

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
BBG	13.2%	13.1%	13.2%	35.4%	30.9%	31.6%	24.5%	24.9%	26.1%	14.7%	16.6%	16.3%	12.2%	14.5%	12.8%	1,061	891	1,088
CSOSA	21.2%	18.8%	18.7%	43.1%	40.1%	41.6%	22.9%	26.6%	24.7%	7.4%	9.3%	9.9%	5.5%	5.3%	5.1%	521	606	635
DHS	17.8%	14.9%	12.9%	37.9%	33.7%	32.9%	21.8%	22.9%	24.2%	13.4%	15.8%	16.4%	9.0%	12.7%	13.6%	46,313	46,077	42,097
DOC	31.5%	31.7%	29.3%	42.5%	40.8%	42.6%	16.0%	17.0%	16.9%	7.2%	7.0%	7.3%	2.8%	3.5%	3.9%	10,298	9,635	9,955
DOE	26.5%	23.5%	19.2%	42.1%	42.4%	40.8%	17.5%	18.1%	21.0%	9.3%	10.4%	12.3%	4.6%	5.6%	6.7%	8,509	7,965	8,368
DOI	25.5%	23.3%	21.6%	42.6%	41.9%	41.6%	18.8%	19.5%	21.1%	8.5%	9.9%	10.4%	4.6%	5.4%	5.3%	25,410	22,676	25,903
DOJ	29.0%	29.8%	29.3%	42.1%	42.9%	43.0%	17.4%	16.6%	17.2%	7.6%	6.8%	7.3%	3.8%	3.8%	3.2%	15,563	15,991	19,604
DOL	27.9%	25.9%	23.9%	40.6%	41.5%	41.1%	17.6%	18.0%	19.5%	8.4%	9.2%	9.1%	5.5%	5.3%	6.4%	8,689	11,164	11,215
DOT	28.8%	26.0%	25.2%	43.4%	42.7%	43.0%	16.6%	17.9%	18.3%	7.5%	9.1%	9.5%	3.7%	4.3%	4.0%	16,556	14,655	15,354
Educ	19.5%	20.6%	20.7%	40.1%	39.2%	39.4%	22.7%	21.2%	22.2%	10.5%	12.0%	11.2%	7.2%	7.1%	6.4%	2,788	2,831	2,676
EEOC	26.3%	25.0%	24.7%	39.4%	39.8%	36.3%	19.6%	19.8%	20.7%	8.4%	9.7%	10.8%	6.4%	5.7%	7.5%	1,410	1,480	1,231
EPA	26.2%	25.1%	21.5%	40.5%	44.1%	41.9%	18.4%	18.0%	20.5%	9.9%	8.9%	10.6%	5.0%	4.0%	5.4%	9,270	10,038	4,397
FCC	24.6%	25.8%	29.3%	43.0%	38.8%	33.0%	18.6%	20.7%	22.1%	10.2%	7.2%	10.1%	3.6%	7.5%	5.4%	696	633	556
FERC	55.5%	45.8%	44.0%	31.0%	39.0%	36.8%	8.7%	9.8%	13.1%	3.1%	3.8%	3.9%	1.7%	1.6%	2.1%	1,066	1,144	987
FTC	55.1%	56.5%	49.7%	29.9%	26.3%	33.6%	10.0%	10.3%	9.0%	4.0%	5.2%	5.8%	1.0%	1.7%	1.9%	604	633	615

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
GSA	37.3%	32.8%	27.4%	40.5%	39.4%	40.7%	14.6%	17.1%	19.7%	5.0%	6.9%	7.8%	2.5%	3.9%	4.4%	7,410	6,964	7,740
HHS	32.7%	29.1%	27.4%	42.2%	41.8%	41.6%	15.9%	17.7%	18.6%	6.1%	7.1%	8.2%	3.1%	4.3%	4.3%	42,268	39,667	35,926
HUD	20.5%	18.9%	15.3%	40.0%	37.3%	34.8%	22.9%	23.8%	24.4%	10.8%	11.8%	15.5%	5.8%	8.2%	10.0%	4,896	5,407	5,322
NARA	21.7%	18.8%	15.9%	39.7%	37.5%	31.8%	19.1%	21.3%	23.4%	12.5%	13.1%	15.5%	6.9%	9.3%	13.4%	1,839	1,853	1,703
NASA	54.4%	50.5%	47.6%	32.5%	34.6%	35.6%	8.2%	9.4%	10.4%	3.4%	3.7%	4.5%	1.6%	1.8%	2.0%	11,677	11,077	9,792
NCUA	31.9%	33.7%	35.8%	42.0%	43.3%	42.5%	16.8%	13.6%	14.5%	6.5%	6.5%	4.8%	2.8%	2.9%	2.3%	654	651	767
NLRB	26.3%	22.5%	23.9%	41.9%	40.0%	40.7%	16.2%	19.7%	20.2%	9.0%	11.6%	10.1%	6.6%	6.3%	5.2%	841	866	895
NRC	33.0%	33.6%	41.0%	40.9%	40.5%	38.0%	15.2%	14.7%	12.4%	7.5%	7.8%	6.4%	3.4%	3.4%	2.2%	2,422	2,130	2,643
NSF	41.3%	35.5%	35.5%	38.3%	39.3%	35.6%	13.8%	14.1%	18.0%	3.3%	7.3%	7.4%	3.3%	3.8%	3.6%	894	842	891
OMB	38.0%	44.3%	35.0%	45.4%	42.6%	47.5%	9.9%	8.7%	11.5%	5.1%	3.7%	4.9%	1.5%	0.7%	1.0%	341	350	304
OPM	26.6%	26.4%	27.1%	42.3%	42.2%	43.4%	17.4%	17.7%	17.3%	8.7%	8.4%	8.4%	5.1%	5.3%	3.8%	2,872	3,150	3,339
PBGC	33.7%	28.3%	20.3%	44.8%	44.0%	45.6%	14.2%	17.9%	19.8%	5.2%	7.3%	8.8%	2.2%	2.5%	5.6%	598	557	620
RRB	33.1%	32.8%	31.4%	39.9%	38.9%	41.5%	16.9%	18.4%	18.0%	6.2%	6.8%	5.4%	3.9%	3.1%	3.7%	443	314	471
SBA	19.6%	15.1%	14.7%	38.2%	33.8%	32.0%	19.8%	22.7%	24.1%	12.8%	14.8%	16.3%	9.6%	13.5%	13.0%	1,491	1,360	1,278
SEC	46.9%	40.2%	32.2%	38.1%	40.5%	41.7%	9.9%	12.6%	15.0%	3.2%	4.5%	7.0%	1.9%	2.2%	4.1%	3,489	3,169	1,888

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	24.8%	23.3%	22.1%	41.5%	40.7%	40.6%	19.4%	20.1%	20.9%	9.2%	10.0%	10.5%	5.1%	5.9%	5.9%	475,463	400,013	412,958
SSA	26.3%	27.1%	28.4%	43.0%	42.3%	43.5%	17.5%	18.0%	17.1%	8.7%	8.5%	7.6%	4.5%	4.1%	3.3%	8,233	8,655	10,233
State	28.2%	30.4%	31.3%	45.4%	45.1%	43.8%	17.6%	15.3%	15.8%	6.2%	6.6%	6.7%	2.5%	2.5%	2.5%	4,122	5,090	3,951
Treas	23.1%	21.4%	20.4%	41.7%	40.8%	39.9%	19.7%	20.2%	20.8%	9.8%	11.1%	12.1%	5.7%	6.5%	6.9%	45,567	44,608	50,889
USAID	29.3%	22.3%	20.5%	45.6%	45.3%	43.5%	16.0%	19.4%	21.4%	6.0%	9.4%	10.4%	3.1%	3.5%	4.1%	2,039	2,245	1,965
USDA	25.3%	22.5%	19.3%	44.8%	44.5%	43.4%	18.4%	20.1%	22.1%	8.0%	9.0%	10.7%	3.5%	4.0%	4.5%	48,221	22,582	20,361
VA	22.1%	21.9%	20.9%	40.0%	40.7%	40.5%	21.6%	21.2%	22.2%	10.1%	10.3%	10.6%	6.1%	5.9%	5.8%	61,999	29,516	31,104
Small Agencies	31.2%	28.9%	28.1%	37.2%	38.1%	35.8%	16.7%	17.2%	19.5%	8.8%	8.8%	9.3%	6.2%	6.9%	7.3%	5,456	5,351	5,063
DOD	24.2%	22.2%	21.2%	42.5%	41.3%	41.6%	19.7%	21.1%	21.6%	8.9%	9.9%	10.3%	4.7%	5.5%	5.2%	68,937	57,190	71,132
USACE	29.9%	26.5%	23.5%	47.1%	45.0%	46.5%	14.7%	18.5%	18.5%	5.7%	6.7%	8.1%	2.5%	3.3%	3.4%	4,327	3,564	4,239
Air Force	23.5%	22.5%	21.4%	41.5%	41.0%	42.2%	19.8%	21.2%	20.9%	9.8%	9.6%	10.5%	5.4%	5.6%	5.0%	16,342	15,080	18,253
Army‡	22.4%	20.3%	19.9%	41.7%	39.1%	39.8%	20.9%	22.2%	23.1%	9.7%	11.7%	11.4%	5.3%	6.7%	5.8%	17,055	13,141	16,238
Navy‡	24.9%	22.2%	21.4%	44.6%	44.1%	43.6%	19.4%	20.9%	21.3%	7.8%	8.6%	9.3%	3.4%	4.2%	4.4%	13,864	10,895	15,830
Marine Corps	24.4%	23.2%	20.8%	39.4%	36.2%	39.2%	21.4%	22.7%	22.4%	8.9%	10.9%	11.4%	5.9%	7.0%	6.3%	1,781	1,181	1,647
DOD 4th Estate	25.0%	23.8%	22.5%	40.2%	40.2%	39.6%	19.3%	20.1%	21.5%	9.6%	10.1%	10.4%	5.9%	5.8%	6.0%	15,568	13,329	14,925

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
BBG	16.9%	16.4%	18.3%	29.1%	30.9%	31.0%	22.3%	20.9%	21.2%	13.8%	13.4%	14.1%	17.9%	18.3%	15.4%	971	829	1,008	93	63	82
CSOSA	19.4%	20.0%	22.5%	31.7%	34.3%	36.8%	22.7%	23.2%	21.2%	14.3%	9.4%	11.1%	11.9%	13.1%	8.4%	495	577	606	31	31	26
DHS	14.6%	12.6%	11.0%	24.4%	22.7%	21.1%	23.3%	22.4%	22.8%	17.0%	18.0%	19.3%	20.7%	24.3%	25.8%	43,017	42,768	38,920	3,330	3,364	3,199
DOC	18.7%	19.7%	18.6%	32.5%	30.8%	30.9%	25.1%	24.6%	25.3%	14.3%	14.3%	14.4%	9.4%	10.6%	10.9%	9,551	8,956	9,197	775	693	765
DOE	15.4%	13.6%	10.1%	29.4%	29.1%	25.6%	25.3%	25.5%	27.9%	16.5%	17.0%	19.9%	13.3%	14.8%	16.6%	8,039	7,467	7,732	474	506	645
DOI	12.1%	11.1%	9.8%	26.0%	25.0%	24.6%	28.3%	28.3%	29.6%	18.0%	18.4%	19.8%	15.6%	17.1%	16.3%	23,393	20,804	23,589	2,071	1,906	2,355
DOJ	13.2%	14.5%	13.6%	24.9%	27.8%	25.5%	28.5%	28.3%	30.7%	18.3%	15.7%	17.3%	15.2%	13.6%	12.9%	14,166	14,578	17,665	1,427	1,408	1,965
DOL	18.3%	20.1%	18.1%	31.1%	33.4%	32.6%	24.8%	23.9%	26.0%	13.6%	12.2%	12.7%	12.2%	10.4%	10.5%	8,017	10,356	10,283	693	822	951
DOT	14.6%	15.0%	12.3%	28.7%	27.5%	27.9%	27.2%	27.1%	26.8%	16.8%	16.2%	18.9%	12.7%	14.2%	14.1%	15,404	13,572	14,202	1,192	1,098	1,167
Educ	14.8%	16.2%	16.9%	29.6%	29.4%	30.7%	24.4%	23.0%	22.3%	15.8%	16.1%	15.6%	15.5%	15.4%	14.5%	2,588	2,643	2,509	208	199	168
EEOC	20.2%	19.9%	18.9%	29.9%	29.9%	25.4%	22.4%	21.7%	23.9%	13.8%	13.6%	17.4%	13.7%	14.9%	14.4%	1,278	1,350	1,095	136	136	138
EPA	13.0%	12.7%	11.3%	28.3%	31.8%	28.4%	27.5%	27.7%	26.9%	17.1%	16.4%	20.1%	14.2%	11.4%	13.4%	8,438	9,240	4,039	857	819	364
FCC	14.7%	13.7%	14.6%	29.3%	28.0%	27.9%	26.6%	27.2%	25.8%	17.6%	16.4%	18.2%	11.8%	14.8%	13.5%	624	567	496	71	69	59
FERC	36.7%	32.4%	27.3%	32.9%	36.8%	34.3%	18.0%	17.3%	23.1%	7.0%	8.9%	8.5%	5.4%	4.5%	6.8%	1,024	1,097	915	43	45	74
FTC	31.8%	34.8%	25.5%	33.6%	31.8%	32.6%	21.4%	18.0%	23.0%	9.1%	9.0%	12.9%	4.1%	6.4%	6.0%	543	577	553	61	55	63

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
GSA	23.7%	20.9%	17.4%	33.1%	30.5%	28.5%	22.9%	24.6%	25.8%	11.5%	13.1%	16.2%	8.7%	10.8%	12.1%	7,104	6,630	7,333	335	341	429
HHS	20.6%	18.6%	17.0%	33.7%	33.5%	31.7%	24.8%	24.5%	26.3%	12.0%	13.0%	14.3%	8.8%	10.4%	10.7%	39,260	36,617	32,923	3,108	3,104	3,052
HUD	16.8%	17.8%	14.8%	30.9%	30.7%	28.6%	26.1%	24.6%	24.6%	14.1%	13.8%	16.5%	12.1%	13.1%	15.5%	4,539	5,052	4,917	359	359	412
NARA	17.5%	17.8%	16.3%	30.1%	30.7%	23.0%	22.8%	21.6%	21.2%	15.4%	14.2%	17.4%	14.2%	15.7%	22.1%	1,745	1,762	1,610	97	90	95
NASA	29.6%	27.1%	24.8%	34.8%	34.9%	34.1%	21.1%	21.9%	23.4%	8.9%	9.7%	11.0%	5.5%	6.4%	6.7%	11,136	10,519	9,229	565	583	569
NCUA	20.5%	26.3%	25.4%	32.3%	37.7%	36.5%	24.6%	17.9%	19.8%	13.7%	11.2%	11.3%	8.9%	6.9%	7.0%	623	618	737	32	32	33
NLRB	15.4%	12.4%	15.7%	23.9%	26.4%	27.3%	21.0%	22.9%	20.6%	20.6%	19.3%	19.6%	19.1%	19.0%	16.8%	766	806	811	76	62	84
NRC	19.0%	17.6%	23.0%	32.8%	31.7%	33.4%	23.2%	23.3%	20.4%	13.2%	15.3%	13.0%	11.8%	12.2%	10.2%	2,341	2,045	2,569	82	89	77
NSF	24.6%	22.5%	22.1%	33.3%	31.0%	27.9%	21.7%	23.2%	22.1%	10.3%	12.6%	15.9%	10.1%	10.7%	12.0%	847	789	833	50	57	60
OMB	22.4%	27.0%	20.4%	37.3%	37.7%	33.1%	21.3%	16.1%	22.1%	13.1%	13.0%	15.8%	5.9%	6.1%	8.5%	328	341	292	13	10	12
OPM	15.4%	16.2%	16.6%	30.1%	31.2%	32.2%	25.4%	24.2%	24.2%	15.1%	15.7%	15.2%	13.9%	12.8%	11.9%	2,672	2,966	3,123	201	195	222
PBGC	23.0%	21.6%	15.7%	34.2%	32.3%	32.2%	24.8%	24.5%	28.1%	9.8%	11.8%	14.9%	8.2%	9.8%	9.1%	554	521	571	44	37	50
RRB	23.1%	19.5%	19.3%	24.7%	30.4%	25.8%	27.2%	24.9%	29.6%	12.8%	14.0%	13.4%	12.2%	11.2%	11.9%	386	279	418	57	36	52
SBA	16.4%	12.8%	13.4%	29.7%	27.2%	24.8%	24.9%	23.6%	24.0%	13.8%	14.8%	19.3%	15.2%	21.7%	18.5%	1,398	1,253	1,170	94	109	110
SEC	25.4%	20.9%	18.1%	36.7%	34.0%	31.0%	20.7%	23.6%	23.5%	9.7%	12.7%	15.3%	7.5%	8.8%	12.1%	3,201	2,862	1,751	296	313	140

Report by Agency

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	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.0%	14.5%	13.3%	26.8%	26.4%	25.7%	27.0%	26.8%	27.5%	16.5%	16.9%	17.8%	14.7%	15.4%	15.7%	440,039	370,195	379,647	36,315	30,395	33,765
SSA	19.9%	21.0%	20.6%	30.2%	32.4%	33.8%	26.8%	24.6%	25.8%	12.9%	12.8%	12.1%	10.2%	9.2%	7.6%	7,575	7,939	9,316	685	728	920
State	11.2%	14.3%	13.3%	23.8%	27.2%	27.6%	29.4%	29.5%	29.7%	21.3%	18.3%	18.9%	14.4%	10.7%	10.5%	3,619	4,531	3,478	522	568	474
Treas	12.9%	12.4%	11.5%	26.0%	25.2%	24.6%	25.5%	25.7%	25.6%	17.5%	18.2%	19.2%	18.1%	18.5%	19.0%	42,817	41,802	47,312	2,856	2,926	3,639
USAID	15.7%	13.2%	12.2%	30.7%	30.3%	28.6%	26.6%	23.6%	24.2%	15.2%	19.9%	21.1%	11.8%	13.1%	13.8%	1,914	2,099	1,823	136	148	146
USDA	15.4%	14.2%	11.8%	30.6%	29.8%	27.4%	28.3%	28.7%	29.9%	15.2%	15.9%	18.5%	10.6%	11.5%	12.4%	44,774	21,139	18,826	3,479	1,474	1,540
VA	15.8%	15.9%	15.1%	26.5%	26.4%	26.2%	26.0%	25.4%	26.5%	16.1%	16.8%	16.8%	15.5%	15.5%	15.3%	56,784	27,040	28,420	5,373	2,494	2,717
Small Agencies	20.9%	19.8%	18.1%	29.0%	29.0%	28.4%	21.7%	21.6%	22.9%	15.2%	14.9%	15.9%	13.3%	14.8%	14.7%	5,110	5,003	4,711	352	355	362
DOD	13.1%	12.3%	11.4%	25.1%	24.1%	23.8%	29.3%	29.4%	29.8%	17.7%	18.3%	19.0%	14.8%	15.8%	16.0%	62,998	52,201	64,665	6,041	5,071	6,549
USACE	15.0%	12.7%	11.2%	33.0%	30.5%	27.7%	28.6%	29.8%	30.7%	13.9%	16.0%	18.3%	9.5%	11.0%	12.2%	4,039	3,320	3,872	302	251	370
Air Force	11.5%	10.7%	10.1%	23.0%	22.2%	21.6%	28.9%	30.4%	30.6%	19.8%	19.2%	20.4%	16.7%	17.5%	17.4%	14,667	13,544	16,438	1,704	1,551	1,853
Army†	12.7%	12.1%	11.5%	23.2%	21.4%	22.4%	29.6%	28.9%	28.9%	18.2%	19.4%	19.0%	16.3%	18.2%	18.3%	15,602	11,934	14,721	1,478	1,247	1,538
Navy†	12.4%	10.9%	10.5%	25.6%	24.7%	24.2%	30.8%	31.0%	30.6%	17.4%	18.6%	19.8%	13.7%	14.8%	15.0%	12,620	9,950	14,414	1,263	954	1,428
Marine Corps	12.3%	10.4%	11.9%	23.7%	21.9%	19.7%	32.2%	30.0%	35.0%	16.4%	19.2%	18.1%	15.4%	18.4%	15.2%	1,595	1,085	1,473	186	96	174
DOD 4th Estate	17.2%	17.8%	15.3%	28.2%	29.3%	28.6%	25.7%	25.8%	27.5%	16.0%	14.9%	15.7%	12.9%	12.1%	12.8%	14,475	12,368	13,747	1,108	972	1,186

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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
BBG	33.8%	30.8%	32.8%	42.9%	42.2%	42.3%	12.8%	15.3%	13.2%	4.1%	4.3%	5.5%	6.4%	7.4%	6.1%	1,050	879	1,077	10	7	11
CSOSA	50.5%	47.3%	49.2%	33.1%	35.7%	34.8%	6.4%	8.2%	8.1%	3.7%	3.6%	3.6%	6.3%	5.2%	4.2%	523	605	633	0	1	1
DHS	33.2%	30.1%	27.6%	38.5%	38.6%	39.3%	12.7%	13.1%	14.4%	7.6%	8.5%	8.9%	8.1%	9.8%	9.8%	46,008	45,772	41,792	218	255	225
DOC	48.1%	46.7%	44.6%	37.3%	37.4%	38.3%	8.3%	8.4%	9.6%	3.4%	4.4%	4.1%	3.0%	3.0%	3.5%	10,250	9,572	9,868	47	57	74
DOE	52.7%	49.6%	43.7%	35.4%	36.4%	40.7%	6.4%	7.6%	8.2%	3.0%	3.2%	3.8%	2.5%	3.2%	3.7%	8,478	7,943	8,337	33	30	29
DOI	44.9%	41.6%	40.1%	38.8%	39.9%	40.7%	8.7%	9.4%	9.8%	4.0%	4.7%	5.0%	3.6%	4.3%	4.4%	25,270	22,546	25,701	119	120	179
DOJ	41.8%	40.2%	40.2%	38.6%	39.0%	39.9%	9.9%	10.7%	10.3%	4.7%	5.2%	5.2%	5.0%	4.9%	4.4%	15,459	15,851	19,484	76	78	83
DOL	49.8%	46.7%	43.9%	35.0%	35.9%	38.5%	7.1%	9.2%	8.5%	3.9%	3.9%	4.6%	4.2%	4.2%	4.6%	8,645	11,110	11,170	45	51	60
DOT	46.1%	43.6%	42.3%	37.6%	40.3%	40.0%	8.2%	8.0%	9.3%	4.4%	4.5%	4.3%	3.6%	3.6%	4.1%	16,511	14,581	15,243	54	74	93
Educ	55.8%	51.7%	51.2%	31.2%	34.8%	35.0%	6.9%	5.7%	6.7%	2.9%	3.8%	3.5%	3.2%	4.0%	3.7%	2,777	2,822	2,667	20	14	7
EEOC	49.6%	47.2%	45.5%	33.3%	34.7%	33.5%	8.1%	9.4%	10.5%	4.0%	4.7%	5.3%	4.9%	4.1%	5.2%	1,404	1,481	1,221	8	4	9
EPA	51.9%	45.7%	44.9%	36.9%	39.5%	40.1%	6.4%	8.1%	8.0%	2.7%	3.5%	4.0%	2.1%	3.2%	3.0%	9,239	9,979	4,364	46	62	35
FCC	53.8%	50.3%	49.3%	34.5%	34.7%	35.7%	6.5%	10.3%	8.8%	2.2%	2.3%	2.9%	3.1%	2.4%	3.3%	694	628	544	1	7	8
FERC	65.2%	62.3%	60.0%	26.6%	28.3%	30.2%	5.1%	5.4%	6.2%	1.5%	2.0%	2.2%	1.6%	2.1%	1.5%	1,066	1,136	986	0	3	1
FTC	62.2%	56.3%	52.1%	29.1%	30.5%	33.7%	5.6%	6.0%	7.3%	1.3%	4.2%	3.3%	1.8%	3.0%	3.6%	603	629	614	0	1	2

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
GSA	58.2%	53.7%	50.9%	31.0%	33.1%	34.7%	5.8%	6.9%	7.7%	2.3%	2.9%	3.0%	2.7%	3.3%	3.7%	7,398	6,924	7,718	18	21	30
HHS	48.8%	44.6%	42.4%	34.7%	36.4%	37.3%	8.3%	9.5%	10.1%	4.3%	4.8%	5.2%	4.0%	4.6%	5.1%	42,101	39,465	35,682	190	193	226
HUD	49.3%	45.1%	40.6%	34.3%	35.5%	38.9%	7.7%	9.9%	10.2%	4.3%	4.4%	4.8%	4.4%	5.1%	5.5%	4,873	5,391	5,297	19	30	41
NARA	53.3%	50.0%	48.5%	32.5%	34.0%	33.4%	7.8%	7.7%	8.5%	3.1%	3.9%	4.2%	3.4%	4.3%	5.3%	1,828	1,837	1,683	9	9	18
NASA	63.0%	60.4%	57.7%	29.6%	30.8%	33.0%	4.3%	5.1%	5.4%	1.7%	2.0%	2.1%	1.4%	1.6%	1.7%	11,669	11,040	9,747	28	37	38
NCUA	43.0%	42.9%	42.4%	37.8%	39.6%	38.5%	8.0%	6.6%	8.5%	7.0%	6.3%	6.3%	4.3%	4.7%	4.2%	654	647	764	2	2	3
NLRB	45.1%	40.7%	40.2%	37.8%	38.6%	40.3%	8.4%	10.3%	8.8%	4.7%	5.4%	5.6%	4.1%	5.0%	5.1%	834	857	888	7	6	3
NRC	59.6%	56.9%	58.2%	31.9%	32.4%	31.4%	4.7%	5.5%	5.4%	2.0%	2.6%	2.5%	1.8%	2.7%	2.4%	2,413	2,119	2,639	6	9	7
NSF	53.9%	53.3%	47.6%	31.7%	30.9%	36.5%	6.4%	8.6%	7.8%	3.7%	3.8%	4.0%	4.3%	3.4%	4.1%	898	840	885	1	5	9
OMB	56.2%	52.5%	47.4%	34.1%	36.3%	39.0%	5.2%	5.5%	7.4%	2.6%	3.0%	3.5%	1.9%	2.7%	2.6%	339	350	302	2	0	2
OPM	54.5%	53.3%	51.8%	32.1%	32.3%	34.3%	6.0%	7.5%	7.1%	3.3%	3.8%	3.8%	4.1%	3.1%	3.0%	2,860	3,138	3,318	14	17	13
PBGC	59.9%	52.6%	48.1%	29.1%	32.7%	36.5%	5.8%	8.1%	8.6%	2.1%	3.2%	3.5%	3.2%	3.4%	3.3%	591	555	614	4	3	5
RRB	43.9%	43.0%	40.5%	38.9%	38.1%	42.4%	10.2%	10.9%	10.1%	2.5%	5.8%	3.3%	4.6%	2.1%	3.7%	437	307	463	2	5	7
SBA	42.4%	43.7%	39.9%	38.1%	35.4%	39.9%	8.2%	9.2%	10.2%	4.7%	4.9%	4.1%	6.6%	6.8%	5.9%	1,483	1,343	1,265	8	9	10
SEC	61.3%	53.9%	47.6%	30.6%	34.1%	39.8%	4.4%	5.9%	6.0%	2.0%	3.2%	3.4%	1.7%	2.9%	3.2%	3,469	3,168	1,884	11	8	8

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	41.4%	39.1%	37.4%	38.5%	39.2%	40.4%	10.0%	10.8%	11.1%	5.1%	5.5%	5.6%	5.1%	5.5%	5.5%	472,921	397,533	410,015	2,324	2,147	2,468
SSA	37.1%	34.6%	33.3%	38.8%	40.8%	42.8%	11.8%	12.4%	13.0%	6.9%	6.3%	5.8%	5.4%	5.9%	5.0%	8,179	8,588	10,116	48	50	92
State	41.8%	36.6%	36.2%	40.7%	41.6%	42.8%	8.5%	10.9%	10.3%	5.4%	6.5%	6.1%	3.6%	4.4%	4.6%	4,098	5,053	3,923	16	26	18
Treas	48.8%	47.6%	46.7%	36.1%	35.8%	36.2%	7.6%	8.1%	8.4%	3.6%	4.0%	3.9%	3.9%	4.5%	4.8%	45,286	44,279	50,496	282	325	340
USAID	43.5%	38.9%	37.9%	40.5%	40.9%	42.5%	8.0%	9.5%	7.8%	4.2%	5.5%	6.0%	3.7%	5.2%	5.8%	2,034	2,234	1,953	6	8	6
USDA	45.4%	43.2%	39.7%	39.8%	41.1%	43.4%	8.0%	8.4%	9.2%	3.7%	3.9%	4.2%	3.1%	3.5%	3.6%	48,081	22,516	20,254	161	83	105
VA	33.7%	33.6%	30.8%	38.9%	39.0%	40.2%	12.5%	13.0%	13.5%	6.7%	7.0%	7.5%	8.2%	7.4%	8.1%	61,444	29,237	30,784	451	184	231
Small Agencies	54.5%	51.9%	49.9%	31.4%	33.4%	33.8%	7.1%	6.7%	8.5%	3.4%	3.7%	4.1%	3.6%	4.3%	3.7%	5,442	5,315	5,033	15	30	32
DOD	42.0%	39.1%	38.0%	39.8%	40.8%	42.1%	9.7%	10.8%	10.8%	4.5%	4.8%	4.8%	3.9%	4.6%	4.3%	68,533	56,796	70,606	347	323	407
USACE	46.1%	42.7%	39.7%	39.7%	40.7%	43.2%	7.7%	8.9%	9.7%	3.6%	4.6%	4.0%	2.8%	3.1%	3.4%	4,320	3,548	4,210	17	17	24
Air Force	42.2%	40.1%	39.0%	39.3%	40.9%	42.6%	9.5%	10.4%	10.3%	4.8%	4.5%	4.4%	4.2%	4.1%	3.7%	16,220	14,946	18,107	99	100	110
Army‡	39.4%	35.4%	35.2%	40.8%	41.8%	42.6%	10.5%	11.7%	11.9%	5.1%	5.6%	5.5%	4.2%	5.5%	4.8%	16,950	13,061	16,092	97	66	112
Navy‡	42.6%	39.8%	38.4%	40.8%	41.9%	43.0%	9.7%	10.8%	10.6%	3.9%	4.1%	4.2%	3.0%	3.5%	3.8%	13,783	10,806	15,726	62	68	91
Marine Corps	45.4%	43.3%	39.1%	36.5%	35.6%	40.4%	9.7%	10.7%	10.5%	4.3%	5.4%	5.8%	4.0%	5.0%	4.2%	1,772	1,172	1,637	9	7	5
DOD 4th Estate	43.7%	41.4%	40.2%	37.5%	37.5%	38.8%	9.2%	10.0%	10.6%	4.4%	5.1%	5.3%	5.2%	6.0%	5.1%	15,488	13,263	14,834	63	65	65

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
BBG	25.8%	25.2%	25.4%	33.0%	30.5%	31.8%	19.8%	20.4%	19.6%	8.6%	10.1%	11.9%	12.8%	13.8%	11.3%	1,047	882	1,079	11	6	8
CSOSA	42.8%	38.5%	39.7%	33.7%	32.1%	31.8%	11.4%	16.2%	14.7%	5.8%	7.6%	7.4%	6.4%	5.6%	6.4%	520	605	631	1	2	3
DHS	26.5%	23.7%	21.4%	36.2%	36.1%	36.0%	18.3%	18.4%	18.8%	10.2%	11.1%	12.7%	8.8%	10.6%	11.1%	45,944	45,723	41,811	195	195	152
DOC	34.7%	34.6%	32.2%	35.6%	34.8%	36.5%	16.9%	17.2%	17.2%	8.0%	8.4%	8.7%	4.8%	5.0%	5.4%	10,221	9,539	9,863	61	65	71
DOE	37.6%	35.1%	30.0%	36.8%	37.0%	38.1%	13.6%	14.1%	16.0%	7.2%	8.0%	9.4%	4.9%	5.7%	6.4%	8,456	7,919	8,332	33	29	24
DOI	32.7%	30.8%	28.3%	37.8%	37.6%	38.3%	15.6%	15.8%	16.5%	8.1%	8.9%	9.9%	5.8%	7.0%	7.0%	25,227	22,493	25,703	142	121	138
DOJ	31.7%	31.0%	31.3%	36.0%	36.2%	37.7%	17.0%	16.4%	16.0%	8.8%	9.6%	9.3%	6.5%	6.8%	5.6%	15,425	15,804	19,443	75	74	93
DOL	36.9%	34.5%	30.7%	32.5%	34.4%	35.3%	15.6%	15.9%	17.4%	7.9%	8.5%	9.2%	7.0%	6.7%	7.5%	8,626	11,054	11,119	48	76	75
DOT	33.7%	31.6%	30.6%	37.1%	37.2%	37.3%	15.1%	16.1%	16.2%	8.2%	8.9%	9.5%	5.9%	6.3%	6.3%	16,450	14,548	15,234	73	76	80
Educ	41.3%	39.0%	37.8%	34.6%	34.5%	35.4%	11.2%	13.5%	13.2%	7.0%	7.1%	7.7%	5.8%	5.9%	5.9%	2,764	2,818	2,658	29	11	13
EEOC	37.4%	36.0%	33.4%	30.7%	32.2%	29.8%	16.9%	15.9%	17.9%	7.7%	9.3%	11.2%	7.4%	6.7%	7.8%	1,402	1,471	1,221	8	9	4
EPA	38.8%	33.4%	31.6%	37.4%	38.9%	38.8%	12.7%	14.3%	13.8%	6.8%	8.1%	9.4%	4.3%	5.4%	6.3%	9,230	9,981	4,373	35	43	19
FCC	36.9%	34.1%	36.6%	34.3%	33.0%	29.9%	14.8%	17.1%	17.8%	8.8%	9.8%	8.5%	5.3%	6.0%	7.2%	691	625	548	2	10	3
FERC	48.9%	44.1%	42.7%	33.3%	33.7%	33.4%	9.0%	12.5%	13.1%	5.8%	5.8%	7.3%	3.0%	3.9%	3.5%	1,057	1,136	979	2	4	6
FTC	49.8%	49.3%	43.8%	31.7%	29.1%	28.6%	9.1%	10.3%	15.1%	6.3%	6.9%	8.2%	3.0%	4.5%	4.3%	604	630	613	0	0	3

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
GSA	47.0%	43.3%	39.3%	32.6%	33.3%	34.2%	11.3%	12.7%	14.0%	5.0%	5.7%	6.6%	4.1%	4.9%	5.9%	7,380	6,909	7,687	21	23	40
HHS	38.5%	35.4%	32.8%	34.2%	34.7%	35.8%	14.2%	14.7%	15.2%	7.4%	8.6%	9.2%	5.7%	6.5%	7.0%	42,073	39,390	35,632	155	177	195
HUD	39.2%	35.5%	31.9%	33.9%	34.0%	34.1%	14.0%	14.7%	16.4%	6.9%	8.2%	9.6%	6.1%	7.6%	8.0%	4,869	5,381	5,298	11	20	32
NARA	39.8%	38.9%	36.3%	31.5%	31.3%	31.0%	14.8%	13.8%	15.5%	8.1%	7.5%	8.4%	5.8%	8.4%	8.8%	1,829	1,836	1,686	7	7	6
NASA	51.2%	48.5%	45.9%	32.9%	33.8%	35.1%	9.1%	10.1%	11.1%	4.2%	4.6%	4.6%	2.6%	3.0%	3.3%	11,640	11,021	9,744	34	37	31
NCUA	36.4%	37.7%	36.8%	36.5%	37.7%	40.3%	13.2%	12.1%	11.8%	8.3%	7.6%	7.4%	5.6%	5.0%	3.7%	651	644	761	3	3	4
NLRB	31.9%	28.0%	29.1%	37.4%	35.1%	33.6%	16.0%	17.9%	17.6%	9.2%	12.8%	11.9%	5.4%	6.2%	7.9%	827	848	880	12	15	8
NRC	44.1%	41.0%	43.6%	34.5%	35.2%	34.2%	11.5%	12.4%	11.5%	5.7%	6.8%	6.5%	4.1%	4.6%	4.2%	2,408	2,108	2,630	5	13	10
NSF	45.6%	44.7%	38.8%	31.5%	29.8%	33.9%	11.1%	12.7%	12.7%	6.4%	7.2%	7.6%	5.4%	5.7%	7.0%	898	842	888	1	2	4
OMB	47.7%	43.8%	40.8%	32.7%	36.2%	40.3%	12.8%	10.6%	10.5%	4.2%	6.1%	5.2%	2.7%	3.3%	3.1%	336	349	301	3	1	2
OPM	39.8%	38.3%	35.7%	33.4%	33.3%	33.8%	14.7%	15.7%	18.0%	6.2%	7.2%	7.3%	5.9%	5.5%	5.1%	2,850	3,123	3,309	14	27	23
PBGC	45.2%	37.1%	35.5%	33.4%	36.9%	37.5%	10.9%	13.2%	13.0%	6.9%	7.6%	7.7%	3.6%	5.2%	6.3%	589	546	614	6	7	5
RRB	34.8%	28.1%	25.9%	33.7%	34.9%	39.5%	15.9%	19.7%	18.4%	10.2%	11.9%	9.4%	5.4%	5.4%	6.8%	435	304	460	3	7	8
SBA	34.1%	33.1%	30.0%	32.6%	31.1%	30.8%	15.0%	15.4%	16.9%	8.6%	9.4%	11.0%	9.7%	11.0%	11.3%	1,474	1,347	1,265	10	5	10
SEC	43.9%	38.0%	33.7%	33.4%	35.0%	33.2%	12.1%	14.7%	15.5%	6.5%	7.1%	10.1%	4.1%	5.2%	7.5%	3,462	3,146	1,879	18	20	9

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	29.9%	28.5%	35.7%	36.3%	36.9%	16.5%	16.9%	17.3%	9.0%	9.5%	9.8%	7.0%	7.5%	7.5%	472,151	396,644	409,471	2,221	2,033	2,240
SSA	28.4%	26.5%	26.4%	34.7%	35.6%	36.8%	18.1%	18.9%	19.3%	11.2%	11.0%	10.5%	7.6%	7.9%	7.0%	8,178	8,554	10,097	40	55	91
State	37.5%	33.7%	33.9%	39.4%	40.2%	41.9%	11.6%	13.2%	11.3%	7.1%	8.3%	7.7%	4.5%	4.6%	5.1%	4,093	5,037	3,909	14	23	21
Treas	37.1%	35.9%	34.8%	35.4%	35.1%	34.9%	14.7%	15.0%	15.9%	6.9%	7.5%	7.7%	5.8%	6.5%	6.8%	45,199	44,186	50,389	299	305	362
USAID	39.8%	35.9%	35.3%	37.7%	38.1%	39.1%	10.5%	11.9%	11.3%	6.7%	7.8%	8.3%	5.3%	6.4%	6.1%	2,031	2,227	1,950	7	7	3
USDA	33.0%	31.0%	28.8%	40.0%	40.6%	41.7%	15.2%	15.8%	16.2%	7.1%	7.7%	7.9%	4.6%	5.0%	5.4%	47,995	22,463	20,210	155	70	99
VA	26.5%	26.6%	24.5%	33.3%	34.0%	34.6%	18.9%	18.7%	19.4%	10.8%	11.1%	11.4%	10.4%	9.6%	10.1%	61,351	29,191	30,729	398	171	213
Small Agencies	40.5%	38.8%	35.7%	32.6%	33.6%	34.6%	13.2%	13.6%	13.7%	7.6%	7.7%	8.5%	6.1%	6.3%	7.6%	5,431	5,322	5,020	24	17	34
DOD	31.9%	29.5%	28.8%	36.6%	37.5%	38.2%	16.3%	16.8%	17.3%	8.9%	9.2%	9.1%	6.2%	7.0%	6.6%	68,488	56,642	70,526	266	300	338
USACE	34.5%	31.9%	29.3%	39.7%	39.8%	39.8%	14.1%	14.8%	16.9%	7.3%	8.6%	8.4%	4.4%	4.9%	5.5%	4,314	3,536	4,205	18	18	22
Air Force	32.4%	31.6%	30.4%	36.0%	36.4%	38.4%	16.1%	16.2%	16.1%	9.1%	9.0%	9.0%	6.5%	6.8%	6.2%	16,223	14,923	18,084	64	72	90
Army‡	30.0%	26.6%	26.7%	36.0%	36.8%	37.1%	16.9%	17.4%	18.5%	10.2%	10.4%	10.1%	6.9%	8.8%	7.5%	16,950	13,027	16,084	63	59	86
Navy‡	32.3%	29.0%	28.6%	38.4%	39.9%	40.1%	16.7%	17.5%	17.4%	7.7%	8.4%	8.3%	4.9%	5.3%	5.7%	13,762	10,776	15,718	65	61	67
Marine Corps	35.3%	31.7%	31.1%	34.9%	35.1%	36.2%	15.5%	15.3%	15.6%	7.6%	11.3%	9.4%	6.7%	6.6%	7.7%	1,771	1,166	1,630	4	9	5
DOD 4th Estate	32.9%	31.6%	30.5%	34.3%	35.5%	36.3%	15.8%	16.4%	16.7%	9.5%	8.6%	9.1%	7.4%	7.9%	7.4%	15,468	13,214	14,805	52	81	68

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
BBG	23.0%	24.5%	23.4%	35.8%	32.5%	36.2%	21.3%	20.9%	19.4%	8.1%	8.9%	10.6%	11.8%	13.1%	10.5%	1,037	849	1,046	19	26	32
CSOSA	39.6%	35.4%	36.5%	34.0%	32.2%	32.5%	13.0%	15.9%	13.9%	6.7%	8.7%	10.3%	6.7%	7.8%	6.8%	519	596	626	3	1	3
DHS	25.5%	22.3%	20.3%	35.2%	34.3%	33.8%	19.1%	19.9%	20.8%	10.2%	11.7%	12.9%	9.9%	11.9%	12.2%	45,537	45,115	41,458	412	473	452
DOC	34.6%	33.5%	32.6%	37.5%	36.9%	36.7%	15.2%	14.9%	15.7%	7.5%	8.7%	8.7%	5.1%	6.1%	6.2%	10,195	9,482	9,788	70	73	87
DOE	33.6%	30.7%	25.3%	37.1%	36.7%	36.7%	14.8%	16.4%	18.1%	8.3%	9.1%	11.2%	6.3%	7.2%	8.6%	8,413	7,848	8,240	60	66	62
DOI	29.6%	27.2%	24.8%	37.3%	36.3%	37.2%	17.3%	18.1%	18.9%	8.8%	10.2%	10.7%	7.1%	8.2%	8.4%	24,924	22,155	25,313	315	260	305
DOJ	30.1%	29.3%	29.3%	35.2%	35.1%	36.1%	17.5%	17.6%	17.8%	9.2%	9.0%	9.5%	8.0%	9.0%	7.3%	15,278	15,633	19,166	171	170	235
DOL	36.0%	32.8%	29.8%	34.9%	34.9%	36.1%	13.4%	16.2%	16.6%	7.8%	8.6%	8.9%	7.9%	7.6%	8.5%	8,572	10,974	11,014	77	111	119
DOT	31.6%	29.0%	28.3%	36.1%	36.3%	36.4%	16.7%	17.0%	17.4%	8.7%	9.6%	10.1%	6.9%	8.1%	7.8%	16,327	14,343	15,052	153	198	163
Educ	37.3%	35.2%	33.9%	33.2%	32.6%	33.8%	13.9%	15.6%	15.1%	8.5%	8.2%	9.0%	7.0%	8.4%	8.3%	2,754	2,791	2,617	24	23	29
EEOC	36.9%	36.4%	33.1%	32.1%	32.9%	32.9%	15.5%	16.1%	16.2%	7.5%	7.3%	9.5%	8.0%	7.2%	8.4%	1,388	1,459	1,201	15	11	14
EPA	34.5%	29.5%	26.9%	37.8%	38.0%	37.6%	14.7%	16.0%	17.1%	7.7%	9.4%	11.0%	5.3%	7.0%	7.4%	9,169	9,900	4,333	58	64	34
FCC	35.1%	32.1%	32.0%	34.3%	33.9%	34.7%	15.9%	18.5%	18.0%	8.7%	7.9%	6.6%	6.0%	7.6%	8.7%	676	613	544	15	14	6
FERC	44.1%	39.9%	36.6%	34.5%	34.7%	36.3%	12.4%	14.0%	13.6%	5.2%	6.2%	8.4%	3.7%	5.1%	5.1%	1,049	1,110	976	11	16	8
FTC	47.7%	41.8%	40.0%	31.9%	32.9%	30.9%	10.1%	12.8%	14.4%	7.2%	7.2%	9.3%	3.1%	5.4%	5.5%	600	623	608	2	5	7

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
GSA	44.2%	39.7%	36.1%	32.9%	33.2%	34.1%	12.1%	14.8%	15.4%	6.3%	6.4%	7.4%	4.5%	5.9%	7.0%	7,299	6,785	7,587	70	61	73
HHS	35.6%	32.1%	29.6%	34.3%	34.5%	34.9%	15.5%	17.0%	17.5%	7.9%	8.7%	9.8%	6.7%	7.7%	8.3%	41,711	38,917	35,227	384	399	407
HUD	36.3%	32.5%	28.3%	33.9%	32.5%	32.6%	15.3%	17.2%	18.9%	6.9%	8.5%	10.5%	7.5%	9.2%	9.6%	4,815	5,303	5,187	49	74	93
NARA	38.9%	38.4%	34.2%	34.2%	33.0%	32.5%	13.9%	13.6%	15.5%	6.7%	7.4%	8.4%	6.4%	7.6%	9.4%	1,815	1,813	1,675	11	18	11
NASA	45.8%	42.0%	39.7%	34.2%	35.6%	36.5%	11.5%	12.3%	13.4%	5.1%	6.3%	6.1%	3.3%	3.8%	4.3%	11,586	10,912	9,641	62	105	77
NCUA	32.3%	33.2%	33.2%	35.4%	36.0%	37.9%	13.4%	15.6%	13.2%	9.5%	8.4%	10.7%	9.4%	6.8%	5.0%	643	640	757	6	4	5
NLRB	31.4%	27.7%	27.5%	38.4%	35.9%	34.5%	16.0%	19.0%	18.9%	7.3%	10.4%	11.7%	6.9%	7.0%	7.4%	824	840	870	12	15	18
NRC	37.2%	36.6%	37.0%	35.9%	34.8%	36.4%	14.5%	13.4%	12.6%	7.0%	9.2%	8.1%	5.4%	6.0%	5.9%	2,388	2,092	2,617	17	16	20
NSF	42.6%	39.6%	34.9%	31.0%	33.1%	33.1%	13.5%	12.4%	14.5%	6.3%	7.3%	8.9%	6.6%	7.5%	8.5%	889	834	875	7	4	15
OMB	40.3%	32.3%	33.8%	37.5%	40.6%	37.5%	12.7%	13.6%	15.2%	5.6%	7.9%	7.6%	4.0%	5.6%	6.0%	323	340	292	15	3	8
OPM	40.6%	38.5%	37.8%	35.5%	36.5%	36.2%	11.5%	12.4%	13.7%	6.9%	6.8%	7.1%	5.5%	5.8%	5.3%	2,852	3,113	3,295	15	26	17
PBGC	40.5%	34.0%	31.2%	34.7%	37.0%	35.2%	13.6%	14.5%	17.5%	6.2%	7.8%	8.2%	5.0%	6.7%	8.0%	591	535	605	6	12	6
RRB	33.6%	29.5%	27.9%	34.0%	32.5%	37.8%	14.6%	20.8%	17.3%	9.8%	10.0%	8.7%	8.0%	7.2%	8.4%	434	305	463	2	2	7
SBA	32.0%	31.3%	27.3%	34.4%	32.4%	32.9%	14.1%	15.9%	16.6%	8.9%	9.7%	10.4%	10.6%	10.6%	12.8%	1,469	1,327	1,248	12	12	13
SEC	38.0%	31.5%	28.3%	34.9%	34.9%	33.1%	13.9%	17.6%	18.8%	7.7%	8.4%	10.7%	5.5%	7.5%	9.1%	3,457	3,126	1,851	18	35	20

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.1%	26.7%	35.4%	35.3%	35.8%	17.4%	18.2%	18.7%	9.1%	9.7%	10.2%	8.0%	8.8%	8.5%	468,047	391,835	404,650	4,670	4,496	4,783
SSA	28.8%	27.0%	26.4%	36.0%	36.2%	38.0%	16.3%	17.5%	18.0%	10.7%	10.8%	10.3%	8.2%	8.5%	7.3%	8,132	8,479	10,042	58	80	95
State	30.9%	28.5%	28.1%	38.2%	38.4%	38.1%	17.5%	16.8%	17.3%	7.5%	10.3%	10.3%	5.9%	6.0%	6.2%	4,053	4,963	3,860	37	50	53
Treas	36.6%	34.9%	34.1%	35.4%	35.4%	35.2%	14.6%	15.3%	15.5%	7.0%	7.2%	7.6%	6.5%	7.2%	7.6%	44,869	43,721	49,871	480	592	657
USAID	30.8%	27.8%	27.8%	35.8%	35.9%	35.9%	17.5%	18.0%	16.8%	8.9%	9.9%	11.8%	7.0%	8.4%	7.8%	2,007	2,187	1,908	25	31	29
USDA	30.6%	28.3%	25.6%	38.8%	39.3%	39.9%	16.4%	17.3%	17.9%	8.3%	8.5%	10.0%	5.9%	6.6%	6.7%	47,703	22,262	20,049	300	144	167
VA	26.8%	26.5%	24.5%	34.0%	34.8%	34.8%	18.3%	18.4%	19.1%	9.9%	10.1%	11.0%	10.9%	10.2%	10.7%	60,706	28,802	30,331	783	428	419
Small Agencies	37.0%	34.8%	32.9%	33.0%	33.6%	33.1%	15.1%	15.2%	15.8%	7.8%	8.8%	9.2%	7.1%	7.5%	9.0%	5,363	5,264	4,956	57	43	74
DOD	29.6%	27.2%	26.6%	35.5%	35.1%	36.1%	18.3%	19.4%	19.7%	9.5%	9.9%	10.0%	7.2%	8.4%	7.7%	67,680	55,784	69,461	839	831	943
USACE	31.6%	28.4%	26.2%	39.3%	38.7%	37.7%	15.4%	17.3%	19.2%	8.1%	8.6%	10.2%	5.5%	7.0%	6.7%	4,291	3,497	4,175	32	41	40
Air Force	31.2%	30.2%	28.5%	34.2%	34.2%	36.3%	17.8%	18.3%	18.7%	9.2%	9.6%	9.1%	7.6%	7.7%	7.4%	15,992	14,656	17,775	232	258	272
Army‡	27.8%	25.1%	25.2%	35.2%	33.7%	35.3%	18.8%	20.1%	20.4%	10.2%	10.8%	10.8%	8.0%	10.2%	8.3%	16,734	12,831	15,826	211	176	194
Navy‡	28.6%	25.5%	25.2%	37.0%	37.1%	37.3%	19.4%	20.6%	20.6%	9.1%	9.5%	9.8%	5.9%	7.3%	7.1%	13,610	10,608	15,481	173	165	221
Marine Corps	30.9%	28.4%	27.7%	35.0%	32.5%	34.1%	18.1%	19.4%	19.6%	8.6%	11.9%	10.6%	7.5%	7.9%	8.1%	1,756	1,150	1,621	12	16	13
DOD 4th Estate	31.4%	29.7%	28.9%	33.6%	34.4%	35.1%	17.1%	17.8%	18.3%	9.7%	9.1%	9.6%	8.2%	9.0%	8.1%	15,297	13,042	14,583	179	175	203

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
BBG	26.1%	26.9%	26.7%	35.3%	34.1%	33.2%	25.8%	24.7%	26.0%	4.6%	5.1%	7.2%	8.2%	9.2%	6.9%	961	790	997	93	89	85
CSOSA	39.7%	35.5%	35.6%	32.5%	31.9%	35.2%	18.2%	22.1%	19.5%	4.0%	5.8%	4.7%	5.6%	4.6%	5.0%	499	574	580	23	32	46
DHS	27.2%	24.3%	21.6%	36.2%	35.2%	35.2%	24.5%	26.0%	27.3%	5.0%	6.3%	7.2%	7.1%	8.3%	8.8%	42,546	41,927	38,314	3,500	3,891	3,550
DOC	37.8%	35.8%	34.8%	37.4%	37.7%	37.3%	18.6%	19.5%	20.5%	3.2%	3.7%	3.9%	3.0%	3.4%	3.5%	9,276	8,578	8,849	980	1,013	1,053
DOE	36.2%	33.6%	28.3%	37.6%	37.4%	38.5%	19.2%	20.8%	23.5%	3.7%	3.8%	4.7%	3.3%	4.3%	5.0%	7,706	7,131	7,467	766	806	870
DOI	31.9%	29.1%	26.6%	38.6%	38.0%	38.6%	20.4%	22.6%	24.3%	4.4%	4.8%	5.1%	4.6%	5.4%	5.5%	23,223	20,636	23,477	2,096	1,949	2,309
DOJ	32.1%	31.6%	31.4%	36.6%	37.3%	38.7%	21.6%	21.6%	21.3%	4.9%	4.4%	4.4%	4.8%	5.0%	4.2%	14,365	14,718	18,076	1,107	1,127	1,414
DOL	39.6%	36.1%	33.3%	34.7%	35.9%	35.9%	17.0%	18.7%	21.2%	3.5%	4.3%	4.0%	5.2%	5.0%	5.7%	7,950	10,177	10,167	707	936	1,022
DOT	34.5%	32.6%	32.0%	38.0%	39.1%	38.1%	19.9%	20.0%	21.0%	3.5%	3.7%	4.1%	4.0%	4.6%	4.9%	15,174	13,247	13,784	1,299	1,349	1,493
Educ	44.0%	39.4%	39.6%	33.8%	35.1%	35.2%	15.6%	17.3%	18.0%	2.7%	3.3%	3.1%	3.9%	4.9%	4.1%	2,555	2,618	2,431	233	209	235
EEOC	43.6%	41.9%	39.1%	31.5%	32.9%	32.5%	16.2%	16.6%	18.1%	3.9%	3.6%	4.7%	4.8%	5.0%	5.6%	1,327	1,370	1,142	83	109	82
EPA	37.7%	31.5%	30.2%	38.6%	39.3%	39.5%	17.7%	21.3%	21.4%	3.3%	3.6%	4.7%	2.8%	4.3%	4.1%	8,393	8,858	3,826	851	1,140	550
FCC	38.7%	38.1%	37.2%	33.3%	34.2%	34.5%	19.8%	17.7%	18.5%	4.3%	4.2%	4.7%	3.9%	5.8%	5.0%	628	547	491	63	82	61
FERC	48.7%	44.6%	42.2%	34.1%	35.2%	33.9%	13.6%	15.7%	19.5%	1.8%	1.8%	2.6%	1.8%	2.8%	1.9%	989	1,026	886	73	106	94
FTC	50.4%	47.5%	41.3%	31.2%	31.2%	34.2%	12.7%	13.4%	16.2%	2.5%	4.2%	4.1%	3.2%	3.7%	4.2%	550	569	553	53	62	63

