

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|-------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 25.3% | 24.8% | 23.3% | 41.0% | 41.5% | 40.7% | 19.2% | 19.4% | 20.1% | 9.3% | 9.2% | 10.0% | 5.2% | 5.1% | 5.9% | 587,300 | 475,463 | 400,013 |
| BBG | 16.0% | 13.2% | 13.1% | 33.9% | 35.4% | 30.9% | 24.6% | 24.5% | 24.9% | 12.6% | 14.7% | 16.6% | 12.9% | 12.2% | 14.5% | 820 | 1,061 | 891 |
| CSOSA | 23.7% | 21.2% | 18.8% | 41.1% | 43.1% | 40.1% | 24.3% | 22.9% | 26.6% | 6.9% | 7.4% | 9.3% | 4.1% | 5.5% | 5.3% | 453 | 521 | 606 |
| DHS | 18.5% | 17.8% | 14.9% | 37.7% | 37.9% | 33.7% | 22.1% | 21.8% | 22.9% | 12.5% | 13.4% | 15.8% | 9.1% | 9.0% | 12.7% | 72,382 | 46,313 | 46,077 |
| DOC | 32.4% | 31.5% | 31.7% | 42.8% | 42.5% | 40.8% | 15.3% | 16.0% | 17.0% | 6.6% | 7.2% | 7.0% | 2.8% | 2.8% | 3.5% | 20,446 | 10,298 | 9,635 |
| DOE | 27.2% | 26.5% | 23.5% | 43.0% | 42.1% | 42.4% | 16.9% | 17.5% | 18.1% | 8.3% | 9.3% | 10.4% | 4.6% | 4.6% | 5.6% | 8,547 | 8,509 | 7,965 |
| DOI | 24.8% | 25.5% | 23.3% | 41.8% | 42.6% | 41.9% | 19.2% | 18.8% | 19.5% | 9.5% | 8.5% | 9.9% | 4.7% | 4.6% | 5.4% | 27,935 | 25,410 | 22,676 |
| DOJ | 28.1% | 29.0% | 29.8% | 40.5% | 42.1% | 42.9% | 18.3% | 17.4% | 16.6% | 8.4% | 7.6% | 6.8% | 4.7% | 3.8% | 3.8% | 30,087 | 15,563 | 15,991 |
| DOL | 26.3% | 27.9% | 25.9% | 39.4% | 40.6% | 41.5% | 18.6% | 17.6% | 18.0% | 9.6% | 8.4% | 9.2% | 6.1% | 5.5% | 5.3% | 7,957 | 8,689 | 11,164 |
| DOT | 29.4% | 28.8% | 26.0% | 43.3% | 43.4% | 42.7% | 16.2% | 16.6% | 17.9% | 7.5% | 7.5% | 9.1% | 3.6% | 3.7% | 4.3% | 21,278 | 16,556 | 14,655 |
| ED | 12.8% | 19.5% | 20.6% | 33.1% | 40.1% | 39.2% | 25.7% | 22.7% | 21.2% | 18.0% | 10.5% | 12.0% | 10.4% | 7.2% | 7.1% | 2,566 | 2,788 | 2,831 |
| EEOC | 25.5% | 26.3% | 25.0% | 39.1% | 39.4% | 39.8% | 20.8% | 19.6% | 19.8% | 9.0% | 8.4% | 9.7% | 5.5% | 6.4% | 5.7% | 1,368 | 1,410 | 1,480 |
| EPA | 20.1% | 26.2% | 25.1% | 40.2% | 40.5% | 44.1% | 21.3% | 18.4% | 18.0% | 12.0% | 9.9% | 8.9% | 6.4% | 5.0% | 4.0% | 7,894 | 9,270 | 10,038 |
| FCC | 28.1% | 24.6% | 25.8% | 41.1% | 43.0% | 38.8% | 19.6% | 18.6% | 20.7% | 6.7% | 10.2% | 7.2% | 4.5% | 3.6% | 7.5% | 578 | 696 | 633 |
| FERC | 59.6% | 55.5% | 45.8% | 29.2% | 31.0% | 39.0% | 7.6% | 8.7% | 9.8% | 2.2% | 3.1% | 3.8% | 1.4% | 1.7% | 1.6% | 1,109 | 1,066 | 1,144 |
| FTC | 61.9% | 55.1% | 56.5% | 24.1% | 29.9% | 26.3% | 8.8% | 10.0% | 10.3% | 3.3% | 4.0% | 5.2% | 2.0% | 1.0% | 1.7% | 633 | 604 | 633 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|-------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 25.3% | 24.8% | 23.3% | 41.0% | 41.5% | 40.7% | 19.2% | 19.4% | 20.1% | 9.3% | 9.2% | 10.0% | 5.2% | 5.1% | 5.9% | 587,300 | 475,463 | 400,013 |
| GSA | 39.0% | 37.3% | 32.8% | 39.6% | 40.5% | 39.4% | 13.5% | 14.6% | 17.1% | 5.2% | 5.0% | 6.9% | 2.7% | 2.5% | 3.9% | 7,073 | 7,410 | 6,964 |
| HHS | 32.8% | 32.7% | 29.1% | 42.3% | 42.2% | 41.8% | 15.8% | 15.9% | 17.7% | 6.1% | 6.1% | 7.1% | 3.0% | 3.1% | 4.3% | 42,415 | 42,268 | 39,667 |
| HUD | 20.0% | 20.5% | 18.9% | 39.1% | 40.0% | 37.3% | 22.5% | 22.9% | 23.8% | 10.8% | 10.8% | 11.8% | 7.5% | 5.8% | 8.2% | 4,569 | 4,896 | 5,407 |
| NARA | 17.6% | 21.7% | 18.8% | 38.4% | 39.7% | 37.5% | 21.8% | 19.1% | 21.3% | 12.9% | 12.5% | 13.1% | 9.2% | 6.9% | 9.3% | 1,722 | 1,839 | 1,853 |
| NASA | 54.6% | 54.4% | 50.5% | 32.7% | 32.5% | 34.6% | 7.9% | 8.2% | 9.4% | 3.5% | 3.4% | 3.7% | 1.4% | 1.6% | 1.8% | 11,453 | 11,677 | 11,077 |
| NCUA | 27.2% | 31.9% | 33.7% | 43.8% | 42.0% | 43.3% | 18.4% | 16.8% | 13.6% | 7.2% | 6.5% | 6.5% | 3.4% | 2.8% | 2.9% | 623 | 654 | 651 |
| NLRB | 21.6% | 26.3% | 22.5% | 39.0% | 41.9% | 40.0% | 17.7% | 16.2% | 19.7% | 13.1% | 9.0% | 11.6% | 8.6% | 6.6% | 6.3% | 847 | 841 | 866 |
| NRC | 36.2% | 33.0% | 33.6% | 39.3% | 40.9% | 40.5% | 14.6% | 15.2% | 14.7% | 7.3% | 7.5% | 7.8% | 2.7% | 3.4% | 3.4% | 2,293 | 2,422 | 2,130 |
| NSF | 43.5% | 41.3% | 35.5% | 36.3% | 38.3% | 39.3% | 13.1% | 13.8% | 14.1% | 4.8% | 3.3% | 7.3% | 2.3% | 3.3% | 3.8% | 936 | 894 | 842 |
| OMB | 37.8% | 38.0% | 44.3% | 45.6% | 45.4% | 42.6% | 11.8% | 9.9% | 8.7% | 3.9% | 5.1% | 3.7% | 0.9% | 1.5% | 0.7% | 337 | 341 | 350 |
| OPM | 27.6% | 26.6% | 26.4% | 40.7% | 42.3% | 42.2% | 18.7% | 17.4% | 17.7% | 8.0% | 8.7% | 8.4% | 5.1% | 5.1% | 5.3% | 3,037 | 2,872 | 3,150 |
| PBGC | 40.1% | 33.7% | 28.3% | 42.2% | 44.8% | 44.0% | 12.5% | 14.2% | 17.9% | 3.1% | 5.2% | 7.3% | 2.1% | 2.2% | 2.5% | 520 | 598 | 557 |
| RRB | 29.6% | 33.1% | 32.8% | 38.8% | 39.9% | 38.9% | 17.4% | 16.9% | 18.4% | 9.7% | 6.2% | 6.8% | 4.5% | 3.9% | 3.1% | 400 | 443 | 314 |
| SBA | 22.5% | 19.6% | 15.1% | 37.8% | 38.2% | 33.8% | 21.5% | 19.8% | 22.7% | 10.6% | 12.8% | 14.8% | 7.6% | 9.6% | 13.5% | 1,525 | 1,491 | 1,360 |
| SEC | 47.0% | 46.9% | 40.2% | 38.9% | 38.1% | 40.5% | 8.4% | 9.9% | 12.6% | 3.9% | 3.2% | 4.5% | 1.8% | 1.9% | 2.2% | 3,371 | 3,489 | 3,169 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|-------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 25.3% | 24.8% | 23.3% | 41.0% | 41.5% | 40.7% | 19.2% | 19.4% | 20.1% | 9.3% | 9.2% | 10.0% | 5.2% | 5.1% | 5.9% | 587,300 | 475,463 | 400,013 |
| SSA | 25.0% | 26.3% | 27.1% | 41.7% | 43.0% | 42.3% | 18.7% | 17.5% | 18.0% | 9.4% | 8.7% | 8.5% | 5.2% | 4.5% | 4.1% | 25,596 | 8,233 | 8,655 |
| State | 24.4% | 28.2% | 30.4% | 43.9% | 45.4% | 45.1% | 19.0% | 17.6% | 15.3% | 9.0% | 6.2% | 6.6% | 3.7% | 2.5% | 2.5% | 6,990 | 4,122 | 5,090 |
| USAID | 26.2% | 29.3% | 22.3% | 45.5% | 45.6% | 45.3% | 18.1% | 16.0% | 19.4% | 6.9% | 6.0% | 9.4% | 3.2% | 3.1% | 3.5% | 1,810 | 2,039 | 2,245 |
| USDA | 20.3% | 25.3% | 22.5% | 41.9% | 44.8% | 44.5% | 21.4% | 18.4% | 20.1% | 11.1% | 8.0% | 9.0% | 5.3% | 3.5% | 4.0% | 42,747 | 48,221 | 22,582 |
| USDT | 23.7% | 23.1% | 21.4% | 40.8% | 41.7% | 40.8% | 19.6% | 19.7% | 20.2% | 10.0% | 9.8% | 11.1% | 6.0% | 5.7% | 6.5% | 41,424 | 45,567 | 44,608 |
| Small Agencies | 29.8% | 31.2% | 28.9% | 37.2% | 37.2% | 38.1% | 17.5% | 16.7% | 17.2% | 8.8% | 8.8% | 8.8% | 6.7% | 6.2% | 6.9% | 5,191 | 5,456 | 5,351 |
| DOD | 24.6% | 24.2% | 22.2% | 41.7% | 42.5% | 41.3% | 19.7% | 19.7% | 21.1% | 9.2% | 8.9% | 9.9% | 4.7% | 4.7% | 5.5% | 178,368 | 68,937 | 57,190 |
| USACE | 31.9% | 29.9% | 26.5% | 45.1% | 47.1% | 45.0% | 15.1% | 14.7% | 18.5% | 5.6% | 5.7% | 6.7% | 2.4% | 2.5% | 3.3% | 18,570 | 4,327 | 3,564 |
| Air Force | 23.9% | 23.5% | 22.5% | 40.4% | 41.5% | 41.0% | 20.0% | 19.8% | 21.2% | 10.1% | 9.8% | 9.6% | 5.6% | 5.4% | 5.6% | 32,446 | 16,342 | 15,080 |
| Army‡ | 23.2% | 22.4% | 20.3% | 40.7% | 41.7% | 39.1% | 20.9% | 20.9% | 22.2% | 10.1% | 9.7% | 11.7% | 5.2% | 5.3% | 6.7% | 50,252 | 17,055 | 13,141 |
| Navy‡ | 24.3% | 24.9% | 22.2% | 44.2% | 44.6% | 44.1% | 19.4% | 19.4% | 20.9% | 8.3% | 7.8% | 8.6% | 3.8% | 3.4% | 4.2% | 41,642 | 13,864 | 10,895 |
| Marine Corps | 25.1% | 24.4% | 23.2% | 37.8% | 39.4% | 36.2% | 21.3% | 21.4% | 22.7% | 10.3% | 8.9% | 10.9% | 5.5% | 5.9% | 7.0% | 5,156 | 1,781 | 1,181 |
| DOD 4th Estate | 26.7% | 25.0% | 23.8% | 40.5% | 40.2% | 40.2% | 19.0% | 19.3% | 20.1% | 8.9% | 9.6% | 10.1% | 5.0% | 5.9% | 5.8% | 30,302 | 15,568 | 13,329 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.7% | 15.0% | 14.5% | 26.3% | 26.8% | 26.4% | 27.6% | 27.0% | 26.8% | 16.5% | 16.5% | 16.9% | 14.9% | 14.7% | 15.4% | 544,742 | 440,039 | 370,195 | 42,737 | 36,315 | 30,395 |
| BBG | 19.8% | 16.9% | 16.4% | 26.6% | 29.1% | 30.9% | 22.3% | 22.3% | 20.9% | 12.9% | 13.8% | 13.4% | 18.4% | 17.9% | 18.3% | 778 | 971 | 829 | 43 | 93 | 63 |
| CSOSA | 21.4% | 19.4% | 20.0% | 29.9% | 31.7% | 34.3% | 25.6% | 22.7% | 23.2% | 12.6% | 14.3% | 9.4% | 10.6% | 11.9% | 13.1% | 427 | 495 | 577 | 26 | 31 | 31 |
| DHS | 14.3% | 14.6% | 12.6% | 24.4% | 24.4% | 22.7% | 24.2% | 23.3% | 22.4% | 16.8% | 17.0% | 18.0% | 20.3% | 20.7% | 24.3% | 67,510 | 43,017 | 42,768 | 4,867 | 3,330 | 3,364 |
| DOC | 19.7% | 18.7% | 19.7% | 32.6% | 32.5% | 30.8% | 25.5% | 25.1% | 24.6% | 13.2% | 14.3% | 14.3% | 9.1% | 9.4% | 10.6% | 18,994 | 9,551 | 8,956 | 1,470 | 775 | 693 |
| DOE | 16.1% | 15.4% | 13.6% | 30.3% | 29.4% | 29.1% | 25.2% | 25.3% | 25.5% | 15.4% | 16.5% | 17.0% | 13.1% | 13.3% | 14.8% | 8,137 | 8,039 | 7,467 | 412 | 474 | 506 |
| DOI | 12.7% | 12.1% | 11.1% | 26.9% | 26.0% | 25.0% | 28.3% | 28.3% | 28.3% | 17.5% | 18.0% | 18.4% | 14.6% | 15.6% | 17.1% | 25,837 | 23,393 | 20,804 | 2,099 | 2,071 | 1,906 |
| DOJ | 13.8% | 13.2% | 14.5% | 23.8% | 24.9% | 27.8% | 28.7% | 28.5% | 28.3% | 17.3% | 18.3% | 15.7% | 16.3% | 15.2% | 13.6% | 27,313 | 14,166 | 14,578 | 2,777 | 1,427 | 1,408 |
| DOL | 17.5% | 18.3% | 20.1% | 28.2% | 31.1% | 33.4% | 25.2% | 24.8% | 23.9% | 14.9% | 13.6% | 12.2% | 14.2% | 12.2% | 10.4% | 7,347 | 8,017 | 10,356 | 608 | 693 | 822 |
| DOT | 15.7% | 14.6% | 15.0% | 28.5% | 28.7% | 27.5% | 27.6% | 27.2% | 27.1% | 15.6% | 16.8% | 16.2% | 12.6% | 12.7% | 14.2% | 19,802 | 15,404 | 13,572 | 1,475 | 1,192 | 1,098 |
| ED | 9.3% | 14.8% | 16.2% | 23.7% | 29.6% | 29.4% | 23.3% | 24.4% | 23.0% | 20.3% | 15.8% | 16.1% | 23.5% | 15.5% | 15.4% | 2,386 | 2,588 | 2,643 | 182 | 208 | 199 |
| EEOC | 18.4% | 20.2% | 19.9% | 28.6% | 29.9% | 29.9% | 25.0% | 22.4% | 21.7% | 14.4% | 13.8% | 13.6% | 13.7% | 13.7% | 14.9% | 1,245 | 1,278 | 1,350 | 123 | 136 | 136 |
| EPA | 10.8% | 13.0% | 12.7% | 25.7% | 28.3% | 31.8% | 27.3% | 27.5% | 27.7% | 19.4% | 17.1% | 16.4% | 16.8% | 14.2% | 11.4% | 7,264 | 8,438 | 9,240 | 631 | 857 | 819 |
| FCC | 15.4% | 14.7% | 13.7% | 30.6% | 29.3% | 28.0% | 28.8% | 26.6% | 27.2% | 13.8% | 17.6% | 16.4% | 11.3% | 11.8% | 14.8% | 530 | 624 | 567 | 50 | 71 | 69 |
| FERC | 38.8% | 36.7% | 32.4% | 35.4% | 32.9% | 36.8% | 15.6% | 18.0% | 17.3% | 6.0% | 7.0% | 8.9% | 4.2% | 5.4% | 4.5% | 1,072 | 1,024 | 1,097 | 34 | 43 | 45 |
| FTC | 32.7% | 31.8% | 34.8% | 33.1% | 33.6% | 31.8% | 20.4% | 21.4% | 18.0% | 9.0% | 9.1% | 9.0% | 4.8% | 4.1% | 6.4% | 571 | 543 | 577 | 62 | 61 | 55 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.7% | 15.0% | 14.5% | 26.3% | 26.8% | 26.4% | 27.6% | 27.0% | 26.8% | 16.5% | 16.5% | 16.9% | 14.9% | 14.7% | 15.4% | 544,742 | 440,039 | 370,195 | 42,737 | 36,315 | 30,395 |
| GSA | 24.3% | 23.7% | 20.9% | 32.4% | 33.1% | 30.5% | 23.1% | 22.9% | 24.6% | 11.3% | 11.5% | 13.1% | 9.0% | 8.7% | 10.8% | 6,755 | 7,104 | 6,630 | 317 | 335 | 341 |
| HHS | 21.0% | 20.6% | 18.6% | 33.8% | 33.7% | 33.5% | 25.3% | 24.8% | 24.5% | 11.2% | 12.0% | 13.0% | 8.7% | 8.8% | 10.4% | 39,657 | 39,260 | 36,617 | 2,791 | 3,108 | 3,104 |
| HUD | 15.8% | 16.8% | 17.8% | 28.6% | 30.9% | 30.7% | 26.6% | 26.1% | 24.6% | 14.8% | 14.1% | 13.8% | 14.2% | 12.1% | 13.1% | 4,243 | 4,539 | 5,052 | 333 | 359 | 359 |
| NARA | 14.1% | 17.5% | 17.8% | 27.7% | 30.1% | 30.7% | 22.4% | 22.8% | 21.6% | 18.3% | 15.4% | 14.2% | 17.6% | 14.2% | 15.7% | 1,631 | 1,745 | 1,762 | 90 | 97 | 90 |
| NASA | 29.2% | 29.6% | 27.1% | 34.2% | 34.8% | 34.9% | 21.6% | 21.1% | 21.9% | 9.2% | 8.9% | 9.7% | 5.8% | 5.5% | 6.4% | 10,951 | 11,136 | 10,519 | 516 | 565 | 583 |
| NCUA | 18.4% | 20.5% | 26.3% | 32.9% | 32.3% | 37.7% | 20.8% | 24.6% | 17.9% | 14.8% | 13.7% | 11.2% | 13.0% | 8.9% | 6.9% | 584 | 623 | 618 | 39 | 32 | 32 |
| NLRB | 12.0% | 15.4% | 12.4% | 19.9% | 23.9% | 26.4% | 20.1% | 21.0% | 22.9% | 20.6% | 20.6% | 19.3% | 27.4% | 19.1% | 19.0% | 775 | 766 | 806 | 74 | 76 | 62 |
| NRC | 21.6% | 19.0% | 17.6% | 33.3% | 32.8% | 31.7% | 21.7% | 23.2% | 23.3% | 12.8% | 13.2% | 15.3% | 10.5% | 11.8% | 12.2% | 2,216 | 2,341 | 2,045 | 77 | 82 | 89 |
| NSF | 26.4% | 24.6% | 22.5% | 30.8% | 33.3% | 31.0% | 22.6% | 21.7% | 23.2% | 11.0% | 10.3% | 12.6% | 9.2% | 10.1% | 10.7% | 879 | 847 | 789 | 57 | 50 | 57 |
| OMB | 22.8% | 22.4% | 27.0% | 38.9% | 37.3% | 37.7% | 21.3% | 21.3% | 16.1% | 11.9% | 13.1% | 13.0% | 5.1% | 5.9% | 6.1% | 330 | 328 | 341 | 7 | 13 | 10 |
| OPM | 15.4% | 15.4% | 16.2% | 28.2% | 30.1% | 31.2% | 26.3% | 25.4% | 24.2% | 15.8% | 15.1% | 15.7% | 14.4% | 13.9% | 12.8% | 2,846 | 2,672 | 2,966 | 190 | 201 | 195 |
| PBGC | 26.1% | 23.0% | 21.6% | 34.2% | 34.2% | 32.3% | 22.5% | 24.8% | 24.5% | 10.3% | 9.8% | 11.8% | 7.0% | 8.2% | 9.8% | 492 | 554 | 521 | 30 | 44 | 37 |
| RRB | 19.6% | 23.1% | 19.5% | 25.5% | 24.7% | 30.4% | 25.5% | 27.2% | 24.9% | 14.2% | 12.8% | 14.0% | 15.3% | 12.2% | 11.2% | 354 | 386 | 279 | 46 | 57 | 36 |
| SBA | 17.5% | 16.4% | 12.8% | 30.8% | 29.7% | 27.2% | 25.0% | 24.9% | 23.6% | 12.9% | 13.8% | 14.8% | 13.8% | 15.2% | 21.7% | 1,422 | 1,398 | 1,253 | 103 | 94 | 109 |
| SEC | 26.9% | 25.4% | 20.9% | 34.4% | 36.7% | 34.0% | 21.3% | 20.7% | 23.6% | 9.7% | 9.7% | 12.7% | 7.7% | 7.5% | 8.8% | 3,086 | 3,201 | 2,862 | 287 | 296 | 313 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.7% | 15.0% | 14.5% | 26.3% | 26.8% | 26.4% | 27.6% | 27.0% | 26.8% | 16.5% | 16.5% | 16.9% | 14.9% | 14.7% | 15.4% | 544,742 | 440,039 | 370,195 | 42,737 | 36,315 | 30,395 |
| SSA | 17.6% | 19.9% | 21.0% | 29.8% | 30.2% | 32.4% | 27.0% | 26.8% | 24.6% | 14.3% | 12.9% | 12.8% | 11.3% | 10.2% | 9.2% | 23,490 | 7,575 | 7,939 | 2,113 | 685 | 728 |
| State | 10.3% | 11.2% | 14.3% | 23.1% | 23.8% | 27.2% | 31.0% | 29.4% | 29.5% | 21.0% | 21.3% | 18.3% | 14.5% | 14.4% | 10.7% | 6,206 | 3,619 | 4,531 | 790 | 522 | 568 |
| USAID | 15.4% | 15.7% | 13.2% | 33.3% | 30.7% | 30.3% | 24.2% | 26.6% | 23.6% | 17.0% | 15.2% | 19.9% | 10.2% | 11.8% | 13.1% | 1,708 | 1,914 | 2,099 | 103 | 136 | 148 |
| USDA | 11.6% | 15.4% | 14.2% | 25.4% | 30.6% | 29.8% | 29.0% | 28.3% | 28.7% | 18.3% | 15.2% | 15.9% | 15.6% | 10.6% | 11.5% | 39,692 | 44,774 | 21,139 | 3,061 | 3,479 | 1,474 |
| USDT | 13.4% | 12.9% | 12.4% | 25.4% | 26.0% | 25.2% | 24.9% | 25.5% | 25.7% | 17.5% | 17.5% | 18.2% | 18.9% | 18.1% | 18.5% | 39,078 | 42,817 | 41,802 | 2,364 | 2,856 | 2,926 |
| Small Agencies | 20.4% | 20.9% | 19.8% | 28.3% | 29.0% | 29.0% | 21.1% | 21.7% | 21.6% | 15.3% | 15.2% | 14.9% | 14.9% | 13.3% | 14.8% | 4,896 | 5,110 | 5,003 | 300 | 352 | 355 |
| DOD | 13.4% | 13.1% | 12.3% | 25.0% | 25.1% | 24.1% | 29.6% | 29.3% | 29.4% | 17.2% | 17.7% | 18.3% | 14.8% | 14.8% | 15.8% | 164,238 | 62,998 | 52,201 | 14,190 | 6,041 | 5,071 |
| USACE | 16.2% | 15.0% | 12.7% | 31.5% | 33.0% | 30.5% | 28.1% | 28.6% | 29.8% | 14.3% | 13.9% | 16.0% | 9.9% | 9.5% | 11.0% | 17,386 | 4,039 | 3,320 | 1,190 | 302 | 251 |
| Air Force | 11.4% | 11.5% | 10.7% | 22.0% | 23.0% | 22.2% | 30.6% | 28.9% | 30.4% | 19.0% | 19.8% | 19.2% | 17.0% | 16.7% | 17.5% | 29,446 | 14,667 | 13,544 | 2,994 | 1,704 | 1,551 |
