.7%	11.7%	9,505	9,817	9,612
DOE	11.4%	8.9%	7.3%	26.4%	23.3%	22.0%	28.5%	29.9%	29.8%	19.2%	20.7%	22.4%	14.5%	17.2%	18.5%	7,888	8,277	6,304
DOI	10.4%	8.9%	7.6%	26.4%	25.7%	24.6%	28.5%	28.8%	29.6%	19.2%	20.7%	21.4%	15.5%	15.9%	16.7%	22,272	25,445	17,749
DOJ	11.9%	12.6%	10.9%	30.4%	30.0%	28.4%	24.6%	26.5%	27.1%	18.5%	18.1%	19.7%	14.6%	12.8%	13.9%	15,441	19,006	16,158
DOL	13.0%	11.4%	9.9%	26.1%	25.3%	23.6%	27.3%	27.7%	28.4%	18.4%	19.5%	21.0%	15.2%	16.1%	17.0%	11,041	11,098	10,654
DOT	10.5%	10.9%	9.1%	28.1%	26.9%	26.0%	26.8%	28.1%	27.8%	18.2%	19.1%	20.6%	16.4%	15.1%	16.6%	14,443	15,105	11,249
Educ	12.2%	11.7%	11.0%	22.9%	24.4%	24.4%	29.0%	29.5%	27.2%	18.8%	17.3%	20.0%	17.0%	17.1%	17.3%	2,805	2,646	2,333
EEOC	11.8%	13.4%	9.5%	22.9%	22.2%	21.8%	28.8%	23.2%	25.5%	19.8%	21.1%	22.0%	16.7%	20.1%	21.2%	1,458	1,213	1,082
EPA	8.4%	7.3%	6.0%	25.1%	21.3%	20.5%	30.3%	28.4%	29.4%	21.8%	24.3%	25.3%	14.4%	18.7%	18.8%	9,903	4,343	3,745
FCC	12.2%	11.9%	10.9%	24.3%	27.9%	29.4%	27.7%	26.2%	29.4%	21.6%	18.5%	18.1%	14.2%	15.6%	12.2%	628	544	679
FERC	18.7%	17.9%	16.2%	27.1%	28.2%	27.3%	30.9%	28.3%	28.1%	15.5%	15.8%	16.4%	7.7%	9.8%	12.0%	1,128	969	872
FTC	20.9%	15.5%	18.2%	27.4%	29.1%	20.4%	27.2%	27.3%	31.6%	16.4%	17.4%	16.1%	8.0%	10.7%	13.7%	615	608	501

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.4%	9.8%	8.7%	25.5%	25.1%	24.4%	27.3%	27.5%	28.1%	20.1%	20.6%	21.5%	16.7%	17.0%	17.3%	392,739	404,808	374,391
GSA	16.6%	13.4%	11.1%	28.3%	25.4%	25.8%	26.1%	27.9%	28.8%	16.5%	19.0%	20.5%	12.5%	14.3%	13.8%	6,865	7,650	8,290
HHS	12.5%	11.5%	9.8%	28.0%	27.1%	26.6%	29.8%	29.7%	30.2%	17.5%	18.7%	19.8%	12.1%	13.0%	13.6%	39,000	35,208	31,194
HUD	11.6%	9.7%	6.5%	25.0%	22.4%	19.9%	27.6%	28.9%	27.7%	19.2%	20.5%	22.5%	16.6%	18.6%	23.4%	5,356	5,260	3,721
NARA	12.2%	9.4%	7.1%	23.7%	19.7%	16.5%	24.1%	25.0%	24.7%	20.1%	20.9%	23.2%	19.8%	25.1%	28.6%	1,821	1,681	1,643
NASA	21.4%	19.0%	17.4%	32.3%	31.2%	30.9%	25.3%	26.3%	27.5%	13.1%	15.0%	15.4%	7.9%	8.5%	8.8%	10,939	9,620	9,154
NCUA	14.5%	14.2%	14.0%	33.4%	30.9%	32.8%	21.8%	24.6%	23.3%	18.4%	19.2%	17.2%	12.0%	11.1%	12.7%	633	761	790
NLRB	12.2%	11.6%	11.2%	23.1%	23.8%	22.5%	27.8%	28.6%	27.7%	19.4%	18.7%	19.3%	17.4%	17.4%	19.3%	849	871	660
NRC	12.4%	16.8%	15.7%	24.0%	27.9%	30.2%	25.4%	25.3%	24.3%	21.0%	17.4%	17.7%	17.2%	12.7%	12.1%	2,105	2,605	2,409
NSF	15.2%	13.0%	11.5%	23.7%	22.7%	23.0%	28.7%	27.9%	30.1%	17.5%	22.5%	19.9%	14.8%	13.8%	15.5%	838	876	884
OMB	18.5%	10.4%	11.9%	25.8%	30.8%	22.2%	34.4%	38.3%	39.1%	17.1%	16.6%	19.8%	4.1%	4.0%	7.0%	350	303	298
OPM	12.0%	10.8%	9.5%	26.8%	25.6%	25.6%	30.7%	31.1%	30.9%	16.6%	18.1%	19.3%	14.0%	14.4%	14.7%	3,114	3,293	3,510
PBGC	13.0%	10.7%	10.7%	24.2%	24.0%	24.8%	30.3%	30.3%	29.8%	19.8%	22.4%	20.5%	12.7%	12.6%	14.3%	552	608	463
RRB	11.3%	14.4%	12.6%	32.9%	28.6%	26.9%	26.9%	30.9%	30.5%	17.6%	15.0%	20.0%	11.3%	11.2%	10.1%	311	464	516
SBA	10.7%	9.3%	10.3%	23.0%	20.2%	21.5%	25.6%	27.7%	27.7%	19.8%	21.2%	21.9%	21.0%	21.6%	18.7%	1,335	1,253	1,337
SEC	13.4%	10.6%	9.7%	23.3%	20.8%	19.3%	27.4%	25.7%	28.2%	20.7%	23.6%	23.1%	15.1%	19.3%	19.7%	3,126	1,868	2,376

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(67) How satisfied are you with your opportunity to get a better job in your organization?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	10.4%	9.8%	8.7%	25.5%	25.1%	24.4%	27.3%	27.5%	28.1%	20.1%	20.6%	21.5%	16.7%	17.0%	17.3%	392,739	404,808	374,391
SSA	12.0%	11.8%	9.1%	27.1%	27.7%	26.9%	23.8%	24.9%	25.2%	20.2%	20.3%	21.3%	16.9%	15.3%	17.5%	8,412	9,929	9,029
State	12.3%	11.9%	11.7%	30.7%	31.0%	33.5%	28.4%	25.7%	27.8%	17.8%	19.9%	17.1%	10.7%	11.5%	9.9%	4,940	3,856	3,538
Treas	9.6%	9.1%	8.6%	23.7%	23.7%	24.7%	25.8%	25.5%	26.3%	22.1%	22.1%	22.4%	18.8%	19.6%	18.0%	43,832	49,929	49,101
USAID	11.0%	10.5%	8.7%	29.5%	30.6%	28.9%	27.9%	27.9%	30.3%	19.8%	20.2%	19.7%	11.7%	10.9%	12.5%	2,210	1,918	1,943
USDA	10.3%	8.7%	7.2%	29.9%	28.8%	26.9%	28.4%	28.1%	29.1%	18.2%	19.9%	21.7%	13.2%	14.5%	15.0%	22,289	20,084	19,712
VA	10.1%	9.3%	9.0%	24.8%	25.6%	25.0%	28.0%	27.6%	28.4%	20.3%	20.4%	20.6%	16.8%	17.1%	16.9%	28,709	30,147	25,450
Small Agencies	11.7%	11.3%	9.8%	23.0%	21.7%	20.6%	29.4%	29.3%	28.7%	19.4%	19.1%	20.7%	16.5%	18.7%	20.2%	5,286	5,011	4,632
DOD	10.0%	9.5%	8.2%	24.7%	24.4%	23.3%	27.6%	28.3%	29.2%	20.7%	20.9%	22.0%	17.1%	16.9%	17.4%	56,035	69,595	70,958
USACE	11.6%	10.5%	7.6%	31.0%	28.2%	26.4%	26.9%	28.1%	28.8%	18.0%	19.7%	22.0%	12.4%	13.5%	15.2%	3,520	4,177	2,298
Air Force	10.7%	10.1%	8.3%	23.5%	22.8%	21.7%	27.5%	28.3%	29.6%	20.8%	21.8%	22.4%	17.4%	17.0%	18.0%	14,688	17,825	18,078
Army‡	9.2%	8.8%	7.6%	21.0%	21.7%	20.8%	27.7%	27.9%	28.6%	22.0%	21.8%	23.3%	20.0%	19.8%	19.8%	12,899	15,843	18,734
Navy‡	8.9%	9.3%	8.3%	28.6%	27.3%	26.5%	28.6%	29.8%	30.1%	19.8%	19.3%	20.3%	14.1%	14.3%	14.7%	10,695	15,554	16,894
Marine Corps	9.9%	8.7%	9.4%	18.4%	21.9%	19.9%	26.6%	25.9%	29.9%	22.2%	24.4%	21.7%	22.9%	19.2%	19.1%	1,156	1,610	1,639
DOD 4th Estate	11.9%	10.5%	9.2%	24.8%	25.5%	24.6%	25.9%	26.9%	27.9%	20.2%	20.2%	21.5%	17.3%	16.7%	16.8%	13,077	14,586	13,315

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.0%	13.2%	12.0%	38.5%	38.4%	37.7%	23.5%	23.8%	24.3%	15.4%	15.9%	16.8%	8.5%	8.8%	9.1%	392,659	404,872	374,483
BBG	10.8%	10.3%	6.8%	30.7%	32.3%	32.8%	28.0%	29.3%	29.9%	17.9%	16.1%	19.3%	12.6%	12.0%	11.3%	871	1,076	1,024
CSOSA	18.0%	18.8%	14.2%	43.1%	40.8%	44.4%	21.3%	23.1%	21.6%	11.5%	12.0%	12.6%	6.1%	5.3%	7.2%	590	625	691
DHS	10.4%	9.0%	9.0%	35.8%	35.1%	34.6%	23.5%	23.4%	23.6%	18.3%	19.0%	19.5%	12.1%	13.5%	13.4%	45,262	41,240	40,136
DOC	17.0%	16.2%	16.9%	41.7%	41.2%	42.0%	21.7%	22.5%	22.0%	14.0%	13.7%	13.4%	5.6%	6.4%	5.7%	9,514	9,811	9,602
DOE	17.6%	13.7%	11.8%	41.6%	40.1%	38.2%	22.6%	24.8%	25.0%	12.5%	14.4%	16.2%	5.8%	7.0%	8.7%	7,889	8,277	6,310
DOI	14.5%	12.6%	10.4%	39.4%	38.5%	36.5%	23.7%	24.5%	25.1%	14.5%	16.3%	18.2%	7.9%	8.2%	9.8%	22,273	25,450	17,724
DOJ	15.1%	15.5%	12.8%	39.6%	40.2%	39.4%	21.6%	22.4%	23.4%	15.5%	14.9%	16.8%	8.2%	7.0%	7.5%	15,433	19,008	16,181
DOL	15.5%	13.1%	10.2%	37.7%	36.6%	34.1%	23.3%	24.1%	25.1%	15.4%	17.4%	19.7%	8.1%	8.7%	11.0%	11,044	11,099	10,669
DOT	13.9%	13.7%	12.1%	40.1%	40.2%	38.4%	22.4%	21.6%	24.2%	15.2%	16.5%	16.6%	8.4%	8.0%	8.8%	14,437	15,102	11,277
Educ	15.9%	16.1%	15.5%	36.3%	38.8%	38.0%	27.1%	24.6%	24.5%	12.6%	13.9%	14.9%	8.1%	6.6%	7.2%	2,805	2,641	2,335
EEOC	16.1%	15.9%	12.0%	38.1%	36.5%	35.6%	22.2%	22.3%	24.5%	15.9%	14.5%	18.3%	7.7%	10.8%	9.6%	1,453	1,210	1,079
EPA	11.5%	10.1%	8.5%	37.9%	36.2%	34.5%	28.3%	26.7%	28.6%	15.6%	18.2%	19.4%	6.7%	8.8%	9.0%	9,910	4,344	3,742
FCC	15.1%	15.3%	16.2%	38.1%	39.2%	40.8%	25.4%	24.2%	27.6%	15.1%	13.2%	10.3%	6.3%	8.3%	5.2%	624	544	678
FERC	24.8%	22.4%	20.6%	40.7%	41.3%	39.2%	20.2%	22.3%	22.9%	10.8%	9.6%	11.8%	3.5%	4.3%	5.4%	1,132	971	874
FTC	28.5%	22.0%	22.5%	37.7%	42.7%	37.4%	21.8%	23.4%	24.6%	8.5%	6.9%	9.9%	3.6%	5.0%	5.6%	614	605	497

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.0%	13.2%	12.0%	38.5%	38.4%	37.7%	23.5%	23.8%	24.3%	15.4%	15.9%	16.8%	8.5%	8.8%	9.1%	392,659	404,872	374,483
GSA	21.3%	18.4%	15.2%	41.6%	39.7%	37.9%	20.0%	22.3%	23.5%	11.2%	12.7%	15.3%	6.0%	6.8%	8.1%	6,855	7,643	8,278
HHS	17.1%	15.9%	13.7%	40.7%	40.0%	39.4%	23.6%	24.1%	24.9%	12.5%	13.4%	14.8%	6.1%	6.7%	7.2%	38,977	35,203	31,232
HUD	13.8%	11.9%	9.1%	35.4%	33.2%	31.3%	25.1%	25.6%	24.8%	17.0%	18.6%	20.6%	8.7%	10.7%	14.2%	5,355	5,257	3,702
NARA	18.2%	14.4%	12.0%	36.7%	35.2%	31.2%	23.0%	25.6%	26.0%	14.2%	15.6%	19.2%	8.0%	9.2%	11.6%	1,813	1,676	1,635
NASA	27.6%	26.2%	24.4%	44.3%	43.5%	42.9%	18.0%	19.2%	20.4%	7.2%	8.1%	9.1%	2.8%	2.9%	3.3%	10,940	9,623	9,149
NCUA	20.0%	19.0%	17.8%	43.2%	40.7%	41.7%	16.4%	18.0%	19.9%	13.8%	16.3%	15.3%	6.6%	6.0%	5.4%	636	760	786
NLRB	10.6%	12.1%	11.0%	32.8%	34.4%	34.5%	24.0%	26.3%	26.6%	21.6%	18.1%	18.7%	11.0%	9.1%	9.2%	848	870	659
NRC	19.2%	26.3%	24.3%	38.4%	44.7%	43.3%	22.3%	18.4%	19.5%	13.9%	7.2%	9.3%	6.2%	3.3%	3.5%	2,099	2,615	2,410
NSF	24.6%	23.5%	19.0%	38.9%	36.9%	40.1%	24.3%	24.3%	26.2%	8.9%	10.8%	10.2%	3.3%	4.5%	4.6%	838	879	886
OMB	18.8%	11.9%	8.2%	42.6%	39.6%	28.1%	24.3%	30.4%	35.5%	11.8%	14.6%	24.2%	2.5%	3.5%	4.0%	350	302	297
OPM	16.2%	14.4%	12.7%	38.7%	38.8%	37.8%	21.7%	22.3%	23.6%	15.0%	16.3%	16.6%	8.5%	8.3%	9.3%	3,120	3,297	3,511
PBGC	18.1%	19.5%	17.0%	46.7%	41.7%	44.3%	23.1%	23.4%	21.7%	9.0%	11.3%	12.3%	3.1%	4.0%	4.7%	552	611	462
RRB	14.6%	13.0%	16.2%	39.3%	37.6%	35.5%	19.3%	27.7%	25.9%	20.2%	15.5%	14.4%	6.6%	6.2%	8.0%	311	464	518
SBA	11.0%	10.0%	9.8%	28.2%	27.8%	30.1%	23.8%	26.5%	25.5%	21.4%	20.6%	21.3%	15.6%	15.1%	13.3%	1,335	1,246	1,333
SEC	21.0%	18.8%	15.2%	44.8%	43.6%	41.9%	21.6%	22.2%	25.5%	8.8%	10.7%	11.9%	3.9%	4.7%	5.4%	3,130	1,867	2,376

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(68) How satisfied are you with the training you receive for your present job?

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	14.0%	13.2%	12.0%	38.5%	38.4%	37.7%	23.5%	23.8%	24.3%	15.4%	15.9%	16.8%	8.5%	8.8%	9.1%	392,659	404,872	374,483
SSA	14.3%	14.7%	12.3%	40.6%	42.4%	45.6%	21.7%	22.6%	22.4%	16.4%	14.3%	14.0%	7.0%	6.1%	5.8%	8,403	9,953	9,040
State	15.6%	15.3%	14.2%	40.5%	40.9%	42.6%	23.0%	23.6%	23.1%	15.1%	14.5%	15.3%	5.9%	5.7%	4.7%	4,949	3,861	3,536
Treas	12.3%	11.4%	10.5%	37.5%	35.8%	36.2%	22.9%	22.9%	22.2%	17.3%	18.6%	20.0%	10.0%	11.4%	11.1%	43,836	49,935	49,128
USAID	13.3%	12.6%	11.7%	40.3%	41.2%	39.9%	25.5%	24.8%	25.7%	15.0%	16.6%	16.7%	5.9%	4.9%	6.1%	2,204	1,915	1,937
USDA	13.2%	11.8%	10.0%	42.6%	41.3%	39.6%	23.9%	24.0%	25.6%	14.1%	15.7%	17.3%	6.2%	7.2%	7.5%	22,284	20,090	19,703
VA	14.0%	13.0%	13.1%	38.0%	38.2%	38.7%	23.9%	23.7%	23.7%	14.9%	15.9%	15.3%	9.1%	9.2%	9.0%	28,723	30,187	25,451
Small Agencies	19.1%	18.4%	14.4%	37.4%	36.0%	35.9%	22.9%	23.9%	25.1%	12.5%	13.5%	15.7%	8.0%	8.2%	8.8%	5,287	5,000	4,638
DOD	13.8%	13.2%	11.8%	37.7%	38.0%	36.6%	24.3%	24.7%	25.3%	15.7%	15.6%	17.0%	8.5%	8.5%	9.3%	55,963	69,615	70,997
USACE	14.5%	13.0%	10.3%	41.4%	39.3%	37.6%	22.3%	22.2%	24.1%	15.2%	16.7%	18.1%	6.6%	8.8%	10.0%	3,520	4,180	2,296
Air Force	14.9%	14.1%	12.1%	38.0%	39.0%	37.0%	24.4%	23.8%	25.9%	14.9%	15.1%	16.3%	7.8%	8.0%	8.8%	14,672	17,833	18,088
Army‡	13.8%	13.0%	11.5%	35.7%	36.8%	36.0%	24.8%	24.9%	25.4%	16.2%	15.9%	17.3%	9.5%	9.4%	9.9%	12,870	15,846	18,763
Navy‡	11.9%	11.8%	10.8%	38.4%	37.9%	35.8%	24.9%	26.2%	26.2%	16.5%	15.9%	17.8%	8.3%	8.2%	9.5%	10,661	15,548	16,894
Marine Corps	12.9%	14.0%	15.0%	33.4%	36.2%	35.6%	27.8%	25.3%	23.8%	15.4%	16.0%	16.2%	10.5%	8.4%	9.4%	1,156	1,610	1,639
DOD 4th Estate	15.6%	14.7%	13.7%	39.7%	38.9%	38.7%	21.7%	23.3%	23.1%	14.6%	14.8%	16.0%	8.3%	8.2%	8.4%	13,084	14,598	13,317

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.6%	20.6%	19.5%	44.6%	44.6%	44.6%	17.4%	17.9%	18.6%	10.8%	11.3%	11.6%	5.6%	5.7%	5.8%	392,826	404,704	374,286
BBG	18.2%	18.2%	14.6%	42.4%	43.6%	44.6%	19.3%	19.8%	20.6%	12.4%	10.9%	13.8%	7.7%	7.5%	6.5%	873	1,071	1,024
CSOSA	20.8%	21.6%	17.2%	46.2%	45.1%	46.8%	18.7%	19.9%	19.1%	9.9%	8.3%	11.5%	4.5%	5.1%	5.4%	593	624	690
DHS	15.4%	13.6%	14.3%	39.3%	38.5%	38.8%	20.4%	20.6%	20.9%	14.8%	16.2%	15.9%	10.1%	11.1%	10.1%	45,248	41,254	40,110
DOC	24.0%	23.3%	25.6%	48.2%	46.8%	46.3%	15.4%	16.2%	15.7%	8.9%	9.5%	8.7%	3.5%	4.2%	3.6%	9,518	9,815	9,625
DOE	23.0%	19.0%	16.4%	45.9%	45.1%	43.7%	16.0%	18.2%	20.6%	10.2%	12.1%	13.4%	4.8%	5.6%	5.8%	7,893	8,270	6,312
DOI	21.9%	19.9%	18.3%	45.3%	45.8%	45.6%	16.9%	17.7%	18.5%	10.8%	11.2%	12.3%	5.1%	5.4%	5.4%	22,281	25,426	17,745
DOJ	25.7%	26.3%	23.1%	45.9%	46.7%	46.7%	15.2%	14.7%	17.0%	8.6%	8.6%	9.1%	4.6%	3.8%	4.2%	15,448	19,010	16,149
DOL	24.7%	22.3%	20.1%	45.4%	45.4%	44.7%	15.9%	17.1%	18.0%	9.4%	9.8%	11.2%	4.6%	5.4%	6.0%	11,032	11,106	10,646
DOT	23.5%	23.1%	21.2%	45.6%	46.5%	46.0%	17.0%	17.1%	17.9%	9.4%	9.4%	10.4%	4.5%	3.9%	4.5%	14,450	15,063	11,265
Educ	22.2%	22.9%	21.9%	43.0%	43.5%	42.8%	17.7%	17.3%	16.7%	10.5%	11.1%	12.7%	6.5%	5.3%	5.9%	2,814	2,644	2,339
EEOC	28.4%	27.8%	24.4%	43.7%	43.6%	42.6%	13.6%	13.5%	14.4%	9.7%	8.8%	10.4%	4.6%	6.4%	8.2%	1,463	1,213	1,077
EPA	21.0%	18.5%	16.1%	47.9%	45.2%	45.0%	16.8%	18.6%	19.5%	9.7%	12.3%	14.3%	4.6%	5.4%	5.2%	9,920	4,341	3,737
FCC	24.2%	24.0%	23.0%	40.9%	41.0%	46.8%	18.8%	16.4%	14.4%	10.2%	11.0%	10.9%	5.9%	7.7%	4.9%	626	545	676
FERC	33.5%	35.1%	27.9%	45.2%	40.4%	46.0%	13.3%	14.5%	12.7%	5.6%	7.2%	10.0%	2.4%	2.9%	3.4%	1,133	972	876
FTC	42.9%	38.6%	37.5%	37.2%	37.4%	37.0%	9.2%	12.6%	11.8%	7.6%	7.2%	9.6%	3.0%	4.3%	4.1%	615	610	501