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
GSA	47.5%	42.6%	39.2%	33.2%	34.8%	35.1%	14.3%	16.5%	18.4%	2.3%	2.5%	3.2%	2.6%	3.7%	4.2%	6,925	6,376	7,107	476	544	613
HHS	38.9%	35.0%	32.4%	35.5%	36.3%	36.8%	17.1%	19.1%	20.3%	3.9%	4.4%	4.7%	4.5%	5.1%	5.8%	39,110	36,391	32,820	3,000	3,079	2,965
HUD	39.4%	34.8%	31.4%	34.0%	33.8%	33.8%	18.1%	20.7%	22.7%	3.3%	4.4%	5.4%	5.1%	6.3%	6.7%	4,526	4,994	4,852	343	396	453
NARA	40.5%	39.7%	36.5%	33.4%	32.8%	33.4%	18.7%	18.4%	18.6%	4.0%	4.0%	5.1%	3.4%	5.0%	6.3%	1,678	1,707	1,550	148	124	147
NASA	49.7%	46.7%	44.6%	34.5%	35.6%	36.4%	12.3%	13.6%	14.9%	2.0%	2.0%	2.0%	1.5%	2.1%	2.0%	10,841	10,137	8,953	825	893	805
NCUA	39.0%	39.6%	37.8%	36.9%	36.2%	39.2%	16.8%	16.6%	17.7%	2.6%	3.4%	2.5%	4.8%	4.1%	2.8%	585	583	688	68	64	77
NLRB	38.1%	32.8%	32.8%	35.4%	38.9%	37.3%	18.5%	19.9%	19.0%	3.8%	3.7%	4.1%	4.2%	4.7%	6.7%	749	763	799	85	93	90
NRC	43.2%	43.1%	43.0%	35.5%	35.1%	35.6%	15.9%	15.0%	15.8%	2.6%	3.3%	2.8%	2.8%	3.5%	2.8%	2,178	1,905	2,387	231	213	251
NSF	45.6%	43.0%	39.5%	32.0%	31.5%	33.5%	14.8%	16.7%	17.6%	3.4%	3.7%	4.0%	4.3%	5.1%	5.5%	841	786	827	54	56	65
OMB	43.6%	34.6%	34.9%	34.4%	42.2%	39.6%	14.3%	15.0%	18.8%	4.9%	4.4%	3.9%	2.9%	3.9%	2.7%	318	324	275	23	25	27
OPM	43.0%	41.7%	40.7%	36.5%	35.6%	35.7%	14.4%	16.8%	17.7%	2.6%	2.3%	2.2%	3.5%	3.6%	3.6%	2,607	2,833	2,984	260	301	336
PBGC	43.5%	38.9%	35.3%	36.0%	36.7%	38.3%	15.2%	15.2%	17.8%	3.3%	3.4%	3.5%	2.0%	5.8%	5.1%	554	494	562	37	61	57
RRB	36.7%	31.0%	28.0%	35.3%	39.7%	43.0%	20.1%	23.9%	21.3%	3.8%	1.3%	3.4%	4.1%	4.1%	4.3%	388	272	408	49	40	61
SBA	34.8%	34.6%	31.7%	35.7%	33.2%	34.5%	18.6%	20.7%	20.7%	3.6%	3.6%	5.3%	7.4%	7.9%	7.8%	1,372	1,252	1,161	108	98	111
SEC	45.7%	40.5%	35.8%	34.0%	35.5%	36.6%	15.3%	16.6%	17.4%	2.4%	3.4%	4.5%	2.7%	4.0%	5.7%	3,126	2,794	1,648	347	371	237

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	32.6%	30.6%	29.0%	37.0%	37.3%	37.9%	20.7%	21.7%	22.4%	4.4%	4.7%	5.0%	5.3%	5.8%	5.7%	438,339	365,376	376,582	34,846	32,531	34,337
SSA	29.9%	27.8%	27.5%	36.8%	38.5%	39.3%	23.0%	23.2%	23.7%	4.9%	5.0%	4.6%	5.5%	5.5%	4.9%	7,561	7,937	9,344	625	664	812
State	34.8%	32.5%	32.8%	41.4%	40.7%	40.3%	16.8%	18.8%	19.7%	3.8%	4.6%	3.9%	3.2%	3.5%	3.4%	3,841	4,670	3,616	267	391	303
Treas	39.1%	37.7%	36.8%	36.0%	35.8%	35.9%	17.3%	18.4%	18.6%	3.2%	3.2%	3.5%	4.4%	4.8%	5.3%	41,555	40,525	46,107	3,764	3,846	4,528
USAID	38.5%	34.5%	33.5%	38.3%	39.7%	40.3%	16.3%	17.3%	17.5%	3.4%	4.0%	4.8%	3.5%	4.4%	3.9%	1,911	2,052	1,793	124	182	158
USDA	32.9%	31.2%	28.3%	42.0%	42.4%	43.1%	18.5%	19.3%	20.9%	3.3%	3.4%	4.0%	3.3%	3.7%	3.7%	45,623	21,229	19,084	2,403	1,257	1,211
VA	28.7%	28.1%	26.3%	35.8%	36.8%	37.4%	21.9%	21.9%	22.5%	5.6%	5.5%	6.1%	8.2%	7.7%	7.8%	57,110	27,180	28,611	4,448	2,136	2,270
Small Agencies	41.9%	39.2%	36.9%	33.8%	34.7%	34.5%	16.3%	17.7%	19.2%	3.8%	3.4%	4.1%	4.3%	5.0%	5.3%	5,001	4,910	4,578	436	421	472
DOD	32.4%	30.2%	28.9%	37.6%	37.5%	38.7%	21.0%	22.3%	22.7%	4.3%	4.7%	4.7%	4.6%	5.3%	5.0%	63,797	52,496	65,388	4,798	4,376	5,361
USACE	33.6%	29.6%	26.7%	40.5%	40.4%	41.8%	19.0%	22.1%	23.2%	3.5%	4.0%	4.6%	3.3%	3.9%	3.6%	3,991	3,274	3,854	332	273	378
Air Force	33.7%	32.4%	30.8%	35.6%	36.3%	38.8%	21.4%	21.6%	21.5%	4.3%	4.5%	4.2%	5.0%	5.1%	4.7%	15,040	13,807	16,732	1,209	1,173	1,388
Army‡	30.7%	28.2%	27.2%	38.1%	36.4%	38.1%	21.0%	23.3%	23.3%	5.0%	5.4%	5.4%	5.2%	6.7%	5.9%	15,897	12,144	15,017	1,053	924	1,142
Navy‡	31.7%	28.8%	28.3%	39.4%	40.3%	39.9%	21.9%	22.9%	23.2%	3.7%	4.1%	4.3%	3.4%	3.9%	4.3%	12,818	10,016	14,556	982	811	1,196
Marine Corps	32.3%	31.8%	29.9%	36.0%	33.5%	33.5%	22.7%	23.0%	26.9%	3.6%	6.2%	4.5%	5.4%	5.5%	5.2%	1,644	1,082	1,516	135	88	113
DOD 4th Estate	34.8%	33.4%	31.1%	35.4%	35.8%	37.3%	19.2%	20.5%	21.1%	4.9%	4.5%	4.8%	5.7%	5.8%	5.7%	14,407	12,173	13,713	1,087	1,107	1,144

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
BBG	22.2%	21.5%	22.2%	33.3%	31.2%	34.0%	23.1%	23.1%	21.9%	10.1%	11.3%	11.4%	11.2%	13.0%	10.6%	1,046	875	1,067	10	10	11
CSOSA	39.6%	34.5%	34.9%	33.5%	34.3%	33.2%	15.1%	17.2%	17.4%	5.3%	7.9%	8.2%	6.5%	6.1%	6.3%	522	600	629	1	0	1
DHS	24.4%	21.4%	19.3%	36.7%	35.7%	35.3%	19.3%	20.2%	20.8%	10.4%	11.9%	13.1%	9.2%	10.8%	11.5%	45,822	45,552	41,707	200	229	182
DOC	32.8%	32.1%	30.9%	38.2%	37.3%	37.2%	15.8%	16.4%	16.9%	8.6%	8.6%	9.4%	4.6%	5.6%	5.7%	10,215	9,561	9,861	40	38	50
DOE	30.9%	27.9%	23.2%	37.9%	38.2%	38.0%	16.9%	18.1%	19.9%	8.9%	9.2%	11.4%	5.4%	6.5%	7.6%	8,439	7,903	8,304	35	33	31
DOI	26.1%	23.3%	21.4%	37.2%	36.9%	37.4%	19.9%	20.9%	21.9%	10.1%	11.1%	11.4%	6.7%	7.8%	7.8%	25,149	22,421	25,598	146	153	174
DOJ	27.9%	27.8%	27.6%	37.1%	36.4%	37.1%	18.1%	17.4%	18.9%	9.6%	10.7%	9.9%	7.3%	7.7%	6.5%	15,399	15,757	19,374	84	80	97
DOL	34.9%	31.3%	28.5%	35.3%	36.9%	37.5%	15.3%	16.5%	17.6%	7.4%	8.4%	8.8%	7.1%	6.9%	7.6%	8,618	11,035	11,109	39	70	65
DOT	29.4%	26.6%	26.5%	37.9%	38.9%	37.3%	18.0%	18.0%	19.6%	8.5%	9.5%	10.1%	6.1%	6.9%	6.6%	16,432	14,509	15,176	71	82	101
Educ	35.7%	32.0%	32.1%	35.3%	35.1%	35.2%	14.4%	15.8%	15.9%	8.1%	9.4%	9.4%	6.5%	7.7%	7.4%	2,758	2,813	2,648	25	12	16
EEOC	36.8%	35.4%	32.4%	34.1%	34.5%	33.1%	14.7%	14.9%	17.0%	7.1%	8.2%	9.0%	7.3%	7.0%	8.4%	1,393	1,468	1,220	5	4	2
EPA	30.1%	24.7%	23.0%	38.8%	39.3%	38.7%	17.6%	19.7%	20.7%	8.6%	10.0%	10.7%	4.9%	6.3%	6.9%	9,202	9,933	4,346	39	52	24
FCC	32.6%	29.0%	30.2%	34.5%	37.3%	36.5%	19.9%	18.7%	18.9%	7.2%	8.9%	6.7%	5.8%	6.1%	7.7%	684	627	550	3	6	2
FERC	40.5%	35.5%	35.8%	36.6%	37.2%	34.0%	14.5%	16.1%	17.6%	4.8%	6.8%	8.2%	3.6%	4.4%	4.4%	1,057	1,131	978	3	8	4
FTC	45.3%	38.7%	35.5%	34.8%	35.1%	36.8%	11.2%	13.4%	14.7%	5.6%	7.2%	7.5%	3.0%	5.6%	5.5%	599	627	609	3	1	3

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
GSA	42.4%	38.5%	34.5%	34.2%	34.6%	34.9%	13.1%	14.6%	16.5%	6.0%	6.5%	7.9%	4.2%	5.8%	6.2%	7,346	6,880	7,677	39	33	39
HHS	33.5%	29.7%	27.7%	35.3%	35.7%	35.6%	16.6%	18.0%	18.7%	8.4%	9.4%	10.3%	6.2%	7.2%	7.9%	41,863	39,279	35,538	196	213	207
HUD	34.6%	30.5%	26.8%	34.5%	34.3%	33.6%	16.6%	17.9%	20.2%	7.6%	9.0%	10.4%	6.8%	8.3%	9.0%	4,860	5,360	5,267	15	36	55
NARA	36.6%	35.7%	31.5%	33.2%	32.4%	33.4%	15.9%	15.2%	16.8%	8.8%	8.9%	9.4%	5.5%	7.9%	8.9%	1,820	1,831	1,682	8	10	10
NASA	40.7%	37.9%	35.8%	36.6%	36.9%	37.6%	14.1%	14.9%	15.9%	5.6%	6.7%	6.8%	3.0%	3.4%	3.9%	11,613	10,980	9,697	45	53	58
NCUA	30.9%	33.2%	32.1%	37.1%	38.2%	39.8%	15.5%	13.3%	15.1%	8.9%	9.7%	8.5%	7.6%	5.6%	4.4%	648	646	760	5	3	5
NLRB	29.8%	26.3%	26.3%	38.9%	41.7%	37.4%	16.8%	14.7%	16.7%	7.7%	8.9%	11.6%	6.9%	8.5%	8.0%	832	855	885	6	5	3
NRC	35.0%	34.6%	34.5%	38.4%	37.7%	38.4%	14.9%	13.7%	15.0%	7.2%	8.5%	7.0%	4.6%	5.5%	5.1%	2,400	2,112	2,616	13	9	10
NSF	39.0%	34.2%	32.8%	32.1%	33.7%	33.5%	14.7%	17.1%	14.9%	8.1%	8.9%	10.9%	6.1%	6.1%	7.8%	895	839	882	4	2	8
OMB	35.6%	28.8%	28.1%	36.3%	39.8%	40.7%	17.9%	17.0%	19.2%	7.2%	9.5%	8.5%	3.0%	4.9%	3.5%	336	346	299	5	1	2
OPM	38.8%	37.2%	35.5%	36.6%	37.2%	37.8%	12.8%	13.9%	14.9%	6.6%	6.4%	7.0%	5.2%	5.4%	4.9%	2,855	3,120	3,311	11	20	14
PBGC	39.1%	32.1%	29.8%	35.2%	38.6%	37.8%	15.7%	15.0%	16.9%	6.1%	8.2%	8.8%	3.9%	6.0%	6.6%	589	547	612	4	8	5
RRB	32.7%	27.2%	24.2%	35.8%	35.6%	40.2%	15.3%	19.9%	20.3%	9.7%	9.3%	7.4%	6.5%	8.0%	7.9%	429	309	460	3	2	4
SBA	29.1%	29.0%	25.9%	35.2%	32.7%	32.9%	16.9%	16.9%	19.5%	8.4%	10.8%	10.2%	10.2%	10.7%	11.5%	1,467	1,335	1,264	12	7	6
SEC	36.0%	30.0%	25.4%	36.8%	37.4%	36.0%	15.1%	17.3%	18.8%	7.1%	8.5%	10.9%	5.0%	6.7%	8.9%	3,459	3,138	1,872	14	20	10

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	28.0%	26.3%	24.9%	36.2%	36.1%	36.5%	18.5%	19.1%	19.9%	9.7%	10.3%	10.7%	7.5%	8.2%	8.1%	470,605	395,581	408,296	2,367	2,285	2,452
SSA	27.2%	25.7%	25.2%	37.2%	37.3%	39.5%	18.5%	18.9%	19.2%	9.7%	10.4%	9.4%	7.4%	7.7%	6.7%	8,169	8,545	10,105	20	51	58
State	26.8%	26.1%	25.4%	41.3%	38.4%	38.6%	17.7%	18.3%	18.3%	8.6%	11.0%	11.5%	5.6%	6.2%	6.1%	4,081	5,021	3,901	19	29	27
Treas	35.4%	33.6%	32.6%	36.0%	36.5%	36.4%	15.3%	15.9%	16.1%	7.1%	7.4%	7.8%	6.2%	6.7%	7.1%	45,015	44,045	50,265	279	321	377
USAID	28.1%	25.2%	23.4%	35.2%	36.0%	37.1%	18.2%	18.1%	17.6%	11.7%	12.4%	14.2%	6.9%	8.3%	7.7%	2,023	2,212	1,934	10	15	11
USDA	27.9%	26.0%	23.3%	40.0%	39.8%	39.8%	18.0%	19.0%	20.3%	8.7%	9.2%	10.4%	5.4%	5.9%	6.1%	47,877	22,415	20,180	161	86	99
VA	25.4%	25.3%	23.1%	34.5%	34.6%	35.0%	19.3%	19.7%	20.4%	10.5%	10.6%	11.5%	10.3%	9.7%	10.0%	61,068	29,145	30,624	408	182	211
Small Agencies	35.3%	32.3%	30.2%	33.9%	35.3%	34.4%	16.3%	16.6%	17.8%	8.5%	8.9%	9.2%	6.0%	6.8%	8.3%	5,413	5,302	5,013	28	25	32
DOD	27.2%	25.4%	24.4%	36.0%	35.9%	36.7%	19.4%	19.9%	20.7%	10.5%	10.6%	10.6%	6.9%	8.1%	7.5%	68,212	56,507	70,276	358	376	438
USACE	28.4%	25.7%	23.0%	39.5%	39.3%	39.8%	18.3%	19.1%	20.5%	8.9%	9.4%	10.0%	4.9%	6.5%	6.7%	4,310	3,543	4,201	13	14	24
Air Force	28.6%	27.8%	26.3%	34.4%	35.0%	36.6%	19.1%	19.7%	19.4%	10.6%	10.0%	10.4%	7.4%	7.6%	7.4%	16,147	14,870	17,996	93	108	128
Army‡	26.0%	23.6%	23.2%	35.7%	34.4%	35.4%	19.6%	20.5%	21.8%	11.1%	11.9%	11.4%	7.7%	9.5%	8.2%	16,872	12,990	16,035	88	73	96
Navy‡	26.1%	23.8%	23.0%	37.7%	38.2%	38.0%	20.4%	20.8%	21.5%	10.2%	10.2%	10.5%	5.6%	7.0%	6.9%	13,705	10,757	15,659	78	85	94
Marine Corps	26.8%	27.1%	25.3%	35.8%	34.0%	36.4%	19.8%	18.7%	19.7%	10.5%	11.3%	10.6%	7.1%	8.8%	8.1%	1,762	1,167	1,630	8	8	5
DOD 4th Estate	29.6%	28.2%	27.1%	34.3%	34.6%	36.0%	17.8%	18.1%	19.1%	10.3%	10.1%	9.9%	8.1%	8.9%	7.9%	15,416	13,180	14,755	78	88	91

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
BBG	24.1%	22.5%	22.3%	33.1%	31.3%	33.7%	21.5%	21.6%	21.2%	9.2%	10.9%	12.6%	12.0%	13.7%	10.2%	1,031	866	1,057	27	20	25
CSOSA	40.3%	35.1%	35.2%	35.7%	36.7%	37.5%	12.9%	15.6%	14.6%	5.1%	6.0%	6.6%	6.1%	6.6%	6.0%	515	593	624	8	11	9
DHS	24.4%	21.3%	18.6%	35.8%	34.5%	34.0%	19.6%	20.7%	21.8%	10.0%	11.4%	12.7%	10.2%	12.1%	12.9%	45,548	45,288	41,372	546	597	516
DOC	34.9%	33.7%	32.3%	40.6%	39.3%	39.0%	14.3%	15.6%	16.6%	5.9%	6.5%	6.9%	4.4%	4.8%	5.2%	10,115	9,426	9,735	150	180	195
DOE	35.9%	32.6%	26.0%	40.1%	41.2%	42.5%	13.1%	14.2%	16.3%	6.2%	6.2%	8.1%	4.7%	5.8%	7.0%	8,393	7,851	8,234	97	106	116
DOI	30.6%	27.5%	24.8%	40.4%	40.3%	40.8%	15.5%	16.7%	17.8%	7.2%	8.4%	9.0%	6.2%	7.2%	7.6%	24,962	22,292	25,414	370	312	390
DOJ	29.9%	29.1%	28.5%	38.1%	37.6%	39.0%	17.1%	17.6%	18.3%	7.9%	8.7%	7.9%	7.1%	7.0%	6.2%	15,288	15,673	19,251	203	199	246
DOL	34.9%	31.6%	28.8%	35.0%	37.1%	36.8%	15.6%	16.9%	18.1%	7.2%	7.3%	8.4%	7.4%	7.0%	8.0%	8,525	10,938	10,982	138	201	194
DOT	31.2%	29.2%	28.4%	38.4%	39.4%	38.9%	16.1%	16.3%	17.0%	7.8%	8.2%	8.5%	6.5%	6.9%	7.1%	16,316	14,388	15,021	209	233	278
Educ	37.3%	34.7%	33.4%	35.8%	35.5%	38.6%	14.2%	15.6%	14.2%	6.8%	7.2%	7.8%	6.0%	7.1%	6.0%	2,717	2,764	2,614	71	62	55
EEOC	38.8%	36.1%	32.0%	34.3%	34.8%	34.1%	14.5%	16.1%	17.3%	5.6%	5.7%	8.1%	6.8%	7.3%	8.5%	1,380	1,455	1,211	27	24	19
EPA	35.4%	28.4%	25.2%	40.2%	41.7%	40.8%	13.9%	16.6%	18.8%	6.2%	7.2%	8.8%	4.2%	6.1%	6.4%	9,124	9,830	4,306	137	193	87
FCC	34.6%	32.2%	32.2%	36.8%	34.8%	36.7%	16.8%	19.3%	16.3%	6.8%	7.5%	8.0%	5.0%	6.1%	6.8%	685	613	538	10	21	14
FERC	47.8%	42.4%	39.9%	35.4%	35.9%	38.0%	10.1%	13.8%	13.1%	3.9%	4.4%	6.0%	2.6%	3.5%	3.0%	1,050	1,124	976	14	13	8
FTC	51.6%	46.9%	41.5%	32.5%	34.2%	35.7%	9.5%	10.0%	13.3%	3.8%	4.9%	4.9%	2.7%	4.0%	4.6%	595	622	605	8	6	9

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
GSA	46.5%	41.8%	37.6%	34.5%	35.8%	37.8%	11.2%	12.8%	13.7%	4.2%	4.7%	5.6%	3.7%	4.9%	5.4%	7,325	6,813	7,646	62	86	83
HHS	36.8%	32.9%	30.2%	36.8%	37.4%	37.6%	14.5%	15.6%	16.9%	6.2%	7.4%	7.9%	5.8%	6.7%	7.3%	41,562	38,936	35,205	607	608	595
HUD	37.6%	33.1%	28.8%	35.6%	35.7%	36.5%	14.6%	16.7%	17.7%	5.6%	6.6%	8.6%	6.6%	7.9%	8.4%	4,824	5,321	5,221	49	88	92
NARA	39.9%	37.5%	34.2%	35.2%	35.5%	35.4%	12.8%	14.3%	14.0%	6.9%	5.8%	7.5%	5.1%	7.0%	8.9%	1,806	1,817	1,672	23	22	24
NASA	50.3%	47.2%	44.4%	36.1%	37.1%	38.9%	8.5%	9.3%	10.4%	3.0%	3.5%	3.5%	2.0%	2.8%	2.9%	11,554	10,944	9,679	115	110	99
NCUA	34.2%	35.6%	36.2%	38.8%	40.3%	40.4%	13.9%	12.5%	13.3%	6.3%	6.6%	6.1%	6.9%	5.1%	4.0%	643	640	755	10	9	9
NLRB	32.0%	25.5%	27.5%	38.8%	38.8%	37.6%	15.9%	17.9%	16.4%	6.6%	8.9%	9.4%	6.8%	8.9%	9.0%	815	843	876	22	17	14
NRC	40.8%	40.0%	43.2%	40.3%	37.6%	38.6%	10.6%	12.0%	10.5%	4.7%	5.6%	4.5%	3.6%	4.7%	3.1%	2,384	2,093	2,605	30	33	33
NSF	45.8%	41.8%	38.3%	33.3%	35.6%	35.5%	12.5%	13.3%	13.7%	4.5%	4.5%	6.1%	3.8%	4.8%	6.3%	885	832	872	13	9	19
OMB	45.7%	41.9%	39.8%	36.7%	42.0%	45.7%	11.8%	9.1%	10.6%	4.9%	5.1%	3.1%	0.9%	1.9%	0.7%	338	349	300	3	1	4
OPM	40.2%	38.9%	37.0%	35.9%	35.7%	37.3%	13.4%	14.5%	15.2%	5.4%	5.2%	5.9%	5.2%	5.7%	4.8%	2,811	3,078	3,263	54	61	63
PBGC	43.1%	37.0%	30.9%	35.9%	37.9%	41.8%	11.9%	13.1%	14.1%	5.6%	6.5%	6.8%	3.5%	5.5%	6.5%	586	538	604	9	17	15
RRB	34.2%	29.3%	24.4%	34.4%	36.4%	40.1%	17.8%	17.6%	20.2%	5.7%	10.4%	7.0%	7.8%	6.3%	8.3%	429	300	454	8	12	17
SBA	30.2%	29.7%	27.2%	35.9%	32.2%	33.5%	15.6%	17.4%	17.7%	7.3%	9.4%	10.0%	11.0%	11.2%	11.7%	1,459	1,331	1,255	25	19	20
SEC	41.8%	37.0%	30.3%	37.6%	38.9%	39.6%	12.0%	13.4%	14.9%	4.6%	5.2%	7.4%	4.0%	5.5%	7.8%	3,427	3,106	1,848	54	58	38

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.1%	28.0%	26.1%	37.6%	37.5%	38.2%	16.9%	17.8%	18.5%	7.9%	8.6%	9.0%	7.5%	8.0%	8.2%	467,336	392,465	404,801	6,537	6,120	6,499
SSA	28.0%	26.8%	26.1%	36.3%	37.6%	39.3%	18.0%	18.3%	18.8%	9.5%	9.2%	8.8%	8.2%	8.2%	7.0%	8,080	8,485	9,974	121	135	198
State	32.9%	28.9%	29.0%	42.1%	41.9%	43.5%	14.3%	16.9%	15.0%	6.2%	7.7%	7.2%	4.5%	4.7%	5.3%	4,079	5,016	3,878	26	54	48
Treas	36.0%	34.1%	32.8%	36.9%	36.8%	36.4%	14.5%	15.0%	15.9%	6.2%	6.8%	7.2%	6.5%	7.3%	7.7%	44,594	43,529	49,660	835	953	1,040
USAID	35.3%	29.5%	27.9%	41.5%	42.8%	45.4%	13.2%	14.7%	14.9%	5.8%	7.4%	6.5%	4.2%	5.7%	5.4%	2,016	2,206	1,931	18	27	17
USDA	30.0%	28.1%	25.0%	43.0%	43.0%	43.3%	16.2%	17.0%	18.7%	6.1%	6.7%	7.7%	4.7%	5.1%	5.4%	47,580	22,272	20,017	524	268	290
VA	26.5%	26.4%	23.9%	34.7%	35.1%	36.0%	18.5%	18.7%	19.5%	9.3%	9.6%	10.2%	11.1%	10.2%	10.3%	60,736	28,878	30,435	942	481	482
Small Agencies	38.7%	35.8%	34.8%	34.4%	37.2%	35.9%	14.9%	13.6%	14.4%	6.1%	6.8%	7.0%	6.0%	6.7%	7.9%	5,378	5,284	4,973	64	57	82
DOD	29.7%	27.2%	25.7%	38.8%	38.4%	39.4%	17.2%	18.3%	18.7%	7.7%	8.6%	8.7%	6.5%	7.5%	7.5%	67,781	56,131	69,738	908	817	1,056
USACE	33.3%	28.6%	25.6%	42.5%	43.3%	42.7%	13.5%	15.7%	18.0%	6.2%	6.8%	7.9%	4.5%	5.5%	5.8%	4,299	3,528	4,187	31	32	35
Air Force	29.7%	28.2%	26.5%	37.6%	37.4%	39.7%	17.6%	18.5%	18.2%	8.1%	8.6%	8.5%	7.0%	7.2%	7.1%	15,992	14,763	17,860	275	237	312
Army†	28.1%	25.7%	24.3%	38.1%	36.6%	37.7%	18.1%	18.6%	19.6%	8.3%	9.6%	9.8%	7.3%	9.4%	8.7%	16,775	12,908	15,923	212	180	230
Navy†	29.4%	26.4%	25.2%	41.6%	41.2%	41.2%	17.0%	18.6%	18.7%	7.1%	7.9%	8.2%	5.0%	5.9%	6.8%	13,644	10,704	15,519	166	139	221
Marine Corps	31.2%	26.5%	25.5%	37.9%	36.6%	39.8%	16.5%	18.6%	18.8%	8.1%	10.8%	10.0%	6.4%	7.4%	6.0%	1,761	1,154	1,620	15	20	16
DOD 4th Estate	32.0%	29.9%	28.2%	35.6%	36.9%	37.8%	16.6%	17.2%	18.2%	7.8%	8.0%	8.1%	8.1%	7.9%	7.7%	15,310	13,074	14,629	209	209	242

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
BBG	32.0%	32.4%	31.5%	38.4%	35.9%	39.8%	14.8%	15.2%	13.7%	8.2%	9.2%	8.5%	6.7%	7.3%	6.5%	1,061	883	1,086
CSOSA	49.2%	44.4%	45.6%	34.1%	36.2%	34.4%	8.4%	11.1%	11.3%	4.2%	5.2%	6.0%	4.1%	3.1%	2.7%	522	605	636
DHS	33.4%	30.1%	27.8%	40.8%	41.3%	42.2%	12.7%	14.1%	14.2%	8.0%	8.9%	9.6%	5.1%	5.6%	6.2%	46,106	45,930	41,919
DOC	45.7%	44.1%	43.6%	38.1%	37.4%	37.4%	8.5%	9.6%	9.7%	4.8%	5.9%	5.6%	2.9%	2.9%	3.6%	10,283	9,617	9,937
DOE	45.5%	42.8%	37.1%	37.3%	38.0%	40.7%	8.6%	9.7%	11.4%	5.5%	6.1%	6.7%	3.1%	3.5%	4.2%	8,493	7,958	8,354
DOI	40.3%	37.2%	35.2%	38.4%	39.1%	40.3%	11.1%	12.0%	12.4%	6.5%	7.2%	7.6%	3.8%	4.5%	4.4%	25,347	22,607	25,817
DOJ	39.2%	37.8%	38.1%	38.0%	38.3%	39.6%	11.7%	12.0%	12.0%	6.5%	7.6%	6.9%	4.6%	4.3%	3.4%	15,486	15,862	19,498
DOL	46.0%	42.4%	39.2%	34.2%	36.7%	38.4%	9.7%	10.5%	11.5%	6.1%	6.6%	6.3%	4.0%	3.9%	4.6%	8,682	11,148	11,195
DOT	42.4%	40.3%	39.7%	39.3%	39.4%	39.5%	9.2%	10.8%	10.6%	5.7%	6.2%	6.6%	3.4%	3.3%	3.6%	16,530	14,621	15,295
Educ	49.9%	46.5%	45.5%	33.2%	34.1%	35.4%	9.1%	9.8%	9.0%	4.7%	5.6%	5.9%	3.0%	4.0%	4.1%	2,793	2,828	2,666
EEOC	47.8%	44.2%	42.8%	31.9%	35.9%	33.6%	9.7%	10.3%	11.6%	6.4%	5.5%	7.1%	4.3%	4.2%	4.9%	1,414	1,482	1,223
EPA	48.2%	42.0%	39.9%	36.5%	39.8%	40.5%	7.9%	9.3%	9.9%	4.9%	5.6%	6.4%	2.5%	3.3%	3.3%	9,278	10,033	4,394
FCC	52.1%	45.6%	45.1%	32.6%	34.6%	33.9%	7.5%	11.2%	11.4%	4.8%	4.8%	5.6%	3.0%	3.8%	4.0%	696	635	553
FERC	61.4%	56.7%	54.6%	28.8%	31.5%	33.5%	5.7%	6.0%	6.7%	2.5%	3.3%	3.2%	1.6%	2.5%	2.1%	1,064	1,141	983
FTC	59.1%	55.9%	51.6%	30.3%	30.4%	29.8%	5.1%	6.2%	9.7%	3.6%	4.7%	5.5%	1.9%	2.8%	3.5%	605	629	615

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
GSA	53.4%	49.4%	45.8%	31.9%	34.2%	35.7%	8.3%	8.6%	9.7%	3.8%	4.6%	5.0%	2.6%	3.2%	3.7%	7,415	6,938	7,737
HHS	45.4%	42.1%	39.6%	35.0%	36.0%	37.1%	10.2%	11.3%	11.6%	5.8%	6.5%	7.2%	3.6%	4.1%	4.5%	42,224	39,578	35,795
HUD	45.6%	41.8%	37.7%	34.8%	35.6%	37.5%	9.5%	11.3%	12.0%	6.0%	6.7%	7.7%	4.1%	4.7%	5.1%	4,872	5,403	5,318
NARA	48.6%	46.6%	44.2%	33.4%	34.2%	34.6%	8.6%	8.9%	9.8%	5.8%	5.9%	6.6%	3.6%	4.3%	4.8%	1,835	1,843	1,698
NASA	58.3%	54.6%	52.2%	31.3%	33.3%	35.0%	5.7%	6.6%	7.2%	3.0%	3.6%	3.5%	1.7%	2.0%	2.2%	11,681	11,066	9,771
NCUA	42.5%	44.3%	43.8%	38.0%	35.9%	37.4%	9.3%	9.7%	10.0%	6.3%	6.0%	6.3%	3.8%	4.1%	2.4%	655	650	767
NLRB	44.4%	40.9%	41.0%	38.3%	40.0%	37.0%	8.5%	9.1%	11.1%	4.6%	6.6%	6.7%	4.2%	3.4%	4.3%	838	861	892
NRC	51.8%	50.0%	49.4%	34.5%	33.5%	35.1%	7.0%	7.8%	7.3%	3.8%	5.0%	5.3%	2.9%	3.6%	2.9%	2,419	2,122	2,641
NSF	52.7%	48.9%	46.6%	30.4%	32.3%	33.1%	9.2%	8.3%	9.9%	4.1%	6.7%	6.2%	3.7%	3.7%	4.2%	899	845	893
OMB	58.9%	56.1%	50.3%	32.4%	30.4%	38.5%	4.1%	7.3%	6.0%	3.3%	4.1%	3.5%	1.2%	2.1%	1.7%	341	350	304
OPM	49.2%	48.0%	47.0%	34.4%	35.2%	35.6%	7.9%	8.8%	9.4%	5.2%	4.2%	5.1%	3.3%	3.7%	2.9%	2,869	3,153	3,330
PBGC	53.5%	45.9%	43.2%	32.7%	36.4%	36.7%	7.3%	9.4%	11.7%	3.8%	5.5%	5.5%	2.7%	2.7%	2.9%	595	557	618
RRB	43.1%	36.9%	34.2%	35.3%	40.1%	43.2%	12.1%	10.9%	12.5%	5.7%	6.5%	4.5%	3.7%	5.7%	5.6%	437	315	471
SBA	40.9%	40.7%	36.7%	36.3%	34.8%	35.4%	9.5%	10.9%	12.1%	6.7%	7.2%	8.7%	6.5%	6.4%	7.1%	1,481	1,351	1,271
SEC	54.3%	47.9%	41.5%	32.3%	35.6%	37.4%	7.3%	8.1%	9.6%	3.7%	4.8%	6.9%	2.5%	3.5%	4.5%	3,485	3,174	1,890

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	39.1%	37.0%	35.6%	38.4%	39.0%	40.0%	11.4%	12.1%	12.3%	6.8%	7.3%	7.5%	4.3%	4.5%	4.5%	474,257	398,731	411,425
SSA	37.3%	34.9%	33.9%	38.8%	40.6%	43.3%	11.5%	12.2%	11.9%	8.0%	8.2%	7.4%	4.4%	4.2%	3.5%	8,209	8,600	10,174
State	43.7%	41.5%	41.3%	39.3%	40.5%	39.3%	8.9%	8.8%	10.2%	5.6%	6.1%	6.3%	2.5%	3.0%	3.0%	4,114	5,060	3,933
Treas	44.4%	42.7%	41.7%	36.6%	37.0%	37.2%	9.4%	9.8%	10.2%	5.7%	6.2%	6.3%	3.8%	4.3%	4.5%	45,511	44,483	50,722
USAID	46.2%	42.2%	40.7%	36.6%	37.7%	40.3%	8.5%	9.5%	8.7%	5.6%	7.3%	6.6%	3.2%	3.2%	3.7%	2,036	2,239	1,950
USDA	41.0%	38.6%	36.0%	40.1%	40.7%	42.5%	10.1%	10.9%	11.7%	5.9%	6.3%	6.2%	2.9%	3.4%	3.7%	48,156	22,550	20,315
VA	33.9%	33.7%	31.8%	37.8%	38.2%	38.9%	13.3%	13.5%	14.0%	8.9%	8.7%	9.2%	6.1%	5.8%	6.1%	61,654	29,342	30,915
Small Agencies	48.7%	46.4%	43.9%	33.4%	35.2%	35.3%	9.2%	9.3%	10.0%	5.3%	5.3%	6.7%	3.4%	3.7%	4.1%	5,450	5,340	5,049
DOD	38.9%	36.5%	35.6%	39.4%	39.9%	41.0%	11.5%	12.4%	12.4%	6.4%	7.1%	7.1%	3.8%	4.2%	3.9%	68,721	56,932	70,800
USACE	42.7%	39.0%	36.0%	39.8%	40.5%	42.5%	9.9%	11.1%	11.8%	4.9%	6.0%	6.3%	2.7%	3.4%	3.3%	4,334	3,562	4,226
Air Force	39.5%	38.3%	37.2%	38.2%	38.6%	40.6%	11.3%	12.4%	11.7%	6.9%	6.9%	6.9%	4.2%	3.8%	3.6%	16,260	14,971	18,168
Army‡	36.7%	33.4%	33.1%	39.5%	40.0%	41.0%	12.6%	13.3%	13.4%	7.2%	8.1%	8.0%	4.1%	5.1%	4.5%	17,012	13,083	16,167
Navy‡	39.1%	36.6%	35.9%	41.7%	42.5%	42.3%	11.0%	11.6%	12.2%	5.3%	5.9%	6.3%	2.9%	3.4%	3.3%	13,822	10,851	15,756
Marine Corps	39.9%	39.2%	36.6%	39.5%	36.4%	38.7%	11.3%	12.3%	13.4%	5.9%	8.5%	6.6%	3.5%	3.7%	4.8%	1,773	1,175	1,634
DOD 4th Estate	40.5%	38.0%	37.0%	36.3%	37.0%	38.9%	11.5%	12.3%	12.0%	7.0%	7.7%	7.7%	4.8%	5.1%	4.3%	15,520	13,290	14,849

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
BBG	36.6%	36.1%	36.5%	39.5%	36.7%	40.6%	12.4%	15.2%	12.8%	6.2%	5.8%	5.0%	5.3%	6.2%	5.2%	1,059	884	1,078
CSOSA	52.7%	50.1%	51.1%	34.5%	33.5%	33.2%	6.4%	10.2%	9.1%	3.0%	2.9%	3.9%	3.4%	3.3%	2.8%	520	599	633
DHS	39.1%	36.2%	33.4%	41.2%	42.1%	43.7%	10.6%	11.5%	11.7%	4.9%	5.6%	6.0%	4.2%	4.6%	5.1%	45,988	45,774	41,869
DOC	52.1%	50.8%	49.8%	35.5%	34.4%	35.2%	6.7%	8.1%	7.9%	3.1%	3.9%	4.0%	2.6%	2.8%	3.1%	10,272	9,601	9,910
DOE	50.9%	48.7%	42.6%	35.2%	35.8%	39.1%	7.4%	8.4%	9.6%	3.7%	3.8%	4.8%	2.7%	3.3%	3.8%	8,465	7,932	8,331
DOI	45.7%	42.3%	40.6%	37.1%	38.0%	39.0%	9.4%	10.0%	10.6%	4.2%	5.4%	5.5%	3.6%	4.3%	4.2%	25,292	22,564	25,750
DOJ	44.5%	43.6%	43.9%	38.3%	38.8%	39.6%	9.2%	9.6%	9.3%	4.5%	4.5%	4.3%	3.5%	3.5%	2.9%	15,455	15,819	19,444
DOL	50.9%	48.0%	44.9%	32.5%	35.0%	36.8%	8.7%	8.7%	9.8%	3.9%	4.7%	4.5%	3.9%	3.6%	4.1%	8,658	11,093	11,173
DOT	48.7%	46.3%	45.7%	37.3%	38.4%	38.6%	7.4%	8.4%	8.1%	3.8%	3.9%	4.3%	2.8%	3.0%	3.3%	16,477	14,573	15,270
Educ	53.6%	50.6%	50.1%	31.3%	32.8%	34.2%	8.4%	8.6%	7.9%	3.9%	4.1%	4.2%	2.7%	4.0%	3.5%	2,784	2,820	2,662
EEOC	52.1%	50.3%	48.3%	30.8%	34.6%	31.3%	9.2%	7.2%	9.6%	4.3%	3.5%	6.0%	3.5%	4.3%	4.8%	1,406	1,475	1,219
EPA	54.0%	48.0%	46.2%	33.4%	36.6%	37.1%	6.8%	8.1%	8.9%	3.5%	4.2%	4.6%	2.3%	3.1%	3.2%	9,257	9,990	4,374
FCC	57.3%	50.5%	51.1%	29.4%	34.3%	31.6%	7.0%	8.2%	10.2%	3.4%	3.9%	2.9%	2.9%	3.1%	4.2%	693	631	551
FERC	66.6%	64.2%	60.7%	25.1%	25.9%	30.5%	4.9%	5.5%	4.9%	2.3%	2.5%	1.5%	1.1%	1.8%	2.4%	1,063	1,139	982
FTC	65.1%	60.7%	55.7%	26.6%	28.0%	29.0%	4.4%	4.8%	7.6%	2.1%	4.9%	5.3%	1.7%	1.6%	2.4%	604	628	615

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
GSA	58.4%	54.0%	50.9%	30.1%	32.5%	34.5%	6.4%	7.6%	7.8%	2.8%	2.9%	3.5%	2.3%	3.0%	3.3%	7,395	6,912	7,719
HHS	50.4%	47.2%	44.6%	33.2%	34.5%	35.9%	8.7%	9.7%	10.0%	4.2%	4.7%	5.1%	3.4%	4.0%	4.2%	42,112	39,460	35,739
HUD	49.9%	46.4%	42.4%	33.2%	34.8%	37.1%	8.4%	9.5%	9.9%	4.5%	4.8%	5.7%	3.9%	4.5%	4.8%	4,859	5,390	5,305
NARA	53.9%	50.8%	48.4%	31.0%	32.4%	33.3%	7.4%	8.6%	8.8%	4.5%	4.5%	5.4%	3.1%	3.6%	4.1%	1,831	1,837	1,689
NASA	64.4%	61.1%	59.1%	27.5%	29.9%	31.1%	4.6%	5.0%	5.5%	1.9%	2.3%	2.4%	1.5%	1.7%	1.8%	11,657	11,028	9,754
NCUA	49.6%	50.8%	51.1%	34.3%	35.6%	34.9%	7.6%	5.5%	7.6%	4.6%	4.1%	4.4%	4.0%	4.0%	1.9%	650	648	763
NLRB	50.4%	46.9%	45.4%	37.0%	37.9%	37.3%	6.7%	7.6%	8.5%	2.8%	4.3%	4.5%	3.1%	3.4%	4.3%	836	857	891
NRC	58.4%	56.1%	56.2%	30.1%	30.8%	31.5%	6.4%	6.0%	6.5%	2.7%	4.0%	3.3%	2.4%	3.2%	2.5%	2,409	2,113	2,638
NSF	57.4%	54.1%	51.6%	28.2%	31.4%	32.4%	6.4%	6.5%	8.5%	3.7%	4.2%	3.9%	4.3%	3.8%	3.5%	897	842	890
OMB	63.5%	58.9%	57.7%	28.3%	30.0%	29.4%	4.7%	4.4%	7.9%	2.2%	4.1%	3.1%	1.3%	2.6%	1.9%	341	349	304
OPM	55.5%	53.9%	52.7%	32.0%	33.1%	34.3%	6.4%	7.1%	7.6%	3.4%	3.0%	2.8%	2.7%	2.9%	2.5%	2,870	3,139	3,319
PBGC	58.2%	51.9%	48.9%	29.3%	33.6%	34.8%	6.7%	9.7%	8.8%	3.5%	2.3%	4.5%	2.3%	2.5%	3.0%	591	555	616
RRB	46.7%	43.0%	41.8%	37.6%	37.4%	39.6%	8.9%	11.4%	11.0%	3.9%	3.7%	3.4%	2.9%	4.5%	4.2%	436	309	470
SBA	46.2%	44.7%	41.1%	34.8%	35.4%	36.2%	7.9%	8.1%	9.5%	5.5%	6.0%	6.1%	5.5%	5.8%	7.1%	1,470	1,348	1,268
SEC	60.5%	54.0%	47.7%	28.8%	32.3%	36.1%	5.1%	7.0%	7.0%	3.6%	3.2%	5.2%	2.0%	3.5%	4.1%	3,476	3,168	1,887

Report by Agency

(49) My supervisor treats me with respect.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	44.7%	42.8%	41.3%	37.8%	38.5%	39.6%	9.3%	10.0%	10.2%	4.5%	4.8%	5.0%	3.7%	4.0%	3.9%	472,973	397,483	410,437
SSA	43.6%	41.9%	41.1%	39.6%	40.6%	42.4%	8.6%	9.6%	9.0%	4.9%	4.8%	4.4%	3.3%	3.2%	3.1%	8,191	8,564	10,150
State	50.6%	47.4%	47.5%	36.3%	37.2%	36.4%	6.6%	7.9%	9.0%	4.3%	4.6%	4.2%	2.2%	2.9%	2.9%	4,101	5,049	3,927
Treas	49.9%	48.5%	47.5%	35.2%	35.3%	35.8%	7.7%	8.2%	8.4%	3.9%	4.1%	4.4%	3.3%	3.9%	3.9%	45,360	44,316	50,588
USAID	50.5%	47.1%	45.8%	34.7%	35.3%	37.2%	7.6%	8.3%	8.7%	4.4%	5.7%	4.8%	2.8%	3.6%	3.5%	2,030	2,233	1,949
USDA	46.8%	44.7%	42.2%	38.3%	38.8%	40.7%	8.3%	9.0%	9.3%	3.9%	4.3%	4.4%	2.6%	3.1%	3.4%	48,043	22,464	20,267
VA	39.5%	39.4%	37.2%	38.3%	38.8%	39.6%	11.1%	11.3%	11.8%	5.8%	5.6%	6.4%	5.2%	4.9%	5.0%	61,430	29,255	30,789
Small Agencies	54.4%	51.0%	49.2%	30.7%	34.1%	33.5%	7.3%	7.4%	8.5%	4.0%	3.8%	4.8%	3.5%	3.6%	4.0%	5,442	5,323	5,044
DOD	44.4%	42.1%	41.1%	38.6%	39.2%	40.5%	9.4%	10.2%	10.3%	4.3%	4.6%	4.7%	3.3%	3.9%	3.4%	68,553	56,802	70,610
USACE	49.0%	45.4%	42.8%	38.2%	39.2%	40.8%	7.3%	8.7%	9.4%	3.0%	3.7%	4.2%	2.5%	3.0%	2.9%	4,328	3,555	4,213
Air Force	44.5%	43.4%	42.5%	37.7%	38.4%	39.7%	9.6%	10.0%	10.0%	4.6%	4.7%	4.5%	3.7%	3.5%	3.3%	16,226	14,946	18,110
Army‡	41.7%	39.0%	38.4%	39.8%	39.9%	41.0%	10.2%	11.1%	11.4%	4.7%	5.3%	5.5%	3.7%	4.6%	3.8%	16,958	13,059	16,120
Navy‡	45.3%	43.0%	41.7%	39.9%	40.6%	41.8%	8.8%	9.3%	9.7%	3.4%	4.0%	3.9%	2.6%	3.1%	2.9%	13,782	10,818	15,714
Marine Corps	45.2%	44.0%	41.1%	37.5%	37.7%	40.2%	9.7%	9.2%	10.0%	4.4%	4.4%	4.2%	3.2%	4.7%	4.4%	1,771	1,169	1,633
DOD 4th Estate	45.9%	43.2%	42.4%	35.5%	36.6%	38.2%	9.3%	10.8%	10.3%	5.2%	4.9%	5.1%	4.0%	4.5%	4.1%	15,488	13,255	14,820

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
BBG	27.0%	26.5%	24.5%	39.0%	38.7%	40.8%	14.6%	13.5%	14.3%	11.4%	12.7%	13.1%	8.1%	8.7%	7.3%	1,058	884	1,082
CSOSA	43.4%	41.6%	42.8%	39.7%	40.8%	42.1%	7.6%	8.8%	7.3%	6.0%	5.7%	5.7%	3.3%	3.1%	2.1%	520	606	634
DHS	32.3%	29.5%	27.7%	44.2%	44.9%	46.2%	10.7%	11.2%	10.9%	8.3%	9.2%	9.5%	4.4%	5.2%	5.7%	46,003	45,764	41,855
DOC	47.2%	46.0%	45.2%	43.0%	42.0%	43.8%	5.2%	6.2%	5.9%	3.1%	4.1%	3.5%	1.6%	1.7%	1.5%	10,260	9,596	9,912
DOE	47.7%	44.5%	38.3%	42.1%	44.4%	48.3%	4.9%	5.4%	6.9%	3.5%	3.9%	4.3%	1.8%	1.8%	2.1%	8,479	7,946	8,333
DOI	38.0%	35.0%	33.0%	43.6%	45.2%	45.9%	8.7%	8.6%	9.5%	6.6%	7.5%	8.1%	3.1%	3.6%	3.5%	25,296	22,542	25,749
DOJ	37.4%	35.4%	35.2%	41.9%	40.4%	41.2%	9.4%	10.6%	10.8%	7.5%	8.8%	8.9%	3.8%	4.8%	4.0%	15,444	15,811	19,441
DOL	46.6%	42.0%	38.8%	41.1%	44.3%	45.8%	6.3%	6.9%	7.2%	4.0%	4.4%	5.6%	2.0%	2.5%	2.6%	8,651	11,126	11,172
DOT	41.6%	39.0%	39.0%	43.8%	44.5%	45.3%	7.4%	7.7%	7.8%	4.9%	6.0%	5.6%	2.3%	2.9%	2.3%	16,487	14,599	15,268
Educ	49.1%	45.1%	44.6%	40.6%	41.3%	42.5%	5.7%	6.4%	6.1%	3.1%	5.0%	4.3%	1.4%	2.3%	2.5%	2,780	2,819	2,663
EEOC	41.6%	42.8%	38.7%	37.0%	42.3%	43.0%	10.5%	6.3%	7.8%	8.0%	5.0%	7.0%	2.9%	3.6%	3.5%	1,406	1,480	1,220
EPA	47.8%	41.7%	40.3%	43.9%	47.6%	47.4%	4.6%	5.8%	6.4%	2.6%	3.4%	4.1%	1.1%	1.5%	1.9%	9,256	9,999	4,375
FCC	43.9%	38.3%	38.9%	39.1%	38.9%	37.9%	7.3%	10.9%	10.4%	7.5%	8.1%	8.4%	2.2%	3.8%	4.3%	695	633	552
FERC	55.5%	54.8%	51.3%	35.1%	35.2%	39.3%	5.6%	6.3%	5.1%	3.1%	2.7%	3.4%	0.8%	0.9%	0.9%	1,060	1,136	981
FTC	63.0%	54.5%	47.9%	30.8%	35.9%	40.6%	3.1%	5.1%	5.1%	1.8%	3.1%	3.7%	1.3%	1.4%	2.8%	604	628	613

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
GSA	53.3%	48.6%	45.6%	34.6%	36.5%	39.4%	6.4%	7.2%	7.4%	3.8%	5.2%	5.1%	1.8%	2.5%	2.5%	7,395	6,915	7,712
HHS	41.8%	38.7%	36.1%	40.0%	41.7%	42.9%	9.1%	9.8%	10.4%	6.4%	6.6%	7.3%	2.7%	3.2%	3.3%	42,111	39,427	35,711
HUD	42.6%	38.2%	32.7%	39.1%	40.0%	40.6%	8.4%	9.8%	11.2%	6.5%	7.8%	10.6%	3.4%	4.2%	5.0%	4,856	5,387	5,304
NARA	51.7%	48.5%	45.1%	38.9%	40.7%	42.0%	5.1%	5.5%	6.6%	2.1%	3.1%	3.7%	2.2%	2.3%	2.6%	1,833	1,841	1,698
NASA	60.1%	55.5%	53.6%	33.2%	35.7%	37.2%	3.8%	4.7%	5.0%	2.1%	3.1%	2.9%	0.8%	1.0%	1.3%	11,656	11,044	9,743
NCUA	47.2%	47.3%	49.8%	45.1%	43.6%	44.0%	4.4%	5.0%	3.3%	2.0%	2.9%	2.7%	1.3%	1.3%	0.3%	651	648	762
NLRB	38.2%	34.4%	31.7%	42.3%	43.1%	39.2%	10.7%	11.6%	12.6%	5.9%	7.3%	12.4%	2.9%	3.6%	4.2%	836	859	889
NRC	54.1%	51.7%	52.7%	39.3%	40.5%	40.1%	3.6%	4.0%	4.3%	2.0%	2.6%	1.9%	1.0%	1.2%	1.0%	2,413	2,116	2,639
NSF	55.1%	53.2%	46.6%	36.8%	37.2%	40.4%	3.3%	4.5%	5.6%	2.6%	3.1%	4.2%	2.1%	2.0%	3.2%	899	843	890
OMB	45.0%	48.5%	39.7%	35.5%	31.0%	41.3%	8.2%	8.3%	8.4%	9.5%	8.8%	8.6%	1.8%	3.5%	2.0%	340	350	304
OPM	53.5%	51.2%	50.4%	39.6%	41.9%	41.5%	3.6%	3.5%	3.9%	2.0%	1.9%	2.8%	1.3%	1.6%	1.5%	2,863	3,141	3,325
PBGC	53.0%	46.1%	43.0%	36.8%	40.4%	42.3%	5.3%	8.1%	7.7%	3.5%	4.1%	4.3%	1.4%	1.2%	2.6%	594	554	618
RRB	39.3%	38.3%	34.6%	41.8%	43.1%	50.5%	10.5%	6.7%	7.9%	5.4%	7.4%	4.7%	3.0%	4.4%	2.3%	436	313	471
SBA	41.6%	42.2%	37.1%	42.2%	42.4%	45.7%	6.5%	6.9%	6.7%	5.4%	5.9%	5.9%	4.3%	2.5%	4.6%	1,481	1,346	1,270
SEC	53.2%	44.5%	40.4%	39.0%	43.2%	47.9%	3.8%	5.9%	4.2%	2.7%	4.1%	5.4%	1.4%	2.3%	2.1%	3,480	3,162	1,884