| Army‡ | 13.0% | 12.7% | 12.1% | 23.1% | 23.2% | 21.4% | 29.8% | 29.6% | 28.9% | 17.8% | 18.2% | 19.4% | 16.4% | 16.3% | 18.2% | 46,199 | 15,602 | 11,934 | 4,077 | 1,478 | 1,247 |
| Navy‡ | 12.5% | 12.4% | 10.9% | 26.6% | 25.6% | 24.7% | 30.3% | 30.8% | 31.0% | 17.3% | 17.4% | 18.6% | 13.3% | 13.7% | 14.8% | 38,354 | 12,620 | 9,950 | 3,307 | 1,263 | 954 |
| Marine Corps | 11.7% | 12.3% | 10.4% | 21.2% | 23.7% | 21.9% | 32.5% | 32.2% | 30.0% | 17.4% | 16.4% | 19.2% | 17.1% | 15.4% | 18.4% | 4,727 | 1,595 | 1,085 | 436 | 186 | 96 |
| DOD 4th Estate | 18.0% | 17.2% | 17.8% | 28.5% | 28.2% | 29.3% | 26.6% | 25.7% | 25.8% | 14.2% | 16.0% | 14.9% | 12.6% | 12.9% | 12.1% | 28,126 | 14,475 | 12,368 | 2,186 | 1,108 | 972 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.7% | 41.4% | 39.1% | 37.7% | 38.5% | 39.2% | 9.5% | 10.0% | 10.8% | 4.5% | 5.1% | 5.5% | 4.6% | 5.1% | 5.5% | 582,867 | 472,921 | 397,533 | 2,968 | 2,324 | 2,147 |
| BBG | 35.9% | 33.8% | 30.8% | 41.2% | 42.9% | 42.2% | 10.1% | 12.8% | 15.3% | 5.1% | 4.1% | 4.3% | 7.7% | 6.4% | 7.4% | 814 | 1,050 | 879 | 6 | 10 | 7 |
| CSOSA | 49.2% | 50.5% | 47.3% | 36.2% | 33.1% | 35.7% | 8.0% | 6.4% | 8.2% | 3.8% | 3.7% | 3.6% | 2.8% | 6.3% | 5.2% | 451 | 523 | 605 | 1 | 0 | 1 |
| DHS | 34.3% | 33.2% | 30.1% | 37.6% | 38.5% | 38.6% | 12.9% | 12.7% | 13.1% | 7.0% | 7.6% | 8.5% | 8.2% | 8.1% | 9.8% | 71,685 | 46,008 | 45,772 | 454 | 218 | 255 |
| DOC | 48.9% | 48.1% | 46.7% | 36.1% | 37.3% | 37.4% | 8.4% | 8.3% | 8.4% | 3.4% | 3.4% | 4.4% | 3.1% | 3.0% | 3.0% | 20,324 | 10,250 | 9,572 | 98 | 47 | 57 |
| DOE | 55.2% | 52.7% | 49.6% | 33.8% | 35.4% | 36.4% | 5.8% | 6.4% | 7.6% | 2.7% | 3.0% | 3.2% | 2.4% | 2.5% | 3.2% | 8,500 | 8,478 | 7,943 | 41 | 33 | 30 |
| DOI | 46.9% | 44.9% | 41.6% | 37.4% | 38.8% | 39.9% | 8.0% | 8.7% | 9.4% | 4.0% | 4.0% | 4.7% | 3.7% | 3.6% | 4.3% | 27,737 | 25,270 | 22,546 | 130 | 119 | 120 |
| DOJ | 42.2% | 41.8% | 40.2% | 36.8% | 38.6% | 39.0% | 10.0% | 9.9% | 10.7% | 5.3% | 4.7% | 5.2% | 5.7% | 5.0% | 4.9% | 29,802 | 15,459 | 15,851 | 159 | 76 | 78 |
| DOL | 50.3% | 49.8% | 46.7% | 33.7% | 35.0% | 35.9% | 7.6% | 7.1% | 9.2% | 4.0% | 3.9% | 3.9% | 4.4% | 4.2% | 4.2% | 7,903 | 8,645 | 11,110 | 23 | 45 | 51 |
| DOT | 48.3% | 46.1% | 43.6% | 36.2% | 37.6% | 40.3% | 8.3% | 8.2% | 8.0% | 3.7% | 4.4% | 4.5% | 3.4% | 3.6% | 3.6% | 21,141 | 16,511 | 14,581 | 103 | 54 | 74 |
| ED | 51.3% | 55.8% | 51.7% | 34.4% | 31.2% | 34.8% | 6.9% | 6.9% | 5.7% | 2.9% | 2.9% | 3.8% | 4.5% | 3.2% | 4.0% | 2,559 | 2,777 | 2,822 | 10 | 20 | 14 |
| EEOC | 50.0% | 49.6% | 47.2% | 32.2% | 33.3% | 34.7% | 8.9% | 8.1% | 9.4% | 3.5% | 4.0% | 4.7% | 5.3% | 4.9% | 4.1% | 1,353 | 1,404 | 1,481 | 9 | 8 | 4 |
| EPA | 52.5% | 51.9% | 45.7% | 35.7% | 36.9% | 39.5% | 6.8% | 6.4% | 8.1% | 2.7% | 2.7% | 3.5% | 2.3% | 2.1% | 3.2% | 7,833 | 9,239 | 9,979 | 35 | 46 | 62 |
| FCC | 57.0% | 53.8% | 50.3% | 32.1% | 34.5% | 34.7% | 7.6% | 6.5% | 10.3% | 1.5% | 2.2% | 2.3% | 1.8% | 3.1% | 2.4% | 580 | 694 | 628 | 1 | 1 | 7 |
| FERC | 66.8% | 65.2% | 62.3% | 26.4% | 26.6% | 28.3% | 3.5% | 5.1% | 5.4% | 1.4% | 1.5% | 2.0% | 1.9% | 1.6% | 2.1% | 1,106 | 1,066 | 1,136 | 2 | 0 | 3 |
| FTC | 64.3% | 62.2% | 56.3% | 25.7% | 29.1% | 30.5% | 4.2% | 5.6% | 6.0% | 3.1% | 1.3% | 4.2% | 2.7% | 1.8% | 3.0% | 630 | 603 | 629 | 3 | 0 | 1 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.7% | 41.4% | 39.1% | 37.7% | 38.5% | 39.2% | 9.5% | 10.0% | 10.8% | 4.5% | 5.1% | 5.5% | 4.6% | 5.1% | 5.5% | 582,867 | 472,921 | 397,533 | 2,968 | 2,324 | 2,147 |
| GSA | 59.1% | 58.2% | 53.7% | 30.2% | 31.0% | 33.1% | 5.9% | 5.8% | 6.9% | 2.3% | 2.3% | 2.9% | 2.5% | 2.7% | 3.3% | 7,047 | 7,398 | 6,924 | 14 | 18 | 21 |
| HHS | 49.3% | 48.8% | 44.6% | 34.7% | 34.7% | 36.4% | 8.3% | 8.3% | 9.5% | 3.9% | 4.3% | 4.8% | 3.8% | 4.0% | 4.6% | 42,174 | 42,101 | 39,465 | 184 | 190 | 193 |
| HUD | 49.9% | 49.3% | 45.1% | 34.0% | 34.3% | 35.5% | 7.5% | 7.7% | 9.9% | 3.7% | 4.3% | 4.4% | 4.9% | 4.4% | 5.1% | 4,553 | 4,873 | 5,391 | 19 | 19 | 30 |
| NARA | 52.8% | 53.3% | 50.0% | 32.5% | 32.5% | 34.0% | 6.9% | 7.8% | 7.7% | 3.5% | 3.1% | 3.9% | 4.3% | 3.4% | 4.3% | 1,704 | 1,828 | 1,837 | 12 | 9 | 9 |
| NASA | 64.1% | 63.0% | 60.4% | 28.4% | 29.6% | 30.8% | 4.2% | 4.3% | 5.1% | 1.8% | 1.7% | 2.0% | 1.3% | 1.4% | 1.6% | 11,429 | 11,669 | 11,040 | 29 | 28 | 37 |
| NCUA | 39.9% | 43.0% | 42.9% | 40.6% | 37.8% | 39.6% | 9.4% | 8.0% | 6.6% | 5.2% | 7.0% | 6.3% | 4.9% | 4.3% | 4.7% | 616 | 654 | 647 | 6 | 2 | 2 |
| NLRB | 49.2% | 45.1% | 40.7% | 36.1% | 37.8% | 38.6% | 7.3% | 8.4% | 10.3% | 2.4% | 4.7% | 5.4% | 5.0% | 4.1% | 5.0% | 839 | 834 | 857 | 5 | 7 | 6 |
| NRC | 61.8% | 59.6% | 56.9% | 29.5% | 31.9% | 32.4% | 4.8% | 4.7% | 5.5% | 2.1% | 2.0% | 2.6% | 1.8% | 1.8% | 2.7% | 2,284 | 2,413 | 2,119 | 6 | 6 | 9 |
| NSF | 55.0% | 53.9% | 53.3% | 31.5% | 31.7% | 30.9% | 7.0% | 6.4% | 8.6% | 3.7% | 3.7% | 3.8% | 2.8% | 4.3% | 3.4% | 925 | 898 | 840 | 4 | 1 | 5 |
| OMB | 57.6% | 56.2% | 52.5% | 29.6% | 34.1% | 36.3% | 4.7% | 5.2% | 5.5% | 6.1% | 2.6% | 3.0% | 2.0% | 1.9% | 2.7% | 336 | 339 | 350 | 0 | 2 | 0 |
| OPM | 54.7% | 54.5% | 53.3% | 32.1% | 32.1% | 32.3% | 6.3% | 6.0% | 7.5% | 3.4% | 3.3% | 3.8% | 3.5% | 4.1% | 3.1% | 3,016 | 2,860 | 3,138 | 16 | 14 | 17 |
| PBGC | 61.2% | 59.9% | 52.6% | 29.2% | 29.1% | 32.7% | 3.6% | 5.8% | 8.1% | 2.3% | 2.1% | 3.2% | 3.7% | 3.2% | 3.4% | 520 | 591 | 555 | 0 | 4 | 3 |
| RRB | 46.0% | 43.9% | 43.0% | 35.3% | 38.9% | 38.1% | 8.8% | 10.2% | 10.9% | 3.7% | 2.5% | 5.8% | 6.2% | 4.6% | 2.1% | 397 | 437 | 307 | 3 | 2 | 5 |
| SBA | 47.3% | 42.4% | 43.7% | 34.8% | 38.1% | 35.4% | 9.4% | 8.2% | 9.2% | 3.9% | 4.7% | 4.9% | 4.6% | 6.6% | 6.8% | 1,512 | 1,483 | 1,343 | 11 | 8 | 9 |
| SEC | 63.1% | 61.3% | 53.9% | 29.6% | 30.6% | 34.1% | 4.1% | 4.4% | 5.9% | 1.8% | 2.0% | 3.2% | 1.4% | 1.7% | 2.9% | 3,359 | 3,469 | 3,168 | 8 | 11 | 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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.7% | 41.4% | 39.1% | 37.7% | 38.5% | 39.2% | 9.5% | 10.0% | 10.8% | 4.5% | 5.1% | 5.5% | 4.6% | 5.1% | 5.5% | 582,867 | 472,921 | 397,533 | 2,968 | 2,324 | 2,147 |
| SSA | 36.8% | 37.1% | 34.6% | 39.8% | 38.8% | 40.8% | 11.8% | 11.8% | 12.4% | 5.8% | 6.9% | 6.3% | 5.9% | 5.4% | 5.9% | 25,328 | 8,179 | 8,588 | 170 | 48 | 50 |
| State | 41.3% | 41.8% | 36.6% | 39.1% | 40.7% | 41.6% | 9.7% | 8.5% | 10.9% | 5.6% | 5.4% | 6.5% | 4.3% | 3.6% | 4.4% | 6,906 | 4,098 | 5,053 | 38 | 16 | 26 |
| USAID | 43.5% | 43.5% | 38.9% | 38.1% | 40.5% | 40.9% | 9.0% | 8.0% | 9.5% | 5.8% | 4.2% | 5.5% | 3.5% | 3.7% | 5.2% | 1,798 | 2,034 | 2,234 | 10 | 6 | 8 |
| USDA | 42.4% | 45.4% | 43.2% | 40.6% | 39.8% | 41.1% | 8.9% | 8.0% | 8.4% | 4.4% | 3.7% | 3.9% | 3.8% | 3.1% | 3.5% | 42,453 | 48,081 | 22,516 | 183 | 161 | 83 |
| USDT | 49.5% | 48.8% | 47.6% | 35.3% | 36.1% | 35.8% | 7.7% | 7.6% | 8.1% | 3.5% | 3.6% | 4.0% | 3.9% | 3.9% | 4.5% | 41,077 | 45,286 | 44,279 | 253 | 282 | 325 |
| Small Agencies | 54.2% | 54.5% | 51.9% | 31.4% | 31.4% | 33.4% | 7.4% | 7.1% | 6.7% | 3.5% | 3.4% | 3.7% | 3.5% | 3.6% | 4.3% | 5,160 | 5,442 | 5,315 | 21 | 15 | 30 |
| DOD | 42.9% | 42.0% | 39.1% | 39.3% | 39.8% | 40.8% | 9.6% | 9.7% | 10.8% | 4.3% | 4.5% | 4.8% | 4.0% | 3.9% | 4.6% | 177,016 | 68,533 | 56,796 | 901 | 347 | 323 |
| USACE | 47.4% | 46.1% | 42.7% | 38.5% | 39.7% | 40.7% | 8.1% | 7.7% | 8.9% | 3.3% | 3.6% | 4.6% | 2.6% | 2.8% | 3.1% | 18,509 | 4,320 | 3,548 | 54 | 17 | 17 |
| Air Force | 42.4% | 42.2% | 40.1% | 39.3% | 39.3% | 40.9% | 9.9% | 9.5% | 10.4% | 4.3% | 4.8% | 4.5% | 4.0% | 4.2% | 4.1% | 32,115 | 16,220 | 14,946 | 205 | 99 | 100 |
| Army‡ | 40.6% | 39.4% | 35.4% | 39.6% | 40.8% | 41.8% | 10.4% | 10.5% | 11.7% | 4.8% | 5.1% | 5.6% | 4.6% | 4.2% | 5.5% | 49,864 | 16,950 | 13,061 | 264 | 97 | 66 |
| Navy‡ | 42.8% | 42.6% | 39.8% | 40.6% | 40.8% | 41.9% | 9.4% | 9.7% | 10.8% | 3.9% | 3.9% | 4.1% | 3.2% | 3.0% | 3.5% | 41,320 | 13,783 | 10,806 | 214 | 62 | 68 |
| Marine Corps | 44.6% | 45.4% | 43.3% | 38.9% | 36.5% | 35.6% | 9.2% | 9.7% | 10.7% | 3.1% | 4.3% | 5.4% | 4.2% | 4.0% | 5.0% | 5,117 | 1,772 | 1,172 | 27 | 9 | 7 |
| DOD 4th Estate | 46.0% | 43.7% | 41.4% | 36.3% | 37.5% | 37.5% | 8.5% | 9.2% | 10.0% | 4.5% | 4.4% | 5.1% | 4.8% | 5.2% | 6.0% | 30,091 | 15,488 | 13,263 | 137 | 63 | 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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 33.5% | 31.7% | 29.9% | 36.2% | 35.7% | 36.3% | 15.7% | 16.5% | 16.9% | 8.3% | 9.0% | 9.5% | 6.3% | 7.0% | 7.5% | 582,607 | 472,151 | 396,644 | 2,971 | 2,221 | 2,033 |
| BBG | 26.6% | 25.8% | 25.2% | 34.7% | 33.0% | 30.5% | 15.7% | 19.8% | 20.4% | 8.8% | 8.6% | 10.1% | 14.1% | 12.8% | 13.8% | 814 | 1,047 | 882 | 3 | 11 | 6 |
| CSOSA | 38.7% | 42.8% | 38.5% | 34.0% | 33.7% | 32.1% | 11.8% | 11.4% | 16.2% | 9.8% | 5.8% | 7.6% | 5.7% | 6.4% | 5.6% | 451 | 520 | 605 | 2 | 1 | 2 |
| DHS | 27.6% | 26.5% | 23.7% | 35.9% | 36.2% | 36.1% | 17.5% | 18.3% | 18.4% | 10.1% | 10.2% | 11.1% | 8.9% | 8.8% | 10.6% | 71,827 | 45,944 | 45,723 | 358 | 195 | 195 |
| DOC | 35.7% | 34.7% | 34.6% | 35.9% | 35.6% | 34.8% | 16.3% | 16.9% | 17.2% | 7.5% | 8.0% | 8.4% | 4.7% | 4.8% | 5.0% | 20,247 | 10,221 | 9,539 | 156 | 61 | 65 |
| DOE | 39.9% | 37.6% | 35.1% | 36.4% | 36.8% | 37.0% | 12.9% | 13.6% | 14.1% | 6.3% | 7.2% | 8.0% | 4.6% | 4.9% | 5.7% | 8,490 | 8,456 | 7,919 | 40 | 33 | 29 |
| DOI | 34.4% | 32.7% | 30.8% | 36.6% | 37.8% | 37.6% | 14.9% | 15.6% | 15.8% | 8.3% | 8.1% | 8.9% | 5.8% | 5.8% | 7.0% | 27,695 | 25,227 | 22,493 | 164 | 142 | 121 |
| DOJ | 32.1% | 31.7% | 31.0% | 35.9% | 36.0% | 36.2% | 16.3% | 17.0% | 16.4% | 8.8% | 8.8% | 9.6% | 6.9% | 6.5% | 6.8% | 29,774 | 15,425 | 15,804 | 170 | 75 | 74 |
| DOL | 36.6% | 36.9% | 34.5% | 32.7% | 32.5% | 34.4% | 15.3% | 15.6% | 15.9% | 8.2% | 7.9% | 8.5% | 7.1% | 7.0% | 6.7% | 7,898 | 8,626 | 11,054 | 30 | 48 | 76 |
| DOT | 35.5% | 33.7% | 31.6% | 36.1% | 37.1% | 37.2% | 15.3% | 15.1% | 16.1% | 7.5% | 8.2% | 8.9% | 5.6% | 5.9% | 6.3% | 21,134 | 16,450 | 14,548 | 92 | 73 | 76 |
| ED | 39.7% | 41.3% | 39.0% | 34.2% | 34.6% | 34.5% | 12.9% | 11.2% | 13.5% | 7.3% | 7.0% | 7.1% | 6.0% | 5.8% | 5.9% | 2,554 | 2,764 | 2,818 | 10 | 29 | 11 |
| EEOC | 38.5% | 37.4% | 36.0% | 28.8% | 30.7% | 32.2% | 17.5% | 16.9% | 15.9% | 8.8% | 7.7% | 9.3% | 6.5% | 7.4% | 6.7% | 1,354 | 1,402 | 1,471 | 11 | 8 | 9 |
| EPA | 39.3% | 38.8% | 33.4% | 37.5% | 37.4% | 38.9% | 12.4% | 12.7% | 14.3% | 6.6% | 6.8% | 8.1% | 4.1% | 4.3% | 5.4% | 7,838 | 9,230 | 9,981 | 36 | 35 | 43 |
| FCC | 41.0% | 36.9% | 34.1% | 32.5% | 34.3% | 33.0% | 13.7% | 14.8% | 17.1% | 7.6% | 8.8% | 9.8% | 5.2% | 5.3% | 6.0% | 577 | 691 | 625 | 1 | 2 | 10 |
| FERC | 49.6% | 48.9% | 44.1% | 32.3% | 33.3% | 33.7% | 9.8% | 9.0% | 12.5% | 5.2% | 5.8% | 5.8% | 3.1% | 3.0% | 3.9% | 1,104 | 1,057 | 1,136 | 3 | 2 | 4 |
| FTC | 54.3% | 49.8% | 49.3% | 27.6% | 31.7% | 29.1% | 7.6% | 9.1% | 10.3% | 6.8% | 6.3% | 6.9% | 3.7% | 3.0% | 4.5% | 632 | 604 | 630 | 1 | 0 | 0 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 33.5% | 31.7% | 29.9% | 36.2% | 35.7% | 36.3% | 15.7% | 16.5% | 16.9% | 8.3% | 9.0% | 9.5% | 6.3% | 7.0% | 7.5% | 582,607 | 472,151 | 396,644 | 2,971 | 2,221 | 2,033 |
| GSA | 48.3% | 47.0% | 43.3% | 31.4% | 32.6% | 33.3% | 11.5% | 11.3% | 12.7% | 5.1% | 5.0% | 5.7% | 3.6% | 4.1% | 4.9% | 7,034 | 7,380 | 6,909 | 26 | 21 | 23 |
| HHS | 39.1% | 38.5% | 35.4% | 34.7% | 34.2% | 34.7% | 13.6% | 14.2% | 14.7% | 7.2% | 7.4% | 8.6% | 5.3% | 5.7% | 6.5% | 42,140 | 42,073 | 39,390 | 191 | 155 | 177 |
| HUD | 38.3% | 39.2% | 35.5% | 34.5% | 33.9% | 34.0% | 13.1% | 14.0% | 14.7% | 7.0% | 6.9% | 8.2% | 7.1% | 6.1% | 7.6% | 4,546 | 4,869 | 5,381 | 17 | 11 | 20 |
| NARA | 38.2% | 39.8% | 38.9% | 31.6% | 31.5% | 31.3% | 16.2% | 14.8% | 13.8% | 7.7% | 8.1% | 7.5% | 6.4% | 5.8% | 8.4% | 1,705 | 1,829 | 1,836 | 12 | 7 | 7 |
| NASA | 52.9% | 51.2% | 48.5% | 31.7% | 32.9% | 33.8% | 8.8% | 9.1% | 10.1% | 4.3% | 4.2% | 4.6% | 2.3% | 2.6% | 3.0% | 11,419 | 11,640 | 11,021 | 33 | 34 | 37 |
| NCUA | 34.6% | 36.4% | 37.7% | 37.2% | 36.5% | 37.7% | 14.7% | 13.2% | 12.1% | 7.1% | 8.3% | 7.6% | 6.3% | 5.6% | 5.0% | 616 | 651 | 644 | 5 | 3 | 3 |
| NLRB | 32.6% | 31.9% | 28.0% | 34.3% | 37.4% | 35.1% | 17.7% | 16.0% | 17.9% | 8.5% | 9.2% | 12.8% | 6.8% | 5.4% | 6.2% | 836 | 827 | 848 | 6 | 12 | 15 |
| NRC | 45.8% | 44.1% | 41.0% | 34.5% | 34.5% | 35.2% | 10.1% | 11.5% | 12.4% | 5.5% | 5.7% | 6.8% | 4.1% | 4.1% | 4.6% | 2,280 | 2,408 | 2,108 | 13 | 5 | 13 |
| NSF | 45.4% | 45.6% | 44.7% | 31.5% | 31.5% | 29.8% | 12.1% | 11.1% | 12.7% | 6.4% | 6.4% | 7.2% | 4.6% | 5.4% | 5.7% | 928 | 898 | 842 | 1 | 1 | 2 |
| OMB | 48.3% | 47.7% | 43.8% | 33.8% | 32.7% | 36.2% | 8.6% | 12.8% | 10.6% | 6.5% | 4.2% | 6.1% | 2.8% | 2.7% | 3.3% | 336 | 336 | 349 | 0 | 3 | 1 |
| OPM | 38.9% | 39.8% | 38.3% | 32.3% | 33.4% | 33.3% | 16.4% | 14.7% | 15.7% | 7.2% | 6.2% | 7.2% | 5.2% | 5.9% | 5.5% | 3,009 | 2,850 | 3,123 | 21 | 14 | 27 |
| PBGC | 48.3% | 45.2% | 37.1% | 31.5% | 33.4% | 36.9% | 10.1% | 10.9% | 13.2% | 5.7% | 6.9% | 7.6% | 4.4% | 3.6% | 5.2% | 516 | 589 | 546 | 3 | 6 | 7 |
| RRB | 34.7% | 34.8% | 28.1% | 31.8% | 33.7% | 34.9% | 15.0% | 15.9% | 19.7% | 9.9% | 10.2% | 11.9% | 8.5% | 5.4% | 5.4% | 392 | 435 | 304 | 8 | 3 | 7 |
| SBA | 36.4% | 34.1% | 33.1% | 31.4% | 32.6% | 31.1% | 14.4% | 15.0% | 15.4% | 9.9% | 8.6% | 9.4% | 7.8% | 9.7% | 11.0% | 1,511 | 1,474 | 1,347 | 11 | 10 | 5 |
| SEC | 46.6% | 43.9% | 38.0% | 33.0% | 33.4% | 35.0% | 10.8% | 12.1% | 14.7% | 5.8% | 6.5% | 7.1% | 3.8% | 4.1% | 5.2% | 3,358 | 3,462 | 3,146 | 10 | 18 | 20 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 33.5% | 31.7% | 29.9% | 36.2% | 35.7% | 36.3% | 15.7% | 16.5% | 16.9% | 8.3% | 9.0% | 9.5% | 6.3% | 7.0% | 7.5% | 582,607 | 472,151 | 396,644 | 2,971 | 2,221 | 2,033 |
| SSA | 28.1% | 28.4% | 26.5% | 35.3% | 34.7% | 35.6% | 18.7% | 18.1% | 18.9% | 10.2% | 11.2% | 11.0% | 7.8% | 7.6% | 7.9% | 25,311 | 8,178 | 8,554 | 159 | 40 | 55 |
| State | 37.3% | 37.5% | 33.7% | 38.0% | 39.4% | 40.2% | 12.1% | 11.6% | 13.2% | 7.6% | 7.1% | 8.3% | 5.0% | 4.5% | 4.6% | 6,933 | 4,093 | 5,037 | 19 | 14 | 23 |
| USAID | 39.5% | 39.8% | 35.9% | 36.5% | 37.7% | 38.1% | 11.2% | 10.5% | 11.9% | 7.4% | 6.7% | 7.8% | 5.5% | 5.3% | 6.4% | 1,802 | 2,031 | 2,227 | 6 | 7 | 7 |
| USDA | 30.8% | 33.0% | 31.0% | 40.3% | 40.0% | 40.6% | 16.0% | 15.2% | 15.8% | 7.8% | 7.1% | 7.7% | 5.1% | 4.6% | 5.0% | 42,426 | 47,995 | 22,463 | 176 | 155 | 70 |
| USDT | 37.9% | 37.1% | 35.9% | 34.7% | 35.4% | 35.1% | 14.9% | 14.7% | 15.0% | 6.7% | 6.9% | 7.5% | 5.8% | 5.8% | 6.5% | 41,031 | 45,199 | 44,186 | 287 | 299 | 305 |