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.6%	20.6%	19.5%	44.6%	44.6%	44.6%	17.4%	17.9%	18.6%	10.8%	11.3%	11.6%	5.6%	5.7%	5.8%	392,826	404,704	374,286
GSA	27.6%	23.9%	22.1%	45.0%	45.0%	45.6%	14.9%	17.0%	17.7%	8.6%	9.5%	10.3%	3.9%	4.6%	4.3%	6,859	7,631	8,269
HHS	24.7%	23.3%	21.8%	46.0%	45.4%	45.6%	16.1%	17.2%	17.4%	8.8%	9.4%	10.3%	4.3%	4.7%	4.9%	39,037	35,216	31,213
HUD	21.3%	19.4%	15.5%	44.1%	42.1%	40.1%	17.9%	18.7%	19.6%	10.8%	12.7%	15.3%	5.9%	7.1%	9.5%	5,343	5,247	3,724
NARA	24.2%	21.8%	19.1%	41.6%	41.0%	39.9%	17.6%	17.4%	19.0%	10.0%	12.2%	12.9%	6.6%	7.5%	9.1%	1,820	1,674	1,639
NASA	37.5%	35.0%	33.6%	42.5%	43.5%	43.3%	11.7%	12.0%	13.5%	5.9%	6.9%	7.1%	2.4%	2.6%	2.5%	10,963	9,625	9,150
NCUA	27.2%	25.7%	23.8%	47.9%	46.8%	48.0%	14.8%	17.6%	16.3%	6.4%	7.6%	9.4%	3.7%	2.3%	2.5%	641	763	788
NLRB	24.1%	26.1%	20.0%	41.9%	43.0%	44.2%	15.8%	16.9%	16.4%	12.0%	9.2%	12.9%	6.3%	4.8%	6.5%	851	873	660
NRC	27.2%	31.1%	30.8%	45.7%	44.6%	43.8%	14.4%	13.2%	14.4%	8.8%	8.1%	7.8%	3.9%	2.9%	3.1%	2,106	2,614	2,402
NSF	31.3%	28.5%	24.6%	41.1%	42.8%	43.9%	14.2%	14.3%	15.0%	8.5%	10.2%	10.7%	4.8%	4.2%	5.7%	836	880	892
OMB	33.5%	28.2%	22.6%	47.9%	51.0%	48.9%	12.7%	14.4%	18.3%	5.0%	5.0%	8.1%	0.9%	1.4%	2.1%	350	302	299
OPM	25.5%	25.2%	22.7%	46.7%	47.0%	50.0%	14.7%	15.4%	15.7%	9.1%	8.1%	8.3%	4.1%	4.4%	3.3%	3,125	3,299	3,512
PBGC	25.0%	18.9%	20.5%	46.4%	48.3%	43.6%	15.6%	19.8%	19.2%	9.6%	8.4%	10.2%	3.4%	4.7%	6.5%	551	611	461
RRB	23.7%	23.5%	21.3%	45.2%	48.1%	48.6%	17.2%	14.7%	17.9%	7.2%	8.4%	7.8%	6.6%	5.2%	4.3%	310	464	517
SBA	19.7%	16.6%	21.3%	42.0%	43.0%	43.0%	17.8%	20.7%	18.7%	11.5%	11.0%	10.5%	8.9%	8.6%	6.5%	1,338	1,251	1,332
SEC	32.7%	26.0%	22.8%	45.2%	45.1%	45.5%	12.8%	14.5%	17.0%	6.5%	9.2%	10.1%	2.8%	5.3%	4.5%	3,138	1,867	2,372

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	21.6%	20.6%	19.5%	44.6%	44.6%	44.6%	17.4%	17.9%	18.6%	10.8%	11.3%	11.6%	5.6%	5.7%	5.8%	392,826	404,704	374,286
SSA	22.8%	24.2%	20.1%	45.4%	46.7%	48.2%	15.8%	15.8%	16.8%	10.9%	9.2%	10.4%	5.0%	4.1%	4.6%	8,414	9,946	9,040
State	23.7%	23.9%	22.8%	47.4%	47.1%	50.9%	16.5%	16.0%	14.4%	8.7%	9.5%	8.5%	3.7%	3.5%	3.4%	4,946	3,854	3,541
Treas	20.1%	19.2%	19.5%	45.9%	45.7%	47.2%	17.9%	18.1%	18.0%	10.2%	10.9%	10.0%	5.8%	6.0%	5.3%	43,808	49,888	49,031
USAID	19.3%	18.7%	16.9%	46.0%	46.4%	44.2%	18.5%	18.1%	20.0%	11.8%	12.0%	13.6%	4.4%	4.8%	5.2%	2,209	1,921	1,942
USDA	21.6%	19.1%	16.9%	48.3%	48.2%	48.5%	16.7%	17.9%	18.6%	9.6%	10.5%	11.5%	3.9%	4.4%	4.5%	22,284	20,091	19,693
VA	21.1%	20.2%	20.4%	43.4%	43.5%	43.1%	18.3%	18.3%	18.6%	11.1%	12.0%	11.5%	6.2%	6.0%	6.4%	28,694	30,135	25,456
Small Agencies	26.2%	25.2%	22.5%	43.0%	42.2%	41.8%	15.7%	15.8%	18.5%	9.6%	10.7%	10.6%	5.5%	6.1%	6.6%	5,294	5,009	4,636
DOD	21.3%	20.3%	18.8%	45.0%	45.1%	44.9%	17.5%	18.2%	19.2%	10.9%	11.2%	11.7%	5.2%	5.1%	5.4%	56,002	69,579	70,945
USACE	22.2%	21.6%	17.3%	48.5%	47.0%	47.9%	15.7%	17.7%	19.1%	9.9%	10.1%	10.4%	3.7%	3.6%	5.3%	3,519	4,171	2,293
Air Force	22.6%	21.1%	19.1%	44.2%	45.6%	45.0%	17.4%	17.0%	19.1%	10.6%	11.3%	11.7%	5.2%	5.0%	5.2%	14,670	17,843	18,081
Army‡	20.6%	20.2%	18.0%	43.2%	43.7%	44.1%	18.2%	18.7%	19.5%	11.8%	11.9%	12.3%	6.2%	5.5%	6.1%	12,890	15,833	18,743
Navy‡	20.5%	19.2%	18.4%	47.2%	46.6%	46.1%	17.7%	18.8%	19.2%	10.1%	10.6%	11.7%	4.5%	4.7%	4.6%	10,678	15,525	16,877
Marine Corps	22.0%	21.1%	22.8%	43.3%	44.0%	42.9%	17.3%	17.4%	17.6%	12.5%	10.7%	11.5%	4.9%	6.7%	5.3%	1,156	1,612	1,638
DOD 4th Estate	22.1%	21.1%	20.1%	44.5%	44.1%	43.9%	16.8%	18.1%	18.9%	11.2%	11.2%	11.2%	5.4%	5.6%	5.9%	13,089	14,595	13,313

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	16.0%	15.0%	41.4%	41.1%	40.8%	16.9%	17.3%	17.9%	15.9%	16.4%	17.1%	9.0%	9.2%	9.3%	393,242	405,405	374,805
BBG	16.6%	15.8%	12.3%	43.2%	41.1%	44.4%	19.7%	19.5%	19.8%	11.5%	14.7%	14.6%	9.0%	9.0%	8.9%	875	1,078	1,021
CSOSA	23.1%	22.1%	20.6%	45.9%	45.4%	44.4%	14.5%	13.7%	14.9%	11.2%	12.9%	12.9%	5.3%	5.9%	7.1%	594	625	692
DHS	15.6%	14.2%	14.8%	35.8%	35.4%	36.3%	15.7%	16.4%	16.4%	18.0%	18.6%	18.3%	14.8%	15.4%	14.2%	45,349	41,274	40,192
DOC	20.3%	19.0%	20.5%	43.9%	43.7%	44.1%	15.7%	16.1%	15.9%	14.0%	14.3%	13.5%	6.1%	6.9%	6.0%	9,531	9,847	9,638
DOE	21.0%	18.4%	16.1%	44.4%	44.4%	44.1%	15.4%	16.9%	17.7%	12.5%	13.8%	14.7%	6.7%	6.5%	7.4%	7,891	8,287	6,326
DOI	17.5%	15.9%	14.8%	43.3%	43.2%	43.2%	16.4%	17.2%	18.4%	15.3%	15.8%	15.7%	7.6%	7.9%	7.8%	22,295	25,493	17,764
DOJ	18.9%	19.4%	17.4%	43.3%	43.4%	43.7%	15.5%	15.3%	16.0%	14.6%	14.6%	15.8%	7.7%	7.4%	7.1%	15,457	19,026	16,178
DOL	20.6%	18.3%	16.2%	43.1%	43.4%	43.3%	15.9%	17.0%	17.7%	13.7%	13.9%	15.2%	6.7%	7.4%	7.7%	11,042	11,108	10,664
DOT	18.7%	19.1%	18.1%	39.3%	40.3%	41.0%	15.7%	16.8%	16.2%	16.7%	15.6%	15.5%	9.5%	8.2%	9.2%	14,461	15,131	11,276
Educ	21.1%	21.0%	19.9%	43.8%	45.2%	44.2%	15.9%	14.8%	14.8%	12.5%	12.5%	14.7%	6.7%	6.4%	6.3%	2,814	2,648	2,337
EEOC	18.7%	21.3%	18.5%	42.3%	41.7%	42.0%	13.5%	13.3%	13.9%	16.7%	15.5%	15.8%	8.7%	8.2%	9.8%	1,459	1,218	1,076
EPA	20.4%	19.4%	18.0%	46.0%	43.0%	44.5%	15.7%	15.9%	16.5%	12.7%	14.4%	13.6%	5.3%	7.3%	7.5%	9,933	4,350	3,742
FCC	17.1%	18.3%	17.2%	38.3%	39.7%	42.9%	18.2%	17.0%	16.1%	15.3%	15.1%	13.7%	11.2%	10.0%	10.0%	630	546	675
FERC	22.4%	22.2%	23.0%	42.6%	42.9%	38.9%	17.8%	16.0%	16.2%	11.8%	13.4%	15.3%	5.3%	5.4%	6.5%	1,135	970	879
FTC	16.2%	12.5%	12.5%	34.2%	34.8%	35.5%	21.0%	20.9%	16.7%	18.3%	20.6%	22.4%	10.2%	11.2%	13.0%	615	609	500

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	16.0%	15.0%	41.4%	41.1%	40.8%	16.9%	17.3%	17.9%	15.9%	16.4%	17.1%	9.0%	9.2%	9.3%	393,242	405,405	374,805
GSA	24.0%	20.4%	18.7%	44.6%	45.5%	45.8%	15.2%	16.8%	17.3%	11.5%	11.8%	12.3%	4.7%	5.5%	5.8%	6,869	7,635	8,273
HHS	19.1%	18.5%	16.9%	43.1%	42.6%	42.5%	17.2%	17.5%	17.8%	14.4%	14.3%	15.4%	6.3%	7.1%	7.4%	39,065	35,295	31,279
HUD	21.7%	21.0%	18.4%	45.1%	43.8%	43.3%	15.4%	15.6%	16.2%	11.2%	12.5%	13.6%	6.6%	7.2%	8.5%	5,352	5,263	3,715
NARA	17.6%	18.8%	15.1%	33.3%	33.7%	34.1%	16.2%	13.8%	15.3%	18.6%	17.2%	19.0%	14.3%	16.4%	16.5%	1,825	1,679	1,634
NASA	28.2%	26.5%	24.7%	43.7%	43.0%	43.3%	14.0%	14.7%	15.5%	9.8%	11.0%	11.8%	4.3%	4.8%	4.7%	10,968	9,642	9,168
NCUA	25.8%	23.0%	17.7%	44.3%	45.2%	42.6%	13.3%	15.3%	16.0%	10.9%	10.3%	15.5%	5.6%	6.2%	8.2%	640	764	790
NLRB	16.5%	17.0%	16.8%	40.8%	40.4%	37.1%	13.7%	13.6%	15.4%	17.7%	18.1%	18.6%	11.3%	10.9%	12.1%	854	875	662
NRC	23.8%	24.2%	23.8%	44.7%	44.1%	42.7%	14.9%	15.3%	16.1%	10.9%	11.3%	11.2%	5.7%	5.2%	6.1%	2,107	2,617	2,411
NSF	24.4%	21.0%	19.9%	39.6%	38.2%	38.8%	16.9%	16.1%	15.5%	12.4%	16.8%	16.8%	6.7%	7.9%	9.0%	839	883	887
OMB	19.9%	14.0%	12.0%	46.0%	50.2%	46.3%	15.5%	18.4%	19.9%	14.6%	13.1%	15.4%	4.0%	4.3%	6.4%	350	301	299
OPM	23.2%	22.2%	20.5%	46.0%	46.6%	47.4%	14.5%	14.2%	14.4%	11.6%	11.4%	12.5%	4.7%	5.6%	5.2%	3,131	3,305	3,517
PBGC	16.4%	14.0%	14.5%	41.0%	42.2%	37.5%	18.8%	17.4%	21.0%	14.5%	15.8%	17.7%	9.3%	10.7%	9.4%	553	613	460
RRB	17.0%	17.3%	17.5%	41.5%	44.8%	40.5%	19.6%	17.1%	19.9%	15.1%	13.4%	15.7%	6.8%	7.4%	6.4%	309	466	516
SBA	19.6%	15.8%	18.2%	43.9%	43.4%	41.9%	16.9%	17.1%	17.0%	12.1%	15.7%	15.3%	7.5%	7.9%	7.6%	1,329	1,256	1,324
SEC	31.5%	23.5%	21.2%	43.3%	39.4%	41.1%	11.7%	14.7%	16.0%	9.1%	13.6%	13.6%	4.3%	8.9%	8.0%	3,139	1,879	2,376

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	16.8%	16.0%	15.0%	41.4%	41.1%	40.8%	16.9%	17.3%	17.9%	15.9%	16.4%	17.1%	9.0%	9.2%	9.3%	393,242	405,405	374,805
SSA	19.3%	20.8%	19.1%	42.9%	44.9%	45.0%	15.8%	14.8%	15.8%	14.8%	13.5%	14.3%	7.2%	6.0%	5.8%	8,416	9,965	9,047
State	20.6%	18.2%	18.9%	48.4%	46.3%	48.6%	16.1%	16.8%	15.5%	10.6%	13.6%	12.6%	4.3%	5.1%	4.4%	4,964	3,864	3,537
Treas	16.0%	15.3%	15.0%	39.2%	39.0%	40.3%	16.8%	16.4%	16.6%	17.3%	17.7%	17.8%	10.7%	11.5%	10.4%	43,869	49,970	49,140
USAID	17.1%	15.0%	13.4%	44.7%	45.0%	45.0%	16.4%	17.8%	17.5%	14.8%	14.9%	16.4%	7.0%	7.3%	7.7%	2,205	1,924	1,954
USDA	16.0%	15.0%	12.8%	43.9%	43.3%	43.8%	17.6%	17.8%	18.4%	15.4%	16.2%	17.3%	7.1%	7.6%	7.8%	22,315	20,111	19,718
VA	13.6%	12.4%	12.5%	37.2%	37.5%	36.6%	18.1%	18.5%	19.0%	19.4%	19.9%	19.9%	11.7%	11.7%	11.9%	28,707	30,179	25,434
Small Agencies	19.7%	18.0%	16.1%	38.9%	37.5%	37.5%	16.0%	15.7%	17.0%	16.3%	17.5%	18.6%	9.1%	11.2%	10.9%	5,298	5,019	4,635
DOD	16.5%	15.8%	14.0%	43.6%	42.7%	41.4%	17.4%	18.1%	19.1%	14.9%	15.6%	17.1%	7.6%	7.8%	8.4%	56,057	69,690	71,069
USACE	16.8%	15.7%	13.4%	46.0%	44.6%	42.0%	18.2%	18.0%	20.1%	13.2%	15.0%	16.6%	5.7%	6.8%	7.9%	3,521	4,172	2,298
Air Force	16.8%	15.7%	14.0%	42.9%	43.5%	41.2%	17.0%	17.2%	18.6%	15.4%	16.3%	18.0%	7.9%	7.4%	8.2%	14,702	17,856	18,118
Army‡	16.0%	15.7%	13.0%	42.7%	41.3%	40.5%	17.1%	18.5%	19.3%	15.9%	16.1%	17.8%	8.4%	8.4%	9.4%	12,896	15,867	18,787
Navy‡	15.4%	14.8%	13.8%	44.9%	42.6%	41.6%	17.9%	18.7%	19.7%	14.8%	15.8%	16.9%	7.1%	8.0%	8.0%	10,686	15,546	16,898
Marine Corps	15.3%	15.6%	16.3%	40.5%	43.0%	41.6%	19.4%	17.7%	16.7%	15.3%	16.1%	17.0%	9.5%	7.7%	8.3%	1,158	1,613	1,642
DOD 4th Estate	19.2%	18.0%	16.4%	43.9%	43.7%	42.7%	17.1%	18.0%	18.3%	13.1%	13.6%	14.9%	6.7%	6.7%	7.7%	13,094	14,636	13,326

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.9%	14.7%	13.8%	41.0%	40.9%	40.8%	21.4%	22.0%	22.8%	14.1%	14.5%	14.9%	7.6%	7.9%	7.8%	393,451	405,517	375,127
BBG	12.0%	11.5%	7.8%	35.1%	34.6%	34.4%	21.2%	22.3%	26.1%	16.6%	19.1%	18.7%	15.2%	12.5%	13.0%	877	1,080	1,030
CSOSA	15.8%	16.2%	14.7%	44.1%	40.9%	44.0%	23.5%	24.2%	20.4%	12.0%	13.3%	14.2%	4.7%	5.5%	6.7%	594	623	688
DHS	10.6%	9.0%	9.6%	31.5%	30.4%	32.1%	22.2%	22.7%	23.1%	20.2%	20.8%	20.0%	15.6%	17.2%	15.1%	45,345	41,273	40,203
DOC	19.5%	18.8%	20.8%	45.1%	44.0%	44.6%	19.5%	20.0%	19.3%	11.0%	12.0%	10.7%	4.9%	5.2%	4.7%	9,535	9,832	9,634
DOE	17.5%	13.7%	11.5%	43.1%	40.4%	38.4%	19.7%	22.6%	23.6%	13.1%	15.9%	18.0%	6.7%	7.5%	8.5%	7,903	8,293	6,318
DOI	15.3%	13.7%	12.4%	42.4%	41.8%	41.4%	21.0%	22.4%	23.0%	14.2%	14.7%	15.9%	7.1%	7.3%	7.2%	22,348	25,533	17,774
DOJ	21.6%	20.9%	17.6%	45.7%	46.5%	46.5%	17.6%	17.8%	20.0%	10.4%	10.4%	10.7%	4.7%	4.4%	5.1%	15,474	19,028	16,193
DOL	19.8%	17.4%	14.9%	43.7%	43.8%	41.1%	19.6%	20.9%	22.6%	11.1%	11.4%	13.7%	5.8%	6.5%	7.7%	11,067	11,112	10,674
DOT	16.3%	15.2%	13.5%	42.6%	43.2%	41.7%	20.8%	22.0%	23.2%	14.0%	13.5%	14.8%	6.3%	6.1%	6.7%	14,461	15,129	11,275
Educ	16.6%	17.3%	17.2%	41.5%	44.3%	41.6%	21.6%	20.5%	19.2%	12.5%	11.1%	14.6%	7.7%	6.9%	7.3%	2,818	2,650	2,339
EEOC	21.0%	19.7%	19.2%	43.0%	42.1%	37.7%	16.6%	18.9%	19.9%	13.6%	12.1%	13.6%	5.8%	7.2%	9.6%	1,463	1,217	1,087
EPA	14.5%	12.1%	11.4%	45.6%	41.2%	40.6%	21.0%	23.1%	23.6%	13.0%	16.3%	17.5%	5.9%	7.3%	6.8%	9,920	4,356	3,747
FCC	19.4%	19.7%	19.5%	41.3%	39.6%	47.0%	20.4%	17.8%	18.3%	11.0%	14.6%	10.3%	7.9%	8.3%	5.0%	630	546	675
FERC	30.9%	30.8%	26.6%	45.3%	44.1%	45.2%	14.9%	15.5%	15.4%	6.8%	6.9%	9.3%	2.1%	2.7%	3.6%	1,136	969	878
FTC	42.4%	34.9%	36.6%	38.2%	43.4%	37.1%	9.5%	13.0%	14.8%	7.0%	5.5%	7.5%	2.8%	3.2%	3.9%	616	610	500