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.2%	34.9%	33.7%	42.1%	42.7%	43.8%	9.3%	10.0%	10.2%	7.6%	8.2%	8.4%	3.7%	4.1%	4.0%	472,997	397,581	410,472
SSA	39.4%	37.4%	37.6%	48.6%	48.9%	49.7%	6.1%	6.6%	6.9%	4.0%	4.9%	4.0%	2.0%	2.2%	1.6%	8,188	8,566	10,150
State	40.9%	37.6%	37.8%	41.0%	42.9%	42.9%	8.8%	8.8%	8.8%	6.7%	7.5%	8.0%	2.5%	3.1%	2.5%	4,094	5,052	3,918
Treas	44.0%	42.2%	41.1%	39.5%	40.7%	41.3%	8.3%	8.5%	8.5%	5.4%	5.8%	6.0%	2.7%	2.8%	3.1%	45,334	44,323	50,575
USAID	38.8%	34.9%	33.0%	39.2%	40.5%	42.4%	9.4%	10.0%	9.7%	9.3%	9.9%	10.9%	3.4%	4.7%	4.0%	2,028	2,232	1,944
USDA	41.5%	39.0%	35.8%	46.6%	47.4%	50.0%	6.2%	6.7%	7.0%	4.0%	4.7%	4.8%	1.7%	2.1%	2.3%	48,066	22,495	20,268
VA	32.2%	31.9%	30.0%	42.2%	43.0%	44.4%	11.0%	11.1%	11.2%	9.6%	9.4%	9.8%	5.1%	4.6%	4.7%	61,455	29,272	30,844
Small Agencies	46.3%	43.1%	40.8%	38.3%	40.0%	39.7%	7.1%	7.4%	8.6%	5.9%	6.3%	7.6%	2.4%	3.3%	3.3%	5,432	5,323	5,045
DOD	35.5%	32.5%	31.9%	41.2%	41.5%	42.3%	10.1%	11.3%	11.5%	9.1%	9.9%	9.8%	4.1%	4.9%	4.5%	68,557	56,803	70,658
USACE	40.5%	36.7%	33.7%	41.6%	43.4%	45.1%	8.1%	8.7%	9.8%	6.9%	7.6%	8.4%	2.8%	3.6%	3.0%	4,323	3,556	4,217
Air Force	36.8%	34.6%	34.0%	40.1%	40.5%	41.7%	9.6%	10.3%	10.6%	9.1%	9.7%	9.1%	4.4%	5.0%	4.6%	16,219	14,947	18,121
Army‡	33.3%	29.6%	29.8%	41.5%	41.6%	42.0%	9.9%	11.2%	11.8%	10.4%	11.6%	11.1%	4.8%	6.1%	5.3%	16,980	13,054	16,123
Navy‡	34.4%	31.7%	30.8%	42.5%	42.6%	42.7%	11.3%	12.4%	12.5%	8.3%	9.2%	9.9%	3.4%	4.1%	4.0%	13,781	10,814	15,738
Marine Corps	34.6%	32.6%	32.5%	40.2%	38.1%	42.1%	10.4%	15.1%	11.6%	10.2%	9.2%	8.3%	4.6%	5.1%	5.5%	1,771	1,170	1,630
DOD 4th Estate	38.0%	35.0%	34.1%	39.9%	40.6%	42.3%	9.2%	10.9%	10.9%	8.9%	9.0%	8.6%	4.1%	4.4%	4.1%	15,483	13,262	14,829

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
BBG	30.1%	28.1%	29.3%	31.8%	28.8%	30.4%	18.8%	19.5%	20.2%	8.4%	10.6%	10.6%	11.0%	12.9%	9.5%	1,063	881	1,080
CSOSA	40.9%	38.8%	39.0%	29.3%	27.0%	31.1%	16.1%	17.4%	15.5%	7.4%	9.1%	6.7%	6.2%	7.7%	7.7%	521	600	634
DHS	32.6%	29.4%	27.0%	33.4%	33.0%	32.8%	17.0%	17.7%	18.6%	8.8%	10.4%	10.9%	8.3%	9.4%	10.7%	46,026	45,823	41,860
DOC	44.7%	42.7%	42.2%	31.8%	31.5%	31.4%	13.0%	13.4%	13.6%	5.9%	6.7%	6.8%	4.6%	5.7%	5.9%	10,274	9,607	9,920
DOE	44.4%	40.5%	35.3%	30.7%	32.3%	32.5%	12.7%	13.0%	15.9%	6.5%	7.7%	8.9%	5.7%	6.4%	7.4%	8,489	7,949	8,346
DOI	38.0%	35.1%	32.6%	31.9%	31.3%	32.8%	15.4%	16.1%	16.5%	7.8%	9.0%	9.7%	6.9%	8.5%	8.4%	25,318	22,574	25,793
DOJ	37.7%	37.2%	36.9%	32.0%	31.3%	33.1%	15.2%	15.4%	15.5%	7.7%	8.6%	7.9%	7.3%	7.5%	6.7%	15,454	15,837	19,435
DOL	43.7%	40.6%	37.8%	29.2%	30.3%	30.8%	12.9%	14.0%	15.5%	6.7%	7.7%	8.0%	7.5%	7.3%	7.9%	8,668	11,125	11,167
DOT	40.5%	37.7%	37.5%	33.1%	32.6%	31.9%	13.1%	14.9%	15.5%	7.1%	8.1%	8.1%	6.1%	6.8%	6.9%	16,497	14,582	15,277
Educ	46.6%	42.2%	42.0%	27.4%	28.0%	28.7%	13.4%	14.6%	14.1%	7.1%	7.6%	7.9%	5.6%	7.6%	7.3%	2,785	2,831	2,665
EEOC	44.7%	43.1%	39.9%	26.8%	29.2%	27.8%	13.6%	13.0%	15.5%	6.9%	6.8%	7.9%	8.0%	7.9%	9.0%	1,412	1,477	1,218
EPA	44.5%	38.5%	35.7%	31.7%	33.2%	32.5%	12.8%	14.6%	15.8%	6.4%	7.5%	9.5%	4.7%	6.3%	6.5%	9,258	10,010	4,388
FCC	48.5%	42.7%	42.9%	27.9%	29.0%	26.9%	11.3%	15.5%	16.6%	6.6%	6.3%	6.1%	5.7%	6.6%	7.4%	694	633	552
FERC	58.1%	54.7%	51.4%	26.6%	25.8%	29.0%	8.3%	11.1%	10.6%	3.9%	4.1%	5.3%	3.1%	4.3%	3.7%	1,062	1,139	979
FTC	58.7%	51.8%	49.4%	26.2%	28.0%	28.2%	7.2%	8.6%	11.0%	5.5%	6.9%	6.0%	2.4%	4.8%	5.5%	603	628	615

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
GSA	51.6%	47.5%	43.5%	28.1%	28.7%	29.4%	10.6%	12.4%	14.8%	5.5%	5.7%	6.2%	4.2%	5.6%	6.2%	7,396	6,912	7,717
HHS	43.6%	40.1%	37.5%	29.6%	30.1%	30.5%	13.8%	14.9%	15.9%	6.7%	7.6%	8.4%	6.4%	7.3%	7.7%	42,110	39,495	35,721
HUD	42.5%	38.5%	34.9%	29.9%	29.4%	28.9%	13.4%	16.1%	17.4%	6.7%	8.2%	9.7%	7.5%	7.9%	9.0%	4,864	5,397	5,295
NARA	45.4%	44.0%	41.1%	28.1%	27.1%	28.1%	13.1%	12.8%	14.8%	6.8%	8.5%	7.7%	6.5%	7.6%	8.3%	1,834	1,843	1,694
NASA	55.6%	51.7%	49.0%	28.4%	29.9%	30.9%	8.7%	10.2%	11.4%	4.2%	4.6%	4.9%	3.1%	3.6%	3.8%	11,653	11,042	9,764
NCUA	41.9%	42.1%	43.9%	30.7%	30.9%	31.4%	12.9%	13.6%	12.4%	7.5%	6.6%	8.6%	7.0%	6.9%	3.7%	653	646	767
NLRB	41.9%	38.6%	38.3%	32.7%	34.4%	31.7%	14.5%	13.6%	15.0%	5.8%	7.9%	7.6%	5.2%	5.4%	7.3%	837	860	888
NRC	47.3%	46.7%	48.0%	30.1%	28.5%	28.7%	11.8%	11.9%	10.7%	6.2%	7.3%	7.3%	4.6%	5.6%	5.4%	2,415	2,124	2,640
NSF	48.1%	43.8%	42.7%	26.6%	28.0%	26.4%	11.5%	14.9%	15.0%	7.6%	6.4%	9.4%	6.2%	7.0%	6.4%	894	839	892
OMB	56.1%	51.3%	48.7%	30.2%	29.9%	35.6%	8.1%	9.0%	5.9%	4.1%	5.1%	6.1%	1.5%	4.6%	3.7%	341	350	303
OPM	48.8%	47.1%	46.1%	29.3%	28.9%	30.2%	11.3%	12.8%	12.0%	5.4%	5.5%	6.9%	5.2%	5.6%	4.8%	2,869	3,146	3,318
PBGC	48.9%	45.7%	39.6%	28.2%	29.1%	30.9%	12.1%	13.3%	15.0%	5.8%	6.4%	7.2%	5.1%	5.5%	7.2%	593	556	617
RRB	38.4%	36.0%	33.6%	32.5%	31.8%	33.6%	14.2%	14.3%	19.6%	8.2%	11.5%	6.3%	6.7%	6.4%	6.8%	437	312	471
SBA	39.2%	38.5%	34.2%	29.4%	28.3%	28.1%	13.7%	14.0%	16.1%	7.7%	8.8%	9.4%	10.1%	10.4%	12.3%	1,482	1,348	1,271
SEC	51.6%	44.9%	39.4%	29.2%	31.9%	31.8%	9.8%	11.8%	12.5%	5.2%	5.6%	8.8%	4.1%	5.8%	7.5%	3,480	3,164	1,883

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	37.7%	35.7%	34.2%	31.6%	31.7%	32.3%	15.3%	16.0%	16.5%	8.0%	8.5%	8.9%	7.4%	8.1%	8.0%	473,365	398,003	410,689
SSA	35.1%	33.2%	32.7%	30.6%	31.7%	33.4%	17.1%	17.8%	18.4%	9.4%	9.4%	8.9%	7.8%	7.9%	6.7%	8,207	8,597	10,156
State	41.8%	39.2%	38.0%	33.6%	33.6%	34.2%	13.8%	13.2%	13.4%	6.0%	7.6%	8.7%	4.8%	6.5%	5.8%	4,108	5,053	3,930
Treas	43.1%	41.4%	40.3%	30.6%	30.4%	30.5%	13.7%	14.1%	14.4%	6.5%	7.3%	7.7%	6.2%	6.8%	7.1%	45,405	44,401	50,642
USAID	41.2%	37.1%	35.5%	31.5%	33.1%	34.7%	14.0%	14.7%	13.5%	6.9%	8.0%	9.0%	6.4%	7.1%	7.3%	2,036	2,238	1,949
USDA	39.8%	37.3%	34.5%	33.0%	33.0%	34.4%	14.6%	15.6%	16.0%	7.1%	7.5%	8.3%	5.6%	6.5%	6.9%	48,074	22,524	20,293
VA	33.6%	33.3%	31.1%	30.0%	30.0%	30.6%	16.6%	17.3%	17.8%	9.8%	9.7%	10.5%	10.0%	9.7%	10.0%	61,523	29,300	30,843
Small Agencies	45.8%	43.1%	41.9%	28.2%	29.3%	27.9%	13.2%	14.1%	15.3%	6.6%	6.9%	7.6%	6.2%	6.6%	7.3%	5,441	5,331	5,042
DOD	37.3%	35.0%	34.2%	32.5%	32.8%	33.3%	15.4%	16.0%	16.5%	7.9%	8.2%	8.5%	7.0%	8.1%	7.5%	68,589	56,829	70,664
USACE	41.8%	37.3%	35.1%	32.8%	33.7%	34.1%	13.9%	14.5%	15.6%	6.6%	7.5%	8.8%	4.9%	7.0%	6.5%	4,329	3,553	4,217
Air Force	38.1%	37.0%	36.2%	30.9%	32.0%	33.5%	15.5%	15.4%	15.1%	8.2%	7.9%	7.9%	7.4%	7.8%	7.3%	16,234	14,940	18,134
Army‡	35.0%	32.1%	31.7%	32.3%	31.7%	32.3%	16.0%	17.1%	17.8%	8.8%	9.6%	9.5%	8.0%	9.5%	8.7%	16,962	13,060	16,129
Navy‡	37.4%	34.9%	34.2%	35.2%	35.4%	35.1%	15.0%	15.9%	16.9%	6.7%	7.3%	7.7%	5.7%	6.4%	6.2%	13,788	10,834	15,725
Marine Corps	38.6%	38.3%	34.9%	32.7%	29.0%	32.3%	15.1%	15.5%	16.2%	6.4%	6.8%	7.8%	7.4%	10.4%	8.9%	1,770	1,173	1,634
DOD 4th Estate	38.5%	36.2%	35.3%	29.6%	31.4%	31.7%	15.5%	15.4%	16.0%	8.8%	8.1%	9.2%	7.6%	8.9%	7.8%	15,506	13,269	14,825

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
BBG	34.3%	32.9%	33.5%	30.2%	27.8%	28.5%	19.7%	20.2%	21.4%	8.4%	10.4%	9.3%	7.4%	8.8%	7.3%	1,061	885	1,084
CSOSA	43.3%	42.6%	42.2%	30.4%	27.2%	30.5%	18.4%	21.2%	18.6%	3.8%	5.1%	4.4%	4.1%	3.9%	4.4%	520	603	633
DHS	37.9%	35.0%	32.2%	31.0%	30.5%	31.1%	18.6%	20.3%	21.1%	6.9%	7.6%	8.5%	5.6%	6.6%	7.1%	46,061	45,867	41,887
DOC	49.6%	48.4%	47.2%	29.2%	28.6%	29.1%	13.8%	14.1%	14.6%	4.4%	5.3%	5.6%	3.1%	3.7%	3.5%	10,281	9,602	9,925
DOE	47.6%	44.8%	39.7%	29.8%	30.0%	31.2%	13.8%	15.4%	17.3%	5.2%	5.6%	6.7%	3.7%	4.2%	5.1%	8,492	7,951	8,343
DOI	40.7%	37.7%	36.0%	31.2%	31.1%	31.8%	16.9%	18.2%	18.9%	6.5%	7.2%	7.6%	4.6%	5.8%	5.7%	25,330	22,601	25,796
DOJ	42.4%	42.0%	42.5%	30.1%	29.4%	30.4%	15.9%	17.1%	16.7%	6.2%	6.3%	6.2%	5.3%	5.2%	4.3%	15,472	15,835	19,470
DOL	48.3%	45.6%	42.4%	27.7%	29.1%	30.2%	14.1%	15.4%	16.5%	5.2%	5.4%	5.7%	4.7%	4.5%	5.2%	8,664	11,132	11,175
DOT	44.6%	42.1%	41.4%	30.9%	30.7%	30.9%	15.0%	16.4%	17.0%	5.3%	6.1%	6.0%	4.2%	4.7%	4.7%	16,513	14,615	15,280
Educ	49.7%	45.1%	45.9%	27.5%	28.8%	28.8%	14.8%	15.4%	15.6%	4.5%	6.1%	5.6%	3.4%	4.5%	4.0%	2,784	2,823	2,666
EEOC	49.2%	47.6%	45.3%	25.4%	27.5%	25.9%	15.3%	14.3%	17.9%	4.9%	5.8%	5.4%	5.2%	4.8%	5.4%	1,411	1,480	1,222
EPA	49.2%	43.6%	40.2%	30.5%	31.5%	31.9%	12.8%	15.7%	17.7%	4.4%	5.2%	6.4%	3.1%	4.0%	3.7%	9,269	10,005	4,389
FCC	55.8%	50.5%	49.0%	22.6%	27.1%	25.7%	14.8%	14.0%	15.2%	3.7%	4.9%	4.6%	3.2%	3.5%	5.4%	693	635	553
FERC	61.1%	55.8%	53.8%	25.3%	27.3%	28.5%	8.8%	11.3%	11.5%	3.0%	3.4%	4.3%	1.8%	2.3%	1.8%	1,061	1,137	979
FTC	61.8%	58.4%	51.9%	24.6%	23.5%	27.8%	9.6%	11.2%	11.5%	2.3%	4.0%	5.6%	1.7%	2.9%	3.2%	604	628	616

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
GSA	55.3%	51.5%	48.2%	26.9%	28.2%	28.9%	11.3%	12.5%	14.0%	4.0%	4.3%	4.9%	2.5%	3.6%	4.0%	7,401	6,926	7,720
HHS	47.7%	44.5%	42.2%	28.1%	28.6%	29.1%	14.7%	16.3%	17.0%	5.2%	5.9%	6.4%	4.3%	4.8%	5.3%	42,158	39,516	35,755
HUD	48.8%	44.5%	40.2%	27.2%	27.8%	28.8%	14.1%	16.3%	18.2%	5.1%	6.0%	7.3%	4.7%	5.4%	5.5%	4,877	5,403	5,306
NARA	49.7%	49.4%	45.4%	26.7%	24.8%	26.8%	15.2%	14.6%	16.8%	4.9%	6.1%	5.7%	3.6%	5.0%	5.2%	1,831	1,844	1,699
NASA	59.3%	56.3%	53.5%	26.6%	27.4%	29.7%	9.5%	11.0%	11.0%	2.8%	3.1%	3.4%	1.7%	2.2%	2.4%	11,668	11,054	9,763
NCUA	45.6%	47.1%	43.9%	28.6%	30.2%	33.4%	15.9%	14.4%	15.8%	5.5%	5.4%	5.0%	4.3%	3.0%	1.9%	655	646	767
NLRB	47.7%	45.7%	46.0%	31.0%	31.4%	28.0%	13.8%	13.7%	16.5%	4.1%	5.7%	5.6%	3.3%	3.5%	3.9%	837	854	887
NRC	52.1%	49.4%	51.8%	27.8%	27.8%	27.5%	13.4%	14.4%	12.9%	3.8%	5.0%	4.6%	2.9%	3.3%	3.1%	2,417	2,126	2,640
NSF	56.0%	53.8%	50.0%	24.9%	24.6%	25.4%	10.4%	13.5%	14.8%	4.6%	3.3%	5.4%	4.0%	4.8%	4.4%	896	842	889
OMB	55.6%	47.7%	48.5%	30.3%	32.2%	35.5%	10.9%	13.5%	11.0%	1.6%	4.5%	2.5%	1.6%	2.1%	2.4%	341	350	301
OPM	54.0%	52.7%	51.3%	26.3%	27.1%	29.3%	12.3%	12.9%	11.8%	4.0%	4.1%	4.6%	3.5%	3.2%	2.9%	2,861	3,147	3,325
PBGC	54.5%	51.5%	43.5%	27.1%	25.6%	30.8%	12.9%	15.6%	16.2%	2.9%	3.2%	5.5%	2.5%	4.1%	4.0%	594	556	619
RRB	45.9%	41.5%	37.9%	28.9%	28.3%	34.3%	16.0%	18.0%	17.4%	4.6%	7.6%	6.1%	4.5%	4.6%	4.2%	438	314	470
SBA	44.0%	43.2%	38.5%	27.6%	26.6%	28.1%	14.8%	16.1%	16.1%	6.5%	6.1%	8.0%	7.2%	8.0%	9.3%	1,484	1,348	1,272
SEC	57.3%	52.3%	45.9%	25.9%	27.7%	28.5%	10.4%	11.9%	15.2%	3.6%	4.5%	5.7%	2.7%	3.6%	4.8%	3,484	3,161	1,883

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.2%	40.5%	39.1%	29.8%	29.9%	30.6%	16.8%	17.4%	18.0%	6.3%	6.7%	6.9%	5.1%	5.4%	5.4%	473,735	398,213	410,877
SSA	39.9%	37.9%	38.1%	30.2%	32.2%	33.5%	18.9%	19.2%	18.5%	6.5%	6.5%	5.8%	4.5%	4.2%	4.0%	8,201	8,602	10,153
State	43.4%	41.3%	40.7%	32.2%	30.7%	31.5%	15.5%	17.9%	17.0%	5.7%	6.3%	6.3%	3.2%	3.8%	4.5%	4,102	5,052	3,928
Treas	49.7%	48.0%	46.7%	28.3%	28.7%	28.8%	13.3%	13.9%	14.7%	4.6%	5.0%	5.0%	4.0%	4.5%	4.7%	45,430	44,399	50,619
USAID	43.1%	39.3%	38.3%	31.6%	32.6%	33.0%	15.4%	17.0%	16.9%	5.5%	6.3%	6.8%	4.4%	4.8%	5.0%	2,039	2,240	1,947
USDA	43.5%	41.4%	38.7%	31.2%	32.0%	32.7%	16.1%	16.4%	17.6%	5.5%	5.7%	6.5%	3.7%	4.5%	4.6%	48,113	22,522	20,293
VA	38.4%	38.6%	36.1%	27.9%	28.3%	29.3%	18.7%	18.7%	19.4%	7.8%	7.7%	7.9%	7.2%	6.8%	7.3%	61,599	29,301	30,871
Small Agencies	49.9%	47.1%	45.7%	27.2%	29.0%	27.7%	14.0%	14.5%	16.0%	4.9%	5.0%	5.9%	4.0%	4.4%	4.6%	5,450	5,328	5,043
DOD	41.3%	39.5%	38.8%	30.6%	30.8%	31.3%	17.1%	17.4%	18.1%	6.2%	6.9%	6.9%	4.8%	5.3%	4.9%	68,643	56,883	70,709
USACE	44.5%	41.2%	38.1%	32.1%	32.2%	32.8%	15.3%	16.1%	18.7%	4.8%	5.9%	6.2%	3.3%	4.6%	4.2%	4,329	3,554	4,223
Air Force	41.9%	42.1%	41.1%	29.5%	29.5%	30.9%	16.6%	16.5%	16.7%	6.8%	6.6%	6.3%	5.2%	5.3%	5.0%	16,244	14,962	18,143
Army‡	38.4%	35.9%	35.9%	31.3%	30.6%	31.2%	18.2%	19.3%	19.5%	6.5%	7.9%	7.8%	5.6%	6.3%	5.6%	17,004	13,075	16,146
Navy‡	42.3%	39.9%	39.0%	31.9%	32.4%	32.6%	16.6%	17.0%	17.9%	5.5%	6.5%	6.3%	3.7%	4.1%	4.2%	13,791	10,844	15,732
Marine Corps	42.2%	41.5%	40.0%	29.8%	29.9%	29.4%	17.8%	15.8%	18.3%	6.2%	7.2%	6.9%	4.0%	5.7%	5.3%	1,775	1,174	1,633
DOD 4th Estate	43.0%	41.0%	40.3%	27.8%	29.4%	29.7%	17.0%	16.8%	17.9%	6.8%	6.8%	7.2%	5.4%	6.0%	4.9%	15,500	13,274	14,832

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
BBG	9.4%	10.1%	9.1%	26.8%	23.3%	25.2%	23.3%	23.3%	23.2%	17.6%	19.9%	18.1%	22.8%	23.5%	24.4%	1,031	861	1,056	31	20	25
CSOSA	12.3%	10.5%	13.3%	31.8%	32.3%	31.6%	25.5%	25.3%	25.7%	17.8%	18.5%	18.0%	12.6%	13.4%	11.4%	499	590	621	11	11	11
DHS	9.6%	7.6%	6.3%	23.6%	20.3%	19.0%	22.1%	20.1%	20.4%	20.5%	23.0%	23.1%	24.2%	29.1%	31.1%	44,882	45,051	41,128	941	641	525
DOC	12.2%	12.2%	11.9%	31.7%	30.7%	30.8%	27.1%	25.1%	24.7%	17.7%	18.7%	18.7%	11.3%	13.3%	13.9%	9,904	9,337	9,634	328	239	256
DOE	13.2%	11.5%	8.7%	31.8%	30.9%	27.1%	24.1%	23.3%	24.7%	18.0%	18.9%	21.8%	12.9%	15.4%	17.5%	8,291	7,834	8,213	172	109	119
DOI	9.2%	8.5%	7.4%	28.6%	26.6%	25.4%	26.9%	26.4%	26.6%	20.4%	21.3%	22.8%	14.9%	17.2%	17.7%	24,518	21,986	25,124	722	505	548
DOJ	14.9%	14.5%	12.9%	31.8%	32.5%	32.9%	23.9%	23.5%	24.0%	16.3%	17.0%	18.3%	13.1%	12.4%	11.8%	14,936	15,431	18,982	370	263	325
DOL	15.7%	15.6%	13.4%	31.7%	32.1%	31.3%	23.9%	23.2%	24.6%	15.6%	16.4%	16.7%	13.1%	12.8%	14.0%	8,341	10,869	10,954	296	245	221
DOT	11.9%	10.8%	10.4%	29.5%	29.4%	27.9%	26.4%	23.9%	25.4%	18.8%	20.3%	20.8%	13.5%	15.6%	15.5%	16,025	14,292	14,910	418	259	322
Educ	13.2%	13.5%	13.9%	26.6%	30.9%	31.8%	23.7%	22.1%	21.3%	17.4%	17.3%	18.0%	19.0%	16.3%	15.0%	2,705	2,778	2,613	76	49	53
EEOC	19.1%	16.5%	15.9%	30.1%	32.1%	27.8%	21.4%	20.5%	20.3%	15.5%	17.5%	19.5%	13.8%	13.3%	16.5%	1,379	1,437	1,198	33	29	23
EPA	10.9%	8.8%	6.7%	27.8%	29.6%	25.5%	23.1%	25.0%	23.6%	18.1%	21.4%	25.1%	20.1%	15.2%	19.2%	9,041	9,798	4,308	191	185	70
FCC	14.4%	14.5%	15.2%	31.9%	29.2%	30.5%	26.4%	22.9%	19.7%	14.6%	16.9%	16.2%	12.7%	16.5%	18.4%	678	616	535	13	18	16
FERC	27.8%	23.1%	22.5%	39.6%	38.7%	36.1%	17.7%	19.5%	20.9%	9.0%	10.9%	11.9%	6.0%	7.8%	8.6%	1,050	1,117	958	12	22	18
FTC	24.2%	36.1%	27.6%	39.4%	35.6%	39.1%	21.0%	16.3%	19.1%	11.0%	8.2%	9.3%	4.5%	3.8%	4.9%	579	618	606	22	8	6

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
GSA	19.5%	16.6%	13.6%	37.0%	33.3%	29.6%	21.3%	22.8%	24.3%	13.0%	15.0%	18.3%	9.2%	12.2%	14.2%	7,252	6,814	7,563	135	95	134
HHS	17.2%	15.3%	13.5%	35.9%	34.3%	33.0%	23.8%	23.4%	24.3%	13.5%	15.4%	17.0%	9.7%	11.6%	12.3%	40,770	38,469	34,803	1,183	875	791
HUD	14.3%	13.5%	10.5%	29.1%	28.7%	25.4%	26.3%	25.1%	26.0%	16.5%	17.9%	20.1%	13.9%	14.7%	18.0%	4,718	5,316	5,189	143	89	97
NARA	14.5%	12.8%	9.9%	27.0%	26.4%	21.7%	23.5%	23.2%	21.9%	19.8%	20.3%	22.0%	15.2%	17.2%	24.5%	1,782	1,801	1,667	47	35	22
NASA	23.7%	22.3%	20.1%	39.8%	38.7%	38.4%	20.5%	20.9%	21.9%	10.8%	11.8%	13.0%	5.3%	6.3%	6.7%	11,425	10,884	9,600	199	136	122
NCUA	13.0%	14.6%	13.6%	32.1%	39.6%	37.2%	21.1%	19.5%	24.4%	20.5%	16.7%	16.0%	13.2%	9.6%	8.9%	634	638	752	15	8	13
NLRB	18.4%	11.7%	15.3%	30.4%	28.6%	25.5%	19.8%	21.3%	20.8%	17.5%	19.6%	20.3%	14.0%	18.8%	18.2%	805	843	865	24	13	14
NRC	15.7%	16.0%	17.4%	36.6%	36.3%	37.6%	23.8%	22.2%	21.6%	14.1%	14.9%	13.9%	9.8%	10.5%	9.5%	2,374	2,086	2,599	39	33	30
NSF	19.4%	19.0%	15.0%	35.0%	30.2%	31.1%	20.2%	23.0%	20.5%	15.9%	17.6%	20.9%	9.5%	10.3%	12.5%	890	834	866	9	8	17
OMB	11.4%	18.9%	11.5%	26.8%	43.3%	45.5%	26.9%	18.5%	23.8%	22.6%	15.6%	14.6%	12.3%	3.8%	4.6%	328	345	299	12	6	3
OPM	14.5%	14.2%	13.2%	30.3%	30.9%	31.1%	24.9%	24.8%	26.4%	16.5%	16.8%	17.4%	13.8%	13.3%	11.9%	2,750	3,043	3,222	103	92	95
PBGC	17.9%	13.7%	11.9%	34.8%	35.2%	33.8%	25.0%	23.7%	23.1%	15.9%	14.5%	19.3%	6.4%	13.0%	12.0%	574	544	604	18	9	13
RRB	16.0%	12.5%	13.6%	32.1%	33.0%	32.3%	27.2%	30.9%	29.2%	14.7%	13.6%	14.4%	10.0%	10.0%	10.5%	411	295	444	23	17	22
SBA	13.8%	11.9%	10.4%	30.4%	25.3%	25.9%	23.6%	20.7%	20.7%	15.7%	21.5%	21.7%	16.5%	20.6%	21.3%	1,447	1,306	1,240	34	34	25
SEC	21.1%	17.0%	13.5%	36.2%	34.5%	32.4%	21.2%	20.9%	20.9%	12.7%	15.6%	17.2%	8.8%	12.1%	15.9%	3,384	3,086	1,855	92	69	28

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.7%	11.5%	10.5%	30.5%	29.4%	28.5%	24.5%	24.1%	24.7%	17.7%	19.1%	19.9%	14.6%	15.9%	16.4%	458,664	388,819	401,121	12,542	7,594	7,849
SSA	12.3%	12.9%	12.7%	29.7%	30.5%	32.4%	26.4%	25.1%	26.1%	17.6%	18.1%	17.6%	14.1%	13.4%	11.2%	7,797	8,312	9,820	326	216	250
State	10.5%	13.7%	12.2%	26.7%	33.1%	34.3%	22.3%	24.5%	22.6%	21.7%	18.3%	19.5%	18.8%	10.4%	11.3%	3,993	4,960	3,857	64	56	50
Treas	11.4%	11.0%	10.2%	30.4%	29.7%	28.9%	25.3%	24.4%	25.1%	18.0%	19.0%	19.9%	14.9%	16.0%	16.0%	43,785	43,152	49,164	1,434	1,075	1,272
USAID	14.8%	12.8%	9.3%	36.4%	33.6%	30.4%	23.2%	24.2%	25.1%	15.8%	19.2%	21.4%	9.8%	10.3%	13.8%	1,993	2,202	1,918	27	21	22
USDA	9.6%	8.8%	7.2%	30.1%	28.8%	26.1%	28.9%	27.6%	27.6%	18.9%	21.0%	22.8%	12.5%	13.8%	16.3%	46,238	21,979	19,803	1,720	471	438
VA	10.7%	10.2%	9.1%	27.3%	27.0%	26.4%	24.7%	24.7%	25.7%	19.3%	20.1%	20.8%	18.0%	17.8%	18.0%	59,332	28,404	29,957	1,694	641	671
Small Agencies	16.1%	15.2%	12.9%	31.0%	31.3%	29.7%	21.3%	20.6%	21.6%	17.0%	16.6%	19.9%	14.6%	16.3%	16.0%	5,327	5,253	4,966	117	70	69
DOD	13.9%	12.1%	11.4%	33.1%	31.4%	30.4%	24.4%	24.4%	25.2%	16.6%	18.4%	19.1%	11.9%	13.8%	13.9%	66,796	55,638	69,228	1,448	922	1,113
USACE	13.4%	11.2%	9.2%	35.7%	32.6%	31.0%	27.0%	25.9%	26.3%	15.5%	19.0%	20.8%	8.4%	11.2%	12.7%	4,220	3,470	4,114	102	75	92
Air Force	15.4%	14.6%	14.1%	34.1%	32.6%	33.0%	23.3%	23.5%	23.9%	15.7%	16.7%	17.4%	11.5%	12.6%	11.6%	15,715	14,580	17,730	387	260	299
Army†	13.8%	12.0%	10.9%	32.6%	30.0%	29.1%	24.1%	23.4%	25.0%	16.5%	18.7%	19.8%	13.0%	15.8%	15.1%	16,592	12,831	15,788	309	185	255
Navy†	12.7%	10.1%	9.6%	33.3%	32.2%	29.7%	26.1%	25.8%	26.8%	17.0%	19.2%	19.5%	10.9%	12.7%	14.3%	13,389	10,594	15,476	326	183	216
Marine Corps	13.3%	13.9%	12.5%	31.9%	25.1%	28.8%	26.4%	25.7%	25.5%	16.1%	20.0%	18.1%	12.2%	15.3%	15.2%	1,716	1,147	1,607	48	20	18
DOD 4th Estate	14.4%	12.5%	11.9%	31.8%	31.4%	30.4%	22.2%	24.1%	24.0%	18.1%	17.9%	19.0%	13.5%	14.1%	14.6%	15,164	13,016	14,513	276	199	233

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
BBG	11.9%	13.4%	11.2%	27.5%	26.4%	26.3%	28.6%	27.9%	27.6%	11.6%	10.8%	13.7%	20.3%	21.6%	21.2%	982	800	1,017	79	80	64
CSOSA	14.8%	13.7%	16.9%	35.6%	33.2%	33.0%	27.1%	26.7%	27.9%	10.9%	14.5%	10.7%	11.6%	11.8%	11.5%	488	574	600	23	26	31
DHS	14.0%	11.9%	10.2%	30.2%	27.5%	26.7%	24.5%	23.0%	23.7%	12.2%	13.6%	14.5%	19.1%	24.0%	25.0%	43,026	43,219	39,519	2,725	2,395	2,103
DOC	18.9%	18.3%	17.8%	39.6%	38.2%	37.6%	25.5%	24.8%	25.5%	8.1%	9.5%	9.4%	7.8%	9.2%	9.6%	9,369	8,823	9,054	847	751	830
DOE	20.0%	17.9%	14.8%	37.2%	36.0%	33.7%	23.3%	23.1%	24.6%	9.7%	10.8%	12.5%	9.7%	12.2%	14.3%	7,934	7,509	7,845	516	417	482
DOI	14.2%	13.2%	12.4%	35.6%	33.9%	33.9%	26.0%	26.0%	27.3%	12.0%	12.9%	12.9%	12.2%	14.0%	13.6%	23,342	20,871	23,808	1,862	1,577	1,820
DOJ	21.3%	20.7%	19.7%	36.7%	37.7%	38.3%	21.0%	21.3%	22.2%	10.4%	10.1%	10.5%	10.7%	10.2%	9.4%	14,478	15,013	18,519	788	648	758
DOL	22.1%	21.2%	19.9%	35.8%	35.4%	35.5%	22.5%	22.8%	24.0%	8.8%	9.4%	9.1%	10.7%	11.1%	11.5%	8,003	10,403	10,461	630	686	686
DOT	16.9%	16.2%	15.3%	36.3%	35.4%	34.8%	26.2%	24.8%	25.2%	10.0%	11.3%	12.3%	10.7%	12.2%	12.5%	15,261	13,665	14,202	1,143	876	1,014
Educ	17.9%	18.9%	19.8%	32.4%	33.6%	35.4%	24.0%	23.6%	23.7%	11.9%	10.7%	9.0%	13.8%	13.2%	12.1%	2,546	2,647	2,477	227	173	181
EEOC	24.1%	21.8%	20.1%	34.6%	32.4%	31.0%	22.0%	22.0%	22.0%	8.7%	11.8%	11.8%	10.7%	12.0%	15.1%	1,318	1,381	1,146	88	84	75
EPA	15.8%	14.2%	11.9%	33.3%	36.3%	34.2%	22.4%	25.6%	25.8%	11.3%	12.0%	13.5%	17.2%	11.8%	14.7%	8,575	9,334	4,055	633	638	314
FCC	20.3%	22.0%	22.6%	36.1%	31.1%	34.3%	23.7%	22.8%	19.7%	10.7%	10.5%	8.2%	9.3%	13.7%	15.1%	645	583	501	42	50	50
FERC	41.8%	34.8%	34.3%	38.2%	39.1%	40.5%	12.1%	16.1%	15.5%	4.0%	5.6%	5.1%	4.0%	4.5%	4.6%	1,026	1,085	939	35	53	39
FTC	38.6%	49.6%	39.5%	38.2%	33.3%	40.5%	15.2%	11.6%	13.4%	4.8%	2.5%	3.6%	3.2%	3.0%	2.9%	546	596	580	52	29	34

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
GSA	25.9%	22.4%	18.0%	40.0%	36.9%	35.9%	20.5%	23.8%	26.5%	6.6%	8.2%	9.7%	7.0%	8.7%	10.0%	6,991	6,502	7,218	381	379	471
HHS	23.2%	21.1%	19.2%	38.7%	37.4%	37.2%	22.0%	22.5%	23.8%	8.1%	9.4%	9.8%	8.0%	9.6%	10.0%	39,055	36,773	33,233	2,813	2,513	2,301
HUD	17.5%	16.9%	13.6%	33.3%	32.6%	30.1%	27.9%	27.4%	29.3%	10.0%	10.9%	12.2%	11.3%	12.3%	14.9%	4,467	5,013	4,879	374	376	406
NARA	18.7%	16.1%	13.9%	34.5%	32.7%	28.8%	23.9%	23.6%	23.6%	11.5%	12.6%	14.1%	11.4%	14.9%	19.6%	1,680	1,714	1,565	145	117	119
NASA	34.5%	33.1%	30.3%	41.9%	40.4%	41.4%	15.2%	16.2%	17.3%	4.7%	5.4%	6.0%	3.7%	4.9%	5.1%	11,066	10,532	9,288	539	484	424
NCUA	20.4%	20.4%	18.6%	36.1%	42.0%	42.6%	21.8%	18.5%	21.9%	11.0%	11.0%	9.7%	10.7%	8.1%	7.1%	593	611	717	51	32	46
NLRB	29.4%	22.4%	24.1%	37.4%	39.6%	39.1%	18.9%	19.8%	19.9%	8.3%	6.7%	7.7%	6.0%	11.5%	9.2%	769	816	820	60	37	54
NRC	27.1%	26.1%	27.6%	39.6%	41.1%	38.9%	18.4%	16.4%	17.3%	7.5%	8.2%	8.6%	7.4%	8.2%	7.6%	2,285	2,018	2,531	127	93	95
NSF	29.8%	25.6%	23.1%	37.3%	38.4%	33.6%	17.6%	18.5%	23.3%	7.3%	8.1%	10.2%	8.0%	9.2%	9.7%	843	793	827	51	44	61
OMB	15.3%	29.6%	25.4%	28.1%	45.9%	48.9%	28.0%	17.1%	17.6%	16.0%	5.9%	5.7%	12.6%	1.5%	2.3%	315	341	286	25	9	16
OPM	21.0%	19.5%	18.9%	36.8%	37.9%	38.5%	25.0%	24.2%	25.9%	8.1%	8.8%	8.7%	9.2%	9.6%	8.1%	2,542	2,847	2,982	313	287	327
PBGC	23.4%	18.9%	18.4%	39.6%	38.3%	38.6%	23.1%	21.4%	20.1%	9.0%	12.2%	12.3%	4.9%	9.2%	10.6%	554	519	585	36	36	31
RRB	23.2%	16.4%	17.9%	37.6%	41.8%	40.7%	26.4%	28.9%	27.6%	6.7%	5.4%	5.5%	6.1%	7.5%	8.4%	385	277	422	49	33	44
SBA	17.8%	17.4%	13.4%	33.8%	27.3%	29.0%	25.0%	25.7%	26.1%	7.8%	12.9%	13.8%	15.6%	16.7%	17.7%	1,353	1,234	1,160	125	102	101
SEC	32.0%	27.9%	23.5%	40.2%	37.9%	37.6%	15.6%	17.6%	17.6%	5.9%	7.4%	9.4%	6.2%	9.2%	11.8%	3,222	2,931	1,754	247	221	123

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.4%	16.9%	15.7%	36.1%	34.8%	34.7%	24.1%	24.0%	24.7%	10.0%	11.1%	11.7%	11.5%	13.1%	13.2%	438,606	372,029	383,737	31,681	23,730	24,649
SSA	16.8%	18.1%	17.9%	37.3%	35.8%	38.4%	27.5%	25.7%	25.4%	8.8%	10.1%	9.3%	9.6%	10.4%	9.0%	7,384	7,931	9,385	713	582	675
State	18.3%	20.7%	20.8%	36.4%	41.0%	41.0%	24.2%	21.4%	21.1%	10.7%	9.2%	9.5%	10.4%	7.7%	7.7%	3,767	4,823	3,734	282	188	177
Treas	16.0%	15.3%	14.4%	36.1%	34.6%	34.7%	26.6%	26.0%	26.2%	9.7%	11.0%	11.5%	11.6%	13.0%	13.2%	41,160	40,535	46,318	3,960	3,611	4,032
USAID	23.7%	19.1%	14.9%	44.6%	42.0%	40.9%	18.7%	22.9%	24.4%	7.0%	8.1%	11.2%	6.0%	7.9%	8.6%	1,910	2,084	1,836	108	139	98
USDA	13.7%	13.0%	10.7%	37.9%	36.4%	34.2%	28.7%	28.7%	29.5%	10.4%	11.5%	13.3%	9.1%	10.5%	12.4%	44,107	21,030	18,889	3,778	1,391	1,317
VA	14.5%	13.7%	12.5%	31.6%	31.1%	31.0%	26.7%	26.2%	27.1%	12.0%	13.1%	13.7%	15.3%	15.8%	15.8%	56,841	27,301	28,823	4,014	1,692	1,741
Small Agencies	22.8%	21.4%	19.9%	35.5%	36.3%	35.0%	21.8%	21.1%	23.0%	9.1%	9.5%	10.0%	10.8%	11.6%	12.1%	5,137	5,030	4,734	297	281	293
DOD	21.0%	18.6%	17.4%	38.8%	37.0%	37.0%	22.2%	22.8%	23.8%	9.0%	10.3%	10.8%	9.0%	11.2%	11.0%	64,641	53,871	67,028	3,503	2,600	3,216
USACE	21.1%	18.3%	15.6%	42.3%	41.5%	39.4%	22.8%	22.6%	25.2%	7.9%	9.0%	10.7%	6.0%	8.5%	9.2%	4,073	3,349	3,964	247	194	238
Air Force	23.1%	21.8%	21.2%	38.9%	37.8%	39.1%	20.5%	20.6%	20.7%	8.8%	9.4%	9.8%	8.7%	10.4%	9.2%	15,265	14,217	17,246	816	610	765
Army‡	19.6%	17.4%	16.1%	38.5%	34.9%	35.2%	22.4%	23.4%	24.8%	9.5%	11.0%	11.4%	9.9%	13.3%	12.5%	16,137	12,487	15,294	726	503	725
Navy‡	20.4%	17.4%	15.9%	40.1%	38.6%	38.1%	22.9%	23.6%	24.8%	8.7%	10.7%	10.5%	7.9%	9.8%	10.6%	12,957	10,264	14,992	743	498	668
Marine Corps	23.3%	21.1%	19.6%	36.4%	30.5%	34.0%	22.6%	25.5%	21.9%	8.2%	10.8%	12.4%	9.6%	12.1%	12.1%	1,682	1,113	1,562	82	49	56
DOD 4th Estate	20.9%	18.3%	17.1%	36.2%	36.7%	35.5%	22.9%	23.1%	24.4%	9.2%	9.8%	11.1%	10.8%	12.0%	11.9%	14,527	12,441	13,970	889	746	764

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
BBG	15.0%	14.0%	13.6%	43.1%	37.1%	38.8%	23.2%	26.1%	25.8%	7.3%	8.8%	10.6%	11.5%	14.0%	11.2%	984	803	991	69	71	82
CSOSA	16.5%	15.0%	16.3%	47.9%	43.0%	45.2%	22.4%	25.8%	26.3%	7.2%	8.5%	6.0%	6.0%	7.6%	6.2%	475	563	589	29	31	39
DHS	18.6%	14.5%	12.8%	45.0%	42.7%	41.9%	21.1%	23.6%	24.2%	7.0%	8.5%	9.3%	8.3%	10.7%	11.8%	43,812	42,918	39,417	1,693	2,394	2,117
DOC	25.3%	21.7%	21.7%	49.2%	46.7%	46.3%	16.6%	20.7%	21.7%	5.2%	6.0%	5.7%	3.8%	5.0%	4.6%	9,523	8,626	8,976	653	878	848
DOE	23.8%	19.4%	15.5%	47.8%	46.1%	44.7%	17.9%	21.0%	24.2%	5.8%	6.9%	8.0%	4.7%	6.6%	7.6%	8,005	7,359	7,645	414	505	601
DOI	18.5%	15.0%	13.4%	48.2%	45.5%	45.4%	21.3%	24.7%	26.3%	6.4%	7.8%	7.8%	5.6%	6.9%	7.1%	23,451	20,517	23,463	1,572	1,737	1,918
DOJ	22.9%	20.9%	19.7%	46.2%	45.5%	46.9%	19.1%	20.9%	21.4%	6.3%	6.8%	6.4%	5.5%	5.8%	5.6%	14,530	14,690	18,112	678	876	1,008
DOL	27.3%	23.2%	21.2%	43.3%	43.5%	43.3%	16.8%	19.7%	20.8%	6.2%	6.9%	7.3%	6.3%	6.8%	7.4%	8,151	10,339	10,375	439	694	692
DOT	23.0%	20.2%	18.9%	49.1%	47.8%	47.5%	17.8%	20.3%	21.3%	5.5%	6.0%	6.5%	4.7%	5.7%	5.9%	15,672	13,595	14,151	680	845	937
Educ	25.5%	21.6%	22.5%	44.4%	43.8%	43.6%	18.7%	20.2%	20.3%	5.6%	7.2%	6.5%	5.8%	7.3%	7.1%	2,626	2,647	2,478	139	161	153
EEOC	30.0%	25.4%	23.3%	42.5%	43.8%	39.9%	15.9%	16.6%	19.4%	5.9%	6.9%	8.3%	5.7%	7.3%	9.1%	1,354	1,390	1,159	48	67	51
EPA	23.8%	15.3%	14.7%	49.0%	46.3%	43.8%	17.0%	23.7%	24.9%	6.0%	8.3%	8.6%	4.2%	6.4%	8.0%	8,628	9,067	3,925	547	857	416
FCC	28.3%	23.9%	22.3%	41.4%	39.5%	41.3%	19.5%	22.0%	20.7%	5.4%	6.2%	5.6%	5.4%	8.4%	10.1%	652	579	509	36	50	40
FERC	42.0%	34.6%	33.0%	41.5%	43.2%	44.1%	10.3%	14.5%	14.1%	3.8%	4.2%	5.3%	2.4%	3.5%	3.4%	1,020	1,079	922	36	56	49
FTC	44.3%	43.8%	37.0%	38.4%	38.0%	41.1%	11.3%	10.6%	13.4%	4.0%	4.3%	5.5%	2.0%	3.4%	3.0%	559	565	555	39	57	54

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
GSA	31.7%	25.9%	22.2%	44.9%	43.9%	43.7%	15.1%	20.4%	22.5%	4.4%	4.6%	6.0%	3.9%	5.3%	5.6%	7,015	6,450	7,090	308	388	462
HHS	26.7%	22.1%	19.7%	45.4%	44.0%	44.5%	17.5%	20.9%	21.7%	5.7%	6.7%	7.6%	4.8%	6.2%	6.6%	39,767	36,475	32,912	1,940	2,555	2,380
HUD	23.7%	19.4%	15.9%	43.9%	41.4%	40.9%	19.4%	23.5%	25.0%	6.5%	7.7%	8.9%	6.5%	8.0%	9.2%	4,619	5,059	4,928	220	301	314
NARA	25.4%	21.0%	17.4%	43.8%	41.9%	40.1%	18.1%	21.0%	21.1%	6.7%	7.8%	10.4%	5.9%	8.3%	11.0%	1,711	1,681	1,525	109	140	146
NASA	39.9%	35.9%	33.3%	44.8%	45.8%	46.8%	10.6%	12.4%	13.5%	2.7%	3.4%	3.8%	2.0%	2.5%	2.7%	11,115	10,367	9,144	452	587	506
NCUA	26.6%	24.0%	23.9%	45.5%	49.4%	49.7%	18.5%	16.2%	15.8%	4.6%	6.7%	6.2%	4.7%	3.7%	4.4%	595	591	708	49	50	54
NLRB	28.8%	21.4%	22.8%	42.8%	44.1%	43.7%	17.6%	20.4%	17.7%	6.3%	6.9%	8.3%	4.5%	7.2%	7.5%	773	794	819	53	54	61
NRC	30.2%	27.2%	28.5%	48.3%	47.7%	46.4%	13.4%	13.4%	15.9%	4.6%	6.2%	5.4%	3.6%	5.5%	3.9%	2,300	1,993	2,470	105	110	143
NSF	30.5%	26.0%	21.5%	42.1%	39.9%	40.1%	15.2%	19.4%	20.5%	6.0%	8.8%	9.3%	6.2%	5.8%	8.5%	857	780	819	39	53	59
OMB	32.9%	34.2%	28.2%	45.4%	43.8%	46.7%	12.9%	14.5%	17.6%	6.7%	5.6%	6.3%	2.1%	2.0%	1.2%	319	330	278	20	17	22
OPM	27.6%	23.5%	22.9%	45.1%	45.1%	45.7%	18.0%	21.4%	21.5%	4.7%	4.6%	5.5%	4.6%	5.5%	4.4%	2,593	2,753	2,907	246	361	389
PBGC	26.9%	20.5%	20.7%	49.3%	41.9%	42.6%	15.1%	23.2%	20.2%	5.7%	7.8%	9.2%	3.1%	6.5%	7.3%	562	519	573	27	36	40
RRB	27.6%	24.0%	18.3%	47.0%	45.2%	49.6%	16.7%	22.3%	21.9%	5.5%	3.8%	6.4%	3.1%	4.6%	3.9%	413	285	420	18	25	41
SBA	22.8%	18.5%	17.2%	42.4%	38.4%	37.2%	19.8%	24.3%	26.2%	6.0%	7.4%	8.1%	9.0%	11.4%	11.3%	1,399	1,252	1,171	68	75	74
SEC	34.0%	25.9%	20.6%	42.7%	41.8%	43.2%	15.1%	18.7%	18.7%	4.5%	7.5%	9.2%	3.7%	6.2%	8.4%	3,251	2,836	1,705	202	299	165

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	22.2%	19.0%	17.7%	46.3%	45.0%	45.1%	19.4%	22.0%	22.7%	6.3%	7.1%	7.4%	5.8%	6.9%	7.1%	445,624	368,225	379,628	22,578	25,081	25,756
SSA	21.9%	21.3%	21.0%	47.1%	46.1%	46.8%	18.4%	19.9%	20.2%	6.9%	6.7%	6.5%	5.6%	6.0%	5.5%	7,755	8,098	9,563	308	377	440
State	23.2%	21.5%	22.0%	50.1%	47.8%	48.5%	17.4%	19.3%	18.0%	5.8%	7.5%	7.3%	3.5%	3.9%	4.2%	3,930	4,833	3,731	112	162	144
Treas	22.8%	19.1%	18.4%	46.0%	44.5%	44.5%	19.7%	22.9%	23.1%	5.5%	6.2%	6.9%	6.0%	7.3%	7.2%	41,809	39,879	45,470	3,126	3,985	4,508
USAID	26.0%	19.3%	18.4%	47.8%	49.4%	48.7%	16.2%	19.6%	20.2%	6.6%	7.3%	7.2%	3.5%	4.4%	5.5%	1,945	2,114	1,820	59	87	93
USDA	19.9%	16.8%	14.1%	51.9%	49.2%	49.8%	19.4%	23.2%	24.1%	5.2%	5.9%	6.5%	3.6%	4.9%	5.5%	45,843	21,029	18,883	1,829	1,251	1,171
VA	18.8%	16.6%	15.2%	42.6%	42.1%	42.0%	22.5%	24.7%	25.4%	7.7%	7.8%	8.5%	8.5%	8.8%	8.9%	57,259	26,977	28,418	3,380	1,912	1,902
Small Agencies	27.4%	22.9%	22.0%	43.2%	42.5%	42.0%	17.8%	21.0%	21.2%	5.5%	6.0%	7.4%	6.1%	7.5%	7.5%	5,102	4,931	4,658	306	342	348
DOD	23.2%	19.9%	18.9%	47.5%	46.3%	46.6%	18.7%	21.1%	21.8%	5.9%	6.9%	6.9%	4.7%	5.9%	5.9%	65,250	53,462	66,349	2,530	2,635	3,289
USACE	23.6%	19.3%	17.1%	50.4%	47.8%	48.9%	16.9%	21.6%	22.2%	5.7%	7.5%	6.8%	3.5%	3.8%	4.9%	4,119	3,316	3,906	176	197	254
Air Force	24.8%	22.5%	21.6%	46.4%	45.9%	47.4%	17.8%	19.8%	19.6%	6.1%	6.0%	6.4%	4.8%	5.7%	5.1%	15,407	14,045	17,043	600	682	811
Army‡	22.4%	18.6%	18.0%	46.7%	44.6%	44.2%	19.1%	21.5%	23.2%	6.5%	8.0%	7.6%	5.4%	7.3%	7.0%	16,171	12,312	15,171	595	566	693
Navy‡	22.2%	18.7%	17.9%	50.4%	49.7%	49.1%	18.6%	21.1%	22.0%	5.2%	5.9%	6.1%	3.6%	4.5%	4.9%	13,133	10,218	14,835	487	508	704
Marine Corps	24.7%	23.6%	19.3%	44.1%	38.1%	45.3%	21.3%	23.3%	21.4%	5.1%	7.6%	7.8%	4.9%	7.5%	6.2%	1,695	1,098	1,540	61	52	65
DOD 4th Estate	23.6%	20.2%	18.7%	44.6%	44.2%	44.9%	19.5%	21.7%	22.1%	6.2%	7.3%	7.4%	6.1%	6.6%	6.9%	14,725	12,473	13,854	611	630	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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
BBG	11.8%	11.3%	10.7%	35.5%	33.6%	35.7%	23.2%	21.4%	22.2%	13.7%	14.4%	14.6%	15.8%	19.4%	16.8%	1,029	866	1,048	24	12	26
CSOSA	16.2%	15.7%	16.4%	47.0%	45.7%	47.3%	19.4%	21.2%	19.3%	10.2%	8.4%	9.1%	7.2%	9.0%	8.0%	495	587	617	9	10	10
DHS	13.1%	10.9%	9.5%	38.7%	36.5%	35.0%	20.4%	21.4%	22.0%	14.2%	14.9%	16.3%	13.7%	16.3%	17.3%	44,989	44,861	40,988	573	541	493
DOC	18.7%	17.9%	18.2%	47.1%	47.6%	46.4%	19.5%	18.2%	18.6%	9.4%	9.9%	10.5%	5.4%	6.5%	6.3%	9,982	9,376	9,700	197	144	145
DOE	19.4%	17.4%	13.4%	46.6%	46.3%	44.6%	17.0%	18.2%	20.2%	10.3%	10.2%	12.8%	6.7%	8.0%	9.0%	8,359	7,818	8,230	77	65	63
DOI	13.8%	11.7%	9.9%	43.6%	41.2%	40.8%	21.2%	23.0%	23.5%	12.5%	14.2%	15.3%	8.8%	9.9%	10.5%	24,714	22,043	25,144	387	317	375
DOJ	18.1%	16.9%	16.4%	45.2%	46.3%	47.2%	19.3%	19.9%	20.7%	10.4%	10.3%	9.6%	6.9%	6.6%	6.0%	14,961	15,415	18,905	256	206	268
DOL	23.4%	21.6%	19.6%	46.2%	47.5%	47.9%	16.0%	16.2%	17.2%	8.2%	8.2%	8.7%	6.1%	6.5%	6.5%	8,490	10,942	10,990	90	107	114
DOT	18.0%	16.6%	15.4%	46.3%	46.7%	46.3%	19.2%	19.2%	19.3%	9.9%	10.2%	10.8%	6.5%	7.3%	8.1%	16,175	14,332	14,985	170	145	184
Educ	19.3%	17.6%	17.7%	43.1%	45.4%	44.0%	17.9%	18.3%	19.3%	11.2%	10.8%	11.3%	8.6%	7.8%	7.6%	2,736	2,781	2,625	35	29	30
EEOC	26.5%	22.5%	21.6%	47.2%	49.7%	44.2%	13.9%	12.6%	15.6%	7.0%	8.7%	9.7%	5.5%	6.4%	8.9%	1,377	1,437	1,197	23	20	17
EPA	17.2%	12.1%	11.3%	47.9%	47.0%	43.5%	19.1%	21.7%	21.4%	9.9%	12.0%	14.6%	5.8%	7.2%	9.2%	9,055	9,813	4,326	121	114	38
FCC	19.9%	18.0%	17.5%	45.0%	40.9%	39.0%	19.4%	19.3%	19.3%	9.7%	13.1%	13.5%	6.0%	8.7%	10.7%	672	619	540	15	14	9
FERC	32.7%	27.2%	25.5%	41.7%	44.8%	43.1%	15.9%	15.8%	18.1%	6.0%	7.6%	8.0%	3.8%	4.6%	5.3%	1,039	1,122	962	12	12	11
FTC	40.1%	39.6%	34.3%	42.6%	38.8%	41.1%	10.2%	12.2%	14.8%	5.2%	6.4%	7.5%	1.9%	3.0%	2.3%	595	610	604	5	8	6