| Small Agencies | 41.0% | 40.5% | 38.8% | 31.4% | 32.6% | 33.6% | 13.3% | 13.2% | 13.6% | 7.7% | 7.6% | 7.7% | 6.7% | 6.1% | 6.3% | 5,153 | 5,431 | 5,322 | 22 | 24 | 17 |
| DOD | 32.7% | 31.9% | 29.5% | 36.8% | 36.6% | 37.5% | 16.0% | 16.3% | 16.8% | 8.3% | 8.9% | 9.2% | 6.2% | 6.2% | 7.0% | 176,936 | 68,488 | 56,642 | 868 | 266 | 300 |
| USACE | 37.0% | 34.5% | 31.9% | 38.8% | 39.7% | 39.8% | 13.8% | 14.1% | 14.8% | 6.6% | 7.3% | 8.6% | 3.9% | 4.4% | 4.9% | 18,461 | 4,314 | 3,536 | 73 | 18 | 18 |
| Air Force | 33.3% | 32.4% | 31.6% | 35.6% | 36.0% | 36.4% | 15.8% | 16.1% | 16.2% | 8.6% | 9.1% | 9.0% | 6.7% | 6.5% | 6.8% | 32,138 | 16,223 | 14,923 | 164 | 64 | 72 |
| Army‡ | 31.3% | 30.0% | 26.6% | 36.2% | 36.0% | 36.8% | 16.4% | 16.9% | 17.4% | 9.1% | 10.2% | 10.4% | 6.9% | 6.9% | 8.8% | 49,872 | 16,950 | 13,027 | 250 | 63 | 59 |
| Navy‡ | 31.3% | 32.3% | 29.0% | 39.5% | 38.4% | 39.9% | 16.3% | 16.7% | 17.5% | 7.8% | 7.7% | 8.4% | 5.1% | 4.9% | 5.3% | 41,304 | 13,762 | 10,776 | 204 | 65 | 61 |
| Marine Corps | 35.5% | 35.3% | 31.7% | 35.0% | 34.9% | 35.1% | 15.8% | 15.5% | 15.3% | 7.7% | 7.6% | 11.3% | 6.0% | 6.7% | 6.6% | 5,121 | 1,771 | 1,166 | 19 | 4 | 9 |
| DOD 4th Estate | 35.4% | 32.9% | 31.6% | 34.1% | 34.3% | 35.5% | 15.4% | 15.8% | 16.4% | 8.3% | 9.5% | 8.6% | 6.8% | 7.4% | 7.9% | 30,040 | 15,468 | 13,214 | 158 | 52 | 81 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.4% | 30.1% | 28.1% | 35.5% | 35.4% | 35.3% | 16.9% | 17.4% | 18.2% | 8.8% | 9.1% | 9.7% | 7.5% | 8.0% | 8.8% | 579,577 | 468,047 | 391,835 | 5,597 | 4,670 | 4,496 |
| BBG | 24.8% | 23.0% | 24.5% | 37.2% | 35.8% | 32.5% | 15.3% | 21.3% | 20.9% | 9.4% | 8.1% | 8.9% | 13.3% | 11.8% | 13.1% | 801 | 1,037 | 849 | 15 | 19 | 26 |
| CSOSA | 37.2% | 39.6% | 35.4% | 34.6% | 34.0% | 32.2% | 13.8% | 13.0% | 15.9% | 8.4% | 6.7% | 8.7% | 6.0% | 6.7% | 7.8% | 449 | 519 | 596 | 2 | 3 | 1 |
| DHS | 26.4% | 25.5% | 22.3% | 35.0% | 35.2% | 34.3% | 18.9% | 19.1% | 19.9% | 9.8% | 10.2% | 11.7% | 9.8% | 9.9% | 11.9% | 71,347 | 45,537 | 45,115 | 760 | 412 | 473 |
| DOC | 35.2% | 34.6% | 33.5% | 37.4% | 37.5% | 36.9% | 14.4% | 15.2% | 14.9% | 7.4% | 7.5% | 8.7% | 5.6% | 5.1% | 6.1% | 20,279 | 10,195 | 9,482 | 113 | 70 | 73 |
| DOE | 35.5% | 33.6% | 30.7% | 36.8% | 37.1% | 36.7% | 14.7% | 14.8% | 16.4% | 7.4% | 8.3% | 9.1% | 5.6% | 6.3% | 7.2% | 8,474 | 8,413 | 7,848 | 59 | 60 | 66 |
| DOI | 31.1% | 29.6% | 27.2% | 36.5% | 37.3% | 36.3% | 16.4% | 17.3% | 18.1% | 8.8% | 8.8% | 10.2% | 7.1% | 7.1% | 8.2% | 27,553 | 24,924 | 22,155 | 267 | 315 | 260 |
| DOJ | 30.8% | 30.1% | 29.3% | 34.8% | 35.2% | 35.1% | 16.4% | 17.5% | 17.6% | 9.6% | 9.2% | 9.0% | 8.4% | 8.0% | 9.0% | 29,654 | 15,278 | 15,633 | 275 | 171 | 170 |
| DOL | 36.0% | 36.0% | 32.8% | 33.1% | 34.9% | 34.9% | 14.5% | 13.4% | 16.2% | 8.3% | 7.8% | 8.6% | 8.1% | 7.9% | 7.6% | 7,883 | 8,572 | 10,974 | 44 | 77 | 111 |
| DOT | 33.1% | 31.6% | 29.0% | 36.3% | 36.1% | 36.3% | 15.8% | 16.7% | 17.0% | 8.1% | 8.7% | 9.6% | 6.8% | 6.9% | 8.1% | 20,993 | 16,327 | 14,343 | 218 | 153 | 198 |
| ED | 35.5% | 37.3% | 35.2% | 34.7% | 33.2% | 32.6% | 14.8% | 13.9% | 15.6% | 7.6% | 8.5% | 8.2% | 7.4% | 7.0% | 8.4% | 2,547 | 2,754 | 2,791 | 19 | 24 | 23 |
| EEOC | 38.4% | 36.9% | 36.4% | 30.6% | 32.1% | 32.9% | 16.4% | 15.5% | 16.1% | 7.7% | 7.5% | 7.3% | 7.0% | 8.0% | 7.2% | 1,352 | 1,388 | 1,459 | 11 | 15 | 11 |
| EPA | 34.6% | 34.5% | 29.5% | 37.9% | 37.8% | 38.0% | 14.5% | 14.7% | 16.0% | 7.5% | 7.7% | 9.4% | 5.5% | 5.3% | 7.0% | 7,818 | 9,169 | 9,900 | 45 | 58 | 64 |
| FCC | 38.7% | 35.1% | 32.1% | 33.8% | 34.3% | 33.9% | 14.9% | 15.9% | 18.5% | 6.9% | 8.7% | 7.9% | 5.6% | 6.0% | 7.6% | 575 | 676 | 613 | 5 | 15 | 14 |
| FERC | 45.8% | 44.1% | 39.9% | 34.1% | 34.5% | 34.7% | 11.0% | 12.4% | 14.0% | 4.7% | 5.2% | 6.2% | 4.5% | 3.7% | 5.1% | 1,103 | 1,049 | 1,110 | 5 | 11 | 16 |
| FTC | 51.4% | 47.7% | 41.8% | 29.0% | 31.9% | 32.9% | 9.9% | 10.1% | 12.8% | 5.5% | 7.2% | 7.2% | 4.1% | 3.1% | 5.4% | 628 | 600 | 623 | 3 | 2 | 5 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|-------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.4% | 30.1% | 28.1% | 35.5% | 35.4% | 35.3% | 16.9% | 17.4% | 18.2% | 8.8% | 9.1% | 9.7% | 7.5% | 8.0% | 8.8% | 579,577 | 468,047 | 391,835 | 5,597 | 4,670 | 4,496 |
| GSA | 44.9% | 44.2% | 39.7% | 33.2% | 32.9% | 33.2% | 12.0% | 12.1% | 14.8% | 5.6% | 6.3% | 6.4% | 4.4% | 4.5% | 5.9% | 7,014 | 7,299 | 6,785 | 38 | 70 | 61 |
| HHS | 36.4% | 35.6% | 32.1% | 34.7% | 34.3% | 34.5% | 15.2% | 15.5% | 17.0% | 7.5% | 7.9% | 8.7% | 6.2% | 6.7% | 7.7% | 41,972 | 41,711 | 38,917 | 339 | 384 | 399 |
| HUD | 36.8% | 36.3% | 32.5% | 33.0% | 33.9% | 32.5% | 14.8% | 15.3% | 17.2% | 7.0% | 6.9% | 8.5% | 8.4% | 7.5% | 9.2% | 4,508 | 4,815 | 5,303 | 46 | 49 | 74 |
| NARA | 37.9% | 38.9% | 38.4% | 34.6% | 34.2% | 33.0% | 14.9% | 13.9% | 13.6% | 6.1% | 6.7% | 7.4% | 6.5% | 6.4% | 7.6% | 1,701 | 1,815 | 1,813 | 17 | 11 | 18 |
| NASA | 47.5% | 45.8% | 42.0% | 33.4% | 34.2% | 35.6% | 10.9% | 11.5% | 12.3% | 5.1% | 5.1% | 6.3% | 3.2% | 3.3% | 3.8% | 11,390 | 11,586 | 10,912 | 59 | 62 | 105 |
| NCUA | 31.1% | 32.3% | 33.2% | 34.7% | 35.4% | 36.0% | 14.3% | 13.4% | 15.6% | 11.2% | 9.5% | 8.4% | 8.8% | 9.4% | 6.8% | 612 | 643 | 640 | 8 | 6 | 4 |
| NLRB | 32.2% | 31.4% | 27.7% | 38.3% | 38.4% | 35.9% | 15.3% | 16.0% | 19.0% | 6.5% | 7.3% | 10.4% | 7.6% | 6.9% | 7.0% | 822 | 824 | 840 | 20 | 12 | 15 |
| NRC | 39.4% | 37.2% | 36.6% | 35.3% | 35.9% | 34.8% | 12.7% | 14.5% | 13.4% | 7.0% | 7.0% | 9.2% | 5.6% | 5.4% | 6.0% | 2,272 | 2,388 | 2,092 | 18 | 17 | 16 |
| NSF | 40.4% | 42.6% | 39.6% | 33.4% | 31.0% | 33.1% | 14.3% | 13.5% | 12.4% | 6.5% | 6.3% | 7.3% | 5.4% | 6.6% | 7.5% | 931 | 889 | 834 | 1 | 7 | 4 |
| OMB | 41.4% | 40.3% | 32.3% | 29.8% | 37.5% | 40.6% | 16.8% | 12.7% | 13.6% | 8.6% | 5.6% | 7.9% | 3.3% | 4.0% | 5.6% | 332 | 323 | 340 | 4 | 15 | 3 |
| OPM | 41.2% | 40.6% | 38.5% | 34.0% | 35.5% | 36.5% | 13.0% | 11.5% | 12.4% | 6.5% | 6.9% | 6.8% | 5.3% | 5.5% | 5.8% | 3,015 | 2,852 | 3,113 | 20 | 15 | 26 |
| PBGC | 43.0% | 40.5% | 34.0% | 35.0% | 34.7% | 37.0% | 12.7% | 13.6% | 14.5% | 4.3% | 6.2% | 7.8% | 5.0% | 5.0% | 6.7% | 519 | 591 | 535 | 1 | 6 | 12 |
| RRB | 34.9% | 33.6% | 29.5% | 31.5% | 34.0% | 32.5% | 14.0% | 14.6% | 20.8% | 9.9% | 9.8% | 10.0% | 9.8% | 8.0% | 7.2% | 395 | 434 | 305 | 4 | 2 | 2 |
| SBA | 33.7% | 32.0% | 31.3% | 33.6% | 34.4% | 32.4% | 15.3% | 14.1% | 15.9% | 7.9% | 8.9% | 9.7% | 9.5% | 10.6% | 10.6% | 1,508 | 1,469 | 1,327 | 18 | 12 | 12 |
| SEC | 42.5% | 38.0% | 31.5% | 33.2% | 34.9% | 34.9% | 13.4% | 13.9% | 17.6% | 6.3% | 7.7% | 8.4% | 4.6% | 5.5% | 7.5% | 3,349 | 3,457 | 3,126 | 16 | 18 | 35 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.4% | 30.1% | 28.1% | 35.5% | 35.4% | 35.3% | 16.9% | 17.4% | 18.2% | 8.8% | 9.1% | 9.7% | 7.5% | 8.0% | 8.8% | 579,577 | 468,047 | 391,835 | 5,597 | 4,670 | 4,496 |
| SSA | 29.1% | 28.8% | 27.0% | 36.3% | 36.0% | 36.2% | 16.9% | 16.3% | 17.5% | 9.5% | 10.7% | 10.8% | 8.3% | 8.2% | 8.5% | 25,262 | 8,132 | 8,479 | 176 | 58 | 80 |
| State | 31.3% | 30.9% | 28.5% | 36.6% | 38.2% | 38.4% | 16.7% | 17.5% | 16.8% | 9.2% | 7.5% | 10.3% | 6.2% | 5.9% | 6.0% | 6,863 | 4,053 | 4,963 | 89 | 37 | 50 |
| USAID | 30.2% | 30.8% | 27.8% | 33.8% | 35.8% | 35.9% | 18.5% | 17.5% | 18.0% | 11.1% | 8.9% | 9.9% | 6.4% | 7.0% | 8.4% | 1,788 | 2,007 | 2,187 | 20 | 25 | 31 |
| USDA | 28.5% | 30.6% | 28.3% | 38.8% | 38.8% | 39.3% | 16.8% | 16.4% | 17.3% | 9.1% | 8.3% | 8.5% | 6.7% | 5.9% | 6.6% | 42,367 | 47,703 | 22,262 | 231 | 300 | 144 |
| USDT | 37.0% | 36.6% | 34.9% | 34.9% | 35.4% | 35.4% | 14.8% | 14.6% | 15.3% | 6.7% | 7.0% | 7.2% | 6.5% | 6.5% | 7.2% | 40,814 | 44,869 | 43,721 | 471 | 480 | 592 |
| Small Agencies | 37.2% | 37.0% | 34.8% | 32.3% | 33.0% | 33.6% | 14.2% | 15.1% | 15.2% | 8.6% | 7.8% | 8.8% | 7.7% | 7.1% | 7.5% | 5,119 | 5,363 | 5,264 | 55 | 57 | 43 |
| DOD | 30.5% | 29.6% | 27.2% | 35.3% | 35.5% | 35.1% | 17.7% | 18.3% | 19.4% | 9.1% | 9.5% | 9.9% | 7.4% | 7.2% | 8.4% | 175,568 | 67,680 | 55,784 | 2,105 | 839 | 831 |
| USACE | 33.8% | 31.6% | 28.4% | 37.7% | 39.3% | 38.7% | 15.6% | 15.4% | 17.3% | 7.7% | 8.1% | 8.6% | 5.1% | 5.5% | 7.0% | 18,362 | 4,291 | 3,497 | 162 | 32 | 41 |
| Air Force | 31.4% | 31.2% | 30.2% | 34.1% | 34.2% | 34.2% | 17.2% | 17.8% | 18.3% | 9.2% | 9.2% | 9.6% | 8.1% | 7.6% | 7.7% | 31,842 | 15,992 | 14,656 | 430 | 232 | 258 |
| Army‡ | 29.2% | 27.8% | 25.1% | 34.7% | 35.2% | 33.7% | 18.1% | 18.8% | 20.1% | 9.8% | 10.2% | 10.8% | 8.3% | 8.0% | 10.2% | 49,523 | 16,734 | 12,831 | 545 | 211 | 176 |
| Navy‡ | 28.5% | 28.6% | 25.5% | 37.6% | 37.0% | 37.1% | 18.9% | 19.4% | 20.6% | 8.7% | 9.1% | 9.5% | 6.3% | 5.9% | 7.3% | 40,924 | 13,610 | 10,608 | 556 | 173 | 165 |
| Marine Corps | 32.3% | 30.9% | 28.4% | 34.0% | 35.0% | 32.5% | 18.2% | 18.1% | 19.4% | 8.5% | 8.6% | 11.9% | 7.0% | 7.5% | 7.9% | 5,076 | 1,756 | 1,150 | 61 | 12 | 16 |
| DOD 4th Estate | 34.0% | 31.4% | 29.7% | 33.6% | 33.6% | 34.4% | 16.0% | 17.1% | 17.8% | 8.6% | 9.7% | 9.1% | 7.8% | 8.2% | 9.0% | 29,841 | 15,297 | 13,042 | 351 | 179 | 175 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 34.1% | 32.6% | 30.6% | 36.8% | 37.0% | 37.3% | 20.2% | 20.7% | 21.7% | 4.1% | 4.4% | 4.7% | 4.8% | 5.3% | 5.8% | 541,790 | 438,339 | 365,376 | 43,452 | 34,846 | 32,531 |
| BBG | 28.7% | 26.1% | 26.9% | 36.1% | 35.3% | 34.1% | 20.1% | 25.8% | 24.7% | 6.2% | 4.6% | 5.1% | 8.9% | 8.2% | 9.2% | 762 | 961 | 790 | 57 | 93 | 89 |
| CSOSA | 39.1% | 39.7% | 35.5% | 35.3% | 32.5% | 31.9% | 16.0% | 18.2% | 22.1% | 5.1% | 4.0% | 5.8% | 4.5% | 5.6% | 4.6% | 426 | 499 | 574 | 24 | 23 | 32 |
| DHS | 28.4% | 27.2% | 24.3% | 35.8% | 36.2% | 35.2% | 23.8% | 24.5% | 26.0% | 5.2% | 5.0% | 6.3% | 6.8% | 7.1% | 8.3% | 66,828 | 42,546 | 41,927 | 5,305 | 3,500 | 3,891 |
| DOC | 37.9% | 37.8% | 35.8% | 37.3% | 37.4% | 37.7% | 18.5% | 18.6% | 19.5% | 3.1% | 3.2% | 3.7% | 3.3% | 3.0% | 3.4% | 18,402 | 9,276 | 8,578 | 1,999 | 980 | 1,013 |
| DOE | 38.8% | 36.2% | 33.6% | 37.0% | 37.6% | 37.4% | 18.2% | 19.2% | 20.8% | 2.9% | 3.7% | 3.8% | 3.0% | 3.3% | 4.3% | 7,787 | 7,706 | 7,131 | 740 | 766 | 806 |
| DOI | 33.7% | 31.9% | 29.1% | 37.2% | 38.6% | 38.0% | 20.5% | 20.4% | 22.6% | 4.1% | 4.4% | 4.8% | 4.5% | 4.6% | 5.4% | 25,666 | 23,223 | 20,636 | 2,180 | 2,096 | 1,949 |
| DOJ | 32.7% | 32.1% | 31.6% | 36.3% | 36.6% | 37.3% | 20.8% | 21.6% | 21.6% | 4.7% | 4.9% | 4.4% | 5.6% | 4.8% | 5.0% | 27,847 | 14,365 | 14,718 | 2,076 | 1,107 | 1,127 |
| DOL | 39.0% | 39.6% | 36.1% | 34.6% | 34.7% | 35.9% | 17.6% | 17.0% | 18.7% | 3.7% | 3.5% | 4.3% | 5.1% | 5.2% | 5.0% | 7,252 | 7,950 | 10,177 | 671 | 707 | 936 |
| DOT | 36.5% | 34.5% | 32.6% | 37.1% | 38.0% | 39.1% | 19.0% | 19.9% | 20.0% | 3.3% | 3.5% | 3.7% | 4.1% | 4.0% | 4.6% | 19,524 | 15,174 | 13,247 | 1,697 | 1,299 | 1,349 |
| ED | 40.6% | 44.0% | 39.4% | 35.1% | 33.8% | 35.1% | 16.9% | 15.6% | 17.3% | 3.0% | 2.7% | 3.3% | 4.5% | 3.9% | 4.9% | 2,362 | 2,555 | 2,618 | 201 | 233 | 209 |
| EEOC | 42.9% | 43.6% | 41.9% | 31.2% | 31.5% | 32.9% | 17.1% | 16.2% | 16.6% | 3.8% | 3.9% | 3.6% | 4.9% | 4.8% | 5.0% | 1,269 | 1,327 | 1,370 | 96 | 83 | 109 |
| EPA | 38.4% | 37.7% | 31.5% | 37.0% | 38.6% | 39.3% | 18.5% | 17.7% | 21.3% | 2.9% | 3.3% | 3.6% | 3.2% | 2.8% | 4.3% | 7,077 | 8,393 | 8,858 | 791 | 851 | 1,140 |
| FCC | 42.1% | 38.7% | 38.1% | 34.9% | 33.3% | 34.2% | 16.6% | 19.8% | 17.7% | 3.1% | 4.3% | 4.2% | 3.2% | 3.9% | 5.8% | 526 | 628 | 547 | 53 | 63 | 82 |
| FERC | 51.8% | 48.7% | 44.6% | 29.7% | 34.1% | 35.2% | 13.8% | 13.6% | 15.7% | 2.1% | 1.8% | 1.8% | 2.7% | 1.8% | 2.8% | 1,012 | 989 | 1,026 | 91 | 73 | 106 |
| FTC | 54.4% | 50.4% | 47.5% | 26.6% | 31.2% | 31.2% | 13.9% | 12.7% | 13.4% | 2.5% | 2.5% | 4.2% | 2.6% | 3.2% | 3.7% | 567 | 550 | 569 | 62 | 53 | 62 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 34.1% | 32.6% | 30.6% | 36.8% | 37.0% | 37.3% | 20.2% | 20.7% | 21.7% | 4.1% | 4.4% | 4.7% | 4.8% | 5.3% | 5.8% | 541,790 | 438,339 | 365,376 | 43,452 | 34,846 | 32,531 |
| GSA | 47.4% | 47.5% | 42.6% | 33.6% | 33.2% | 34.8% | 13.9% | 14.3% | 16.5% | 2.1% | 2.3% | 2.5% | 2.9% | 2.6% | 3.7% | 6,588 | 6,925 | 6,376 | 463 | 476 | 544 |
| HHS | 39.3% | 38.9% | 35.0% | 35.8% | 35.5% | 36.3% | 17.1% | 17.1% | 19.1% | 3.7% | 3.9% | 4.4% | 4.1% | 4.5% | 5.1% | 39,337 | 39,110 | 36,391 | 2,951 | 3,000 | 3,079 |
| HUD | 38.6% | 39.4% | 34.8% | 33.4% | 34.0% | 33.8% | 17.9% | 18.1% | 20.7% | 3.9% | 3.3% | 4.4% | 6.1% | 5.1% | 6.3% | 4,228 | 4,526 | 4,994 | 326 | 343 | 396 |
| NARA | 38.8% | 40.5% | 39.7% | 33.9% | 33.4% | 32.8% | 18.5% | 18.7% | 18.4% | 4.0% | 4.0% | 4.0% | 4.7% | 3.4% | 5.0% | 1,573 | 1,678 | 1,707 | 144 | 148 | 124 |
| NASA | 52.5% | 49.7% | 46.7% | 33.1% | 34.5% | 35.6% | 11.1% | 12.3% | 13.6% | 1.7% | 2.0% | 2.0% | 1.5% | 1.5% | 2.1% | 10,667 | 10,841 | 10,137 | 776 | 825 | 893 |
| NCUA | 35.0% | 39.0% | 39.6% | 38.6% | 36.9% | 36.2% | 19.2% | 16.8% | 16.6% | 3.9% | 2.6% | 3.4% | 3.3% | 4.8% | 4.1% | 555 | 585 | 583 | 66 | 68 | 64 |
| NLRB | 39.5% | 38.1% | 32.8% | 35.4% | 35.4% | 38.9% | 16.8% | 18.5% | 19.9% | 2.5% | 3.8% | 3.7% | 5.7% | 4.2% | 4.7% | 752 | 749 | 763 | 86 | 85 | 93 |
| NRC | 45.9% | 43.2% | 43.1% | 34.7% | 35.5% | 35.1% | 13.9% | 15.9% | 15.0% | 2.3% | 2.6% | 3.3% | 3.2% | 2.8% | 3.5% | 2,061 | 2,178 | 1,905 | 226 | 231 | 213 |
| NSF | 45.5% | 45.6% | 43.0% | 32.0% | 32.0% | 31.5% | 15.6% | 14.8% | 16.7% | 3.9% | 3.4% | 3.7% | 2.9% | 4.3% | 5.1% | 874 | 841 | 786 | 57 | 54 | 56 |
| OMB | 48.1% | 43.6% | 34.6% | 30.6% | 34.4% | 42.2% | 14.8% | 14.3% | 15.0% | 4.6% | 4.9% | 4.4% | 1.9% | 2.9% | 3.9% | 316 | 318 | 324 | 19 | 23 | 25 |
| OPM | 44.7% | 43.0% | 41.7% | 33.9% | 36.5% | 35.6% | 15.6% | 14.4% | 16.8% | 2.1% | 2.6% | 2.3% | 3.7% | 3.5% | 3.6% | 2,776 | 2,607 | 2,833 | 254 | 260 | 301 |
| PBGC | 46.1% | 43.5% | 38.9% | 32.6% | 36.0% | 36.7% | 14.9% | 15.2% | 15.2% | 2.2% | 3.3% | 3.4% | 4.2% | 2.0% | 5.8% | 483 | 554 | 494 | 36 | 37 | 61 |
| RRB | 37.2% | 36.7% | 31.0% | 32.2% | 35.3% | 39.7% | 20.6% | 20.1% | 23.9% | 5.1% | 3.8% | 1.3% | 5.0% | 4.1% | 4.1% | 361 | 388 | 272 | 39 | 49 | 40 |
| SBA | 36.8% | 34.8% | 34.6% | 34.0% | 35.7% | 33.2% | 20.1% | 18.6% | 20.7% | 3.3% | 3.6% | 3.6% | 5.9% | 7.4% | 7.9% | 1,412 | 1,372 | 1,252 | 108 | 108 | 98 |
| SEC | 50.0% | 45.7% | 40.5% | 31.8% | 34.0% | 35.5% | 13.3% | 15.3% | 16.6% | 2.4% | 2.4% | 3.4% | 2.5% | 2.7% | 4.0% | 3,012 | 3,126 | 2,794 | 349 | 347 | 371 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 34.1% | 32.6% | 30.6% | 36.8% | 37.0% | 37.3% | 20.2% | 20.7% | 21.7% | 4.1% | 4.4% | 4.7% | 4.8% | 5.3% | 5.8% | 541,790 | 438,339 | 365,376 | 43,452 | 34,846 | 32,531 |