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.9%	14.7%	13.8%	41.0%	40.9%	40.8%	21.4%	22.0%	22.8%	14.1%	14.5%	14.9%	7.6%	7.9%	7.8%	393,451	405,517	375,127
GSA	23.7%	19.0%	17.2%	43.3%	42.3%	43.0%	17.8%	21.0%	21.6%	10.1%	11.6%	12.4%	5.1%	6.1%	5.8%	6,867	7,654	8,302
HHS	19.8%	18.5%	16.8%	45.1%	44.2%	43.8%	19.5%	20.5%	21.0%	10.4%	11.1%	12.4%	5.2%	5.7%	6.0%	39,056	35,275	31,295
HUD	15.7%	13.2%	10.0%	41.8%	38.0%	32.7%	21.6%	23.3%	21.6%	13.5%	16.2%	20.3%	7.4%	9.2%	15.5%	5,354	5,251	3,726
NARA	17.3%	13.2%	11.4%	37.3%	34.4%	32.0%	21.2%	20.4%	22.7%	14.8%	19.0%	19.6%	9.4%	13.0%	14.2%	1,827	1,680	1,647
NASA	32.0%	29.5%	27.7%	43.5%	43.5%	43.6%	14.2%	15.5%	16.6%	7.1%	7.9%	8.7%	3.3%	3.6%	3.4%	10,969	9,640	9,168
NCUA	23.1%	22.5%	21.4%	47.1%	46.0%	45.1%	17.8%	20.5%	22.4%	8.6%	8.1%	8.2%	3.4%	2.9%	2.8%	638	761	789
NLRB	17.5%	19.2%	14.7%	42.2%	42.9%	40.7%	21.3%	19.8%	22.4%	12.2%	12.5%	15.9%	6.7%	5.5%	6.3%	852	872	661
NRC	23.7%	26.9%	26.4%	44.7%	44.1%	44.2%	15.5%	16.2%	16.6%	11.2%	9.2%	8.9%	4.9%	3.6%	3.9%	2,103	2,619	2,407
NSF	28.2%	24.3%	22.7%	42.5%	41.4%	41.9%	15.3%	18.5%	16.5%	8.6%	11.0%	11.1%	5.4%	4.9%	7.7%	840	881	893
OMB	26.6%	18.5%	15.6%	54.6%	55.1%	46.7%	11.5%	16.4%	22.5%	5.9%	7.8%	11.4%	1.5%	2.2%	3.7%	348	301	298
OPM	18.8%	18.2%	17.2%	44.3%	46.3%	47.0%	18.1%	19.4%	19.4%	12.3%	10.8%	11.4%	6.5%	5.2%	5.1%	3,130	3,304	3,523
PBGC	21.3%	15.4%	16.6%	45.3%	47.1%	42.8%	17.3%	22.4%	22.2%	11.1%	10.1%	10.9%	5.0%	5.1%	7.5%	553	607	462
RRB	21.3%	20.7%	20.3%	47.8%	47.1%	46.6%	17.6%	19.8%	19.8%	9.1%	8.2%	10.9%	4.2%	4.2%	2.4%	308	462	517
SBA	13.6%	12.6%	14.6%	38.1%	35.3%	37.3%	20.5%	23.1%	23.4%	15.9%	17.7%	15.5%	11.9%	11.3%	9.2%	1,338	1,258	1,334
SEC	27.0%	21.2%	17.9%	48.0%	44.9%	43.0%	13.9%	17.3%	22.2%	7.5%	10.5%	11.7%	3.5%	6.1%	5.2%	3,131	1,866	2,381

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

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

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	15.9%	14.7%	13.8%	41.0%	40.9%	40.8%	21.4%	22.0%	22.8%	14.1%	14.5%	14.9%	7.6%	7.9%	7.8%	393,451	405,517	375,127
SSA	18.5%	19.2%	16.1%	44.3%	47.1%	46.5%	19.2%	18.9%	20.4%	12.3%	10.4%	11.9%	5.7%	4.4%	5.2%	8,423	9,958	9,035
State	18.3%	17.9%	17.6%	47.0%	46.6%	50.1%	19.6%	19.7%	18.1%	11.4%	11.8%	10.9%	3.7%	4.1%	3.3%	4,963	3,865	3,540
Treas	14.1%	13.3%	12.9%	41.2%	40.7%	42.7%	22.5%	22.7%	22.8%	14.0%	15.0%	14.3%	8.1%	8.4%	7.4%	43,913	50,025	49,194
USAID	15.0%	12.9%	12.1%	46.2%	46.4%	41.1%	21.6%	20.6%	23.7%	12.7%	15.2%	16.8%	4.5%	4.8%	6.2%	2,208	1,928	1,953
USDA	14.3%	12.0%	10.3%	44.1%	42.2%	41.0%	22.5%	23.4%	24.4%	13.5%	15.9%	17.3%	5.7%	6.5%	7.0%	22,313	20,129	19,732
VA	14.1%	12.9%	13.3%	39.5%	39.6%	39.5%	23.2%	23.4%	23.7%	15.1%	15.7%	15.2%	8.1%	8.5%	8.3%	28,739	30,210	25,493
Small Agencies	22.1%	20.6%	18.8%	40.4%	39.7%	38.5%	18.0%	18.6%	19.6%	11.9%	12.9%	15.2%	7.7%	8.2%	7.9%	5,294	5,020	4,647
DOD	15.6%	14.6%	13.3%	41.3%	41.6%	40.8%	22.0%	22.7%	23.8%	14.0%	14.1%	14.9%	7.1%	7.0%	7.1%	56,097	69,700	71,115
USACE	16.8%	14.9%	12.5%	46.9%	45.3%	43.1%	20.4%	22.0%	24.2%	11.2%	12.9%	14.1%	4.7%	4.8%	6.1%	3,519	4,181	2,304
Air Force	17.5%	16.4%	14.6%	40.6%	42.3%	40.6%	22.3%	21.3%	23.1%	12.6%	13.8%	14.7%	7.0%	6.3%	6.9%	14,719	17,851	18,120
Army‡	14.9%	14.0%	12.1%	38.6%	39.4%	39.6%	22.1%	23.6%	24.4%	16.1%	15.1%	15.7%	8.3%	7.9%	8.2%	12,896	15,881	18,795
Navy‡	13.8%	13.4%	12.3%	44.2%	42.9%	42.5%	22.7%	23.6%	24.1%	13.2%	13.5%	15.0%	6.1%	6.6%	6.1%	10,703	15,543	16,917
Marine Corps	16.0%	14.0%	16.5%	34.8%	40.3%	38.9%	24.3%	22.4%	22.5%	15.2%	14.9%	14.4%	9.6%	8.5%	7.7%	1,154	1,611	1,642
DOD 4th Estate	17.0%	15.5%	15.2%	41.4%	41.3%	40.2%	20.4%	21.8%	23.1%	14.0%	13.8%	14.0%	7.2%	7.5%	7.4%	13,106	14,633	13,337

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.3%	37.6%	35.7%	21.6%	21.3%	21.2%	29.1%	31.2%	32.8%	9.1%	9.8%	10.3%	392,364	404,547	374,027
BBG	53.8%	48.5%	43.1%	14.5%	13.6%	13.0%	22.2%	27.0%	34.4%	9.5%	10.9%	9.4%	872	1,078	1,024
CSOSA	81.4%	81.1%	78.5%	10.7%	11.3%	12.4%	5.7%	6.3%	6.4%	2.2%	1.3%	2.8%	589	621	693
DHS	24.9%	22.7%	21.6%	22.6%	21.9%	20.5%	39.9%	42.3%	44.7%	12.7%	13.1%	13.3%	45,178	41,131	40,033
DOC	78.1%	75.7%	73.2%	7.6%	7.6%	8.1%	9.1%	10.9%	11.9%	5.2%	5.8%	6.9%	9,479	9,807	9,595
DOE	69.4%	63.9%	62.2%	11.4%	12.1%	12.7%	13.0%	16.2%	16.8%	6.1%	7.9%	8.3%	7,882	8,259	6,300
DOI	62.4%	60.4%	60.0%	14.9%	14.6%	14.0%	14.8%	16.6%	17.3%	7.8%	8.4%	8.7%	22,263	25,452	17,707
DOJ	13.6%	12.3%	12.1%	24.9%	22.9%	21.9%	47.6%	50.2%	51.2%	13.9%	14.6%	14.8%	15,415	18,965	16,107
DOL	81.9%	81.1%	74.4%	7.3%	7.4%	8.4%	6.2%	6.7%	11.1%	4.6%	4.8%	6.1%	11,016	11,063	10,635
DOT	63.3%	61.0%	60.2%	18.7%	18.4%	20.5%	13.2%	14.4%	13.8%	4.8%	6.2%	5.4%	14,436	15,103	11,269
Educ	95.3%	94.7%	92.0%	1.8%	2.1%	2.8%	1.3%	1.6%	2.8%	1.7%	1.6%	2.5%	2,805	2,640	2,335
EEOC	74.7%	71.0%	70.0%	8.5%	10.6%	9.4%	10.1%	11.3%	13.7%	6.6%	7.0%	6.9%	1,452	1,211	1,082
EPA	86.7%	86.0%	85.4%	4.2%	4.0%	3.3%	4.7%	5.0%	5.9%	4.4%	5.0%	5.4%	9,920	4,331	3,738
FCC	86.3%	84.6%	82.8%	4.3%	4.5%	5.0%	4.4%	7.5%	8.2%	5.0%	3.5%	4.0%	627	544	678
FERC	94.5%	93.4%	90.3%	2.8%	3.0%	5.1%	0.9%	1.5%	3.1%	1.8%	2.0%	1.6%	1,132	973	869
FTC	89.8%	84.8%	74.6%	3.9%	6.9%	8.4%	2.8%	3.7%	9.5%	3.5%	4.6%	7.5%	613	608	499

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.3%	37.6%	35.7%	21.6%	21.3%	21.2%	29.1%	31.2%	32.8%	9.1%	9.8%	10.3%	392,364	404,547	374,027
GSA	94.7%	94.4%	93.3%	3.5%	3.7%	4.0%	1.0%	1.1%	1.4%	0.9%	0.8%	1.3%	6,842	7,620	8,267
HHS	68.2%	66.1%	63.8%	9.3%	9.9%	10.0%	15.6%	17.0%	18.4%	6.9%	7.0%	7.8%	38,986	35,237	31,231
HUD	83.4%	80.4%	78.9%	6.5%	7.4%	7.3%	6.5%	8.0%	9.2%	3.7%	4.3%	4.6%	5,338	5,245	3,719
NARA	44.0%	47.1%	44.3%	19.4%	15.1%	16.4%	26.0%	27.3%	28.7%	10.5%	10.5%	10.6%	1,823	1,677	1,634
NASA	86.7%	84.7%	85.0%	4.4%	5.2%	4.4%	3.6%	4.3%	4.8%	5.3%	5.8%	5.9%	10,951	9,637	9,159
NCUA	56.3%	54.7%	55.5%	22.5%	21.9%	18.2%	8.8%	9.5%	11.5%	12.3%	13.9%	14.9%	606	718	781
NLRB	78.5%	74.6%	74.2%	7.6%	7.8%	7.1%	8.5%	12.0%	12.6%	5.4%	5.6%	6.1%	851	873	662
NRC	83.2%	80.5%	77.8%	5.4%	5.8%	6.5%	5.3%	7.2%	8.6%	6.2%	6.5%	7.0%	2,102	2,617	2,407
NSF	93.8%	91.2%	93.4%	0.8%	2.2%	1.6%	2.8%	2.6%	2.6%	2.6%	4.0%	2.4%	838	880	896
OMB	90.2%	88.0%	91.3%	3.1%	3.2%	2.2%	3.6%	3.5%	3.7%	3.0%	5.2%	2.8%	349	303	298
OPM	84.9%	86.5%	82.4%	9.7%	7.9%	10.5%	2.0%	2.3%	2.3%	3.4%	3.4%	4.7%	3,109	3,282	3,504
PBGC	93.2%	93.4%	88.5%	2.7%	3.4%	6.0%	2.9%	2.7%	2.9%	1.3%	0.4%	2.7%	546	609	459
RRB	36.9%	31.7%	30.3%	30.1%	31.5%	30.1%	27.5%	28.5%	29.7%	5.5%	8.2%	9.9%	310	466	517
SBA	78.4%	75.8%	73.5%	8.0%	9.2%	9.5%	10.0%	10.4%	12.0%	3.7%	4.6%	5.0%	1,334	1,252	1,332
SEC	88.6%	84.9%	82.0%	2.2%	1.9%	2.7%	4.0%	5.7%	7.7%	5.2%	7.5%	7.7%	3,125	1,853	2,373

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(72) Have you been notified whether or not you are eligible to telework?

	Yes, I was notified that I was eligible to telework			Yes, I was notified that I was not eligible to telework			No, I was not notified of my telework eligibility			Not sure if I was notified of my telework eligibility			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	40.3%	37.6%	35.7%	21.6%	21.3%	21.2%	29.1%	31.2%	32.8%	9.1%	9.8%	10.3%	392,364	404,547	374,027
SSA	41.9%	28.9%	28.3%	19.6%	19.5%	20.0%	32.5%	42.9%	42.1%	6.1%	8.7%	9.6%	8,419	9,951	9,021
State	41.2%	40.0%	35.0%	20.8%	19.9%	19.3%	27.5%	29.0%	33.5%	10.5%	11.0%	12.2%	4,963	3,855	3,539
Treas	67.1%	63.9%	63.7%	10.6%	10.8%	10.1%	17.2%	19.4%	19.4%	5.2%	5.9%	6.7%	43,758	49,968	49,031
USAID	64.1%	62.0%	62.0%	11.8%	12.0%	11.3%	16.5%	17.8%	19.2%	7.6%	8.2%	7.5%	2,205	1,923	1,944
USDA	67.3%	71.7%	71.5%	16.9%	14.2%	15.1%	10.0%	8.5%	7.9%	5.8%	5.7%	5.5%	22,284	20,080	19,720
VA	18.8%	17.3%	14.8%	35.8%	35.9%	36.9%	33.2%	34.5%	35.7%	12.1%	12.3%	12.5%	28,674	30,149	25,408
Small Agencies	75.9%	72.8%	71.5%	10.1%	10.7%	9.6%	8.4%	10.7%	12.5%	5.5%	5.8%	6.5%	5,293	5,000	4,637
DOD	35.1%	31.0%	27.5%	21.7%	22.0%	21.9%	34.6%	37.1%	39.9%	8.6%	9.9%	10.7%	55,979	69,566	70,924
USACE	57.3%	46.4%	42.9%	15.8%	17.9%	21.7%	19.3%	25.1%	26.8%	7.6%	10.6%	8.6%	3,518	4,174	2,298
Air Force	18.7%	17.1%	13.7%	26.3%	26.4%	25.1%	44.4%	45.4%	48.4%	10.7%	11.1%	12.7%	14,689	17,825	18,071
Army‡	22.2%	19.2%	16.9%	24.0%	23.9%	23.6%	44.6%	46.0%	48.2%	9.2%	10.8%	11.3%	12,858	15,851	18,740
Navy‡	42.3%	35.8%	30.8%	20.2%	20.8%	21.0%	29.2%	33.5%	37.2%	8.4%	9.9%	11.1%	10,681	15,532	16,867
Marine Corps	24.0%	22.1%	21.5%	33.3%	32.1%	31.1%	32.7%	35.3%	37.7%	10.0%	10.6%	9.6%	1,151	1,609	1,639
DOD 4th Estate	65.8%	63.1%	60.4%	13.0%	13.2%	13.4%	16.1%	17.6%	19.7%	5.1%	6.1%	6.5%	13,082	14,575	13,309

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
BBG	3.3%	2.6%	1.9%	18.9%	17.1%	14.5%	4.0%	4.6%	3.9%	15.5%	13.5%	13.0%	25.9%	25.3%	28.2%	6.3%	7.3%	6.4%	13.3%	14.4%	19.2%	12.8%	15.2%	12.8%	868	1,067	1,016
CSOSA	7.7%	6.4%	3.1%	23.1%	22.8%	24.6%	26.8%	29.8%	27.4%	9.4%	9.2%	10.5%	7.7%	11.0%	12.4%	1.1%	1.1%	1.4%	9.3%	6.8%	7.2%	14.8%	12.8%	13.6%	597	629	691
DHS	3.2%	2.5%	2.0%	8.2%	7.5%	6.7%	3.0%	2.7%	2.8%	6.4%	6.0%	6.3%	57.6%	57.9%	57.8%	1.5%	1.8%	2.0%	12.2%	13.6%	14.1%	7.8%	8.0%	8.2%	44,944	40,791	39,540
DOC	21.4%	20.4%	19.1%	27.8%	25.2%	22.6%	7.7%	7.6%	8.2%	15.9%	16.9%	16.5%	8.2%	8.6%	8.9%	2.2%	2.3%	3.2%	6.0%	7.6%	8.8%	10.8%	11.3%	12.6%	9,491	9,758	9,544
DOE	1.5%	1.6%	1.4%	15.9%	14.3%	13.4%	11.0%	10.3%	10.0%	28.3%	25.8%	25.5%	12.3%	15.5%	14.9%	3.0%	3.3%	3.5%	9.3%	10.1%	12.7%	18.7%	19.2%	18.5%	7,881	8,257	6,276
DOI	3.7%	3.2%	2.4%	13.8%	12.8%	11.6%	8.2%	7.6%	6.7%	20.8%	20.3%	20.0%	20.8%	22.1%	21.2%	4.8%	4.5%	5.4%	11.9%	12.6%	14.1%	16.0%	16.9%	18.5%	22,225	25,374	17,643
DOJ	1.0%	0.9%	0.9%	3.8%	3.5%	3.2%	1.8%	1.5%	1.5%	5.2%	5.1%	4.9%	59.4%	60.5%	59.4%	5.2%	5.2%	5.2%	14.7%	13.8%	15.2%	8.8%	9.5%	9.7%	15,239	18,679	15,798
DOL	8.7%	7.3%	6.2%	31.8%	30.2%	25.7%	9.2%	10.1%	9.1%	20.6%	19.7%	21.4%	8.2%	8.6%	9.8%	1.7%	2.0%	2.9%	6.2%	7.0%	10.7%	13.6%	14.9%	14.2%	11,010	11,064	10,565
DOT	5.9%	4.3%	3.5%	20.6%	18.0%	15.2%	11.0%	10.7%	10.8%	16.4%	17.1%	18.4%	25.0%	25.6%	24.7%	2.6%	3.8%	3.7%	8.3%	9.2%	10.9%	10.2%	11.2%	12.7%	14,443	15,092	11,269
Educ	18.3%	12.1%	8.8%	49.8%	49.0%	43.3%	9.8%	11.9%	12.7%	14.4%	16.7%	21.3%	0.9%	1.1%	1.8%	0.5%	0.6%	1.6%	1.4%	1.8%	2.8%	4.8%	6.9%	7.7%	2,812	2,648	2,339
EEOC	3.3%	3.1%	1.8%	33.9%	31.7%	31.8%	8.7%	9.3%	10.5%	15.9%	17.5%	16.9%	6.1%	6.4%	7.0%	2.0%	1.3%	2.2%	10.1%	11.9%	10.9%	19.9%	18.8%	18.9%	1,447	1,210	1,077
EPA	2.9%	2.2%	1.9%	44.6%	43.1%	39.1%	11.5%	10.8%	13.2%	22.0%	22.7%	22.5%	2.2%	2.5%	2.6%	1.1%	1.7%	2.3%	3.8%	4.0%	4.1%	11.9%	13.0%	14.2%	9,928	4,349	3,741
FCC	8.9%	7.5%	4.1%	45.7%	47.6%	42.1%	7.7%	7.2%	8.9%	20.8%	18.9%	20.8%	3.4%	3.8%	3.5%	1.5%	1.3%	3.5%	3.3%	5.3%	4.5%	8.8%	8.4%	12.7%	631	546	676
FERC	4.1%	3.2%	4.9%	46.9%	42.6%	38.3%	13.7%	14.3%	12.1%	19.9%	20.1%	17.4%	0.9%	1.4%	1.7%	0.3%	0.3%	0.7%	2.8%	3.2%	5.1%	11.5%	15.0%	19.8%	1,132	972	873
FTC	1.6%	1.5%	1.1%	21.7%	21.1%	16.2%	17.8%	15.9%	10.4%	41.5%	37.4%	40.8%	2.7%	4.4%	4.9%	2.5%	3.4%	2.3%	2.7%	4.8%	10.2%	9.5%	11.6%	14.1%	620	611	498