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
GSA	28.4%	24.0%	19.8%	46.5%	46.5%	46.6%	14.0%	16.8%	18.0%	6.6%	7.1%	8.8%	4.4%	5.6%	6.8%	7,284	6,800	7,598	68	66	64
HHS	21.6%	18.5%	16.3%	46.7%	46.5%	45.6%	17.9%	18.7%	20.3%	8.4%	9.5%	10.5%	5.4%	6.8%	7.2%	40,961	38,479	34,797	756	641	598
HUD	20.3%	17.8%	14.9%	46.7%	45.1%	44.0%	17.7%	19.5%	21.0%	8.8%	9.5%	11.3%	6.4%	8.1%	8.7%	4,777	5,310	5,186	62	58	69
NARA	21.3%	19.2%	15.2%	47.5%	46.2%	41.5%	16.5%	16.3%	18.7%	8.0%	10.5%	12.0%	6.6%	7.9%	12.6%	1,785	1,800	1,650	38	28	30
NASA	30.0%	28.2%	26.4%	47.1%	46.5%	46.6%	14.0%	15.0%	16.2%	6.0%	6.8%	7.4%	2.8%	3.5%	3.5%	11,439	10,895	9,596	119	96	79
NCUA	18.1%	20.9%	21.1%	48.8%	50.6%	50.4%	16.2%	15.1%	17.2%	11.2%	8.9%	6.6%	5.7%	4.5%	4.6%	631	630	754	9	7	7
NLRB	23.4%	18.0%	18.7%	45.0%	46.7%	46.1%	17.1%	17.8%	16.0%	9.6%	9.3%	12.0%	4.9%	8.2%	7.2%	808	835	864	15	10	15
NRC	24.5%	24.5%	24.3%	50.6%	47.8%	49.0%	14.1%	14.9%	14.3%	6.6%	7.2%	7.6%	4.1%	5.7%	4.9%	2,386	2,084	2,604	19	17	20
NSF	26.8%	24.0%	20.5%	43.7%	41.4%	43.5%	15.7%	17.8%	16.9%	8.6%	10.1%	10.5%	5.2%	6.8%	8.6%	885	825	873	10	11	9
OMB	29.4%	24.7%	19.1%	43.6%	46.8%	47.5%	13.2%	12.8%	18.6%	10.7%	12.8%	11.3%	3.1%	2.9%	3.5%	333	342	299	5	3	2
OPM	21.7%	20.6%	19.5%	48.2%	49.5%	49.6%	16.4%	15.7%	17.7%	7.5%	7.8%	7.5%	6.3%	6.5%	5.7%	2,802	3,070	3,250	44	53	45
PBGC	24.0%	17.4%	19.7%	50.0%	49.6%	42.8%	14.1%	14.8%	21.4%	8.0%	10.9%	8.5%	3.8%	7.2%	7.7%	582	544	604	7	9	5
RRB	23.0%	17.2%	17.6%	48.1%	44.4%	47.5%	14.5%	20.8%	19.4%	8.2%	13.0%	8.7%	6.3%	4.5%	6.9%	423	302	445	10	10	19
SBA	19.4%	17.1%	15.6%	46.6%	43.1%	40.8%	16.4%	16.9%	19.5%	8.9%	11.4%	11.9%	8.6%	11.5%	12.1%	1,456	1,315	1,239	20	16	16
SEC	26.0%	19.5%	15.7%	44.8%	45.1%	44.0%	15.2%	18.0%	18.7%	9.0%	10.7%	12.0%	5.1%	6.8%	9.6%	3,410	3,100	1,847	44	48	20

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.4%	15.7%	14.7%	45.0%	44.6%	44.4%	19.4%	20.1%	20.8%	10.6%	11.1%	11.4%	7.6%	8.6%	8.7%	461,098	389,027	401,551	7,338	5,145	5,334
SSA	22.1%	22.1%	21.9%	52.2%	52.3%	54.1%	14.6%	14.2%	13.7%	6.2%	6.3%	5.8%	5.0%	5.1%	4.5%	8,007	8,414	9,954	69	70	77
State	15.3%	16.0%	14.8%	47.1%	47.3%	48.6%	19.3%	19.2%	19.6%	11.8%	11.9%	10.8%	6.4%	5.6%	6.1%	3,991	4,953	3,857	35	42	34
Treas	19.4%	18.6%	17.7%	50.0%	49.8%	50.2%	16.8%	17.0%	17.2%	7.6%	7.7%	7.9%	6.1%	6.9%	6.9%	44,205	43,404	49,537	756	558	674
USAID	20.2%	15.2%	13.8%	49.3%	50.1%	50.8%	17.6%	18.8%	18.4%	8.2%	10.0%	10.6%	4.7%	5.9%	6.3%	1,994	2,196	1,906	8	13	17
USDA	14.8%	13.3%	11.3%	49.9%	48.0%	46.6%	20.3%	21.7%	23.1%	9.7%	10.4%	11.7%	5.3%	6.5%	7.3%	46,902	22,015	19,834	777	317	292
VA	15.5%	14.8%	13.7%	42.9%	43.9%	44.5%	21.1%	21.0%	21.7%	11.0%	10.8%	10.8%	9.5%	9.5%	9.3%	59,160	28,393	29,940	1,388	504	502
Small Agencies	21.4%	19.2%	17.8%	42.6%	43.2%	40.8%	17.5%	16.8%	19.0%	10.4%	11.5%	12.3%	8.1%	9.3%	10.1%	5,337	5,239	4,950	75	53	61
DOD	17.7%	15.5%	14.6%	45.1%	44.1%	44.1%	19.6%	20.7%	21.6%	11.0%	11.7%	11.8%	6.6%	8.0%	7.8%	66,872	55,460	69,106	1,010	771	890
USACE	16.4%	14.3%	12.2%	47.5%	47.1%	45.2%	20.1%	21.5%	23.4%	10.6%	10.9%	12.3%	5.3%	6.2%	6.8%	4,239	3,474	4,134	64	53	55
Air Force	18.6%	17.4%	16.6%	44.0%	43.5%	44.2%	19.7%	20.4%	20.7%	10.7%	10.9%	11.6%	7.1%	7.7%	6.8%	15,735	14,487	17,657	285	254	284
Army‡	17.4%	14.7%	14.2%	43.9%	42.3%	42.2%	19.9%	21.2%	22.3%	11.7%	12.3%	12.5%	7.0%	9.5%	8.7%	16,578	12,766	15,731	240	157	234
Navy‡	16.8%	13.8%	13.1%	47.1%	45.9%	45.2%	20.0%	21.3%	22.2%	10.6%	12.2%	11.8%	5.4%	6.8%	7.7%	13,438	10,563	15,462	210	150	143
Marine Corps	19.0%	17.1%	15.4%	42.3%	37.7%	42.7%	20.2%	19.8%	20.8%	11.5%	15.7%	11.7%	6.9%	9.7%	9.5%	1,721	1,135	1,599	37	23	19
DOD 4th Estate	19.1%	17.5%	16.1%	44.4%	45.4%	45.2%	18.1%	19.0%	20.2%	10.7%	10.2%	10.5%	7.6%	7.9%	7.9%	15,161	13,035	14,523	174	134	155

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
BBG	11.4%	11.6%	10.4%	34.1%	31.3%	33.4%	27.4%	26.6%	28.1%	10.9%	12.4%	11.7%	16.2%	18.0%	16.4%	968	815	986	90	63	87
CSOSA	16.1%	14.7%	16.3%	46.8%	45.6%	47.7%	23.4%	24.2%	20.2%	8.2%	7.8%	8.5%	5.6%	7.6%	7.3%	485	570	598	23	29	32
DHS	13.3%	10.8%	9.5%	37.0%	34.2%	32.4%	25.1%	26.5%	27.4%	12.2%	13.1%	14.5%	12.5%	15.4%	16.2%	42,346	41,905	38,324	3,197	3,501	3,165
DOC	19.5%	18.7%	19.3%	48.8%	47.5%	45.8%	20.3%	21.3%	22.1%	7.4%	7.5%	7.6%	4.1%	5.1%	5.2%	9,427	8,806	9,102	752	711	734
DOE	19.9%	17.6%	13.3%	46.2%	46.2%	44.7%	20.3%	21.1%	24.4%	8.0%	8.4%	10.1%	5.6%	6.7%	7.6%	7,926	7,390	7,707	497	501	565
DOI	13.8%	11.7%	10.1%	42.2%	40.0%	39.1%	25.4%	27.7%	28.8%	10.8%	11.8%	12.9%	7.8%	8.7%	9.1%	23,040	20,342	23,273	2,046	2,022	2,222
DOJ	17.7%	17.1%	16.9%	45.3%	46.7%	46.7%	22.2%	23.4%	23.9%	8.8%	7.2%	7.4%	6.0%	5.6%	5.2%	14,011	14,373	17,726	1,179	1,203	1,423
DOL	25.0%	22.7%	20.7%	47.4%	48.3%	49.1%	16.7%	18.2%	19.4%	5.8%	5.7%	5.8%	5.1%	5.1%	5.1%	8,106	10,462	10,516	474	577	579
DOT	18.9%	17.1%	16.2%	46.3%	46.4%	46.3%	21.7%	21.8%	23.0%	7.9%	8.6%	8.3%	5.3%	6.1%	6.2%	15,334	13,551	14,190	976	906	970
Educ	18.4%	18.8%	18.4%	44.7%	43.6%	44.3%	21.2%	22.3%	22.5%	8.4%	7.7%	8.5%	7.4%	7.7%	6.3%	2,582	2,610	2,475	177	200	177
EEOC	26.6%	21.8%	21.2%	48.2%	48.9%	45.4%	14.5%	16.9%	18.0%	5.5%	6.8%	7.4%	5.2%	5.6%	8.0%	1,306	1,384	1,131	95	80	79
EPA	17.8%	12.4%	12.1%	49.0%	47.4%	44.1%	21.1%	24.3%	26.3%	7.3%	9.7%	10.3%	4.8%	6.2%	7.1%	8,506	9,118	3,994	656	790	347
FCC	20.0%	19.4%	18.8%	44.7%	40.4%	40.8%	21.7%	22.1%	20.2%	9.3%	10.7%	9.8%	4.3%	7.3%	10.3%	632	564	507	53	62	43
FERC	32.7%	28.6%	24.4%	42.7%	42.4%	43.8%	15.7%	19.5%	20.1%	5.2%	5.7%	8.0%	3.6%	3.9%	3.7%	1,004	1,050	895	54	79	79
FTC	40.2%	40.3%	32.8%	43.4%	39.0%	41.1%	9.7%	13.5%	19.0%	4.4%	4.7%	4.9%	2.3%	2.4%	2.2%	537	563	547	55	56	62

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
GSA	29.7%	24.5%	21.2%	46.7%	47.3%	47.1%	15.1%	18.0%	20.1%	4.7%	5.7%	6.2%	3.8%	4.5%	5.4%	7,072	6,591	7,319	259	270	329
HHS	21.6%	18.6%	16.4%	46.6%	46.0%	45.4%	20.3%	21.8%	23.5%	6.8%	7.8%	8.5%	4.7%	5.8%	6.2%	39,098	36,442	32,912	2,592	2,624	2,459
HUD	21.0%	18.4%	15.0%	46.5%	44.2%	44.3%	19.6%	22.8%	24.1%	7.5%	8.1%	8.9%	5.5%	6.5%	7.8%	4,594	5,047	4,939	240	307	325
NARA	22.3%	20.0%	16.4%	48.9%	46.4%	41.7%	17.4%	19.7%	22.9%	6.1%	7.7%	8.7%	5.2%	6.3%	10.3%	1,688	1,711	1,555	127	115	126
NASA	30.2%	28.4%	26.0%	46.3%	46.2%	45.8%	15.9%	16.9%	18.8%	5.0%	5.4%	6.3%	2.7%	3.1%	3.1%	10,948	10,322	9,075	620	643	584
NCUA	18.7%	20.1%	21.6%	49.1%	52.0%	51.7%	18.5%	17.4%	17.8%	8.4%	6.8%	5.4%	5.2%	3.7%	3.5%	585	603	714	54	36	42
NLRB	25.3%	18.3%	18.8%	45.3%	47.5%	44.8%	18.3%	18.4%	20.8%	6.3%	8.0%	9.5%	4.8%	7.8%	6.1%	743	778	779	80	73	95
NRC	24.7%	24.1%	25.2%	50.1%	48.6%	49.6%	15.7%	16.8%	16.2%	5.9%	5.7%	4.8%	3.7%	4.8%	4.2%	2,268	1,979	2,454	138	123	159
NSF	26.2%	23.8%	21.1%	45.3%	42.3%	44.4%	17.5%	20.2%	18.7%	6.2%	8.1%	8.8%	4.8%	5.7%	6.9%	836	785	816	54	48	63
OMB	26.7%	23.9%	16.5%	39.1%	41.7%	37.0%	20.0%	18.2%	26.4%	12.3%	12.7%	16.0%	1.9%	3.5%	4.1%	316	337	277	22	14	23
OPM	22.5%	20.8%	20.2%	48.8%	48.8%	49.1%	18.0%	19.9%	20.8%	5.2%	5.3%	5.3%	5.4%	5.2%	4.7%	2,613	2,865	3,051	238	259	245
PBGC	24.0%	17.0%	19.0%	51.0%	52.2%	45.1%	16.9%	16.3%	24.4%	5.4%	8.8%	5.6%	2.8%	5.8%	5.9%	561	509	576	26	42	34
RRB	23.3%	16.8%	18.2%	48.6%	49.2%	47.2%	16.7%	21.0%	26.1%	6.7%	8.4%	3.9%	4.7%	4.6%	4.6%	390	280	411	35	32	51
SBA	21.7%	18.5%	16.5%	46.5%	43.2%	44.2%	17.6%	19.4%	21.8%	7.1%	9.2%	7.9%	7.2%	9.6%	9.5%	1,392	1,255	1,185	80	80	71
SEC	27.0%	21.8%	16.4%	44.9%	45.0%	44.3%	17.6%	20.3%	22.3%	6.3%	7.2%	8.9%	4.2%	5.7%	7.9%	3,171	2,781	1,690	283	347	171

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.7%	15.9%	15.0%	44.7%	44.2%	43.8%	22.4%	23.5%	24.3%	8.6%	8.9%	9.4%	6.5%	7.4%	7.5%	437,863	367,493	379,267	30,108	26,319	27,154
SSA	22.6%	21.9%	21.9%	51.2%	50.7%	52.3%	17.2%	17.8%	17.1%	5.2%	5.3%	4.9%	3.9%	4.3%	3.7%	7,680	8,068	9,526	392	379	487
State	14.5%	14.9%	14.1%	47.2%	45.0%	44.3%	22.0%	23.6%	23.8%	10.5%	11.4%	12.0%	5.8%	5.1%	5.7%	3,864	4,788	3,724	154	200	170
Treas	19.6%	18.6%	17.8%	49.2%	48.9%	49.3%	19.9%	20.3%	20.8%	5.9%	6.2%	6.1%	5.5%	6.0%	6.0%	41,929	41,060	46,814	2,942	2,835	3,272
USAID	19.4%	14.3%	13.0%	48.0%	48.2%	48.1%	20.2%	21.4%	22.4%	8.6%	10.6%	10.7%	3.8%	5.4%	5.8%	1,964	2,132	1,857	47	83	68
USDA	14.7%	13.3%	11.1%	49.3%	47.7%	46.6%	23.7%	25.6%	26.4%	8.0%	8.2%	9.5%	4.4%	5.2%	6.3%	44,779	20,946	18,807	2,852	1,363	1,317
VA	16.0%	15.1%	14.1%	42.4%	43.1%	43.3%	24.1%	24.5%	25.1%	9.0%	8.6%	9.3%	8.5%	8.7%	8.2%	56,412	27,078	28,587	4,057	1,832	1,796
Small Agencies	21.7%	19.5%	18.7%	43.2%	42.5%	41.2%	19.4%	21.0%	21.6%	8.5%	9.2%	10.1%	7.1%	7.8%	8.4%	5,053	4,929	4,638	353	358	375
DOD	18.1%	15.8%	15.1%	45.3%	44.5%	44.1%	22.6%	23.9%	24.7%	8.6%	9.3%	9.6%	5.3%	6.5%	6.5%	63,697	52,704	65,590	4,139	3,476	4,328
USACE	17.5%	15.2%	13.6%	48.0%	48.7%	46.0%	23.1%	23.4%	27.2%	7.5%	8.0%	8.4%	4.0%	4.8%	4.7%	4,006	3,271	3,896	287	245	292
Air Force	19.0%	18.1%	16.6%	45.2%	43.9%	45.5%	21.9%	23.0%	23.2%	8.6%	8.7%	9.3%	5.2%	6.3%	5.4%	14,948	13,773	16,768	1,066	952	1,114
Army‡	17.5%	14.9%	14.8%	44.5%	42.6%	41.9%	22.7%	24.5%	25.1%	9.1%	10.1%	10.8%	6.1%	7.9%	7.4%	15,855	12,189	14,985	949	733	993
Navy‡	17.2%	13.6%	13.6%	46.5%	46.1%	44.2%	23.7%	25.2%	26.1%	8.3%	9.6%	9.6%	4.3%	5.5%	6.5%	12,745	9,972	14,600	870	746	995
Marine Corps	19.4%	17.8%	14.6%	41.8%	37.6%	43.2%	24.6%	26.1%	26.6%	8.6%	11.4%	8.1%	5.7%	7.1%	7.5%	1,647	1,087	1,517	113	74	99
DOD 4th Estate	19.7%	17.8%	16.8%	44.3%	46.1%	45.4%	21.0%	21.3%	22.7%	8.4%	8.3%	8.3%	6.6%	6.5%	6.8%	14,496	12,412	13,824	854	726	835

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
BBG	10.6%	11.9%	9.6%	33.3%	29.3%	31.6%	25.1%	23.0%	24.1%	13.1%	14.3%	15.5%	17.9%	21.5%	19.2%	1,012	846	1,039	49	31	41
CSOSA	14.9%	13.2%	14.6%	34.8%	35.7%	38.7%	24.0%	22.6%	22.6%	15.7%	16.0%	14.0%	10.6%	12.5%	10.0%	492	574	613	15	23	17
DHS	12.0%	9.6%	8.2%	32.0%	28.6%	27.5%	22.5%	23.0%	23.4%	16.5%	18.3%	19.2%	17.0%	20.5%	21.7%	44,167	43,880	40,055	1,444	1,629	1,469
DOC	16.6%	15.4%	14.9%	40.8%	38.1%	38.2%	22.5%	22.1%	23.1%	12.1%	15.2%	14.6%	7.9%	9.2%	9.3%	9,691	9,117	9,431	492	427	432
DOE	18.4%	15.3%	12.1%	41.6%	39.7%	37.4%	19.0%	20.8%	22.0%	12.5%	13.8%	16.5%	8.4%	10.4%	12.0%	8,244	7,714	8,079	203	201	218
DOI	13.7%	11.2%	9.8%	38.7%	36.3%	35.2%	21.9%	23.2%	24.3%	14.7%	16.5%	17.5%	11.0%	12.8%	13.2%	24,391	21,703	24,739	765	730	834
DOJ	16.4%	14.9%	14.9%	39.8%	40.1%	40.6%	21.3%	22.3%	22.8%	13.1%	14.0%	13.6%	9.4%	8.6%	8.1%	14,609	15,010	18,486	602	609	720
DOL	21.4%	18.7%	16.6%	38.4%	38.3%	37.7%	19.3%	20.5%	21.7%	11.3%	12.8%	13.9%	9.6%	9.7%	10.1%	8,321	10,723	10,757	281	363	378
DOT	18.0%	15.7%	14.9%	41.5%	40.9%	39.9%	19.9%	21.0%	21.4%	12.0%	12.8%	13.6%	8.5%	9.6%	10.2%	15,903	14,102	14,752	454	398	451
Educ	17.9%	16.2%	16.6%	39.8%	38.0%	37.9%	18.0%	20.7%	19.3%	13.6%	13.1%	15.8%	10.7%	11.9%	10.3%	2,705	2,741	2,601	67	77	60
EEOC	22.9%	19.8%	17.7%	39.5%	38.7%	35.2%	17.7%	18.1%	19.6%	11.0%	13.2%	14.4%	8.9%	10.1%	13.0%	1,359	1,425	1,165	49	39	54
EPA	17.0%	11.3%	10.6%	43.3%	40.4%	35.8%	20.1%	23.1%	23.7%	12.4%	15.8%	18.4%	7.1%	9.4%	11.4%	8,890	9,604	4,207	292	331	160
FCC	20.9%	16.7%	18.1%	42.2%	36.7%	36.2%	18.4%	19.5%	19.2%	9.9%	14.9%	13.0%	8.6%	12.3%	13.5%	664	607	529	23	24	21
FERC	32.9%	26.3%	25.4%	40.4%	42.1%	38.5%	14.1%	17.4%	18.8%	7.7%	8.5%	11.8%	4.9%	5.7%	5.5%	1,039	1,117	938	16	15	37
FTC	36.1%	38.9%	30.3%	43.8%	37.4%	38.1%	10.7%	12.8%	18.7%	6.4%	6.7%	8.6%	2.9%	4.2%	4.3%	571	605	592	25	22	20

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
GSA	27.8%	22.7%	18.8%	42.3%	40.7%	40.3%	15.8%	19.3%	21.3%	8.1%	10.0%	11.0%	5.9%	7.3%	8.6%	7,202	6,718	7,486	140	161	178
HHS	20.3%	16.9%	14.9%	41.7%	40.5%	39.6%	20.1%	21.2%	22.4%	10.6%	12.4%	13.6%	7.3%	9.0%	9.6%	40,391	37,830	34,255	1,353	1,348	1,193
HUD	19.7%	16.6%	13.9%	40.7%	38.3%	36.5%	19.9%	21.7%	23.5%	11.3%	12.8%	14.6%	8.4%	10.6%	11.5%	4,698	5,227	5,125	126	150	151
NARA	19.8%	17.4%	14.5%	39.1%	37.5%	33.1%	19.4%	20.1%	22.3%	13.4%	13.3%	14.6%	8.2%	11.8%	15.5%	1,762	1,772	1,626	63	60	55
NASA	30.2%	28.1%	25.9%	43.9%	43.7%	43.9%	15.4%	16.0%	17.3%	6.8%	8.1%	8.3%	3.6%	4.1%	4.5%	11,299	10,723	9,468	283	282	217
NCUA	17.8%	18.6%	18.1%	41.1%	41.6%	44.3%	20.0%	18.4%	17.5%	13.0%	14.7%	12.9%	8.1%	6.6%	7.2%	616	623	732	29	16	29
NLRB	21.3%	14.5%	15.8%	35.4%	34.3%	33.3%	19.6%	21.4%	21.3%	14.5%	17.4%	17.4%	9.1%	12.4%	12.2%	783	820	844	43	32	35
NRC	22.7%	22.3%	24.1%	46.3%	42.5%	42.8%	16.2%	17.6%	18.0%	8.8%	10.2%	8.8%	6.1%	7.4%	6.3%	2,343	2,061	2,545	62	52	71
NSF	24.2%	22.4%	19.2%	41.2%	37.1%	39.6%	16.2%	21.0%	17.3%	11.6%	12.3%	15.0%	6.7%	7.2%	9.0%	882	820	857	10	17	27
OMB	31.7%	26.6%	21.0%	41.2%	42.0%	42.5%	14.8%	17.4%	20.0%	10.2%	10.9%	12.0%	2.1%	3.1%	4.5%	334	344	297	5	5	5
OPM	20.1%	18.2%	17.5%	40.2%	40.5%	39.9%	19.7%	20.2%	22.0%	10.6%	11.4%	11.5%	9.4%	9.7%	9.0%	2,682	2,963	3,119	169	162	184
PBGC	22.9%	15.1%	16.7%	42.7%	42.4%	41.4%	17.2%	21.4%	19.7%	11.0%	13.1%	12.1%	6.2%	7.9%	10.0%	578	536	601	10	18	13
RRB	20.6%	15.3%	14.2%	40.1%	39.3%	41.2%	19.3%	23.5%	24.3%	11.2%	14.8%	10.5%	8.8%	7.2%	9.7%	409	297	429	20	16	34
SBA	17.8%	15.4%	13.6%	37.6%	34.6%	32.9%	17.5%	19.4%	21.8%	13.8%	15.0%	15.9%	13.2%	15.6%	15.8%	1,437	1,302	1,225	40	36	38
SEC	25.7%	20.1%	16.7%	41.4%	39.9%	36.8%	16.6%	19.5%	21.1%	9.9%	11.3%	14.4%	6.4%	9.2%	11.1%	3,346	3,005	1,810	118	138	69

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	16.4%	14.3%	13.2%	39.0%	37.7%	37.3%	21.4%	22.5%	23.2%	13.1%	14.2%	14.8%	10.1%	11.3%	11.4%	452,145	381,145	393,192	16,506	13,697	14,282
SSA	19.1%	18.1%	18.5%	40.0%	40.0%	41.3%	19.6%	19.8%	20.3%	11.9%	12.2%	12.1%	9.4%	9.9%	7.9%	7,812	8,230	9,749	259	259	300
State	16.3%	14.9%	13.9%	44.4%	41.6%	43.1%	19.7%	21.9%	20.8%	12.8%	14.4%	14.9%	6.8%	7.2%	7.4%	3,945	4,897	3,818	91	93	79
Treas	17.6%	16.1%	15.2%	41.1%	40.2%	39.9%	20.9%	21.4%	21.9%	11.3%	12.0%	12.7%	9.1%	10.4%	10.4%	42,775	41,885	47,803	2,200	2,132	2,443
USAID	18.7%	13.9%	12.0%	45.4%	43.4%	43.9%	19.2%	21.7%	21.3%	11.8%	13.5%	15.0%	5.0%	7.6%	7.8%	1,998	2,171	1,902	19	44	35
USDA	13.8%	12.3%	10.0%	43.3%	40.7%	38.8%	22.7%	24.0%	25.0%	12.7%	14.3%	15.8%	7.4%	8.7%	10.4%	46,143	21,686	19,483	1,557	675	669
VA	14.3%	13.2%	11.8%	35.4%	35.1%	35.1%	23.2%	24.1%	24.7%	14.2%	14.6%	15.7%	13.0%	13.1%	12.7%	57,732	27,729	29,341	2,757	1,207	1,134
Small Agencies	19.7%	16.9%	15.7%	37.2%	37.2%	35.5%	18.8%	18.9%	20.4%	13.9%	14.5%	15.6%	10.5%	12.5%	12.8%	5,265	5,169	4,891	153	135	140
DOD	16.9%	14.6%	13.6%	40.5%	39.1%	38.9%	21.3%	22.6%	23.5%	12.9%	13.8%	14.1%	8.5%	9.9%	9.9%	65,655	54,569	67,803	2,222	1,740	2,271
USACE	16.0%	14.7%	12.3%	44.6%	41.6%	40.6%	20.6%	23.2%	23.6%	11.9%	12.8%	15.7%	6.8%	7.7%	7.8%	4,158	3,432	4,069	145	97	131
Air Force	17.9%	16.5%	15.5%	41.1%	39.2%	40.4%	20.7%	22.0%	22.6%	12.2%	12.9%	13.2%	8.2%	9.3%	8.3%	15,383	14,248	17,313	626	530	644
Army‡	16.6%	14.0%	13.4%	38.9%	37.2%	36.6%	22.0%	22.5%	24.0%	13.3%	14.5%	15.2%	9.2%	11.7%	10.8%	16,310	12,561	15,460	490	380	526
Navy‡	16.3%	12.8%	12.3%	42.1%	41.5%	40.0%	21.8%	23.3%	23.8%	12.6%	13.9%	14.0%	7.3%	8.6%	9.9%	13,161	10,379	15,154	472	346	471
Marine Corps	18.2%	16.0%	13.3%	38.5%	32.8%	37.9%	22.3%	24.1%	24.2%	13.2%	15.5%	13.5%	7.8%	11.6%	11.0%	1,688	1,122	1,573	66	39	44
DOD 4th Estate	17.6%	15.6%	14.2%	38.3%	38.4%	38.6%	19.8%	21.7%	22.8%	13.8%	13.9%	13.3%	10.5%	10.4%	11.0%	14,955	12,827	14,234	423	348	455

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
BBG	12.3%	13.1%	11.1%	35.3%	32.1%	34.0%	25.5%	24.0%	24.7%	10.3%	12.1%	13.7%	16.7%	18.7%	16.5%	1,005	844	1,029	54	37	50
CSOSA	16.3%	13.3%	14.2%	37.7%	37.3%	41.0%	23.9%	22.4%	23.2%	12.5%	15.0%	11.8%	9.6%	12.0%	9.8%	490	576	616	16	23	15
DHS	13.0%	10.2%	9.0%	34.5%	31.7%	30.0%	22.9%	23.7%	24.8%	14.2%	15.9%	16.5%	15.4%	18.5%	19.7%	44,126	43,860	39,913	1,480	1,681	1,548
DOC	18.3%	16.7%	16.5%	43.8%	41.4%	41.7%	21.0%	22.1%	22.2%	10.5%	11.8%	11.8%	6.4%	8.0%	7.8%	9,686	9,131	9,402	504	411	461
DOE	20.4%	17.2%	13.5%	43.7%	42.6%	40.6%	18.2%	20.1%	22.1%	10.2%	11.5%	13.5%	7.5%	8.6%	10.3%	8,244	7,711	8,083	202	208	230
DOI	15.6%	13.1%	11.6%	42.1%	39.9%	39.8%	21.1%	23.2%	23.8%	11.7%	13.1%	13.9%	9.5%	10.6%	10.8%	24,323	21,650	24,719	826	770	882
DOJ	17.5%	16.7%	16.3%	41.2%	41.9%	42.4%	22.1%	22.4%	22.7%	10.9%	11.5%	11.1%	8.2%	7.5%	7.5%	14,619	15,043	18,515	602	589	709
DOL	22.7%	20.0%	17.7%	39.6%	39.7%	39.1%	19.2%	20.3%	21.9%	9.6%	11.2%	11.9%	8.8%	8.7%	9.3%	8,314	10,648	10,700	292	411	415
DOT	20.2%	18.0%	17.1%	45.0%	44.4%	43.4%	18.6%	19.2%	20.4%	9.0%	9.9%	10.7%	7.3%	8.5%	8.4%	15,941	14,116	14,727	439	382	448
Educ	19.2%	17.7%	18.2%	42.5%	39.5%	39.4%	18.3%	21.6%	20.1%	10.3%	11.1%	13.0%	9.7%	10.1%	9.2%	2,697	2,735	2,584	72	88	73
EEOC	24.0%	19.9%	19.6%	40.8%	40.3%	35.7%	17.3%	17.2%	19.0%	8.9%	12.6%	13.2%	9.0%	10.0%	12.6%	1,348	1,410	1,160	60	53	61
EPA	19.5%	13.5%	13.5%	45.5%	44.3%	41.0%	19.2%	21.8%	22.6%	9.7%	12.4%	12.7%	6.0%	8.0%	10.2%	8,915	9,653	4,240	275	288	129
FCC	22.9%	19.1%	21.2%	44.7%	40.4%	35.6%	17.8%	20.5%	21.0%	7.2%	10.4%	11.0%	7.3%	9.6%	11.3%	664	605	529	24	25	20
FERC	36.9%	30.0%	28.6%	41.4%	43.8%	42.0%	12.3%	14.9%	15.8%	5.2%	6.7%	8.3%	4.1%	4.7%	5.2%	1,044	1,115	950	14	17	28
FTC	37.9%	41.7%	32.5%	40.2%	35.7%	38.0%	13.7%	11.7%	17.7%	5.3%	7.2%	7.0%	2.9%	3.7%	4.7%	585	607	588	16	17	25

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
GSA	28.6%	23.7%	20.5%	43.2%	42.7%	42.2%	15.5%	18.5%	20.4%	7.2%	8.5%	9.4%	5.6%	6.4%	7.5%	7,203	6,701	7,485	157	173	191
HHS	22.3%	19.1%	17.0%	43.5%	42.8%	42.4%	19.1%	20.2%	21.9%	8.7%	9.9%	10.5%	6.4%	7.9%	8.2%	40,449	37,900	34,270	1,321	1,270	1,148
HUD	21.7%	18.5%	15.4%	42.0%	40.4%	39.5%	18.8%	20.6%	22.2%	9.3%	10.7%	12.4%	8.2%	9.9%	10.6%	4,722	5,248	5,111	122	134	141
NARA	21.3%	18.0%	15.1%	39.0%	37.4%	34.5%	20.6%	21.2%	21.9%	11.0%	12.4%	14.1%	8.1%	11.1%	14.4%	1,752	1,761	1,610	68	68	74
NASA	33.7%	31.5%	29.6%	44.3%	44.8%	45.3%	13.8%	14.5%	15.4%	4.9%	5.8%	6.0%	3.3%	3.5%	3.6%	11,321	10,766	9,482	251	222	210
NCUA	18.1%	21.2%	20.3%	44.9%	43.2%	47.1%	18.6%	16.7%	16.2%	10.6%	13.0%	9.6%	7.8%	5.9%	6.7%	622	627	741	22	16	22
NLRB	23.1%	16.1%	16.6%	38.3%	36.9%	35.6%	19.5%	19.6%	19.4%	10.5%	16.4%	16.7%	8.6%	10.9%	11.7%	786	813	841	42	38	39
NRC	25.8%	25.2%	26.3%	47.6%	42.9%	44.5%	13.8%	17.3%	15.3%	7.5%	7.8%	8.2%	5.3%	6.9%	5.7%	2,345	2,058	2,561	61	55	62
NSF	28.0%	25.4%	23.1%	45.0%	42.5%	42.5%	15.1%	18.3%	17.9%	7.6%	9.2%	8.9%	4.4%	4.6%	7.6%	875	817	866	18	18	19
OMB	35.6%	33.0%	26.5%	44.1%	42.9%	45.7%	11.3%	14.2%	19.0%	6.7%	6.7%	6.0%	2.3%	3.2%	2.9%	333	347	298	6	4	5
OPM	20.8%	20.3%	18.8%	42.0%	42.0%	40.5%	19.5%	20.3%	22.5%	9.5%	9.1%	10.4%	8.2%	8.4%	7.7%	2,681	2,921	3,083	171	210	209
PBGC	23.4%	17.6%	16.9%	45.5%	45.2%	43.0%	18.3%	19.7%	19.6%	7.7%	9.7%	11.5%	5.1%	7.8%	9.0%	577	538	597	11	15	17
RRB	22.4%	15.5%	14.0%	41.4%	45.1%	45.1%	19.1%	20.9%	24.8%	9.3%	11.1%	7.6%	7.7%	7.3%	8.6%	413	293	432	21	18	33
SBA	18.9%	16.9%	14.7%	38.5%	33.8%	33.9%	18.7%	20.5%	23.0%	11.7%	13.7%	14.0%	12.3%	15.2%	14.4%	1,441	1,294	1,215	36	38	44
SEC	26.4%	22.3%	16.9%	44.2%	42.5%	41.6%	15.6%	17.7%	20.1%	7.9%	9.7%	11.6%	5.9%	7.8%	9.8%	3,349	3,033	1,816	116	111	59

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.6%	15.6%	14.4%	41.1%	40.2%	39.8%	21.4%	22.4%	23.3%	11.0%	11.8%	12.4%	8.9%	10.0%	10.1%	452,092	380,902	392,340	17,020	14,062	14,928
SSA	20.0%	19.0%	19.1%	41.9%	41.6%	42.3%	19.7%	19.9%	21.0%	10.1%	10.8%	10.5%	8.3%	8.7%	7.1%	7,793	8,212	9,699	280	281	328
State	18.0%	17.3%	16.0%	48.2%	43.5%	46.5%	18.5%	22.4%	20.1%	9.5%	10.3%	11.2%	5.9%	6.4%	6.1%	3,952	4,918	3,809	88	88	78
Treas	18.5%	16.9%	15.9%	42.2%	41.0%	40.9%	20.7%	21.5%	22.1%	9.9%	10.9%	11.2%	8.6%	9.8%	9.9%	42,661	41,816	47,486	2,370	2,237	2,744
USAID	20.9%	15.4%	13.2%	46.8%	46.4%	46.3%	18.0%	19.5%	21.1%	9.4%	12.0%	12.2%	4.9%	6.8%	7.2%	1,999	2,184	1,901	20	35	36
USDA	15.5%	13.7%	11.7%	45.7%	44.2%	42.2%	22.3%	23.6%	25.0%	10.3%	11.3%	12.5%	6.3%	7.2%	8.6%	46,148	21,654	19,456	1,605	716	701
VA	14.7%	13.7%	12.3%	36.7%	36.9%	36.4%	24.2%	24.4%	25.5%	12.5%	12.9%	13.9%	11.9%	12.1%	11.8%	57,666	27,627	29,224	2,985	1,345	1,262
Small Agencies	21.3%	19.1%	18.1%	39.0%	38.9%	37.6%	18.9%	19.3%	20.8%	11.3%	11.6%	12.3%	9.5%	11.0%	11.2%	5,271	5,168	4,886	146	137	141
DOD	18.3%	15.9%	14.8%	42.8%	41.9%	41.9%	21.1%	22.5%	23.3%	10.6%	11.1%	11.6%	7.2%	8.6%	8.4%	65,732	54,502	67,716	2,227	1,833	2,271
USACE	17.9%	16.0%	14.0%	47.6%	46.2%	45.2%	20.3%	21.7%	22.6%	8.9%	9.8%	11.8%	5.3%	6.3%	6.5%	4,177	3,425	4,067	127	102	127
Air Force	19.0%	17.9%	16.7%	43.4%	41.8%	43.4%	20.4%	21.9%	22.0%	10.1%	10.3%	10.9%	7.0%	8.1%	7.0%	15,384	14,236	17,274	652	541	659
Army‡	17.7%	15.0%	14.4%	41.3%	40.0%	39.9%	21.7%	22.9%	23.8%	11.5%	11.8%	12.4%	7.8%	10.3%	9.5%	16,334	12,568	15,449	489	382	533
Navy‡	17.6%	14.5%	13.6%	44.7%	44.5%	43.0%	21.7%	23.0%	23.8%	10.1%	11.0%	11.5%	5.9%	7.0%	8.1%	13,175	10,386	15,131	488	361	461
Marine Corps	19.5%	17.5%	14.8%	39.8%	35.9%	39.0%	23.1%	23.2%	26.8%	10.4%	12.6%	10.0%	7.2%	10.8%	9.4%	1,705	1,119	1,563	51	41	46
DOD 4th Estate	19.3%	16.9%	15.1%	40.0%	40.7%	40.8%	19.8%	21.8%	22.8%	11.2%	11.1%	11.4%	9.6%	9.4%	9.9%	14,957	12,768	14,232	420	406	445

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
BBG	21.3%	21.7%	20.1%	29.8%	25.3%	30.3%	22.1%	24.3%	23.8%	11.1%	12.2%	11.1%	15.6%	16.4%	14.6%	989	837	1,023	70	46	61
CSOSA	24.0%	20.0%	24.9%	36.0%	34.6%	32.6%	23.4%	28.8%	28.6%	7.4%	7.4%	6.3%	9.1%	9.3%	7.5%	478	553	586	34	48	42
DHS	20.8%	18.3%	16.5%	30.4%	28.6%	28.2%	24.7%	25.5%	26.6%	11.9%	12.6%	13.2%	12.2%	14.9%	15.5%	43,687	43,505	39,671	1,978	2,052	1,837
DOC	28.5%	26.8%	26.0%	36.8%	36.8%	37.6%	21.6%	21.3%	21.0%	7.3%	7.9%	8.4%	5.9%	7.1%	6.9%	9,415	8,883	9,058	787	684	819
DOE	28.6%	26.7%	21.8%	35.8%	35.1%	34.2%	21.2%	22.2%	24.2%	7.5%	8.3%	10.0%	6.9%	7.6%	9.8%	8,105	7,586	7,960	355	339	359
DOI	23.5%	20.8%	18.8%	34.7%	33.7%	33.4%	24.0%	25.0%	26.2%	9.7%	10.7%	11.5%	8.2%	9.7%	10.1%	23,682	21,152	24,115	1,499	1,285	1,518
DOJ	26.5%	26.5%	25.9%	34.4%	34.0%	35.8%	21.3%	22.6%	21.6%	9.3%	8.4%	9.1%	8.4%	8.6%	7.5%	14,415	14,963	18,288	782	662	918
DOL	30.7%	29.9%	27.0%	33.9%	34.0%	34.9%	19.6%	20.5%	20.6%	7.6%	7.5%	8.6%	8.2%	8.0%	8.9%	8,188	10,507	10,496	425	595	654
DOT	26.4%	25.4%	24.2%	36.2%	35.0%	33.9%	21.3%	21.8%	22.7%	8.6%	9.5%	10.1%	7.5%	8.2%	9.0%	15,524	13,816	14,422	866	708	782
Educ	30.5%	27.9%	27.7%	33.4%	33.6%	35.0%	21.5%	21.4%	21.6%	6.7%	8.3%	8.3%	7.8%	8.8%	7.4%	2,607	2,662	2,504	166	162	152
EEOC	35.6%	33.0%	31.7%	30.3%	32.4%	31.2%	19.7%	18.7%	20.0%	6.9%	7.3%	8.0%	7.5%	8.6%	9.1%	1,318	1,371	1,159	91	95	61
EPA	32.5%	25.2%	21.0%	35.6%	36.5%	35.5%	20.1%	22.8%	25.2%	6.2%	8.2%	10.1%	5.6%	7.3%	8.3%	8,847	9,506	4,196	357	463	170
FCC	37.8%	39.2%	38.8%	30.3%	26.3%	26.4%	20.0%	20.1%	16.9%	7.6%	5.7%	7.3%	4.3%	8.6%	10.6%	646	596	509	43	35	40
FERC	46.4%	40.7%	40.4%	30.2%	33.9%	34.4%	14.3%	15.8%	14.8%	4.6%	6.0%	6.5%	4.6%	3.7%	3.9%	1,034	1,092	942	26	39	33
FTC	51.0%	56.0%	44.6%	32.9%	26.9%	33.6%	11.1%	10.9%	14.9%	2.5%	3.8%	4.6%	2.6%	2.5%	2.3%	560	604	592	38	19	21

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
GSA	38.2%	33.3%	28.9%	34.3%	34.6%	35.5%	17.4%	19.1%	20.4%	5.5%	6.8%	7.7%	4.6%	6.2%	7.5%	7,102	6,582	7,269	271	297	424
HHS	31.8%	28.7%	26.6%	35.5%	34.7%	34.8%	19.5%	21.0%	22.4%	7.0%	8.0%	8.7%	6.2%	7.5%	7.5%	39,518	37,101	33,533	2,318	2,137	1,967
HUD	32.4%	29.2%	25.3%	34.3%	32.8%	31.4%	19.2%	21.0%	24.0%	7.2%	8.1%	9.4%	7.0%	9.0%	10.0%	4,570	5,065	4,956	277	313	327
NARA	31.6%	31.7%	27.3%	34.6%	32.0%	31.8%	18.9%	18.8%	20.3%	8.2%	7.7%	10.3%	6.6%	9.6%	10.3%	1,719	1,747	1,605	107	91	87
NASA	38.4%	36.4%	35.7%	38.4%	38.1%	38.0%	15.8%	16.8%	17.3%	4.5%	5.2%	5.3%	2.9%	3.5%	3.7%	11,093	10,578	9,262	510	420	436
NCUA	28.5%	32.6%	27.5%	38.8%	36.7%	44.5%	18.5%	20.3%	19.0%	7.9%	6.7%	5.2%	6.3%	3.7%	3.8%	596	610	712	51	30	52
NLRB	37.2%	31.0%	31.0%	36.3%	32.3%	32.6%	16.8%	20.6%	22.3%	4.2%	8.1%	8.8%	5.5%	8.0%	5.2%	798	820	849	28	31	27
NRC	33.3%	33.2%	33.2%	38.7%	38.1%	37.9%	18.0%	17.9%	18.2%	5.1%	5.3%	6.2%	4.8%	5.5%	4.6%	2,322	2,048	2,547	83	70	81
NSF	38.9%	35.7%	34.1%	32.1%	31.4%	32.1%	18.8%	17.7%	20.1%	4.9%	7.9%	6.4%	5.2%	7.3%	7.3%	869	816	846	26	22	38
OMB	44.5%	36.2%	33.0%	36.8%	39.8%	43.5%	13.9%	16.4%	18.3%	3.4%	4.4%	4.2%	1.4%	3.1%	0.9%	324	339	296	16	12	6
OPM	32.5%	31.1%	29.0%	35.1%	36.4%	37.1%	19.2%	18.7%	20.7%	6.8%	7.5%	7.2%	6.3%	6.3%	6.1%	2,619	2,842	3,070	228	287	242
PBGC	37.5%	31.5%	29.9%	34.9%	33.9%	34.5%	18.8%	20.9%	21.2%	5.3%	8.0%	7.8%	3.5%	5.8%	6.7%	563	523	580	25	31	32
RRB	31.1%	26.7%	32.8%	37.4%	40.1%	35.4%	17.6%	20.4%	19.7%	5.0%	7.4%	6.9%	9.0%	5.4%	5.3%	408	296	413	25	17	52
SBA	31.0%	25.8%	22.8%	32.8%	28.4%	29.4%	16.5%	22.6%	22.4%	8.6%	9.2%	9.4%	11.1%	13.9%	16.1%	1,371	1,268	1,200	103	64	63
SEC	41.2%	37.2%	32.6%	33.6%	31.6%	31.0%	15.2%	16.9%	19.3%	5.1%	6.9%	8.0%	4.9%	7.4%	9.1%	3,290	2,992	1,788	179	158	84

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	25.6%	23.9%	22.7%	34.5%	34.0%	34.1%	22.5%	23.3%	23.8%	9.1%	9.6%	10.1%	8.2%	9.3%	9.3%	442,275	373,425	384,360	27,324	21,965	23,479
SSA	27.7%	26.4%	27.6%	34.5%	34.8%	35.9%	22.1%	23.4%	22.2%	7.9%	8.0%	7.5%	7.8%	7.4%	6.8%	7,614	8,025	9,526	462	470	511
State	30.3%	28.7%	29.8%	36.0%	36.4%	34.4%	21.0%	21.2%	22.3%	8.1%	7.9%	8.0%	4.5%	5.7%	5.4%	3,864	4,849	3,760	174	151	141
Treas	28.0%	26.4%	25.3%	36.3%	35.7%	36.2%	21.1%	21.4%	22.2%	7.4%	8.1%	8.2%	7.2%	8.3%	8.1%	41,453	40,461	46,182	3,672	3,666	4,148
USAID	29.6%	27.3%	23.8%	36.5%	36.7%	36.7%	19.9%	20.9%	23.4%	7.4%	8.3%	8.8%	6.5%	6.8%	7.2%	1,948	2,129	1,869	69	90	66
USDA	23.3%	21.4%	18.7%	37.7%	36.6%	35.9%	23.7%	24.8%	26.2%	8.6%	9.6%	10.6%	6.6%	7.6%	8.6%	45,265	21,285	19,065	2,573	1,132	1,148
VA	22.1%	21.0%	19.6%	31.3%	31.9%	31.3%	24.4%	24.7%	25.5%	10.9%	11.2%	11.9%	11.2%	11.3%	11.7%	55,682	26,640	28,134	4,998	2,294	2,337
Small Agencies	32.2%	29.1%	28.1%	32.7%	33.4%	32.5%	19.1%	20.0%	21.1%	7.9%	8.2%	8.9%	8.0%	9.3%	9.3%	5,154	5,091	4,760	264	216	276
DOD	25.8%	23.9%	23.1%	36.1%	35.4%	35.8%	22.3%	23.2%	23.4%	8.8%	9.2%	9.7%	7.0%	8.2%	8.0%	64,638	53,685	66,617	3,348	2,734	3,467
USACE	27.5%	27.1%	22.8%	38.9%	36.2%	38.1%	21.1%	21.3%	23.5%	7.1%	8.4%	8.7%	5.3%	7.0%	6.8%	4,118	3,382	3,989	198	149	209
Air Force	26.9%	25.5%	24.8%	35.6%	35.9%	36.6%	21.7%	22.2%	22.7%	8.4%	8.6%	8.7%	7.4%	7.8%	7.1%	15,149	14,018	17,080	881	784	877
Army‡	24.4%	22.7%	21.5%	35.2%	33.5%	33.8%	23.0%	24.0%	24.5%	9.5%	10.1%	11.1%	8.0%	9.6%	9.1%	16,070	12,364	15,195	758	616	803
Navy‡	25.7%	22.3%	22.4%	38.0%	38.0%	37.5%	22.6%	23.7%	23.6%	8.3%	9.0%	9.3%	5.5%	7.0%	7.3%	12,904	10,192	14,752	749	557	866
Marine Corps	26.3%	26.3%	25.1%	36.2%	31.4%	33.2%	21.9%	22.8%	23.1%	8.1%	9.6%	9.9%	7.5%	10.0%	8.6%	1,671	1,100	1,544	90	59	75
DOD 4th Estate	26.3%	25.4%	24.4%	34.2%	33.9%	35.2%	21.6%	22.9%	22.0%	9.6%	9.2%	9.7%	8.3%	8.7%	8.7%	14,726	12,629	14,057	672	569	637

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
BBG	16.6%	17.2%	14.9%	28.4%	26.4%	29.7%	25.8%	25.4%	22.8%	11.9%	13.3%	14.3%	17.3%	17.7%	18.3%	1,033	857	1,070	27	24	14
CSOSA	23.1%	19.5%	24.9%	36.3%	40.3%	36.9%	21.9%	21.9%	21.6%	10.4%	9.5%	8.2%	8.3%	8.7%	8.4%	502	598	622	7	3	6
DHS	17.3%	14.7%	12.9%	28.9%	25.7%	25.3%	23.8%	23.6%	24.0%	13.9%	15.9%	16.6%	16.1%	20.2%	21.2%	45,001	45,120	41,075	665	439	462
DOC	22.1%	20.3%	19.6%	36.9%	35.4%	35.0%	23.2%	24.0%	24.3%	10.1%	11.4%	12.3%	7.8%	8.8%	8.8%	9,961	9,414	9,713	245	149	171
DOE	21.5%	19.4%	16.1%	33.8%	33.3%	32.0%	23.8%	23.7%	25.5%	11.6%	12.9%	14.6%	9.3%	10.7%	11.8%	8,337	7,848	8,228	120	73	82
DOI	16.7%	14.7%	13.7%	32.6%	31.8%	30.9%	27.1%	26.4%	27.5%	13.3%	15.0%	16.0%	10.3%	12.0%	12.0%	24,639	22,115	25,260	532	332	372
DOJ	23.7%	24.7%	23.5%	35.6%	35.6%	35.3%	20.9%	20.2%	21.7%	10.7%	11.4%	11.5%	9.2%	8.2%	7.9%	14,960	15,460	19,054	248	146	155
DOL	25.4%	26.0%	23.5%	33.9%	33.8%	33.8%	22.1%	21.5%	22.9%	9.3%	10.1%	10.6%	9.4%	8.7%	9.3%	8,371	10,953	10,978	235	135	168
DOT	20.1%	19.6%	18.7%	34.3%	33.4%	31.7%	24.8%	23.7%	25.4%	11.2%	13.0%	13.7%	9.6%	10.4%	10.5%	16,161	14,346	15,004	232	175	189
Educ	20.0%	20.8%	21.9%	30.6%	34.0%	33.6%	24.4%	22.0%	23.2%	11.1%	11.7%	11.1%	13.9%	11.5%	10.2%	2,710	2,796	2,622	53	31	30
EEOC	29.5%	26.3%	26.1%	32.7%	34.4%	32.7%	20.3%	19.4%	19.0%	9.0%	11.2%	11.4%	8.5%	8.8%	10.8%	1,396	1,448	1,209	17	15	11
EPA	17.4%	16.3%	13.2%	30.7%	34.5%	30.1%	21.7%	24.5%	27.4%	13.0%	14.3%	16.4%	17.1%	10.4%	12.8%	9,030	9,890	4,335	167	83	30
FCC	24.1%	26.1%	27.0%	34.9%	29.8%	28.8%	23.6%	23.6%	21.4%	9.8%	8.3%	10.9%	7.7%	12.3%	12.0%	676	624	542	11	8	9
FERC	46.1%	36.8%	39.4%	34.1%	37.5%	33.5%	11.2%	14.7%	16.4%	5.1%	6.5%	6.7%	3.5%	4.5%	4.0%	1,061	1,132	969	3	8	10
FTC	33.7%	49.1%	39.3%	39.6%	31.7%	37.7%	17.4%	11.9%	14.8%	5.8%	4.5%	5.3%	3.6%	2.7%	2.9%	591	618	607	9	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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
GSA	29.0%	24.4%	19.7%	36.4%	34.3%	33.0%	20.1%	22.6%	26.0%	8.1%	10.1%	11.8%	6.4%	8.6%	9.5%	7,290	6,810	7,578	88	85	111
HHS	27.9%	25.5%	23.2%	36.5%	35.8%	35.6%	20.7%	21.3%	22.6%	8.4%	9.7%	10.5%	6.5%	7.8%	8.0%	41,068	38,676	34,999	768	558	489
HUD	22.4%	21.8%	18.2%	32.3%	32.1%	30.1%	24.9%	25.0%	26.3%	10.5%	10.6%	12.9%	9.9%	10.5%	12.4%	4,743	5,297	5,203	107	77	69
NARA	21.5%	19.1%	16.5%	31.0%	30.6%	26.5%	22.9%	21.6%	22.4%	12.5%	14.1%	15.8%	12.1%	14.6%	18.9%	1,789	1,806	1,667	36	29	21
NASA	35.3%	33.5%	31.3%	38.4%	37.5%	37.7%	16.6%	17.3%	18.1%	6.1%	7.2%	8.1%	3.6%	4.5%	4.8%	11,485	10,921	9,608	117	75	93
NCUA	22.1%	24.6%	21.3%	33.3%	38.0%	41.0%	22.2%	20.3%	21.2%	14.5%	11.3%	10.2%	7.9%	5.8%	6.3%	641	639	757	7	3	9
NLRB	30.5%	25.0%	25.5%	35.1%	35.1%	35.4%	16.9%	18.8%	19.5%	10.3%	10.9%	11.4%	7.1%	10.2%	8.3%	817	846	868	11	8	8
NRC	26.8%	25.5%	28.1%	38.4%	39.2%	38.0%	18.5%	18.1%	16.9%	9.4%	9.7%	9.9%	6.9%	7.6%	7.1%	2,386	2,088	2,609	21	29	17
NSF	29.4%	26.0%	23.6%	35.8%	35.4%	32.5%	18.4%	20.3%	23.7%	10.3%	9.3%	11.5%	6.1%	9.0%	8.8%	885	831	878	10	6	10
OMB	17.1%	26.8%	23.3%	29.1%	44.5%	48.2%	23.6%	18.3%	17.1%	19.0%	8.3%	8.4%	11.2%	2.1%	3.1%	323	349	301	17	2	2
OPM	23.6%	22.8%	21.6%	33.5%	34.6%	35.7%	23.5%	23.2%	24.6%	10.8%	10.7%	11.0%	8.6%	8.6%	7.1%	2,763	3,065	3,248	81	67	61
PBGC	29.8%	23.4%	19.1%	34.3%	37.2%	35.3%	23.0%	21.0%	25.8%	9.0%	10.8%	13.3%	4.0%	7.6%	6.6%	577	547	608	11	4	7
RRB	27.6%	25.8%	25.6%	32.2%	33.1%	37.6%	24.1%	23.7%	23.7%	10.4%	11.1%	7.7%	5.7%	6.3%	5.4%	419	306	456	13	6	10
SBA	21.8%	18.6%	16.5%	32.4%	26.9%	27.7%	23.5%	23.6%	24.4%	10.1%	14.2%	15.8%	12.2%	16.6%	15.6%	1,435	1,325	1,241	43	13	20
SEC	32.3%	29.5%	25.1%	36.0%	35.0%	31.7%	18.7%	17.5%	20.6%	6.7%	9.5%	11.0%	6.3%	8.6%	11.7%	3,431	3,131	1,855	34	20	18