| SSA | 30.0% | 29.9% | 27.8% | 36.3% | 36.8% | 38.5% | 23.4% | 23.0% | 23.2% | 4.6% | 4.9% | 5.0% | 5.6% | 5.5% | 5.5% | 23,471 | 7,561 | 7,937 | 1,984 | 625 | 664 |
| State | 35.8% | 34.8% | 32.5% | 38.9% | 41.4% | 40.7% | 17.5% | 16.8% | 18.8% | 4.1% | 3.8% | 4.6% | 3.7% | 3.2% | 3.5% | 6,461 | 3,841 | 4,670 | 495 | 267 | 391 |
| USAID | 37.5% | 38.5% | 34.5% | 38.7% | 38.3% | 39.7% | 15.7% | 16.3% | 17.3% | 4.4% | 3.4% | 4.0% | 3.7% | 3.5% | 4.4% | 1,669 | 1,911 | 2,052 | 136 | 124 | 182 |
| USDA | 31.5% | 32.9% | 31.2% | 41.8% | 42.0% | 42.4% | 19.3% | 18.5% | 19.3% | 3.8% | 3.3% | 3.4% | 3.6% | 3.3% | 3.7% | 40,150 | 45,623 | 21,229 | 2,453 | 2,403 | 1,257 |
| USDT | 39.8% | 39.1% | 37.7% | 35.2% | 36.0% | 35.8% | 17.5% | 17.3% | 18.4% | 3.1% | 3.2% | 3.2% | 4.5% | 4.4% | 4.8% | 37,910 | 41,555 | 40,525 | 3,367 | 3,764 | 3,846 |
| Small Agencies | 41.3% | 41.9% | 39.2% | 33.2% | 33.8% | 34.7% | 16.9% | 16.3% | 17.7% | 3.5% | 3.8% | 3.4% | 5.0% | 4.3% | 5.0% | 4,753 | 5,001 | 4,910 | 423 | 436 | 421 |
| DOD | 33.1% | 32.4% | 30.2% | 37.3% | 37.6% | 37.5% | 20.7% | 21.0% | 22.3% | 4.2% | 4.3% | 4.7% | 4.7% | 4.6% | 5.3% | 165,074 | 63,797 | 52,496 | 12,651 | 4,798 | 4,376 |
| USACE | 35.1% | 33.6% | 29.6% | 39.2% | 40.5% | 40.4% | 19.4% | 19.0% | 22.1% | 3.2% | 3.5% | 4.0% | 3.1% | 3.3% | 3.9% | 17,244 | 3,991 | 3,274 | 1,296 | 332 | 273 |
| Air Force | 33.6% | 33.7% | 32.4% | 35.9% | 35.6% | 36.3% | 21.2% | 21.4% | 21.6% | 4.4% | 4.3% | 4.5% | 4.9% | 5.0% | 5.1% | 29,737 | 15,040 | 13,807 | 2,550 | 1,209 | 1,173 |
| Army‡ | 31.8% | 30.7% | 28.2% | 36.9% | 38.1% | 36.4% | 21.1% | 21.0% | 23.3% | 4.8% | 5.0% | 5.4% | 5.5% | 5.2% | 6.7% | 46,953 | 15,897 | 12,144 | 3,132 | 1,053 | 924 |
| Navy‡ | 31.6% | 31.7% | 28.8% | 39.8% | 39.4% | 40.3% | 21.1% | 21.9% | 22.9% | 3.8% | 3.7% | 4.1% | 3.7% | 3.4% | 3.9% | 38,303 | 12,818 | 10,016 | 3,175 | 982 | 811 |
| Marine Corps | 34.8% | 32.3% | 31.8% | 33.9% | 36.0% | 33.5% | 22.4% | 22.7% | 23.0% | 4.1% | 3.6% | 6.2% | 4.9% | 5.4% | 5.5% | 4,785 | 1,644 | 1,082 | 350 | 135 | 88 |
| DOD 4th Estate | 36.8% | 34.8% | 33.4% | 35.2% | 35.4% | 35.8% | 18.6% | 19.2% | 20.5% | 4.0% | 4.9% | 4.5% | 5.4% | 5.7% | 5.8% | 28,052 | 14,407 | 12,173 | 2,148 | 1,087 | 1,107 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 29.5% | 28.0% | 26.3% | 36.4% | 36.2% | 36.1% | 18.0% | 18.5% | 19.1% | 9.2% | 9.7% | 10.3% | 6.9% | 7.5% | 8.2% | 582,583 | 470,605 | 395,581 | 3,047 | 2,367 | 2,285 |
| BBG | 23.8% | 22.2% | 21.5% | 34.4% | 33.3% | 31.2% | 20.0% | 23.1% | 23.1% | 9.3% | 10.1% | 11.3% | 12.5% | 11.2% | 13.0% | 818 | 1,046 | 875 | 2 | 10 | 10 |
| CSOSA | 36.3% | 39.6% | 34.5% | 33.5% | 33.5% | 34.3% | 15.5% | 15.1% | 17.2% | 8.8% | 5.3% | 7.9% | 5.9% | 6.5% | 6.1% | 448 | 522 | 600 | 2 | 1 | 0 |
| DHS | 25.6% | 24.4% | 21.4% | 36.3% | 36.7% | 35.7% | 19.0% | 19.3% | 20.2% | 10.1% | 10.4% | 11.9% | 9.0% | 9.2% | 10.8% | 71,800 | 45,822 | 45,552 | 381 | 200 | 229 |
| DOC | 33.3% | 32.8% | 32.1% | 37.9% | 38.2% | 37.3% | 15.9% | 15.8% | 16.4% | 7.9% | 8.6% | 8.6% | 5.1% | 4.6% | 5.6% | 20,326 | 10,215 | 9,561 | 91 | 40 | 38 |
| DOE | 32.6% | 30.9% | 27.9% | 37.9% | 37.9% | 38.2% | 16.8% | 16.9% | 18.1% | 7.9% | 8.9% | 9.2% | 4.8% | 5.4% | 6.5% | 8,495 | 8,439 | 7,903 | 46 | 35 | 33 |
| DOI | 27.6% | 26.1% | 23.3% | 36.8% | 37.2% | 36.9% | 19.0% | 19.9% | 20.9% | 9.9% | 10.1% | 11.1% | 6.7% | 6.7% | 7.8% | 27,691 | 25,149 | 22,421 | 168 | 146 | 153 |
| DOJ | 29.0% | 27.9% | 27.8% | 36.2% | 37.1% | 36.4% | 17.4% | 18.1% | 17.4% | 9.8% | 9.6% | 10.7% | 7.6% | 7.3% | 7.7% | 29,796 | 15,399 | 15,757 | 154 | 84 | 80 |
| DOL | 34.7% | 34.9% | 31.3% | 35.1% | 35.3% | 36.9% | 14.9% | 15.3% | 16.5% | 8.0% | 7.4% | 8.4% | 7.2% | 7.1% | 6.9% | 7,906 | 8,618 | 11,035 | 20 | 39 | 70 |
| DOT | 30.7% | 29.4% | 26.6% | 37.4% | 37.9% | 38.9% | 17.9% | 18.0% | 18.0% | 7.9% | 8.5% | 9.5% | 6.0% | 6.1% | 6.9% | 21,118 | 16,432 | 14,509 | 109 | 71 | 82 |
| ED | 33.2% | 35.7% | 32.0% | 36.7% | 35.3% | 35.1% | 15.9% | 14.4% | 15.8% | 7.9% | 8.1% | 9.4% | 6.3% | 6.5% | 7.7% | 2,558 | 2,758 | 2,813 | 8 | 25 | 12 |
| EEOC | 36.7% | 36.8% | 35.4% | 33.8% | 34.1% | 34.5% | 15.7% | 14.7% | 14.9% | 7.0% | 7.1% | 8.2% | 6.8% | 7.3% | 7.0% | 1,354 | 1,393 | 1,468 | 6 | 5 | 4 |
| EPA | 30.6% | 30.1% | 24.7% | 39.2% | 38.8% | 39.3% | 16.3% | 17.6% | 19.7% | 8.9% | 8.6% | 10.0% | 4.9% | 4.9% | 6.3% | 7,847 | 9,202 | 9,933 | 30 | 39 | 52 |
| FCC | 36.3% | 32.6% | 29.0% | 32.9% | 34.5% | 37.3% | 19.8% | 19.9% | 18.7% | 7.0% | 7.2% | 8.9% | 4.1% | 5.8% | 6.1% | 575 | 684 | 627 | 4 | 3 | 6 |
| FERC | 43.0% | 40.5% | 35.5% | 35.9% | 36.6% | 37.2% | 12.3% | 14.5% | 16.1% | 5.0% | 4.8% | 6.8% | 3.8% | 3.6% | 4.4% | 1,105 | 1,057 | 1,131 | 1 | 3 | 8 |
| FTC | 45.5% | 45.3% | 38.7% | 31.6% | 34.8% | 35.1% | 12.1% | 11.2% | 13.4% | 7.0% | 5.6% | 7.2% | 3.9% | 3.0% | 5.6% | 629 | 599 | 627 | 2 | 3 | 1 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|-------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 29.5% | 28.0% | 26.3% | 36.4% | 36.2% | 36.1% | 18.0% | 18.5% | 19.1% | 9.2% | 9.7% | 10.3% | 6.9% | 7.5% | 8.2% | 582,583 | 470,605 | 395,581 | 3,047 | 2,367 | 2,285 |
| GSA | 42.9% | 42.4% | 38.5% | 35.2% | 34.2% | 34.6% | 12.9% | 13.1% | 14.6% | 5.0% | 6.0% | 6.5% | 4.0% | 4.2% | 5.8% | 7,038 | 7,346 | 6,880 | 23 | 39 | 33 |
| HHS | 34.2% | 33.5% | 29.7% | 35.3% | 35.3% | 35.7% | 16.5% | 16.6% | 18.0% | 8.1% | 8.4% | 9.4% | 5.9% | 6.2% | 7.2% | 42,097 | 41,863 | 39,279 | 218 | 196 | 213 |
| HUD | 34.4% | 34.6% | 30.5% | 34.5% | 34.5% | 34.3% | 15.9% | 16.6% | 17.9% | 7.6% | 7.6% | 9.0% | 7.6% | 6.8% | 8.3% | 4,532 | 4,860 | 5,360 | 23 | 15 | 36 |
| NARA | 35.1% | 36.6% | 35.7% | 34.2% | 33.2% | 32.4% | 17.0% | 15.9% | 15.2% | 6.4% | 8.8% | 8.9% | 7.2% | 5.5% | 7.9% | 1,709 | 1,820 | 1,831 | 9 | 8 | 10 |
| NASA | 43.1% | 40.7% | 37.9% | 35.4% | 36.6% | 36.9% | 13.2% | 14.1% | 14.9% | 5.6% | 5.6% | 6.7% | 2.8% | 3.0% | 3.4% | 11,400 | 11,613 | 10,980 | 47 | 45 | 53 |
| NCUA | 29.3% | 30.9% | 33.2% | 39.9% | 37.1% | 38.2% | 13.7% | 15.5% | 13.3% | 10.9% | 8.9% | 9.7% | 6.2% | 7.6% | 5.6% | 615 | 648 | 646 | 5 | 5 | 3 |
| NLRB | 31.9% | 29.8% | 26.3% | 39.5% | 38.9% | 41.7% | 14.9% | 16.8% | 14.7% | 6.6% | 7.7% | 8.9% | 7.0% | 6.9% | 8.5% | 836 | 832 | 855 | 7 | 6 | 5 |
| NRC | 38.5% | 35.0% | 34.6% | 36.8% | 38.4% | 37.7% | 13.3% | 14.9% | 13.7% | 6.2% | 7.2% | 8.5% | 5.2% | 4.6% | 5.5% | 2,280 | 2,400 | 2,112 | 11 | 13 | 9 |
| NSF | 37.2% | 39.0% | 34.2% | 33.1% | 32.1% | 33.7% | 16.4% | 14.7% | 17.1% | 8.2% | 8.1% | 8.9% | 5.1% | 6.1% | 6.1% | 930 | 895 | 839 | 1 | 4 | 2 |
| OMB | 38.6% | 35.6% | 28.8% | 33.2% | 36.3% | 39.8% | 14.9% | 17.9% | 17.0% | 9.9% | 7.2% | 9.5% | 3.4% | 3.0% | 4.9% | 335 | 336 | 346 | 1 | 5 | 1 |
| OPM | 40.0% | 38.8% | 37.2% | 34.8% | 36.6% | 37.2% | 14.0% | 12.8% | 13.9% | 6.3% | 6.6% | 6.4% | 4.9% | 5.2% | 5.4% | 3,016 | 2,855 | 3,120 | 17 | 11 | 20 |
| PBGC | 40.5% | 39.1% | 32.1% | 37.8% | 35.2% | 38.6% | 12.8% | 15.7% | 15.0% | 4.6% | 6.1% | 8.2% | 4.3% | 3.9% | 6.0% | 520 | 589 | 547 | 0 | 4 | 8 |
| RRB | 31.6% | 32.7% | 27.2% | 34.7% | 35.8% | 35.6% | 14.4% | 15.3% | 19.9% | 9.3% | 9.7% | 9.3% | 10.0% | 6.5% | 8.0% | 396 | 429 | 309 | 4 | 3 | 2 |
| SBA | 33.4% | 29.1% | 29.0% | 32.0% | 35.2% | 32.7% | 17.7% | 16.9% | 16.9% | 8.4% | 8.4% | 10.8% | 8.5% | 10.2% | 10.7% | 1,512 | 1,467 | 1,335 | 13 | 12 | 7 |
| SEC | 40.2% | 36.0% | 30.0% | 35.0% | 36.8% | 37.4% | 14.0% | 15.1% | 17.3% | 6.9% | 7.1% | 8.5% | 3.9% | 5.0% | 6.7% | 3,354 | 3,459 | 3,138 | 13 | 14 | 20 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 29.5% | 28.0% | 26.3% | 36.4% | 36.2% | 36.1% | 18.0% | 18.5% | 19.1% | 9.2% | 9.7% | 10.3% | 6.9% | 7.5% | 8.2% | 582,583 | 470,605 | 395,581 | 3,047 | 2,367 | 2,285 |
| SSA | 27.7% | 27.2% | 25.7% | 38.2% | 37.2% | 37.3% | 17.7% | 18.5% | 18.9% | 9.2% | 9.7% | 10.4% | 7.1% | 7.4% | 7.7% | 25,369 | 8,169 | 8,545 | 104 | 20 | 51 |
| State | 27.4% | 26.8% | 26.1% | 38.5% | 41.3% | 38.4% | 17.6% | 17.7% | 18.3% | 10.4% | 8.6% | 11.0% | 6.1% | 5.6% | 6.2% | 6,912 | 4,081 | 5,021 | 46 | 19 | 29 |
| USAID | 27.4% | 28.1% | 25.2% | 32.5% | 35.2% | 36.0% | 20.1% | 18.2% | 18.1% | 12.8% | 11.7% | 12.4% | 7.2% | 6.9% | 8.3% | 1,801 | 2,023 | 2,212 | 9 | 10 | 15 |
| USDA | 26.6% | 27.9% | 26.0% | 39.3% | 40.0% | 39.8% | 18.9% | 18.0% | 19.0% | 9.2% | 8.7% | 9.2% | 6.0% | 5.4% | 5.9% | 42,476 | 47,877 | 22,415 | 163 | 161 | 86 |
| USDT | 35.6% | 35.4% | 33.6% | 35.9% | 36.0% | 36.5% | 15.5% | 15.3% | 15.9% | 6.9% | 7.1% | 7.4% | 6.1% | 6.2% | 6.7% | 41,046 | 45,015 | 44,045 | 259 | 279 | 321 |
| Small Agencies | 35.2% | 35.3% | 32.3% | 32.9% | 33.9% | 35.3% | 16.3% | 16.3% | 16.6% | 8.6% | 8.5% | 8.9% | 7.1% | 6.0% | 6.8% | 5,157 | 5,413 | 5,302 | 22 | 28 | 25 |
| DOD | 28.4% | 27.2% | 25.4% | 35.9% | 36.0% | 35.9% | 18.9% | 19.4% | 19.9% | 9.7% | 10.5% | 10.6% | 7.1% | 6.9% | 8.1% | 176,786 | 68,212 | 56,507 | 1,028 | 358 | 376 |
| USACE | 31.0% | 28.4% | 25.7% | 38.9% | 39.5% | 39.3% | 17.1% | 18.3% | 19.1% | 8.2% | 8.9% | 9.4% | 4.8% | 4.9% | 6.5% | 18,475 | 4,310 | 3,543 | 76 | 13 | 14 |
| Air Force | 28.9% | 28.6% | 27.8% | 34.7% | 34.4% | 35.0% | 18.6% | 19.1% | 19.7% | 10.1% | 10.6% | 10.0% | 7.7% | 7.4% | 7.6% | 32,083 | 16,147 | 14,870 | 210 | 93 | 108 |
| Army‡ | 27.5% | 26.0% | 23.6% | 35.3% | 35.7% | 34.4% | 19.0% | 19.6% | 20.5% | 10.3% | 11.1% | 11.9% | 8.0% | 7.7% | 9.5% | 49,838 | 16,872 | 12,990 | 280 | 88 | 73 |
| Navy‡ | 26.5% | 26.1% | 23.8% | 37.8% | 37.7% | 38.2% | 20.1% | 20.4% | 20.8% | 9.5% | 10.2% | 10.2% | 6.1% | 5.6% | 7.0% | 41,228 | 13,705 | 10,757 | 267 | 78 | 85 |
| Marine Corps | 29.2% | 26.8% | 27.1% | 35.1% | 35.8% | 34.0% | 19.4% | 19.8% | 18.7% | 9.1% | 10.5% | 11.3% | 7.2% | 7.1% | 8.8% | 5,109 | 1,762 | 1,167 | 25 | 8 | 8 |
| DOD 4th Estate | 32.1% | 29.6% | 28.2% | 34.1% | 34.3% | 34.6% | 17.2% | 17.8% | 18.1% | 9.1% | 10.3% | 10.1% | 7.4% | 8.1% | 8.9% | 30,053 | 15,416 | 13,180 | 170 | 78 | 88 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.8% | 30.1% | 28.0% | 37.9% | 37.6% | 37.5% | 16.3% | 16.9% | 17.8% | 7.4% | 7.9% | 8.6% | 6.7% | 7.5% | 8.0% | 577,503 | 467,336 | 392,465 | 8,068 | 6,537 | 6,120 |
| BBG | 25.1% | 24.1% | 22.5% | 35.8% | 33.1% | 31.3% | 17.8% | 21.5% | 21.6% | 7.6% | 9.2% | 10.9% | 13.6% | 12.0% | 13.7% | 801 | 1,031 | 866 | 18 | 27 | 20 |
| CSOSA | 38.8% | 40.3% | 35.1% | 35.0% | 35.7% | 36.7% | 15.7% | 12.9% | 15.6% | 6.5% | 5.1% | 6.0% | 4.0% | 6.1% | 6.6% | 446 | 515 | 593 | 5 | 8 | 11 |
| DHS | 25.5% | 24.4% | 21.3% | 35.4% | 35.8% | 34.5% | 19.3% | 19.6% | 20.7% | 9.9% | 10.0% | 11.4% | 10.0% | 10.2% | 12.1% | 71,224 | 45,548 | 45,288 | 959 | 546 | 597 |
| DOC | 35.9% | 34.9% | 33.7% | 39.4% | 40.6% | 39.3% | 14.4% | 14.3% | 15.6% | 5.9% | 5.9% | 6.5% | 4.4% | 4.4% | 4.8% | 20,022 | 10,115 | 9,426 | 383 | 150 | 180 |
| DOE | 38.8% | 35.9% | 32.6% | 39.1% | 40.1% | 41.2% | 12.6% | 13.1% | 14.2% | 5.4% | 6.2% | 6.2% | 4.2% | 4.7% | 5.8% | 8,450 | 8,393 | 7,851 | 88 | 97 | 106 |
| DOI | 32.4% | 30.6% | 27.5% | 39.6% | 40.4% | 40.3% | 14.8% | 15.5% | 16.7% | 7.2% | 7.2% | 8.4% | 6.0% | 6.2% | 7.2% | 27,481 | 24,962 | 22,292 | 374 | 370 | 312 |
| DOJ | 30.8% | 29.9% | 29.1% | 37.3% | 38.1% | 37.6% | 16.7% | 17.1% | 17.6% | 8.0% | 7.9% | 8.7% | 7.2% | 7.1% | 7.0% | 29,558 | 15,288 | 15,673 | 395 | 203 | 199 |
| DOL | 34.0% | 34.9% | 31.6% | 35.0% | 35.0% | 37.1% | 15.5% | 15.6% | 16.9% | 7.8% | 7.2% | 7.3% | 7.7% | 7.4% | 7.0% | 7,803 | 8,525 | 10,938 | 122 | 138 | 201 |
| DOT | 33.5% | 31.2% | 29.2% | 38.3% | 38.4% | 39.4% | 15.2% | 16.1% | 16.3% | 6.8% | 7.8% | 8.2% | 6.1% | 6.5% | 6.9% | 20,939 | 16,316 | 14,388 | 293 | 209 | 233 |
| ED | 35.0% | 37.3% | 34.7% | 37.0% | 35.8% | 35.5% | 15.2% | 14.2% | 15.6% | 6.8% | 6.8% | 7.2% | 6.0% | 6.0% | 7.1% | 2,516 | 2,717 | 2,764 | 49 | 71 | 62 |
| EEOC | 37.9% | 38.8% | 36.1% | 33.6% | 34.3% | 34.8% | 15.2% | 14.5% | 16.1% | 6.4% | 5.6% | 5.7% | 6.9% | 6.8% | 7.3% | 1,342 | 1,380 | 1,455 | 22 | 27 | 24 |
| EPA | 35.9% | 35.4% | 28.4% | 40.1% | 40.2% | 41.7% | 13.8% | 13.9% | 16.6% | 5.7% | 6.2% | 7.2% | 4.4% | 4.2% | 6.1% | 7,754 | 9,124 | 9,830 | 118 | 137 | 193 |
| FCC | 39.2% | 34.6% | 32.2% | 35.7% | 36.8% | 34.8% | 14.8% | 16.8% | 19.3% | 6.0% | 6.8% | 7.5% | 4.3% | 5.0% | 6.1% | 569 | 685 | 613 | 11 | 10 | 21 |
| FERC | 51.9% | 47.8% | 42.4% | 33.0% | 35.4% | 35.9% | 9.3% | 10.1% | 13.8% | 3.0% | 3.9% | 4.4% | 2.8% | 2.6% | 3.5% | 1,094 | 1,050 | 1,124 | 14 | 14 | 13 |
| FTC | 55.4% | 51.6% | 46.9% | 30.3% | 32.5% | 34.2% | 7.9% | 9.5% | 10.0% | 3.9% | 3.8% | 4.9% | 2.4% | 2.7% | 4.0% | 623 | 595 | 622 | 8 | 8 | 6 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.8% | 30.1% | 28.0% | 37.9% | 37.6% | 37.5% | 16.3% | 16.9% | 17.8% | 7.4% | 7.9% | 8.6% | 6.7% | 7.5% | 8.0% | 577,503 | 467,336 | 392,465 | 8,068 | 6,537 | 6,120 |
| GSA | 46.6% | 46.5% | 41.8% | 34.8% | 34.5% | 35.8% | 11.3% | 11.2% | 12.8% | 4.0% | 4.2% | 4.7% | 3.2% | 3.7% | 4.9% | 6,982 | 7,325 | 6,813 | 70 | 62 | 86 |
| HHS | 37.4% | 36.8% | 32.9% | 37.2% | 36.8% | 37.4% | 14.2% | 14.5% | 15.6% | 6.0% | 6.2% | 7.4% | 5.2% | 5.8% | 6.7% | 41,714 | 41,562 | 38,936 | 601 | 607 | 608 |
| HUD | 36.6% | 37.6% | 33.1% | 35.1% | 35.6% | 35.7% | 15.1% | 14.6% | 16.7% | 6.3% | 5.6% | 6.6% | 7.0% | 6.6% | 7.9% | 4,502 | 4,824 | 5,321 | 60 | 49 | 88 |
| NARA | 38.6% | 39.9% | 37.5% | 34.8% | 35.2% | 35.5% | 14.3% | 12.8% | 14.3% | 5.9% | 6.9% | 5.8% | 6.4% | 5.1% | 7.0% | 1,688 | 1,806 | 1,817 | 32 | 23 | 22 |
| NASA | 52.6% | 50.3% | 47.2% | 34.3% | 36.1% | 37.1% | 8.1% | 8.5% | 9.3% | 3.1% | 3.0% | 3.5% | 1.8% | 2.0% | 2.8% | 11,340 | 11,554 | 10,944 | 96 | 115 | 110 |
| NCUA | 33.2% | 34.2% | 35.6% | 40.3% | 38.8% | 40.3% | 13.9% | 13.9% | 12.5% | 7.2% | 6.3% | 6.6% | 5.4% | 6.9% | 5.1% | 612 | 643 | 640 | 8 | 10 | 9 |
| NLRB | 32.7% | 32.0% | 25.5% | 37.0% | 38.8% | 38.8% | 16.0% | 15.9% | 17.9% | 7.1% | 6.6% | 8.9% | 7.2% | 6.8% | 8.9% | 819 | 815 | 843 | 23 | 22 | 17 |
| NRC | 45.7% | 40.8% | 40.0% | 36.7% | 40.3% | 37.6% | 9.8% | 10.6% | 12.0% | 4.1% | 4.7% | 5.6% | 3.7% | 3.6% | 4.7% | 2,254 | 2,384 | 2,093 | 35 | 30 | 33 |
| NSF | 44.4% | 45.8% | 41.8% | 35.6% | 33.3% | 35.6% | 11.4% | 12.5% | 13.3% | 4.9% | 4.5% | 4.5% | 3.7% | 3.8% | 4.8% | 918 | 885 | 832 | 12 | 13 | 9 |