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
GSA	32.9%	30.3%	29.0%	39.9%	42.3%	41.0%	7.8%	7.1%	7.9%	9.9%	9.7%	9.8%	1.9%	2.2%	2.9%	0.6%	0.8%	1.0%	2.2%	2.4%	2.4%	4.7%	5.2%	6.1%	6,877	7,668	8,307
HHS	7.9%	6.6%	4.6%	35.4%	33.4%	32.8%	7.0%	7.3%	7.3%	14.7%	15.1%	15.9%	13.9%	14.6%	14.4%	2.0%	2.2%	2.7%	9.0%	10.3%	11.0%	10.1%	10.5%	11.3%	38,915	35,109	31,014
HUD	14.3%	12.0%	11.2%	42.9%	40.7%	41.5%	5.6%	5.1%	4.3%	11.3%	12.2%	12.8%	3.1%	3.4%	3.0%	1.7%	1.7%	1.8%	6.0%	7.4%	7.3%	15.1%	17.7%	18.1%	5,373	5,250	3,719
NARA	4.6%	4.2%	3.5%	14.0%	15.1%	14.1%	4.1%	4.5%	4.5%	13.7%	15.4%	14.4%	36.8%	33.9%	35.3%	4.3%	5.2%	5.4%	9.0%	8.6%	9.5%	13.5%	13.1%	13.4%	1,807	1,658	1,626
NASA	2.4%	2.0%	1.9%	15.7%	15.1%	14.2%	19.8%	19.2%	18.9%	40.3%	39.0%	39.2%	4.0%	4.7%	4.8%	1.6%	2.2%	2.2%	3.6%	4.5%	4.2%	12.7%	13.3%	14.6%	10,967	9,635	9,159
NCUA	14.0%	14.3%	15.1%	11.4%	11.8%	12.1%	13.3%	12.5%	12.5%	23.5%	23.2%	23.5%	21.0%	19.3%	18.6%	0.6%	0.9%	0.7%	7.7%	9.8%	7.6%	8.5%	8.1%	9.8%	581	697	772
NLRB	8.3%	6.2%	5.5%	39.2%	34.6%	30.2%	7.3%	7.2%	7.9%	15.8%	15.0%	14.2%	3.8%	4.2%	5.2%	2.1%	2.6%	3.8%	9.3%	10.1%	8.8%	14.1%	20.1%	24.5%	844	865	656
NRC	4.1%	3.8%	3.2%	33.1%	29.5%	29.1%	9.7%	9.8%	9.4%	25.5%	28.2%	28.3%	5.2%	6.2%	6.5%	1.4%	1.3%	1.5%	3.1%	3.8%	4.5%	18.0%	17.3%	17.6%	2,105	2,616	2,410
NSF	2.9%	2.0%	1.1%	37.2%	33.7%	31.3%	16.3%	15.8%	17.5%	30.8%	31.6%	30.8%	0.6%	1.1%	0.9%	0.8%	1.7%	2.9%	2.1%	1.7%	2.3%	9.3%	12.3%	13.2%	838	882	897
OMB	0.9%	0.4%	1.6%	15.1%	13.2%	10.9%	14.9%	11.4%	8.5%	53.4%	57.1%	56.4%	0.6%	1.4%	1.7%	0.3%	0.0%	0.3%	2.9%	2.6%	3.4%	11.9%	13.8%	17.3%	351	303	298
OPM	30.9%	31.3%	28.8%	31.3%	30.8%	30.4%	6.6%	6.0%	6.1%	12.1%	12.6%	12.9%	7.7%	6.8%	8.7%	0.5%	1.2%	1.5%	4.4%	3.5%	3.8%	6.5%	7.8%	7.8%	3,099	3,277	3,475
PBGC	2.3%	2.1%	1.7%	50.2%	48.6%	43.7%	11.3%	9.6%	10.4%	23.8%	23.1%	25.0%	0.2%	0.9%	1.3%	1.3%	1.3%	0.9%	1.8%	2.9%	4.7%	9.1%	11.4%	12.3%	552	612	461
RRB	2.1%	0.9%	0.0%	17.9%	14.3%	17.0%	1.6%	1.3%	1.0%	7.3%	5.0%	5.8%	21.4%	27.5%	22.2%	6.3%	8.7%	10.2%	30.9%	29.3%	30.2%	12.4%	13.0%	13.6%	307	454	507
SBA	2.5%	3.4%	2.6%	26.9%	26.1%	25.2%	10.8%	9.3%	8.0%	21.5%	22.5%	22.6%	5.0%	4.3%	4.9%	4.8%	4.4%	3.9%	12.3%	13.9%	14.2%	16.1%	16.0%	18.6%	1,336	1,251	1,329
SEC	11.0%	10.1%	8.6%	36.3%	36.5%	31.7%	13.2%	11.2%	10.6%	27.1%	27.5%	29.0%	0.8%	1.2%	1.4%	0.5%	0.5%	0.8%	2.0%	1.7%	3.2%	9.1%	11.3%	14.8%	3,141	1,864	2,367

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(73) Please select the response below that BEST describes your current teleworking situation.

	Telework 3+ Days Per Week			Telework 1-2 Days Per Week			Telework No More Than 1-2 Days Per Month			Telework Infrequently			Do Not Telework, Must Be Physically Present			Do Not Telework, Technical Issues			Not Allowed To Telework			Choose Not To Telework			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	5.7%	4.8%	4.0%	11.8%	10.9%	10.3%	4.7%	4.5%	4.4%	11.8%	11.1%	10.9%	30.4%	31.7%	32.1%	4.2%	4.7%	5.2%	19.2%	19.8%	20.3%	12.2%	12.5%	12.9%	389,999	400,800	368,971
SSA	9.4%	6.7%	2.2%	15.7%	8.8%	12.1%	4.0%	2.4%	2.8%	1.7%	1.7%	1.5%	7.1%	12.9%	18.3%	3.0%	7.7%	7.7%	44.0%	46.1%	39.5%	15.1%	13.7%	16.0%	8,292	9,550	8,569
State	1.0%	0.7%	0.5%	6.4%	5.8%	5.9%	5.5%	4.7%	4.6%	20.2%	19.7%	17.8%	34.9%	37.2%	36.4%	5.7%	5.4%	6.0%	13.7%	13.1%	15.2%	12.6%	13.5%	13.5%	4,907	3,830	3,498
Treas	23.1%	20.1%	17.6%	21.0%	20.5%	21.3%	7.6%	7.7%	8.6%	11.8%	12.2%	12.9%	10.4%	11.3%	12.3%	4.4%	5.2%	6.2%	13.9%	14.6%	12.2%	7.9%	8.3%	8.9%	43,213	49,068	47,927
USAID	2.3%	2.1%	1.5%	16.8%	15.2%	15.5%	11.8%	12.8%	10.4%	30.9%	28.6%	29.2%	7.8%	9.3%	10.0%	2.2%	2.2%	3.3%	14.9%	16.3%	16.8%	13.3%	13.5%	13.2%	2,199	1,913	1,934
USDA	6.8%	6.2%	5.3%	15.6%	16.9%	15.6%	7.7%	8.5%	7.4%	20.4%	20.5%	21.8%	21.3%	18.8%	18.6%	4.2%	4.5%	5.0%	7.6%	6.9%	7.4%	16.3%	17.7%	18.9%	22,150	20,043	19,623
VA	6.9%	5.4%	4.1%	4.1%	3.7%	3.1%	1.3%	1.3%	1.1%	3.7%	3.5%	3.3%	43.6%	43.4%	44.2%	3.2%	3.9%	4.2%	26.2%	28.1%	29.1%	10.9%	10.6%	10.8%	28,123	29,461	24,543
Small Agencies	6.0%	5.5%	5.4%	27.6%	25.9%	23.1%	12.7%	11.7%	12.8%	24.3%	23.2%	24.0%	8.4%	10.2%	9.5%	1.9%	1.8%	2.5%	7.0%	8.6%	8.9%	12.1%	13.1%	13.8%	5,281	5,002	4,620
DOD	2.0%	1.8%	1.6%	7.7%	6.6%	5.9%	4.0%	3.7%	3.2%	14.1%	12.0%	10.8%	26.6%	29.7%	30.4%	6.2%	6.5%	7.3%	24.7%	24.8%	25.9%	14.7%	14.9%	14.8%	55,473	68,745	69,714
USACE	1.7%	1.3%	1.5%	9.4%	6.8%	6.7%	7.8%	6.0%	4.4%	30.0%	24.8%	22.4%	17.3%	22.3%	21.1%	2.5%	3.2%	4.0%	15.3%	19.5%	21.9%	16.0%	16.1%	17.9%	3,509	4,141	2,277
Air Force	0.4%	0.6%	0.4%	2.5%	1.9%	1.8%	1.7%	1.3%	1.0%	7.1%	6.6%	5.2%	34.0%	36.3%	37.3%	8.9%	9.1%	9.5%	30.9%	29.4%	30.9%	14.5%	14.8%	13.9%	14,463	17,539	17,648
Army‡	0.8%	0.7%	0.7%	4.0%	3.5%	2.6%	2.4%	2.0%	2.2%	9.4%	7.4%	6.5%	31.8%	34.2%	34.3%	5.2%	5.4%	6.6%	31.7%	31.5%	31.4%	14.8%	15.2%	15.6%	12,711	15,623	18,388
Navy‡	1.1%	0.8%	0.7%	7.3%	6.3%	5.4%	5.7%	5.2%	4.4%	19.6%	15.7%	14.2%	22.4%	27.2%	28.8%	7.3%	8.1%	8.9%	20.8%	21.4%	22.5%	15.8%	15.3%	15.1%	10,598	15,335	16,604
Marine Corps	0.1%	0.2%	0.5%	2.5%	2.2%	2.8%	2.8%	3.7%	2.5%	12.6%	10.9%	11.0%	32.8%	35.0%	34.1%	6.9%	6.2%	6.8%	28.4%	28.7%	29.3%	13.9%	13.1%	13.0%	1,138	1,587	1,610
DOD 4th Estate	9.1%	8.3%	7.3%	23.6%	21.0%	20.5%	6.1%	6.7%	6.0%	18.1%	18.1%	18.3%	15.8%	17.1%	17.3%	3.2%	3.1%	3.6%	11.9%	12.1%	13.6%	12.2%	13.7%	13.4%	13,054	14,520	13,187

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.4%	33.1%	33.0%	45.8%	46.0%	45.2%	20.8%	20.9%	21.8%	391,178	403,625	372,726
BBG	14.6%	16.9%	18.9%	58.4%	59.3%	53.4%	27.0%	23.8%	27.8%	869	1,071	1,019
CSOSA	57.8%	57.3%	58.2%	37.0%	35.2%	30.6%	5.3%	7.5%	11.1%	596	624	687
DHS	26.6%	25.0%	25.4%	40.0%	43.3%	40.3%	33.4%	31.7%	34.3%	45,081	41,201	39,901
DOC	52.3%	52.8%	52.2%	38.3%	37.6%	37.5%	9.4%	9.6%	10.4%	9,485	9,802	9,608
DOE	52.5%	53.3%	54.8%	39.3%	37.6%	36.4%	8.2%	9.0%	8.9%	7,857	8,259	6,304
DOI	48.3%	48.1%	49.2%	41.3%	40.5%	39.8%	10.5%	11.4%	11.0%	22,206	25,382	17,657
DOJ	24.9%	23.5%	24.3%	46.4%	47.2%	45.2%	28.7%	29.3%	30.6%	15,378	18,931	16,043
DOL	24.4%	22.5%	26.2%	69.2%	70.9%	56.3%	6.4%	6.6%	17.5%	11,013	11,067	10,580
DOT	59.5%	58.7%	59.3%	30.4%	30.7%	30.1%	10.0%	10.6%	10.6%	14,400	15,055	11,219
Educ	44.8%	44.3%	43.9%	50.3%	50.3%	50.7%	4.9%	5.4%	5.3%	2,791	2,627	2,331
EEOC	58.1%	56.4%	56.4%	38.9%	39.5%	41.0%	3.0%	4.0%	2.6%	1,447	1,208	1,077
EPA	66.7%	68.8%	67.6%	30.4%	28.4%	29.9%	2.9%	2.7%	2.5%	9,844	4,323	3,713
FCC	11.1%	11.4%	13.1%	84.0%	83.7%	82.8%	4.9%	4.9%	4.1%	626	540	674
FERC	77.0%	76.7%	75.9%	22.0%	22.5%	23.0%	1.0%	0.8%	1.1%	1,129	969	875
FTC	27.3%	27.9%	28.4%	59.0%	58.1%	58.2%	13.7%	14.0%	13.5%	614	610	498

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.4%	33.1%	33.0%	45.8%	46.0%	45.2%	20.8%	20.9%	21.8%	391,178	403,625	372,726
GSA	66.9%	66.7%	66.4%	30.7%	30.9%	30.4%	2.4%	2.3%	3.2%	6,815	7,623	8,273
HHS	31.7%	31.9%	31.6%	53.5%	52.6%	53.0%	14.8%	15.5%	15.4%	38,901	35,127	31,141
HUD	39.4%	38.5%	40.1%	56.6%	56.7%	55.6%	4.0%	4.8%	4.3%	5,327	5,254	3,701
NARA	20.0%	21.5%	20.4%	65.9%	66.3%	65.3%	14.1%	12.2%	14.2%	1,812	1,674	1,635
NASA	32.0%	31.9%	32.3%	63.7%	63.3%	62.8%	4.4%	4.8%	4.8%	10,890	9,595	9,107
NCUA	74.7%	70.9%	66.2%	18.4%	20.5%	22.1%	6.9%	8.6%	11.7%	633	755	786
NLRB	51.8%	52.9%	54.9%	41.1%	39.4%	38.4%	7.1%	7.7%	6.7%	843	863	658
NRC	57.2%	58.9%	59.5%	39.5%	38.2%	37.3%	3.2%	2.9%	3.2%	2,103	2,613	2,398
NSF	14.0%	15.5%	15.0%	72.4%	72.4%	71.7%	13.6%	12.1%	13.3%	831	878	887
OMB	16.6%	16.3%	15.1%	52.3%	52.7%	52.4%	31.1%	31.0%	32.6%	348	303	298
OPM	46.3%	47.1%	46.4%	49.7%	49.0%	48.7%	3.9%	3.9%	4.8%	3,106	3,292	3,521
PBGC	33.6%	32.2%	32.3%	63.1%	64.5%	63.2%	3.3%	3.2%	4.5%	546	610	455
RRB	34.4%	34.6%	39.0%	30.4%	34.6%	31.6%	35.2%	30.8%	29.3%	305	458	512
SBA	51.6%	53.7%	55.7%	43.0%	40.4%	38.7%	5.3%	5.9%	5.6%	1,332	1,250	1,330
SEC	51.4%	52.8%	54.5%	46.7%	45.8%	43.9%	1.9%	1.4%	1.6%	3,131	1,861	2,369

Report by Agency

(74) Do you participate in the following Work/Life programs? Alternative Work Schedules

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.4%	33.1%	33.0%	45.8%	46.0%	45.2%	20.8%	20.9%	21.8%	391,178	403,625	372,726
SSA	15.9%	16.5%	16.1%	73.8%	72.6%	73.2%	10.3%	10.9%	10.7%	8,374	9,892	8,957
State	15.5%	14.2%	15.0%	57.7%	56.3%	56.7%	26.9%	29.5%	28.4%	4,943	3,831	3,520
Treas	42.4%	42.2%	42.5%	49.8%	49.5%	49.2%	7.7%	8.3%	8.3%	43,666	49,806	48,913
USAID	21.8%	24.9%	24.4%	56.0%	51.8%	50.4%	22.2%	23.3%	25.2%	2,202	1,921	1,928
USDA	43.0%	42.9%	42.3%	43.6%	43.8%	44.5%	13.5%	13.3%	13.2%	22,145	20,010	19,608
VA	18.2%	17.3%	17.1%	49.9%	50.7%	50.3%	31.9%	32.0%	32.6%	28,515	29,975	25,219
Small Agencies	40.2%	39.7%	40.2%	48.6%	47.8%	47.1%	11.1%	12.5%	12.8%	5,247	4,996	4,625
DOD	38.1%	37.9%	36.8%	42.1%	41.9%	41.6%	19.8%	20.1%	21.6%	55,827	69,369	70,699
USACE	33.7%	34.6%	36.5%	49.6%	48.5%	46.9%	16.7%	16.9%	16.6%	3,518	4,174	2,287
Air Force	34.6%	33.9%	32.5%	43.5%	42.7%	43.3%	22.0%	23.4%	24.2%	14,647	17,764	18,001
Army‡	35.5%	34.4%	34.4%	40.8%	41.9%	41.0%	23.7%	23.7%	24.7%	12,818	15,807	18,671
Navy‡	42.0%	43.1%	40.7%	40.8%	39.6%	39.6%	17.2%	17.3%	19.7%	10,640	15,476	16,830
Marine Corps	40.9%	42.6%	38.0%	39.2%	38.1%	35.6%	19.8%	19.2%	26.4%	1,145	1,603	1,631
DOD 4th Estate	41.9%	41.3%	41.7%	43.2%	43.7%	43.1%	15.0%	15.0%	15.3%	13,059	14,545	13,279

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.8%	27.4%	28.0%	61.0%	60.7%	59.9%	12.1%	11.9%	12.2%	390,233	402,481	371,495
BBG	14.7%	20.7%	25.2%	71.0%	69.3%	62.6%	14.3%	10.0%	12.2%	866	1,065	1,006
CSOSA	42.2%	42.4%	41.2%	52.5%	52.6%	54.4%	5.3%	5.0%	4.4%	590	619	683
DHS	27.5%	23.6%	24.5%	56.9%	59.9%	57.5%	15.6%	16.5%	18.0%	44,881	41,148	39,710
DOC	23.9%	24.9%	26.6%	65.8%	65.0%	63.1%	10.3%	10.1%	10.3%	9,463	9,772	9,583
DOE	32.9%	34.3%	35.6%	60.5%	59.7%	58.2%	6.6%	6.0%	6.2%	7,847	8,233	6,264
DOI	28.2%	29.1%	29.6%	58.1%	56.8%	56.2%	13.7%	14.1%	14.1%	22,183	25,363	17,633
DOJ	26.5%	27.8%	27.6%	58.8%	58.5%	58.5%	14.7%	13.7%	13.9%	15,322	18,836	15,953
DOL	21.8%	23.4%	24.0%	71.8%	70.3%	66.9%	6.4%	6.4%	9.1%	10,985	11,011	10,561
DOT	17.5%	17.9%	18.6%	64.8%	63.4%	62.3%	17.7%	18.7%	19.1%	14,370	15,017	11,208
Educ	22.3%	27.2%	28.3%	72.2%	68.1%	67.6%	5.5%	4.7%	4.2%	2,789	2,628	2,321
EEOC	22.5%	20.9%	23.4%	61.5%	63.7%	62.7%	16.0%	15.5%	13.9%	1,442	1,206	1,070
EPA	36.7%	39.5%	39.2%	59.6%	56.7%	57.7%	3.7%	3.8%	3.1%	9,865	4,320	3,712
FCC	19.6%	21.5%	28.3%	75.8%	72.9%	67.0%	4.6%	5.6%	4.7%	622	539	672
FERC	44.5%	44.6%	44.4%	52.0%	51.2%	50.4%	3.5%	4.1%	5.2%	1,122	969	868
FTC	17.1%	16.8%	19.8%	77.9%	77.5%	75.6%	5.0%	5.7%	4.6%	616	606	496

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.8%	27.4%	28.0%	61.0%	60.7%	59.9%	12.1%	11.9%	12.2%	390,233	402,481	371,495
GSA	19.7%	21.1%	22.9%	70.1%	68.0%	65.6%	10.2%	10.9%	11.5%	6,816	7,606	8,217
HHS	26.0%	25.3%	26.6%	64.9%	65.1%	64.5%	9.1%	9.6%	8.9%	38,805	35,034	31,066
HUD	27.5%	28.3%	28.7%	63.9%	61.9%	61.4%	8.6%	9.8%	9.9%	5,314	5,226	3,682
NARA	24.8%	27.6%	21.4%	63.4%	60.7%	62.2%	11.8%	11.7%	16.4%	1,809	1,670	1,625
NASA	49.3%	49.8%	49.4%	49.6%	49.1%	49.6%	1.1%	1.0%	1.0%	10,918	9,591	9,127
NCUA	23.6%	21.8%	22.5%	60.7%	57.6%	55.8%	15.6%	20.6%	21.7%	634	759	783
NLRB	24.0%	24.9%	24.6%	67.8%	65.6%	66.4%	8.2%	9.4%	9.0%	842	864	657
NRC	41.2%	44.6%	42.4%	56.4%	53.2%	55.6%	2.4%	2.2%	2.0%	2,095	2,599	2,381
NSF	33.7%	34.6%	35.1%	63.5%	63.5%	63.6%	2.8%	1.9%	1.4%	834	880	888
OMB	30.4%	29.5%	27.5%	68.7%	69.4%	71.0%	0.9%	1.1%	1.5%	350	301	297
OPM	15.0%	19.6%	21.7%	70.0%	68.7%	64.3%	15.1%	11.8%	14.0%	3,106	3,272	3,508
PBGC	39.5%	38.6%	41.0%	59.3%	59.1%	57.2%	1.2%	2.3%	1.9%	549	610	457
RRB	43.4%	47.8%	52.0%	45.7%	41.1%	39.0%	10.9%	11.1%	9.0%	310	453	513
SBA	15.1%	17.9%	16.1%	60.6%	59.4%	63.3%	24.3%	22.7%	20.6%	1,330	1,244	1,329
SEC	21.0%	22.4%	25.7%	74.2%	72.5%	69.4%	4.8%	5.1%	4.9%	3,125	1,852	2,364