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.8%	20.3%	19.0%	33.8%	32.8%	32.3%	23.4%	23.5%	24.4%	11.1%	12.4%	13.1%	9.9%	10.9%	11.2%	460,935	390,254	402,356	8,657	5,078	5,387
SSA	22.2%	23.2%	24.4%	35.3%	34.6%	34.7%	23.7%	23.1%	23.8%	10.4%	10.8%	10.0%	8.4%	8.3%	7.2%	7,880	8,368	9,884	195	127	153
State	17.2%	22.8%	21.1%	31.9%	38.4%	38.4%	25.8%	21.6%	22.0%	14.3%	10.6%	12.0%	10.9%	6.6%	6.5%	3,975	4,964	3,871	70	39	24
Treas	19.6%	18.6%	17.5%	33.8%	33.3%	33.0%	25.3%	24.6%	25.9%	11.3%	12.3%	12.6%	10.0%	11.2%	11.0%	44,053	43,276	49,350	1,052	844	931
USAID	23.9%	20.9%	15.0%	38.3%	37.5%	34.4%	22.9%	23.3%	25.7%	8.8%	11.9%	15.4%	6.1%	6.4%	9.4%	1,993	2,204	1,925	28	18	13
USDA	17.7%	16.5%	13.5%	35.0%	33.1%	31.5%	26.8%	27.3%	28.0%	12.3%	14.0%	15.8%	8.2%	9.1%	11.2%	46,709	22,109	19,925	1,110	298	276
VA	19.1%	18.1%	16.8%	30.4%	30.5%	30.0%	25.1%	25.1%	25.7%	12.8%	13.5%	14.2%	12.6%	12.8%	13.4%	59,324	28,408	29,891	1,333	522	579
Small Agencies	24.5%	22.7%	20.7%	33.2%	33.6%	32.6%	21.8%	20.7%	22.5%	10.8%	11.4%	12.8%	9.7%	11.6%	11.3%	5,350	5,265	4,995	83	50	42
DOD	24.1%	21.8%	20.7%	35.8%	34.2%	33.9%	22.5%	23.1%	23.9%	9.9%	11.5%	12.2%	7.8%	9.4%	9.2%	67,170	55,804	69,351	851	572	710
USACE	24.3%	20.9%	18.8%	39.1%	37.0%	36.7%	22.9%	23.2%	23.8%	8.8%	11.3%	12.7%	5.0%	7.6%	8.1%	4,253	3,494	4,155	65	38	47
Air Force	25.7%	24.4%	23.5%	35.6%	34.4%	34.6%	20.9%	21.6%	22.1%	9.7%	11.0%	11.4%	8.1%	8.6%	8.4%	15,852	14,632	17,764	194	161	176
Army†	23.5%	21.2%	19.9%	35.1%	32.3%	32.9%	22.3%	23.0%	24.1%	10.4%	12.4%	13.0%	8.7%	11.0%	10.1%	16,629	12,850	15,808	212	113	188
Navy†	22.9%	19.8%	19.5%	37.0%	36.0%	33.8%	23.6%	24.2%	25.5%	9.9%	11.4%	12.5%	6.7%	8.5%	8.8%	13,485	10,632	15,469	180	107	150
Marine Corps	27.3%	23.8%	21.9%	34.0%	31.6%	33.9%	23.5%	22.9%	23.7%	7.7%	10.6%	10.9%	7.4%	11.1%	9.5%	1,735	1,144	1,608	31	13	8
DOD 4th Estate	24.2%	22.6%	21.0%	34.1%	34.0%	34.2%	22.8%	23.2%	23.5%	9.9%	11.1%	11.8%	8.8%	9.1%	9.5%	15,216	13,052	14,547	169	140	141

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
BBG	17.0%	17.2%	18.0%	31.5%	33.6%	37.1%	29.5%	27.8%	24.7%	9.9%	8.6%	8.5%	12.1%	12.9%	11.6%	927	782	978	135	99	103
CSOSA	26.2%	21.7%	22.6%	37.5%	43.0%	38.2%	21.5%	22.6%	25.7%	7.4%	5.9%	7.0%	7.5%	6.7%	6.5%	489	579	597	24	23	35
DHS	15.5%	13.6%	11.5%	28.4%	26.1%	25.6%	26.4%	27.1%	28.5%	13.1%	14.6%	14.7%	16.5%	18.6%	19.7%	41,826	41,729	37,698	3,850	3,843	3,828
DOC	24.7%	22.9%	21.6%	40.0%	40.6%	39.7%	22.2%	23.5%	24.4%	7.6%	7.4%	8.3%	5.4%	5.7%	6.0%	9,262	8,732	8,819	948	842	1,070
DOE	26.3%	22.9%	18.6%	40.5%	41.5%	39.9%	21.1%	21.9%	25.0%	6.8%	7.6%	9.4%	5.2%	6.1%	7.1%	7,736	7,408	7,662	722	535	649
DOI	19.1%	17.5%	15.8%	39.6%	39.2%	38.3%	25.6%	26.0%	28.0%	9.0%	9.7%	10.0%	6.7%	7.6%	7.9%	22,469	20,329	22,914	2,727	2,136	2,724
DOJ	22.0%	21.2%	20.1%	35.6%	36.7%	36.7%	25.1%	25.2%	25.6%	9.2%	9.5%	10.2%	8.1%	7.4%	7.4%	13,694	14,414	17,485	1,510	1,202	1,726
DOL	29.1%	28.9%	25.8%	38.0%	38.6%	38.3%	19.8%	20.4%	22.6%	6.5%	6.5%	6.9%	6.6%	5.7%	6.5%	7,847	10,332	10,313	769	765	824
DOT	21.5%	21.5%	19.6%	37.1%	36.5%	37.1%	26.3%	25.9%	26.3%	8.1%	9.0%	9.7%	6.9%	7.1%	7.3%	14,901	13,215	13,677	1,512	1,313	1,524
Educ	24.5%	25.2%	26.5%	39.1%	40.9%	38.7%	22.5%	18.7%	21.3%	7.0%	8.0%	7.7%	7.0%	7.2%	5.7%	2,464	2,635	2,477	309	190	178
EEOC	31.4%	27.5%	26.5%	34.0%	37.1%	33.7%	21.1%	20.4%	22.3%	7.3%	8.3%	9.4%	6.1%	6.7%	8.1%	1,298	1,371	1,133	117	98	90
EPA	22.1%	20.2%	19.1%	41.2%	43.1%	41.9%	23.9%	23.2%	23.5%	6.4%	8.0%	9.3%	6.4%	5.5%	6.2%	7,922	9,156	4,060	1,285	815	315
FCC	27.8%	26.8%	29.6%	36.1%	34.8%	30.7%	24.6%	22.6%	21.0%	7.6%	8.0%	10.2%	3.9%	7.7%	8.6%	600	564	482	90	69	67
FERC	46.2%	40.6%	39.9%	37.6%	36.8%	38.0%	10.3%	14.7%	12.7%	2.3%	4.1%	5.1%	3.6%	3.8%	4.3%	1,023	1,079	924	40	56	54
FTC	37.4%	47.8%	35.9%	43.5%	32.3%	38.1%	14.4%	13.3%	17.0%	3.3%	4.0%	5.5%	1.5%	2.6%	3.5%	516	578	558	85	45	53

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
GSA	34.8%	31.1%	26.5%	40.1%	39.9%	40.8%	16.3%	18.1%	21.2%	4.7%	5.9%	6.1%	4.1%	5.1%	5.3%	7,018	6,521	7,242	360	382	450
HHS	27.3%	24.5%	22.6%	39.0%	38.7%	38.3%	21.4%	22.2%	23.7%	7.1%	8.2%	8.7%	5.1%	6.3%	6.8%	38,351	36,423	32,588	3,499	2,844	2,899
HUD	24.6%	22.7%	19.4%	35.9%	36.7%	34.3%	25.7%	25.0%	26.4%	7.6%	8.1%	10.6%	6.2%	7.5%	9.2%	4,320	4,926	4,815	527	452	449
NARA	25.6%	22.8%	20.9%	43.2%	40.8%	35.1%	20.4%	23.1%	25.0%	5.4%	6.3%	9.7%	5.4%	7.0%	9.2%	1,698	1,687	1,529	128	147	162
NASA	42.1%	40.1%	37.7%	40.5%	41.1%	42.7%	12.8%	13.4%	14.0%	2.9%	3.2%	3.5%	1.7%	2.2%	2.1%	10,994	10,443	9,159	617	560	540
NCUA	20.8%	23.0%	19.7%	37.9%	41.8%	40.0%	22.5%	18.1%	22.2%	10.8%	9.7%	11.3%	8.0%	7.4%	6.9%	600	621	717	47	24	48
NLRB	31.3%	26.4%	27.1%	36.2%	36.5%	35.4%	18.2%	18.3%	19.5%	7.6%	9.9%	11.3%	6.8%	8.9%	6.8%	765	804	822	59	51	54
NRC	34.1%	34.5%	37.7%	44.3%	43.1%	44.1%	12.9%	13.2%	11.3%	5.3%	5.7%	3.5%	3.4%	3.5%	3.4%	2,334	2,032	2,556	78	85	70
NSF	34.4%	32.2%	27.8%	37.7%	37.6%	40.5%	15.4%	16.8%	18.4%	6.6%	7.8%	8.3%	5.8%	5.7%	5.0%	846	795	831	45	42	53
OMB	13.4%	20.3%	15.0%	39.2%	46.4%	41.7%	30.5%	19.9%	25.9%	12.4%	10.1%	12.7%	4.4%	3.3%	4.6%	261	339	296	79	12	7
OPM	26.2%	25.8%	24.2%	35.2%	38.3%	38.3%	23.3%	22.8%	24.4%	8.4%	6.6%	7.5%	6.9%	6.6%	5.6%	2,522	2,790	2,983	328	343	324
PBGC	34.8%	26.3%	22.7%	41.3%	44.4%	45.3%	18.2%	18.1%	20.0%	4.1%	6.2%	8.2%	1.6%	5.0%	3.7%	551	520	575	37	33	40
RRB	27.2%	24.7%	23.3%	40.9%	38.8%	41.2%	20.7%	23.1%	25.2%	4.4%	7.7%	6.5%	6.7%	5.6%	3.8%	393	287	411	40	26	52
SBA	22.0%	20.6%	20.2%	35.5%	32.7%	35.5%	24.0%	24.9%	27.0%	9.0%	9.5%	9.0%	9.5%	12.3%	8.2%	1,344	1,225	1,143	137	116	119
SEC	35.0%	31.9%	27.2%	40.6%	39.7%	38.5%	15.6%	16.6%	20.4%	4.8%	6.7%	7.8%	4.0%	5.1%	6.1%	3,260	2,977	1,761	214	175	114

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	21.4%	19.8%	18.4%	35.5%	35.3%	35.0%	25.3%	25.8%	27.1%	9.4%	10.0%	10.3%	8.5%	9.1%	9.3%	425,880	363,124	371,258	43,909	32,433	36,507
SSA	21.1%	21.5%	21.6%	35.4%	35.7%	35.9%	27.4%	26.9%	28.2%	8.6%	9.0%	8.6%	7.5%	6.8%	5.8%	7,312	7,839	9,132	763	661	912
State	14.8%	16.8%	16.3%	33.1%	35.1%	35.2%	25.6%	24.4%	24.4%	15.8%	14.6%	15.3%	10.7%	9.0%	8.7%	3,621	4,775	3,719	428	230	175
Treas	21.4%	20.6%	19.3%	37.3%	37.0%	36.5%	25.7%	25.6%	26.9%	8.0%	8.6%	8.9%	7.5%	8.2%	8.4%	39,978	39,342	44,445	5,125	4,773	5,860
USAID	23.7%	18.7%	15.4%	42.6%	40.1%	39.2%	21.5%	22.2%	24.2%	7.6%	11.9%	12.1%	4.6%	7.1%	9.1%	1,913	2,102	1,826	108	121	110
USDA	18.9%	17.8%	15.3%	41.5%	41.5%	40.7%	26.8%	27.0%	28.1%	7.5%	7.9%	9.5%	5.2%	5.7%	6.4%	43,776	20,788	18,608	4,055	1,642	1,600
VA	16.0%	15.4%	13.8%	28.9%	29.7%	28.9%	30.1%	30.3%	32.5%	12.3%	12.2%	12.1%	12.8%	12.4%	12.7%	52,864	25,409	26,715	7,828	3,509	3,742
Small Agencies	27.7%	26.7%	24.1%	37.3%	38.4%	37.9%	20.5%	19.0%	21.7%	7.9%	8.6%	9.0%	6.5%	7.3%	7.3%	5,047	4,964	4,690	388	352	352
DOD	23.6%	21.3%	20.1%	37.8%	37.1%	37.2%	23.9%	24.9%	26.1%	8.3%	9.1%	9.3%	6.4%	7.6%	7.3%	63,138	52,612	64,918	4,896	3,822	5,135
USACE	22.2%	19.9%	17.7%	41.2%	40.2%	39.1%	24.8%	25.7%	28.4%	7.3%	8.5%	9.3%	4.5%	5.6%	5.6%	3,928	3,219	3,758	390	321	443
Air Force	25.5%	23.9%	23.0%	38.0%	38.1%	39.3%	22.4%	22.9%	23.5%	7.6%	8.0%	7.9%	6.6%	7.0%	6.3%	14,894	13,788	16,629	1,145	1,006	1,313
Army‡	22.3%	20.5%	18.7%	35.9%	33.7%	34.6%	25.4%	25.9%	27.6%	9.2%	10.5%	10.7%	7.2%	9.4%	8.4%	15,523	11,949	14,680	1,327	1,029	1,316
Navy‡	22.9%	18.9%	18.3%	38.7%	39.4%	37.3%	24.6%	26.2%	27.4%	8.3%	8.9%	9.6%	5.5%	6.7%	7.3%	12,648	10,050	14,459	1,017	709	1,144
Marine Corps	24.4%	22.1%	21.1%	37.8%	32.3%	35.3%	24.6%	25.1%	26.4%	7.5%	11.6%	8.4%	5.7%	8.9%	8.8%	1,617	1,066	1,488	144	95	129
DOD 4th Estate	25.2%	23.8%	22.3%	38.2%	37.7%	38.8%	21.4%	23.0%	23.6%	8.1%	8.5%	8.4%	7.1%	7.0%	7.0%	14,528	12,540	13,904	873	662	790

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
BBG	10.6%	10.9%	12.3%	30.8%	31.5%	30.3%	24.8%	23.2%	22.9%	20.3%	18.8%	21.3%	13.4%	15.6%	13.3%	1,059	881	1,079
CSOSA	15.9%	14.4%	13.3%	32.7%	33.6%	34.7%	23.6%	23.5%	23.9%	19.8%	20.6%	20.9%	8.0%	7.9%	7.3%	507	595	624
DHS	12.0%	10.2%	8.8%	31.5%	29.0%	28.0%	24.4%	24.2%	24.8%	21.4%	23.7%	24.6%	10.7%	13.0%	13.8%	45,481	45,390	41,358
DOC	16.5%	16.6%	15.6%	38.8%	37.9%	37.4%	21.9%	21.9%	22.9%	16.8%	17.3%	17.8%	6.0%	6.3%	6.2%	10,176	9,534	9,854
DOE	18.3%	17.1%	13.4%	40.6%	38.7%	37.8%	20.3%	20.1%	22.4%	14.5%	16.9%	19.0%	6.2%	7.1%	7.4%	8,445	7,914	8,295
DOI	15.7%	14.7%	13.3%	39.6%	37.7%	37.9%	21.6%	21.7%	22.5%	16.8%	18.6%	19.3%	6.2%	7.3%	7.1%	25,091	22,360	25,548
DOJ	15.0%	15.5%	15.5%	38.3%	38.1%	39.4%	22.3%	22.3%	22.9%	17.9%	17.4%	17.2%	6.5%	6.8%	5.0%	15,087	15,498	19,105
DOL	17.9%	17.1%	15.0%	39.1%	39.0%	38.4%	21.2%	21.6%	23.3%	15.7%	16.3%	16.9%	6.1%	6.0%	6.4%	8,608	11,072	11,128
DOT	16.8%	14.7%	14.9%	40.3%	40.5%	38.6%	21.6%	21.4%	22.7%	15.2%	16.5%	17.9%	6.1%	6.8%	5.9%	16,372	14,498	15,146
Educ	15.1%	16.2%	16.8%	37.5%	36.7%	36.3%	21.4%	20.1%	20.7%	17.7%	17.0%	18.3%	8.2%	10.0%	7.9%	2,768	2,821	2,655
EEOC	20.6%	17.7%	17.5%	33.7%	37.6%	32.6%	20.8%	20.3%	22.9%	17.0%	16.5%	18.2%	7.9%	7.8%	8.8%	1,410	1,465	1,221
EPA	15.1%	13.9%	12.7%	41.7%	41.1%	38.4%	21.2%	21.8%	20.9%	16.5%	17.3%	20.4%	5.5%	6.0%	7.6%	9,182	9,954	4,358
FCC	17.2%	16.8%	18.1%	38.6%	37.0%	34.3%	23.5%	21.2%	19.0%	14.8%	17.7%	20.0%	5.9%	7.2%	8.5%	686	630	549
FERC	27.8%	25.7%	25.5%	43.2%	41.1%	41.2%	16.5%	18.3%	17.5%	9.2%	11.2%	11.6%	3.3%	3.7%	4.2%	1,061	1,135	973
FTC	32.3%	34.9%	29.7%	43.3%	39.6%	37.1%	12.8%	11.7%	16.4%	9.0%	10.7%	12.2%	2.6%	3.1%	4.5%	601	617	612

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
GSA	24.0%	21.0%	17.8%	40.6%	39.2%	37.3%	18.6%	19.6%	22.1%	12.3%	14.6%	16.2%	4.5%	5.7%	6.6%	7,360	6,873	7,661
HHS	18.4%	16.9%	15.7%	41.2%	40.1%	39.1%	21.0%	21.8%	22.1%	14.5%	15.4%	16.9%	4.8%	5.9%	6.2%	41,740	39,125	35,369
HUD	17.2%	15.7%	13.7%	38.9%	36.8%	33.4%	22.1%	22.4%	23.7%	15.7%	17.7%	20.4%	6.1%	7.3%	8.8%	4,855	5,375	5,275
NARA	18.7%	17.3%	17.3%	37.9%	34.0%	30.1%	20.1%	21.0%	21.6%	15.0%	18.3%	19.2%	8.3%	9.3%	11.7%	1,823	1,827	1,684
NASA	30.0%	28.2%	25.7%	43.2%	42.8%	43.2%	14.6%	15.9%	16.8%	9.3%	9.9%	11.0%	2.9%	3.2%	3.4%	11,586	10,990	9,660
NCUA	16.6%	18.6%	17.7%	37.0%	42.0%	39.4%	22.8%	20.0%	22.2%	17.2%	13.3%	17.1%	6.4%	6.1%	3.7%	646	643	764
NLRB	19.3%	17.3%	16.6%	36.9%	34.8%	36.5%	19.9%	18.6%	19.6%	17.4%	21.5%	19.4%	6.5%	7.8%	7.9%	828	853	875
NRC	20.5%	20.7%	23.0%	43.0%	41.2%	42.7%	18.7%	18.3%	16.7%	12.9%	14.9%	13.3%	5.0%	4.9%	4.3%	2,412	2,107	2,623
NSF	25.5%	24.8%	21.7%	40.3%	37.2%	36.9%	16.0%	18.6%	20.6%	12.2%	14.5%	14.0%	6.1%	4.9%	6.9%	892	840	882
OMB	18.3%	20.9%	17.4%	47.4%	49.0%	45.6%	21.9%	15.5%	21.3%	10.6%	11.6%	13.5%	1.8%	3.1%	2.2%	339	350	303
OPM	16.3%	16.5%	15.5%	37.1%	36.9%	37.4%	22.3%	21.9%	24.0%	16.8%	16.9%	17.1%	7.6%	7.8%	6.0%	2,839	3,135	3,295
PBGC	24.2%	18.3%	16.5%	44.2%	41.9%	41.6%	17.0%	19.9%	21.0%	11.0%	15.1%	15.6%	3.6%	4.7%	5.3%	590	552	614
RRB	18.3%	15.1%	14.3%	36.0%	35.5%	38.2%	22.3%	29.7%	26.8%	14.7%	15.4%	14.8%	8.7%	4.4%	5.9%	432	311	466
SBA	16.7%	14.0%	14.4%	36.8%	34.5%	33.4%	20.6%	20.7%	22.3%	17.4%	20.5%	18.5%	8.4%	10.3%	11.3%	1,475	1,336	1,257
SEC	24.2%	20.2%	17.4%	41.7%	40.6%	38.6%	17.8%	20.0%	18.1%	11.8%	13.8%	17.5%	4.6%	5.4%	8.3%	3,469	3,147	1,874

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.3%	14.3%	13.4%	37.4%	36.3%	36.3%	22.3%	22.7%	23.4%	17.9%	18.8%	19.4%	7.1%	7.8%	7.6%	468,305	394,068	406,408
SSA	12.9%	13.0%	13.1%	35.3%	35.4%	36.5%	24.6%	23.4%	25.5%	20.2%	21.7%	18.7%	7.1%	6.5%	6.1%	8,021	8,439	9,990
State	14.0%	16.0%	15.7%	43.5%	43.0%	43.1%	21.2%	21.0%	21.2%	17.6%	15.9%	16.3%	3.9%	4.2%	3.8%	4,022	4,970	3,874
Treas	13.7%	12.9%	12.3%	36.3%	35.1%	34.4%	23.8%	23.6%	24.0%	18.3%	19.5%	20.5%	7.9%	8.9%	8.8%	45,022	43,978	50,153
USAID	15.4%	15.4%	14.4%	43.7%	41.4%	39.7%	19.9%	20.3%	21.3%	16.1%	17.5%	19.1%	4.9%	5.5%	5.5%	2,011	2,216	1,933
USDA	13.8%	12.9%	11.6%	42.0%	40.6%	39.1%	22.9%	23.4%	23.8%	16.3%	17.6%	19.2%	5.0%	5.5%	6.2%	47,758	22,359	20,167
VA	12.5%	12.3%	11.3%	32.5%	32.6%	32.5%	23.0%	23.5%	23.9%	21.9%	21.7%	23.0%	10.1%	10.0%	9.3%	60,439	28,785	30,300
Small Agencies	20.7%	19.0%	17.8%	37.5%	38.2%	36.5%	20.6%	20.1%	20.3%	14.0%	15.4%	17.6%	7.1%	7.4%	7.8%	5,419	5,302	5,026
DOD	16.9%	15.3%	14.3%	39.5%	38.0%	38.5%	21.8%	22.7%	23.4%	16.1%	17.3%	17.5%	5.7%	6.6%	6.3%	67,793	56,191	69,858
USACE	17.0%	15.6%	14.3%	44.3%	41.7%	40.6%	21.6%	22.6%	22.2%	13.6%	15.2%	17.4%	3.6%	4.9%	5.5%	4,313	3,529	4,187
Air Force	18.0%	17.2%	15.7%	38.9%	38.0%	39.5%	20.9%	22.0%	22.3%	16.3%	16.3%	16.8%	5.9%	6.5%	5.7%	15,970	14,744	17,885
Army‡	15.7%	14.3%	13.7%	38.7%	35.6%	36.3%	22.0%	22.9%	24.5%	17.2%	19.3%	18.7%	6.4%	7.8%	6.9%	16,809	12,921	15,924
Navy‡	16.7%	14.4%	13.8%	41.4%	40.6%	40.1%	22.2%	23.3%	23.8%	15.0%	16.6%	16.7%	4.6%	5.1%	5.6%	13,604	10,721	15,596
Marine Corps	18.8%	16.2%	16.8%	35.7%	34.0%	36.4%	23.0%	23.2%	23.0%	16.8%	19.1%	16.3%	5.9%	7.5%	7.4%	1,754	1,155	1,616
DOD 4th Estate	17.3%	16.0%	14.0%	37.2%	36.8%	37.9%	21.8%	22.4%	23.0%	16.9%	17.0%	18.0%	6.8%	7.9%	7.1%	15,343	13,121	14,650

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
BBG	9.4%	9.7%	10.3%	29.7%	28.6%	31.9%	25.2%	25.1%	22.2%	21.6%	20.4%	21.6%	14.1%	16.2%	14.0%	1,055	874	1,074
CSOSA	13.0%	11.2%	12.6%	31.2%	32.6%	33.0%	20.7%	25.4%	22.9%	26.9%	22.6%	23.5%	8.2%	8.3%	8.0%	508	590	627
DHS	10.0%	8.5%	7.2%	30.6%	28.3%	26.9%	23.8%	23.3%	23.7%	23.0%	24.9%	25.7%	12.6%	15.0%	16.5%	45,387	45,302	41,341
DOC	13.8%	13.7%	13.3%	38.9%	37.9%	37.2%	22.6%	22.0%	22.8%	17.4%	19.1%	19.1%	7.2%	7.4%	7.6%	10,173	9,521	9,831
DOE	17.7%	15.3%	11.8%	39.0%	39.1%	36.6%	21.1%	21.3%	23.2%	15.7%	16.8%	20.0%	6.5%	7.5%	8.4%	8,435	7,892	8,285
DOI	12.4%	10.6%	9.5%	37.5%	34.9%	33.8%	23.0%	24.0%	25.3%	19.1%	21.2%	22.2%	8.1%	9.2%	9.2%	25,061	22,318	25,483
DOJ	13.5%	13.6%	13.0%	36.8%	38.0%	39.4%	23.0%	22.9%	23.3%	19.0%	18.4%	18.1%	7.7%	7.1%	6.2%	15,068	15,473	19,047
DOL	16.7%	15.9%	14.2%	38.4%	38.4%	37.1%	21.0%	22.3%	23.6%	16.7%	16.7%	17.9%	7.1%	6.8%	7.2%	8,594	11,052	11,111
DOT	14.2%	13.1%	13.0%	39.7%	37.5%	37.6%	22.1%	23.6%	23.4%	17.0%	17.7%	18.9%	6.9%	8.1%	7.1%	16,345	14,446	15,126
Educ	14.8%	14.4%	15.5%	38.2%	38.1%	37.8%	21.0%	21.3%	21.7%	17.0%	18.1%	17.7%	9.0%	8.1%	7.3%	2,760	2,817	2,654
EEOC	20.1%	16.4%	18.2%	38.0%	43.8%	36.8%	20.1%	18.4%	20.0%	14.8%	15.0%	16.9%	6.9%	6.4%	8.1%	1,414	1,452	1,217
EPA	14.3%	10.9%	9.9%	40.0%	40.3%	35.1%	21.1%	24.2%	23.7%	17.8%	18.4%	22.4%	6.9%	6.2%	9.0%	9,178	9,910	4,349
FCC	14.3%	14.5%	12.6%	37.6%	34.3%	33.0%	23.3%	23.2%	22.4%	18.5%	18.1%	20.3%	6.4%	9.9%	11.7%	686	628	542
FERC	26.7%	22.5%	23.4%	44.4%	41.9%	40.6%	16.0%	18.0%	21.1%	10.2%	13.4%	9.9%	2.7%	4.2%	4.9%	1,057	1,136	975
FTC	33.5%	33.4%	28.3%	44.5%	42.8%	41.1%	11.9%	12.3%	16.6%	7.5%	8.6%	10.5%	2.5%	2.9%	3.4%	600	619	610

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
GSA	24.2%	20.7%	16.6%	42.1%	40.0%	38.4%	19.1%	20.6%	21.9%	10.6%	13.3%	16.1%	3.9%	5.4%	6.9%	7,353	6,861	7,651
HHS	17.1%	14.8%	13.4%	40.5%	38.7%	37.9%	22.0%	23.3%	23.6%	14.9%	16.5%	17.9%	5.5%	6.6%	7.2%	41,670	39,077	35,311
HUD	15.9%	13.7%	12.1%	39.4%	37.4%	32.3%	22.3%	23.1%	24.6%	16.0%	18.0%	21.1%	6.4%	7.7%	10.0%	4,852	5,364	5,268
NARA	18.5%	18.2%	15.8%	41.6%	39.9%	35.0%	20.6%	19.7%	22.5%	12.8%	14.2%	16.7%	6.5%	8.1%	10.0%	1,818	1,822	1,680
NASA	28.8%	27.3%	24.5%	44.3%	43.4%	44.2%	15.5%	16.6%	17.2%	8.7%	9.6%	10.8%	2.8%	3.1%	3.3%	11,566	10,975	9,643
NCUA	14.9%	19.2%	16.8%	41.1%	45.1%	44.4%	19.8%	19.6%	22.6%	17.1%	11.7%	13.1%	7.1%	4.4%	3.2%	641	639	763
NLRB	16.2%	12.6%	14.7%	37.6%	33.9%	34.7%	22.9%	23.2%	22.4%	18.4%	21.3%	21.4%	4.9%	8.9%	6.8%	824	851	872
NRC	22.6%	22.1%	23.2%	43.8%	42.3%	44.1%	16.3%	16.3%	16.9%	12.4%	14.6%	11.7%	4.9%	4.8%	4.1%	2,409	2,110	2,618
NSF	24.5%	21.1%	18.3%	36.7%	39.7%	36.1%	17.9%	18.2%	20.6%	14.7%	15.2%	17.7%	6.1%	5.8%	7.4%	892	836	885
OMB	21.3%	25.7%	16.6%	42.5%	43.3%	46.5%	17.4%	15.9%	18.1%	16.8%	13.5%	15.5%	2.0%	1.6%	3.3%	340	349	302
OPM	16.7%	16.0%	14.6%	38.4%	41.0%	42.4%	21.6%	20.6%	21.5%	15.5%	15.3%	15.8%	7.7%	7.1%	5.6%	2,843	3,118	3,303
PBGC	21.9%	17.0%	16.4%	42.6%	38.7%	37.0%	19.3%	20.0%	21.3%	13.1%	19.1%	18.1%	3.1%	5.2%	7.2%	588	555	613
RRB	19.2%	15.0%	14.2%	38.5%	38.3%	41.8%	18.8%	25.0%	20.7%	15.3%	14.8%	16.4%	8.2%	6.9%	6.9%	431	310	466
SBA	14.6%	12.9%	11.6%	39.1%	34.6%	31.0%	19.2%	21.6%	24.2%	17.4%	20.1%	20.9%	9.8%	10.8%	12.3%	1,472	1,332	1,253
SEC	21.4%	17.1%	14.1%	42.0%	39.3%	38.0%	19.6%	20.9%	18.6%	12.1%	16.1%	20.4%	4.8%	6.5%	8.9%	3,468	3,139	1,872

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.6%	12.4%	11.4%	36.7%	35.5%	35.4%	23.0%	23.5%	24.0%	18.7%	19.7%	20.4%	8.1%	8.8%	8.8%	467,501	393,156	405,736
SSA	13.7%	13.8%	14.1%	40.2%	38.9%	40.4%	22.0%	22.3%	23.2%	17.1%	17.7%	16.1%	7.0%	7.2%	6.2%	8,001	8,403	9,974
State	12.0%	12.9%	13.1%	35.5%	40.9%	39.4%	21.2%	22.6%	22.7%	23.6%	18.3%	19.4%	7.7%	5.5%	5.4%	4,007	4,960	3,866
Treas	13.7%	13.1%	12.2%	39.7%	38.4%	37.9%	22.4%	22.4%	23.5%	16.7%	17.7%	18.2%	7.6%	8.3%	8.3%	44,940	43,873	50,089
USAID	19.1%	15.4%	13.7%	41.0%	40.1%	40.6%	19.3%	22.6%	22.0%	15.5%	16.9%	18.4%	5.1%	5.0%	5.3%	2,009	2,208	1,924
USDA	11.0%	10.1%	8.9%	39.6%	37.2%	34.3%	24.4%	25.4%	26.0%	18.8%	20.5%	22.4%	6.2%	6.8%	8.4%	47,708	22,290	20,114
VA	11.6%	11.3%	9.9%	32.7%	33.0%	33.2%	24.3%	24.6%	25.2%	21.1%	20.8%	21.9%	10.4%	10.2%	9.8%	60,241	28,713	30,244
Small Agencies	18.6%	16.6%	15.4%	37.3%	35.7%	36.3%	19.2%	20.7%	20.6%	17.1%	18.1%	18.1%	7.8%	8.8%	9.6%	5,411	5,303	5,012
DOD	14.5%	12.6%	11.8%	37.7%	35.9%	36.3%	23.0%	23.9%	24.1%	18.0%	19.5%	19.9%	6.9%	8.1%	7.8%	67,696	56,038	69,741
USACE	13.8%	12.2%	10.9%	39.8%	38.7%	37.6%	24.4%	25.4%	24.9%	16.5%	17.6%	19.8%	5.5%	6.1%	6.8%	4,294	3,513	4,177
Air Force	14.8%	14.3%	12.7%	36.5%	35.1%	36.9%	22.6%	23.6%	23.0%	18.7%	19.1%	20.1%	7.4%	7.8%	7.3%	15,942	14,711	17,861
Army‡	13.8%	12.2%	11.7%	36.5%	33.4%	33.9%	22.4%	23.0%	24.0%	19.3%	21.7%	21.2%	8.0%	9.8%	9.1%	16,773	12,882	15,887
Navy‡	14.1%	11.2%	10.7%	39.7%	38.2%	37.9%	24.2%	25.1%	25.3%	16.5%	18.8%	19.2%	5.5%	6.6%	6.9%	13,592	10,679	15,572
Marine Corps	16.1%	13.1%	13.1%	35.2%	31.2%	31.4%	23.5%	23.1%	26.3%	18.2%	23.3%	20.0%	7.1%	9.3%	9.3%	1,754	1,153	1,614
DOD 4th Estate	15.8%	13.9%	12.6%	37.5%	37.0%	37.9%	21.5%	23.1%	23.2%	17.8%	17.4%	18.4%	7.4%	8.6%	7.9%	15,341	13,100	14,630

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
BBG	11.4%	11.9%	12.1%	30.7%	30.2%	28.4%	22.8%	24.1%	22.3%	20.0%	17.5%	20.7%	15.1%	16.4%	16.5%	1,053	870	1,074
CSOSA	15.9%	14.9%	13.3%	34.1%	31.5%	32.8%	24.4%	23.9%	24.0%	16.1%	20.2%	20.9%	9.5%	9.4%	9.0%	507	593	625
DHS	12.0%	9.9%	8.6%	30.0%	26.7%	25.5%	24.0%	24.2%	23.8%	20.2%	21.8%	24.0%	13.7%	17.3%	18.1%	45,367	45,219	41,300
DOC	17.2%	17.2%	16.0%	40.6%	37.1%	38.4%	22.0%	22.3%	22.0%	13.7%	15.9%	15.7%	6.5%	7.6%	7.8%	10,159	9,507	9,815
DOE	18.8%	16.6%	13.2%	38.8%	36.7%	34.3%	22.6%	22.1%	24.5%	13.0%	15.9%	18.1%	6.8%	8.7%	9.9%	8,420	7,881	8,284
DOI	15.8%	14.1%	12.6%	37.2%	35.3%	35.4%	23.6%	23.9%	24.1%	15.3%	17.3%	18.2%	8.0%	9.5%	9.7%	24,973	22,262	25,410
DOJ	15.9%	16.4%	16.7%	35.8%	35.1%	36.0%	23.2%	21.4%	22.3%	15.9%	16.9%	16.4%	9.2%	10.2%	8.7%	15,049	15,431	18,990
DOL	19.2%	18.2%	15.7%	36.2%	35.3%	34.8%	21.6%	22.2%	22.8%	14.3%	15.7%	16.7%	8.7%	8.6%	9.9%	8,586	11,025	11,086
DOT	16.1%	14.5%	13.8%	35.6%	33.7%	33.8%	23.8%	24.1%	24.2%	15.7%	17.1%	18.2%	8.8%	10.6%	10.0%	16,316	14,420	15,080
Educ	17.0%	18.0%	16.7%	37.2%	32.8%	36.6%	21.2%	21.8%	20.4%	15.4%	17.5%	16.5%	9.1%	9.9%	9.8%	2,765	2,813	2,644
EEOC	23.0%	18.6%	20.6%	33.9%	35.8%	32.1%	20.9%	22.0%	20.6%	14.4%	14.4%	16.4%	7.8%	9.3%	10.3%	1,405	1,455	1,213
EPA	17.4%	15.2%	14.1%	41.4%	39.0%	34.9%	20.9%	22.4%	23.4%	14.2%	15.9%	18.6%	6.2%	7.4%	9.1%	9,151	9,898	4,339
FCC	17.4%	19.4%	18.7%	37.0%	31.7%	35.0%	24.9%	20.9%	19.4%	14.4%	19.1%	17.2%	6.3%	8.9%	9.7%	684	627	544
FERC	30.8%	26.1%	25.8%	39.9%	39.4%	39.2%	16.0%	18.7%	17.8%	8.6%	11.6%	11.3%	4.7%	4.2%	5.9%	1,060	1,131	970
FTC	37.7%	34.2%	27.8%	37.9%	36.5%	38.4%	13.7%	15.3%	17.0%	7.0%	9.4%	10.8%	3.7%	4.6%	6.0%	599	617	609

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
GSA	24.6%	20.0%	17.3%	38.4%	36.7%	33.9%	20.3%	22.3%	24.8%	11.2%	13.7%	15.6%	5.5%	7.3%	8.4%	7,343	6,853	7,615
HHS	20.9%	18.2%	16.8%	38.2%	35.9%	35.2%	20.7%	22.2%	22.5%	13.5%	15.4%	16.7%	6.7%	8.3%	8.8%	41,622	39,005	35,171
HUD	21.1%	18.6%	15.4%	39.0%	36.1%	33.8%	20.8%	20.5%	22.6%	12.7%	16.0%	17.7%	6.5%	8.8%	10.4%	4,830	5,360	5,256
NARA	20.8%	18.6%	16.9%	35.7%	35.8%	32.7%	21.4%	21.1%	19.4%	13.5%	14.2%	17.7%	8.6%	10.3%	13.3%	1,816	1,822	1,681
NASA	30.3%	27.4%	25.6%	39.4%	39.3%	39.8%	16.8%	18.2%	18.5%	9.3%	10.7%	11.1%	4.2%	4.5%	5.0%	11,561	10,944	9,625
NCUA	18.6%	21.3%	19.8%	38.6%	39.5%	37.3%	19.9%	16.6%	21.7%	14.4%	14.7%	16.4%	8.5%	7.9%	4.8%	643	637	759
NLRB	21.7%	16.5%	18.1%	35.0%	34.8%	32.5%	19.9%	16.8%	19.4%	15.1%	19.1%	19.1%	8.4%	12.9%	11.0%	824	850	871
NRC	23.3%	22.5%	24.0%	41.4%	37.6%	38.2%	18.6%	20.1%	18.0%	11.1%	12.6%	13.4%	5.6%	7.2%	6.4%	2,404	2,107	2,600
NSF	28.0%	25.1%	22.9%	36.6%	36.2%	34.3%	17.6%	18.8%	18.7%	10.1%	11.0%	14.6%	7.7%	8.9%	9.5%	885	837	877
OMB	21.4%	22.6%	21.7%	47.6%	44.3%	44.0%	17.4%	16.6%	20.9%	11.3%	12.9%	11.1%	2.3%	3.6%	2.4%	337	348	301
OPM	19.2%	18.5%	17.6%	38.5%	36.5%	37.6%	21.3%	22.4%	22.1%	13.5%	14.5%	14.8%	7.5%	8.2%	8.0%	2,832	3,109	3,292
PBGC	24.4%	19.9%	16.0%	39.9%	36.0%	34.1%	18.3%	20.7%	22.5%	12.0%	16.4%	18.3%	5.4%	7.0%	9.1%	585	552	613
RRB	23.0%	16.5%	17.9%	33.9%	38.3%	35.1%	21.4%	25.7%	23.1%	13.3%	13.2%	15.8%	8.4%	6.4%	8.1%	427	307	459
SBA	16.8%	14.7%	14.6%	35.1%	31.5%	32.1%	20.7%	22.2%	22.4%	16.1%	18.6%	16.2%	11.4%	13.0%	14.6%	1,471	1,326	1,257
SEC	24.3%	21.3%	18.0%	39.7%	37.2%	32.6%	18.1%	19.5%	20.0%	12.1%	14.1%	17.7%	5.8%	7.9%	11.7%	3,457	3,136	1,863

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.6%	14.4%	13.5%	34.5%	33.1%	33.1%	23.5%	23.8%	23.8%	16.6%	17.8%	18.6%	9.8%	10.8%	10.9%	466,707	392,389	404,473
SSA	14.7%	15.4%	17.0%	36.1%	34.8%	36.6%	22.4%	21.8%	21.2%	18.0%	17.8%	16.9%	8.9%	10.2%	8.3%	7,999	8,406	9,942
State	14.8%	14.5%	14.9%	40.3%	37.7%	37.4%	22.4%	23.5%	23.7%	15.4%	17.0%	16.9%	7.1%	7.3%	7.0%	4,000	4,950	3,850
Treas	16.7%	15.8%	15.2%	38.0%	36.6%	36.4%	21.5%	21.8%	21.8%	15.2%	16.4%	16.8%	8.5%	9.5%	9.8%	44,843	43,761	49,900
USAID	15.7%	13.9%	13.7%	37.9%	36.3%	33.7%	23.1%	23.3%	24.7%	15.9%	17.9%	18.9%	7.3%	8.6%	9.0%	2,001	2,207	1,922
USDA	14.3%	13.1%	11.6%	38.8%	37.3%	36.1%	24.0%	24.1%	25.0%	15.9%	17.0%	18.3%	7.0%	8.5%	9.1%	47,608	22,270	20,064
VA	12.7%	13.0%	11.6%	29.7%	30.2%	30.3%	24.1%	24.1%	23.8%	19.9%	20.0%	20.9%	13.6%	12.7%	13.4%	60,151	28,645	30,055
Small Agencies	22.0%	19.1%	18.5%	34.7%	35.9%	34.4%	21.0%	20.7%	20.8%	14.0%	14.9%	15.7%	8.2%	9.3%	10.6%	5,392	5,289	4,997
DOD	16.1%	14.3%	13.6%	34.9%	33.3%	33.6%	24.4%	25.2%	25.2%	15.6%	17.2%	17.7%	9.0%	10.1%	9.9%	67,582	55,919	69,520
USACE	17.4%	14.6%	13.2%	39.1%	37.3%	36.7%	23.4%	24.4%	24.7%	14.0%	15.7%	16.9%	6.1%	8.1%	8.4%	4,300	3,514	4,172
Air Force	17.1%	17.0%	15.7%	34.3%	33.0%	34.6%	24.1%	24.3%	24.8%	15.3%	16.2%	15.9%	9.3%	9.6%	9.0%	15,910	14,643	17,811
Army‡	15.1%	13.3%	12.6%	33.9%	31.4%	31.6%	23.9%	25.2%	25.0%	16.5%	18.1%	19.3%	10.5%	12.0%	11.5%	16,747	12,856	15,838
Navy‡	15.0%	12.5%	12.3%	36.2%	35.1%	34.3%	26.2%	26.7%	26.3%	15.1%	16.7%	17.7%	7.5%	9.0%	9.3%	13,573	10,685	15,517
Marine Corps	18.8%	13.5%	13.3%	33.3%	31.2%	31.3%	25.5%	24.9%	25.4%	14.3%	21.3%	20.1%	8.2%	9.2%	9.9%	1,757	1,153	1,601
DOD 4th Estate	17.9%	15.5%	14.8%	34.0%	32.9%	33.6%	22.6%	23.9%	24.3%	16.0%	17.3%	17.3%	9.5%	10.3%	10.0%	15,295	13,068	14,581

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
BBG	8.7%	9.1%	9.1%	25.4%	26.7%	23.9%	31.3%	26.9%	29.6%	18.4%	19.1%	19.7%	16.2%	18.1%	17.6%	1,058	873	1,079
CSOSA	12.0%	9.1%	12.5%	30.9%	32.7%	31.6%	30.8%	32.4%	27.8%	18.5%	18.4%	19.5%	7.8%	7.5%	8.6%	503	594	627
DHS	9.1%	7.3%	6.1%	26.5%	23.0%	21.7%	28.3%	27.0%	27.4%	21.3%	23.6%	24.7%	14.7%	19.0%	20.0%	45,311	45,236	41,226
DOC	12.1%	12.3%	11.6%	34.3%	31.9%	31.6%	30.7%	30.3%	30.9%	15.0%	17.1%	16.8%	7.9%	8.4%	9.1%	10,142	9,510	9,822
DOE	13.1%	11.5%	8.7%	34.2%	33.2%	29.8%	29.3%	28.0%	30.2%	15.6%	17.7%	21.0%	7.8%	9.7%	10.3%	8,415	7,885	8,271
DOI	9.5%	8.2%	7.3%	31.1%	29.4%	28.1%	32.1%	31.4%	32.4%	18.1%	20.2%	21.5%	9.2%	10.8%	10.7%	25,016	22,270	25,441
DOJ	13.5%	13.4%	12.6%	35.5%	36.2%	36.4%	27.6%	27.5%	27.6%	15.1%	14.9%	16.4%	8.3%	8.0%	7.0%	15,029	15,431	18,992
DOL	14.4%	14.2%	12.6%	34.1%	34.5%	33.3%	28.6%	27.7%	28.5%	14.1%	15.2%	16.5%	8.8%	8.3%	9.0%	8,575	11,032	11,080
DOT	11.3%	10.4%	10.1%	32.8%	31.1%	30.1%	31.7%	30.4%	31.5%	15.8%	18.0%	18.7%	8.4%	10.1%	9.6%	16,295	14,455	15,109
Educ	11.3%	12.7%	12.7%	30.1%	31.5%	32.8%	29.9%	28.7%	28.1%	15.3%	15.6%	16.5%	13.4%	11.5%	10.0%	2,764	2,793	2,645
EEOC	17.3%	14.3%	16.6%	35.7%	35.2%	29.8%	24.3%	25.5%	25.8%	13.7%	16.4%	16.3%	9.0%	8.5%	11.5%	1,404	1,451	1,216
EPA	9.4%	8.2%	6.6%	30.0%	32.1%	28.1%	27.6%	31.8%	31.4%	17.8%	19.2%	22.0%	15.2%	8.7%	11.9%	9,144	9,911	4,350
FCC	13.2%	13.0%	13.7%	33.1%	31.8%	31.7%	30.5%	26.0%	26.9%	14.6%	18.8%	16.2%	8.6%	10.4%	11.5%	687	626	546
FERC	26.2%	21.8%	22.2%	42.6%	39.9%	39.6%	19.6%	21.9%	23.3%	7.4%	12.2%	10.0%	4.3%	4.1%	4.8%	1,060	1,129	962
FTC	26.4%	32.0%	25.8%	37.1%	39.6%	41.2%	23.3%	17.9%	21.4%	9.7%	7.4%	7.1%	3.5%	3.1%	4.5%	595	617	609

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
GSA	19.2%	16.1%	12.7%	37.4%	35.3%	31.2%	25.4%	27.1%	30.9%	12.2%	14.1%	16.6%	5.8%	7.4%	8.6%	7,330	6,839	7,620
HHS	15.1%	13.4%	12.0%	37.3%	35.6%	34.3%	28.8%	28.5%	29.8%	12.8%	15.0%	16.0%	6.1%	7.6%	7.9%	41,548	38,973	35,216
HUD	13.3%	12.0%	10.0%	31.8%	31.9%	27.4%	30.5%	29.8%	31.4%	16.1%	16.6%	19.9%	8.3%	9.8%	11.3%	4,816	5,352	5,260
NARA	14.4%	13.2%	11.1%	30.8%	29.9%	25.0%	27.9%	26.2%	26.5%	17.2%	19.0%	21.9%	9.7%	11.7%	15.5%	1,812	1,825	1,673
NASA	23.3%	21.6%	19.7%	42.6%	40.8%	40.6%	22.1%	23.3%	24.5%	8.5%	10.1%	10.5%	3.5%	4.1%	4.7%	11,549	10,935	9,626
NCUA	13.9%	15.3%	13.1%	34.9%	40.4%	39.7%	27.4%	24.3%	27.7%	16.0%	13.9%	13.8%	7.7%	6.1%	5.7%	640	639	758
NLRB	17.6%	14.1%	13.3%	32.9%	32.3%	32.0%	27.5%	26.1%	24.8%	14.3%	18.2%	20.2%	7.7%	9.2%	9.7%	825	848	870
NRC	18.3%	17.4%	17.8%	38.8%	38.1%	39.5%	24.4%	24.5%	23.4%	12.3%	13.3%	12.4%	6.2%	6.7%	6.8%	2,407	2,101	2,602
NSF	20.1%	17.0%	16.0%	37.3%	35.4%	33.2%	22.1%	24.8%	25.5%	13.2%	14.7%	17.2%	7.2%	8.0%	8.1%	889	838	878
OMB	10.3%	18.2%	10.9%	30.5%	44.0%	47.0%	33.6%	23.7%	27.3%	18.9%	12.1%	12.0%	6.8%	2.1%	2.8%	338	351	303
OPM	13.5%	13.1%	11.6%	34.6%	32.8%	34.3%	29.3%	30.7%	31.0%	14.2%	14.1%	15.4%	8.4%	9.2%	7.7%	2,829	3,118	3,282
PBGC	18.8%	12.6%	12.0%	38.4%	38.2%	34.0%	26.8%	26.0%	29.1%	12.1%	16.4%	16.8%	3.9%	6.8%	8.0%	583	554	614
RRB	16.2%	11.3%	12.9%	36.5%	36.5%	38.7%	27.7%	28.9%	29.8%	11.5%	15.1%	12.0%	8.1%	8.2%	6.6%	427	311	463
SBA	13.3%	10.8%	9.7%	30.9%	27.5%	26.4%	27.2%	26.1%	27.7%	17.3%	21.2%	22.6%	11.2%	14.4%	13.7%	1,466	1,331	1,250
SEC	20.0%	17.0%	13.5%	40.3%	35.7%	32.3%	24.6%	26.1%	24.8%	9.6%	13.0%	18.1%	5.5%	8.2%	11.4%	3,450	3,131	1,866

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	12.0%	10.8%	10.0%	32.9%	31.6%	30.8%	29.5%	29.3%	29.8%	16.4%	18.0%	18.9%	9.2%	10.3%	10.5%	466,287	392,440	404,697
SSA	11.4%	11.6%	12.1%	32.9%	33.7%	34.7%	31.4%	28.5%	29.8%	16.0%	17.7%	15.9%	8.4%	8.5%	7.5%	7,989	8,406	9,946
State	8.7%	11.4%	10.6%	29.4%	37.9%	37.4%	28.8%	29.0%	29.0%	22.7%	15.1%	17.2%	10.5%	6.6%	5.7%	4,006	4,952	3,864
Treas	10.7%	10.2%	9.5%	32.1%	30.7%	30.2%	31.3%	30.5%	31.2%	16.4%	18.1%	18.4%	9.4%	10.5%	10.7%	44,815	43,769	49,953
USAID	14.5%	10.5%	9.4%	39.2%	36.2%	33.4%	26.6%	30.2%	29.9%	13.9%	16.3%	19.1%	5.7%	6.8%	8.2%	2,002	2,206	1,915
USDA	8.8%	8.4%	7.0%	32.8%	31.2%	28.0%	33.8%	32.5%	33.1%	17.1%	19.2%	21.9%	7.5%	8.7%	10.0%	47,567	22,264	20,076
VA	10.2%	9.8%	8.8%	28.8%	28.7%	28.2%	30.7%	30.6%	30.7%	18.6%	19.4%	20.3%	11.6%	11.5%	12.0%	60,097	28,663	30,142
Small Agencies	16.0%	14.6%	12.8%	33.1%	32.3%	31.8%	26.9%	26.5%	27.8%	14.5%	16.7%	16.1%	9.5%	10.0%	11.5%	5,399	5,275	4,995
DOD	13.4%	11.4%	10.8%	35.7%	33.6%	32.9%	28.7%	29.1%	29.7%	14.9%	16.9%	17.9%	7.4%	9.0%	8.7%	67,505	55,946	69,550
USACE	12.5%	11.0%	8.9%	39.1%	35.1%	33.9%	29.9%	30.0%	30.5%	13.8%	16.5%	18.8%	4.7%	7.5%	7.9%	4,297	3,516	4,177
Air Force	14.8%	13.7%	12.9%	35.9%	34.4%	35.3%	28.0%	28.0%	27.8%	13.9%	15.5%	16.6%	7.4%	8.4%	7.4%	15,900	14,669	17,799
Army‡	13.3%	11.3%	10.9%	35.0%	31.9%	31.2%	28.3%	28.4%	29.8%	15.3%	18.5%	18.6%	8.2%	9.9%	9.6%	16,739	12,866	15,842
Navy‡	12.3%	9.2%	9.3%	36.2%	34.9%	32.6%	30.3%	31.3%	31.3%	14.7%	16.1%	18.2%	6.5%	8.5%	8.6%	13,534	10,679	15,522
Marine Corps	15.3%	12.9%	11.8%	33.3%	29.2%	32.9%	29.8%	28.0%	27.9%	14.5%	19.1%	16.9%	7.2%	10.9%	10.4%	1,746	1,151	1,608
DOD 4th Estate	13.5%	12.2%	10.9%	35.0%	33.3%	32.7%	26.6%	28.1%	29.3%	16.3%	17.3%	17.9%	8.6%	9.2%	9.2%	15,289	13,065	14,602