| OMB | 51.2% | 45.7% | 41.9% | 36.0% | 36.7% | 42.0% | 7.5% | 11.8% | 9.1% | 3.1% | 4.9% | 5.1% | 2.2% | 0.9% | 1.9% | 333 | 338 | 349 | 3 | 3 | 1 |
| OPM | 41.2% | 40.2% | 38.9% | 34.5% | 35.9% | 35.7% | 13.8% | 13.4% | 14.5% | 5.3% | 5.4% | 5.2% | 5.2% | 5.2% | 5.7% | 2,972 | 2,811 | 3,078 | 61 | 54 | 61 |
| PBGC | 46.4% | 43.1% | 37.0% | 34.9% | 35.9% | 37.9% | 9.8% | 11.9% | 13.1% | 3.8% | 5.6% | 6.5% | 5.1% | 3.5% | 5.5% | 512 | 586 | 538 | 5 | 9 | 17 |
| RRB | 33.3% | 34.2% | 29.3% | 35.9% | 34.4% | 36.4% | 13.4% | 17.8% | 17.6% | 7.2% | 5.7% | 10.4% | 10.2% | 7.8% | 6.3% | 390 | 429 | 300 | 10 | 8 | 12 |
| SBA | 33.8% | 30.2% | 29.7% | 35.2% | 35.9% | 32.2% | 15.6% | 15.6% | 17.4% | 7.5% | 7.3% | 9.4% | 7.9% | 11.0% | 11.2% | 1,497 | 1,459 | 1,331 | 23 | 25 | 19 |
| SEC | 46.0% | 41.8% | 37.0% | 35.8% | 37.6% | 38.9% | 10.5% | 12.0% | 13.4% | 4.3% | 4.6% | 5.2% | 3.4% | 4.0% | 5.5% | 3,316 | 3,427 | 3,106 | 52 | 54 | 58 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 31.8% | 30.1% | 28.0% | 37.9% | 37.6% | 37.5% | 16.3% | 16.9% | 17.8% | 7.4% | 7.9% | 8.6% | 6.7% | 7.5% | 8.0% | 577,503 | 467,336 | 392,465 | 8,068 | 6,537 | 6,120 |
| SSA | 28.0% | 28.0% | 26.8% | 36.3% | 36.3% | 37.6% | 18.2% | 18.0% | 18.3% | 9.2% | 9.5% | 9.2% | 8.2% | 8.2% | 8.2% | 25,035 | 8,080 | 8,485 | 442 | 121 | 135 |
| State | 31.7% | 32.9% | 28.9% | 41.5% | 42.1% | 41.9% | 15.0% | 14.3% | 16.9% | 6.6% | 6.2% | 7.7% | 5.3% | 4.5% | 4.7% | 6,887 | 4,079 | 5,016 | 73 | 26 | 54 |
| USAID | 33.3% | 35.3% | 29.5% | 41.6% | 41.5% | 42.8% | 14.4% | 13.2% | 14.7% | 6.3% | 5.8% | 7.4% | 4.4% | 4.2% | 5.7% | 1,787 | 2,016 | 2,206 | 21 | 18 | 27 |
| USDA | 28.7% | 30.0% | 28.1% | 41.7% | 43.0% | 43.0% | 17.0% | 16.2% | 17.0% | 7.2% | 6.1% | 6.7% | 5.4% | 4.7% | 5.1% | 42,104 | 47,580 | 22,272 | 518 | 524 | 268 |
| USDT | 36.9% | 36.0% | 34.1% | 36.2% | 36.9% | 36.8% | 14.4% | 14.5% | 15.0% | 6.0% | 6.2% | 6.8% | 6.5% | 6.5% | 7.3% | 40,552 | 44,594 | 43,529 | 769 | 835 | 953 |
| Small Agencies | 38.8% | 38.7% | 35.8% | 34.5% | 34.4% | 37.2% | 13.1% | 14.9% | 13.6% | 7.3% | 6.1% | 6.8% | 6.2% | 6.0% | 6.7% | 5,100 | 5,378 | 5,284 | 76 | 64 | 57 |
| DOD | 30.9% | 29.7% | 27.2% | 38.5% | 38.8% | 38.4% | 16.6% | 17.2% | 18.3% | 7.4% | 7.7% | 8.6% | 6.5% | 6.5% | 7.5% | 175,567 | 67,781 | 56,131 | 2,219 | 908 | 817 |
| USACE | 35.8% | 33.3% | 28.6% | 40.6% | 42.5% | 43.3% | 13.6% | 13.5% | 15.7% | 5.8% | 6.2% | 6.8% | 4.1% | 4.5% | 5.5% | 18,404 | 4,299 | 3,528 | 138 | 31 | 32 |
| Air Force | 30.7% | 29.7% | 28.2% | 37.4% | 37.6% | 37.4% | 17.0% | 17.6% | 18.5% | 8.0% | 8.1% | 8.6% | 7.0% | 7.0% | 7.2% | 31,783 | 15,992 | 14,763 | 513 | 275 | 237 |
| Army‡ | 29.7% | 28.1% | 25.7% | 37.6% | 38.1% | 36.6% | 17.4% | 18.1% | 18.6% | 7.9% | 8.3% | 9.6% | 7.5% | 7.3% | 9.4% | 49,539 | 16,775 | 12,908 | 562 | 212 | 180 |
| Navy‡ | 29.7% | 29.4% | 26.4% | 41.4% | 41.6% | 41.2% | 16.5% | 17.0% | 18.6% | 7.0% | 7.1% | 7.9% | 5.3% | 5.0% | 5.9% | 40,975 | 13,644 | 10,704 | 515 | 166 | 139 |
| Marine Corps | 32.1% | 31.2% | 26.5% | 36.9% | 37.9% | 36.6% | 17.0% | 16.5% | 18.6% | 7.0% | 8.1% | 10.8% | 7.0% | 6.4% | 7.4% | 5,080 | 1,761 | 1,154 | 56 | 15 | 20 |
| DOD 4th Estate | 34.0% | 32.0% | 29.9% | 36.2% | 35.6% | 36.9% | 15.9% | 16.6% | 17.2% | 7.0% | 7.8% | 8.0% | 6.9% | 8.1% | 7.9% | 29,786 | 15,310 | 13,074 | 435 | 209 | 209 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 40.9% | 39.1% | 37.0% | 38.0% | 38.4% | 39.0% | 10.9% | 11.4% | 12.1% | 6.3% | 6.8% | 7.3% | 3.9% | 4.3% | 4.5% | 584,389 | 474,257 | 398,731 |
| BBG | 34.4% | 32.0% | 32.4% | 37.9% | 38.4% | 35.9% | 11.6% | 14.8% | 15.2% | 8.4% | 8.2% | 9.2% | 7.7% | 6.7% | 7.3% | 815 | 1,061 | 883 |
| CSOSA | 46.3% | 49.2% | 44.4% | 33.9% | 34.1% | 36.2% | 9.7% | 8.4% | 11.1% | 7.4% | 4.2% | 5.2% | 2.7% | 4.1% | 3.1% | 450 | 522 | 605 |
| DHS | 34.2% | 33.4% | 30.1% | 39.9% | 40.8% | 41.3% | 13.0% | 12.7% | 14.1% | 7.8% | 8.0% | 8.9% | 5.2% | 5.1% | 5.6% | 72,010 | 46,106 | 45,930 |
| DOC | 46.6% | 45.7% | 44.1% | 36.2% | 38.1% | 37.4% | 9.1% | 8.5% | 9.6% | 5.1% | 4.8% | 5.9% | 2.9% | 2.9% | 2.9% | 20,389 | 10,283 | 9,617 |
| DOE | 47.8% | 45.5% | 42.8% | 36.1% | 37.3% | 38.0% | 8.7% | 8.6% | 9.7% | 4.5% | 5.5% | 6.1% | 2.9% | 3.1% | 3.5% | 8,526 | 8,493 | 7,958 |
| DOI | 41.5% | 40.3% | 37.2% | 37.4% | 38.4% | 39.1% | 10.6% | 11.1% | 12.0% | 6.4% | 6.5% | 7.2% | 4.0% | 3.8% | 4.5% | 27,840 | 25,347 | 22,607 |
| DOJ | 39.3% | 39.2% | 37.8% | 37.1% | 38.0% | 38.3% | 11.8% | 11.7% | 12.0% | 7.4% | 6.5% | 7.6% | 4.4% | 4.6% | 4.3% | 29,875 | 15,486 | 15,862 |
| DOL | 45.0% | 46.0% | 42.4% | 34.3% | 34.2% | 36.7% | 10.3% | 9.7% | 10.5% | 6.1% | 6.1% | 6.6% | 4.3% | 4.0% | 3.9% | 7,919 | 8,682 | 11,148 |
| DOT | 44.1% | 42.4% | 40.3% | 37.7% | 39.3% | 39.4% | 9.4% | 9.2% | 10.8% | 5.5% | 5.7% | 6.2% | 3.3% | 3.4% | 3.3% | 21,191 | 16,530 | 14,621 |
| ED | 47.6% | 49.9% | 46.5% | 34.8% | 33.2% | 34.1% | 9.5% | 9.1% | 9.8% | 4.6% | 4.7% | 5.6% | 3.4% | 3.0% | 4.0% | 2,560 | 2,793 | 2,828 |
| EEOC | 47.1% | 47.8% | 44.2% | 33.1% | 31.9% | 35.9% | 9.8% | 9.7% | 10.3% | 5.1% | 6.4% | 5.5% | 5.0% | 4.3% | 4.2% | 1,359 | 1,414 | 1,482 |
| EPA | 47.8% | 48.2% | 42.0% | 37.1% | 36.5% | 39.8% | 7.8% | 7.9% | 9.3% | 4.7% | 4.9% | 5.6% | 2.6% | 2.5% | 3.3% | 7,867 | 9,278 | 10,033 |
| FCC | 54.1% | 52.1% | 45.6% | 30.9% | 32.6% | 34.6% | 8.2% | 7.5% | 11.2% | 3.4% | 4.8% | 4.8% | 3.4% | 3.0% | 3.8% | 578 | 696 | 635 |
| FERC | 61.0% | 61.4% | 56.7% | 29.0% | 28.8% | 31.5% | 4.8% | 5.7% | 6.0% | 2.8% | 2.5% | 3.3% | 2.4% | 1.6% | 2.5% | 1,109 | 1,064 | 1,141 |
| FTC | 60.6% | 59.1% | 55.9% | 28.7% | 30.3% | 30.4% | 4.5% | 5.1% | 6.2% | 3.7% | 3.6% | 4.7% | 2.5% | 1.9% | 2.8% | 631 | 605 | 629 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 40.9% | 39.1% | 37.0% | 38.0% | 38.4% | 39.0% | 10.9% | 11.4% | 12.1% | 6.3% | 6.8% | 7.3% | 3.9% | 4.3% | 4.5% | 584,389 | 474,257 | 398,731 |
| GSA | 54.3% | 53.4% | 49.4% | 32.3% | 31.9% | 34.2% | 7.8% | 8.3% | 8.6% | 3.5% | 3.8% | 4.6% | 2.2% | 2.6% | 3.2% | 7,049 | 7,415 | 6,938 |
| HHS | 45.8% | 45.4% | 42.1% | 35.0% | 35.0% | 36.0% | 10.2% | 10.2% | 11.3% | 5.5% | 5.8% | 6.5% | 3.4% | 3.6% | 4.1% | 42,258 | 42,224 | 39,578 |
| HUD | 44.6% | 45.6% | 41.8% | 35.2% | 34.8% | 35.6% | 10.0% | 9.5% | 11.3% | 5.3% | 6.0% | 6.7% | 4.8% | 4.1% | 4.7% | 4,554 | 4,872 | 5,403 |
| NARA | 48.6% | 48.6% | 46.6% | 32.7% | 33.4% | 34.2% | 8.6% | 8.6% | 8.9% | 5.7% | 5.8% | 5.9% | 4.4% | 3.6% | 4.3% | 1,716 | 1,835 | 1,843 |
| NASA | 59.5% | 58.3% | 54.6% | 30.3% | 31.3% | 33.3% | 5.7% | 5.7% | 6.6% | 2.9% | 3.0% | 3.6% | 1.6% | 1.7% | 2.0% | 11,434 | 11,681 | 11,066 |
| NCUA | 42.4% | 42.5% | 44.3% | 37.5% | 38.0% | 35.9% | 8.8% | 9.3% | 9.7% | 7.4% | 6.3% | 6.0% | 3.9% | 3.8% | 4.1% | 621 | 655 | 650 |
| NLRB | 46.8% | 44.4% | 40.9% | 35.1% | 38.3% | 40.0% | 8.9% | 8.5% | 9.1% | 5.4% | 4.6% | 6.6% | 3.8% | 4.2% | 3.4% | 842 | 838 | 861 |
| NRC | 53.4% | 51.8% | 50.0% | 32.6% | 34.5% | 33.5% | 6.0% | 7.0% | 7.8% | 5.2% | 3.8% | 5.0% | 2.8% | 2.9% | 3.6% | 2,286 | 2,419 | 2,122 |
| NSF | 51.1% | 52.7% | 48.9% | 32.8% | 30.4% | 32.3% | 9.5% | 9.2% | 8.3% | 4.1% | 4.1% | 6.7% | 2.5% | 3.7% | 3.7% | 929 | 899 | 845 |
| OMB | 58.5% | 58.9% | 56.1% | 29.8% | 32.4% | 30.4% | 5.9% | 4.1% | 7.3% | 3.7% | 3.3% | 4.1% | 2.2% | 1.2% | 2.1% | 336 | 341 | 350 |
| OPM | 50.9% | 49.2% | 48.0% | 32.7% | 34.4% | 35.2% | 8.7% | 7.9% | 8.8% | 4.6% | 5.2% | 4.2% | 3.0% | 3.3% | 3.7% | 3,023 | 2,869 | 3,153 |
| PBGC | 56.8% | 53.5% | 45.9% | 29.7% | 32.7% | 36.4% | 7.8% | 7.3% | 9.4% | 2.7% | 3.8% | 5.5% | 3.0% | 2.7% | 2.7% | 521 | 595 | 557 |
| RRB | 42.5% | 43.1% | 36.9% | 33.9% | 35.3% | 40.1% | 11.2% | 12.1% | 10.9% | 6.6% | 5.7% | 6.5% | 5.8% | 3.7% | 5.7% | 399 | 437 | 315 |
| SBA | 43.7% | 40.9% | 40.7% | 33.8% | 36.3% | 34.8% | 11.0% | 9.5% | 10.9% | 6.2% | 6.7% | 7.2% | 5.3% | 6.5% | 6.4% | 1,524 | 1,481 | 1,351 |
| SEC | 56.6% | 54.3% | 47.9% | 31.6% | 32.3% | 35.6% | 5.9% | 7.3% | 8.1% | 4.1% | 3.7% | 4.8% | 1.8% | 2.5% | 3.5% | 3,360 | 3,485 | 3,174 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 40.9% | 39.1% | 37.0% | 38.0% | 38.4% | 39.0% | 10.9% | 11.4% | 12.1% | 6.3% | 6.8% | 7.3% | 3.9% | 4.3% | 4.5% | 584,389 | 474,257 | 398,731 |
| SSA | 37.3% | 37.3% | 34.9% | 40.1% | 38.8% | 40.6% | 11.0% | 11.5% | 12.2% | 7.2% | 8.0% | 8.2% | 4.4% | 4.4% | 4.2% | 25,390 | 8,209 | 8,600 |
| State | 43.3% | 43.7% | 41.5% | 38.4% | 39.3% | 40.5% | 9.0% | 8.9% | 8.8% | 6.0% | 5.6% | 6.1% | 3.3% | 2.5% | 3.0% | 6,924 | 4,114 | 5,060 |
| USAID | 44.4% | 46.2% | 42.2% | 37.5% | 36.6% | 37.7% | 8.4% | 8.5% | 9.5% | 6.5% | 5.6% | 7.3% | 3.2% | 3.2% | 3.2% | 1,807 | 2,036 | 2,239 |
| USDA | 39.2% | 41.0% | 38.6% | 40.4% | 40.1% | 40.7% | 10.9% | 10.1% | 10.9% | 6.0% | 5.9% | 6.3% | 3.5% | 2.9% | 3.4% | 42,521 | 48,156 | 22,550 |
| USDT | 45.2% | 44.4% | 42.7% | 35.9% | 36.6% | 37.0% | 9.3% | 9.4% | 9.8% | 5.5% | 5.7% | 6.2% | 4.1% | 3.8% | 4.3% | 41,177 | 45,511 | 44,483 |
| Small Agencies | 48.8% | 48.7% | 46.4% | 33.1% | 33.4% | 35.2% | 8.4% | 9.2% | 9.3% | 5.2% | 5.3% | 5.3% | 4.5% | 3.4% | 3.7% | 5,172 | 5,450 | 5,340 |
| DOD | 39.9% | 38.9% | 36.5% | 38.7% | 39.4% | 39.9% | 11.3% | 11.5% | 12.4% | 6.4% | 6.4% | 7.1% | 3.8% | 3.8% | 4.2% | 177,427 | 68,721 | 56,932 |
| USACE | 43.4% | 42.7% | 39.0% | 39.1% | 39.8% | 40.5% | 9.9% | 9.9% | 11.1% | 5.1% | 4.9% | 6.0% | 2.5% | 2.7% | 3.4% | 18,518 | 4,334 | 3,562 |
| Air Force | 39.9% | 39.5% | 38.3% | 37.7% | 38.2% | 38.6% | 11.3% | 11.3% | 12.4% | 6.8% | 6.9% | 6.9% | 4.3% | 4.2% | 3.8% | 32,208 | 16,260 | 14,971 |
| Army‡ | 37.8% | 36.7% | 33.4% | 38.7% | 39.5% | 40.0% | 12.0% | 12.6% | 13.3% | 7.1% | 7.2% | 8.1% | 4.3% | 4.1% | 5.1% | 50,002 | 17,012 | 13,083 |
| Navy‡ | 39.7% | 39.1% | 36.6% | 40.8% | 41.7% | 42.5% | 10.9% | 11.0% | 11.6% | 5.6% | 5.3% | 5.9% | 3.0% | 2.9% | 3.4% | 41,397 | 13,822 | 10,851 |
| Marine Corps | 42.1% | 39.9% | 39.2% | 36.4% | 39.5% | 36.4% | 11.8% | 11.3% | 12.3% | 5.9% | 5.9% | 8.5% | 3.8% | 3.5% | 3.7% | 5,135 | 1,773 | 1,175 |
| DOD 4th Estate | 42.2% | 40.5% | 38.0% | 35.9% | 36.3% | 37.0% | 11.1% | 11.5% | 12.3% | 6.5% | 7.0% | 7.7% | 4.2% | 4.8% | 5.1% | 30,167 | 15,520 | 13,290 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 46.7% | 44.7% | 42.8% | 37.0% | 37.8% | 38.5% | 8.8% | 9.3% | 10.0% | 4.1% | 4.5% | 4.8% | 3.4% | 3.7% | 4.0% | 584,328 | 472,973 | 397,483 |
| BBG | 39.7% | 36.6% | 36.1% | 38.1% | 39.5% | 36.7% | 10.9% | 12.4% | 15.2% | 5.1% | 6.2% | 5.8% | 6.2% | 5.3% | 6.2% | 816 | 1,059 | 884 |
| CSOSA | 52.8% | 52.7% | 50.1% | 33.6% | 34.5% | 33.5% | 7.6% | 6.4% | 10.2% | 3.0% | 3.0% | 2.9% | 3.0% | 3.4% | 3.3% | 451 | 520 | 599 |
| DHS | 40.4% | 39.1% | 36.2% | 40.3% | 41.2% | 42.1% | 10.4% | 10.6% | 11.5% | 4.8% | 4.9% | 5.6% | 4.2% | 4.2% | 4.6% | 72,004 | 45,988 | 45,774 |
| DOC | 52.8% | 52.1% | 50.8% | 33.6% | 35.5% | 34.4% | 7.2% | 6.7% | 8.1% | 3.7% | 3.1% | 3.9% | 2.7% | 2.6% | 2.8% | 20,397 | 10,272 | 9,601 |
| DOE | 54.0% | 50.9% | 48.7% | 33.0% | 35.2% | 35.8% | 7.1% | 7.4% | 8.4% | 3.3% | 3.7% | 3.8% | 2.7% | 2.7% | 3.3% | 8,529 | 8,465 | 7,932 |
| DOI | 46.8% | 45.7% | 42.3% | 35.8% | 37.1% | 38.0% | 9.1% | 9.4% | 10.0% | 4.6% | 4.2% | 5.4% | 3.6% | 3.6% | 4.3% | 27,811 | 25,292 | 22,564 |
| DOJ | 45.1% | 44.5% | 43.6% | 37.1% | 38.3% | 38.8% | 9.7% | 9.2% | 9.6% | 4.4% | 4.5% | 4.5% | 3.7% | 3.5% | 3.5% | 29,864 | 15,455 | 15,819 |
| DOL | 50.4% | 50.9% | 48.0% | 32.5% | 32.5% | 35.0% | 9.1% | 8.7% | 8.7% | 4.1% | 3.9% | 4.7% | 3.9% | 3.9% | 3.6% | 7,919 | 8,658 | 11,093 |
| DOT | 50.4% | 48.7% | 46.3% | 35.5% | 37.3% | 38.4% | 7.7% | 7.4% | 8.4% | 3.5% | 3.8% | 3.9% | 3.0% | 2.8% | 3.0% | 21,195 | 16,477 | 14,573 |
| ED | 52.2% | 53.6% | 50.6% | 32.5% | 31.3% | 32.8% | 8.3% | 8.4% | 8.6% | 3.6% | 3.9% | 4.1% | 3.4% | 2.7% | 4.0% | 2,557 | 2,784 | 2,820 |
| EEOC | 51.6% | 52.1% | 50.3% | 32.3% | 30.8% | 34.6% | 7.5% | 9.2% | 7.2% | 3.6% | 4.3% | 3.5% | 4.9% | 3.5% | 4.3% | 1,363 | 1,406 | 1,475 |
| EPA | 54.1% | 54.0% | 48.0% | 33.4% | 33.4% | 36.6% | 6.7% | 6.8% | 8.1% | 3.3% | 3.5% | 4.2% | 2.5% | 2.3% | 3.1% | 7,855 | 9,257 | 9,990 |
| FCC | 61.1% | 57.3% | 50.5% | 27.9% | 29.4% | 34.3% | 6.2% | 7.0% | 8.2% | 2.3% | 3.4% | 3.9% | 2.6% | 2.9% | 3.1% | 578 | 693 | 631 |
| FERC | 68.1% | 66.6% | 64.2% | 23.6% | 25.1% | 25.9% | 4.1% | 4.9% | 5.5% | 2.2% | 2.3% | 2.5% | 2.0% | 1.1% | 1.8% | 1,110 | 1,063 | 1,139 |
| FTC | 66.4% | 65.1% | 60.7% | 23.9% | 26.6% | 28.0% | 4.9% | 4.4% | 4.8% | 2.8% | 2.1% | 4.9% | 1.9% | 1.7% | 1.6% | 632 | 604 | 628 |

Report by Agency

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 46.7% | 44.7% | 42.8% | 37.0% | 37.8% | 38.5% | 8.8% | 9.3% | 10.0% | 4.1% | 4.5% | 4.8% | 3.4% | 3.7% | 4.0% | 584,328 | 472,973 | 397,483 |
| GSA | 59.3% | 58.4% | 54.0% | 29.8% | 30.1% | 32.5% | 6.3% | 6.4% | 7.6% | 2.5% | 2.8% | 2.9% | 2.2% | 2.3% | 3.0% | 7,048 | 7,395 | 6,912 |
| HHS | 51.1% | 50.4% | 47.2% | 33.2% | 33.2% | 34.5% | 8.4% | 8.7% | 9.7% | 4.0% | 4.2% | 4.7% | 3.4% | 3.4% | 4.0% | 42,230 | 42,112 | 39,460 |
| HUD | 49.8% | 49.9% | 46.4% | 33.0% | 33.2% | 34.8% | 8.5% | 8.4% | 9.5% | 4.2% | 4.5% | 4.8% | 4.5% | 3.9% | 4.5% | 4,552 | 4,859 | 5,390 |
| NARA | 52.3% | 53.9% | 50.8% | 32.2% | 31.0% | 32.4% | 7.6% | 7.4% | 8.6% | 3.3% | 4.5% | 4.5% | 4.4% | 3.1% | 3.6% | 1,718 | 1,831 | 1,837 |
| NASA | 66.2% | 64.4% | 61.1% | 26.1% | 27.5% | 29.9% | 4.4% | 4.6% | 5.0% | 1.8% | 1.9% | 2.3% | 1.5% | 1.5% | 1.7% | 11,436 | 11,657 | 11,028 |
| NCUA | 46.4% | 49.6% | 50.8% | 37.0% | 34.3% | 35.6% | 8.8% | 7.6% | 5.5% | 4.9% | 4.6% | 4.1% | 2.9% | 4.0% | 4.0% | 621 | 650 | 648 |
| NLRB | 52.2% | 50.4% | 46.9% | 34.7% | 37.0% | 37.9% | 6.5% | 6.7% | 7.6% | 3.1% | 2.8% | 4.3% | 3.4% | 3.1% | 3.4% | 841 | 836 | 857 |
| NRC | 59.6% | 58.4% | 56.1% | 29.2% | 30.1% | 30.8% | 5.7% | 6.4% | 6.0% | 3.1% | 2.7% | 4.0% | 2.4% | 2.4% | 3.2% | 2,290 | 2,409 | 2,113 |
| NSF | 56.9% | 57.4% | 54.1% | 29.3% | 28.2% | 31.4% | 8.4% | 6.4% | 6.5% | 2.8% | 3.7% | 4.2% | 2.6% | 4.3% | 3.8% | 930 | 897 | 842 |
| OMB | 64.3% | 63.5% | 58.9% | 25.2% | 28.3% | 30.0% | 4.1% | 4.7% | 4.4% | 4.5% | 2.2% | 4.1% | 2.0% | 1.3% | 2.6% | 336 | 341 | 349 |
| OPM | 57.2% | 55.5% | 53.9% | 30.9% | 32.0% | 33.1% | 6.5% | 6.4% | 7.1% | 3.1% | 3.4% | 3.0% | 2.3% | 2.7% | 2.9% | 3,025 | 2,870 | 3,139 |
| PBGC | 62.6% | 58.2% | 51.9% | 25.9% | 29.3% | 33.6% | 5.8% | 6.7% | 9.7% | 2.4% | 3.5% | 2.3% | 3.3% | 2.3% | 2.5% | 521 | 591 | 555 |
| RRB | 46.1% | 46.7% | 43.0% | 35.2% | 37.6% | 37.4% | 8.8% | 8.9% | 11.4% | 4.7% | 3.9% | 3.7% | 5.3% | 2.9% | 4.5% | 399 | 436 | 309 |