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(75) Do you participate in the following Work/Life programs? Health and Wellness Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	26.8%	27.4%	28.0%	61.0%	60.7%	59.9%	12.1%	11.9%	12.2%	390,233	402,481	371,495
SSA	20.4%	20.9%	22.7%	71.3%	69.7%	68.1%	8.4%	9.5%	9.2%	8,333	9,855	8,944
State	21.0%	22.6%	21.6%	68.3%	65.6%	65.8%	10.7%	11.8%	12.6%	4,931	3,826	3,502
Treas	22.3%	22.7%	23.8%	67.9%	67.4%	66.2%	9.8%	9.9%	10.0%	43,454	49,616	48,696
USAID	27.2%	27.1%	25.7%	63.9%	62.7%	62.1%	8.9%	10.2%	12.2%	2,200	1,913	1,928
USDA	30.3%	30.5%	30.5%	55.9%	55.6%	55.2%	13.8%	13.9%	14.3%	22,172	19,992	19,583
VA	19.2%	20.8%	21.6%	68.0%	67.7%	67.1%	12.7%	11.5%	11.3%	28,368	29,817	25,052
Small Agencies	27.7%	29.4%	30.1%	61.2%	59.4%	58.7%	11.1%	11.2%	11.3%	5,262	4,985	4,612
DOD	32.0%	33.1%	33.2%	56.1%	55.4%	55.1%	11.9%	11.5%	11.7%	55,713	69,184	70,544
USACE	21.5%	23.1%	22.6%	60.2%	58.2%	57.1%	18.3%	18.7%	20.3%	3,522	4,161	2,293
Air Force	50.0%	51.1%	51.1%	45.1%	43.7%	44.4%	4.9%	5.3%	4.5%	14,609	17,712	17,972
Army‡	23.3%	23.7%	24.4%	61.7%	61.9%	61.0%	15.0%	14.4%	14.6%	12,792	15,752	18,629
Navy‡	22.1%	24.8%	24.2%	62.9%	61.3%	60.8%	15.0%	13.9%	14.9%	10,617	15,439	16,789
Marine Corps	34.7%	36.8%	38.1%	50.3%	50.0%	47.8%	15.0%	13.2%	14.0%	1,140	1,602	1,627
DOD 4th Estate	44.4%	42.3%	41.7%	48.1%	49.8%	50.6%	7.5%	7.9%	7.7%	13,033	14,518	13,234

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	13.6%	13.9%	14.3%	81.0%	80.7%	80.3%	5.3%	5.4%	5.4%	387,376	398,860	368,151
BBG	5.3%	6.9%	6.4%	81.4%	82.3%	78.7%	13.3%	10.8%	14.9%	866	1,046	1,001
CSOSA	28.4%	27.2%	26.5%	69.8%	71.1%	71.9%	1.8%	1.7%	1.6%	585	611	674
DHS	17.7%	15.3%	17.9%	78.4%	80.9%	77.9%	3.9%	3.8%	4.2%	44,594	41,087	39,455
DOC	11.8%	12.1%	12.3%	82.9%	82.7%	82.3%	5.3%	5.2%	5.4%	9,418	9,688	9,484
DOE	13.6%	15.5%	16.1%	83.9%	82.1%	81.5%	2.5%	2.4%	2.5%	7,799	8,175	6,215
DOI	20.0%	20.2%	21.5%	77.4%	76.9%	76.0%	2.6%	2.9%	2.5%	22,054	25,132	17,454
DOJ	22.2%	22.8%	24.4%	75.7%	75.2%	73.4%	2.1%	2.1%	2.2%	15,223	18,702	15,886
DOL	13.6%	14.1%	15.9%	83.9%	83.4%	80.4%	2.5%	2.5%	3.6%	10,923	10,963	10,495
DOT	13.6%	14.4%	14.5%	82.4%	81.7%	81.8%	4.1%	3.9%	3.7%	14,263	14,856	11,083
Educ	9.9%	9.4%	9.9%	87.5%	87.6%	87.8%	2.6%	3.0%	2.3%	2,767	2,589	2,310
EEOC	14.8%	15.0%	16.4%	81.2%	82.0%	81.4%	3.9%	3.0%	2.2%	1,426	1,196	1,061
EPA	11.0%	12.0%	12.1%	86.2%	85.1%	85.2%	2.7%	2.9%	2.7%	9,732	4,274	3,675
FCC	7.2%	9.6%	11.0%	90.8%	88.6%	87.4%	2.1%	1.8%	1.5%	618	538	669
FERC	9.1%	10.6%	9.2%	89.4%	87.2%	88.4%	1.5%	2.3%	2.5%	1,115	952	856
FTC	7.7%	7.5%	9.9%	91.1%	90.3%	88.3%	1.2%	2.2%	1.8%	613	604	494

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	13.6%	13.9%	14.3%	81.0%	80.7%	80.3%	5.3%	5.4%	5.4%	387,376	398,860	368,151
GSA	12.4%	11.9%	12.7%	83.7%	83.8%	82.9%	3.9%	4.3%	4.5%	6,784	7,496	8,156
HHS	12.9%	13.4%	14.0%	82.5%	81.8%	81.7%	4.6%	4.8%	4.3%	38,558	34,736	30,796
HUD	15.1%	16.3%	16.7%	82.3%	81.0%	80.9%	2.6%	2.7%	2.5%	5,257	5,160	3,660
NARA	13.8%	14.9%	14.2%	81.3%	80.9%	79.2%	4.9%	4.2%	6.6%	1,792	1,661	1,614
NASA	14.7%	15.7%	14.9%	84.7%	83.5%	84.4%	0.6%	0.8%	0.7%	10,831	9,499	9,045
NCUA	10.4%	10.5%	10.6%	85.5%	82.5%	79.5%	4.1%	7.0%	9.9%	631	750	777
NLRB	8.2%	9.2%	9.9%	89.3%	88.5%	87.4%	2.5%	2.3%	2.7%	827	855	649
NRC	18.2%	19.9%	19.4%	80.9%	79.1%	80.0%	0.9%	0.9%	0.6%	2,088	2,584	2,378
NSF	11.2%	11.5%	12.0%	87.2%	86.6%	86.3%	1.5%	1.9%	1.8%	828	872	874
OMB	10.0%	5.4%	6.1%	88.8%	93.1%	92.6%	1.2%	1.5%	1.3%	348	298	296
OPM	9.8%	11.0%	11.7%	86.3%	85.5%	85.5%	3.9%	3.5%	2.8%	3,066	3,241	3,460
PBGC	9.1%	9.5%	9.8%	88.6%	88.2%	85.2%	2.2%	2.4%	5.0%	543	595	454
RRB	17.1%	17.9%	18.0%	78.9%	78.3%	80.6%	4.0%	3.8%	1.4%	307	456	511
SBA	13.3%	15.2%	12.9%	81.3%	80.2%	83.1%	5.4%	4.6%	4.0%	1,320	1,241	1,312
SEC	7.1%	6.5%	8.3%	90.5%	90.7%	89.3%	2.3%	2.8%	2.4%	3,093	1,842	2,342

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(76) Do you participate in the following Work/Life programs? Employee Assistance Program

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	13.6%	13.9%	14.3%	81.0%	80.7%	80.3%	5.3%	5.4%	5.4%	387,376	398,860	368,151
SSA	18.3%	18.9%	20.0%	79.1%	78.4%	77.8%	2.6%	2.6%	2.1%	8,295	9,798	8,878
State	6.5%	6.9%	6.6%	82.6%	82.7%	82.6%	10.9%	10.4%	10.8%	4,882	3,811	3,467
Treas	16.7%	17.1%	17.4%	79.9%	79.7%	79.5%	3.4%	3.2%	3.1%	43,093	49,000	48,201
USAID	9.1%	8.2%	8.3%	80.7%	79.9%	78.9%	10.2%	11.9%	12.8%	2,183	1,886	1,896
USDA	17.8%	19.2%	18.7%	79.0%	77.9%	78.2%	3.2%	2.9%	3.1%	21,955	19,804	19,397
VA	11.3%	11.9%	12.4%	81.5%	80.7%	80.5%	7.3%	7.4%	7.2%	28,298	29,530	24,864
Small Agencies	13.9%	14.5%	15.5%	82.3%	81.1%	80.5%	3.8%	4.4%	4.0%	5,198	4,926	4,550
DOD	11.0%	11.3%	10.8%	82.2%	81.6%	82.0%	6.8%	7.1%	7.2%	55,203	68,406	69,762
USACE	13.7%	14.3%	12.9%	81.8%	81.2%	82.9%	4.6%	4.4%	4.3%	3,493	4,105	2,265
Air Force	10.2%	10.0%	9.1%	83.0%	82.2%	83.5%	6.8%	7.8%	7.4%	14,454	17,475	17,774
Army‡	10.7%	11.2%	11.3%	80.3%	79.4%	78.8%	9.1%	9.4%	9.8%	12,690	15,600	18,423
Navy‡	10.0%	10.5%	9.6%	84.0%	83.7%	84.3%	6.0%	5.8%	6.1%	10,513	15,295	16,592
Marine Corps	9.5%	8.9%	8.2%	83.4%	83.8%	83.5%	7.1%	7.2%	8.3%	1,134	1,577	1,601
DOD 4th Estate	14.4%	14.1%	14.3%	80.9%	81.0%	81.0%	4.6%	4.9%	4.6%	12,919	14,354	13,107

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	3.7%	3.8%	3.9%	79.1%	78.8%	78.7%	17.2%	17.4%	17.4%	390,848	403,125	372,753
BBG	0.8%	1.4%	1.6%	79.3%	78.6%	75.8%	19.8%	19.9%	22.6%	867	1,069	1,012
CSOSA	5.0%	6.3%	6.0%	74.7%	72.3%	75.3%	20.3%	21.4%	18.7%	596	621	689
DHS	2.1%	1.5%	2.3%	72.5%	73.9%	72.4%	25.3%	24.6%	25.3%	45,045	41,065	39,902
DOC	3.2%	3.6%	3.8%	82.9%	82.1%	82.7%	13.8%	14.3%	13.5%	9,457	9,775	9,591
DOE	2.9%	3.0%	3.5%	82.2%	81.3%	80.8%	15.0%	15.7%	15.7%	7,861	8,245	6,296
DOI	1.6%	1.7%	1.8%	73.7%	73.9%	74.8%	24.6%	24.4%	23.4%	22,223	25,379	17,682
DOJ	2.2%	2.5%	2.9%	73.3%	72.9%	72.6%	24.5%	24.6%	24.5%	15,345	18,893	16,060
DOL	4.4%	4.4%	4.7%	88.3%	88.3%	84.5%	7.4%	7.3%	10.8%	10,980	11,056	10,577
DOT	3.3%	3.1%	3.6%	78.7%	77.9%	77.5%	18.0%	19.0%	18.8%	14,371	15,047	11,248
Educ	4.9%	3.4%	2.9%	86.2%	86.5%	87.8%	8.9%	10.1%	9.3%	2,790	2,631	2,326
EEOC	1.4%	2.3%	2.2%	74.2%	71.1%	75.7%	24.4%	26.6%	22.1%	1,448	1,204	1,073
EPA	3.1%	3.3%	4.1%	85.3%	84.7%	84.2%	11.6%	12.0%	11.7%	9,866	4,326	3,728
FCC	1.1%	1.4%	1.6%	76.7%	78.4%	78.7%	22.2%	20.2%	19.7%	628	542	674
FERC	3.8%	5.1%	5.9%	89.9%	88.2%	87.5%	6.3%	6.7%	6.6%	1,128	968	873
FTC	3.3%	2.8%	3.1%	90.6%	90.2%	90.4%	6.2%	7.0%	6.4%	615	609	497

Report by Agency

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	3.7%	3.8%	3.9%	79.1%	78.8%	78.7%	17.2%	17.4%	17.4%	390,848	403,125	372,753
GSA	3.8%	3.6%	4.3%	86.6%	85.7%	84.0%	9.6%	10.7%	11.7%	6,821	7,604	8,238
HHS	4.1%	4.3%	4.4%	82.4%	81.4%	82.2%	13.5%	14.3%	13.4%	38,808	35,083	31,137
HUD	3.1%	3.0%	3.4%	83.3%	81.8%	81.8%	13.6%	15.2%	14.9%	5,328	5,235	3,699
NARA	2.2%	2.6%	2.3%	74.7%	73.0%	71.7%	23.2%	24.4%	26.0%	1,819	1,674	1,629
NASA	5.8%	5.4%	5.6%	89.8%	90.6%	90.8%	4.4%	4.1%	3.6%	10,922	9,596	9,121
NCUA	1.7%	1.1%	1.6%	69.5%	69.2%	69.4%	28.8%	29.7%	29.0%	637	757	785
NLRB	1.6%	1.8%	2.1%	77.3%	78.5%	76.1%	21.1%	19.7%	21.7%	843	865	656
NRC	3.3%	3.8%	4.3%	88.4%	88.2%	87.7%	8.2%	8.0%	8.0%	2,089	2,599	2,394
NSF	5.2%	4.4%	5.1%	91.9%	92.2%	91.1%	2.9%	3.4%	3.7%	832	879	888
OMB	11.8%	9.6%	8.2%	83.4%	84.6%	84.0%	4.8%	5.8%	7.8%	350	300	298
OPM	2.3%	2.6%	3.0%	81.8%	82.6%	82.0%	15.9%	14.8%	15.0%	3,102	3,287	3,510
PBGC	2.4%	2.0%	1.1%	85.1%	84.2%	85.0%	12.5%	13.8%	13.8%	547	609	459
RRB	3.7%	2.4%	2.5%	73.5%	74.5%	76.4%	22.9%	23.1%	21.1%	309	465	511
SBA	0.8%	1.6%	1.4%	72.6%	68.9%	74.3%	26.6%	29.5%	24.2%	1,328	1,246	1,330
SEC	8.3%	7.6%	8.0%	87.2%	87.8%	86.6%	4.5%	4.6%	5.4%	3,119	1,858	2,366

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(77) Do you participate in the following Work/Life programs? Child Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	3.7%	3.8%	3.9%	79.1%	78.8%	78.7%	17.2%	17.4%	17.4%	390,848	403,125	372,753
SSA	3.0%	2.6%	2.7%	81.9%	79.3%	78.5%	15.1%	18.1%	18.8%	8,350	9,896	8,969
State	3.9%	3.6%	4.2%	78.9%	78.2%	77.5%	17.2%	18.2%	18.3%	4,941	3,845	3,511
Treas	2.1%	2.3%	2.2%	82.7%	82.5%	82.6%	15.2%	15.1%	15.2%	43,538	49,694	48,860
USAID	6.2%	4.3%	3.4%	77.9%	76.1%	75.8%	15.8%	19.6%	20.9%	2,199	1,919	1,937
USDA	1.7%	1.9%	1.8%	76.2%	75.5%	75.2%	22.1%	22.6%	23.0%	22,190	20,027	19,654
VA	3.1%	3.6%	3.8%	78.3%	78.3%	78.7%	18.6%	18.1%	17.5%	28,539	29,944	25,238
Small Agencies	2.2%	1.9%	2.0%	74.6%	74.2%	73.0%	23.1%	24.0%	25.0%	5,260	4,995	4,621
DOD	5.3%	5.5%	5.3%	80.8%	80.3%	80.3%	13.9%	14.2%	14.4%	55,757	69,318	70,714
USACE	4.3%	3.8%	4.1%	73.4%	73.2%	72.8%	22.3%	23.0%	23.1%	3,503	4,170	2,297
Air Force	6.0%	6.0%	5.9%	83.8%	83.0%	83.8%	10.1%	11.0%	10.3%	14,613	17,730	18,021
Army‡	6.5%	6.6%	6.8%	78.4%	78.5%	77.9%	15.1%	14.8%	15.3%	12,808	15,802	18,661
Navy‡	4.2%	4.5%	4.1%	82.0%	80.7%	80.6%	13.8%	14.8%	15.3%	10,630	15,478	16,834
Marine Corps	4.3%	4.6%	4.7%	81.9%	82.8%	82.2%	13.8%	12.6%	13.1%	1,142	1,593	1,629
DOD 4th Estate	4.3%	5.1%	4.2%	80.9%	81.0%	81.4%	14.7%	13.9%	14.4%	13,061	14,545	13,272

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	2.3%	2.4%	2.5%	80.4%	80.1%	79.8%	17.2%	17.5%	17.7%	391,248	403,461	373,277
BBG	1.5%	1.5%	2.1%	80.2%	80.0%	76.1%	18.3%	18.5%	21.8%	867	1,074	1,021
CSOSA	2.6%	3.1%	2.9%	77.0%	74.8%	77.2%	20.4%	22.0%	19.9%	596	622	691
DHS	1.8%	1.3%	2.1%	74.3%	75.4%	74.1%	23.9%	23.3%	23.8%	45,103	41,010	39,910
DOC	2.4%	2.6%	3.1%	83.9%	83.4%	83.1%	13.7%	13.9%	13.8%	9,468	9,787	9,596
DOE	2.6%	2.5%	3.3%	82.8%	82.1%	81.5%	14.6%	15.4%	15.2%	7,871	8,256	6,303
DOI	1.4%	1.3%	1.7%	75.0%	74.9%	75.7%	23.7%	23.7%	22.6%	22,223	25,411	17,691
DOJ	2.1%	2.0%	2.5%	74.4%	74.6%	74.2%	23.5%	23.4%	23.3%	15,348	18,905	16,068
DOL	2.5%	2.6%	3.0%	90.5%	90.5%	85.9%	7.0%	6.9%	11.1%	11,000	11,075	10,616
DOT	2.2%	1.7%	2.1%	80.7%	80.1%	80.6%	17.1%	18.2%	17.3%	14,392	15,088	11,251
Educ	2.8%	2.3%	2.4%	88.6%	88.0%	88.8%	8.6%	9.7%	8.8%	2,793	2,634	2,327
EEOC	1.8%	2.7%	2.5%	73.7%	71.5%	74.8%	24.4%	25.8%	22.7%	1,449	1,204	1,079
EPA	2.2%	2.4%	3.1%	85.5%	84.4%	84.6%	12.3%	13.2%	12.3%	9,867	4,335	3,729
FCC	3.9%	2.9%	4.7%	79.6%	80.6%	83.3%	16.5%	16.5%	11.9%	626	544	678
FERC	2.1%	2.5%	3.7%	90.2%	89.4%	87.8%	7.8%	8.0%	8.4%	1,127	965	872
FTC	2.2%	1.1%	3.1%	89.7%	90.8%	89.7%	8.1%	8.1%	7.2%	614	611	495

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	2.3%	2.4%	2.5%	80.4%	80.1%	79.8%	17.2%	17.5%	17.7%	391,248	403,461	373,277
GSA	2.8%	2.3%	2.5%	87.1%	85.5%	83.8%	10.2%	12.2%	13.7%	6,828	7,629	8,282
HHS	2.7%	2.8%	2.9%	84.1%	82.8%	84.0%	13.2%	14.4%	13.2%	38,815	35,084	31,144
HUD	2.9%	2.5%	2.4%	83.4%	82.0%	82.0%	13.7%	15.5%	15.6%	5,328	5,226	3,705
NARA	2.0%	1.4%	1.7%	76.2%	74.2%	71.6%	21.8%	24.4%	26.7%	1,819	1,677	1,633
NASA	3.5%	3.2%	2.9%	91.2%	91.6%	92.2%	5.3%	5.2%	5.0%	10,921	9,610	9,140
NCUA	2.2%	1.1%	1.6%	71.9%	69.6%	69.5%	25.9%	29.3%	28.9%	636	753	784
NLRB	0.8%	0.5%	1.7%	77.6%	78.5%	75.6%	21.6%	21.0%	22.7%	846	862	657
NRC	3.3%	3.1%	3.8%	90.5%	90.4%	89.5%	6.3%	6.5%	6.7%	2,092	2,609	2,397
NSF	2.9%	3.4%	3.4%	93.2%	92.7%	91.6%	4.0%	3.9%	5.0%	830	874	888
OMB	1.3%	1.5%	0.8%	93.9%	91.5%	91.3%	4.8%	6.9%	7.9%	346	300	296
OPM	2.6%	3.4%	3.4%	84.5%	84.6%	84.2%	12.9%	12.0%	12.4%	3,114	3,288	3,516
PBGC	2.7%	1.8%	2.2%	88.3%	88.0%	84.8%	9.0%	10.2%	13.0%	546	609	459
RRB	7.5%	6.8%	7.7%	70.0%	71.1%	71.3%	22.5%	22.1%	21.0%	307	464	517
SBA	1.0%	1.3%	1.3%	72.6%	69.2%	74.5%	26.4%	29.6%	24.2%	1,326	1,246	1,330
SEC	2.4%	2.5%	2.9%	93.1%	92.2%	92.4%	4.5%	5.3%	4.7%	3,122	1,856	2,366

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

Report by Agency

(78) Do you participate in the following Work/Life programs? Elder Care Programs

	Yes			No			Not Available to Me			Item Response Total**		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	2.3%	2.4%	2.5%	80.4%	80.1%	79.8%	17.2%	17.5%	17.7%	391,248	403,461	373,277
SSA	2.4%	2.2%	1.9%	85.3%	80.8%	80.4%	12.3%	17.0%	17.8%	8,392	9,914	8,994
State	2.4%	2.3%	2.7%	81.9%	81.5%	80.7%	15.7%	16.3%	16.6%	4,940	3,846	3,524
Treas	2.1%	2.0%	2.0%	83.0%	83.0%	82.9%	14.9%	14.9%	15.0%	43,654	49,832	48,986
USAID	2.1%	2.6%	2.6%	83.1%	79.4%	78.9%	14.8%	18.1%	18.5%	2,201	1,919	1,934
USDA	1.5%	1.8%	1.7%	77.7%	76.6%	76.2%	20.7%	21.5%	22.1%	22,200	20,049	19,654
VA	2.9%	3.3%	3.5%	79.1%	79.1%	79.2%	18.0%	17.5%	17.3%	28,621	29,973	25,312
Small Agencies	2.5%	2.3%	2.4%	76.4%	75.4%	74.7%	21.1%	22.3%	22.9%	5,252	4,993	4,628
DOD	2.3%	2.5%	2.4%	82.0%	81.7%	81.2%	15.7%	15.8%	16.4%	55,768	69,327	70,804
USACE	1.2%	1.4%	1.3%	76.1%	75.2%	75.0%	22.7%	23.4%	23.8%	3,514	4,177	2,292
Air Force	2.6%	2.4%	2.3%	85.3%	84.7%	85.5%	12.1%	12.9%	12.2%	14,620	17,746	18,031
Army‡	2.5%	2.8%	3.0%	79.8%	79.8%	79.3%	17.7%	17.4%	17.6%	12,795	15,801	18,688
Navy‡	1.9%	2.2%	1.7%	82.8%	82.1%	80.5%	15.3%	15.8%	17.7%	10,631	15,453	16,866
Marine Corps	1.2%	2.0%	1.8%	82.3%	83.4%	82.1%	16.5%	14.6%	16.1%	1,148	1,601	1,635
DOD 4th Estate	2.8%	3.2%	2.9%	82.0%	81.8%	81.8%	15.2%	15.0%	15.4%	13,060	14,549	13,292