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
BBG	8.4%	9.2%	8.4%	22.1%	21.1%	20.9%	29.4%	27.0%	29.5%	19.1%	21.2%	20.3%	21.0%	21.5%	21.0%	1,055	872	1,071
CSOSA	11.7%	7.3%	10.3%	21.3%	24.7%	23.0%	29.4%	26.9%	25.4%	21.5%	22.6%	22.9%	16.1%	18.6%	18.5%	504	591	624
DHS	9.1%	7.5%	6.2%	23.2%	21.1%	18.9%	26.0%	25.6%	24.9%	21.7%	22.9%	24.2%	20.0%	23.0%	25.8%	45,354	45,242	41,252
DOC	12.0%	12.8%	12.9%	29.1%	28.5%	27.5%	30.1%	29.3%	29.0%	17.3%	17.2%	17.9%	11.5%	12.2%	12.7%	10,156	9,505	9,817
DOE	11.9%	11.4%	8.9%	26.2%	26.4%	23.3%	29.7%	28.5%	29.9%	18.5%	19.2%	20.7%	13.7%	14.5%	17.2%	8,422	7,888	8,277
DOI	10.3%	10.4%	8.9%	26.4%	26.4%	25.7%	28.7%	28.5%	28.8%	19.8%	19.2%	20.7%	14.8%	15.5%	15.9%	25,005	22,272	25,445
DOJ	11.5%	11.9%	12.6%	28.6%	30.4%	30.0%	26.1%	24.6%	26.5%	19.2%	18.5%	18.1%	14.7%	14.6%	12.8%	15,041	15,441	19,006
DOL	12.5%	13.0%	11.4%	25.5%	26.1%	25.3%	29.0%	27.3%	27.7%	17.6%	18.4%	19.5%	15.5%	15.2%	16.1%	8,581	11,041	11,098
DOT	11.9%	10.5%	10.9%	28.7%	28.1%	26.9%	27.3%	26.8%	28.1%	18.3%	18.2%	19.1%	13.9%	16.4%	15.1%	16,322	14,443	15,105
Educ	10.0%	12.2%	11.7%	22.8%	22.9%	24.4%	30.3%	29.0%	29.5%	19.8%	18.8%	17.3%	17.0%	17.0%	17.1%	2,760	2,805	2,646
EEOC	14.2%	11.8%	13.4%	23.0%	22.9%	22.2%	25.4%	28.8%	23.2%	20.1%	19.8%	21.1%	17.4%	16.7%	20.1%	1,411	1,458	1,213
EPA	9.0%	8.4%	7.3%	24.5%	25.1%	21.3%	31.7%	30.3%	28.4%	21.1%	21.8%	24.3%	13.7%	14.4%	18.7%	9,147	9,903	4,343
FCC	11.6%	12.2%	11.9%	27.2%	24.3%	27.9%	31.6%	27.7%	26.2%	18.3%	21.6%	18.5%	11.2%	14.2%	15.6%	684	628	544
FERC	22.1%	18.7%	17.9%	29.1%	27.1%	28.2%	26.7%	30.9%	28.3%	14.7%	15.5%	15.8%	7.4%	7.7%	9.8%	1,057	1,128	969
FTC	19.7%	20.9%	15.5%	27.0%	27.4%	29.1%	29.3%	27.2%	27.3%	16.0%	16.4%	17.4%	8.0%	8.0%	10.7%	602	615	608

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
GSA	18.0%	16.6%	13.4%	29.6%	28.3%	25.4%	25.9%	26.1%	27.9%	16.0%	16.5%	19.0%	10.6%	12.5%	14.3%	7,340	6,865	7,650
HHS	13.3%	12.5%	11.5%	28.2%	28.0%	27.1%	29.8%	29.8%	29.7%	17.6%	17.5%	18.7%	11.1%	12.1%	13.0%	41,605	39,000	35,208
HUD	12.1%	11.6%	9.7%	26.1%	25.0%	22.4%	28.9%	27.6%	28.9%	18.1%	19.2%	20.5%	14.8%	16.6%	18.6%	4,834	5,356	5,260
NARA	12.5%	12.2%	9.4%	22.7%	23.7%	19.7%	23.8%	24.1%	25.0%	21.0%	20.1%	20.9%	20.0%	19.8%	25.1%	1,823	1,821	1,681
NASA	22.2%	21.4%	19.0%	32.6%	32.3%	31.2%	25.0%	25.3%	26.3%	12.9%	13.1%	15.0%	7.3%	7.9%	8.5%	11,550	10,939	9,620
NCUA	13.6%	14.5%	14.2%	27.1%	33.4%	30.9%	28.2%	21.8%	24.6%	16.1%	18.4%	19.2%	15.0%	12.0%	11.1%	642	633	761
NLRB	12.8%	12.2%	11.6%	23.6%	23.1%	23.8%	28.0%	27.8%	28.6%	21.7%	19.4%	18.7%	13.8%	17.4%	17.4%	824	849	871
NRC	12.1%	12.4%	16.8%	23.5%	24.0%	27.9%	24.2%	25.4%	25.3%	22.8%	21.0%	17.4%	17.4%	17.2%	12.7%	2,406	2,105	2,605
NSF	17.9%	15.2%	13.0%	26.2%	23.7%	22.7%	26.8%	28.7%	27.9%	17.1%	17.5%	22.5%	12.2%	14.8%	13.8%	890	838	876
OMB	12.9%	18.5%	10.4%	28.3%	25.8%	30.8%	37.0%	34.4%	38.3%	17.3%	17.1%	16.6%	4.5%	4.1%	4.0%	339	350	303
OPM	12.1%	12.0%	10.8%	25.5%	26.8%	25.6%	30.6%	30.7%	31.1%	17.5%	16.6%	18.1%	14.2%	14.0%	14.4%	2,837	3,114	3,293
PBGC	15.1%	13.0%	10.7%	26.6%	24.2%	24.0%	29.8%	30.3%	30.3%	17.1%	19.8%	22.4%	11.5%	12.7%	12.6%	583	552	608
RRB	14.5%	11.3%	14.4%	29.1%	32.9%	28.6%	26.2%	26.9%	30.9%	15.6%	17.6%	15.0%	14.7%	11.3%	11.2%	430	311	464
SBA	10.6%	10.7%	9.3%	22.4%	23.0%	20.2%	28.2%	25.6%	27.7%	19.5%	19.8%	21.2%	19.3%	21.0%	21.6%	1,477	1,335	1,253
SEC	14.5%	13.4%	10.6%	24.5%	23.3%	20.8%	29.4%	27.4%	25.7%	18.2%	20.7%	23.6%	13.4%	15.1%	19.3%	3,445	3,126	1,868

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	11.1%	10.4%	9.8%	26.0%	25.5%	25.1%	27.7%	27.3%	27.5%	19.7%	20.1%	20.6%	15.6%	16.7%	17.0%	466,843	392,739	404,808
SSA	10.7%	12.0%	11.8%	26.0%	27.1%	27.7%	24.8%	23.8%	24.9%	20.8%	20.2%	20.3%	17.6%	16.9%	15.3%	7,989	8,412	9,929
State	10.8%	12.3%	11.9%	30.3%	30.7%	31.0%	29.0%	28.4%	25.7%	18.6%	17.8%	19.9%	11.3%	10.7%	11.5%	4,003	4,940	3,856
Treas	9.9%	9.6%	9.1%	24.9%	23.7%	23.7%	25.9%	25.8%	25.5%	21.5%	22.1%	22.1%	17.7%	18.8%	19.6%	44,872	43,832	49,929
USAID	11.4%	11.0%	10.5%	30.3%	29.5%	30.6%	28.2%	27.9%	27.9%	18.9%	19.8%	20.2%	11.2%	11.7%	10.9%	2,005	2,210	1,918
USDA	10.0%	10.3%	8.7%	30.4%	29.9%	28.8%	28.4%	28.4%	28.1%	19.0%	18.2%	19.9%	12.2%	13.2%	14.5%	47,644	22,289	20,084
VA	10.1%	10.1%	9.3%	24.3%	24.8%	25.6%	28.1%	28.0%	27.6%	19.9%	20.3%	20.4%	17.5%	16.8%	17.1%	60,171	28,709	30,147
Small Agencies	12.6%	11.7%	11.3%	24.0%	23.0%	21.7%	29.2%	29.4%	29.3%	18.7%	19.4%	19.1%	15.5%	16.5%	18.7%	5,401	5,286	5,011
DOD	11.5%	10.0%	9.5%	25.8%	24.7%	24.4%	27.9%	27.6%	28.3%	19.7%	20.7%	20.9%	15.1%	17.1%	16.9%	67,632	56,035	69,595
USACE	13.1%	11.6%	10.5%	32.5%	31.0%	28.2%	27.9%	26.9%	28.1%	17.4%	18.0%	19.7%	9.1%	12.4%	13.5%	4,299	3,520	4,177
Air Force	12.0%	10.7%	10.1%	23.9%	23.5%	22.8%	27.6%	27.5%	28.3%	20.3%	20.8%	21.8%	16.2%	17.4%	17.0%	15,925	14,688	17,825
Army‡	10.6%	9.2%	8.8%	23.3%	21.0%	21.7%	27.5%	27.7%	27.9%	21.0%	22.0%	21.8%	17.5%	20.0%	19.8%	16,757	12,899	15,843
Navy‡	11.2%	8.9%	9.3%	28.8%	28.6%	27.3%	29.6%	28.6%	29.8%	18.1%	19.8%	19.3%	12.3%	14.1%	14.3%	13,588	10,695	15,554
Marine Corps	12.7%	9.9%	8.7%	22.4%	18.4%	21.9%	27.2%	26.6%	25.9%	19.7%	22.2%	24.4%	17.9%	22.9%	19.2%	1,753	1,156	1,610
DOD 4th Estate	12.0%	11.9%	10.5%	25.8%	24.8%	25.5%	25.9%	25.9%	26.9%	20.4%	20.2%	20.2%	16.0%	17.3%	16.7%	15,310	13,077	14,586

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
BBG	11.2%	10.8%	10.3%	34.0%	30.7%	32.3%	28.5%	28.0%	29.3%	13.8%	17.9%	16.1%	12.5%	12.6%	12.0%	1,058	871	1,076
CSOSA	19.8%	18.0%	18.8%	44.1%	43.1%	40.8%	19.2%	21.3%	23.1%	11.0%	11.5%	12.0%	6.0%	6.1%	5.3%	505	590	625
DHS	12.2%	10.4%	9.0%	36.9%	35.8%	35.1%	22.3%	23.5%	23.4%	17.5%	18.3%	19.0%	11.1%	12.1%	13.5%	45,346	45,262	41,240
DOC	16.7%	17.0%	16.2%	43.2%	41.7%	41.2%	22.1%	21.7%	22.5%	13.0%	14.0%	13.7%	5.0%	5.6%	6.4%	10,151	9,514	9,811
DOE	18.6%	17.6%	13.7%	41.0%	41.6%	40.1%	22.0%	22.6%	24.8%	12.6%	12.5%	14.4%	5.8%	5.8%	7.0%	8,415	7,889	8,277
DOI	15.3%	14.5%	12.6%	40.6%	39.4%	38.5%	23.1%	23.7%	24.5%	13.7%	14.5%	16.3%	7.3%	7.9%	8.2%	24,978	22,273	25,450
DOJ	14.9%	15.1%	15.5%	38.2%	39.6%	40.2%	23.4%	21.6%	22.4%	15.4%	15.5%	14.9%	8.2%	8.2%	7.0%	15,037	15,433	19,008
DOL	15.1%	15.5%	13.1%	38.5%	37.7%	36.6%	22.6%	23.3%	24.1%	15.3%	15.4%	17.4%	8.5%	8.1%	8.7%	8,571	11,044	11,099
DOT	15.4%	13.9%	13.7%	40.5%	40.1%	40.2%	22.2%	22.4%	21.6%	14.7%	15.2%	16.5%	7.1%	8.4%	8.0%	16,309	14,437	15,102
Educ	14.9%	15.9%	16.1%	36.8%	36.3%	38.8%	24.6%	27.1%	24.6%	15.3%	12.6%	13.9%	8.4%	8.1%	6.6%	2,758	2,805	2,641
EEOC	17.2%	16.1%	15.9%	38.2%	38.1%	36.5%	22.2%	22.2%	22.3%	15.5%	15.9%	14.5%	7.0%	7.7%	10.8%	1,407	1,453	1,210
EPA	12.8%	11.5%	10.1%	41.3%	37.9%	36.2%	26.2%	28.3%	26.7%	14.1%	15.6%	18.2%	5.6%	6.7%	8.8%	9,145	9,910	4,344
FCC	15.5%	15.1%	15.3%	38.9%	38.1%	39.2%	26.5%	25.4%	24.2%	14.1%	15.1%	13.2%	5.1%	6.3%	8.3%	680	624	544
FERC	28.4%	24.8%	22.4%	43.7%	40.7%	41.3%	16.8%	20.2%	22.3%	8.3%	10.8%	9.6%	2.9%	3.5%	4.3%	1,063	1,132	971
FTC	27.1%	28.5%	22.0%	44.1%	37.7%	42.7%	17.8%	21.8%	23.4%	8.8%	8.5%	6.9%	2.2%	3.6%	5.0%	600	614	605

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
GSA	24.1%	21.3%	18.4%	42.1%	41.6%	39.7%	18.7%	20.0%	22.3%	10.3%	11.2%	12.7%	4.7%	6.0%	6.8%	7,335	6,855	7,643
HHS	18.8%	17.1%	15.9%	42.4%	40.7%	40.0%	22.2%	23.6%	24.1%	11.4%	12.5%	13.4%	5.3%	6.1%	6.7%	41,559	38,977	35,203
HUD	16.3%	13.8%	11.9%	39.4%	35.4%	33.2%	22.9%	25.1%	25.6%	14.3%	17.0%	18.6%	7.1%	8.7%	10.7%	4,834	5,355	5,257
NARA	17.0%	18.2%	14.4%	38.7%	36.7%	35.2%	24.2%	23.0%	25.6%	13.3%	14.2%	15.6%	6.8%	8.0%	9.2%	1,815	1,813	1,676
NASA	29.7%	27.6%	26.2%	44.5%	44.3%	43.5%	17.2%	18.0%	19.2%	6.2%	7.2%	8.1%	2.5%	2.8%	2.9%	11,560	10,940	9,623
NCUA	17.7%	20.0%	19.0%	32.9%	43.2%	40.7%	20.5%	16.4%	18.0%	19.6%	13.8%	16.3%	9.3%	6.6%	6.0%	641	636	760
NLRB	13.1%	10.6%	12.1%	33.8%	32.8%	34.4%	25.2%	24.0%	26.3%	20.0%	21.6%	18.1%	7.9%	11.0%	9.1%	826	848	870
NRC	19.7%	19.2%	26.3%	42.0%	38.4%	44.7%	21.3%	22.3%	18.4%	11.6%	13.9%	7.2%	5.4%	6.2%	3.3%	2,409	2,099	2,615
NSF	26.3%	24.6%	23.5%	39.3%	38.9%	36.9%	23.4%	24.3%	24.3%	7.9%	8.9%	10.8%	3.1%	3.3%	4.5%	885	838	879
OMB	12.2%	18.8%	11.9%	40.6%	42.6%	39.6%	26.8%	24.3%	30.4%	17.6%	11.8%	14.6%	2.8%	2.5%	3.5%	338	350	302
OPM	16.4%	16.2%	14.4%	38.9%	38.7%	38.8%	20.8%	21.7%	22.3%	14.7%	15.0%	16.3%	9.1%	8.5%	8.3%	2,831	3,120	3,297
PBGC	22.9%	18.1%	19.5%	49.2%	46.7%	41.7%	16.2%	23.1%	23.4%	9.8%	9.0%	11.3%	1.8%	3.1%	4.0%	586	552	611
RRB	20.5%	14.6%	13.0%	41.7%	39.3%	37.6%	18.0%	19.3%	27.7%	12.9%	20.2%	15.5%	6.9%	6.6%	6.2%	428	311	464
SBA	11.7%	11.0%	10.0%	31.2%	28.2%	27.8%	23.6%	23.8%	26.5%	20.0%	21.4%	20.6%	13.5%	15.6%	15.1%	1,472	1,335	1,246
SEC	23.6%	21.0%	18.8%	44.1%	44.8%	43.6%	20.2%	21.6%	22.2%	8.9%	8.8%	10.7%	3.3%	3.9%	4.7%	3,449	3,130	1,867

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	15.2%	14.0%	13.2%	39.3%	38.5%	38.4%	22.8%	23.5%	23.8%	14.8%	15.4%	15.9%	7.9%	8.5%	8.8%	466,512	392,659	404,872
SSA	13.4%	14.3%	14.7%	41.5%	40.6%	42.4%	22.2%	21.7%	22.6%	15.6%	16.4%	14.3%	7.3%	7.0%	6.1%	7,997	8,403	9,953
State	14.4%	15.6%	15.3%	42.7%	40.5%	40.9%	23.0%	23.0%	23.6%	14.2%	15.1%	14.5%	5.7%	5.9%	5.7%	4,003	4,949	3,861
Treas	13.4%	12.3%	11.4%	38.4%	37.5%	35.8%	22.7%	22.9%	22.9%	16.6%	17.3%	18.6%	9.0%	10.0%	11.4%	44,861	43,836	49,935
USAID	16.4%	13.3%	12.6%	40.7%	40.3%	41.2%	25.0%	25.5%	24.8%	13.3%	15.0%	16.6%	4.6%	5.9%	4.9%	2,002	2,204	1,915
USDA	13.7%	13.2%	11.8%	42.7%	42.6%	41.3%	23.0%	23.9%	24.0%	14.5%	14.1%	15.7%	6.1%	6.2%	7.2%	47,581	22,284	20,090
VA	14.3%	14.0%	13.0%	38.2%	38.0%	38.2%	23.4%	23.9%	23.7%	15.1%	14.9%	15.9%	9.1%	9.1%	9.2%	60,112	28,723	30,187
Small Agencies	19.8%	19.1%	18.4%	36.5%	37.4%	36.0%	22.7%	22.9%	23.9%	13.1%	12.5%	13.5%	7.8%	8.0%	8.2%	5,397	5,287	5,000
DOD	15.8%	13.8%	13.2%	39.0%	37.7%	38.0%	23.0%	24.3%	24.7%	14.6%	15.7%	15.6%	7.5%	8.5%	8.5%	67,568	55,963	69,615
USACE	16.1%	14.5%	13.0%	42.1%	41.4%	39.3%	21.0%	22.3%	22.2%	14.5%	15.2%	16.7%	6.3%	6.6%	8.8%	4,297	3,520	4,180
Air Force	16.4%	14.9%	14.1%	38.5%	38.0%	39.0%	23.3%	24.4%	23.8%	14.2%	14.9%	15.1%	7.6%	7.8%	8.0%	15,928	14,672	17,833
Army‡	15.5%	13.8%	13.0%	38.7%	35.7%	36.8%	22.6%	24.8%	24.9%	14.8%	16.2%	15.9%	8.5%	9.5%	9.4%	16,717	12,870	15,846
Navy‡	14.9%	11.9%	11.8%	39.8%	38.4%	37.9%	24.0%	24.9%	26.2%	14.8%	16.5%	15.9%	6.5%	8.3%	8.2%	13,561	10,661	15,548
Marine Corps	16.7%	12.9%	14.0%	37.8%	33.4%	36.2%	24.8%	27.8%	25.3%	13.4%	15.4%	16.0%	7.4%	10.5%	8.4%	1,753	1,156	1,610
DOD 4th Estate	16.9%	15.6%	14.7%	37.8%	39.7%	38.9%	22.0%	21.7%	23.3%	15.0%	14.6%	14.8%	8.2%	8.3%	8.2%	15,312	13,084	14,598

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
BBG	17.4%	18.2%	18.2%	43.8%	42.4%	43.6%	20.6%	19.3%	19.8%	10.1%	12.4%	10.9%	8.2%	7.7%	7.5%	1,047	873	1,071
CSOSA	23.4%	20.8%	21.6%	50.5%	46.2%	45.1%	16.0%	18.7%	19.9%	6.8%	9.9%	8.3%	3.4%	4.5%	5.1%	509	593	624
DHS	18.4%	15.4%	13.6%	42.2%	39.3%	38.5%	19.0%	20.4%	20.6%	13.0%	14.8%	16.2%	7.3%	10.1%	11.1%	45,343	45,248	41,254
DOC	24.9%	24.0%	23.3%	48.2%	48.2%	46.8%	15.3%	15.4%	16.2%	8.1%	8.9%	9.5%	3.6%	3.5%	4.2%	10,157	9,518	9,815
DOE	25.4%	23.0%	19.0%	46.2%	45.9%	45.1%	15.1%	16.0%	18.2%	9.3%	10.2%	12.1%	4.1%	4.8%	5.6%	8,430	7,893	8,270
DOI	23.1%	21.9%	19.9%	46.4%	45.3%	45.8%	16.5%	16.9%	17.7%	9.6%	10.8%	11.2%	4.4%	5.1%	5.4%	25,036	22,281	25,426
DOJ	25.3%	25.7%	26.3%	45.4%	45.9%	46.7%	15.8%	15.2%	14.7%	9.1%	8.6%	8.6%	4.5%	4.6%	3.8%	15,044	15,448	19,010
DOL	25.8%	24.7%	22.3%	45.1%	45.4%	45.4%	15.4%	15.9%	17.1%	8.9%	9.4%	9.8%	4.8%	4.6%	5.4%	8,581	11,032	11,106
DOT	26.7%	23.5%	23.1%	47.5%	45.6%	46.5%	13.7%	17.0%	17.1%	8.3%	9.4%	9.4%	3.8%	4.5%	3.9%	16,334	14,450	15,063
Educ	20.3%	22.2%	22.9%	47.0%	43.0%	43.5%	16.7%	17.7%	17.3%	10.6%	10.5%	11.1%	5.3%	6.5%	5.3%	2,767	2,814	2,644
EEOC	29.8%	28.4%	27.8%	41.7%	43.7%	43.6%	14.8%	13.6%	13.5%	8.6%	9.7%	8.8%	5.0%	4.6%	6.4%	1,403	1,463	1,213
EPA	22.2%	21.0%	18.5%	47.9%	47.9%	45.2%	16.5%	16.8%	18.6%	9.1%	9.7%	12.3%	4.2%	4.6%	5.4%	9,163	9,920	4,341
FCC	23.1%	24.2%	24.0%	44.9%	40.9%	41.0%	17.8%	18.8%	16.4%	9.8%	10.2%	11.0%	4.3%	5.9%	7.7%	684	626	545
FERC	38.6%	33.5%	35.1%	43.2%	45.2%	40.4%	10.4%	13.3%	14.5%	5.6%	5.6%	7.2%	2.3%	2.4%	2.9%	1,060	1,133	972
FTC	43.1%	42.9%	38.6%	38.4%	37.2%	37.4%	10.0%	9.2%	12.6%	6.9%	7.6%	7.2%	1.6%	3.0%	4.3%	600	615	610

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
GSA	31.3%	27.6%	23.9%	45.0%	45.0%	45.0%	13.1%	14.9%	17.0%	7.3%	8.6%	9.5%	3.3%	3.9%	4.6%	7,335	6,859	7,631
HHS	27.3%	24.7%	23.3%	46.9%	46.0%	45.4%	14.8%	16.1%	17.2%	7.7%	8.8%	9.4%	3.4%	4.3%	4.7%	41,630	39,037	35,216
HUD	24.3%	21.3%	19.4%	46.2%	44.1%	42.1%	16.8%	17.9%	18.7%	8.3%	10.8%	12.7%	4.4%	5.9%	7.1%	4,833	5,343	5,247
NARA	24.1%	24.2%	21.8%	45.4%	41.6%	41.0%	15.3%	17.6%	17.4%	9.2%	10.0%	12.2%	5.9%	6.6%	7.5%	1,818	1,820	1,674
NASA	40.0%	37.5%	35.0%	42.2%	42.5%	43.5%	10.7%	11.7%	12.0%	5.0%	5.9%	6.9%	2.1%	2.4%	2.6%	11,567	10,963	9,625
NCUA	25.2%	27.2%	25.7%	45.8%	47.9%	46.8%	15.9%	14.8%	17.6%	8.5%	6.4%	7.6%	4.7%	3.7%	2.3%	645	641	763
NLRB	26.7%	24.1%	26.1%	46.5%	41.9%	43.0%	14.0%	15.8%	16.9%	8.4%	12.0%	9.2%	4.3%	6.3%	4.8%	828	851	873
NRC	26.7%	27.2%	31.1%	47.6%	45.7%	44.6%	14.7%	14.4%	13.2%	7.3%	8.8%	8.1%	3.6%	3.9%	2.9%	2,400	2,106	2,614
NSF	33.4%	31.3%	28.5%	41.0%	41.1%	42.8%	13.3%	14.2%	14.3%	8.4%	8.5%	10.2%	3.9%	4.8%	4.2%	890	836	880
OMB	26.9%	33.5%	28.2%	47.2%	47.9%	51.0%	15.4%	12.7%	14.4%	9.6%	5.0%	5.0%	0.9%	0.9%	1.4%	339	350	302
OPM	24.5%	25.5%	25.2%	46.7%	46.7%	47.0%	15.6%	14.7%	15.4%	8.6%	9.1%	8.1%	4.6%	4.1%	4.4%	2,834	3,125	3,299
PBGC	26.7%	25.0%	18.9%	49.3%	46.4%	48.3%	13.9%	15.6%	19.8%	7.2%	9.6%	8.4%	2.9%	3.4%	4.7%	590	551	611
RRB	28.4%	23.7%	23.5%	44.3%	45.2%	48.1%	11.2%	17.2%	14.7%	11.4%	7.2%	8.4%	4.7%	6.6%	5.2%	427	310	464
SBA	22.9%	19.7%	16.6%	44.3%	42.0%	43.0%	16.5%	17.8%	20.7%	10.2%	11.5%	11.0%	6.1%	8.9%	8.6%	1,477	1,338	1,251
SEC	36.0%	32.7%	26.0%	45.8%	45.2%	45.1%	11.0%	12.8%	14.5%	5.2%	6.5%	9.2%	2.0%	2.8%	5.3%	3,456	3,138	1,867

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	23.0%	21.6%	20.6%	45.1%	44.6%	44.6%	16.7%	17.4%	17.9%	10.1%	10.8%	11.3%	5.1%	5.6%	5.7%	466,948	392,826	404,704
SSA	22.3%	22.8%	24.2%	46.4%	45.4%	46.7%	15.6%	15.8%	15.8%	10.6%	10.9%	9.2%	5.2%	5.0%	4.1%	7,989	8,414	9,946
State	21.8%	23.7%	23.9%	49.8%	47.4%	47.1%	15.9%	16.5%	16.0%	9.9%	8.7%	9.5%	2.6%	3.7%	3.5%	4,013	4,946	3,854
Treas	21.4%	20.1%	19.2%	46.7%	45.9%	45.7%	17.3%	17.9%	18.1%	9.6%	10.2%	10.9%	5.1%	5.8%	6.0%	44,880	43,808	49,888
USAID	23.0%	19.3%	18.7%	48.6%	46.0%	46.4%	15.9%	18.5%	18.1%	9.0%	11.8%	12.0%	3.5%	4.4%	4.8%	2,004	2,209	1,921
USDA	22.7%	21.6%	19.1%	49.2%	48.3%	48.2%	15.8%	16.7%	17.9%	8.9%	9.6%	10.5%	3.5%	3.9%	4.4%	47,629	22,284	20,091
VA	21.5%	21.1%	20.2%	42.9%	43.4%	43.5%	17.9%	18.3%	18.3%	11.4%	11.1%	12.0%	6.4%	6.2%	6.0%	60,196	28,694	30,135
Small Agencies	27.9%	26.2%	25.2%	42.7%	43.0%	42.2%	14.9%	15.7%	15.8%	9.1%	9.6%	10.7%	5.5%	5.5%	6.1%	5,409	5,294	5,009
DOD	23.1%	21.3%	20.3%	45.1%	45.0%	45.1%	16.8%	17.5%	18.2%	10.1%	10.9%	11.2%	4.8%	5.2%	5.1%	67,601	56,002	69,579
USACE	25.2%	22.2%	21.6%	49.1%	48.5%	47.0%	15.1%	15.7%	17.7%	7.6%	9.9%	10.1%	3.0%	3.7%	3.6%	4,304	3,519	4,171
Air Force	23.7%	22.6%	21.1%	43.5%	44.2%	45.6%	16.8%	17.4%	17.0%	10.4%	10.6%	11.3%	5.6%	5.2%	5.0%	15,915	14,670	17,843
Army‡	22.5%	20.6%	20.2%	44.8%	43.2%	43.7%	16.7%	18.2%	18.7%	10.6%	11.8%	11.9%	5.4%	6.2%	5.5%	16,748	12,890	15,833
Navy‡	22.9%	20.5%	19.2%	46.8%	47.2%	46.6%	17.0%	17.7%	18.8%	9.4%	10.1%	10.6%	3.8%	4.5%	4.7%	13,572	10,678	15,525
Marine Corps	24.9%	22.0%	21.1%	43.0%	43.3%	44.0%	17.3%	17.3%	17.4%	9.3%	12.5%	10.7%	5.4%	4.9%	6.7%	1,753	1,156	1,612
DOD 4th Estate	22.8%	22.1%	21.1%	43.8%	44.5%	44.1%	17.1%	16.8%	18.1%	11.0%	11.2%	11.2%	5.3%	5.4%	5.6%	15,309	13,089	14,595

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
BBG	17.2%	16.6%	15.8%	44.9%	43.2%	41.1%	19.7%	19.7%	19.5%	10.5%	11.5%	14.7%	7.5%	9.0%	9.0%	1,056	875	1,078
CSOSA	21.7%	23.1%	22.1%	50.0%	45.9%	45.4%	14.0%	14.5%	13.7%	10.0%	11.2%	12.9%	4.3%	5.3%	5.9%	510	594	625
DHS	17.6%	15.6%	14.2%	37.3%	35.8%	35.4%	16.1%	15.7%	16.4%	17.0%	18.0%	18.6%	12.1%	14.8%	15.4%	45,381	45,349	41,274
DOC	20.5%	20.3%	19.0%	45.9%	43.9%	43.7%	16.0%	15.7%	16.1%	12.0%	14.0%	14.3%	5.7%	6.1%	6.9%	10,164	9,531	9,847
DOE	22.7%	21.0%	18.4%	45.4%	44.4%	44.4%	14.7%	15.4%	16.9%	11.7%	12.5%	13.8%	5.6%	6.7%	6.5%	8,445	7,891	8,287
DOI	18.8%	17.5%	15.9%	43.8%	43.3%	43.2%	16.5%	16.4%	17.2%	14.1%	15.3%	15.8%	6.8%	7.6%	7.9%	25,052	22,295	25,493
DOJ	19.7%	18.9%	19.4%	43.4%	43.3%	43.4%	15.2%	15.5%	15.3%	14.5%	14.6%	14.6%	7.3%	7.7%	7.4%	15,043	15,457	19,026
DOL	20.9%	20.6%	18.3%	45.5%	43.1%	43.4%	16.1%	15.9%	17.0%	11.8%	13.7%	13.9%	5.8%	6.7%	7.4%	8,591	11,042	11,108
DOT	20.9%	18.7%	19.1%	42.8%	39.3%	40.3%	14.9%	15.7%	16.8%	14.5%	16.7%	15.6%	6.8%	9.5%	8.2%	16,335	14,461	15,131
Educ	19.5%	21.1%	21.0%	47.6%	43.8%	45.2%	14.9%	15.9%	14.8%	12.6%	12.5%	12.5%	5.4%	6.7%	6.4%	2,768	2,814	2,648
EEOC	22.9%	18.7%	21.3%	39.5%	42.3%	41.7%	15.0%	13.5%	13.3%	15.0%	16.7%	15.5%	7.5%	8.7%	8.2%	1,405	1,459	1,218
EPA	21.3%	20.4%	19.4%	48.0%	46.0%	43.0%	15.1%	15.7%	15.9%	11.1%	12.7%	14.4%	4.5%	5.3%	7.3%	9,163	9,933	4,350
FCC	16.5%	17.1%	18.3%	43.6%	38.3%	39.7%	16.2%	18.2%	17.0%	13.9%	15.3%	15.1%	9.9%	11.2%	10.0%	685	630	546
FERC	27.8%	22.4%	22.2%	42.0%	42.6%	42.9%	14.5%	17.8%	16.0%	10.7%	11.8%	13.4%	5.0%	5.3%	5.4%	1,061	1,135	970
FTC	16.8%	16.2%	12.5%	36.9%	34.2%	34.8%	19.3%	21.0%	20.9%	18.4%	18.3%	20.6%	8.5%	10.2%	11.2%	601	615	609

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
GSA	25.9%	24.0%	20.4%	46.3%	44.6%	45.5%	14.0%	15.2%	16.8%	9.8%	11.5%	11.8%	4.0%	4.7%	5.5%	7,353	6,869	7,635
HHS	21.5%	19.1%	18.5%	43.8%	43.1%	42.6%	16.4%	17.2%	17.5%	12.8%	14.4%	14.3%	5.5%	6.3%	7.1%	41,668	39,065	35,295
HUD	24.5%	21.7%	21.0%	44.5%	45.1%	43.8%	15.1%	15.4%	15.6%	10.6%	11.2%	12.5%	5.2%	6.6%	7.2%	4,834	5,352	5,263
NARA	19.2%	17.6%	18.8%	36.1%	33.3%	33.7%	15.6%	16.2%	13.8%	16.9%	18.6%	17.2%	12.2%	14.3%	16.4%	1,821	1,825	1,679
NASA	30.0%	28.2%	26.5%	43.1%	43.7%	43.0%	13.4%	14.0%	14.7%	9.5%	9.8%	11.0%	4.0%	4.3%	4.8%	11,573	10,968	9,642
NCUA	26.7%	25.8%	23.0%	44.6%	44.3%	45.2%	13.9%	13.3%	15.3%	9.5%	10.9%	10.3%	5.4%	5.6%	6.2%	643	640	764
NLRB	20.7%	16.5%	17.0%	40.1%	40.8%	40.4%	14.5%	13.7%	13.6%	17.6%	17.7%	18.1%	7.1%	11.3%	10.9%	822	854	875
NRC	25.6%	23.8%	24.2%	46.0%	44.7%	44.1%	14.1%	14.9%	15.3%	9.3%	10.9%	11.3%	4.9%	5.7%	5.2%	2,410	2,107	2,617
NSF	25.6%	24.4%	21.0%	43.3%	39.6%	38.2%	13.4%	16.9%	16.1%	11.9%	12.4%	16.8%	5.8%	6.7%	7.9%	891	839	883
OMB	19.3%	19.9%	14.0%	44.3%	46.0%	50.2%	13.5%	15.5%	18.4%	18.9%	14.6%	13.1%	4.0%	4.0%	4.3%	340	350	301
OPM	22.7%	23.2%	22.2%	48.8%	46.0%	46.6%	14.3%	14.5%	14.2%	10.7%	11.6%	11.4%	3.5%	4.7%	5.6%	2,838	3,131	3,305
PBGC	17.3%	16.4%	14.0%	46.4%	41.0%	42.2%	16.5%	18.8%	17.4%	13.9%	14.5%	15.8%	5.9%	9.3%	10.7%	586	553	613
RRB	18.0%	17.0%	17.3%	45.0%	41.5%	44.8%	15.6%	19.6%	17.1%	14.8%	15.1%	13.4%	6.6%	6.8%	7.4%	430	309	466
SBA	21.3%	19.6%	15.8%	43.9%	43.9%	43.4%	16.6%	16.9%	17.1%	11.8%	12.1%	15.7%	6.5%	7.5%	7.9%	1,474	1,329	1,256
SEC	33.2%	31.5%	23.5%	44.3%	43.3%	39.4%	11.5%	11.7%	14.7%	7.4%	9.1%	13.6%	3.5%	4.3%	8.9%	3,463	3,139	1,879

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	18.0%	16.8%	16.0%	42.6%	41.4%	41.1%	16.7%	16.9%	17.3%	14.8%	15.9%	16.4%	7.9%	9.0%	9.2%	467,270	393,242	405,405
SSA	21.2%	19.3%	20.8%	44.5%	42.9%	44.9%	14.4%	15.8%	14.8%	13.7%	14.8%	13.5%	6.1%	7.2%	6.0%	8,001	8,416	9,965
State	17.5%	20.6%	18.2%	50.3%	48.4%	46.3%	16.2%	16.1%	16.8%	12.3%	10.6%	13.6%	3.8%	4.3%	5.1%	4,013	4,964	3,864
Treas	17.0%	16.0%	15.3%	41.5%	39.2%	39.0%	16.3%	16.8%	16.4%	15.8%	17.3%	17.7%	9.4%	10.7%	11.5%	44,896	43,869	49,970
USAID	18.4%	17.1%	15.0%	47.4%	44.7%	45.0%	15.6%	16.4%	17.8%	13.0%	14.8%	14.9%	5.6%	7.0%	7.3%	2,010	2,205	1,924
USDA	16.6%	16.0%	15.0%	45.4%	43.9%	43.3%	17.0%	17.6%	17.8%	14.9%	15.4%	16.2%	6.1%	7.1%	7.6%	47,664	22,315	20,111
VA	13.7%	13.6%	12.4%	37.7%	37.2%	37.5%	18.0%	18.1%	18.5%	19.0%	19.4%	19.9%	11.5%	11.7%	11.7%	60,209	28,707	30,179
Small Agencies	21.3%	19.7%	18.0%	40.1%	38.9%	37.5%	15.8%	16.0%	15.7%	14.7%	16.3%	17.5%	8.1%	9.1%	11.2%	5,410	5,298	5,019
DOD	18.1%	16.5%	15.8%	45.0%	43.6%	42.7%	17.3%	17.4%	18.1%	13.3%	14.9%	15.6%	6.3%	7.6%	7.8%	67,661	56,057	69,690
USACE	18.2%	16.8%	15.7%	46.2%	46.0%	44.6%	17.7%	18.2%	18.0%	12.9%	13.2%	15.0%	5.1%	5.7%	6.8%	4,302	3,521	4,172
Air Force	17.5%	16.8%	15.7%	44.7%	42.9%	43.5%	17.2%	17.0%	17.2%	13.6%	15.4%	16.3%	6.9%	7.9%	7.4%	15,935	14,702	17,856
Army‡	18.2%	16.0%	15.7%	44.7%	42.7%	41.3%	16.8%	17.1%	18.5%	13.9%	15.9%	16.1%	6.5%	8.4%	8.4%	16,752	12,896	15,867
Navy‡	17.4%	15.4%	14.8%	44.9%	44.9%	42.6%	18.3%	17.9%	18.7%	13.4%	14.8%	15.8%	5.9%	7.1%	8.0%	13,590	10,686	15,546
Marine Corps	18.4%	15.3%	15.6%	43.7%	40.5%	43.0%	17.6%	19.4%	17.7%	13.7%	15.3%	16.1%	6.5%	9.5%	7.7%	1,754	1,158	1,613
DOD 4th Estate	20.2%	19.2%	18.0%	46.3%	43.9%	43.7%	15.8%	17.1%	18.0%	11.5%	13.1%	13.6%	6.2%	6.7%	6.7%	15,328	13,094	14,636

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
BBG	12.0%	12.0%	11.5%	36.2%	35.1%	34.6%	23.3%	21.2%	22.3%	15.6%	16.6%	19.1%	13.0%	15.2%	12.5%	1,056	877	1,080
CSOSA	17.0%	15.8%	16.2%	46.8%	44.1%	40.9%	19.0%	23.5%	24.2%	13.0%	12.0%	13.3%	4.2%	4.7%	5.5%	511	594	623
DHS	13.3%	10.6%	9.0%	36.5%	31.5%	30.4%	21.9%	22.2%	22.7%	17.5%	20.2%	20.8%	10.8%	15.6%	17.2%	45,411	45,345	41,273
DOC	19.9%	19.5%	18.8%	46.6%	45.1%	44.0%	19.0%	19.5%	20.0%	10.1%	11.0%	12.0%	4.3%	4.9%	5.2%	10,156	9,535	9,832
DOE	20.1%	17.5%	13.7%	43.7%	43.1%	40.4%	18.9%	19.7%	22.6%	11.7%	13.1%	15.9%	5.6%	6.7%	7.5%	8,439	7,903	8,293
DOI	16.8%	15.3%	13.7%	44.0%	42.4%	41.8%	20.9%	21.0%	22.4%	12.4%	14.2%	14.7%	5.9%	7.1%	7.3%	25,052	22,348	25,533
DOJ	21.4%	21.6%	20.9%	44.0%	45.7%	46.5%	18.2%	17.6%	17.8%	10.8%	10.4%	10.4%	5.5%	4.7%	4.4%	15,055	15,474	19,028
DOL	20.7%	19.8%	17.4%	44.6%	43.7%	43.8%	18.6%	19.6%	20.9%	10.7%	11.1%	11.4%	5.4%	5.8%	6.5%	8,593	11,067	11,112
DOT	18.5%	16.3%	15.2%	45.3%	42.6%	43.2%	19.6%	20.8%	22.0%	11.3%	14.0%	13.5%	5.3%	6.3%	6.1%	16,332	14,461	15,129
Educ	15.8%	16.6%	17.3%	41.7%	41.5%	44.3%	22.3%	21.6%	20.5%	13.5%	12.5%	11.1%	6.7%	7.7%	6.9%	2,762	2,818	2,650
EEOC	23.6%	21.0%	19.7%	41.0%	43.0%	42.1%	17.8%	16.6%	18.9%	11.2%	13.6%	12.1%	6.4%	5.8%	7.2%	1,409	1,463	1,217
EPA	16.7%	14.5%	12.1%	43.0%	45.6%	41.2%	21.0%	21.0%	23.1%	12.7%	13.0%	16.3%	6.6%	5.9%	7.3%	9,165	9,920	4,356
FCC	17.0%	19.4%	19.7%	44.7%	41.3%	39.6%	21.4%	20.4%	17.8%	11.5%	11.0%	14.6%	5.3%	7.9%	8.3%	685	630	546
FERC	39.4%	30.9%	30.8%	42.5%	45.3%	44.1%	10.6%	14.9%	15.5%	5.2%	6.8%	6.9%	2.2%	2.1%	2.7%	1,062	1,136	969
FTC	39.7%	42.4%	34.9%	42.4%	38.2%	43.4%	10.2%	9.5%	13.0%	6.1%	7.0%	5.5%	1.6%	2.8%	3.2%	600	616	610

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
GSA	28.2%	23.7%	19.0%	44.3%	43.3%	42.3%	16.0%	17.8%	21.0%	8.1%	10.1%	11.6%	3.4%	5.1%	6.1%	7,353	6,867	7,654
HHS	23.0%	19.8%	18.5%	46.6%	45.1%	44.2%	18.1%	19.5%	20.5%	8.4%	10.4%	11.1%	4.0%	5.2%	5.7%	41,650	39,056	35,275
HUD	18.9%	15.7%	13.2%	43.1%	41.8%	38.0%	21.3%	21.6%	23.3%	11.1%	13.5%	16.2%	5.6%	7.4%	9.2%	4,832	5,354	5,251
NARA	17.8%	17.3%	13.2%	41.1%	37.3%	34.4%	19.9%	21.2%	20.4%	13.7%	14.8%	19.0%	7.5%	9.4%	13.0%	1,821	1,827	1,680
NASA	34.6%	32.0%	29.5%	43.7%	43.5%	43.5%	12.6%	14.2%	15.5%	6.5%	7.1%	7.9%	2.7%	3.3%	3.6%	11,575	10,969	9,640
NCUA	22.1%	23.1%	22.5%	46.3%	47.1%	46.0%	15.7%	17.8%	20.5%	11.7%	8.6%	8.1%	4.1%	3.4%	2.9%	642	638	761
NLRB	21.7%	17.5%	19.2%	46.1%	42.2%	42.9%	16.8%	21.3%	19.8%	10.0%	12.2%	12.5%	5.4%	6.7%	5.5%	826	852	872
NRC	23.6%	23.7%	26.9%	45.9%	44.7%	44.1%	16.3%	15.5%	16.2%	9.7%	11.2%	9.2%	4.5%	4.9%	3.6%	2,411	2,103	2,619
NSF	31.1%	28.2%	24.3%	43.6%	42.5%	41.4%	13.1%	15.3%	18.5%	8.3%	8.6%	11.0%	3.8%	5.4%	4.9%	892	840	881
OMB	19.9%	26.6%	18.5%	51.4%	54.6%	55.1%	18.1%	11.5%	16.4%	10.3%	5.9%	7.8%	0.3%	1.5%	2.2%	339	348	301
OPM	18.8%	18.8%	18.2%	44.5%	44.3%	46.3%	18.9%	18.1%	19.4%	11.0%	12.3%	10.8%	6.7%	6.5%	5.2%	2,837	3,130	3,304
PBGC	24.3%	21.3%	15.4%	49.6%	45.3%	47.1%	15.7%	17.3%	22.4%	8.1%	11.1%	10.1%	2.4%	5.0%	5.1%	588	553	607
RRB	25.6%	21.3%	20.7%	44.8%	47.8%	47.1%	15.9%	17.6%	19.8%	8.0%	9.1%	8.2%	5.7%	4.2%	4.2%	429	308	462
SBA	17.5%	13.6%	12.6%	41.1%	38.1%	35.3%	19.2%	20.5%	23.1%	14.3%	15.9%	17.7%	8.0%	11.9%	11.3%	1,477	1,338	1,258
SEC	32.5%	27.0%	21.2%	47.8%	48.0%	44.9%	12.4%	13.9%	17.3%	5.1%	7.5%	10.5%	2.2%	3.5%	6.1%	3,457	3,131	1,866

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	17.5%	15.9%	14.7%	42.4%	41.0%	40.9%	20.7%	21.4%	22.0%	12.8%	14.1%	14.5%	6.6%	7.6%	7.9%	467,295	393,451	405,517
SSA	18.7%	18.5%	19.2%	45.4%	44.3%	47.1%	18.2%	19.2%	18.9%	12.1%	12.3%	10.4%	5.5%	5.7%	4.4%	7,998	8,423	9,958
State	15.2%	18.3%	17.9%	45.3%	47.0%	46.6%	21.3%	19.6%	19.7%	12.8%	11.4%	11.8%	5.3%	3.7%	4.1%	4,011	4,963	3,865
Treas	15.4%	14.1%	13.3%	43.2%	41.2%	40.7%	21.8%	22.5%	22.7%	12.7%	14.0%	15.0%	6.8%	8.1%	8.4%	44,906	43,913	50,025
USAID	19.8%	15.0%	12.9%	49.6%	46.2%	46.4%	17.8%	21.6%	20.6%	9.1%	12.7%	15.2%	3.6%	4.5%	4.8%	2,013	2,208	1,928
USDA	16.0%	14.3%	12.0%	46.1%	44.1%	42.2%	21.1%	22.5%	23.4%	12.1%	13.5%	15.9%	4.7%	5.7%	6.5%	47,663	22,313	20,129
VA	14.8%	14.1%	12.9%	39.7%	39.5%	39.6%	22.7%	23.2%	23.4%	14.6%	15.1%	15.7%	8.2%	8.1%	8.5%	60,179	28,739	30,210
Small Agencies	23.9%	22.1%	20.6%	41.4%	40.4%	39.7%	16.6%	18.0%	18.6%	11.0%	11.9%	12.9%	7.0%	7.7%	8.2%	5,414	5,294	5,020
DOD	17.9%	15.6%	14.6%	42.8%	41.3%	41.6%	20.8%	22.0%	22.7%	12.4%	14.0%	14.1%	6.0%	7.1%	7.0%	67,694	56,097	69,700
USACE	19.7%	16.8%	14.9%	49.8%	46.9%	45.3%	18.9%	20.4%	22.0%	8.2%	11.2%	12.9%	3.4%	4.7%	4.8%	4,308	3,519	4,181
Air Force	18.9%	17.5%	16.4%	41.7%	40.6%	42.3%	20.3%	22.3%	21.3%	12.6%	12.6%	13.8%	6.5%	7.0%	6.3%	15,938	14,719	17,851
Army‡	17.0%	14.9%	14.0%	41.8%	38.6%	39.4%	20.9%	22.1%	23.6%	13.5%	16.1%	15.1%	6.8%	8.3%	7.9%	16,756	12,896	15,881
Navy‡	17.2%	13.8%	13.4%	44.2%	44.2%	42.9%	21.6%	22.7%	23.6%	12.0%	13.2%	13.5%	5.0%	6.1%	6.6%	13,601	10,703	15,543
Marine Corps	18.6%	16.0%	14.0%	41.4%	34.8%	40.3%	22.5%	24.3%	22.4%	11.5%	15.2%	14.9%	6.1%	9.6%	8.5%	1,755	1,154	1,611
DOD 4th Estate	18.8%	17.0%	15.5%	41.7%	41.4%	41.3%	20.0%	20.4%	21.8%	12.8%	14.0%	13.8%	6.8%	7.2%	7.5%	15,336	13,106	14,633

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
BBG	53.1%	53.8%	48.5%	14.5%	14.5%	13.6%	22.3%	22.2%	27.0%	10.0%	9.5%	10.9%	1,056	872	1,078
CSOSA	81.0%	81.4%	81.1%	10.3%	10.7%	11.3%	5.9%	5.7%	6.3%	2.8%	2.2%	1.3%	506	589	621
DHS	27.3%	24.9%	22.7%	24.0%	22.6%	21.9%	36.6%	39.9%	42.3%	12.1%	12.7%	13.1%	45,177	45,178	41,131
DOC	79.9%	78.1%	75.7%	7.0%	7.6%	7.6%	7.7%	9.1%	10.9%	5.4%	5.2%	5.8%	10,113	9,479	9,807
DOE	72.1%	69.4%	63.9%	12.1%	11.4%	12.1%	10.1%	13.0%	16.2%	5.6%	6.1%	7.9%	8,408	7,882	8,259
DOI	64.3%	62.4%	60.4%	15.0%	14.9%	14.6%	13.5%	14.8%	16.6%	7.3%	7.8%	8.4%	24,893	22,263	25,452
DOJ	15.0%	13.6%	12.3%	25.0%	24.9%	22.9%	47.1%	47.6%	50.2%	12.9%	13.9%	14.6%	14,970	15,415	18,965
DOL	83.7%	81.9%	81.1%	7.0%	7.3%	7.4%	5.3%	6.2%	6.7%	4.0%	4.6%	4.8%	8,546	11,016	11,063
DOT	64.1%	63.3%	61.0%	17.5%	18.7%	18.4%	13.0%	13.2%	14.4%	5.3%	4.8%	6.2%	16,281	14,436	15,103
Educ	95.9%	95.3%	94.7%	1.4%	1.8%	2.1%	1.4%	1.3%	1.6%	1.4%	1.7%	1.6%	2,748	2,805	2,640
EEOC	78.5%	74.7%	71.0%	8.7%	8.5%	10.6%	7.2%	10.1%	11.3%	5.5%	6.6%	7.0%	1,404	1,452	1,211
EPA	90.3%	86.7%	86.0%	2.7%	4.2%	4.0%	3.5%	4.7%	5.0%	3.4%	4.4%	5.0%	9,140	9,920	4,331
FCC	90.7%	86.3%	84.6%	3.2%	4.3%	4.5%	2.9%	4.4%	7.5%	3.2%	5.0%	3.5%	681	627	544
FERC	96.0%	94.5%	93.4%	2.2%	2.8%	3.0%	0.9%	0.9%	1.5%	0.9%	1.8%	2.0%	1,056	1,132	973
FTC	91.4%	89.8%	84.8%	3.5%	3.9%	6.9%	1.7%	2.8%	3.7%	3.4%	3.5%	4.6%	599	613	608

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
GSA	94.6%	94.7%	94.4%	3.4%	3.5%	3.7%	1.0%	1.0%	1.1%	0.9%	0.9%	0.8%	7,305	6,842	7,620
HHS	70.9%	68.2%	66.1%	8.8%	9.3%	9.9%	14.2%	15.6%	17.0%	6.1%	6.9%	7.0%	41,520	38,986	35,237
HUD	85.9%	83.4%	80.4%	5.5%	6.5%	7.4%	5.1%	6.5%	8.0%	3.4%	3.7%	4.3%	4,813	5,338	5,245
NARA	47.1%	44.0%	47.1%	21.2%	19.4%	15.1%	21.4%	26.0%	27.3%	10.3%	10.5%	10.5%	1,815	1,823	1,677
NASA	87.4%	86.7%	84.7%	4.3%	4.4%	5.2%	3.5%	3.6%	4.3%	4.8%	5.3%	5.8%	11,547	10,951	9,637
NCUA	58.8%	56.3%	54.7%	20.9%	22.5%	21.9%	6.8%	8.8%	9.5%	13.5%	12.3%	13.9%	621	606	718
NLRB	85.3%	78.5%	74.6%	4.4%	7.6%	7.8%	5.7%	8.5%	12.0%	4.6%	5.4%	5.6%	824	851	873
NRC	83.4%	83.2%	80.5%	6.2%	5.4%	5.8%	5.0%	5.3%	7.2%	5.4%	6.2%	6.5%	2,403	2,102	2,617
NSF	94.0%	93.8%	91.2%	1.5%	0.8%	2.2%	2.2%	2.8%	2.6%	2.2%	2.6%	4.0%	887	838	880
OMB	91.0%	90.2%	88.0%	2.3%	3.1%	3.2%	3.8%	3.6%	3.5%	2.9%	3.0%	5.2%	337	349	303
OPM	85.8%	84.9%	86.5%	8.7%	9.7%	7.9%	2.5%	2.0%	2.3%	3.1%	3.4%	3.4%	2,823	3,109	3,282
PBGC	94.5%	93.2%	93.4%	2.0%	2.7%	3.4%	1.6%	2.9%	2.7%	2.0%	1.3%	0.4%	583	546	609
RRB	59.6%	36.9%	31.7%	20.6%	30.1%	31.5%	14.8%	27.5%	28.5%	5.0%	5.5%	8.2%	429	310	466
SBA	79.4%	78.4%	75.8%	7.1%	8.0%	9.2%	9.4%	10.0%	10.4%	4.1%	3.7%	4.6%	1,468	1,334	1,252
SEC	90.0%	88.6%	84.9%	1.5%	2.2%	1.9%	3.3%	4.0%	5.7%	5.2%	5.2%	7.5%	3,442	3,125	1,853