| SBA | 48.1% | 46.2% | 44.7% | 33.4% | 34.8% | 35.4% | 9.8% | 7.9% | 8.1% | 4.8% | 5.5% | 6.0% | 3.9% | 5.5% | 5.8% | 1,524 | 1,470 | 1,348 |
| SEC | 61.5% | 60.5% | 54.0% | 28.9% | 28.8% | 32.3% | 5.1% | 5.1% | 7.0% | 2.7% | 3.6% | 3.2% | 1.8% | 2.0% | 3.5% | 3,361 | 3,476 | 3,168 |

Report by Agency

(49) My supervisor treats me with respect.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 46.7% | 44.7% | 42.8% | 37.0% | 37.8% | 38.5% | 8.8% | 9.3% | 10.0% | 4.1% | 4.5% | 4.8% | 3.4% | 3.7% | 4.0% | 584,328 | 472,973 | 397,483 |
| SSA | 44.5% | 43.6% | 41.9% | 39.3% | 39.6% | 40.6% | 8.9% | 8.6% | 9.6% | 4.0% | 4.9% | 4.8% | 3.4% | 3.3% | 3.2% | 25,380 | 8,191 | 8,564 |
| State | 50.8% | 50.6% | 47.4% | 34.4% | 36.3% | 37.2% | 7.6% | 6.6% | 7.9% | 4.1% | 4.3% | 4.6% | 3.1% | 2.2% | 2.9% | 6,932 | 4,101 | 5,049 |
| USAID | 49.1% | 50.5% | 47.1% | 34.7% | 34.7% | 35.3% | 7.2% | 7.6% | 8.3% | 5.3% | 4.4% | 5.7% | 3.7% | 2.8% | 3.6% | 1,805 | 2,030 | 2,233 |
| USDA | 45.2% | 46.8% | 44.7% | 38.8% | 38.3% | 38.8% | 9.0% | 8.3% | 9.0% | 3.8% | 3.9% | 4.3% | 3.2% | 2.6% | 3.1% | 42,514 | 48,043 | 22,464 |
| USDT | 50.8% | 49.9% | 48.5% | 34.4% | 35.2% | 35.3% | 7.5% | 7.7% | 8.2% | 3.7% | 3.9% | 4.1% | 3.6% | 3.3% | 3.9% | 41,221 | 45,360 | 44,316 |
| Small Agencies | 54.2% | 54.4% | 51.0% | 30.1% | 30.7% | 34.1% | 7.6% | 7.3% | 7.4% | 4.2% | 4.0% | 3.8% | 3.9% | 3.5% | 3.6% | 5,171 | 5,442 | 5,323 |
| DOD | 45.5% | 44.4% | 42.1% | 38.1% | 38.6% | 39.2% | 9.0% | 9.4% | 10.2% | 4.1% | 4.3% | 4.6% | 3.3% | 3.3% | 3.9% | 177,392 | 68,553 | 56,802 |
| USACE | 50.0% | 49.0% | 45.4% | 36.8% | 38.2% | 39.2% | 7.7% | 7.3% | 8.7% | 3.3% | 3.0% | 3.7% | 2.3% | 2.5% | 3.0% | 18,515 | 4,328 | 3,555 |
| Air Force | 45.4% | 44.5% | 43.4% | 37.5% | 37.7% | 38.4% | 9.2% | 9.6% | 10.0% | 4.4% | 4.6% | 4.7% | 3.7% | 3.7% | 3.5% | 32,199 | 16,226 | 14,946 |
| Army‡ | 43.4% | 41.7% | 39.0% | 38.6% | 39.8% | 39.9% | 9.7% | 10.2% | 11.1% | 4.5% | 4.7% | 5.3% | 3.7% | 3.7% | 4.6% | 50,007 | 16,958 | 13,059 |
| Navy‡ | 45.8% | 45.3% | 43.0% | 39.7% | 39.9% | 40.6% | 8.4% | 8.8% | 9.3% | 3.6% | 3.4% | 4.0% | 2.6% | 2.6% | 3.1% | 41,374 | 13,782 | 10,818 |
| Marine Corps | 47.4% | 45.2% | 44.0% | 35.5% | 37.5% | 37.7% | 9.6% | 9.7% | 9.2% | 4.3% | 4.4% | 4.4% | 3.2% | 3.2% | 4.7% | 5,132 | 1,771 | 1,169 |
| DOD 4th Estate | 47.5% | 45.9% | 43.2% | 35.6% | 35.5% | 36.6% | 9.0% | 9.3% | 10.8% | 4.1% | 5.2% | 4.9% | 3.8% | 4.0% | 4.5% | 30,165 | 15,488 | 13,255 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.7% | 37.2% | 34.9% | 41.6% | 42.1% | 42.7% | 8.8% | 9.3% | 10.0% | 6.5% | 7.6% | 8.2% | 3.4% | 3.7% | 4.1% | 584,446 | 472,997 | 397,581 |
| BBG | 32.4% | 27.0% | 26.5% | 44.3% | 39.0% | 38.7% | 10.0% | 14.6% | 13.5% | 6.2% | 11.4% | 12.7% | 7.1% | 8.1% | 8.7% | 815 | 1,058 | 884 |
| CSOSA | 44.3% | 43.4% | 41.6% | 40.9% | 39.7% | 40.8% | 7.1% | 7.6% | 8.8% | 4.1% | 6.0% | 5.7% | 3.5% | 3.3% | 3.1% | 451 | 520 | 606 |
| DHS | 33.6% | 32.3% | 29.5% | 42.6% | 44.2% | 44.9% | 11.0% | 10.7% | 11.2% | 8.1% | 8.3% | 9.2% | 4.6% | 4.4% | 5.2% | 72,040 | 46,003 | 45,764 |
| DOC | 48.5% | 47.2% | 46.0% | 41.3% | 43.0% | 42.0% | 5.7% | 5.2% | 6.2% | 3.2% | 3.1% | 4.1% | 1.2% | 1.6% | 1.7% | 20,396 | 10,260 | 9,596 |
| DOE | 49.9% | 47.7% | 44.5% | 40.6% | 42.1% | 44.4% | 4.7% | 4.9% | 5.4% | 3.2% | 3.5% | 3.9% | 1.6% | 1.8% | 1.8% | 8,530 | 8,479 | 7,946 |
| DOI | 39.5% | 38.0% | 35.0% | 43.0% | 43.6% | 45.2% | 8.1% | 8.7% | 8.6% | 6.2% | 6.6% | 7.5% | 3.2% | 3.1% | 3.6% | 27,837 | 25,296 | 22,542 |
| DOJ | 38.1% | 37.4% | 35.4% | 41.3% | 41.9% | 40.4% | 9.6% | 9.4% | 10.6% | 7.2% | 7.5% | 8.8% | 3.8% | 3.8% | 4.8% | 29,863 | 15,444 | 15,811 |
| DOL | 45.7% | 46.6% | 42.0% | 41.8% | 41.1% | 44.3% | 5.6% | 6.3% | 6.9% | 4.5% | 4.0% | 4.4% | 2.4% | 2.0% | 2.5% | 7,921 | 8,651 | 11,126 |
| DOT | 43.2% | 41.6% | 39.0% | 42.1% | 43.8% | 44.5% | 7.5% | 7.4% | 7.7% | 4.7% | 4.9% | 6.0% | 2.4% | 2.3% | 2.9% | 21,197 | 16,487 | 14,599 |
| ED | 48.0% | 49.1% | 45.1% | 41.6% | 40.6% | 41.3% | 5.1% | 5.7% | 6.4% | 3.4% | 3.1% | 5.0% | 2.0% | 1.4% | 2.3% | 2,558 | 2,780 | 2,819 |
| EEOC | 45.1% | 41.6% | 42.8% | 40.2% | 37.0% | 42.3% | 7.4% | 10.5% | 6.3% | 5.0% | 8.0% | 5.0% | 2.3% | 2.9% | 3.6% | 1,361 | 1,406 | 1,480 |
| EPA | 47.7% | 47.8% | 41.7% | 43.3% | 43.9% | 47.6% | 5.2% | 4.6% | 5.8% | 2.5% | 2.6% | 3.4% | 1.3% | 1.1% | 1.5% | 7,862 | 9,256 | 9,999 |
| FCC | 47.6% | 43.9% | 38.3% | 37.5% | 39.1% | 38.9% | 8.6% | 7.3% | 10.9% | 4.4% | 7.5% | 8.1% | 1.9% | 2.2% | 3.8% | 578 | 695 | 633 |
| FERC | 58.7% | 55.5% | 54.8% | 34.1% | 35.1% | 35.2% | 3.5% | 5.6% | 6.3% | 2.1% | 3.1% | 2.7% | 1.6% | 0.8% | 0.9% | 1,109 | 1,060 | 1,136 |
| FTC | 64.8% | 63.0% | 54.5% | 29.9% | 30.8% | 35.9% | 2.8% | 3.1% | 5.1% | 1.3% | 1.8% | 3.1% | 1.3% | 1.3% | 1.4% | 630 | 604 | 628 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.7% | 37.2% | 34.9% | 41.6% | 42.1% | 42.7% | 8.8% | 9.3% | 10.0% | 6.5% | 7.6% | 8.2% | 3.4% | 3.7% | 4.1% | 584,446 | 472,997 | 397,581 |
| GSA | 54.4% | 53.3% | 48.6% | 35.3% | 34.6% | 36.5% | 5.3% | 6.4% | 7.2% | 3.5% | 3.8% | 5.2% | 1.5% | 1.8% | 2.5% | 7,051 | 7,395 | 6,915 |
| HHS | 42.9% | 41.8% | 38.7% | 39.4% | 40.0% | 41.7% | 9.2% | 9.1% | 9.8% | 5.9% | 6.4% | 6.6% | 2.7% | 2.7% | 3.2% | 42,245 | 42,111 | 39,427 |
| HUD | 42.1% | 42.6% | 38.2% | 38.2% | 39.1% | 40.0% | 9.0% | 8.4% | 9.8% | 6.7% | 6.5% | 7.8% | 4.0% | 3.4% | 4.2% | 4,554 | 4,856 | 5,387 |
| NARA | 50.2% | 51.7% | 48.5% | 40.6% | 38.9% | 40.7% | 5.1% | 5.1% | 5.5% | 2.5% | 2.1% | 3.1% | 1.5% | 2.2% | 2.3% | 1,718 | 1,833 | 1,841 |
| NASA | 61.7% | 60.1% | 55.5% | 31.5% | 33.2% | 35.7% | 3.9% | 3.8% | 4.7% | 2.0% | 2.1% | 3.1% | 0.8% | 0.8% | 1.0% | 11,435 | 11,656 | 11,044 |
| NCUA | 44.5% | 47.2% | 47.3% | 46.8% | 45.1% | 43.6% | 4.0% | 4.4% | 5.0% | 3.0% | 2.0% | 2.9% | 1.8% | 1.3% | 1.3% | 620 | 651 | 648 |
| NLRB | 38.3% | 38.2% | 34.4% | 42.1% | 42.3% | 43.1% | 9.5% | 10.7% | 11.6% | 7.1% | 5.9% | 7.3% | 3.0% | 2.9% | 3.6% | 841 | 836 | 859 |
| NRC | 55.4% | 54.1% | 51.7% | 38.4% | 39.3% | 40.5% | 3.3% | 3.6% | 4.0% | 1.8% | 2.0% | 2.6% | 1.0% | 1.0% | 1.2% | 2,289 | 2,413 | 2,116 |
| NSF | 55.1% | 55.1% | 53.2% | 38.8% | 36.8% | 37.2% | 2.8% | 3.3% | 4.5% | 1.7% | 2.6% | 3.1% | 1.6% | 2.1% | 2.0% | 929 | 899 | 843 |
| OMB | 52.2% | 45.0% | 48.5% | 31.3% | 35.5% | 31.0% | 6.8% | 8.2% | 8.3% | 7.8% | 9.5% | 8.8% | 1.9% | 1.8% | 3.5% | 336 | 340 | 350 |
| OPM | 54.0% | 53.5% | 51.2% | 37.7% | 39.6% | 41.9% | 4.1% | 3.6% | 3.5% | 2.4% | 2.0% | 1.9% | 1.9% | 1.3% | 1.6% | 3,024 | 2,863 | 3,141 |
| PBGC | 54.6% | 53.0% | 46.1% | 35.1% | 36.8% | 40.4% | 5.6% | 5.3% | 8.1% | 2.3% | 3.5% | 4.1% | 2.4% | 1.4% | 1.2% | 519 | 594 | 554 |
| RRB | 38.7% | 39.3% | 38.3% | 41.0% | 41.8% | 43.1% | 8.5% | 10.5% | 6.7% | 7.0% | 5.4% | 7.4% | 4.7% | 3.0% | 4.4% | 398 | 436 | 313 |
| SBA | 44.3% | 41.6% | 42.2% | 40.2% | 42.2% | 42.4% | 7.5% | 6.5% | 6.9% | 4.6% | 5.4% | 5.9% | 3.4% | 4.3% | 2.5% | 1,523 | 1,481 | 1,346 |
| SEC | 56.0% | 53.2% | 44.5% | 35.8% | 39.0% | 43.2% | 4.2% | 3.8% | 5.9% | 2.9% | 2.7% | 4.1% | 1.1% | 1.4% | 2.3% | 3,363 | 3,480 | 3,162 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|-------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.7% | 37.2% | 34.9% | 41.6% | 42.1% | 42.7% | 8.8% | 9.3% | 10.0% | 6.5% | 7.6% | 8.2% | 3.4% | 3.7% | 4.1% | 584,446 | 472,997 | 397,581 |
| SSA | 39.8% | 39.4% | 37.4% | 48.7% | 48.6% | 48.9% | 6.1% | 6.1% | 6.6% | 3.4% | 4.0% | 4.9% | 2.0% | 2.0% | 2.2% | 25,390 | 8,188 | 8,566 |
| State | 41.2% | 40.9% | 37.6% | 40.4% | 41.0% | 42.9% | 8.2% | 8.8% | 8.8% | 7.5% | 6.7% | 7.5% | 2.7% | 2.5% | 3.1% | 6,936 | 4,094 | 5,052 |
| USAID | 37.0% | 38.8% | 34.9% | 40.2% | 39.2% | 40.5% | 9.9% | 9.4% | 10.0% | 9.7% | 9.3% | 9.9% | 3.1% | 3.4% | 4.7% | 1,807 | 2,028 | 2,232 |
| USDA | 40.1% | 41.5% | 39.0% | 46.7% | 46.6% | 47.4% | 6.7% | 6.2% | 6.7% | 4.3% | 4.0% | 4.7% | 2.1% | 1.7% | 2.1% | 42,521 | 48,066 | 22,495 |
| USDT | 44.5% | 44.0% | 42.2% | 38.5% | 39.5% | 40.7% | 8.5% | 8.3% | 8.5% | 5.6% | 5.4% | 5.8% | 2.9% | 2.7% | 2.8% | 41,203 | 45,334 | 44,323 |
| Small Agencies | 46.3% | 46.3% | 43.1% | 36.9% | 38.3% | 40.0% | 7.9% | 7.1% | 7.4% | 5.8% | 5.9% | 6.3% | 3.0% | 2.4% | 3.3% | 5,173 | 5,432 | 5,323 |
| DOD | 37.7% | 35.5% | 32.5% | 41.2% | 41.2% | 41.5% | 9.6% | 10.1% | 11.3% | 7.6% | 9.1% | 9.9% | 3.9% | 4.1% | 4.9% | 177,423 | 68,557 | 56,803 |
| USACE | 43.3% | 40.5% | 36.7% | 42.4% | 41.6% | 43.4% | 7.2% | 8.1% | 8.7% | 5.0% | 6.9% | 7.6% | 2.0% | 2.8% | 3.6% | 18,526 | 4,323 | 3,556 |
| Air Force | 38.4% | 36.8% | 34.6% | 40.4% | 40.1% | 40.5% | 9.2% | 9.6% | 10.3% | 7.9% | 9.1% | 9.7% | 4.2% | 4.4% | 5.0% | 32,206 | 16,219 | 14,947 |
| Army‡ | 36.9% | 33.3% | 29.6% | 41.9% | 41.5% | 41.6% | 9.5% | 9.9% | 11.2% | 7.7% | 10.4% | 11.6% | 4.1% | 4.8% | 6.1% | 50,014 | 16,980 | 13,054 |
| Navy‡ | 35.1% | 34.4% | 31.7% | 41.9% | 42.5% | 42.6% | 11.0% | 11.3% | 12.4% | 8.3% | 8.3% | 9.2% | 3.6% | 3.4% | 4.1% | 41,387 | 13,781 | 10,814 |
| Marine Corps | 36.6% | 34.6% | 32.6% | 37.0% | 40.2% | 38.1% | 12.2% | 10.4% | 15.1% | 9.3% | 10.2% | 9.2% | 4.9% | 4.6% | 5.1% | 5,134 | 1,771 | 1,170 |
| DOD 4th Estate | 41.6% | 38.0% | 35.0% | 39.8% | 39.9% | 40.6% | 8.2% | 9.2% | 10.9% | 6.5% | 8.9% | 9.0% | 3.8% | 4.1% | 4.4% | 30,156 | 15,483 | 13,262 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.4% | 37.7% | 35.7% | 31.5% | 31.6% | 31.7% | 14.8% | 15.3% | 16.0% | 7.4% | 8.0% | 8.5% | 6.9% | 7.4% | 8.1% | 584,288 | 473,365 | 398,003 |
| BBG | 32.8% | 30.1% | 28.1% | 30.2% | 31.8% | 28.8% | 17.7% | 18.8% | 19.5% | 7.7% | 8.4% | 10.6% | 11.7% | 11.0% | 12.9% | 814 | 1,063 | 881 |
| CSOSA | 42.1% | 40.9% | 38.8% | 29.7% | 29.3% | 27.0% | 15.0% | 16.1% | 17.4% | 7.4% | 7.4% | 9.1% | 5.8% | 6.2% | 7.7% | 450 | 521 | 600 |
| DHS | 33.8% | 32.6% | 29.4% | 32.7% | 33.4% | 33.0% | 16.7% | 17.0% | 17.7% | 8.6% | 8.8% | 10.4% | 8.2% | 8.3% | 9.4% | 72,035 | 46,026 | 45,823 |
| DOC | 45.4% | 44.7% | 42.7% | 30.8% | 31.8% | 31.5% | 12.5% | 13.0% | 13.4% | 6.2% | 5.9% | 6.7% | 5.0% | 4.6% | 5.7% | 20,376 | 10,274 | 9,607 |
| DOE | 45.8% | 44.4% | 40.5% | 30.6% | 30.7% | 32.3% | 12.3% | 12.7% | 13.0% | 6.3% | 6.5% | 7.7% | 5.0% | 5.7% | 6.4% | 8,523 | 8,489 | 7,949 |
| DOI | 39.4% | 38.0% | 35.1% | 31.1% | 31.9% | 31.3% | 14.5% | 15.4% | 16.1% | 7.9% | 7.8% | 9.0% | 7.1% | 6.9% | 8.5% | 27,825 | 25,318 | 22,574 |
| DOJ | 38.4% | 37.7% | 37.2% | 30.9% | 32.0% | 31.3% | 15.3% | 15.2% | 15.4% | 7.7% | 7.7% | 8.6% | 7.7% | 7.3% | 7.5% | 29,868 | 15,454 | 15,837 |
| DOL | 43.7% | 43.7% | 40.6% | 28.1% | 29.2% | 30.3% | 13.3% | 12.9% | 14.0% | 7.0% | 6.7% | 7.7% | 7.7% | 7.5% | 7.3% | 7,915 | 8,668 | 11,125 |
| DOT | 42.4% | 40.5% | 37.7% | 31.3% | 33.1% | 32.6% | 13.4% | 13.1% | 14.9% | 6.6% | 7.1% | 8.1% | 6.2% | 6.1% | 6.8% | 21,201 | 16,497 | 14,582 |
| ED | 43.8% | 46.6% | 42.2% | 28.6% | 27.4% | 28.0% | 14.8% | 13.4% | 14.6% | 6.7% | 7.1% | 7.6% | 6.0% | 5.6% | 7.6% | 2,557 | 2,785 | 2,831 |
| EEOC | 43.5% | 44.7% | 43.1% | 27.0% | 26.8% | 29.2% | 14.5% | 13.6% | 13.0% | 6.5% | 6.9% | 6.8% | 8.6% | 8.0% | 7.9% | 1,358 | 1,412 | 1,477 |
| EPA | 44.5% | 44.5% | 38.5% | 31.4% | 31.7% | 33.2% | 12.8% | 12.8% | 14.6% | 6.5% | 6.4% | 7.5% | 4.8% | 4.7% | 6.3% | 7,863 | 9,258 | 10,010 |
| FCC | 51.2% | 48.5% | 42.7% | 27.9% | 27.9% | 29.0% | 10.5% | 11.3% | 15.5% | 5.5% | 6.6% | 6.3% | 4.9% | 5.7% | 6.6% | 577 | 694 | 633 |
| FERC | 57.7% | 58.1% | 54.7% | 26.1% | 26.6% | 25.8% | 9.4% | 8.3% | 11.1% | 3.1% | 3.9% | 4.1% | 3.6% | 3.1% | 4.3% | 1,110 | 1,062 | 1,139 |
| FTC | 58.1% | 58.7% | 51.8% | 26.4% | 26.2% | 28.0% | 6.7% | 7.2% | 8.6% | 4.7% | 5.5% | 6.9% | 4.1% | 2.4% | 4.8% | 630 | 603 | 628 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.4% | 37.7% | 35.7% | 31.5% | 31.6% | 31.7% | 14.8% | 15.3% | 16.0% | 7.4% | 8.0% | 8.5% | 6.9% | 7.4% | 8.1% | 584,288 | 473,365 | 398,003 |
| GSA | 52.1% | 51.6% | 47.5% | 28.6% | 28.1% | 28.7% | 10.5% | 10.6% | 12.4% | 4.8% | 5.5% | 5.7% | 4.0% | 4.2% | 5.6% | 7,045 | 7,396 | 6,912 |
| HHS | 44.1% | 43.6% | 40.1% | 29.7% | 29.6% | 30.1% | 13.6% | 13.8% | 14.9% | 6.5% | 6.7% | 7.6% | 6.1% | 6.4% | 7.3% | 42,222 | 42,110 | 39,495 |
| HUD | 43.2% | 42.5% | 38.5% | 28.5% | 29.9% | 29.4% | 13.3% | 13.4% | 16.1% | 6.9% | 6.7% | 8.2% | 8.1% | 7.5% | 7.9% | 4,550 | 4,864 | 5,397 |
| NARA | 43.9% | 45.4% | 44.0% | 29.7% | 28.1% | 27.1% | 13.4% | 13.1% | 12.8% | 6.6% | 6.8% | 8.5% | 6.5% | 6.5% | 7.6% | 1,716 | 1,834 | 1,843 |
| NASA | 57.2% | 55.6% | 51.7% | 27.2% | 28.4% | 29.9% | 8.6% | 8.7% | 10.2% | 4.1% | 4.2% | 4.6% | 3.0% | 3.1% | 3.6% | 11,424 | 11,653 | 11,042 |
| NCUA | 40.5% | 41.9% | 42.1% | 32.1% | 30.7% | 30.9% | 13.3% | 12.9% | 13.6% | 8.2% | 7.5% | 6.6% | 5.9% | 7.0% | 6.9% | 621 | 653 | 646 |
| NLRB | 43.4% | 41.9% | 38.6% | 32.9% | 32.7% | 34.4% | 12.3% | 14.5% | 13.6% | 5.3% | 5.8% | 7.9% | 6.0% | 5.2% | 5.4% | 841 | 837 | 860 |
| NRC | 49.3% | 47.3% | 46.7% | 30.2% | 30.1% | 28.5% | 10.0% | 11.8% | 11.9% | 5.5% | 6.2% | 7.3% | 5.0% | 4.6% | 5.6% | 2,289 | 2,415 | 2,124 |
| NSF | 46.4% | 48.1% | 43.8% | 29.0% | 26.6% | 28.0% | 12.4% | 11.5% | 14.9% | 6.7% | 7.6% | 6.4% | 5.4% | 6.2% | 7.0% | 931 | 894 | 839 |
| OMB | 58.5% | 56.1% | 51.3% | 24.5% | 30.2% | 29.9% | 9.1% | 8.1% | 9.0% | 4.8% | 4.1% | 5.1% | 3.2% | 1.5% | 4.6% | 335 | 341 | 350 |
| OPM | 49.4% | 48.8% | 47.1% | 28.6% | 29.3% | 28.9% | 11.6% | 11.3% | 12.8% | 5.4% | 5.4% | 5.5% | 5.0% | 5.2% | 5.6% | 3,026 | 2,869 | 3,146 |
| PBGC | 52.8% | 48.9% | 45.7% | 27.4% | 28.2% | 29.1% | 10.8% | 12.1% | 13.3% | 3.6% | 5.8% | 6.4% | 5.3% | 5.1% | 5.5% | 520 | 593 | 556 |
| RRB | 39.2% | 38.4% | 36.0% | 27.1% | 32.5% | 31.8% | 15.0% | 14.2% | 14.3% | 8.9% | 8.2% | 11.5% | 9.7% | 6.7% | 6.4% | 398 | 437 | 312 |
| SBA | 42.8% | 39.2% | 38.5% | 27.2% | 29.4% | 28.3% | 13.9% | 13.7% | 14.0% | 7.4% | 7.7% | 8.8% | 8.7% | 10.1% | 10.4% | 1,520 | 1,482 | 1,348 |
| SEC | 53.6% | 51.6% | 44.9% | 29.0% | 29.2% | 31.9% | 9.0% | 9.8% | 11.8% | 4.8% | 5.2% | 5.6% | 3.6% | 4.1% | 5.8% | 3,359 | 3,480 | 3,164 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 39.4% | 37.7% | 35.7% | 31.5% | 31.6% | 31.7% | 14.8% | 15.3% | 16.0% | 7.4% | 8.0% | 8.5% | 6.9% | 7.4% | 8.1% | 584,288 | 473,365 | 398,003 |
| SSA | 35.4% | 35.1% | 33.2% | 31.4% | 30.6% | 31.7% | 16.8% | 17.1% | 17.8% | 8.8% | 9.4% | 9.4% | 7.6% | 7.8% | 7.9% | 25,383 | 8,207 | 8,597 |