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.9%	38.7%	37.3%	39.0%	39.5%	39.3%	12.0%	12.8%	14.0%	6.4%	6.5%	6.6%	2.7%	2.6%	2.8%	204,775	190,959	167,341	6,007	6,780	7,571
BBG	32.4%	31.9%	28.3%	41.3%	42.2%	44.3%	13.9%	16.6%	14.4%	7.6%	5.0%	7.3%	4.7%	4.2%	5.7%	359	402	341	17	18	25
CSOSA	41.4%	37.8%	35.4%	37.2%	36.9%	40.3%	9.8%	9.1%	9.8%	9.1%	11.5%	9.1%	2.6%	4.8%	5.4%	400	428	452	4	5	7
DHS	37.3%	35.0%	32.0%	37.0%	38.2%	38.6%	12.8%	14.0%	16.1%	8.5%	8.5%	9.0%	4.4%	4.2%	4.3%	14,627	11,673	10,858	571	593	692
DOC	48.0%	45.4%	50.5%	38.6%	39.1%	36.1%	7.4%	9.0%	8.5%	4.0%	4.8%	3.6%	1.9%	1.6%	1.3%	7,186	7,059	6,484	137	195	207
DOE	37.7%	33.8%	31.3%	41.8%	44.2%	43.0%	12.2%	12.6%	14.8%	5.9%	7.0%	8.1%	2.5%	2.4%	2.8%	4,518	4,331	3,190	71	85	94
DOI	36.8%	35.2%	33.2%	42.2%	43.1%	43.7%	12.3%	13.6%	15.2%	6.4%	6.0%	6.1%	2.4%	2.1%	1.9%	10,543	11,311	7,358	284	305	253
DOJ	32.0%	30.0%	28.4%	39.4%	36.2%	36.0%	15.5%	18.1%	21.2%	9.1%	10.5%	9.6%	4.1%	5.1%	4.8%	3,892	3,679	3,109	287	410	389
DOL	46.0%	43.4%	36.2%	38.0%	40.9%	41.7%	9.6%	9.4%	12.2%	4.5%	4.7%	7.2%	1.9%	1.6%	2.8%	7,667	7,389	6,507	132	127	198
DOT	41.2%	38.6%	35.9%	40.4%	40.0%	41.6%	10.4%	12.1%	12.5%	5.8%	6.6%	7.0%	2.2%	2.8%	3.0%	10,307	10,110	7,427	114	156	119
Educ	44.8%	45.8%	40.2%	40.5%	38.4%	41.3%	6.4%	8.2%	8.4%	5.4%	5.3%	7.4%	2.8%	2.3%	2.7%	2,579	2,361	2,001	15	12	10
EEOC	42.6%	41.2%	36.6%	40.3%	39.5%	39.0%	10.2%	9.7%	12.5%	4.5%	6.9%	7.6%	2.4%	2.7%	4.3%	878	734	643	28	17	22
EPA	40.4%	38.6%	36.6%	43.8%	42.4%	44.8%	9.5%	10.8%	10.2%	4.7%	6.1%	6.3%	1.6%	2.1%	2.0%	7,964	3,426	2,878	75	31	30
FCC	37.1%	39.1%	36.7%	45.1%	45.1%	47.0%	11.6%	7.2%	9.4%	4.8%	6.2%	4.8%	1.4%	2.4%	2.1%	526	436	505	6	6	10
FERC	50.8%	48.1%	45.3%	35.5%	38.8%	38.1%	7.2%	8.2%	10.0%	4.1%	3.3%	4.2%	2.4%	1.6%	2.4%	948	779	632	9	9	5
FTC	35.2%	29.4%	29.0%	43.2%	39.5%	44.8%	11.0%	12.8%	12.1%	9.1%	14.4%	11.3%	1.6%	3.8%	2.8%	506	454	337	6	5	7

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.9%	38.7%	37.3%	39.0%	39.5%	39.3%	12.0%	12.8%	14.0%	6.4%	6.5%	6.6%	2.7%	2.6%	2.8%	204,775	190,959	167,341	6,007	6,780	7,571
GSA	59.1%	56.5%	54.6%	29.6%	33.2%	33.9%	6.1%	5.8%	6.9%	3.1%	3.1%	3.3%	2.0%	1.4%	1.3%	6,207	6,825	7,229	38	29	48
HHS	44.2%	41.9%	40.0%	39.0%	40.4%	41.1%	9.3%	9.8%	10.9%	5.3%	5.7%	5.8%	2.2%	2.2%	2.2%	28,032	23,715	20,081	581	497	536
HUD	45.5%	43.7%	38.6%	39.9%	39.2%	42.2%	7.6%	7.8%	8.7%	5.0%	6.5%	7.1%	2.1%	2.7%	3.3%	3,923	3,642	2,582	48	49	26
NARA	41.3%	41.2%	36.8%	37.2%	39.5%	41.4%	14.2%	11.6%	13.3%	5.2%	5.6%	5.8%	2.1%	2.1%	2.7%	694	670	639	33	38	20
NASA	52.2%	49.5%	47.4%	35.7%	38.4%	39.1%	8.0%	8.1%	9.3%	2.9%	3.1%	3.4%	1.2%	0.9%	0.7%	8,435	7,177	6,694	140	121	129
NCUA	32.9%	31.1%	30.7%	38.0%	43.6%	39.6%	21.0%	17.0%	19.4%	4.8%	6.4%	7.7%	3.2%	1.9%	2.6%	345	405	454	70	79	50
NLRB	40.6%	39.1%	32.1%	40.8%	40.9%	47.2%	8.5%	10.3%	9.7%	8.0%	7.5%	8.6%	2.1%	2.3%	2.4%	598	543	379	15	16	9
NRC	44.3%	46.6%	47.0%	40.2%	41.1%	38.8%	10.3%	7.9%	8.8%	3.8%	3.2%	4.4%	1.4%	1.2%	1.0%	1,489	1,843	1,652	22	24	23
NSF	44.0%	42.9%	39.1%	39.1%	42.1%	44.3%	9.1%	8.2%	8.8%	6.0%	4.7%	5.8%	1.8%	2.1%	2.0%	710	727	719	14	12	6
OMB	29.2%	21.8%	27.6%	41.9%	42.6%	43.3%	16.1%	19.7%	17.3%	9.9%	10.6%	10.2%	3.0%	5.4%	1.6%	290	249	229	4	1	2
OPM	52.5%	50.5%	51.1%	34.2%	36.0%	35.0%	7.9%	8.0%	8.3%	4.0%	4.0%	4.3%	1.3%	1.6%	1.3%	2,463	2,599	2,648	67	68	103
PBGC	38.8%	42.0%	39.1%	45.8%	43.3%	41.1%	9.4%	8.4%	11.3%	4.6%	5.3%	7.3%	1.4%	1.0%	1.1%	481	507	371	5	4	1
RRB	26.2%	30.1%	35.0%	32.9%	39.7%	40.3%	19.3%	12.4%	11.7%	9.3%	10.8%	5.1%	12.2%	7.0%	7.9%	101	102	114	3	9	13
SBA	29.0%	32.8%	32.3%	41.4%	43.7%	42.8%	12.5%	10.0%	13.0%	12.4%	10.2%	9.0%	4.7%	3.3%	2.8%	818	741	744	18	11	16
SEC	51.1%	49.9%	46.3%	38.6%	36.4%	41.3%	6.3%	8.0%	7.8%	2.8%	4.0%	3.5%	1.3%	1.7%	1.0%	2,729	1,575	1,864	27	13	25

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(79) How satisfied are you with the following Work/Life programs in your agency? Telework

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	39.9%	38.7%	37.3%	39.0%	39.5%	39.3%	12.0%	12.8%	14.0%	6.4%	6.5%	6.6%	2.7%	2.6%	2.8%	204,775	190,959	167,341	6,007	6,780	7,571
SSA	49.6%	44.0%	37.0%	35.8%	35.9%	37.6%	7.7%	12.1%	14.9%	4.6%	5.8%	7.8%	2.3%	2.2%	2.8%	3,550	2,842	2,376	144	367	410
State	24.3%	23.1%	23.8%	42.1%	42.5%	41.3%	19.1%	18.4%	20.1%	9.8%	11.2%	10.8%	4.6%	4.8%	3.9%	1,342	1,343	1,086	135	92	113
Treas	54.9%	54.1%	51.0%	34.1%	34.5%	35.7%	6.2%	6.6%	7.5%	3.2%	3.4%	4.0%	1.5%	1.5%	1.8%	27,640	29,941	29,170	795	987	1,219
USAID	35.3%	36.0%	33.2%	42.1%	40.4%	41.4%	12.6%	12.7%	15.0%	7.5%	7.9%	7.2%	2.5%	3.1%	3.1%	1,310	1,156	1,139	71	51	52
USDA	37.2%	35.0%	33.4%	41.3%	43.1%	41.7%	13.8%	13.3%	15.5%	5.3%	6.3%	6.7%	2.3%	2.3%	2.7%	12,301	11,160	10,334	306	210	252
VA	37.8%	36.2%	33.6%	35.8%	35.6%	32.7%	16.7%	19.3%	23.1%	6.5%	6.0%	6.6%	3.2%	3.0%	4.1%	6,991	6,304	4,531	667	788	809
Small Agencies	37.9%	36.7%	35.9%	39.8%	40.1%	39.5%	10.1%	11.4%	12.5%	8.4%	7.8%	8.2%	3.8%	4.0%	4.0%	3,679	3,355	3,104	74	64	71
DOD	31.6%	31.5%	31.0%	41.3%	41.4%	40.3%	15.0%	15.9%	17.0%	8.7%	8.2%	8.1%	3.4%	3.1%	3.6%	17,747	18,966	16,480	974	1,276	1,570
USACE	28.5%	28.8%	28.7%	44.1%	43.8%	41.0%	15.3%	14.8%	18.4%	8.3%	9.5%	7.7%	3.7%	3.1%	4.2%	1,752	1,673	872	57	72	34
Air Force	28.8%	26.0%	24.7%	40.4%	37.7%	38.3%	17.7%	23.5%	21.9%	9.7%	9.9%	10.1%	3.4%	2.9%	5.1%	1,688	1,732	1,269	303	380	468
Army‡	26.1%	24.6%	22.5%	38.8%	41.1%	37.4%	19.8%	20.4%	23.9%	10.6%	10.1%	11.5%	4.7%	3.8%	4.7%	2,158	2,114	2,222	274	323	442
Navy‡	27.1%	28.7%	27.2%	46.1%	44.0%	44.6%	15.4%	16.7%	17.1%	8.5%	7.6%	7.9%	3.0%	2.9%	3.2%	3,199	3,825	3,737	172	288	374
Marine Corps	23.0%	20.7%	26.7%	38.4%	43.9%	40.8%	22.0%	22.8%	15.7%	11.8%	9.1%	11.0%	4.7%	3.5%	5.8%	235	288	292	19	33	37
DOD 4th Estate	42.0%	40.5%	40.7%	36.9%	39.2%	38.4%	10.4%	10.6%	12.2%	7.6%	6.8%	6.0%	3.1%	2.8%	2.7%	8,715	9,334	8,088	149	180	215

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	48.9%	47.6%	46.4%	40.8%	41.4%	42.7%	7.0%	7.5%	7.5%	2.3%	2.5%	2.4%	1.0%	1.0%	1.0%	148,859	151,249	138,977	3,222	2,908	3,202
BBG	45.6%	39.8%	34.2%	42.1%	43.2%	47.4%	9.6%	14.2%	13.8%	1.6%	2.2%	1.1%	1.1%	0.6%	3.6%	124	180	195	7	13	17
CSOSA	55.0%	51.0%	50.0%	38.5%	41.5%	40.0%	3.3%	4.6%	4.7%	1.5%	1.4%	3.2%	1.7%	1.4%	2.0%	330	351	385	4	5	9
DHS	46.1%	45.5%	45.0%	39.9%	40.3%	40.5%	8.9%	8.8%	8.9%	3.1%	3.6%	3.9%	2.0%	1.8%	1.7%	14,366	12,662	12,168	344	224	316
DOC	59.4%	55.0%	60.6%	34.7%	37.4%	33.9%	4.1%	5.1%	3.8%	1.3%	1.8%	1.3%	0.5%	0.6%	0.5%	5,047	5,243	5,116	70	67	55
DOE	55.5%	52.0%	49.9%	38.5%	40.8%	43.1%	4.3%	4.8%	5.1%	1.2%	1.5%	1.5%	0.5%	0.9%	0.4%	4,196	4,419	3,416	30	42	39
DOI	46.3%	44.8%	42.6%	44.4%	45.3%	47.1%	6.7%	7.0%	7.1%	1.8%	2.1%	2.4%	0.7%	0.8%	0.8%	10,580	12,061	8,489	148	145	121
DOJ	42.7%	44.4%	42.4%	44.7%	42.0%	42.7%	8.8%	9.5%	9.9%	2.9%	3.2%	3.5%	0.9%	0.9%	1.5%	3,901	4,545	3,932	125	145	158
DOL	57.4%	52.0%	43.3%	34.7%	37.7%	44.9%	6.3%	8.3%	9.2%	1.1%	1.3%	2.0%	0.5%	0.7%	0.6%	2,556	2,406	2,676	107	112	161
DOT	50.7%	47.6%	45.3%	40.4%	41.7%	45.1%	5.7%	6.6%	5.6%	2.4%	3.0%	2.8%	0.9%	1.0%	1.1%	9,083	9,532	6,988	72	78	71
Educ	51.1%	52.0%	50.7%	41.0%	40.8%	41.6%	6.2%	5.2%	4.8%	1.2%	1.1%	1.9%	0.5%	0.9%	1.1%	1,202	1,129	997	30	20	21
EEOC	53.2%	54.8%	48.9%	40.0%	37.2%	41.9%	5.0%	5.4%	5.5%	1.2%	1.3%	2.3%	0.5%	1.3%	1.4%	827	659	595	17	18	13
EPA	51.1%	50.5%	49.1%	41.3%	41.1%	43.6%	5.2%	5.4%	4.9%	1.9%	2.5%	1.7%	0.5%	0.5%	0.7%	6,520	2,973	2,536	80	32	22
FCC	43.9%	53.4%	38.7%	47.9%	33.2%	50.1%	8.2%	10.3%	10.4%	0.0%	1.5%	0.0%	0.0%	1.5%	0.9%	66	56	84	4	6	4
FERC	74.9%	75.3%	72.4%	23.5%	23.2%	24.6%	0.9%	1.4%	2.2%	0.6%	0.1%	0.6%	0.1%	0.0%	0.2%	866	750	661	3	1	3
FTC	65.4%	65.9%	62.9%	26.7%	29.7%	33.3%	4.0%	2.6%	3.1%	4.0%	1.8%	0.8%	0.0%	0.0%	0.0%	173	163	134	2	3	1

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	48.9%	47.6%	46.4%	40.8%	41.4%	42.7%	7.0%	7.5%	7.5%	2.3%	2.5%	2.4%	1.0%	1.0%	1.0%	148,859	151,249	138,977	3,222	2,908	3,202
GSA	71.3%	69.2%	68.4%	25.4%	28.0%	28.7%	2.4%	2.0%	2.2%	0.6%	0.6%	0.6%	0.3%	0.2%	0.1%	4,483	5,017	5,422	41	28	42
HHS	49.6%	47.6%	46.8%	39.5%	41.0%	41.9%	7.5%	7.2%	7.4%	2.4%	2.8%	2.7%	1.0%	1.3%	1.2%	12,421	11,314	9,918	406	288	317
HUD	51.5%	50.3%	46.3%	41.2%	41.1%	44.2%	5.3%	6.4%	7.2%	1.4%	1.6%	1.6%	0.5%	0.6%	0.6%	2,028	1,949	1,427	54	43	36
NARA	46.9%	44.5%	46.3%	38.4%	38.2%	42.7%	11.7%	15.6%	8.9%	2.6%	0.8%	1.6%	0.4%	0.9%	0.5%	344	344	308	15	20	20
NASA	61.9%	60.6%	57.8%	32.4%	33.7%	36.9%	4.7%	4.8%	4.5%	0.7%	0.5%	0.6%	0.3%	0.4%	0.2%	3,458	3,007	2,965	100	63	60
NCUA	48.9%	48.4%	43.6%	41.9%	43.3%	46.5%	6.5%	5.0%	5.2%	1.9%	2.8%	4.0%	0.9%	0.4%	0.7%	460	532	514	9	6	6
NLRB	45.9%	45.0%	39.6%	43.9%	45.8%	49.2%	5.7%	5.6%	6.0%	3.8%	3.0%	3.6%	0.7%	0.7%	1.6%	413	436	347	11	6	6
NRC	57.2%	57.6%	62.1%	37.2%	37.7%	34.1%	4.0%	3.8%	2.7%	1.1%	0.6%	0.8%	0.5%	0.4%	0.3%	1,184	1,528	1,410	16	15	18
NSF	52.8%	62.0%	49.1%	37.6%	28.2%	41.9%	6.6%	5.5%	6.8%	0.9%	2.1%	1.5%	2.2%	2.2%	0.8%	111	136	127	9	5	9
OMB	51.2%	50.5%	51.0%	36.6%	41.1%	30.2%	7.4%	6.7%	10.4%	1.6%	1.7%	3.9%	3.2%	0.0%	4.4%	59	45	46	1	0	1
OPM	64.6%	65.3%	68.3%	31.7%	31.2%	28.4%	3.0%	2.5%	2.3%	0.5%	0.5%	0.7%	0.1%	0.5%	0.4%	1,410	1,533	1,590	29	18	23
PBGC	53.7%	51.1%	45.1%	37.5%	39.3%	49.2%	8.4%	7.2%	4.7%	0.4%	1.5%	0.0%	0.0%	0.9%	1.1%	177	191	148	8	5	8
RRB	37.2%	38.2%	38.5%	44.6%	50.5%	50.8%	15.8%	6.9%	8.0%	0.8%	4.4%	2.1%	1.6%	0.0%	0.7%	107	157	200	3	7	5
SBA	53.9%	55.0%	51.6%	39.8%	38.5%	42.5%	4.1%	5.0%	3.2%	1.4%	1.2%	1.9%	0.8%	0.5%	0.8%	669	657	721	9	6	12
SEC	63.1%	56.9%	55.8%	32.8%	36.5%	36.9%	3.0%	4.3%	5.0%	0.4%	1.5%	1.8%	0.7%	0.8%	0.5%	1,587	989	1,278	24	12	11

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	48.9%	47.6%	46.4%	40.8%	41.4%	42.7%	7.0%	7.5%	7.5%	2.3%	2.5%	2.4%	1.0%	1.0%	1.0%	148,859	151,249	138,977	3,222	2,908	3,202
SSA	50.0%	46.1%	44.3%	37.0%	41.3%	42.7%	10.7%	10.0%	9.5%	1.5%	1.8%	2.5%	0.8%	0.8%	0.9%	1,302	1,571	1,437	80	110	109
State	49.7%	43.4%	45.7%	39.5%	42.6%	42.8%	7.0%	9.7%	9.0%	2.5%	3.5%	1.8%	1.3%	0.8%	0.6%	594	506	488	37	27	25
Treas	58.7%	59.0%	58.3%	34.6%	34.2%	35.2%	4.3%	4.1%	4.1%	1.6%	1.8%	1.6%	0.9%	0.9%	0.8%	18,029	20,595	20,343	334	310	328
USAID	52.9%	52.1%	53.2%	37.5%	39.3%	36.9%	6.1%	5.4%	7.9%	2.7%	2.7%	1.4%	0.9%	0.6%	0.6%	456	485	484	17	11	16
USDA	48.0%	46.3%	45.2%	44.5%	45.2%	45.4%	5.5%	6.3%	7.2%	1.3%	1.5%	1.5%	0.7%	0.7%	0.6%	10,284	9,061	9,113	221	173	188
VA	38.3%	36.2%	33.9%	43.6%	43.4%	45.8%	12.6%	14.3%	14.6%	3.8%	4.1%	3.5%	1.6%	2.0%	2.1%	6,218	6,216	5,025	295	307	300
Small Agencies	53.9%	52.2%	50.5%	36.3%	37.9%	39.8%	5.5%	5.7%	6.3%	3.0%	2.6%	2.5%	1.3%	1.6%	0.8%	2,071	1,985	1,856	41	34	30
DOD	48.3%	47.0%	45.4%	41.9%	42.7%	44.2%	6.5%	7.1%	7.3%	2.4%	2.3%	2.2%	0.9%	0.9%	0.8%	21,157	25,866	25,438	419	503	621
USACE	45.6%	42.2%	39.2%	44.7%	47.0%	48.0%	6.5%	7.8%	7.9%	2.4%	1.9%	3.9%	0.9%	1.1%	1.0%	1,133	1,403	828	13	25	11
Air Force	47.3%	45.9%	43.8%	41.8%	42.9%	44.4%	7.4%	7.8%	8.6%	2.5%	2.4%	2.1%	1.0%	1.1%	1.2%	5,143	6,147	6,018	124	135	168
Army‡	46.4%	44.6%	42.6%	42.6%	43.3%	45.5%	7.0%	8.1%	8.3%	3.0%	3.2%	2.8%	1.0%	0.8%	0.8%	4,230	5,066	5,992	119	133	190
Navy‡	47.6%	47.3%	45.7%	43.0%	43.5%	45.3%	6.3%	6.8%	6.6%	2.1%	1.7%	1.9%	1.0%	0.7%	0.5%	4,499	6,470	6,640	71	104	133
Marine Corps	48.3%	44.1%	51.4%	42.4%	45.1%	39.0%	6.7%	5.9%	4.8%	2.1%	2.3%	2.7%	0.5%	2.6%	2.1%	444	593	564	8	8	11
DOD 4th Estate	54.7%	53.5%	52.4%	37.9%	38.1%	39.7%	5.0%	5.6%	5.8%	1.9%	2.2%	1.4%	0.5%	0.7%	0.8%	5,708	6,187	5,396	84	98	108