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.6%	40.3%	37.6%	21.9%	21.6%	21.3%	26.7%	29.1%	31.2%	8.7%	9.1%	9.8%	465,495	392,364	404,547
SSA	58.3%	41.9%	28.9%	17.5%	19.6%	19.5%	20.3%	32.5%	42.9%	3.9%	6.1%	8.7%	7,953	8,419	9,951
State	41.2%	41.2%	40.0%	24.0%	20.8%	19.9%	24.7%	27.5%	29.0%	10.1%	10.5%	11.0%	3,997	4,963	3,855
Treas	67.5%	67.1%	63.9%	11.9%	10.6%	10.8%	16.0%	17.2%	19.4%	4.6%	5.2%	5.9%	44,725	43,758	49,968
USAID	65.8%	64.1%	62.0%	13.9%	11.8%	12.0%	13.4%	16.5%	17.8%	6.9%	7.6%	8.2%	1,991	2,205	1,923
USDA	66.7%	67.3%	71.7%	17.4%	16.9%	14.2%	10.0%	10.0%	8.5%	5.9%	5.8%	5.7%	47,521	22,284	20,080
VA	20.6%	18.8%	17.3%	34.9%	35.8%	35.9%	32.9%	33.2%	34.5%	11.6%	12.1%	12.3%	60,048	28,674	30,149
Small Agencies	77.1%	75.9%	72.8%	10.3%	10.1%	10.7%	7.9%	8.4%	10.7%	4.7%	5.5%	5.8%	5,383	5,293	5,000
DOD	37.6%	35.1%	31.0%	22.8%	21.7%	22.0%	30.9%	34.6%	37.1%	8.7%	8.6%	9.9%	67,482	55,979	69,566
USACE	59.4%	57.3%	46.4%	15.6%	15.8%	17.9%	16.7%	19.3%	25.1%	8.3%	7.6%	10.6%	4,290	3,518	4,174
Air Force	20.9%	18.7%	17.1%	29.3%	26.3%	26.4%	39.3%	44.4%	45.4%	10.4%	10.7%	11.1%	15,900	14,689	17,825
Army‡	25.5%	22.2%	19.2%	25.3%	24.0%	23.9%	39.8%	44.6%	46.0%	9.4%	9.2%	10.8%	16,740	12,858	15,851
Navy‡	43.2%	42.3%	35.8%	21.2%	20.2%	20.8%	26.9%	29.2%	33.5%	8.7%	8.4%	9.9%	13,558	10,681	15,532
Marine Corps	33.1%	24.0%	22.1%	28.5%	33.3%	32.1%	29.7%	32.7%	35.3%	8.7%	10.0%	10.6%	1,754	1,151	1,609
DOD 4th Estate	68.5%	65.8%	63.1%	12.4%	13.0%	13.2%	14.3%	16.1%	17.6%	4.8%	5.1%	6.1%	15,240	13,082	14,575

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
BBG	3.1%	3.3%	2.6%	22.8%	18.9%	17.1%	3.7%	4.0%	4.6%	14.1%	15.5%	13.5%	22.9%	25.9%	25.3%	6.6%	6.3%	7.3%	14.6%	13.3%	14.4%	12.1%	12.8%	15.2%	1,049	868	1,067
CSOSA	9.7%	7.7%	6.4%	24.6%	23.1%	22.8%	27.7%	26.8%	29.8%	8.0%	9.4%	9.2%	8.5%	7.7%	11.0%	1.3%	1.1%	1.1%	8.6%	9.3%	6.8%	11.6%	14.8%	12.8%	507	597	629
DHS	4.1%	3.2%	2.5%	9.1%	8.2%	7.5%	3.1%	3.0%	2.7%	6.7%	6.4%	6.0%	56.1%	57.6%	57.9%	1.5%	1.5%	1.8%	11.1%	12.2%	13.6%	8.4%	7.8%	8.0%	45,100	44,944	40,791
DOC	24.0%	21.4%	20.4%	28.7%	27.8%	25.2%	6.6%	7.7%	7.6%	15.5%	15.9%	16.9%	8.0%	8.2%	8.6%	2.0%	2.2%	2.3%	5.5%	6.0%	7.6%	9.7%	10.8%	11.3%	10,136	9,491	9,758
DOE	2.3%	1.5%	1.6%	18.1%	15.9%	14.3%	10.9%	11.0%	10.3%	28.7%	28.3%	25.8%	12.8%	12.3%	15.5%	2.8%	3.0%	3.3%	7.6%	9.3%	10.1%	16.8%	18.7%	19.2%	8,423	7,881	8,257
DOI	4.2%	3.7%	3.2%	15.6%	13.8%	12.8%	9.0%	8.2%	7.6%	21.0%	20.8%	20.3%	20.0%	20.8%	22.1%	3.7%	4.8%	4.5%	10.9%	11.9%	12.6%	15.5%	16.0%	16.9%	24,938	22,225	25,374
DOJ	1.1%	1.0%	0.9%	4.9%	3.8%	3.5%	1.7%	1.8%	1.5%	5.4%	5.2%	5.1%	58.9%	59.4%	60.5%	5.0%	5.2%	5.2%	14.5%	14.7%	13.8%	8.6%	8.8%	9.5%	14,827	15,239	18,679
DOL	9.4%	8.7%	7.3%	34.7%	31.8%	30.2%	9.2%	9.2%	10.1%	20.3%	20.6%	19.7%	7.6%	8.2%	8.6%	1.5%	1.7%	2.0%	5.6%	6.2%	7.0%	11.7%	13.6%	14.9%	8,565	11,010	11,064
DOT	7.0%	5.9%	4.3%	22.8%	20.6%	18.0%	10.5%	11.0%	10.7%	15.2%	16.4%	17.1%	24.3%	25.0%	25.6%	2.3%	2.6%	3.8%	8.0%	8.3%	9.2%	9.9%	10.2%	11.2%	16,320	14,443	15,092
Educ	21.3%	18.3%	12.1%	52.1%	49.8%	49.0%	7.7%	9.8%	11.9%	12.4%	14.4%	16.7%	0.8%	0.9%	1.1%	0.4%	0.5%	0.6%	1.2%	1.4%	1.8%	4.1%	4.8%	6.9%	2,764	2,812	2,648
EEOC	4.7%	3.3%	3.1%	35.7%	33.9%	31.7%	9.3%	8.7%	9.3%	16.4%	15.9%	17.5%	5.6%	6.1%	6.4%	1.1%	2.0%	1.3%	7.0%	10.1%	11.9%	20.2%	19.9%	18.8%	1,400	1,447	1,210
EPA	3.4%	2.9%	2.2%	47.3%	44.6%	43.1%	12.2%	11.5%	10.8%	19.7%	22.0%	22.7%	2.0%	2.2%	2.5%	1.0%	1.1%	1.7%	2.6%	3.8%	4.0%	11.7%	11.9%	13.0%	9,170	9,928	4,349
FCC	10.9%	8.9%	7.5%	45.2%	45.7%	47.6%	8.9%	7.7%	7.2%	20.3%	20.8%	18.9%	2.9%	3.4%	3.8%	0.9%	1.5%	1.3%	2.0%	3.3%	5.3%	8.8%	8.8%	8.4%	685	631	546
FERC	4.6%	4.1%	3.2%	49.0%	46.9%	42.6%	14.2%	13.7%	14.3%	18.6%	19.9%	20.1%	0.8%	0.9%	1.4%	0.5%	0.3%	0.3%	2.0%	2.8%	3.2%	10.3%	11.5%	15.0%	1,062	1,132	972
FTC	1.4%	1.6%	1.5%	28.4%	21.7%	21.1%	18.7%	17.8%	15.9%	35.6%	41.5%	37.4%	1.9%	2.7%	4.4%	2.2%	2.5%	3.4%	2.3%	2.7%	4.8%	9.4%	9.5%	11.6%	599	620	611

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
GSA	34.3%	32.9%	30.3%	40.9%	39.9%	42.3%	7.1%	7.8%	7.1%	8.9%	9.9%	9.7%	1.9%	1.9%	2.2%	0.5%	0.6%	0.8%	2.3%	2.2%	2.4%	4.1%	4.7%	5.2%	7,356	6,877	7,668
HHS	9.5%	7.9%	6.6%	37.3%	35.4%	33.4%	7.0%	7.0%	7.3%	13.7%	14.7%	15.1%	12.8%	13.9%	14.6%	1.9%	2.0%	2.2%	8.3%	9.0%	10.3%	9.6%	10.1%	10.5%	41,505	38,915	35,109
HUD	16.9%	14.3%	12.0%	43.5%	42.9%	40.7%	5.1%	5.6%	5.1%	11.1%	11.3%	12.2%	2.5%	3.1%	3.4%	1.3%	1.7%	1.7%	4.8%	6.0%	7.4%	14.8%	15.1%	17.7%	4,836	5,373	5,250
NARA	4.3%	4.6%	4.2%	15.7%	14.0%	15.1%	3.0%	4.1%	4.5%	15.1%	13.7%	15.4%	36.5%	36.8%	33.9%	4.1%	4.3%	5.2%	7.9%	9.0%	8.6%	13.4%	13.5%	13.1%	1,793	1,807	1,658
NASA	2.6%	2.4%	2.0%	17.8%	15.7%	15.1%	20.5%	19.8%	19.2%	38.3%	40.3%	39.0%	3.9%	4.0%	4.7%	1.5%	1.6%	2.2%	3.4%	3.6%	4.5%	11.9%	12.7%	13.3%	11,577	10,967	9,635
NCUA	14.7%	14.0%	14.3%	15.0%	11.4%	11.8%	12.2%	13.3%	12.5%	24.6%	23.5%	23.2%	16.8%	21.0%	19.3%	0.6%	0.6%	0.9%	7.9%	7.7%	9.8%	8.2%	8.5%	8.1%	602	581	697
NLRB	9.7%	8.3%	6.2%	44.5%	39.2%	34.6%	8.6%	7.3%	7.2%	13.3%	15.8%	15.0%	3.1%	3.8%	4.2%	0.8%	2.1%	2.6%	7.0%	9.3%	10.1%	13.0%	14.1%	20.1%	823	844	865
NRC	5.9%	4.1%	3.8%	33.9%	33.1%	29.5%	8.6%	9.7%	9.8%	23.4%	25.5%	28.2%	6.2%	5.2%	6.2%	1.5%	1.4%	1.3%	2.7%	3.1%	3.8%	17.8%	18.0%	17.3%	2,409	2,105	2,616
NSF	4.3%	2.9%	2.0%	44.6%	37.2%	33.7%	15.5%	16.3%	15.8%	25.3%	30.8%	31.6%	1.0%	0.6%	1.1%	0.7%	0.8%	1.7%	0.7%	2.1%	1.7%	7.9%	9.3%	12.3%	891	838	882
OMB	0.5%	0.9%	0.4%	20.8%	15.1%	13.2%	16.9%	14.9%	11.4%	49.9%	53.4%	57.1%	0.7%	0.6%	1.4%	0.0%	0.3%	0.0%	1.9%	2.9%	2.6%	9.2%	11.9%	13.8%	338	351	303
OPM	33.3%	30.9%	31.3%	33.3%	31.3%	30.8%	5.4%	6.6%	6.0%	10.4%	12.1%	12.6%	7.1%	7.7%	6.8%	0.8%	0.5%	1.2%	3.4%	4.4%	3.5%	6.2%	6.5%	7.8%	2,810	3,099	3,277
PBGC	4.0%	2.3%	2.1%	55.7%	50.2%	48.6%	9.4%	11.3%	9.6%	19.4%	23.8%	23.1%	0.4%	0.2%	0.9%	1.4%	1.3%	1.3%	2.0%	1.8%	2.9%	7.7%	9.1%	11.4%	589	552	612
RRB	1.1%	2.1%	0.9%	35.9%	17.9%	14.3%	2.9%	1.6%	1.3%	6.0%	7.3%	5.0%	14.3%	21.4%	27.5%	2.5%	6.3%	8.7%	22.8%	30.9%	29.3%	14.4%	12.4%	13.0%	422	307	454
SBA	3.1%	2.5%	3.4%	30.1%	26.9%	26.1%	9.6%	10.8%	9.3%	22.0%	21.5%	22.5%	3.7%	5.0%	4.3%	3.0%	4.8%	4.4%	12.9%	12.3%	13.9%	15.5%	16.1%	16.0%	1,473	1,336	1,251
SEC	11.8%	11.0%	10.1%	41.4%	36.3%	36.5%	13.2%	13.2%	11.2%	23.1%	27.1%	27.5%	0.9%	0.8%	1.2%	0.3%	0.5%	0.5%	0.8%	2.0%	1.7%	8.5%	9.1%	11.3%	3,458	3,141	1,864

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	6.5%	5.7%	4.8%	13.2%	11.8%	10.9%	4.7%	4.7%	4.5%	11.7%	11.8%	11.1%	30.1%	30.4%	31.7%	3.8%	4.2%	4.7%	17.9%	19.2%	19.8%	12.2%	12.2%	12.5%	463,482	389,999	400,800
SSA	10.3%	9.4%	6.7%	30.6%	15.7%	8.8%	2.3%	4.0%	2.4%	1.6%	1.7%	1.7%	4.7%	7.1%	12.9%	2.2%	3.0%	7.7%	32.2%	44.0%	46.1%	16.1%	15.1%	13.7%	7,892	8,292	9,550
State	1.4%	1.0%	0.7%	7.4%	6.4%	5.8%	4.3%	5.5%	4.7%	19.1%	20.2%	19.7%	36.3%	34.9%	37.2%	5.3%	5.7%	5.4%	12.3%	13.7%	13.1%	13.9%	12.6%	13.5%	3,978	4,907	3,830
Treas	25.2%	23.1%	20.1%	19.7%	21.0%	20.5%	7.7%	7.6%	7.7%	10.8%	11.8%	12.2%	9.7%	10.4%	11.3%	3.9%	4.4%	5.2%	15.2%	13.9%	14.6%	7.7%	7.9%	8.3%	44,384	43,213	49,068
USAID	2.4%	2.3%	2.1%	19.2%	16.8%	15.2%	10.6%	11.8%	12.8%	29.0%	30.9%	28.6%	9.2%	7.8%	9.3%	1.7%	2.2%	2.2%	12.6%	14.9%	16.3%	15.3%	13.3%	13.5%	2,005	2,199	1,913
USDA	8.4%	6.8%	6.2%	15.7%	15.6%	16.9%	7.5%	7.7%	8.5%	20.1%	20.4%	20.5%	21.5%	21.3%	18.8%	3.4%	4.2%	4.5%	8.0%	7.6%	6.9%	15.4%	16.3%	17.7%	47,242	22,150	20,043
VA	8.1%	6.9%	5.4%	4.6%	4.1%	3.7%	1.4%	1.3%	1.3%	3.8%	3.7%	3.5%	43.1%	43.6%	43.4%	3.0%	3.2%	3.9%	25.5%	26.2%	28.1%	10.7%	10.9%	10.6%	59,125	28,123	29,461
Small Agencies	6.1%	6.0%	5.5%	31.0%	27.6%	25.9%	12.4%	12.7%	11.7%	22.0%	24.3%	23.2%	8.4%	8.4%	10.2%	1.4%	1.9%	1.8%	7.3%	7.0%	8.6%	11.4%	12.1%	13.1%	5,386	5,281	5,002
DOD	2.2%	2.0%	1.8%	8.7%	7.7%	6.6%	4.2%	4.0%	3.7%	14.4%	14.1%	12.0%	27.1%	26.6%	29.7%	5.7%	6.2%	6.5%	22.8%	24.7%	24.8%	15.0%	14.7%	14.9%	67,043	55,473	68,745
USACE	1.8%	1.7%	1.3%	10.4%	9.4%	6.8%	7.7%	7.8%	6.0%	31.3%	30.0%	24.8%	15.9%	17.3%	22.3%	2.2%	2.5%	3.2%	15.3%	15.3%	19.5%	15.5%	16.0%	16.1%	4,281	3,509	4,141
Air Force	0.3%	0.4%	0.6%	2.7%	2.5%	1.9%	1.5%	1.7%	1.3%	8.0%	7.1%	6.6%	35.3%	34.0%	36.3%	8.4%	8.9%	9.1%	28.6%	30.9%	29.4%	15.2%	14.5%	14.8%	15,671	14,463	17,539
Army‡	0.7%	0.8%	0.7%	4.8%	4.0%	3.5%	2.6%	2.4%	2.0%	10.0%	9.4%	7.4%	30.9%	31.8%	34.2%	4.9%	5.2%	5.4%	30.0%	31.7%	31.5%	16.1%	14.8%	15.2%	16,603	12,711	15,623
Navy‡	1.3%	1.1%	0.8%	8.6%	7.3%	6.3%	6.2%	5.7%	5.2%	18.3%	19.6%	15.7%	24.8%	22.4%	27.2%	6.5%	7.3%	8.1%	18.9%	20.8%	21.4%	15.4%	15.8%	15.3%	13,474	10,598	15,335
Marine Corps	0.4%	0.1%	0.2%	3.6%	2.5%	2.2%	4.5%	2.8%	3.7%	17.9%	12.6%	10.9%	29.1%	32.8%	35.0%	4.4%	6.9%	6.2%	27.4%	28.4%	28.7%	12.7%	13.9%	13.1%	1,738	1,138	1,587
DOD 4th Estate	10.2%	9.1%	8.3%	25.5%	23.6%	21.0%	6.1%	6.1%	6.7%	17.8%	18.1%	18.1%	15.8%	15.8%	17.1%	2.7%	3.2%	3.1%	10.0%	11.9%	12.1%	11.9%	12.2%	13.7%	15,276	13,054	14,520

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
BBG	17.3%	14.6%	16.9%	60.0%	58.4%	59.3%	22.8%	27.0%	23.8%	1,053	869	1,071
CSOSA	56.6%	57.8%	57.3%	38.3%	37.0%	35.2%	5.1%	5.3%	7.5%	506	596	624
DHS	27.8%	26.6%	25.0%	41.2%	40.0%	43.3%	31.0%	33.4%	31.7%	45,206	45,081	41,201
DOC	53.1%	52.3%	52.8%	37.2%	38.3%	37.6%	9.7%	9.4%	9.6%	10,135	9,485	9,802
DOE	51.3%	52.5%	53.3%	41.4%	39.3%	37.6%	7.3%	8.2%	9.0%	8,406	7,857	8,259
DOI	48.0%	48.3%	48.1%	42.5%	41.3%	40.5%	9.5%	10.5%	11.4%	24,936	22,206	25,382
DOJ	25.3%	24.9%	23.5%	48.2%	46.4%	47.2%	26.5%	28.7%	29.3%	14,970	15,378	18,931
DOL	23.0%	24.4%	22.5%	70.5%	69.2%	70.9%	6.5%	6.4%	6.6%	8,564	11,013	11,067
DOT	60.7%	59.5%	58.7%	30.9%	30.4%	30.7%	8.3%	10.0%	10.6%	16,284	14,400	15,055
Educ	42.8%	44.8%	44.3%	51.9%	50.3%	50.3%	5.3%	4.9%	5.4%	2,749	2,791	2,627
EEOC	57.9%	58.1%	56.4%	38.7%	38.9%	39.5%	3.3%	3.0%	4.0%	1,406	1,447	1,208
EPA	66.0%	66.7%	68.8%	31.6%	30.4%	28.4%	2.4%	2.9%	2.7%	9,121	9,844	4,323
FCC	10.9%	11.1%	11.4%	84.3%	84.0%	83.7%	4.8%	4.9%	4.9%	683	626	540
FERC	78.1%	77.0%	76.7%	21.3%	22.0%	22.5%	0.6%	1.0%	0.8%	1,054	1,129	969
FTC	25.7%	27.3%	27.9%	63.0%	59.0%	58.1%	11.4%	13.7%	14.0%	600	614	610

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
GSA	67.6%	66.9%	66.7%	30.3%	30.7%	30.9%	2.1%	2.4%	2.3%	7,301	6,815	7,623
HHS	31.0%	31.7%	31.9%	55.3%	53.5%	52.6%	13.6%	14.8%	15.5%	41,552	38,901	35,127
HUD	38.1%	39.4%	38.5%	59.0%	56.6%	56.7%	2.9%	4.0%	4.8%	4,827	5,327	5,254
NARA	18.8%	20.0%	21.5%	68.0%	65.9%	66.3%	13.3%	14.1%	12.2%	1,809	1,812	1,674
NASA	31.2%	32.0%	31.9%	64.9%	63.7%	63.3%	4.0%	4.4%	4.8%	11,528	10,890	9,595
NCUA	71.5%	74.7%	70.9%	20.9%	18.4%	20.5%	7.6%	6.9%	8.6%	639	633	755
NLRB	56.7%	51.8%	52.9%	38.5%	41.1%	39.4%	4.8%	7.1%	7.7%	817	843	863
NRC	54.8%	57.2%	58.9%	41.5%	39.5%	38.2%	3.7%	3.2%	2.9%	2,401	2,103	2,613
NSF	14.3%	14.0%	15.5%	72.6%	72.4%	72.4%	13.1%	13.6%	12.1%	889	831	878
OMB	13.6%	16.6%	16.3%	57.0%	52.3%	52.7%	29.4%	31.1%	31.0%	338	348	303
OPM	45.6%	46.3%	47.1%	50.6%	49.7%	49.0%	3.8%	3.9%	3.9%	2,829	3,106	3,292
PBGC	34.3%	33.6%	32.2%	63.1%	63.1%	64.5%	2.6%	3.3%	3.2%	583	546	610
RRB	35.9%	34.4%	34.6%	35.4%	30.4%	34.6%	28.7%	35.2%	30.8%	426	305	458
SBA	51.8%	51.6%	53.7%	43.3%	43.0%	40.4%	5.0%	5.3%	5.9%	1,476	1,332	1,250
SEC	51.4%	51.4%	52.8%	47.4%	46.7%	45.8%	1.2%	1.9%	1.4%	3,446	3,131	1,861

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	33.7%	33.4%	33.1%	47.0%	45.8%	46.0%	19.3%	20.8%	20.9%	465,405	391,178	403,625
SSA	14.9%	15.9%	16.5%	76.1%	73.8%	72.6%	9.0%	10.3%	10.9%	7,949	8,374	9,892
State	15.3%	15.5%	14.2%	60.3%	57.7%	56.3%	24.5%	26.9%	29.5%	3,992	4,943	3,831
Treas	40.9%	42.4%	42.2%	50.5%	49.8%	49.5%	8.6%	7.7%	8.3%	44,768	43,666	49,806
USAID	23.9%	21.8%	24.9%	59.0%	56.0%	51.8%	17.1%	22.2%	23.3%	2,005	2,202	1,921
USDA	41.8%	43.0%	42.9%	45.6%	43.6%	43.8%	12.6%	13.5%	13.3%	47,450	22,145	20,010
VA	18.3%	18.2%	17.3%	50.9%	49.9%	50.7%	30.8%	31.9%	32.0%	59,893	28,515	29,975
Small Agencies	39.5%	40.2%	39.7%	49.5%	48.6%	47.8%	11.0%	11.1%	12.5%	5,383	5,247	4,996
DOD	38.8%	38.1%	37.9%	43.5%	42.1%	41.9%	17.7%	19.8%	20.1%	67,431	55,827	69,369
USACE	31.9%	33.7%	34.6%	53.6%	49.6%	48.5%	14.4%	16.7%	16.9%	4,292	3,518	4,174
Air Force	35.5%	34.6%	33.9%	43.6%	43.5%	42.7%	20.9%	22.0%	23.4%	15,877	14,647	17,764
Army‡	36.8%	35.5%	34.4%	42.7%	40.8%	41.9%	20.5%	23.7%	23.7%	16,724	12,818	15,807
Navy‡	42.8%	42.0%	43.1%	41.9%	40.8%	39.6%	15.3%	17.2%	17.3%	13,538	10,640	15,476
Marine Corps	44.6%	40.9%	42.6%	41.0%	39.2%	38.1%	14.4%	19.8%	19.2%	1,747	1,145	1,603
DOD 4th Estate	41.3%	41.9%	41.3%	44.8%	43.2%	43.7%	13.9%	15.0%	15.0%	15,253	13,059	14,545

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
BBG	16.3%	14.7%	20.7%	71.4%	71.0%	69.3%	12.3%	14.3%	10.0%	1,058	866	1,065
CSOSA	48.7%	42.2%	42.4%	49.8%	52.5%	52.6%	1.5%	5.3%	5.0%	503	590	619
DHS	27.4%	27.5%	23.6%	57.6%	56.9%	59.9%	15.0%	15.6%	16.5%	45,144	44,881	41,148
DOC	22.9%	23.9%	24.9%	66.5%	65.8%	65.0%	10.6%	10.3%	10.1%	10,128	9,463	9,772
DOE	31.9%	32.9%	34.3%	61.7%	60.5%	59.7%	6.5%	6.6%	6.0%	8,402	7,847	8,233
DOI	28.3%	28.2%	29.1%	58.7%	58.1%	56.8%	13.0%	13.7%	14.1%	24,945	22,183	25,363
DOJ	27.2%	26.5%	27.8%	59.9%	58.8%	58.5%	12.9%	14.7%	13.7%	14,946	15,322	18,836
DOL	22.0%	21.8%	23.4%	72.1%	71.8%	70.3%	5.9%	6.4%	6.4%	8,543	10,985	11,011
DOT	18.5%	17.5%	17.9%	66.0%	64.8%	63.4%	15.5%	17.7%	18.7%	16,261	14,370	15,017
Educ	22.2%	22.3%	27.2%	73.1%	72.2%	68.1%	4.7%	5.5%	4.7%	2,743	2,789	2,628
EEOC	22.3%	22.5%	20.9%	65.5%	61.5%	63.7%	12.2%	16.0%	15.5%	1,399	1,442	1,206
EPA	37.8%	36.7%	39.5%	58.8%	59.6%	56.7%	3.4%	3.7%	3.8%	9,119	9,865	4,320
FCC	18.4%	19.6%	21.5%	79.0%	75.8%	72.9%	2.6%	4.6%	5.6%	679	622	539
FERC	41.2%	44.5%	44.6%	55.4%	52.0%	51.2%	3.5%	3.5%	4.1%	1,053	1,122	969
FTC	15.6%	17.1%	16.8%	76.8%	77.9%	77.5%	7.6%	5.0%	5.7%	602	616	606

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
GSA	17.9%	19.7%	21.1%	71.6%	70.1%	68.0%	10.5%	10.2%	10.9%	7,313	6,816	7,606
HHS	27.0%	26.0%	25.3%	65.1%	64.9%	65.1%	7.9%	9.1%	9.6%	41,491	38,805	35,034
HUD	27.4%	27.5%	28.3%	64.2%	63.9%	61.9%	8.5%	8.6%	9.8%	4,815	5,314	5,226
NARA	39.0%	24.8%	27.6%	55.3%	63.4%	60.7%	5.7%	11.8%	11.7%	1,812	1,809	1,670
NASA	48.8%	49.3%	49.8%	50.2%	49.6%	49.1%	1.0%	1.1%	1.0%	11,548	10,918	9,591
NCUA	20.0%	23.6%	21.8%	62.6%	60.7%	57.6%	17.4%	15.6%	20.6%	641	634	759
NLRB	24.1%	24.0%	24.9%	66.7%	67.8%	65.6%	9.2%	8.2%	9.4%	818	842	864
NRC	42.5%	41.2%	44.6%	55.2%	56.4%	53.2%	2.3%	2.4%	2.2%	2,388	2,095	2,599
NSF	34.7%	33.7%	34.6%	63.7%	63.5%	63.5%	1.6%	2.8%	1.9%	888	834	880
OMB	26.9%	30.4%	29.5%	70.1%	68.7%	69.4%	3.0%	0.9%	1.1%	337	350	301
OPM	11.8%	15.0%	19.6%	72.2%	70.0%	68.7%	16.0%	15.1%	11.8%	2,815	3,106	3,272
PBGC	36.4%	39.5%	38.6%	61.8%	59.3%	59.1%	1.9%	1.2%	2.3%	582	549	610
RRB	42.7%	43.4%	47.8%	45.5%	45.7%	41.1%	11.9%	10.9%	11.1%	420	310	453
SBA	14.5%	15.1%	17.9%	62.5%	60.6%	59.4%	23.0%	24.3%	22.7%	1,463	1,330	1,244
SEC	21.3%	21.0%	22.4%	75.0%	74.2%	72.5%	3.6%	4.8%	5.1%	3,443	3,125	1,852

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	26.4%	26.8%	27.4%	61.9%	61.0%	60.7%	11.7%	12.1%	11.9%	464,589	390,233	402,481
SSA	19.8%	20.4%	20.9%	72.2%	71.3%	69.7%	8.0%	8.4%	9.5%	7,950	8,333	9,855
State	22.3%	21.0%	22.6%	67.5%	68.3%	65.6%	10.2%	10.7%	11.8%	3,984	4,931	3,826
Treas	21.5%	22.3%	22.7%	69.0%	67.9%	67.4%	9.5%	9.8%	9.9%	44,563	43,454	49,616
USAID	31.5%	27.2%	27.1%	62.3%	63.9%	62.7%	6.2%	8.9%	10.2%	1,999	2,200	1,913
USDA	31.0%	30.3%	30.5%	56.0%	55.9%	55.6%	13.0%	13.8%	13.9%	47,438	22,172	19,992
VA	17.8%	19.2%	20.8%	69.0%	68.0%	67.7%	13.2%	12.7%	11.5%	59,660	28,368	29,817
Small Agencies	26.1%	27.7%	29.4%	62.0%	61.2%	59.4%	12.0%	11.1%	11.2%	5,372	5,262	4,985
DOD	31.4%	32.0%	33.1%	57.3%	56.1%	55.4%	11.3%	11.9%	11.5%	67,324	55,713	69,184
USACE	19.3%	21.5%	23.1%	63.5%	60.2%	58.2%	17.2%	18.3%	18.7%	4,290	3,522	4,161
Air Force	49.7%	50.0%	51.1%	45.2%	45.1%	43.7%	5.2%	4.9%	5.3%	15,819	14,609	17,712
Army‡	22.1%	23.3%	23.7%	64.7%	61.7%	61.9%	13.1%	15.0%	14.4%	16,688	12,792	15,752
Navy‡	21.2%	22.1%	24.8%	63.7%	62.9%	61.3%	15.0%	15.0%	13.9%	13,535	10,617	15,439
Marine Corps	36.4%	34.7%	36.8%	50.2%	50.3%	50.0%	13.4%	15.0%	13.2%	1,741	1,140	1,602
DOD 4th Estate	45.2%	44.4%	42.3%	47.6%	48.1%	49.8%	7.3%	7.5%	7.9%	15,251	13,033	14,518

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
BBG	6.1%	5.3%	6.9%	81.0%	81.4%	82.3%	12.8%	13.3%	10.8%	1,050	866	1,046
CSOSA	25.6%	28.4%	27.2%	73.3%	69.8%	71.1%	1.2%	1.8%	1.7%	502	585	611
DHS	17.9%	17.7%	15.3%	78.1%	78.4%	80.9%	3.9%	3.9%	3.8%	44,962	44,594	41,087
DOC	11.7%	11.8%	12.1%	82.8%	82.9%	82.7%	5.5%	5.3%	5.2%	10,099	9,418	9,688
DOE	13.1%	13.6%	15.5%	84.9%	83.9%	82.1%	2.0%	2.5%	2.4%	8,366	7,799	8,175
DOI	19.3%	20.0%	20.2%	78.1%	77.4%	76.9%	2.6%	2.6%	2.9%	24,818	22,054	25,132
DOJ	22.3%	22.2%	22.8%	75.7%	75.7%	75.2%	2.1%	2.1%	2.1%	14,887	15,223	18,702
DOL	14.9%	13.6%	14.1%	83.0%	83.9%	83.4%	2.1%	2.5%	2.5%	8,515	10,923	10,963
DOT	14.5%	13.6%	14.4%	81.9%	82.4%	81.7%	3.6%	4.1%	3.9%	16,185	14,263	14,856
Educ	10.0%	9.9%	9.4%	87.3%	87.5%	87.6%	2.7%	2.6%	3.0%	2,731	2,767	2,589
EEOC	15.1%	14.8%	15.0%	82.7%	81.2%	82.0%	2.2%	3.9%	3.0%	1,388	1,426	1,196
EPA	12.5%	11.0%	12.0%	85.4%	86.2%	85.1%	2.1%	2.7%	2.9%	9,073	9,732	4,274
FCC	8.1%	7.2%	9.6%	90.4%	90.8%	88.6%	1.4%	2.1%	1.8%	676	618	538
FERC	10.9%	9.1%	10.6%	88.1%	89.4%	87.2%	1.0%	1.5%	2.3%	1,047	1,115	952
FTC	8.1%	7.7%	7.5%	88.6%	91.1%	90.3%	3.3%	1.2%	2.2%	597	613	604

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
GSA	11.8%	12.4%	11.9%	84.6%	83.7%	83.8%	3.7%	3.9%	4.3%	7,281	6,784	7,496
HHS	12.7%	12.9%	13.4%	83.1%	82.5%	81.8%	4.2%	4.6%	4.8%	41,256	38,558	34,736
HUD	15.7%	15.1%	16.3%	82.2%	82.3%	81.0%	2.1%	2.6%	2.7%	4,800	5,257	5,160
NARA	15.0%	13.8%	14.9%	81.0%	81.3%	80.9%	4.0%	4.9%	4.2%	1,800	1,792	1,661
NASA	14.8%	14.7%	15.7%	84.5%	84.7%	83.5%	0.7%	0.6%	0.8%	11,495	10,831	9,499
NCUA	10.3%	10.4%	10.5%	83.6%	85.5%	82.5%	6.1%	4.1%	7.0%	635	631	750
NLRB	10.0%	8.2%	9.2%	88.7%	89.3%	88.5%	1.4%	2.5%	2.3%	815	827	855
NRC	18.3%	18.2%	19.9%	80.7%	80.9%	79.1%	1.0%	0.9%	0.9%	2,388	2,088	2,584
NSF	16.6%	11.2%	11.5%	82.6%	87.2%	86.6%	0.8%	1.5%	1.9%	887	828	872
OMB	8.5%	10.0%	5.4%	89.7%	88.8%	93.1%	1.7%	1.2%	1.5%	333	348	298
OPM	10.2%	9.8%	11.0%	85.3%	86.3%	85.5%	4.5%	3.9%	3.5%	2,815	3,066	3,241
PBGC	9.1%	9.1%	9.5%	88.6%	88.6%	88.2%	2.3%	2.2%	2.4%	582	543	595
RRB	13.7%	17.1%	17.9%	81.3%	78.9%	78.3%	5.0%	4.0%	3.8%	422	307	456
SBA	12.3%	13.3%	15.2%	81.5%	81.3%	80.2%	6.2%	5.4%	4.6%	1,472	1,320	1,241
SEC	7.3%	7.1%	6.5%	90.7%	90.5%	90.7%	2.1%	2.3%	2.8%	3,415	3,093	1,842

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	13.4%	13.6%	13.9%	81.5%	81.0%	80.7%	5.1%	5.3%	5.4%	462,760	387,376	398,860
SSA	18.8%	18.3%	18.9%	79.2%	79.1%	78.4%	2.1%	2.6%	2.6%	7,904	8,295	9,798
State	6.0%	6.5%	6.9%	84.7%	82.6%	82.7%	9.3%	10.9%	10.4%	3,971	4,882	3,811
Treas	16.9%	16.7%	17.1%	79.6%	79.9%	79.7%	3.5%	3.4%	3.2%	44,447	43,093	49,000
USAID	11.7%	9.1%	8.2%	80.9%	80.7%	79.9%	7.4%	10.2%	11.9%	1,987	2,183	1,886
USDA	18.4%	17.8%	19.2%	78.3%	79.0%	77.9%	3.3%	3.2%	2.9%	47,240	21,955	19,804
VA	11.2%	11.3%	11.9%	81.4%	81.5%	80.7%	7.5%	7.3%	7.4%	59,505	28,298	29,530
Small Agencies	13.6%	13.9%	14.5%	82.6%	82.3%	81.1%	3.8%	3.8%	4.4%	5,352	5,198	4,926
DOD	10.1%	11.0%	11.3%	83.6%	82.2%	81.6%	6.3%	6.8%	7.1%	67,062	55,203	68,406
USACE	11.6%	13.7%	14.3%	84.5%	81.8%	81.2%	3.9%	4.6%	4.4%	4,280	3,493	4,105
Air Force	9.8%	10.2%	10.0%	83.5%	83.0%	82.2%	6.6%	6.8%	7.8%	15,761	14,454	17,475
Army‡	9.1%	10.7%	11.2%	83.0%	80.3%	79.4%	7.9%	9.1%	9.4%	16,632	12,690	15,600
Navy‡	9.6%	10.0%	10.5%	84.8%	84.0%	83.7%	5.7%	6.0%	5.8%	13,471	10,513	15,295
Marine Corps	8.7%	9.5%	8.9%	83.8%	83.4%	83.8%	7.5%	7.1%	7.2%	1,737	1,134	1,577
DOD 4th Estate	13.2%	14.4%	14.1%	82.5%	80.9%	81.0%	4.3%	4.6%	4.9%	15,181	12,919	14,354

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
BBG	1.7%	0.8%	1.4%	79.5%	79.3%	78.6%	18.9%	19.8%	19.9%	1,056	867	1,069
CSOSA	4.7%	5.0%	6.3%	74.9%	74.7%	72.3%	20.3%	20.3%	21.4%	502	596	621
DHS	2.1%	2.1%	1.5%	73.3%	72.5%	73.9%	24.6%	25.3%	24.6%	45,139	45,045	41,065
DOC	2.8%	3.2%	3.6%	82.9%	82.9%	82.1%	14.4%	13.8%	14.3%	10,115	9,457	9,775
DOE	2.4%	2.9%	3.0%	83.6%	82.2%	81.3%	14.0%	15.0%	15.7%	8,383	7,861	8,245
DOI	1.7%	1.6%	1.7%	74.1%	73.7%	73.9%	24.2%	24.6%	24.4%	24,952	22,223	25,379
DOJ	2.5%	2.2%	2.5%	73.2%	73.3%	72.9%	24.2%	24.5%	24.6%	14,949	15,345	18,893
DOL	4.0%	4.4%	4.4%	88.7%	88.3%	88.3%	7.3%	7.4%	7.3%	8,521	10,980	11,056
DOT	2.9%	3.3%	3.1%	78.9%	78.7%	77.9%	18.2%	18.0%	19.0%	16,245	14,371	15,047
Educ	3.4%	4.9%	3.4%	86.6%	86.2%	86.5%	10.0%	8.9%	10.1%	2,739	2,790	2,631
EEOC	1.4%	1.4%	2.3%	74.7%	74.2%	71.1%	23.9%	24.4%	26.6%	1,398	1,448	1,204
EPA	3.0%	3.1%	3.3%	85.5%	85.3%	84.7%	11.4%	11.6%	12.0%	9,101	9,866	4,326
FCC	1.3%	1.1%	1.4%	77.7%	76.7%	78.4%	21.0%	22.2%	20.2%	684	628	542
FERC	3.8%	3.8%	5.1%	90.4%	89.9%	88.2%	5.8%	6.3%	6.7%	1,049	1,128	968
FTC	3.0%	3.3%	2.8%	89.4%	90.6%	90.2%	7.6%	6.2%	7.0%	596	615	609

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
GSA	3.2%	3.8%	3.6%	86.6%	86.6%	85.7%	10.2%	9.6%	10.7%	7,303	6,821	7,604
HHS	4.0%	4.1%	4.3%	83.3%	82.4%	81.4%	12.7%	13.5%	14.3%	41,389	38,808	35,083
HUD	2.9%	3.1%	3.0%	83.8%	83.3%	81.8%	13.3%	13.6%	15.2%	4,807	5,328	5,235
NARA	1.4%	2.2%	2.6%	76.9%	74.7%	73.0%	21.7%	23.2%	24.4%	1,815	1,819	1,674
NASA	5.4%	5.8%	5.4%	90.3%	89.8%	90.6%	4.3%	4.4%	4.1%	11,520	10,922	9,596
NCUA	1.5%	1.7%	1.1%	70.1%	69.5%	69.2%	28.4%	28.8%	29.7%	640	637	757
NLRB	1.7%	1.6%	1.8%	75.3%	77.3%	78.5%	23.0%	21.1%	19.7%	816	843	865
NRC	3.4%	3.3%	3.8%	88.5%	88.4%	88.2%	8.1%	8.2%	8.0%	2,395	2,089	2,599
NSF	4.1%	5.2%	4.4%	92.1%	91.9%	92.2%	3.9%	2.9%	3.4%	887	832	879
OMB	11.9%	11.8%	9.6%	82.3%	83.4%	84.6%	5.8%	4.8%	5.8%	337	350	300
OPM	2.2%	2.3%	2.6%	80.5%	81.8%	82.6%	17.3%	15.9%	14.8%	2,826	3,102	3,287
PBGC	1.7%	2.4%	2.0%	85.0%	85.1%	84.2%	13.3%	12.5%	13.8%	581	547	609
RRB	0.7%	3.7%	2.4%	75.4%	73.5%	74.5%	23.9%	22.9%	23.1%	427	309	465
SBA	1.4%	0.8%	1.6%	73.0%	72.6%	68.9%	25.6%	26.6%	29.5%	1,467	1,328	1,246
SEC	9.2%	8.3%	7.6%	86.9%	87.2%	87.8%	3.9%	4.5%	4.6%	3,431	3,119	1,858

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	3.4%	3.7%	3.8%	79.8%	79.1%	78.8%	16.8%	17.2%	17.4%	464,201	390,848	403,125
SSA	2.8%	3.0%	2.6%	82.6%	81.9%	79.3%	14.6%	15.1%	18.1%	7,923	8,350	9,896
State	3.8%	3.9%	3.6%	80.7%	78.9%	78.2%	15.5%	17.2%	18.2%	3,980	4,941	3,845
Treas	2.1%	2.1%	2.3%	82.8%	82.7%	82.5%	15.1%	15.2%	15.1%	44,522	43,538	49,694
USAID	7.9%	6.2%	4.3%	79.3%	77.9%	76.1%	12.8%	15.8%	19.6%	2,000	2,199	1,919
USDA	1.9%	1.7%	1.9%	76.0%	76.2%	75.5%	22.1%	22.1%	22.6%	47,462	22,190	20,027
VA	3.0%	3.1%	3.6%	77.8%	78.3%	78.3%	19.2%	18.6%	18.1%	59,633	28,539	29,944
Small Agencies	1.5%	2.2%	1.9%	75.3%	74.6%	74.2%	23.2%	23.1%	24.0%	5,377	5,260	4,995
DOD	4.7%	5.3%	5.5%	82.5%	80.8%	80.3%	12.8%	13.9%	14.2%	67,234	55,757	69,318
USACE	4.3%	4.3%	3.8%	75.6%	73.4%	73.2%	20.2%	22.3%	23.0%	4,285	3,503	4,170
Air Force	5.7%	6.0%	6.0%	84.3%	83.8%	83.0%	9.9%	10.1%	11.0%	15,824	14,613	17,730
Army‡	5.5%	6.5%	6.6%	81.1%	78.4%	78.5%	13.3%	15.1%	14.8%	16,653	12,808	15,802
Navy‡	4.0%	4.2%	4.5%	83.2%	82.0%	80.7%	12.8%	13.8%	14.8%	13,500	10,630	15,478
Marine Corps	4.2%	4.3%	4.6%	83.3%	81.9%	82.8%	12.5%	13.8%	12.6%	1,749	1,142	1,593
DOD 4th Estate	3.5%	4.3%	5.1%	82.8%	80.9%	81.0%	13.7%	14.7%	13.9%	15,223	13,061	14,545

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
BBG	1.7%	1.5%	1.5%	79.3%	80.2%	80.0%	19.0%	18.3%	18.5%	1,052	867	1,074
CSOSA	1.9%	2.6%	3.1%	78.7%	77.0%	74.8%	19.4%	20.4%	22.0%	507	596	622
DHS	1.8%	1.8%	1.3%	74.9%	74.3%	75.4%	23.3%	23.9%	23.3%	45,064	45,103	41,010
DOC	1.9%	2.4%	2.6%	83.5%	83.9%	83.4%	14.6%	13.7%	13.9%	10,114	9,468	9,787
DOE	2.3%	2.6%	2.5%	84.7%	82.8%	82.1%	13.1%	14.6%	15.4%	8,391	7,871	8,256
DOI	1.4%	1.4%	1.3%	75.2%	75.0%	74.9%	23.4%	23.7%	23.7%	24,934	22,223	25,411
DOJ	1.8%	2.1%	2.0%	74.9%	74.4%	74.6%	23.3%	23.5%	23.4%	14,927	15,348	18,905
DOL	2.4%	2.5%	2.6%	90.8%	90.5%	90.5%	6.9%	7.0%	6.9%	8,537	11,000	11,075
DOT	1.8%	2.2%	1.7%	81.0%	80.7%	80.1%	17.2%	17.1%	18.2%	16,244	14,392	15,088
Educ	2.0%	2.8%	2.3%	88.3%	88.6%	88.0%	9.7%	8.6%	9.7%	2,739	2,793	2,634
EEOC	1.4%	1.8%	2.7%	75.6%	73.7%	71.5%	23.0%	24.4%	25.8%	1,397	1,449	1,204
EPA	2.4%	2.2%	2.4%	85.6%	85.5%	84.4%	12.0%	12.3%	13.2%	9,100	9,867	4,335
FCC	3.1%	3.9%	2.9%	81.2%	79.6%	80.6%	15.7%	16.5%	16.5%	683	626	544
FERC	1.8%	2.1%	2.5%	91.0%	90.2%	89.4%	7.1%	7.8%	8.0%	1,054	1,127	965
FTC	1.4%	2.2%	1.1%	89.6%	89.7%	90.8%	8.9%	8.1%	8.1%	596	614	611

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
GSA	2.5%	2.8%	2.3%	86.8%	87.1%	85.5%	10.7%	10.2%	12.2%	7,312	6,828	7,629
HHS	2.8%	2.7%	2.8%	84.7%	84.1%	82.8%	12.5%	13.2%	14.4%	41,370	38,815	35,084
HUD	2.4%	2.9%	2.5%	83.9%	83.4%	82.0%	13.7%	13.7%	15.5%	4,803	5,328	5,226
NARA	2.2%	2.0%	1.4%	77.5%	76.2%	74.2%	20.3%	21.8%	24.4%	1,817	1,819	1,677
NASA	4.0%	3.5%	3.2%	91.6%	91.2%	91.6%	4.4%	5.3%	5.2%	11,525	10,921	9,610
NCUA	1.7%	2.2%	1.1%	73.9%	71.9%	69.6%	24.4%	25.9%	29.3%	640	636	753
NLRB	1.2%	0.8%	0.5%	75.7%	77.6%	78.5%	23.1%	21.6%	21.0%	816	846	862
NRC	3.1%	3.3%	3.1%	90.1%	90.5%	90.4%	6.9%	6.3%	6.5%	2,391	2,092	2,609
NSF	2.3%	2.9%	3.4%	94.5%	93.2%	92.7%	3.2%	4.0%	3.9%	888	830	874
OMB	0.6%	1.3%	1.5%	92.5%	93.9%	91.5%	6.9%	4.8%	6.9%	334	346	300
OPM	2.5%	2.6%	3.4%	82.9%	84.5%	84.6%	14.5%	12.9%	12.0%	2,826	3,114	3,288
PBGC	1.4%	2.7%	1.8%	86.6%	88.3%	88.0%	11.9%	9.0%	10.2%	578	546	609
RRB	3.5%	7.5%	6.8%	71.4%	70.0%	71.1%	25.1%	22.5%	22.1%	425	307	464
SBA	1.5%	1.0%	1.3%	73.5%	72.6%	69.2%	25.0%	26.4%	29.6%	1,475	1,326	1,246
SEC	2.6%	2.4%	2.5%	94.0%	93.1%	92.2%	3.4%	4.5%	5.3%	3,431	3,122	1,856

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**		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	2.2%	2.3%	2.4%	81.1%	80.4%	80.1%	16.7%	17.2%	17.5%	464,386	391,248	403,461
SSA	2.3%	2.4%	2.2%	85.5%	85.3%	80.8%	12.2%	12.3%	17.0%	7,944	8,392	9,914
State	2.8%	2.4%	2.3%	83.0%	81.9%	81.5%	14.2%	15.7%	16.3%	3,984	4,940	3,846
Treas	2.0%	2.1%	2.0%	83.1%	83.0%	83.0%	14.9%	14.9%	14.9%	44,620	43,654	49,832
USAID	3.6%	2.1%	2.6%	84.6%	83.1%	79.4%	11.8%	14.8%	18.1%	1,995	2,201	1,919
USDA	1.8%	1.5%	1.8%	77.5%	77.7%	76.6%	20.6%	20.7%	21.5%	47,417	22,200	20,049
VA	2.8%	2.9%	3.3%	78.8%	79.1%	79.1%	18.4%	18.0%	17.5%	59,795	28,621	29,973
Small Agencies	1.9%	2.5%	2.3%	76.4%	76.4%	75.4%	21.7%	21.1%	22.3%	5,379	5,252	4,993
DOD	2.0%	2.3%	2.5%	83.7%	82.0%	81.7%	14.3%	15.7%	15.8%	67,282	55,768	69,327
USACE	0.9%	1.2%	1.4%	78.3%	76.1%	75.2%	20.9%	22.7%	23.4%	4,285	3,514	4,177
Air Force	2.4%	2.6%	2.4%	86.1%	85.3%	84.7%	11.5%	12.1%	12.9%	15,833	14,620	17,746
Army‡	2.1%	2.5%	2.8%	82.4%	79.8%	79.8%	15.5%	17.7%	17.4%	16,683	12,795	15,801
Navy‡	1.8%	1.9%	2.2%	84.2%	82.8%	82.1%	14.0%	15.3%	15.8%	13,512	10,631	15,453
Marine Corps	2.1%	1.2%	2.0%	83.3%	82.3%	83.4%	14.6%	16.5%	14.6%	1,743	1,148	1,601
DOD 4th Estate	2.0%	2.8%	3.2%	83.8%	82.0%	81.8%	14.2%	15.2%	15.0%	15,226	13,060	14,549

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
BBG	31.4%	32.4%	31.9%	44.0%	41.3%	42.2%	13.2%	13.9%	16.6%	6.9%	7.6%	5.0%	4.5%	4.7%	4.2%	471	359	402	14	17	18
CSOSA	40.4%	41.4%	37.8%	40.2%	37.2%	36.9%	4.9%	9.8%	9.1%	9.0%	9.1%	11.5%	5.6%	2.6%	4.8%	360	400	428	2	4	5
DHS	39.0%	37.3%	35.0%	37.1%	37.0%	38.2%	12.2%	12.8%	14.0%	7.7%	8.5%	8.5%	3.9%	4.4%	4.2%	16,362	14,627	11,673	477	571	593
DOC	51.1%	48.0%	45.4%	37.3%	38.6%	39.1%	6.8%	7.4%	9.0%	3.2%	4.0%	4.8%	1.6%	1.9%	1.6%	7,915	7,186	7,059	138	137	195
DOE	41.2%	37.7%	33.8%	41.5%	41.8%	44.2%	10.0%	12.2%	12.6%	5.6%	5.9%	7.0%	1.6%	2.5%	2.4%	5,019	4,518	4,331	82	71	85
DOI	38.1%	36.8%	35.2%	42.3%	42.2%	43.1%	12.3%	12.3%	13.6%	5.2%	6.4%	6.0%	2.0%	2.4%	2.1%	12,788	10,543	11,311	271	284	305
DOJ	36.6%	32.0%	30.0%	34.2%	39.4%	36.2%	15.9%	15.5%	18.1%	9.7%	9.1%	10.5%	3.6%	4.1%	5.1%	4,019	3,892	3,679	286	287	410
DOL	48.1%	46.0%	43.4%	37.4%	38.0%	40.9%	8.3%	9.6%	9.4%	4.3%	4.5%	4.7%	1.9%	1.9%	1.6%	6,336	7,667	7,389	100	132	127
DOT	43.8%	41.2%	38.6%	38.9%	40.4%	40.0%	9.7%	10.4%	12.1%	5.2%	5.8%	6.6%	2.4%	2.2%	2.8%	11,857	10,307	10,110	133	114	156
Educ	49.7%	44.8%	45.8%	37.2%	40.5%	38.4%	6.5%	6.4%	8.2%	4.8%	5.4%	5.3%	1.8%	2.8%	2.3%	2,565	2,579	2,361	12	15	12
EEOC	48.2%	42.6%	41.2%	35.6%	40.3%	39.5%	9.0%	10.2%	9.7%	4.1%	4.5%	6.9%	3.1%	2.4%	2.7%	921	878	734	17	28	17
EPA	47.5%	40.4%	38.6%	40.6%	43.8%	42.4%	7.3%	9.5%	10.8%	3.8%	4.7%	6.1%	0.9%	1.6%	2.1%	7,546	7,964	3,426	55	75	31
FCC	39.2%	37.1%	39.1%	47.8%	45.1%	45.1%	6.9%	11.6%	7.2%	4.0%	4.8%	6.2%	2.1%	1.4%	2.4%	584	526	436	2	6	6
FERC	52.8%	50.8%	48.1%	32.6%	35.5%	38.8%	7.4%	7.2%	8.2%	4.5%	4.1%	3.3%	2.6%	2.4%	1.6%	907	948	779	9	9	9
FTC	40.1%	35.2%	29.4%	43.3%	43.2%	39.5%	9.5%	11.0%	12.8%	6.2%	9.1%	14.4%	0.9%	1.6%	3.8%	500	506	454	8	6	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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
GSA	63.1%	59.1%	56.5%	26.9%	29.6%	33.2%	5.0%	6.1%	5.8%	3.2%	3.1%	3.1%	1.8%	2.0%	1.4%	6,700	6,207	6,825	30	38	29
HHS	48.0%	44.2%	41.9%	37.5%	39.0%	40.4%	8.0%	9.3%	9.8%	4.6%	5.3%	5.7%	1.9%	2.2%	2.2%	29,789	28,032	23,715	533	581	497
HUD	48.2%	45.5%	43.7%	38.4%	39.9%	39.2%	6.8%	7.6%	7.8%	4.5%	5.0%	6.5%	2.1%	2.1%	2.7%	3,663	3,923	3,642	39	48	49
NARA	41.7%	41.3%	41.2%	39.6%	37.2%	39.5%	12.6%	14.2%	11.6%	4.2%	5.2%	5.6%	2.1%	2.1%	2.1%	717	694	670	26	33	38
NASA	53.7%	52.2%	49.5%	35.5%	35.7%	38.4%	7.2%	8.0%	8.1%	2.7%	2.9%	3.1%	0.9%	1.2%	0.9%	9,059	8,435	7,177	121	140	121
NCUA	33.2%	32.9%	31.1%	41.0%	38.0%	43.6%	14.5%	21.0%	17.0%	8.0%	4.8%	6.4%	3.2%	3.2%	1.9%	382	345	405	55	70	79
NLRB	45.0%	40.6%	39.1%	37.1%	40.8%	40.9%	9.5%	8.5%	10.3%	6.3%	8.0%	7.5%	2.1%	2.1%	2.3%	631	598	543	4	15	16
NRC	46.8%	44.3%	46.6%	40.1%	40.2%	41.1%	8.4%	10.3%	7.9%	3.5%	3.8%	3.2%	1.2%	1.4%	1.2%	1,714	1,489	1,843	18	22	24
NSF	43.6%	44.0%	42.9%	39.3%	39.1%	42.1%	8.4%	9.1%	8.2%	6.0%	6.0%	4.7%	2.8%	1.8%	2.1%	791	710	727	9	14	12
OMB	33.2%	29.2%	21.8%	42.6%	41.9%	42.6%	12.1%	16.1%	19.7%	10.0%	9.9%	10.6%	2.0%	3.0%	5.4%	298	290	249	0	4	1
OPM	51.3%	52.5%	50.5%	33.9%	34.2%	36.0%	8.7%	7.9%	8.0%	4.3%	4.0%	4.0%	1.8%	1.3%	1.6%	2,322	2,463	2,599	55	67	68
PBGC	45.7%	38.8%	42.0%	45.1%	45.8%	43.3%	5.0%	9.4%	8.4%	2.4%	4.6%	5.3%	1.7%	1.4%	1.0%	515	481	507	5	5	4
RRB	43.3%	26.2%	30.1%	41.4%	32.9%	39.7%	8.0%	19.3%	12.4%	6.0%	9.3%	10.8%	1.4%	12.2%	7.0%	194	101	102	7	3	9
SBA	35.6%	29.0%	32.8%	39.1%	41.4%	43.7%	11.8%	12.5%	10.0%	8.8%	12.4%	10.2%	4.7%	4.7%	3.3%	955	818	741	19	18	11
SEC	56.0%	51.1%	49.9%	35.5%	38.6%	36.4%	5.3%	6.3%	8.0%	2.2%	2.8%	4.0%	1.0%	1.3%	1.7%	3,084	2,729	1,575	14	27	13