| State | 41.5% | 41.8% | 39.2% | 31.8% | 33.6% | 33.6% | 13.6% | 13.8% | 13.2% | 7.2% | 6.0% | 7.6% | 6.0% | 4.8% | 6.5% | 6,928 | 4,108 | 5,053 |
| USAID | 39.0% | 41.2% | 37.1% | 30.9% | 31.5% | 33.1% | 15.2% | 14.0% | 14.7% | 7.9% | 6.9% | 8.0% | 7.0% | 6.4% | 7.1% | 1,807 | 2,036 | 2,238 |
| USDA | 37.9% | 39.8% | 37.3% | 32.8% | 33.0% | 33.0% | 15.3% | 14.6% | 15.6% | 7.6% | 7.1% | 7.5% | 6.4% | 5.6% | 6.5% | 42,509 | 48,074 | 22,524 |
| USDT | 43.8% | 43.1% | 41.4% | 29.9% | 30.6% | 30.4% | 13.6% | 13.7% | 14.1% | 6.3% | 6.5% | 7.3% | 6.3% | 6.2% | 6.8% | 41,199 | 45,405 | 44,401 |
| Small Agencies | 45.5% | 45.8% | 43.1% | 28.5% | 28.2% | 29.3% | 12.3% | 13.2% | 14.1% | 6.8% | 6.6% | 6.9% | 6.9% | 6.2% | 6.6% | 5,164 | 5,441 | 5,331 |
| DOD | 38.3% | 37.3% | 35.0% | 32.1% | 32.5% | 32.8% | 15.1% | 15.4% | 16.0% | 7.6% | 7.9% | 8.2% | 6.9% | 7.0% | 8.1% | 177,399 | 68,589 | 56,829 |
| USACE | 42.7% | 41.8% | 37.3% | 32.4% | 32.8% | 33.7% | 13.5% | 13.9% | 14.5% | 6.5% | 6.6% | 7.5% | 4.9% | 4.9% | 7.0% | 18,516 | 4,329 | 3,553 |
| Air Force | 38.5% | 38.1% | 37.0% | 31.3% | 30.9% | 32.0% | 14.7% | 15.5% | 15.4% | 7.7% | 8.2% | 7.9% | 7.7% | 7.4% | 7.8% | 32,193 | 16,234 | 14,940 |
| Army‡ | 36.3% | 35.0% | 32.1% | 31.6% | 32.3% | 31.7% | 16.1% | 16.0% | 17.1% | 8.3% | 8.8% | 9.6% | 7.8% | 8.0% | 9.5% | 50,012 | 16,962 | 13,060 |
| Navy‡ | 37.9% | 37.4% | 34.9% | 34.5% | 35.2% | 35.4% | 15.0% | 15.0% | 15.9% | 7.0% | 6.7% | 7.3% | 5.6% | 5.7% | 6.4% | 41,384 | 13,788 | 10,834 |
| Marine Corps | 40.4% | 38.6% | 38.3% | 31.0% | 32.7% | 29.0% | 14.3% | 15.1% | 15.5% | 7.4% | 6.4% | 6.8% | 7.0% | 7.4% | 10.4% | 5,133 | 1,770 | 1,173 |
| DOD 4th Estate | 40.5% | 38.5% | 36.2% | 30.0% | 29.6% | 31.4% | 14.6% | 15.5% | 15.4% | 7.5% | 8.8% | 8.1% | 7.4% | 7.6% | 8.9% | 30,161 | 15,506 | 13,269 |

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** | | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.4% | 42.2% | 40.5% | 29.8% | 29.8% | 29.9% | 16.3% | 16.8% | 17.4% | 6.0% | 6.3% | 6.7% | 4.6% | 5.1% | 5.4% | 583,956 | 473,735 | 398,213 |
| BBG | 37.6% | 34.3% | 32.9% | 27.7% | 30.2% | 27.8% | 16.3% | 19.7% | 20.2% | 10.0% | 8.4% | 10.4% | 8.5% | 7.4% | 8.8% | 815 | 1,061 | 885 |
| CSOSA | 44.2% | 43.3% | 42.6% | 27.9% | 30.4% | 27.2% | 19.3% | 18.4% | 21.2% | 4.8% | 3.8% | 5.1% | 3.9% | 4.1% | 3.9% | 451 | 520 | 603 |
| DHS | 39.0% | 37.9% | 35.0% | 30.3% | 31.0% | 30.5% | 18.4% | 18.6% | 20.3% | 6.7% | 6.9% | 7.6% | 5.6% | 5.6% | 6.6% | 71,993 | 46,061 | 45,867 |
| DOC | 49.6% | 49.6% | 48.4% | 28.7% | 29.2% | 28.6% | 13.5% | 13.8% | 14.1% | 4.9% | 4.4% | 5.3% | 3.2% | 3.1% | 3.7% | 20,378 | 10,281 | 9,602 |
| DOE | 48.9% | 47.6% | 44.8% | 29.1% | 29.8% | 30.0% | 14.3% | 13.8% | 15.4% | 4.3% | 5.2% | 5.6% | 3.4% | 3.7% | 4.2% | 8,516 | 8,492 | 7,951 |
| DOI | 42.3% | 40.7% | 37.7% | 29.8% | 31.2% | 31.1% | 16.7% | 16.9% | 18.2% | 6.4% | 6.5% | 7.2% | 4.8% | 4.6% | 5.8% | 27,778 | 25,330 | 22,601 |
| DOJ | 43.3% | 42.4% | 42.0% | 28.8% | 30.1% | 29.4% | 16.6% | 15.9% | 17.1% | 6.3% | 6.2% | 6.3% | 5.0% | 5.3% | 5.2% | 29,825 | 15,472 | 15,835 |
| DOL | 47.9% | 48.3% | 45.6% | 27.1% | 27.7% | 29.1% | 14.3% | 14.1% | 15.4% | 5.7% | 5.2% | 5.4% | 5.0% | 4.7% | 4.5% | 7,909 | 8,664 | 11,132 |
| DOT | 46.2% | 44.6% | 42.1% | 29.3% | 30.9% | 30.7% | 14.9% | 15.0% | 16.4% | 5.3% | 5.3% | 6.1% | 4.4% | 4.2% | 4.7% | 21,170 | 16,513 | 14,615 |
| ED | 47.5% | 49.7% | 45.1% | 29.1% | 27.5% | 28.8% | 15.3% | 14.8% | 15.4% | 4.0% | 4.5% | 6.1% | 4.0% | 3.4% | 4.5% | 2,558 | 2,784 | 2,823 |
| EEOC | 47.7% | 49.2% | 47.6% | 26.1% | 25.4% | 27.5% | 15.7% | 15.3% | 14.3% | 5.4% | 4.9% | 5.8% | 5.1% | 5.2% | 4.8% | 1,357 | 1,411 | 1,480 |
| EPA | 48.4% | 49.2% | 43.6% | 30.8% | 30.5% | 31.5% | 13.4% | 12.8% | 15.7% | 4.5% | 4.4% | 5.2% | 2.9% | 3.1% | 4.0% | 7,847 | 9,269 | 10,005 |
| FCC | 59.3% | 55.8% | 50.5% | 23.0% | 22.6% | 27.1% | 11.0% | 14.8% | 14.0% | 3.5% | 3.7% | 4.9% | 3.3% | 3.2% | 3.5% | 574 | 693 | 635 |
| FERC | 58.4% | 61.1% | 55.8% | 26.5% | 25.3% | 27.3% | 10.5% | 8.8% | 11.3% | 2.1% | 3.0% | 3.4% | 2.6% | 1.8% | 2.3% | 1,103 | 1,061 | 1,137 |
| FTC | 62.1% | 61.8% | 58.4% | 23.2% | 24.6% | 23.5% | 8.4% | 9.6% | 11.2% | 3.8% | 2.3% | 4.0% | 2.5% | 1.7% | 2.9% | 629 | 604 | 628 |

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** | | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.4% | 42.2% | 40.5% | 29.8% | 29.8% | 29.9% | 16.3% | 16.8% | 17.4% | 6.0% | 6.3% | 6.7% | 4.6% | 5.1% | 5.4% | 583,956 | 473,735 | 398,213 |
| GSA | 56.2% | 55.3% | 51.5% | 27.0% | 26.9% | 28.2% | 11.1% | 11.3% | 12.5% | 3.0% | 4.0% | 4.3% | 2.6% | 2.5% | 3.6% | 7,045 | 7,401 | 6,926 |
| HHS | 47.6% | 47.7% | 44.5% | 28.6% | 28.1% | 28.6% | 14.6% | 14.7% | 16.3% | 5.3% | 5.2% | 5.9% | 3.8% | 4.3% | 4.8% | 42,203 | 42,158 | 39,516 |
| HUD | 48.3% | 48.8% | 44.5% | 27.0% | 27.2% | 27.8% | 14.0% | 14.1% | 16.3% | 5.4% | 5.1% | 6.0% | 5.3% | 4.7% | 5.4% | 4,548 | 4,877 | 5,403 |
| NARA | 50.6% | 49.7% | 49.4% | 26.6% | 26.7% | 24.8% | 13.6% | 15.2% | 14.6% | 5.1% | 4.9% | 6.1% | 4.1% | 3.6% | 5.0% | 1,713 | 1,831 | 1,844 |
| NASA | 59.8% | 59.3% | 56.3% | 25.9% | 26.6% | 27.4% | 9.7% | 9.5% | 11.0% | 2.7% | 2.8% | 3.1% | 1.9% | 1.7% | 2.2% | 11,432 | 11,668 | 11,054 |
| NCUA | 42.7% | 45.6% | 47.1% | 32.1% | 28.6% | 30.2% | 15.7% | 15.9% | 14.4% | 6.0% | 5.5% | 5.4% | 3.5% | 4.3% | 3.0% | 619 | 655 | 646 |
| NLRB | 51.9% | 47.7% | 45.7% | 27.4% | 31.0% | 31.4% | 11.5% | 13.8% | 13.7% | 5.2% | 4.1% | 5.7% | 3.9% | 3.3% | 3.5% | 836 | 837 | 854 |
| NRC | 53.1% | 52.1% | 49.4% | 28.8% | 27.8% | 27.8% | 11.1% | 13.4% | 14.4% | 3.7% | 3.8% | 5.0% | 3.3% | 2.9% | 3.3% | 2,291 | 2,417 | 2,126 |
| NSF | 54.0% | 56.0% | 53.8% | 26.9% | 24.9% | 24.6% | 12.0% | 10.4% | 13.5% | 4.0% | 4.6% | 3.3% | 3.1% | 4.0% | 4.8% | 929 | 896 | 842 |
| OMB | 53.1% | 55.6% | 47.7% | 29.4% | 30.3% | 32.2% | 12.5% | 10.9% | 13.5% | 3.6% | 1.6% | 4.5% | 1.3% | 1.6% | 2.1% | 335 | 341 | 350 |
| OPM | 54.4% | 54.0% | 52.7% | 26.8% | 26.3% | 27.1% | 12.0% | 12.3% | 12.9% | 3.4% | 4.0% | 4.1% | 3.3% | 3.5% | 3.2% | 3,019 | 2,861 | 3,147 |
| PBGC | 57.3% | 54.5% | 51.5% | 24.9% | 27.1% | 25.6% | 12.5% | 12.9% | 15.6% | 2.6% | 2.9% | 3.2% | 2.7% | 2.5% | 4.1% | 519 | 594 | 556 |
| RRB | 42.4% | 45.9% | 41.5% | 26.1% | 28.9% | 28.3% | 18.2% | 16.0% | 18.0% | 7.4% | 4.6% | 7.6% | 5.9% | 4.5% | 4.6% | 399 | 438 | 314 |
| SBA | 45.8% | 44.0% | 43.2% | 27.3% | 27.6% | 26.6% | 15.5% | 14.8% | 16.1% | 6.2% | 6.5% | 6.1% | 5.1% | 7.2% | 8.0% | 1,520 | 1,484 | 1,348 |
| SEC | 59.4% | 57.3% | 52.3% | 25.3% | 25.9% | 27.7% | 9.8% | 10.4% | 11.9% | 3.2% | 3.6% | 4.5% | 2.4% | 2.7% | 3.6% | 3,360 | 3,484 | 3,161 |

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** | | |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 43.4% | 42.2% | 40.5% | 29.8% | 29.8% | 29.9% | 16.3% | 16.8% | 17.4% | 6.0% | 6.3% | 6.7% | 4.6% | 5.1% | 5.4% | 583,956 | 473,735 | 398,213 |
| SSA | 39.9% | 39.9% | 37.9% | 31.2% | 30.2% | 32.2% | 18.3% | 18.9% | 19.2% | 6.1% | 6.5% | 6.5% | 4.6% | 4.5% | 4.2% | 25,390 | 8,201 | 8,602 |
| State | 42.9% | 43.4% | 41.3% | 30.9% | 32.2% | 30.7% | 16.2% | 15.5% | 17.9% | 5.8% | 5.7% | 6.3% | 4.1% | 3.2% | 3.8% | 6,930 | 4,102 | 5,052 |
| USAID | 40.5% | 43.1% | 39.3% | 31.9% | 31.6% | 32.6% | 16.6% | 15.4% | 17.0% | 6.1% | 5.5% | 6.3% | 4.8% | 4.4% | 4.8% | 1,808 | 2,039 | 2,240 |
| USDA | 41.7% | 43.5% | 41.4% | 31.2% | 31.2% | 32.0% | 16.8% | 16.1% | 16.4% | 5.9% | 5.5% | 5.7% | 4.3% | 3.7% | 4.5% | 42,526 | 48,113 | 22,522 |
| USDT | 50.3% | 49.7% | 48.0% | 27.7% | 28.3% | 28.7% | 13.5% | 13.3% | 13.9% | 4.4% | 4.6% | 5.0% | 4.1% | 4.0% | 4.5% | 41,135 | 45,430 | 44,399 |
| Small Agencies | 49.0% | 49.9% | 47.1% | 27.4% | 27.2% | 29.0% | 13.6% | 14.0% | 14.5% | 5.4% | 4.9% | 5.0% | 4.6% | 4.0% | 4.4% | 5,167 | 5,450 | 5,328 |
| DOD | 41.8% | 41.3% | 39.5% | 30.4% | 30.6% | 30.8% | 16.8% | 17.1% | 17.4% | 6.4% | 6.2% | 6.9% | 4.7% | 4.8% | 5.3% | 177,329 | 68,643 | 56,883 |
| USACE | 45.2% | 44.5% | 41.2% | 31.2% | 32.1% | 32.2% | 15.1% | 15.3% | 16.1% | 5.3% | 4.8% | 5.9% | 3.2% | 3.3% | 4.6% | 18,525 | 4,329 | 3,554 |
| Air Force | 42.1% | 41.9% | 42.1% | 29.8% | 29.5% | 29.5% | 16.2% | 16.6% | 16.5% | 6.8% | 6.8% | 6.6% | 5.2% | 5.2% | 5.3% | 32,178 | 16,244 | 14,962 |
| Army‡ | 39.5% | 38.4% | 35.9% | 30.4% | 31.3% | 30.6% | 17.7% | 18.2% | 19.3% | 7.0% | 6.5% | 7.9% | 5.3% | 5.6% | 6.3% | 49,992 | 17,004 | 13,075 |
| Navy‡ | 41.8% | 42.3% | 39.9% | 31.7% | 31.9% | 32.4% | 17.1% | 16.6% | 17.0% | 5.8% | 5.5% | 6.5% | 3.6% | 3.7% | 4.1% | 41,385 | 13,791 | 10,844 |
| Marine Corps | 44.3% | 42.2% | 41.5% | 29.1% | 29.8% | 29.9% | 15.6% | 17.8% | 15.8% | 6.2% | 6.2% | 7.2% | 4.8% | 4.0% | 5.7% | 5,125 | 1,775 | 1,174 |
| DOD 4th Estate | 43.8% | 43.0% | 41.0% | 28.8% | 27.8% | 29.4% | 16.2% | 17.0% | 16.8% | 6.0% | 6.8% | 6.8% | 5.1% | 5.4% | 6.0% | 30,124 | 15,500 | 13,274 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 13.0% | 12.7% | 11.5% | 30.8% | 30.5% | 29.4% | 24.4% | 24.5% | 24.1% | 17.3% | 17.7% | 19.1% | 14.4% | 14.6% | 15.9% | 567,230 | 458,664 | 388,819 | 13,636 | 12,542 | 7,594 |
| BBG | 10.9% | 9.4% | 10.1% | 31.2% | 26.8% | 23.3% | 19.3% | 23.3% | 23.3% | 15.9% | 17.6% | 19.9% | 22.8% | 22.8% | 23.5% | 790 | 1,031 | 861 | 22 | 31 | 20 |
| CSOSA | 13.2% | 12.3% | 10.5% | 33.2% | 31.8% | 32.3% | 26.1% | 25.5% | 25.3% | 16.1% | 17.8% | 18.5% | 11.4% | 12.6% | 13.4% | 437 | 499 | 590 | 12 | 11 | 11 |
| DHS | 10.2% | 9.6% | 7.6% | 24.3% | 23.6% | 20.3% | 22.2% | 22.1% | 20.1% | 19.8% | 20.5% | 23.0% | 23.5% | 24.2% | 29.1% | 70,242 | 44,882 | 45,051 | 1,321 | 941 | 641 |
| DOC | 13.2% | 12.2% | 12.2% | 33.5% | 31.7% | 30.7% | 26.3% | 27.1% | 25.1% | 16.1% | 17.7% | 18.7% | 10.9% | 11.3% | 13.3% | 19,606 | 9,904 | 9,337 | 701 | 328 | 239 |
| DOE | 13.8% | 13.2% | 11.5% | 33.1% | 31.8% | 30.9% | 23.9% | 24.1% | 23.3% | 17.3% | 18.0% | 18.9% | 12.0% | 12.9% | 15.4% | 8,360 | 8,291 | 7,834 | 132 | 172 | 109 |
| DOI | 9.5% | 9.2% | 8.5% | 26.3% | 28.6% | 26.6% | 25.6% | 26.9% | 26.4% | 21.2% | 20.4% | 21.3% | 17.4% | 14.9% | 17.2% | 26,951 | 24,518 | 21,986 | 733 | 722 | 505 |
| DOJ | 13.0% | 14.9% | 14.5% | 30.0% | 31.8% | 32.5% | 24.7% | 23.9% | 23.5% | 17.6% | 16.3% | 17.0% | 14.7% | 13.1% | 12.4% | 28,928 | 14,936 | 15,431 | 637 | 370 | 263 |
| DOL | 14.5% | 15.7% | 15.6% | 29.6% | 31.7% | 32.1% | 24.2% | 23.9% | 23.2% | 16.6% | 15.6% | 16.4% | 15.1% | 13.1% | 12.8% | 7,612 | 8,341 | 10,869 | 269 | 296 | 245 |
| DOT | 12.5% | 11.9% | 10.8% | 30.8% | 29.5% | 29.4% | 25.5% | 26.4% | 23.9% | 17.5% | 18.8% | 20.3% | 13.6% | 13.5% | 15.6% | 20,560 | 16,025 | 14,292 | 524 | 418 | 259 |
| ED | 8.1% | 13.2% | 13.5% | 22.8% | 26.6% | 30.9% | 22.5% | 23.7% | 22.1% | 20.5% | 17.4% | 17.3% | 26.1% | 19.0% | 16.3% | 2,498 | 2,705 | 2,778 | 52 | 76 | 49 |
| EEOC | 18.3% | 19.1% | 16.5% | 30.5% | 30.1% | 32.1% | 22.3% | 21.4% | 20.5% | 16.2% | 15.5% | 17.5% | 12.7% | 13.8% | 13.3% | 1,321 | 1,379 | 1,437 | 34 | 33 | 29 |
| EPA | 8.4% | 10.9% | 8.8% | 23.3% | 27.8% | 29.6% | 21.8% | 23.1% | 25.0% | 20.1% | 18.1% | 21.4% | 26.4% | 20.1% | 15.2% | 7,647 | 9,041 | 9,798 | 162 | 191 | 185 |
| FCC | 16.9% | 14.4% | 14.5% | 30.1% | 31.9% | 29.2% | 25.6% | 26.4% | 22.9% | 14.7% | 14.6% | 16.9% | 12.8% | 12.7% | 16.5% | 564 | 678 | 616 | 10 | 13 | 18 |
| FERC | 32.1% | 27.8% | 23.1% | 39.2% | 39.6% | 38.7% | 17.0% | 17.7% | 19.5% | 6.7% | 9.0% | 10.9% | 5.0% | 6.0% | 7.8% | 1,089 | 1,050 | 1,117 | 17 | 12 | 22 |
| FTC | 27.9% | 24.2% | 36.1% | 39.3% | 39.4% | 35.6% | 19.0% | 21.0% | 16.3% | 9.2% | 11.0% | 8.2% | 4.6% | 4.5% | 3.8% | 595 | 579 | 618 | 34 | 22 | 8 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 13.0% | 12.7% | 11.5% | 30.8% | 30.5% | 29.4% | 24.4% | 24.5% | 24.1% | 17.3% | 17.7% | 19.1% | 14.4% | 14.6% | 15.9% | 567,230 | 458,664 | 388,819 | 13,636 | 12,542 | 7,594 |
| GSA | 20.1% | 19.5% | 16.6% | 35.7% | 37.0% | 33.3% | 23.0% | 21.3% | 22.8% | 12.2% | 13.0% | 15.0% | 9.1% | 9.2% | 12.2% | 6,905 | 7,252 | 6,814 | 120 | 135 | 95 |
| HHS | 17.4% | 17.2% | 15.3% | 36.5% | 35.9% | 34.3% | 23.6% | 23.8% | 23.4% | 13.3% | 13.5% | 15.4% | 9.2% | 9.7% | 11.6% | 40,991 | 40,770 | 38,469 | 1,035 | 1,183 | 875 |
| HUD | 12.7% | 14.3% | 13.5% | 26.6% | 29.1% | 28.7% | 25.4% | 26.3% | 25.1% | 17.9% | 16.5% | 17.9% | 17.3% | 13.9% | 14.7% | 4,417 | 4,718 | 5,316 | 113 | 143 | 89 |
| NARA | 10.6% | 14.5% | 12.8% | 25.3% | 27.0% | 26.4% | 23.9% | 23.5% | 23.2% | 21.2% | 19.8% | 20.3% | 19.0% | 15.2% | 17.2% | 1,666 | 1,782 | 1,801 | 35 | 47 | 35 |
| NASA | 24.3% | 23.7% | 22.3% | 38.8% | 39.8% | 38.7% | 21.2% | 20.5% | 20.9% | 10.4% | 10.8% | 11.8% | 5.3% | 5.3% | 6.3% | 11,200 | 11,425 | 10,884 | 204 | 199 | 136 |
| NCUA | 9.5% | 13.0% | 14.6% | 32.3% | 32.1% | 39.6% | 24.6% | 21.1% | 19.5% | 20.7% | 20.5% | 16.7% | 12.9% | 13.2% | 9.6% | 602 | 634 | 638 | 11 | 15 | 8 |
| NLRB | 12.5% | 18.4% | 11.7% | 16.6% | 30.4% | 28.6% | 18.9% | 19.8% | 21.3% | 18.2% | 17.5% | 19.6% | 33.8% | 14.0% | 18.8% | 813 | 805 | 843 | 20 | 24 | 13 |
| NRC | 16.9% | 15.7% | 16.0% | 38.7% | 36.6% | 36.3% | 21.9% | 23.8% | 22.2% | 13.1% | 14.1% | 14.9% | 9.4% | 9.8% | 10.5% | 2,243 | 2,374 | 2,086 | 43 | 39 | 33 |
| NSF | 18.9% | 19.4% | 19.0% | 35.7% | 35.0% | 30.2% | 21.8% | 20.2% | 23.0% | 14.1% | 15.9% | 17.6% | 9.5% | 9.5% | 10.3% | 908 | 890 | 834 | 17 | 9 | 8 |
| OMB | 10.1% | 11.4% | 18.9% | 23.8% | 26.8% | 43.3% | 25.0% | 26.9% | 18.5% | 25.5% | 22.6% | 15.6% | 15.5% | 12.3% | 3.8% | 333 | 328 | 345 | 4 | 12 | 6 |
| OPM | 14.0% | 14.5% | 14.2% | 28.9% | 30.3% | 30.9% | 25.9% | 24.9% | 24.8% | 16.9% | 16.5% | 16.8% | 14.3% | 13.8% | 13.3% | 2,908 | 2,750 | 3,043 | 105 | 103 | 92 |
| PBGC | 21.8% | 17.9% | 13.7% | 38.9% | 34.8% | 35.2% | 20.8% | 25.0% | 23.7% | 12.4% | 15.9% | 14.5% | 6.0% | 6.4% | 13.0% | 505 | 574 | 544 | 13 | 18 | 9 |
| RRB | 13.2% | 16.0% | 12.5% | 32.8% | 32.1% | 33.0% | 24.8% | 27.2% | 30.9% | 13.7% | 14.7% | 13.6% | 15.6% | 10.0% | 10.0% | 379 | 411 | 295 | 17 | 23 | 17 |
| SBA | 17.3% | 13.8% | 11.9% | 31.7% | 30.4% | 25.3% | 22.4% | 23.6% | 20.7% | 14.8% | 15.7% | 21.5% | 13.9% | 16.5% | 20.6% | 1,481 | 1,447 | 1,306 | 37 | 34 | 34 |
| SEC | 21.2% | 21.1% | 17.0% | 36.7% | 36.2% | 34.5% | 20.7% | 21.2% | 20.9% | 12.6% | 12.7% | 15.6% | 8.8% | 8.8% | 12.1% | 3,287 | 3,384 | 3,086 | 71 | 92 | 69 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 13.0% | 12.7% | 11.5% | 30.8% | 30.5% | 29.4% | 24.4% | 24.5% | 24.1% | 17.3% | 17.7% | 19.1% | 14.4% | 14.6% | 15.9% | 567,230 | 458,664 | 388,819 | 13,636 | 12,542 | 7,594 |