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.1%	29.2%	27.7%	50.4%	50.6%	51.8%	15.7%	16.5%	16.7%	2.8%	2.7%	2.9%	1.0%	0.9%	0.9%	102,282	106,036	100,599	7,335	7,380	7,562
BBG	23.0%	25.6%	27.6%	47.6%	49.0%	48.3%	15.8%	21.0%	22.1%	11.2%	3.4%	2.0%	2.4%	0.9%	0.0%	117	206	260	21	25	24
CSOSA	35.1%	30.7%	31.4%	49.3%	53.3%	53.2%	12.5%	10.4%	11.5%	2.7%	3.9%	3.4%	0.4%	1.6%	0.5%	242	259	261	12	7	26
DHS	22.8%	23.2%	21.6%	51.0%	49.4%	51.0%	19.4%	21.1%	21.3%	5.0%	4.4%	4.6%	1.8%	1.9%	1.6%	12,675	10,379	10,388	1,046	666	955
DOC	35.6%	34.2%	38.8%	49.9%	51.8%	49.6%	11.8%	11.8%	10.5%	2.1%	2.0%	1.1%	0.7%	0.2%	0.1%	2,234	2,514	2,561	136	140	135
DOE	32.0%	30.8%	28.5%	51.2%	51.7%	53.8%	12.5%	13.4%	13.7%	3.3%	2.9%	3.0%	1.0%	1.2%	1.0%	2,483	2,712	2,139	120	144	142
DOI	25.7%	24.3%	22.2%	52.1%	52.5%	54.2%	17.2%	17.8%	18.6%	3.8%	4.3%	4.1%	1.1%	1.1%	0.9%	6,070	7,126	5,106	339	391	289
DOJ	22.9%	23.2%	21.4%	54.0%	53.9%	54.5%	20.2%	18.4%	20.3%	2.0%	3.6%	3.0%	0.9%	1.0%	0.8%	3,997	5,015	4,394	381	506	451
DOL	33.0%	29.8%	26.2%	49.8%	51.8%	53.0%	14.0%	14.8%	17.2%	2.5%	2.7%	3.0%	0.8%	1.0%	0.6%	2,257	2,459	2,351	180	205	259
DOT	31.7%	29.7%	28.7%	49.0%	50.6%	52.1%	15.6%	16.7%	15.7%	3.1%	2.5%	1.9%	0.5%	0.5%	1.5%	2,835	3,014	2,407	233	217	168
Educ	28.3%	30.6%	28.1%	54.1%	55.2%	54.0%	13.2%	11.1%	13.4%	3.7%	2.1%	3.8%	0.7%	1.0%	0.8%	578	672	622	56	43	44
EEOC	35.4%	35.0%	25.0%	49.6%	44.1%	52.5%	12.4%	15.6%	17.9%	1.6%	3.5%	3.9%	1.0%	1.8%	0.7%	311	230	244	26	27	22
EPA	33.1%	32.1%	34.2%	51.0%	50.4%	49.9%	12.3%	14.2%	11.4%	2.7%	2.7%	3.8%	0.8%	0.6%	0.7%	3,500	1,556	1,349	160	65	49
FCC	27.2%	34.7%	32.7%	55.0%	46.6%	58.4%	15.7%	13.2%	7.0%	0.9%	2.2%	1.0%	1.2%	3.3%	1.0%	123	110	189	7	8	9
FERC	47.3%	49.2%	48.3%	46.8%	43.6%	43.6%	5.5%	6.8%	7.3%	0.0%	0.2%	0.9%	0.4%	0.2%	0.0%	488	421	372	19	14	12
FTC	35.3%	22.4%	23.0%	55.7%	56.1%	50.3%	8.2%	19.5%	21.4%	0.0%	1.9%	5.3%	0.8%	0.0%	0.0%	103	99	97	10	11	7

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.1%	29.2%	27.7%	50.4%	50.6%	51.8%	15.7%	16.5%	16.7%	2.8%	2.7%	2.9%	1.0%	0.9%	0.9%	102,282	106,036	100,599	7,335	7,380	7,562
GSA	41.5%	40.4%	37.1%	41.5%	44.7%	45.6%	15.0%	12.7%	15.5%	1.9%	1.8%	1.2%	0.2%	0.4%	0.6%	1,236	1,481	1,782	124	146	164
HHS	32.7%	31.6%	30.0%	51.2%	51.2%	52.8%	13.4%	13.7%	14.0%	2.1%	2.6%	2.5%	0.5%	0.9%	0.7%	9,694	8,694	8,155	668	583	543
HUD	31.2%	25.9%	27.7%	50.6%	55.3%	52.6%	15.0%	15.3%	15.5%	2.5%	2.7%	3.0%	0.8%	0.8%	1.1%	1,384	1,394	978	109	94	75
NARA	26.4%	25.0%	23.2%	49.7%	52.1%	51.9%	20.0%	19.2%	21.9%	2.6%	2.7%	2.8%	1.3%	0.9%	0.3%	415	437	320	33	27	32
NASA	45.8%	44.4%	41.2%	46.5%	47.1%	49.1%	6.4%	7.3%	7.9%	1.1%	1.1%	1.6%	0.2%	0.2%	0.2%	5,291	4,748	4,399	163	110	118
NCUA	34.0%	33.4%	31.0%	50.3%	44.3%	44.2%	12.5%	18.3%	21.1%	3.2%	3.3%	2.9%	0.0%	0.6%	0.7%	151	159	169	7	11	16
NLRB	26.8%	22.0%	26.8%	49.5%	52.3%	52.8%	17.1%	21.1%	17.3%	3.9%	3.2%	2.1%	2.6%	1.4%	1.0%	199	210	153	14	18	17
NRC	49.4%	49.2%	46.7%	42.9%	42.6%	44.1%	6.0%	6.6%	6.7%	1.5%	1.1%	1.9%	0.2%	0.5%	0.6%	824	1,141	1,001	36	35	38
NSF	36.9%	42.3%	35.3%	52.6%	48.2%	51.0%	9.3%	8.0%	9.9%	1.0%	0.9%	3.1%	0.3%	0.6%	0.7%	264	294	305	15	9	12
OMB	26.4%	22.7%	31.4%	58.3%	59.5%	52.7%	12.4%	13.5%	10.5%	2.9%	0.9%	5.4%	0.0%	3.3%	0.0%	105	87	82	2	4	2
OPM	33.6%	31.9%	36.1%	46.6%	47.9%	46.2%	15.6%	16.3%	12.1%	3.9%	2.8%	4.8%	0.4%	1.1%	0.9%	430	603	707	43	46	46
PBGC	36.4%	36.4%	28.8%	50.0%	55.9%	63.8%	12.1%	7.3%	6.6%	1.0%	0.4%	0.5%	0.4%	0.0%	0.4%	211	227	176	5	12	11
RRB	35.9%	42.5%	40.7%	56.2%	48.9%	49.8%	7.9%	7.5%	8.3%	0.0%	1.1%	1.2%	0.0%	0.0%	0.0%	136	206	266	6	16	12
SBA	31.9%	28.8%	22.8%	48.9%	46.8%	51.9%	14.6%	20.9%	21.5%	3.4%	2.0%	3.0%	1.3%	1.5%	0.8%	173	197	189	23	28	28
SEC	36.3%	33.5%	32.5%	51.1%	48.9%	52.8%	11.2%	13.7%	11.4%	1.3%	3.6%	2.6%	0.1%	0.3%	0.7%	632	383	567	40	22	40

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(81) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	30.1%	29.2%	27.7%	50.4%	50.6%	51.8%	15.7%	16.5%	16.7%	2.8%	2.7%	2.9%	1.0%	0.9%	0.9%	102,282	106,036	100,599	7,335	7,380	7,562
SSA	24.6%	24.6%	21.4%	52.8%	52.3%	55.9%	19.2%	20.0%	19.5%	2.5%	2.6%	2.5%	1.0%	0.5%	0.8%	1,687	1,991	2,000	167	193	178
State	20.0%	19.2%	16.8%	52.3%	57.7%	57.1%	22.8%	16.6%	21.6%	3.5%	5.9%	3.5%	1.5%	0.6%	1.0%	948	749	691	99	82	75
Treas	30.7%	30.6%	30.2%	51.8%	51.1%	51.9%	14.4%	15.2%	15.1%	2.2%	2.3%	2.2%	0.9%	0.9%	0.7%	9,197	10,557	10,982	827	942	894
USAID	31.2%	32.5%	29.1%	52.3%	51.9%	56.5%	14.9%	14.0%	12.4%	1.6%	1.0%	1.8%	0.0%	0.6%	0.3%	553	491	481	49	41	39
USDA	33.5%	33.3%	32.3%	50.9%	51.5%	51.4%	13.2%	12.4%	13.5%	1.8%	2.3%	2.2%	0.5%	0.6%	0.5%	6,352	5,521	5,873	313	311	305
VA	19.5%	18.7%	17.8%	52.4%	52.7%	53.5%	22.9%	24.4%	23.7%	4.1%	3.3%	3.6%	1.1%	0.9%	1.4%	4,978	5,690	4,997	663	722	692
Small Agencies	32.6%	33.0%	32.3%	50.0%	48.8%	51.3%	13.8%	14.2%	14.1%	2.6%	3.0%	1.8%	0.9%	1.1%	0.5%	1,402	1,418	1,325	80	84	95
DOD	34.6%	33.1%	31.1%	48.9%	49.4%	50.7%	13.1%	14.6%	14.8%	2.4%	2.2%	2.6%	0.9%	0.7%	0.9%	18,007	22,586	22,261	1,103	1,375	1,538
USACE	19.9%	20.6%	16.9%	54.2%	56.4%	51.9%	20.5%	17.6%	22.2%	5.1%	4.6%	7.2%	0.3%	0.7%	1.8%	718	915	511	46	75	30
Air Force	36.7%	35.9%	34.3%	50.9%	51.6%	52.4%	9.3%	10.5%	10.9%	1.8%	1.6%	1.7%	1.2%	0.5%	0.6%	6,790	8,242	8,276	355	414	461
Army‡	28.2%	25.1%	22.3%	50.6%	51.0%	53.1%	16.7%	20.3%	20.1%	3.2%	2.9%	3.4%	1.2%	0.7%	1.1%	2,742	3,438	4,139	260	327	454
Navy‡	26.8%	26.7%	24.5%	49.6%	49.0%	51.0%	19.6%	20.7%	20.0%	3.4%	2.4%	3.5%	0.7%	1.1%	1.0%	2,463	4,050	4,286	193	289	322
Marine Corps	39.7%	34.4%	38.2%	43.8%	46.1%	44.5%	13.8%	15.4%	14.6%	2.6%	3.4%	1.7%	0.1%	0.7%	1.1%	423	564	588	25	32	39
DOD 4th Estate	46.7%	45.7%	43.0%	43.1%	43.3%	45.1%	8.4%	8.7%	9.6%	1.4%	1.7%	1.7%	0.5%	0.7%	0.6%	4,871	5,377	4,461	224	238	232

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.1%	26.1%	25.3%	48.4%	48.7%	48.8%	20.1%	20.9%	21.6%	2.9%	2.8%	3.0%	1.6%	1.6%	1.4%	51,991	55,156	52,178	8,067	8,714	8,882
BBG	24.2%	26.6%	25.6%	51.0%	39.0%	44.0%	17.6%	31.5%	21.4%	5.0%	1.4%	7.2%	2.2%	1.5%	1.8%	40	66	70	16	39	27
CSOSA	35.7%	37.5%	35.4%	47.9%	52.0%	45.3%	14.3%	8.6%	16.1%	2.0%	1.1%	3.3%	0.0%	0.8%	0.0%	156	155	167	13	16	25
DHS	24.1%	23.4%	22.2%	47.8%	49.9%	49.1%	22.4%	21.2%	23.3%	3.5%	3.4%	3.5%	2.2%	2.1%	1.9%	7,019	5,712	6,334	1,127	584	1,146
DOC	32.4%	27.8%	32.5%	46.5%	49.9%	47.0%	18.2%	18.3%	16.8%	1.6%	2.8%	2.9%	1.3%	1.2%	0.8%	1,003	1,114	1,097	152	173	169
DOE	31.3%	29.5%	27.3%	47.8%	48.6%	49.9%	17.9%	18.8%	19.3%	1.6%	1.9%	2.4%	1.5%	1.2%	1.1%	997	1,197	952	147	176	160
DOI	24.5%	22.0%	20.9%	51.7%	53.8%	54.3%	18.9%	19.7%	20.1%	3.8%	2.9%	3.4%	1.1%	1.6%	1.2%	4,194	4,856	3,639	444	559	421
DOJ	30.2%	30.1%	30.0%	49.6%	50.7%	49.9%	15.9%	15.4%	16.4%	2.6%	2.5%	2.4%	1.7%	1.3%	1.3%	2,754	3,655	3,376	308	459	434
DOL	34.9%	32.6%	28.3%	47.3%	49.2%	51.4%	14.8%	15.3%	17.3%	1.7%	1.9%	1.9%	1.2%	1.1%	1.2%	1,420	1,513	1,533	186	183	292
DOT	29.3%	29.6%	27.0%	52.2%	50.4%	53.7%	15.7%	16.8%	17.1%	2.1%	2.0%	2.0%	0.8%	1.1%	0.2%	2,082	2,133	1,636	286	350	265
Educ	33.2%	29.9%	34.4%	43.5%	47.6%	45.9%	20.2%	19.9%	17.8%	2.4%	2.1%	1.1%	0.8%	0.4%	0.9%	254	241	207	58	57	44
EEOC	32.6%	33.7%	22.3%	47.3%	41.5%	49.3%	16.2%	18.8%	26.5%	2.4%	3.5%	1.3%	1.5%	2.5%	0.6%	194	164	160	50	34	33
EPA	30.5%	30.4%	28.7%	46.5%	52.0%	46.0%	18.8%	14.7%	22.4%	2.8%	2.3%	2.3%	1.3%	0.5%	0.6%	1,073	496	435	215	98	75
FCC	27.0%	35.0%	23.2%	52.7%	41.2%	46.8%	20.2%	19.3%	28.6%	0.0%	4.5%	1.3%	0.0%	0.0%	0.0%	39	38	61	12	10	14
FERC	40.6%	31.6%	36.1%	44.4%	47.9%	42.7%	12.1%	19.5%	16.3%	3.0%	1.1%	3.6%	0.0%	0.0%	1.3%	98	100	78	21	17	19
FTC	39.3%	32.1%	21.9%	41.2%	49.0%	50.4%	16.0%	16.8%	21.9%	1.7%	0.0%	3.8%	1.8%	2.2%	2.1%	52	46	50	8	7	6

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.1%	26.1%	25.3%	48.4%	48.7%	48.8%	20.1%	20.9%	21.6%	2.9%	2.8%	3.0%	1.6%	1.6%	1.4%	51,991	55,156	52,178	8,067	8,714	8,882
GSA	37.9%	38.7%	32.2%	42.4%	37.7%	45.9%	18.1%	20.3%	19.7%	1.3%	2.4%	1.5%	0.4%	0.9%	0.7%	765	818	940	134	212	222
HHS	29.7%	28.8%	26.0%	48.6%	47.7%	50.0%	18.1%	18.8%	19.8%	2.5%	3.3%	2.8%	1.2%	1.3%	1.5%	4,465	4,307	4,049	694	738	657
HUD	29.8%	25.6%	25.3%	48.0%	49.9%	51.3%	16.7%	19.2%	19.2%	4.1%	3.1%	2.9%	1.3%	2.3%	1.4%	764	799	567	119	120	79
NARA	29.3%	28.1%	24.1%	49.3%	46.3%	51.6%	16.8%	19.3%	20.4%	3.2%	4.5%	2.8%	1.5%	1.8%	1.0%	243	227	203	34	30	39
NASA	48.5%	48.1%	43.7%	41.1%	40.9%	43.3%	8.8%	9.2%	10.8%	1.3%	1.7%	1.8%	0.3%	0.1%	0.4%	1,583	1,467	1,380	161	147	115
NCUA	37.1%	30.7%	21.9%	46.9%	51.6%	50.2%	12.5%	16.6%	22.4%	2.0%	1.1%	4.0%	1.6%	0.0%	1.5%	63	73	70	14	22	26
NLRB	34.9%	37.4%	30.9%	44.7%	44.8%	44.0%	20.4%	12.1%	19.5%	0.0%	4.4%	2.6%	0.0%	1.3%	3.0%	68	68	64	22	25	14
NRC	46.5%	42.4%	47.3%	44.9%	45.9%	40.6%	5.8%	9.5%	9.1%	2.6%	1.3%	1.9%	0.2%	0.8%	1.1%	359	502	443	32	39	48
NSF	37.1%	43.7%	27.2%	43.3%	43.1%	52.6%	16.4%	12.3%	14.8%	2.2%	0.0%	3.5%	1.0%	0.9%	1.8%	83	98	101	17	14	20
OMB	20.0%	11.0%	24.4%	65.0%	78.3%	49.0%	9.3%	10.7%	16.1%	3.2%	0.0%	6.0%	2.5%	0.0%	4.5%	34	16	19	2	4	2
OPM	31.4%	34.7%	33.6%	47.2%	38.3%	44.6%	19.0%	23.8%	18.9%	1.0%	1.5%	1.5%	1.4%	1.7%	1.3%	283	335	373	66	77	85
PBGC	39.6%	34.2%	35.7%	40.6%	33.8%	48.2%	16.2%	27.6%	12.4%	3.6%	2.9%	3.7%	0.0%	1.6%	0.0%	47	61	44	7	14	10
RRB	19.2%	23.5%	35.9%	45.4%	53.6%	50.4%	25.5%	14.3%	10.5%	7.4%	5.1%	2.1%	2.6%	3.4%	1.0%	50	75	85	7	12	15
SBA	26.6%	17.7%	17.1%	42.8%	52.3%	52.9%	27.5%	27.3%	28.1%	2.4%	1.4%	0.7%	0.7%	1.3%	1.2%	154	161	161	33	38	33
SEC	35.8%	26.3%	32.5%	44.7%	51.1%	47.2%	18.6%	18.1%	16.2%	0.9%	3.4%	1.5%	0.0%	1.2%	2.6%	232	128	189	42	20	38

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	27.1%	26.1%	25.3%	48.4%	48.7%	48.8%	20.1%	20.9%	21.6%	2.9%	2.8%	3.0%	1.6%	1.6%	1.4%	51,991	55,156	52,178	8,067	8,714	8,882
SSA	30.9%	27.9%	29.0%	49.6%	50.5%	49.6%	13.9%	16.6%	16.2%	4.1%	3.6%	4.1%	1.6%	1.4%	1.0%	1,369	1,686	1,605	146	173	183
State	26.4%	23.3%	19.7%	49.6%	45.3%	48.1%	16.0%	25.3%	29.9%	6.6%	5.1%	2.1%	1.5%	0.9%	0.2%	281	220	223	102	66	73
Treas	31.9%	30.5%	30.9%	49.4%	50.2%	50.4%	15.6%	16.0%	15.5%	2.2%	2.2%	2.2%	0.9%	1.1%	1.0%	6,970	8,217	8,131	849	1,005	937
USAID	35.9%	30.5%	28.5%	42.9%	44.3%	49.9%	17.3%	21.0%	18.2%	3.3%	1.4%	3.4%	0.6%	2.8%	0.0%	189	152	147	33	46	56
USDA	27.4%	25.9%	25.2%	50.9%	52.0%	52.7%	17.8%	18.6%	18.1%	2.6%	2.5%	2.9%	1.3%	1.0%	1.1%	3,728	3,582	3,585	424	403	442
VA	21.9%	21.8%	21.0%	46.6%	43.9%	47.6%	25.5%	28.0%	25.5%	3.9%	3.9%	3.8%	2.0%	2.3%	2.1%	2,904	3,270	2,813	626	764	699
Small Agencies	25.8%	29.5%	28.8%	48.4%	47.7%	47.9%	21.1%	17.9%	19.0%	2.6%	2.6%	2.7%	2.1%	2.3%	1.7%	663	643	611	125	126	129
DOD	25.5%	24.4%	23.3%	48.2%	48.4%	46.1%	22.5%	23.4%	26.4%	2.3%	2.2%	2.8%	1.5%	1.6%	1.3%	5,319	6,765	6,580	1,335	1,857	1,830
USACE	20.8%	17.9%	21.3%	53.2%	55.5%	49.9%	22.0%	21.8%	24.3%	2.9%	3.1%	3.4%	1.2%	1.8%	1.1%	448	588	290	64	87	58
Air Force	28.3%	25.3%	23.2%	47.8%	50.5%	49.2%	20.6%	20.4%	23.8%	1.4%	2.3%	2.3%	1.9%	1.4%	1.5%	1,162	1,353	1,248	381	524	432
Army‡	22.9%	24.4%	20.8%	48.6%	44.5%	46.5%	22.9%	27.1%	28.5%	3.8%	2.1%	3.0%	1.8%	1.9%	1.2%	1,109	1,510	1,886	313	419	516
Navy‡	21.6%	20.7%	20.4%	49.0%	51.0%	45.6%	26.5%	24.7%	29.8%	1.5%	2.0%	2.7%	1.5%	1.6%	1.6%	1,034	1,466	1,482	243	438	444
Marine Corps	22.4%	18.2%	24.1%	33.3%	50.9%	41.3%	36.8%	25.9%	29.0%	4.7%	2.0%	3.7%	2.7%	3.0%	1.9%	94	115	115	26	46	48
DOD 4th Estate	33.9%	31.4%	31.6%	46.9%	45.8%	42.3%	16.9%	19.6%	22.2%	1.7%	2.1%	3.0%	0.6%	1.1%	0.9%	1,472	1,733	1,559	308	343	332