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	42.7%	39.9%	38.7%	38.1%	39.0%	39.5%	10.9%	12.0%	12.8%	5.8%	6.4%	6.5%	2.5%	2.7%	2.6%	236,481	204,775	190,959	6,455	6,007	6,780
SSA	52.0%	49.6%	44.0%	36.9%	35.8%	35.9%	6.1%	7.7%	12.1%	3.9%	4.6%	5.8%	1.2%	2.3%	2.2%	4,474	3,550	2,842	125	144	367
State	28.4%	24.3%	23.1%	41.2%	42.1%	42.5%	15.7%	19.1%	18.4%	11.0%	9.8%	11.2%	3.7%	4.6%	4.8%	1,154	1,342	1,343	94	135	92
Treas	56.3%	54.9%	54.1%	33.6%	34.1%	34.5%	5.6%	6.2%	6.6%	3.1%	3.2%	3.4%	1.4%	1.5%	1.5%	28,537	27,640	29,941	647	795	987
USAID	38.6%	35.3%	36.0%	41.1%	42.1%	40.4%	11.2%	12.6%	12.7%	7.0%	7.5%	7.9%	2.1%	2.5%	3.1%	1,169	1,310	1,156	46	71	51
USDA	40.1%	37.2%	35.0%	41.3%	41.3%	43.1%	11.4%	13.8%	13.3%	5.1%	5.3%	6.3%	2.1%	2.3%	2.3%	23,965	12,301	11,160	685	306	210
VA	42.5%	37.8%	36.2%	33.9%	35.8%	35.6%	14.8%	16.7%	19.3%	6.0%	6.5%	6.0%	2.8%	3.2%	3.0%	12,532	6,991	6,304	1,204	667	788
Small Agencies	40.8%	37.9%	36.7%	38.1%	39.8%	40.1%	9.3%	10.1%	11.4%	7.9%	8.4%	7.8%	3.9%	3.8%	4.0%	3,836	3,679	3,355	86	74	64
DOD	34.1%	31.6%	31.5%	40.7%	41.3%	41.4%	14.2%	15.0%	15.9%	7.6%	8.7%	8.2%	3.3%	3.4%	3.1%	21,850	17,747	18,966	1,027	974	1,276
USACE	30.5%	28.5%	28.8%	42.8%	44.1%	43.8%	15.7%	15.3%	14.8%	8.2%	8.3%	9.5%	2.8%	3.7%	3.1%	2,244	1,752	1,673	70	57	72
Air Force	28.1%	28.8%	26.0%	39.2%	40.4%	37.7%	19.7%	17.7%	23.5%	8.6%	9.7%	9.9%	4.4%	3.4%	2.9%	1,701	1,688	1,732	309	303	380
Army‡	29.9%	26.1%	24.6%	40.1%	38.8%	41.1%	16.5%	19.8%	20.4%	9.5%	10.6%	10.1%	4.0%	4.7%	3.8%	3,073	2,158	2,114	279	274	323
Navy‡	31.1%	27.1%	28.7%	43.8%	46.1%	44.0%	14.5%	15.4%	16.7%	7.6%	8.5%	7.6%	3.1%	3.0%	2.9%	4,073	3,199	3,825	195	172	288
Marine Corps	25.0%	23.0%	20.7%	42.4%	38.4%	43.9%	17.6%	22.0%	22.8%	11.0%	11.8%	9.1%	3.9%	4.7%	3.5%	467	235	288	31	19	33
DOD 4th Estate	43.7%	42.0%	40.5%	37.4%	36.9%	39.2%	10.1%	10.4%	10.6%	5.9%	7.6%	6.8%	2.9%	3.1%	2.8%	10,292	8,715	9,334	143	149	180

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
BBG	41.2%	45.6%	39.8%	42.8%	42.1%	43.2%	12.0%	9.6%	14.2%	3.5%	1.6%	2.2%	0.5%	1.1%	0.6%	184	124	180	11	7	13
CSOSA	53.9%	55.0%	51.0%	39.5%	38.5%	41.5%	3.2%	3.3%	4.6%	2.6%	1.5%	1.4%	0.8%	1.7%	1.4%	274	330	351	4	4	5
DHS	48.2%	46.1%	45.5%	39.0%	39.9%	40.3%	8.1%	8.9%	8.8%	3.0%	3.1%	3.6%	1.7%	2.0%	1.8%	15,280	14,366	12,662	268	344	224
DOC	58.7%	59.4%	55.0%	35.3%	34.7%	37.4%	4.1%	4.1%	5.1%	1.4%	1.3%	1.8%	0.5%	0.5%	0.6%	5,510	5,047	5,243	67	70	67
DOE	57.5%	55.5%	52.0%	37.1%	38.5%	40.8%	3.7%	4.3%	4.8%	1.0%	1.2%	1.5%	0.7%	0.5%	0.9%	4,331	4,196	4,419	50	30	42
DOI	47.6%	46.3%	44.8%	43.6%	44.4%	45.3%	6.2%	6.7%	7.0%	1.8%	1.8%	2.1%	0.8%	0.7%	0.8%	11,856	10,580	12,061	163	148	145
DOJ	44.6%	42.7%	44.4%	41.7%	44.7%	42.0%	9.6%	8.8%	9.5%	2.9%	2.9%	3.2%	1.2%	0.9%	0.9%	3,872	3,901	4,545	96	125	145
DOL	57.8%	57.4%	52.0%	34.4%	34.7%	37.7%	5.8%	6.3%	8.3%	1.4%	1.1%	1.3%	0.7%	0.5%	0.7%	1,858	2,556	2,406	60	107	112
DOT	52.7%	50.7%	47.6%	39.1%	40.4%	41.7%	5.3%	5.7%	6.6%	2.2%	2.4%	3.0%	0.6%	0.9%	1.0%	10,307	9,083	9,532	95	72	78
Educ	59.2%	51.1%	52.0%	34.7%	41.0%	40.8%	4.5%	6.2%	5.2%	0.5%	1.2%	1.1%	1.1%	0.5%	0.9%	1,143	1,202	1,129	25	30	20
EEOC	55.9%	53.2%	54.8%	37.0%	40.0%	37.2%	5.1%	5.0%	5.4%	1.5%	1.2%	1.3%	0.5%	0.5%	1.3%	793	827	659	12	17	18
EPA	55.3%	51.1%	50.5%	38.7%	41.3%	41.1%	4.0%	5.2%	5.4%	1.6%	1.9%	2.5%	0.4%	0.5%	0.5%	5,984	6,520	2,973	76	80	32
FCC	56.7%	43.9%	53.4%	37.4%	47.9%	33.2%	4.4%	8.2%	10.3%	0.0%	0.0%	1.5%	1.6%	0.0%	1.5%	70	66	56	6	4	6
FERC	76.8%	74.9%	75.3%	20.7%	23.5%	23.2%	2.0%	0.9%	1.4%	0.5%	0.6%	0.1%	0.0%	0.1%	0.0%	820	866	750	2	3	1
FTC	66.1%	65.4%	65.9%	28.2%	26.7%	29.7%	3.8%	4.0%	2.6%	0.5%	4.0%	1.8%	1.3%	0.0%	0.0%	152	173	163	0	2	3

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
GSA	72.0%	71.3%	69.2%	25.0%	25.4%	28.0%	2.0%	2.4%	2.0%	0.7%	0.6%	0.6%	0.2%	0.3%	0.2%	4,874	4,483	5,017	34	41	28
HHS	53.8%	49.6%	47.6%	37.1%	39.5%	41.0%	6.1%	7.5%	7.2%	2.0%	2.4%	2.8%	0.9%	1.0%	1.3%	12,900	12,421	11,314	368	406	288
HUD	56.1%	51.5%	50.3%	37.2%	41.2%	41.1%	4.4%	5.3%	6.4%	1.4%	1.4%	1.6%	0.9%	0.5%	0.6%	1,770	2,028	1,949	44	54	43
NARA	49.0%	46.9%	44.5%	42.4%	38.4%	38.2%	5.7%	11.7%	15.6%	2.4%	2.6%	0.8%	0.5%	0.4%	0.9%	324	344	344	20	15	20
NASA	62.9%	61.9%	60.6%	32.5%	32.4%	33.7%	3.8%	4.7%	4.8%	0.7%	0.7%	0.5%	0.1%	0.3%	0.4%	3,509	3,458	3,007	79	100	63
NCUA	48.8%	48.9%	48.4%	42.5%	41.9%	43.3%	6.1%	6.5%	5.0%	1.7%	1.9%	2.8%	0.8%	0.9%	0.4%	449	460	532	7	9	6
NLRB	51.6%	45.9%	45.0%	38.5%	43.9%	45.8%	5.8%	5.7%	5.6%	2.7%	3.8%	3.0%	1.3%	0.7%	0.7%	440	413	436	8	11	6
NRC	58.2%	57.2%	57.6%	37.0%	37.2%	37.7%	3.5%	4.0%	3.8%	0.8%	1.1%	0.6%	0.5%	0.5%	0.4%	1,311	1,184	1,528	9	16	15
NSF	54.4%	52.8%	62.0%	36.4%	37.6%	28.2%	6.7%	6.6%	5.5%	1.5%	0.9%	2.1%	1.0%	2.2%	2.2%	129	111	136	4	9	5
OMB	43.7%	51.2%	50.5%	40.8%	36.6%	41.1%	9.7%	7.4%	6.7%	5.8%	1.6%	1.7%	0.0%	3.2%	0.0%	43	59	45	2	1	0
OPM	64.7%	64.6%	65.3%	31.6%	31.7%	31.2%	2.8%	3.0%	2.5%	0.6%	0.5%	0.5%	0.2%	0.1%	0.5%	1,258	1,410	1,533	6	29	18
PBGC	57.2%	53.7%	51.1%	40.7%	37.5%	39.3%	2.1%	8.4%	7.2%	0.0%	0.4%	1.5%	0.0%	0.0%	0.9%	198	177	191	6	8	5
RRB	50.6%	37.2%	38.2%	40.2%	44.6%	50.5%	4.8%	15.8%	6.9%	3.7%	0.8%	4.4%	0.7%	1.6%	0.0%	150	107	157	4	3	7
SBA	51.3%	53.9%	55.0%	42.2%	39.8%	38.5%	3.7%	4.1%	5.0%	1.5%	1.4%	1.2%	1.3%	0.8%	0.5%	734	669	657	8	9	6
SEC	66.3%	63.1%	56.9%	29.9%	32.8%	36.5%	2.7%	3.0%	4.3%	0.8%	0.4%	1.5%	0.3%	0.7%	0.8%	1,745	1,587	989	18	24	12

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	50.4%	48.9%	47.6%	39.8%	40.8%	41.4%	6.7%	7.0%	7.5%	2.1%	2.3%	2.5%	0.9%	1.0%	1.0%	172,594	148,859	151,249	3,366	3,222	2,908
SSA	51.7%	50.0%	46.1%	37.4%	37.0%	41.3%	7.8%	10.7%	10.0%	2.1%	1.5%	1.8%	1.1%	0.8%	0.8%	1,166	1,302	1,571	82	80	110
State	44.0%	49.7%	43.4%	46.3%	39.5%	42.6%	6.7%	7.0%	9.7%	2.1%	2.5%	3.5%	0.9%	1.3%	0.8%	486	594	506	30	37	27
Treas	60.7%	58.7%	59.0%	33.2%	34.6%	34.2%	3.8%	4.3%	4.1%	1.6%	1.6%	1.8%	0.7%	0.9%	0.9%	17,974	18,029	20,595	297	334	310
USAID	55.7%	52.9%	52.1%	35.9%	37.5%	39.3%	5.2%	6.1%	5.4%	2.1%	2.7%	2.7%	1.0%	0.9%	0.6%	462	456	485	9	17	11
USDA	48.5%	48.0%	46.3%	43.8%	44.5%	45.2%	5.6%	5.5%	6.3%	1.5%	1.3%	1.5%	0.5%	0.7%	0.7%	20,149	10,284	9,061	375	221	173
VA	41.6%	38.3%	36.2%	41.5%	43.6%	43.4%	12.0%	12.6%	14.3%	3.4%	3.8%	4.1%	1.5%	1.6%	2.0%	11,566	6,218	6,216	548	295	307
Small Agencies	55.0%	53.9%	52.2%	36.3%	36.3%	37.9%	5.2%	5.5%	5.7%	2.1%	3.0%	2.6%	1.3%	1.3%	1.6%	2,107	2,071	1,985	31	41	34
DOD	49.3%	48.3%	47.0%	41.4%	41.9%	42.7%	6.5%	6.5%	7.1%	1.9%	2.4%	2.3%	0.8%	0.9%	0.9%	26,416	21,157	25,866	442	419	503
USACE	45.1%	45.6%	42.2%	45.2%	44.7%	47.0%	7.0%	6.5%	7.8%	2.2%	2.4%	1.9%	0.5%	0.9%	1.1%	1,326	1,133	1,403	23	13	25
Air Force	49.0%	47.3%	45.9%	41.1%	41.8%	42.9%	6.7%	7.4%	7.8%	2.2%	2.5%	2.4%	1.0%	1.0%	1.1%	5,730	5,143	6,147	135	124	135
Army‡	48.8%	46.4%	44.6%	41.0%	42.6%	43.3%	7.4%	7.0%	8.1%	2.0%	3.0%	3.2%	0.7%	1.0%	0.8%	5,853	4,230	5,066	102	119	133
Navy‡	47.1%	47.6%	47.3%	44.0%	43.0%	43.5%	6.3%	6.3%	6.8%	2.0%	2.1%	1.7%	0.7%	1.0%	0.7%	5,769	4,499	6,470	92	71	104
Marine Corps	48.6%	48.3%	44.1%	40.9%	42.4%	45.1%	7.5%	6.7%	5.9%	1.9%	2.1%	2.3%	1.1%	0.5%	2.6%	700	444	593	9	8	8
DOD 4th Estate	56.0%	54.7%	53.5%	36.5%	37.9%	38.1%	5.1%	5.0%	5.6%	1.3%	1.9%	2.2%	1.1%	0.5%	0.7%	7,038	5,708	6,187	81	84	98

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
BBG	26.0%	23.0%	25.6%	45.1%	47.6%	49.0%	20.3%	15.8%	21.0%	7.4%	11.2%	3.4%	1.1%	2.4%	0.9%	159	117	206	18	21	25
CSOSA	37.2%	35.1%	30.7%	46.5%	49.3%	53.3%	10.5%	12.5%	10.4%	5.5%	2.7%	3.9%	0.3%	0.4%	1.6%	238	242	259	8	12	7
DHS	25.5%	22.8%	23.2%	51.5%	51.0%	49.4%	17.5%	19.4%	21.1%	4.0%	5.0%	4.4%	1.5%	1.8%	1.9%	12,239	12,675	10,379	835	1,046	666
DOC	34.6%	35.6%	34.2%	51.1%	49.9%	51.8%	12.7%	11.8%	11.8%	1.5%	2.1%	2.0%	0.1%	0.7%	0.2%	2,296	2,234	2,514	146	136	140
DOE	34.2%	32.0%	30.8%	51.2%	51.2%	51.7%	11.1%	12.5%	13.4%	2.9%	3.3%	2.9%	0.7%	1.0%	1.2%	2,548	2,483	2,712	125	120	144
DOI	26.0%	25.7%	24.3%	51.5%	52.1%	52.5%	17.2%	17.2%	17.8%	4.1%	3.8%	4.3%	1.2%	1.1%	1.1%	6,840	6,070	7,126	324	339	391
DOJ	23.6%	22.9%	23.2%	50.4%	54.0%	53.9%	21.4%	20.2%	18.4%	3.5%	2.0%	3.6%	1.1%	0.9%	1.0%	4,101	3,997	5,015	295	381	506
DOL	33.3%	33.0%	29.8%	49.3%	49.8%	51.8%	14.0%	14.0%	14.8%	2.7%	2.5%	2.7%	0.7%	0.8%	1.0%	1,778	2,257	2,459	135	180	205
DOT	32.0%	31.7%	29.7%	48.0%	49.0%	50.6%	17.0%	15.6%	16.7%	2.7%	3.1%	2.5%	0.3%	0.5%	0.5%	3,164	2,835	3,014	254	233	217
Educ	31.8%	28.3%	30.6%	51.6%	54.1%	55.2%	12.9%	13.2%	11.1%	2.8%	3.7%	2.1%	0.9%	0.7%	1.0%	578	578	672	35	56	43
EEOC	34.9%	35.4%	35.0%	49.5%	49.6%	44.1%	13.9%	12.4%	15.6%	1.7%	1.6%	3.5%	0.0%	1.0%	1.8%	295	311	230	22	26	27
EPA	36.6%	33.1%	32.1%	49.5%	51.0%	50.4%	11.1%	12.3%	14.2%	2.3%	2.7%	2.7%	0.5%	0.8%	0.6%	3,380	3,500	1,556	113	160	65
FCC	28.0%	27.2%	34.7%	52.7%	55.0%	46.6%	15.4%	15.7%	13.2%	3.0%	0.9%	2.2%	0.9%	1.2%	3.3%	119	123	110	12	7	8
FERC	49.6%	47.3%	49.2%	43.0%	46.8%	43.6%	6.4%	5.5%	6.8%	0.8%	0.0%	0.2%	0.2%	0.4%	0.2%	429	488	421	13	19	14
FTC	38.0%	35.3%	22.4%	48.0%	55.7%	56.1%	14.0%	8.2%	19.5%	0.0%	0.0%	1.9%	0.0%	0.8%	0.0%	84	103	99	6	10	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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
GSA	45.6%	41.5%	40.4%	40.1%	41.5%	44.7%	12.8%	15.0%	12.7%	1.2%	1.9%	1.8%	0.4%	0.2%	0.4%	1,227	1,236	1,481	113	124	146
HHS	34.6%	32.7%	31.6%	50.7%	51.2%	51.2%	11.9%	13.4%	13.7%	2.2%	2.1%	2.6%	0.5%	0.5%	0.9%	10,836	9,694	8,694	623	668	583
HUD	31.7%	31.2%	25.9%	50.0%	50.6%	55.3%	14.6%	15.0%	15.3%	3.2%	2.5%	2.7%	0.5%	0.8%	0.8%	1,238	1,384	1,394	88	109	94
NARA	25.7%	26.4%	25.0%	56.8%	49.7%	52.1%	14.5%	20.0%	19.2%	2.5%	2.6%	2.7%	0.5%	1.3%	0.9%	677	415	437	24	33	27
NASA	47.5%	45.8%	44.4%	44.8%	46.5%	47.1%	6.3%	6.4%	7.3%	1.2%	1.1%	1.1%	0.2%	0.2%	0.2%	5,508	5,291	4,748	141	163	110
NCUA	30.9%	34.0%	33.4%	48.7%	50.3%	44.3%	14.6%	12.5%	18.3%	5.9%	3.2%	3.3%	0.0%	0.0%	0.6%	123	151	159	9	7	11
NLRB	31.8%	26.8%	22.0%	43.4%	49.5%	52.3%	19.1%	17.1%	21.1%	5.1%	3.9%	3.2%	0.7%	2.6%	1.4%	196	199	210	14	14	18
NRC	46.7%	49.4%	49.2%	44.8%	42.9%	42.6%	7.7%	6.0%	6.6%	0.7%	1.5%	1.1%	0.1%	0.2%	0.5%	1,002	824	1,141	34	36	35
NSF	41.1%	36.9%	42.3%	48.6%	52.6%	48.2%	8.6%	9.3%	8.0%	1.0%	1.0%	0.9%	0.8%	0.3%	0.6%	300	264	294	5	15	9
OMB	24.7%	26.4%	22.7%	64.1%	58.3%	59.5%	8.2%	12.4%	13.5%	1.6%	2.9%	0.9%	1.3%	0.0%	3.3%	89	105	87	1	2	4
OPM	38.2%	33.6%	31.9%	41.7%	46.6%	47.9%	16.4%	15.6%	16.3%	2.2%	3.9%	2.8%	1.5%	0.4%	1.1%	314	430	603	27	43	46
PBGC	43.6%	36.4%	36.4%	47.6%	50.0%	55.9%	7.8%	12.1%	7.3%	1.0%	1.0%	0.4%	0.0%	0.4%	0.0%	204	211	227	10	5	12
RRB	45.1%	35.9%	42.5%	49.4%	56.2%	48.9%	4.5%	7.9%	7.5%	1.0%	0.0%	1.1%	0.0%	0.0%	0.0%	188	136	206	3	6	16
SBA	32.0%	31.9%	28.8%	49.3%	48.9%	46.8%	14.5%	14.6%	20.9%	3.5%	3.4%	2.0%	0.7%	1.3%	1.5%	198	173	197	24	23	28
SEC	40.3%	36.3%	33.5%	48.8%	51.1%	48.9%	9.1%	11.2%	13.7%	1.5%	1.3%	3.6%	0.4%	0.1%	0.3%	699	632	383	43	40	22

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	31.7%	30.1%	29.2%	49.6%	50.4%	50.6%	15.1%	15.7%	16.5%	2.8%	2.8%	2.7%	0.8%	1.0%	0.9%	119,164	102,282	106,036	7,694	7,335	7,380
SSA	25.2%	24.6%	24.6%	52.4%	52.8%	52.3%	19.4%	19.2%	20.0%	2.1%	2.5%	2.6%	0.8%	1.0%	0.5%	1,541	1,687	1,991	102	167	193
State	20.8%	20.0%	19.2%	56.0%	52.3%	57.7%	19.4%	22.8%	16.6%	3.4%	3.5%	5.9%	0.4%	1.5%	0.6%	831	948	749	78	99	82
Treas	32.5%	30.7%	30.6%	50.8%	51.8%	51.1%	14.0%	14.4%	15.2%	1.8%	2.2%	2.3%	0.8%	0.9%	0.9%	9,135	9,197	10,557	777	827	942
USAID	35.5%	31.2%	32.5%	49.6%	52.3%	51.9%	12.8%	14.9%	14.0%	2.0%	1.6%	1.0%	0.1%	0.0%	0.6%	584	553	491	38	49	41
USDA	34.7%	33.5%	33.3%	50.5%	50.9%	51.5%	12.5%	13.2%	12.4%	2.0%	1.8%	2.3%	0.3%	0.5%	0.6%	13,948	6,352	5,521	653	313	311
VA	21.1%	19.5%	18.7%	52.3%	52.4%	52.7%	22.0%	22.9%	24.4%	3.6%	4.1%	3.3%	1.0%	1.1%	0.9%	9,559	4,978	5,690	1,259	663	722
Small Agencies	34.0%	32.6%	33.0%	50.7%	50.0%	48.8%	12.4%	13.8%	14.2%	2.6%	2.6%	3.0%	0.3%	0.9%	1.1%	1,342	1,402	1,418	92	80	84
DOD	36.2%	34.6%	33.1%	47.7%	48.9%	49.4%	12.7%	13.1%	14.6%	2.6%	2.4%	2.2%	0.8%	0.9%	0.7%	21,177	18,007	22,586	1,195	1,103	1,375
USACE	23.0%	19.9%	20.6%	51.1%	54.2%	56.4%	19.8%	20.5%	17.6%	5.3%	5.1%	4.6%	0.8%	0.3%	0.7%	813	718	915	51	46	75
Air Force	38.1%	36.7%	35.9%	49.0%	50.9%	51.6%	10.2%	9.3%	10.5%	2.0%	1.8%	1.6%	0.8%	1.2%	0.5%	7,311	6,790	8,242	360	355	414
Army‡	28.8%	28.2%	25.1%	49.2%	50.6%	51.0%	17.3%	16.7%	20.3%	3.8%	3.2%	2.9%	1.0%	1.2%	0.7%	3,355	2,742	3,438	305	260	327
Navy‡	29.8%	26.8%	26.7%	49.4%	49.6%	49.0%	16.3%	19.6%	20.7%	3.5%	3.4%	2.4%	1.0%	0.7%	1.1%	3,063	2,463	4,050	206	193	289
Marine Corps	38.9%	39.7%	34.4%	44.5%	43.8%	46.1%	14.4%	13.8%	15.4%	2.2%	2.6%	3.4%	0.0%	0.1%	0.7%	629	423	564	32	25	32
DOD 4th Estate	47.1%	46.7%	45.7%	42.9%	43.1%	43.3%	8.0%	8.4%	8.7%	1.4%	1.4%	1.7%	0.6%	0.5%	0.7%	6,006	4,871	5,377	241	224	238

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
BBG	32.8%	24.2%	26.6%	45.9%	51.0%	39.0%	17.6%	17.6%	31.5%	3.8%	5.0%	1.4%	0.0%	2.2%	1.5%	51	40	66	22	16	39
CSOSA	28.7%	35.7%	37.5%	52.9%	47.9%	52.0%	17.0%	14.3%	8.6%	1.4%	2.0%	1.1%	0.0%	0.0%	0.8%	119	156	155	12	13	16
DHS	26.3%	24.1%	23.4%	48.8%	47.8%	49.9%	19.8%	22.4%	21.2%	3.1%	3.5%	3.4%	1.9%	2.2%	2.1%	7,047	7,019	5,712	885	1,127	584
DOC	31.3%	32.4%	27.8%	48.3%	46.5%	49.9%	17.6%	18.2%	18.3%	1.6%	1.6%	2.8%	1.2%	1.3%	1.2%	1,059	1,003	1,114	147	152	173
DOE	32.7%	31.3%	29.5%	51.4%	47.8%	48.6%	12.5%	17.9%	18.8%	2.3%	1.6%	1.9%	1.2%	1.5%	1.2%	1,039	997	1,197	120	147	176
DOI	25.8%	24.5%	22.0%	50.9%	51.7%	53.8%	18.8%	18.9%	19.7%	3.4%	3.8%	2.9%	1.1%	1.1%	1.6%	4,547	4,194	4,856	452	444	559
DOJ	32.3%	30.2%	30.1%	48.6%	49.6%	50.7%	14.6%	15.9%	15.4%	2.6%	2.6%	2.5%	1.8%	1.7%	1.3%	2,590	2,754	3,655	275	308	459
DOL	37.1%	34.9%	32.6%	46.5%	47.3%	49.2%	13.5%	14.8%	15.3%	2.0%	1.7%	1.9%	0.9%	1.2%	1.1%	1,204	1,420	1,513	116	186	183
DOT	32.8%	29.3%	29.6%	47.9%	52.2%	50.4%	16.8%	15.7%	16.8%	1.7%	2.1%	2.0%	0.7%	0.8%	1.1%	2,332	2,082	2,133	271	286	350
Educ	34.6%	33.2%	29.9%	48.7%	43.5%	47.6%	15.3%	20.2%	19.9%	0.7%	2.4%	2.1%	0.7%	0.8%	0.4%	260	254	241	36	58	57
EEOC	32.0%	32.6%	33.7%	49.1%	47.3%	41.5%	14.0%	16.2%	18.8%	3.9%	2.4%	3.5%	1.0%	1.5%	2.5%	203	194	164	27	50	34
EPA	33.0%	30.5%	30.4%	48.9%	46.5%	52.0%	13.3%	18.8%	14.7%	3.4%	2.8%	2.3%	1.4%	1.3%	0.5%	1,111	1,073	496	135	215	98
FCC	25.6%	27.0%	35.0%	46.6%	52.7%	41.2%	18.8%	20.2%	19.3%	9.0%	0.0%	4.5%	0.0%	0.0%	0.0%	51	39	38	9	12	10
FERC	36.5%	40.6%	31.6%	44.0%	44.4%	47.9%	14.3%	12.1%	19.5%	4.3%	3.0%	1.1%	0.9%	0.0%	0.0%	111	98	100	16	21	17
FTC	31.0%	39.3%	32.1%	48.3%	41.2%	49.0%	16.1%	16.0%	16.8%	4.6%	1.7%	0.0%	0.0%	1.8%	2.2%	49	52	46	4	8	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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
GSA	42.5%	37.9%	38.7%	41.1%	42.4%	37.7%	14.1%	18.1%	20.3%	1.8%	1.3%	2.4%	0.4%	0.4%	0.9%	780	765	818	134	134	212
HHS	32.7%	29.7%	28.8%	47.9%	48.6%	47.7%	15.4%	18.1%	18.8%	2.7%	2.5%	3.3%	1.2%	1.2%	1.3%	4,813	4,465	4,307	673	694	738
HUD	30.8%	29.8%	25.6%	49.5%	48.0%	49.9%	15.2%	16.7%	19.2%	3.2%	4.1%	3.1%	1.3%	1.3%	2.3%	683	764	799	88	119	120
NARA	35.6%	29.3%	28.1%	45.3%	49.3%	46.3%	14.6%	16.8%	19.3%	2.7%	3.2%	4.5%	1.8%	1.5%	1.8%	245	243	227	31	34	30
NASA	52.5%	48.5%	48.1%	36.9%	41.1%	40.9%	9.0%	8.8%	9.2%	0.8%	1.3%	1.7%	0.8%	0.3%	0.1%	1,650	1,583	1,467	121	161	147
NCUA	32.1%	37.1%	30.7%	43.3%	46.9%	51.6%	20.9%	12.5%	16.6%	1.7%	2.0%	1.1%	2.0%	1.6%	0.0%	61	63	73	13	14	22
NLRB	35.5%	34.9%	37.4%	49.5%	44.7%	44.8%	13.4%	20.4%	12.1%	1.6%	0.0%	4.4%	0.0%	0.0%	1.3%	76	68	68	15	22	25
NRC	41.9%	46.5%	42.4%	46.7%	44.9%	45.9%	8.4%	5.8%	9.5%	2.5%	2.6%	1.3%	0.5%	0.2%	0.8%	421	359	502	28	32	39
NSF	37.5%	37.1%	43.7%	50.4%	43.3%	43.1%	9.4%	16.4%	12.3%	2.1%	2.2%	0.0%	0.6%	1.0%	0.9%	142	83	98	5	17	14
OMB	18.9%	20.0%	11.0%	55.2%	65.0%	78.3%	20.6%	9.3%	10.7%	5.4%	3.2%	0.0%	0.0%	2.5%	0.0%	27	34	16	5	2	4
OPM	31.0%	31.4%	34.7%	46.4%	47.2%	38.3%	17.7%	19.0%	23.8%	3.4%	1.0%	1.5%	1.6%	1.4%	1.7%	247	283	335	41	66	77
PBGC	36.8%	39.6%	34.2%	53.3%	40.6%	33.8%	9.8%	16.2%	27.6%	0.0%	3.6%	2.9%	0.0%	0.0%	1.6%	52	47	61	6	7	14
RRB	32.1%	19.2%	23.5%	51.5%	45.4%	53.6%	16.4%	25.5%	14.3%	0.0%	7.4%	5.1%	0.0%	2.6%	3.4%	54	50	75	12	7	12
SBA	27.6%	26.6%	17.7%	44.4%	42.8%	52.3%	22.8%	27.5%	27.3%	3.9%	2.4%	1.4%	1.2%	0.7%	1.3%	163	154	161	23	33	38
SEC	38.9%	35.8%	26.3%	47.7%	44.7%	51.1%	10.9%	18.6%	18.1%	2.5%	0.9%	3.4%	0.0%	0.0%	1.2%	240	232	128	52	42	20

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	29.3%	27.1%	26.1%	48.3%	48.4%	48.7%	18.3%	20.1%	20.9%	2.7%	2.9%	2.8%	1.4%	1.6%	1.6%	60,783	51,991	55,156	7,854	8,067	8,714
SSA	33.1%	30.9%	27.9%	48.0%	49.6%	50.5%	13.6%	13.9%	16.6%	3.8%	4.1%	3.6%	1.4%	1.6%	1.4%	1,296	1,369	1,686	97	146	173
State	30.7%	26.4%	23.3%	47.2%	49.6%	45.3%	18.0%	16.0%	25.3%	2.5%	6.6%	5.1%	1.6%	1.5%	0.9%	221	281	220	49	102	66
Treas	33.1%	31.9%	30.5%	50.7%	49.4%	50.2%	13.3%	15.6%	16.0%	2.1%	2.2%	2.2%	0.8%	0.9%	1.1%	7,048	6,970	8,217	667	849	1,005
USAID	40.7%	35.9%	30.5%	41.0%	42.9%	44.3%	17.8%	17.3%	21.0%	0.0%	3.3%	1.4%	0.4%	0.6%	2.8%	226	189	152	29	33	46
USDA	28.4%	27.4%	25.9%	51.4%	50.9%	52.0%	16.4%	17.8%	18.6%	2.7%	2.6%	2.5%	1.1%	1.3%	1.0%	8,272	3,728	3,582	723	424	403
VA	24.1%	21.9%	21.8%	47.3%	46.6%	43.9%	23.3%	25.5%	28.0%	3.3%	3.9%	3.9%	1.9%	2.0%	2.3%	5,763	2,904	3,270	1,189	626	764
Small Agencies	31.0%	25.8%	29.5%	48.3%	48.4%	47.7%	17.0%	21.1%	17.9%	2.5%	2.6%	2.6%	1.2%	2.1%	2.3%	654	663	643	90	125	126
DOD	28.4%	25.5%	24.4%	47.4%	48.2%	48.4%	20.5%	22.5%	23.4%	2.5%	2.3%	2.2%	1.3%	1.5%	1.6%	5,876	5,319	6,765	1,236	1,335	1,857
USACE	21.0%	20.8%	17.9%	54.6%	53.2%	55.5%	19.3%	22.0%	21.8%	3.2%	2.9%	3.1%	2.0%	1.2%	1.8%	471	448	588	55	64	87
Air Force	32.2%	28.3%	25.3%	46.5%	47.8%	50.5%	17.7%	20.6%	20.4%	1.8%	1.4%	2.3%	1.8%	1.9%	1.4%	1,230	1,162	1,353	302	381	524
Army‡	24.7%	22.9%	24.4%	47.4%	48.6%	44.5%	24.8%	22.9%	27.1%	2.1%	3.8%	2.1%	1.0%	1.8%	1.9%	1,282	1,109	1,510	329	313	419
Navy‡	27.5%	21.6%	20.7%	47.0%	49.0%	51.0%	21.8%	26.5%	24.7%	2.6%	1.5%	2.0%	1.2%	1.5%	1.6%	1,163	1,034	1,466	254	243	438
Marine Corps	24.0%	22.4%	18.2%	42.1%	33.3%	50.9%	27.5%	36.8%	25.9%	4.7%	4.7%	2.0%	1.6%	2.7%	3.0%	118	94	115	35	26	46
DOD 4th Estate	32.7%	33.9%	31.4%	47.3%	46.9%	45.8%	16.0%	16.9%	19.6%	2.9%	1.7%	2.1%	1.0%	0.6%	1.1%	1,612	1,472	1,733	261	308	343

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
BBG	47.1%	31.4%	34.0%	27.2%	14.0%	30.1%	15.5%	54.6%	30.8%	0.0%	0.0%	5.2%	10.3%	0.0%	0.0%	12	9	20	10	9	10
CSOSA	48.7%	57.6%	41.9%	23.7%	29.9%	27.9%	23.1%	12.4%	26.9%	4.5%	0.0%	3.3%	0.0%	0.0%	0.0%	24	28	35	8	3	8
DHS	28.2%	23.5%	22.4%	33.5%	35.3%	34.3%	31.7%	33.1%	36.5%	3.2%	4.8%	4.6%	3.4%	3.3%	2.2%	725	727	491	421	497	317
DOC	42.0%	40.6%	32.7%	37.8%	36.3%	41.0%	18.3%	17.5%	22.0%	1.9%	4.4%	3.4%	0.0%	1.2%	0.9%	286	311	329	106	101	115
DOE	46.4%	36.8%	33.4%	33.9%	38.4%	40.0%	18.1%	22.0%	24.5%	0.9%	1.9%	2.1%	0.6%	0.9%	0.0%	189	192	203	81	89	99
DOI	31.0%	27.7%	27.8%	36.5%	35.1%	36.6%	26.8%	32.8%	29.7%	4.0%	2.8%	4.1%	1.7%	1.5%	1.7%	351	336	382	191	149	210
DOJ	26.0%	29.3%	28.7%	43.5%	39.5%	40.7%	27.2%	27.9%	26.7%	0.8%	1.5%	1.0%	2.5%	1.8%	2.9%	293	274	360	148	160	228
DOL	48.0%	40.8%	40.4%	33.6%	39.9%	39.5%	15.9%	16.7%	17.4%	0.6%	1.7%	1.3%	2.0%	0.9%	1.5%	305	423	403	92	152	153
DOT	36.6%	33.5%	35.2%	32.9%	41.2%	39.4%	26.9%	21.7%	22.1%	1.5%	2.3%	2.6%	2.1%	1.4%	0.8%	395	387	367	190	191	170
Educ	27.5%	33.8%	26.8%	33.7%	47.3%	34.2%	31.8%	15.4%	26.6%	7.0%	1.7%	8.6%	0.0%	1.8%	3.7%	94	121	76	22	41	33
EEOC	23.2%	43.0%	35.6%	36.7%	27.0%	39.8%	40.1%	24.9%	19.6%	0.0%	5.1%	5.0%	0.0%	0.0%	0.0%	22	22	20	11	13	20
EPA	41.1%	36.2%	36.0%	33.5%	32.5%	40.8%	20.9%	27.8%	19.3%	3.7%	3.1%	1.3%	0.8%	0.4%	2.6%	259	284	124	113	117	57
FCC	39.3%	27.2%	57.6%	60.7%	36.0%	32.1%	0.0%	26.3%	10.3%	0.0%	0.0%	0.0%	0.0%	10.4%	0.0%	4	8	6	5	1	3
FERC	33.3%	45.8%	52.7%	44.9%	39.2%	36.2%	21.8%	9.4%	11.1%	0.0%	3.1%	0.0%	0.0%	2.6%	0.0%	41	40	39	14	11	16
FTC	33.7%	32.0%	34.0%	38.8%	51.2%	20.2%	20.9%	11.1%	37.0%	6.6%	5.7%	8.8%	0.0%	0.0%	0.0%	17	18	12	7	8	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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
GSA	49.8%	49.5%	45.2%	27.1%	26.7%	27.4%	22.5%	22.3%	25.2%	0.6%	1.5%	1.3%	0.0%	0.0%	0.8%	195	210	212	95	96	118
HHS	34.9%	35.0%	36.8%	40.1%	43.2%	40.4%	19.6%	17.7%	18.2%	3.4%	2.5%	3.8%	1.9%	1.6%	0.7%	1,565	1,427	1,303	430	447	425
HUD	39.4%	33.4%	34.5%	33.0%	36.1%	40.1%	23.7%	28.0%	20.1%	3.9%	1.2%	3.6%	0.0%	1.3%	1.8%	123	146	134	62	71	64
NARA	52.2%	31.8%	16.1%	18.6%	29.5%	33.5%	29.2%	33.8%	37.5%	0.0%	2.5%	6.9%	0.0%	2.3%	5.9%	21	33	30	10	16	21
NASA	52.0%	50.3%	52.2%	35.8%	37.5%	33.3%	10.3%	11.1%	13.5%	1.2%	0.9%	1.0%	0.7%	0.2%	0.0%	583	565	464	112	125	100
NCUA	50.2%	48.6%	40.5%	49.8%	51.4%	38.8%	0.0%	0.0%	20.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4	7	8	9	6	6
NLRB	39.6%	38.6%	38.1%	10.3%	19.5%	26.5%	50.1%	41.9%	29.5%	0.0%	0.0%	6.0%	0.0%	0.0%	0.0%	15	16	15	9	9	7
NRC	48.1%	51.7%	40.8%	40.7%	35.0%	40.9%	11.2%	13.2%	17.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	69	63	81	24	24	34
NSF	44.7%	41.5%	47.3%	35.5%	17.4%	32.3%	17.1%	25.9%	9.2%	0.0%	3.9%	5.8%	2.7%	11.3%	5.4%	36	30	32	5	18	13
OMB	24.7%	22.6%	24.4%	33.3%	49.1%	37.7%	14.4%	10.4%	26.9%	17.6%	15.0%	11.0%	9.9%	3.0%	0.0%	40	41	29	1	1	2
OPM	46.7%	44.9%	47.0%	28.8%	24.6%	21.5%	16.8%	27.8%	31.5%	3.2%	0.0%	0.0%	4.5%	2.8%	0.0%	49	61	80	18	30	23
PBGC	6.9%	55.6%	18.1%	52.9%	34.8%	41.3%	26.5%	9.6%	31.4%	13.7%	0.0%	9.2%	0.0%	0.0%	0.0%	10	9	10	6	6	7
RRB	0.0%	6.7%	14.0%	70.9%	48.8%	40.6%	29.1%	26.9%	45.5%	0.0%	0.0%	0.0%	0.0%	17.6%	0.0%	3	10	7	3	4	5
SBA	33.6%	51.6%	21.2%	30.7%	14.8%	28.3%	30.9%	17.7%	39.3%	4.8%	15.8%	11.2%	0.0%	0.0%	0.0%	20	12	18	13	12	10
SEC	49.8%	48.1%	46.0%	39.4%	40.8%	41.0%	8.8%	7.9%	10.8%	1.3%	2.5%	2.3%	0.7%	0.7%	0.0%	305	254	126	39	33	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

(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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	34.3%	33.2%	31.8%	38.7%	39.0%	39.8%	22.2%	23.5%	24.4%	3.1%	2.7%	2.6%	1.6%	1.6%	1.5%	12,057	10,701	10,781	4,915	4,380	4,620
SSA	29.7%	34.5%	35.8%	40.3%	37.4%	28.9%	27.2%	24.4%	30.1%	1.3%	3.5%	3.3%	1.6%	0.1%	1.9%	225	249	235	79	111	98
State	31.4%	40.9%	28.8%	39.0%	40.1%	48.3%	15.0%	11.6%	17.9%	7.1%	6.3%	2.3%	7.5%	1.1%	2.7%	128	143	122	42	41	39
Treas	32.9%	31.3%	32.7%	31.8%	32.7%	34.7%	31.4%	32.5%	28.2%	2.3%	1.9%	2.9%	1.6%	1.6%	1.6%	879	842	989	542	506	557
USAID	50.2%	44.1%	38.5%	37.8%	45.1%	41.0%	10.9%	8.6%	16.7%	0.6%	1.5%	2.3%	0.4%	0.7%	1.5%	148	131	81	26	18	15
USDA	28.2%	27.2%	27.3%	39.5%	39.8%	39.6%	29.8%	28.5%	29.9%	1.3%	3.5%	2.0%	1.2%	1.0%	1.2%	772	353	350	371	202	179
VA	28.6%	26.9%	23.2%	38.8%	36.9%	37.4%	26.5%	30.6%	35.6%	4.0%	3.1%	1.8%	2.0%	2.5%	2.0%	1,318	679	817	765	279	384
Small Agencies	23.7%	30.0%	19.4%	38.9%	35.1%	39.5%	29.8%	29.4%	27.7%	2.0%	3.6%	12.0%	5.5%	1.9%	1.5%	83	100	69	38	54	46
DOD	36.3%	34.7%	33.9%	40.0%	40.5%	42.2%	19.1%	21.0%	20.0%	3.4%	2.5%	2.6%	1.1%	1.3%	1.3%	2,449	2,140	2,702	797	729	1,004
USACE	40.0%	39.1%	29.6%	37.3%	36.1%	46.0%	14.0%	22.6%	20.8%	6.4%	2.1%	3.6%	2.4%	0.0%	0.0%	177	139	144	34	31	37
Air Force	38.8%	36.6%	33.2%	43.0%	40.2%	46.9%	15.2%	19.8%	17.0%	2.2%	1.5%	2.0%	0.8%	1.9%	0.9%	740	696	799	221	240	323
Army‡	38.3%	34.4%	34.0%	37.5%	42.3%	42.7%	21.2%	20.1%	19.1%	2.6%	2.2%	2.8%	0.5%	1.0%	1.4%	705	601	730	225	196	266
Navy‡	31.0%	28.1%	31.8%	42.4%	41.8%	38.8%	20.4%	24.4%	24.0%	4.2%	4.0%	3.5%	2.0%	1.7%	2.0%	459	374	554	163	117	183
Marine Corps	25.2%	22.4%	33.0%	50.4%	44.2%	40.8%	20.3%	27.3%	22.0%	4.0%	4.0%	0.3%	0.0%	2.1%	3.9%	52	33	50	18	15	24
DOD 4th Estate	36.6%	45.9%	39.8%	34.7%	34.0%	37.9%	21.8%	17.2%	19.7%	5.7%	2.0%	2.0%	1.2%	1.0%	0.7%	316	297	425	136	130	171

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
BBG	32.6%	25.9%	52.0%	40.0%	26.1%	20.5%	14.3%	42.1%	22.0%	6.7%	6.0%	0.0%	6.4%	0.0%	5.5%	15	15	19	11	9	7
CSOSA	6.0%	45.6%	30.0%	51.6%	20.9%	33.9%	42.4%	33.5%	36.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9	14	18	4	4	6
DHS	29.7%	24.4%	22.0%	30.3%	35.5%	34.9%	35.2%	34.7%	37.7%	3.7%	3.4%	3.2%	1.0%	2.0%	2.2%	670	649	464	434	421	339
DOC	30.9%	28.6%	30.4%	40.6%	44.0%	39.7%	28.2%	25.1%	27.5%	0.3%	2.1%	2.1%	0.0%	0.2%	0.3%	186	222	266	110	86	95
DOE	33.0%	27.5%	23.2%	34.1%	41.6%	49.0%	30.4%	27.8%	26.1%	1.8%	1.6%	0.5%	0.6%	1.5%	1.2%	169	173	170	80	69	86
DOI	31.6%	24.7%	24.9%	36.0%	34.5%	38.5%	30.4%	38.5%	34.4%	1.4%	2.0%	1.3%	0.6%	0.4%	0.8%	277	278	295	195	149	160
DOJ	21.2%	35.6%	30.4%	46.0%	36.1%	38.7%	31.0%	26.9%	29.5%	0.7%	1.4%	0.9%	1.1%	0.0%	0.5%	243	260	324	163	160	202
DOL	44.5%	37.4%	24.5%	34.6%	37.3%	44.2%	19.7%	23.7%	30.8%	0.6%	0.8%	0.5%	0.7%	0.7%	0.0%	159	232	217	92	118	128
DOT	34.9%	31.1%	29.9%	33.5%	39.8%	43.4%	30.1%	26.7%	24.8%	1.3%	1.8%	2.0%	0.2%	0.6%	0.0%	335	328	272	169	158	121
Educ	37.4%	36.1%	35.7%	16.0%	35.3%	32.2%	43.1%	27.2%	29.4%	3.5%	1.4%	2.6%	0.0%	0.0%	0.0%	50	65	43	26	32	32
EEOC	25.4%	36.0%	34.5%	34.9%	18.2%	33.9%	35.3%	41.8%	28.4%	0.0%	0.0%	3.3%	4.4%	4.0%	0.0%	25	26	28	9	14	16
EPA	28.1%	23.6%	28.3%	43.0%	40.2%	42.3%	26.1%	35.6%	25.2%	2.0%	0.6%	3.0%	0.8%	0.0%	1.1%	209	192	92	96	103	41
FCC	21.2%	21.3%	57.4%	68.5%	62.6%	28.8%	4.3%	12.0%	13.8%	0.0%	0.0%	0.0%	6.1%	4.1%	0.0%	16	23	11	6	3	4
FERC	27.3%	37.9%	27.3%	34.2%	44.2%	43.9%	34.7%	17.8%	28.8%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	22	22	21	7	8	10
FTC	48.9%	20.4%	38.2%	40.9%	64.7%	19.2%	10.2%	14.9%	42.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10	14	5	7	8	3

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
GSA	40.4%	42.4%	37.9%	34.1%	23.1%	30.4%	24.9%	33.8%	31.8%	0.0%	0.0%	0.0%	0.5%	0.6%	0.0%	141	150	131	83	73	71
HHS	30.3%	27.4%	31.0%	41.7%	45.2%	42.0%	25.4%	25.5%	24.7%	1.8%	1.6%	1.8%	0.7%	0.3%	0.4%	1,012	859	859	463	409	360
HUD	27.5%	30.6%	33.5%	40.7%	40.3%	37.3%	30.1%	29.1%	21.6%	1.6%	0.0%	2.7%	0.0%	0.0%	4.8%	105	145	115	61	62	58
NARA	40.3%	33.6%	18.3%	32.8%	31.4%	43.2%	27.0%	31.2%	38.5%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	31	29	14	11	11	16
NASA	41.0%	42.2%	37.7%	39.6%	36.3%	40.5%	17.3%	20.2%	20.5%	2.0%	0.6%	1.3%	0.0%	0.6%	0.0%	424	341	262	97	95	93
NCUA	49.3%	57.1%	41.5%	39.3%	20.0%	23.8%	11.4%	22.9%	23.3%	0.0%	0.0%	11.4%	0.0%	0.0%	0.0%	8	10	8	7	7	10
NLRB	31.8%	19.7%	30.6%	14.8%	16.7%	34.0%	53.5%	63.6%	35.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11	10	6	9	5	8
NRC	39.0%	53.0%	35.0%	30.0%	32.3%	48.7%	27.7%	14.7%	12.2%	3.3%	0.0%	1.3%	0.0%	0.0%	2.7%	64	55	72	27	28	18
NSF	40.7%	34.3%	20.5%	48.8%	39.5%	42.8%	10.5%	21.7%	29.9%	0.0%	0.0%	3.5%	0.0%	4.6%	3.3%	17	17	24	6	12	13
OMB	0.0%	0.0%	0.0%	100.0%	53.1%	75.4%	0.0%	46.9%	24.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2	8	4	4	1	2
OPM	34.4%	35.4%	32.8%	38.6%	39.7%	40.0%	24.5%	23.9%	27.3%	2.6%	1.0%	0.0%	0.0%	0.0%	0.0%	55	64	95	20	24	30
PBGC	30.3%	36.4%	21.1%	59.9%	25.6%	50.9%	9.9%	37.9%	28.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8	14	9	11	3	8
RRB	21.9%	22.4%	24.2%	61.4%	40.5%	71.3%	16.7%	37.1%	4.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16	24	26	3	7	7
SBA	37.0%	47.3%	32.4%	33.5%	28.1%	30.3%	29.4%	24.5%	37.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21	13	12	7	13	10
SEC	37.2%	30.8%	35.8%	46.1%	41.7%	34.5%	12.0%	21.9%	25.1%	2.4%	4.4%	1.9%	2.2%	1.2%	2.6%	86	70	43	34	32	23

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		
	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015	2017	2016	2015
All Responses	30.2%	30.3%	26.6%	37.7%	37.3%	39.7%	29.3%	30.2%	31.3%	1.7%	1.6%	1.4%	1.0%	0.7%	1.1%	8,738	7,399	7,497	4,560	3,730	3,831
SSA	36.2%	36.6%	33.8%	39.4%	33.1%	34.3%	21.6%	27.1%	27.9%	1.1%	2.8%	0.9%	1.7%	0.4%	3.1%	172	173	180	65	78	86
State	25.4%	41.4%	25.2%	55.1%	37.5%	47.3%	19.3%	15.6%	21.7%	0.0%	3.7%	5.8%	0.2%	1.8%	0.0%	95	90	87	36	38	34
Treas	31.8%	31.8%	29.7%	35.0%	37.2%	38.3%	30.2%	28.3%	29.3%	1.4%	1.8%	1.6%	1.6%	0.9%	1.0%	845	811	895	465	419	394
USAID	42.7%	35.5%	31.6%	37.3%	46.9%	41.1%	16.9%	9.7%	24.7%	3.1%	7.9%	2.7%	0.0%	0.0%	0.0%	60	43	45	30	14	16
USDA	25.1%	29.6%	24.4%	41.0%	35.4%	45.2%	31.2%	32.6%	28.4%	1.9%	1.5%	1.3%	0.8%	0.9%	0.7%	774	365	320	417	178	164
VA	29.2%	27.1%	22.1%	39.4%	42.4%	41.6%	27.6%	28.5%	33.2%	2.5%	1.4%	1.7%	1.2%	0.7%	1.5%	1,233	588	721	597	218	320
Small Agencies	20.1%	26.1%	24.7%	48.3%	37.5%	43.5%	26.9%	32.5%	27.1%	3.5%	2.4%	3.7%	1.1%	1.6%	1.1%	93	115	96	40	59	43
DOD	30.3%	31.3%	27.1%	35.0%	33.3%	38.3%	32.7%	33.8%	33.2%	1.0%	1.1%	0.6%	1.0%	0.5%	0.8%	1,070	892	1,228	658	602	797
USACE	18.9%	18.5%	23.9%	35.8%	36.3%	46.4%	37.5%	45.2%	29.6%	5.2%	0.0%	0.0%	2.7%	0.0%	0.0%	46	42	50	23	17	16
Air Force	34.8%	34.1%	23.2%	38.7%	32.0%	44.5%	25.3%	31.6%	32.0%	0.7%	1.5%	0.1%	0.5%	0.8%	0.2%	289	248	295	193	196	242
Army‡	31.9%	30.9%	26.0%	32.7%	34.5%	39.0%	33.5%	32.8%	33.8%	0.8%	1.7%	0.0%	1.2%	0.0%	1.2%	277	227	315	172	163	198
Navy‡	25.2%	25.5%	23.9%	36.2%	33.0%	33.4%	36.2%	40.2%	40.1%	1.0%	0.3%	1.5%	1.4%	1.0%	1.0%	212	177	263	130	96	188
Marine Corps	29.8%	29.4%	24.3%	33.9%	31.6%	42.6%	36.3%	39.0%	33.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24	10	24	20	9	12
DOD 4th Estate	30.4%	39.5%	37.7%	31.3%	32.6%	35.7%	36.7%	26.1%	24.9%	1.2%	1.3%	0.8%	0.5%	0.5%	0.8%	222	188	281	120	121	141

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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