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.2%	31.8%	31.3%	39.0%	39.8%	40.4%	23.5%	24.4%	23.9%	2.7%	2.6%	2.7%	1.6%	1.5%	1.7%	10,701	10,781	10,509	4,380	4,620	4,356
BBG	31.4%	34.0%	16.3%	14.0%	30.1%	21.3%	54.6%	30.8%	62.3%	0.0%	5.2%	0.0%	0.0%	0.0%	0.0%	9	20	24	9	10	13
CSOSA	57.6%	41.9%	63.5%	29.9%	27.9%	25.9%	12.4%	26.9%	10.5%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	28	35	29	3	8	13
DHS	23.5%	22.4%	25.3%	35.3%	34.3%	38.0%	33.1%	36.5%	29.9%	4.8%	4.6%	3.6%	3.3%	2.2%	3.3%	727	491	704	497	317	433
DOC	40.6%	32.7%	40.8%	36.3%	41.0%	35.6%	17.5%	22.0%	21.4%	4.4%	3.4%	1.8%	1.2%	0.9%	0.5%	311	329	355	101	115	102
DOE	36.8%	33.4%	37.5%	38.4%	40.0%	40.2%	22.0%	24.5%	19.8%	1.9%	2.1%	1.8%	0.9%	0.0%	0.7%	192	203	174	89	99	79
DOI	27.7%	27.8%	21.3%	35.1%	36.6%	36.9%	32.8%	29.7%	35.5%	2.8%	4.1%	4.3%	1.5%	1.7%	2.0%	336	382	265	149	210	159
DOJ	29.3%	28.7%	23.7%	39.5%	40.7%	38.4%	27.9%	26.7%	36.2%	1.5%	1.0%	1.1%	1.8%	2.9%	0.7%	274	360	327	160	228	203
DOL	40.8%	40.4%	41.7%	39.9%	39.5%	35.0%	16.7%	17.4%	22.5%	1.7%	1.3%	0.2%	0.9%	1.5%	0.5%	423	403	401	152	153	185
DOT	33.5%	35.2%	36.1%	41.2%	39.4%	43.6%	21.7%	22.1%	14.0%	2.3%	2.6%	3.9%	1.4%	0.8%	2.4%	387	367	303	191	170	117
Educ	33.8%	26.8%	29.2%	47.3%	34.2%	25.4%	15.4%	26.6%	39.0%	1.7%	8.6%	5.4%	1.8%	3.7%	1.0%	121	76	62	41	33	20
EEOC	43.0%	35.6%	25.5%	27.0%	39.8%	32.5%	24.9%	19.6%	38.3%	5.1%	5.0%	0.0%	0.0%	0.0%	3.7%	22	20	26	13	20	15
EPA	36.2%	36.0%	36.2%	32.5%	40.8%	43.9%	27.8%	19.3%	17.8%	3.1%	1.3%	2.2%	0.4%	2.6%	0.0%	284	124	105	117	57	56
FCC	27.2%	57.6%	34.4%	36.0%	32.1%	29.3%	26.3%	10.3%	26.7%	0.0%	0.0%	0.0%	10.4%	0.0%	9.7%	8	6	10	1	3	3
FERC	45.8%	52.7%	55.0%	39.2%	36.2%	30.9%	9.4%	11.1%	14.1%	3.1%	0.0%	0.0%	2.6%	0.0%	0.0%	40	39	42	11	16	12
FTC	32.0%	34.0%	48.4%	51.2%	20.2%	26.3%	11.1%	37.0%	25.3%	5.7%	8.8%	0.0%	0.0%	0.0%	0.0%	18	12	14	8	5	5

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.2%	31.8%	31.3%	39.0%	39.8%	40.4%	23.5%	24.4%	23.9%	2.7%	2.6%	2.7%	1.6%	1.5%	1.7%	10,701	10,781	10,509	4,380	4,620	4,356
GSA	49.5%	45.2%	37.6%	26.7%	27.4%	29.4%	22.3%	25.2%	29.9%	1.5%	1.3%	2.4%	0.0%	0.8%	0.7%	210	212	293	96	118	142
HHS	35.0%	36.8%	30.5%	43.2%	40.4%	43.4%	17.7%	18.2%	21.1%	2.5%	3.8%	3.3%	1.6%	0.7%	1.7%	1,427	1,303	1,162	447	425	375
HUD	33.4%	34.5%	32.9%	36.1%	40.1%	39.5%	28.0%	20.1%	27.6%	1.2%	3.6%	0.0%	1.3%	1.8%	0.0%	146	134	99	71	64	44
NARA	31.8%	16.1%	21.8%	29.5%	33.5%	35.0%	33.8%	37.5%	24.7%	2.5%	6.9%	11.5%	2.3%	5.9%	7.0%	33	30	32	16	21	16
NASA	50.3%	52.2%	48.5%	37.5%	33.3%	34.4%	11.1%	13.5%	16.1%	0.9%	1.0%	0.6%	0.2%	0.0%	0.4%	565	464	464	125	100	93
NCUA	48.6%	40.5%	18.9%	51.4%	38.8%	47.2%	0.0%	20.7%	33.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7	8	9	6	6	8
NLRB	38.6%	38.1%	46.6%	19.5%	26.5%	25.0%	41.9%	29.5%	19.2%	0.0%	6.0%	0.0%	0.0%	0.0%	9.3%	16	15	10	9	7	6
NRC	51.7%	40.8%	40.8%	35.0%	40.9%	35.1%	13.2%	17.0%	24.1%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	63	81	78	24	34	43
NSF	41.5%	47.3%	49.5%	17.4%	32.3%	41.7%	25.9%	9.2%	4.5%	3.9%	5.8%	2.2%	11.3%	5.4%	2.2%	30	32	38	18	13	11
OMB	22.6%	24.4%	27.1%	49.1%	37.7%	45.3%	10.4%	26.9%	12.0%	15.0%	11.0%	10.8%	3.0%	0.0%	4.8%	41	29	25	1	2	1
OPM	44.9%	47.0%	39.7%	24.6%	21.5%	37.2%	27.8%	31.5%	17.7%	0.0%	0.0%	4.2%	2.8%	0.0%	1.1%	61	80	83	30	23	31
PBGC	55.6%	18.1%	49.6%	34.8%	41.3%	17.2%	9.6%	31.4%	33.2%	0.0%	9.2%	0.0%	0.0%	0.0%	0.0%	9	10	6	6	7	2
RRB	6.7%	14.0%	29.6%	48.8%	40.6%	33.3%	26.9%	45.5%	37.1%	0.0%	0.0%	0.0%	17.6%	0.0%	0.0%	10	7	10	4	5	9
SBA	51.6%	21.2%	24.5%	14.8%	28.3%	28.5%	17.7%	39.3%	41.9%	15.8%	11.2%	0.0%	0.0%	0.0%	5.1%	12	18	20	12	10	8
SEC	48.1%	46.0%	48.9%	40.8%	41.0%	37.3%	7.9%	10.8%	10.4%	2.5%	2.3%	2.3%	0.7%	0.0%	1.2%	254	126	174	33	19	25

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(83) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014	2016	2015	2014
All Responses	33.2%	31.8%	31.3%	39.0%	39.8%	40.4%	23.5%	24.4%	23.9%	2.7%	2.6%	2.7%	1.6%	1.5%	1.7%	10,701	10,781	10,509	4,380	4,620	4,356
SSA	34.5%	35.8%	33.5%	37.4%	28.9%	35.8%	24.4%	30.1%	24.3%	3.5%	3.3%	3.4%	0.1%	1.9%	3.1%	249	235	204	111	98	112
State	40.9%	28.8%	20.1%	40.1%	48.3%	45.0%	11.6%	17.9%	19.8%	6.3%	2.3%	8.8%	1.1%	2.7%	6.2%	143	122	137	41	39	41
Treas	31.3%	32.7%	32.3%	32.7%	34.7%	35.2%	32.5%	28.2%	29.4%	1.9%	2.9%	1.6%	1.6%	1.6%	1.5%	842	989	927	506	557	455
USAID	44.1%	38.5%	51.7%	45.1%	41.0%	28.1%	8.6%	16.7%	13.8%	1.5%	2.3%	5.0%	0.7%	1.5%	1.4%	131	81	61	18	15	23
USDA	27.2%	27.3%	24.4%	39.8%	39.6%	42.7%	28.5%	29.9%	29.5%	3.5%	2.0%	1.1%	1.0%	1.2%	2.3%	353	350	317	202	179	168
VA	26.9%	23.2%	23.4%	36.9%	37.4%	40.8%	30.6%	35.6%	30.1%	3.1%	1.8%	3.4%	2.5%	2.0%	2.4%	679	817	716	279	384	324
Small Agencies	30.0%	19.4%	37.8%	35.1%	39.5%	32.4%	29.4%	27.7%	22.4%	3.6%	12.0%	6.3%	1.9%	1.5%	1.1%	100	69	82	54	46	36
DOD	34.7%	33.9%	34.1%	40.5%	42.2%	41.7%	21.0%	20.0%	20.5%	2.5%	2.6%	2.5%	1.3%	1.3%	1.2%	2,140	2,702	2,721	729	1,004	968
USACE	39.1%	29.6%	38.2%	36.1%	46.0%	40.6%	22.6%	20.8%	18.1%	2.1%	3.6%	3.1%	0.0%	0.0%	0.0%	139	144	76	31	37	20
Air Force	36.6%	33.2%	35.4%	40.2%	46.9%	43.4%	19.8%	17.0%	18.0%	1.5%	2.0%	2.2%	1.9%	0.9%	1.1%	696	799	750	240	323	260
Army‡	34.4%	34.0%	31.8%	42.3%	42.7%	43.8%	20.1%	19.1%	21.4%	2.2%	2.8%	2.0%	1.0%	1.4%	1.1%	601	730	936	196	266	321
Navy‡	28.1%	31.8%	32.9%	41.8%	38.8%	40.5%	24.4%	24.0%	20.5%	4.0%	3.5%	4.2%	1.7%	2.0%	1.9%	374	554	535	117	183	192
Marine Corps	22.4%	33.0%	33.1%	44.2%	40.8%	39.8%	27.3%	22.0%	24.4%	4.0%	0.3%	0.0%	2.1%	3.9%	2.7%	33	50	54	15	24	27
DOD 4th Estate	45.9%	39.8%	39.5%	34.0%	37.9%	34.6%	17.2%	19.7%	23.0%	2.0%	2.0%	1.9%	1.0%	0.7%	1.0%	297	425	370	130	171	148

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

Report by Agency

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	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%	26.6%	25.9%	37.3%	39.7%	41.7%	30.2%	31.3%	29.5%	1.6%	1.4%	1.8%	0.7%	1.1%	1.1%	7,399	7,497	7,385	3,730	3,831	3,459
BBG	25.9%	52.0%	17.2%	26.1%	20.5%	42.3%	42.1%	22.0%	35.1%	6.0%	0.0%	0.0%	0.0%	5.5%	5.4%	15	19	23	9	7	10
CSOSA	45.6%	30.0%	34.1%	20.9%	33.9%	50.9%	33.5%	36.1%	14.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14	18	13	4	6	8
DHS	24.4%	22.0%	23.8%	35.5%	34.9%	40.3%	34.7%	37.7%	30.4%	3.4%	3.2%	3.3%	2.0%	2.2%	2.3%	649	464	637	421	339	392
DOC	28.6%	30.4%	32.5%	44.0%	39.7%	40.7%	25.1%	27.5%	26.3%	2.1%	2.1%	0.5%	0.2%	0.3%	0.0%	222	266	298	86	95	85
DOE	27.5%	23.2%	23.7%	41.6%	49.0%	50.7%	27.8%	26.1%	24.6%	1.6%	0.5%	1.0%	1.5%	1.2%	0.0%	173	170	171	69	86	68
DOI	24.7%	24.9%	19.8%	34.5%	38.5%	42.4%	38.5%	34.4%	35.2%	2.0%	1.3%	2.3%	0.4%	0.8%	0.3%	278	295	228	149	160	150
DOJ	35.6%	30.4%	26.0%	36.1%	38.7%	42.6%	26.9%	29.5%	29.7%	1.4%	0.9%	1.1%	0.0%	0.5%	0.7%	260	324	305	160	202	182
DOL	37.4%	24.5%	31.1%	37.3%	44.2%	38.6%	23.7%	30.8%	29.4%	0.8%	0.5%	0.5%	0.7%	0.0%	0.5%	232	217	243	118	128	133
DOT	31.1%	29.9%	23.9%	39.8%	43.4%	35.3%	26.7%	24.8%	36.7%	1.8%	2.0%	1.7%	0.6%	0.0%	2.4%	328	272	241	158	121	100
Educ	36.1%	35.7%	34.4%	35.3%	32.2%	42.7%	27.2%	29.4%	20.8%	1.4%	2.6%	0.0%	0.0%	0.0%	2.2%	65	43	46	32	32	21
EEOC	36.0%	34.5%	30.7%	18.2%	33.9%	38.2%	41.8%	28.4%	22.1%	0.0%	3.3%	5.5%	4.0%	0.0%	3.4%	26	28	28	14	16	8
EPA	23.6%	28.3%	25.4%	40.2%	42.3%	46.0%	35.6%	25.2%	27.2%	0.6%	3.0%	0.6%	0.0%	1.1%	0.8%	192	92	90	103	41	38
FCC	21.3%	57.4%	29.0%	62.6%	28.8%	64.5%	12.0%	13.8%	6.5%	0.0%	0.0%	0.0%	4.1%	0.0%	0.0%	23	11	31	3	4	2
FERC	37.9%	27.3%	24.0%	44.2%	43.9%	47.0%	17.8%	28.8%	25.3%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	22	21	24	8	10	11
FTC	20.4%	38.2%	34.8%	64.7%	19.2%	43.0%	14.9%	42.6%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14	5	14	8	3	6

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	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%	26.6%	25.9%	37.3%	39.7%	41.7%	30.2%	31.3%	29.5%	1.6%	1.4%	1.8%	0.7%	1.1%	1.1%	7,399	7,497	7,385	3,730	3,831	3,459
GSA	42.4%	37.9%	40.8%	23.1%	30.4%	32.2%	33.8%	31.8%	26.3%	0.0%	0.0%	0.6%	0.6%	0.0%	0.0%	150	131	155	73	71	85
HHS	27.4%	31.0%	26.2%	45.2%	42.0%	44.5%	25.5%	24.7%	26.2%	1.6%	1.8%	1.9%	0.3%	0.4%	1.3%	859	859	726	409	360	345
HUD	30.6%	33.5%	32.0%	40.3%	37.3%	36.5%	29.1%	21.6%	29.7%	0.0%	2.7%	0.0%	0.0%	4.8%	1.8%	145	115	65	62	58	37
NARA	33.6%	18.3%	14.1%	31.4%	43.2%	40.9%	31.2%	38.5%	32.5%	3.8%	0.0%	7.2%	0.0%	0.0%	5.3%	29	14	28	11	16	10
NASA	42.2%	37.7%	33.3%	36.3%	40.5%	42.0%	20.2%	20.5%	22.3%	0.6%	1.3%	0.4%	0.6%	0.0%	1.9%	341	262	229	95	93	79
NCUA	57.1%	41.5%	25.8%	20.0%	23.8%	38.1%	22.9%	23.3%	36.2%	0.0%	11.4%	0.0%	0.0%	0.0%	0.0%	10	8	11	7	10	6
NLRB	19.7%	30.6%	9.8%	16.7%	34.0%	20.8%	63.6%	35.4%	69.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10	6	6	5	8	9
NRC	53.0%	35.0%	40.5%	32.3%	48.7%	36.9%	14.7%	12.2%	22.6%	0.0%	1.3%	0.0%	0.0%	2.7%	0.0%	55	72	68	28	18	37
NSF	34.3%	20.5%	23.9%	39.5%	42.8%	47.2%	21.7%	29.9%	21.3%	0.0%	3.5%	2.9%	4.6%	3.3%	4.7%	17	24	27	12	13	5
OMB	0.0%	0.0%	0.0%	53.1%	75.4%	64.7%	46.9%	24.6%	35.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8	4	3	1	2	1
OPM	35.4%	32.8%	34.1%	39.7%	40.0%	39.3%	23.9%	27.3%	24.4%	1.0%	0.0%	0.0%	0.0%	0.0%	2.2%	64	95	92	24	30	31
PBGC	36.4%	21.1%	39.5%	25.6%	50.9%	35.0%	37.9%	28.0%	25.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14	9	11	3	8	2
RRB	22.4%	24.2%	15.0%	40.5%	71.3%	55.4%	37.1%	4.6%	29.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24	26	34	7	7	7
SBA	47.3%	32.4%	18.9%	28.1%	30.3%	31.5%	24.5%	37.4%	49.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13	12	21	13	10	5
SEC	30.8%	35.8%	30.4%	41.7%	34.5%	39.3%	21.9%	25.1%	30.3%	4.4%	1.9%	0.0%	1.2%	2.6%	0.0%	70	43	66	32	23	19

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

Report by Agency

(84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

	Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied			Item Response Total**			No Basis to Judge		
	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%	26.6%	25.9%	37.3%	39.7%	41.7%	30.2%	31.3%	29.5%	1.6%	1.4%	1.8%	0.7%	1.1%	1.1%	7,399	7,497	7,385	3,730	3,831	3,459
SSA	36.6%	33.8%	27.3%	33.1%	34.3%	41.1%	27.1%	27.9%	28.1%	2.8%	0.9%	0.0%	0.4%	3.1%	3.5%	173	180	150	78	86	76
State	41.4%	25.2%	25.8%	37.5%	47.3%	39.3%	15.6%	21.7%	34.9%	3.7%	5.8%	0.0%	1.8%	0.0%	0.0%	90	87	95	38	34	26
Treas	31.8%	29.7%	28.7%	37.2%	38.3%	41.5%	28.3%	29.3%	27.5%	1.8%	1.6%	1.4%	0.9%	1.0%	0.9%	811	895	862	419	394	345
USAID	35.5%	31.6%	30.8%	46.9%	41.1%	39.9%	9.7%	24.7%	29.3%	7.9%	2.7%	0.0%	0.0%	0.0%	0.0%	43	45	41	14	16	25
USDA	29.6%	24.4%	25.2%	35.4%	45.2%	42.7%	32.6%	28.4%	28.9%	1.5%	1.3%	1.9%	0.9%	0.7%	1.2%	365	320	293	178	164	161
VA	27.1%	22.1%	23.5%	42.4%	41.6%	46.2%	28.5%	33.2%	27.0%	1.4%	1.7%	2.2%	0.7%	1.5%	1.1%	588	721	667	218	320	252
Small Agencies	26.1%	24.7%	38.4%	37.5%	43.5%	33.1%	32.5%	27.1%	26.0%	2.4%	3.7%	1.6%	1.6%	1.1%	0.9%	115	96	96	59	43	29
DOD	31.3%	27.1%	26.6%	33.3%	38.3%	38.5%	33.8%	33.2%	32.2%	1.1%	0.6%	1.9%	0.5%	0.8%	0.8%	892	1,228	1,247	602	797	653
USACE	18.5%	23.9%	15.8%	36.3%	46.4%	44.0%	45.2%	29.6%	37.9%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	42	50	31	17	16	14
Air Force	34.1%	23.2%	26.2%	32.0%	44.5%	40.0%	31.6%	32.0%	31.8%	1.5%	0.1%	2.0%	0.8%	0.2%	0.0%	248	295	277	196	242	189
Army‡	30.9%	26.0%	25.5%	34.5%	39.0%	38.1%	32.8%	33.8%	34.1%	1.7%	0.0%	0.8%	0.0%	1.2%	1.4%	227	315	439	163	198	211
Navy‡	25.5%	23.9%	21.8%	33.0%	33.4%	37.0%	40.2%	40.1%	37.2%	0.3%	1.5%	2.8%	1.0%	1.0%	1.2%	177	263	230	96	188	119
Marine Corps	29.4%	24.3%	32.5%	31.6%	42.6%	29.9%	39.0%	33.1%	29.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	10	24	24	9	12	12
DOD 4th Estate	39.5%	37.7%	35.3%	32.6%	35.7%	39.2%	26.1%	24.9%	22.9%	1.3%	0.8%	2.3%	0.5%	0.8%	0.3%	188	281	246	121	141	108

SOURCE: Federal Employee Viewpoint Survey

NOTE: The work/life satisfaction results only include employees who indicated that they participated in the program.

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

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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Planning and Policy Analysis

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