| SSA | 11.8% | 12.3% | 12.9% | 28.7% | 29.7% | 30.5% | 26.9% | 26.4% | 25.1% | 17.6% | 17.6% | 18.1% | 14.9% | 14.1% | 13.4% | 24,108 | 7,797 | 8,312 | 1,044 | 326 | 216 |
| State | 9.8% | 10.5% | 13.7% | 28.1% | 26.7% | 33.1% | 23.9% | 22.3% | 24.5% | 22.4% | 21.7% | 18.3% | 15.9% | 18.8% | 10.4% | 6,739 | 3,993 | 4,960 | 114 | 64 | 56 |
| USAID | 13.0% | 14.8% | 12.8% | 35.7% | 36.4% | 33.6% | 23.6% | 23.2% | 24.2% | 17.8% | 15.8% | 19.2% | 10.0% | 9.8% | 10.3% | 1,779 | 1,993 | 2,202 | 19 | 27 | 21 |
| USDA | 8.0% | 9.6% | 8.8% | 26.7% | 30.1% | 28.8% | 27.3% | 28.9% | 27.6% | 20.8% | 18.9% | 21.0% | 17.2% | 12.5% | 13.8% | 41,183 | 46,238 | 21,979 | 1,154 | 1,720 | 471 |
| USDT | 11.9% | 11.4% | 11.0% | 29.8% | 30.4% | 29.7% | 24.9% | 25.3% | 24.4% | 18.0% | 18.0% | 19.0% | 15.5% | 14.9% | 16.0% | 39,848 | 43,785 | 43,152 | 1,156 | 1,434 | 1,075 |
| Small Agencies | 15.3% | 16.1% | 15.2% | 29.9% | 31.0% | 31.3% | 22.1% | 21.3% | 20.6% | 16.8% | 17.0% | 16.6% | 16.0% | 14.6% | 16.3% | 5,069 | 5,327 | 5,253 | 86 | 117 | 70 |
| DOD | 14.0% | 13.9% | 12.1% | 33.0% | 33.1% | 31.4% | 24.6% | 24.4% | 24.4% | 16.4% | 16.6% | 18.4% | 11.9% | 11.9% | 13.8% | 172,666 | 66,796 | 55,638 | 3,558 | 1,448 | 922 |
| USACE | 14.2% | 13.4% | 11.2% | 36.1% | 35.7% | 32.6% | 26.3% | 27.0% | 25.9% | 14.8% | 15.5% | 19.0% | 8.6% | 8.4% | 11.2% | 18,078 | 4,220 | 3,470 | 425 | 102 | 75 |
| Air Force | 15.4% | 15.4% | 14.6% | 33.6% | 34.1% | 32.6% | 23.2% | 23.3% | 23.5% | 15.8% | 15.7% | 16.7% | 11.9% | 11.5% | 12.6% | 31,233 | 15,715 | 14,580 | 681 | 387 | 260 |
| Army‡ | 13.8% | 13.8% | 12.0% | 31.5% | 32.6% | 30.0% | 24.3% | 24.1% | 23.4% | 17.1% | 16.5% | 18.7% | 13.3% | 13.0% | 15.8% | 48,794 | 16,592 | 12,831 | 909 | 309 | 185 |
| Navy‡ | 12.5% | 12.7% | 10.1% | 33.9% | 33.3% | 32.2% | 26.1% | 26.1% | 25.8% | 16.7% | 17.0% | 19.2% | 10.9% | 10.9% | 12.7% | 40,214 | 13,389 | 10,594 | 873 | 326 | 183 |
| Marine Corps | 15.3% | 13.3% | 13.9% | 31.2% | 31.9% | 25.1% | 24.0% | 26.4% | 25.7% | 16.0% | 16.1% | 20.0% | 13.5% | 12.2% | 15.3% | 4,982 | 1,716 | 1,147 | 108 | 48 | 20 |
| DOD 4th Estate | 15.0% | 14.4% | 12.5% | 32.6% | 31.8% | 31.4% | 23.6% | 22.2% | 24.1% | 16.3% | 18.1% | 17.9% | 12.6% | 13.5% | 14.1% | 29,365 | 15,164 | 13,016 | 562 | 276 | 199 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.4% | 16.9% | 36.2% | 36.1% | 34.8% | 23.5% | 24.1% | 24.0% | 10.0% | 10.0% | 11.1% | 11.3% | 11.5% | 13.1% | 544,502 | 438,606 | 372,029 | 36,194 | 31,681 | 23,730 |
| BBG | 12.7% | 11.9% | 13.4% | 32.4% | 27.5% | 26.4% | 23.4% | 28.6% | 27.9% | 10.3% | 11.6% | 10.8% | 21.2% | 20.3% | 21.6% | 764 | 982 | 800 | 51 | 79 | 80 |
| CSOSA | 15.1% | 14.8% | 13.7% | 36.0% | 35.6% | 33.2% | 25.4% | 27.1% | 26.7% | 12.1% | 10.9% | 14.5% | 11.3% | 11.6% | 11.8% | 425 | 488 | 574 | 24 | 23 | 26 |
| DHS | 14.8% | 14.0% | 11.9% | 30.9% | 30.2% | 27.5% | 23.8% | 24.5% | 23.0% | 12.2% | 12.2% | 13.6% | 18.3% | 19.1% | 24.0% | 67,660 | 43,026 | 43,219 | 3,895 | 2,725 | 2,395 |
| DOC | 19.9% | 18.9% | 18.3% | 39.5% | 39.6% | 38.2% | 24.7% | 25.5% | 24.8% | 8.0% | 8.1% | 9.5% | 7.8% | 7.8% | 9.2% | 18,362 | 9,369 | 8,823 | 1,905 | 847 | 751 |
| DOE | 20.8% | 20.0% | 17.9% | 37.5% | 37.2% | 36.0% | 23.1% | 23.3% | 23.1% | 9.7% | 9.7% | 10.8% | 8.9% | 9.7% | 12.2% | 7,961 | 7,934 | 7,509 | 531 | 516 | 417 |
| DOI | 14.1% | 14.2% | 13.2% | 31.5% | 35.6% | 33.9% | 25.8% | 26.0% | 26.0% | 13.8% | 12.0% | 12.9% | 14.8% | 12.2% | 14.0% | 25,875 | 23,342 | 20,871 | 1,781 | 1,862 | 1,577 |
| DOJ | 18.8% | 21.3% | 20.7% | 34.8% | 36.7% | 37.7% | 22.9% | 21.0% | 21.3% | 11.2% | 10.4% | 10.1% | 12.3% | 10.7% | 10.2% | 28,214 | 14,478 | 15,013 | 1,351 | 788 | 648 |
| DOL | 21.2% | 22.1% | 21.2% | 33.9% | 35.8% | 35.4% | 23.2% | 22.5% | 22.8% | 9.8% | 8.8% | 9.4% | 11.9% | 10.7% | 11.1% | 7,249 | 8,003 | 10,403 | 641 | 630 | 686 |
| DOT | 17.5% | 16.9% | 16.2% | 36.7% | 36.3% | 35.4% | 25.7% | 26.2% | 24.8% | 9.6% | 10.0% | 11.3% | 10.6% | 10.7% | 12.2% | 19,656 | 15,261 | 13,665 | 1,440 | 1,143 | 876 |
| ED | 12.4% | 17.9% | 18.9% | 26.9% | 32.4% | 33.6% | 26.1% | 24.0% | 23.6% | 13.2% | 11.9% | 10.7% | 21.4% | 13.8% | 13.2% | 2,355 | 2,546 | 2,647 | 191 | 227 | 173 |
| EEOC | 23.0% | 24.1% | 21.8% | 31.7% | 34.6% | 32.4% | 23.7% | 22.0% | 22.0% | 11.1% | 8.7% | 11.8% | 10.4% | 10.7% | 12.0% | 1,264 | 1,318 | 1,381 | 96 | 88 | 84 |
| EPA | 12.1% | 15.8% | 14.2% | 26.8% | 33.3% | 36.3% | 21.1% | 22.4% | 25.6% | 13.0% | 11.3% | 12.0% | 27.0% | 17.2% | 11.8% | 7,377 | 8,575 | 9,334 | 430 | 633 | 638 |
| FCC | 21.2% | 20.3% | 22.0% | 33.7% | 36.1% | 31.1% | 26.4% | 23.7% | 22.8% | 8.9% | 10.7% | 10.5% | 9.9% | 9.3% | 13.7% | 536 | 645 | 583 | 39 | 42 | 50 |
| FERC | 44.5% | 41.8% | 34.8% | 37.0% | 38.2% | 39.1% | 11.3% | 12.1% | 16.1% | 3.9% | 4.0% | 5.6% | 3.2% | 4.0% | 4.5% | 1,069 | 1,026 | 1,085 | 37 | 35 | 53 |
| FTC | 40.5% | 38.6% | 49.6% | 39.4% | 38.2% | 33.3% | 13.0% | 15.2% | 11.6% | 4.5% | 4.8% | 2.5% | 2.6% | 3.2% | 3.0% | 560 | 546 | 596 | 67 | 52 | 29 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.4% | 16.9% | 36.2% | 36.1% | 34.8% | 23.5% | 24.1% | 24.0% | 10.0% | 10.0% | 11.1% | 11.3% | 11.5% | 13.1% | 544,502 | 438,606 | 372,029 | 36,194 | 31,681 | 23,730 |
| GSA | 26.1% | 25.9% | 22.4% | 39.4% | 40.0% | 36.9% | 21.4% | 20.5% | 23.8% | 6.5% | 6.6% | 8.2% | 6.6% | 7.0% | 8.7% | 6,621 | 6,991 | 6,502 | 400 | 381 | 379 |
| HHS | 22.9% | 23.2% | 21.1% | 39.0% | 38.7% | 37.4% | 22.5% | 22.0% | 22.5% | 8.2% | 8.1% | 9.4% | 7.5% | 8.0% | 9.6% | 39,371 | 39,055 | 36,773 | 2,659 | 2,813 | 2,513 |
| HUD | 15.7% | 17.5% | 16.9% | 29.3% | 33.3% | 32.6% | 27.0% | 27.9% | 27.4% | 11.9% | 10.0% | 10.9% | 16.1% | 11.3% | 12.3% | 4,225 | 4,467 | 5,013 | 305 | 374 | 376 |
| NARA | 14.6% | 18.7% | 16.1% | 32.3% | 34.5% | 32.7% | 25.0% | 23.9% | 23.6% | 12.7% | 11.5% | 12.6% | 15.5% | 11.4% | 14.9% | 1,581 | 1,680 | 1,714 | 124 | 145 | 117 |
| NASA | 35.3% | 34.5% | 33.1% | 40.9% | 41.9% | 40.4% | 15.8% | 15.2% | 16.2% | 4.5% | 4.7% | 5.4% | 3.5% | 3.7% | 4.9% | 10,815 | 11,066 | 10,532 | 588 | 539 | 484 |
| NCUA | 14.8% | 20.4% | 20.4% | 36.9% | 36.1% | 42.0% | 27.0% | 21.8% | 18.5% | 11.0% | 11.0% | 11.0% | 10.3% | 10.7% | 8.1% | 577 | 593 | 611 | 35 | 51 | 32 |
| NLRB | 16.2% | 29.4% | 22.4% | 23.2% | 37.4% | 39.6% | 19.5% | 18.9% | 19.8% | 12.7% | 8.3% | 6.7% | 28.5% | 6.0% | 11.5% | 786 | 769 | 816 | 46 | 60 | 37 |
| NRC | 26.5% | 27.1% | 26.1% | 41.1% | 39.6% | 41.1% | 17.6% | 18.4% | 16.4% | 8.0% | 7.5% | 8.2% | 6.8% | 7.4% | 8.2% | 2,177 | 2,285 | 2,018 | 105 | 127 | 93 |
| NSF | 28.5% | 29.8% | 25.6% | 39.2% | 37.3% | 38.4% | 18.0% | 17.6% | 18.5% | 7.4% | 7.3% | 8.1% | 6.8% | 8.0% | 9.2% | 882 | 843 | 793 | 42 | 51 | 44 |
| OMB | 13.9% | 15.3% | 29.6% | 25.6% | 28.1% | 45.9% | 26.9% | 28.0% | 17.1% | 20.4% | 16.0% | 5.9% | 13.2% | 12.6% | 1.5% | 318 | 315 | 341 | 18 | 25 | 9 |
| OPM | 20.0% | 21.0% | 19.5% | 37.3% | 36.8% | 37.9% | 23.8% | 25.0% | 24.2% | 8.7% | 8.1% | 8.8% | 10.2% | 9.2% | 9.6% | 2,712 | 2,542 | 2,847 | 308 | 313 | 287 |
| PBGC | 29.4% | 23.4% | 18.9% | 39.2% | 39.6% | 38.3% | 21.2% | 23.1% | 21.4% | 5.6% | 9.0% | 12.2% | 4.6% | 4.9% | 9.2% | 480 | 554 | 519 | 37 | 36 | 36 |
| RRB | 21.3% | 23.2% | 16.4% | 39.2% | 37.6% | 41.8% | 24.1% | 26.4% | 28.9% | 4.5% | 6.7% | 5.4% | 10.8% | 6.1% | 7.5% | 353 | 385 | 277 | 41 | 49 | 33 |
| SBA | 21.4% | 17.8% | 17.4% | 34.0% | 33.8% | 27.3% | 23.0% | 25.0% | 25.7% | 9.9% | 7.8% | 12.9% | 11.7% | 15.6% | 16.7% | 1,424 | 1,353 | 1,234 | 93 | 125 | 102 |
| SEC | 31.6% | 32.0% | 27.9% | 40.7% | 40.2% | 37.9% | 16.4% | 15.6% | 17.6% | 5.7% | 5.9% | 7.4% | 5.7% | 6.2% | 9.2% | 3,115 | 3,222 | 2,931 | 240 | 247 | 221 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.4% | 16.9% | 36.2% | 36.1% | 34.8% | 23.5% | 24.1% | 24.0% | 10.0% | 10.0% | 11.1% | 11.3% | 11.5% | 13.1% | 544,502 | 438,606 | 372,029 | 36,194 | 31,681 | 23,730 |
| SSA | 17.3% | 16.8% | 18.1% | 35.5% | 37.3% | 35.8% | 27.8% | 27.5% | 25.7% | 8.9% | 8.8% | 10.1% | 10.5% | 9.6% | 10.4% | 22,843 | 7,384 | 7,931 | 2,305 | 713 | 582 |
| State | 15.8% | 18.3% | 20.7% | 36.5% | 36.4% | 41.0% | 26.4% | 24.2% | 21.4% | 11.4% | 10.7% | 9.2% | 9.8% | 10.4% | 7.7% | 6,482 | 3,767 | 4,823 | 368 | 282 | 188 |
| USAID | 20.6% | 23.7% | 19.1% | 42.8% | 44.6% | 42.0% | 22.3% | 18.7% | 22.9% | 7.6% | 7.0% | 8.1% | 6.8% | 6.0% | 7.9% | 1,684 | 1,910 | 2,084 | 113 | 108 | 139 |
| USDA | 11.4% | 13.7% | 13.0% | 33.1% | 37.9% | 36.4% | 29.1% | 28.7% | 28.7% | 13.2% | 10.4% | 11.5% | 13.2% | 9.1% | 10.5% | 39,193 | 44,107 | 21,030 | 3,104 | 3,778 | 1,391 |
| USDT | 16.5% | 16.0% | 15.3% | 35.3% | 36.1% | 34.6% | 26.0% | 26.6% | 26.0% | 10.1% | 9.7% | 11.0% | 12.1% | 11.6% | 13.0% | 37,503 | 41,160 | 40,535 | 3,495 | 3,960 | 3,611 |
| Small Agencies | 21.9% | 22.8% | 21.4% | 34.3% | 35.5% | 36.3% | 22.0% | 21.8% | 21.1% | 10.1% | 9.1% | 9.5% | 11.7% | 10.8% | 11.6% | 4,865 | 5,137 | 5,030 | 286 | 297 | 281 |
| DOD | 21.0% | 21.0% | 18.6% | 38.5% | 38.8% | 37.0% | 22.1% | 22.2% | 22.8% | 9.1% | 9.0% | 10.3% | 9.2% | 9.0% | 11.2% | 167,168 | 64,641 | 53,871 | 9,003 | 3,503 | 2,600 |
| USACE | 21.8% | 21.1% | 18.3% | 42.3% | 42.3% | 41.5% | 21.8% | 22.8% | 22.6% | 7.8% | 7.9% | 9.0% | 6.3% | 6.0% | 8.5% | 17,500 | 4,073 | 3,349 | 987 | 247 | 194 |
| Air Force | 23.5% | 23.1% | 21.8% | 37.8% | 38.9% | 37.8% | 20.4% | 20.5% | 20.6% | 8.7% | 8.8% | 9.4% | 9.5% | 8.7% | 10.4% | 30,296 | 15,265 | 14,217 | 1,613 | 816 | 610 |
| Army‡ | 19.7% | 19.6% | 17.4% | 36.8% | 38.5% | 34.9% | 23.0% | 22.4% | 23.4% | 10.2% | 9.5% | 11.0% | 10.4% | 9.9% | 13.3% | 47,507 | 16,137 | 12,487 | 2,180 | 726 | 503 |
| Navy‡ | 20.1% | 20.4% | 17.4% | 41.4% | 40.1% | 38.6% | 22.2% | 22.9% | 23.6% | 8.5% | 8.7% | 10.7% | 7.8% | 7.9% | 9.8% | 38,758 | 12,957 | 10,264 | 2,317 | 743 | 498 |
| Marine Corps | 23.0% | 23.3% | 21.1% | 34.4% | 36.4% | 30.5% | 23.8% | 22.6% | 25.5% | 8.8% | 8.2% | 10.8% | 9.9% | 9.6% | 12.1% | 4,870 | 1,682 | 1,113 | 215 | 82 | 49 |
| DOD 4th Estate | 21.1% | 20.9% | 18.3% | 36.8% | 36.2% | 36.7% | 22.6% | 22.9% | 23.1% | 9.4% | 9.2% | 9.8% | 10.1% | 10.8% | 12.0% | 28,237 | 14,527 | 12,441 | 1,691 | 889 | 746 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.1% | 22.2% | 19.0% | 46.3% | 46.3% | 45.0% | 19.0% | 19.4% | 22.0% | 6.0% | 6.3% | 7.1% | 5.5% | 5.8% | 6.9% | 550,669 | 445,624 | 368,225 | 27,951 | 22,578 | 25,081 |
| BBG | 15.6% | 15.0% | 14.0% | 43.7% | 43.1% | 37.1% | 22.8% | 23.2% | 26.1% | 6.0% | 7.3% | 8.8% | 12.0% | 11.5% | 14.0% | 769 | 984 | 803 | 44 | 69 | 71 |
| CSOSA | 18.5% | 16.5% | 15.0% | 46.8% | 47.9% | 43.0% | 20.7% | 22.4% | 25.8% | 7.8% | 7.2% | 8.5% | 6.2% | 6.0% | 7.6% | 420 | 475 | 563 | 26 | 29 | 31 |
| DHS | 19.2% | 18.6% | 14.5% | 44.5% | 45.0% | 42.7% | 20.8% | 21.1% | 23.6% | 7.1% | 7.0% | 8.5% | 8.5% | 8.3% | 10.7% | 68,582 | 43,812 | 42,918 | 2,685 | 1,693 | 2,394 |
| DOC | 25.2% | 25.3% | 21.7% | 48.2% | 49.2% | 46.7% | 17.9% | 16.6% | 20.7% | 5.1% | 5.2% | 6.0% | 3.6% | 3.8% | 5.0% | 18,733 | 9,523 | 8,626 | 1,482 | 653 | 878 |
| DOE | 24.9% | 23.8% | 19.4% | 46.7% | 47.8% | 46.1% | 18.4% | 17.9% | 21.0% | 5.5% | 5.8% | 6.9% | 4.6% | 4.7% | 6.6% | 8,013 | 8,005 | 7,359 | 459 | 414 | 505 |
| DOI | 19.3% | 18.5% | 15.0% | 46.9% | 48.2% | 45.5% | 21.6% | 21.3% | 24.7% | 6.6% | 6.4% | 7.8% | 5.5% | 5.6% | 6.9% | 25,809 | 23,451 | 20,517 | 1,746 | 1,572 | 1,737 |
| DOJ | 22.2% | 22.9% | 20.9% | 45.3% | 46.2% | 45.5% | 20.1% | 19.1% | 20.9% | 6.4% | 6.3% | 6.8% | 6.0% | 5.5% | 5.8% | 28,013 | 14,530 | 14,690 | 1,428 | 678 | 876 |
| DOL | 26.8% | 27.3% | 23.2% | 42.8% | 43.3% | 43.5% | 17.2% | 16.8% | 19.7% | 6.4% | 6.2% | 6.9% | 6.9% | 6.3% | 6.8% | 7,420 | 8,151 | 10,339 | 432 | 439 | 694 |
| DOT | 23.6% | 23.0% | 20.2% | 48.6% | 49.1% | 47.8% | 18.0% | 17.8% | 20.3% | 5.3% | 5.5% | 6.0% | 4.5% | 4.7% | 5.7% | 20,055 | 15,672 | 13,595 | 952 | 680 | 845 |
| ED | 21.0% | 25.5% | 21.6% | 43.2% | 44.4% | 43.8% | 21.6% | 18.7% | 20.2% | 6.3% | 5.6% | 7.2% | 7.8% | 5.8% | 7.3% | 2,374 | 2,626 | 2,647 | 161 | 139 | 161 |
| EEOC | 29.0% | 30.0% | 25.4% | 42.3% | 42.5% | 43.8% | 16.7% | 15.9% | 16.6% | 5.4% | 5.9% | 6.9% | 6.6% | 5.7% | 7.3% | 1,289 | 1,354 | 1,390 | 59 | 48 | 67 |
| EPA | 22.9% | 23.8% | 15.3% | 47.8% | 49.0% | 46.3% | 17.9% | 17.0% | 23.7% | 5.8% | 6.0% | 8.3% | 5.5% | 4.2% | 6.4% | 7,262 | 8,628 | 9,067 | 525 | 547 | 857 |
| FCC | 31.0% | 28.3% | 23.9% | 43.1% | 41.4% | 39.5% | 16.9% | 19.5% | 22.0% | 5.7% | 5.4% | 6.2% | 3.2% | 5.4% | 8.4% | 540 | 652 | 579 | 32 | 36 | 50 |
| FERC | 45.4% | 42.0% | 34.6% | 39.3% | 41.5% | 43.2% | 9.5% | 10.3% | 14.5% | 3.2% | 3.8% | 4.2% | 2.5% | 2.4% | 3.5% | 1,067 | 1,020 | 1,079 | 38 | 36 | 56 |
| FTC | 44.6% | 44.3% | 43.8% | 38.0% | 38.4% | 38.0% | 10.6% | 11.3% | 10.6% | 4.8% | 4.0% | 4.3% | 2.0% | 2.0% | 3.4% | 571 | 559 | 565 | 55 | 39 | 57 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.1% | 22.2% | 19.0% | 46.3% | 46.3% | 45.0% | 19.0% | 19.4% | 22.0% | 6.0% | 6.3% | 7.1% | 5.5% | 5.8% | 6.9% | 550,669 | 445,624 | 368,225 | 27,951 | 22,578 | 25,081 |
| GSA | 31.9% | 31.7% | 25.9% | 45.2% | 44.9% | 43.9% | 14.9% | 15.1% | 20.4% | 4.2% | 4.4% | 4.6% | 3.8% | 3.9% | 5.3% | 6,685 | 7,015 | 6,450 | 323 | 308 | 388 |
| HHS | 26.9% | 26.7% | 22.1% | 45.1% | 45.4% | 44.0% | 17.8% | 17.5% | 20.9% | 5.7% | 5.7% | 6.7% | 4.5% | 4.8% | 6.2% | 39,867 | 39,767 | 36,475 | 2,051 | 1,940 | 2,555 |
| HUD | 23.3% | 23.7% | 19.4% | 42.2% | 43.9% | 41.4% | 19.5% | 19.4% | 23.5% | 7.1% | 6.5% | 7.7% | 7.9% | 6.5% | 8.0% | 4,292 | 4,619 | 5,059 | 222 | 220 | 301 |
| NARA | 23.3% | 25.4% | 21.0% | 45.2% | 43.8% | 41.9% | 18.3% | 18.1% | 21.0% | 6.0% | 6.7% | 7.8% | 7.1% | 5.9% | 8.3% | 1,597 | 1,711 | 1,681 | 100 | 109 | 140 |
| NASA | 41.7% | 39.9% | 35.9% | 43.3% | 44.8% | 45.8% | 10.3% | 10.6% | 12.4% | 2.9% | 2.7% | 3.4% | 1.8% | 2.0% | 2.5% | 10,917 | 11,115 | 10,367 | 462 | 452 | 587 |
| NCUA | 22.2% | 26.6% | 24.0% | 47.0% | 45.5% | 49.4% | 17.6% | 18.5% | 16.2% | 6.3% | 4.6% | 6.7% | 6.9% | 4.7% | 3.7% | 569 | 595 | 591 | 43 | 49 | 50 |
| NLRB | 25.1% | 28.8% | 21.4% | 48.2% | 42.8% | 44.1% | 15.8% | 17.6% | 20.4% | 5.9% | 6.3% | 6.9% | 5.0% | 4.5% | 7.2% | 770 | 773 | 794 | 62 | 53 | 54 |
| NRC | 30.1% | 30.2% | 27.2% | 47.7% | 48.3% | 47.7% | 13.8% | 13.4% | 13.4% | 4.8% | 4.6% | 6.2% | 3.7% | 3.6% | 5.5% | 2,179 | 2,300 | 1,993 | 94 | 105 | 110 |
| NSF | 29.6% | 30.5% | 26.0% | 41.4% | 42.1% | 39.9% | 14.8% | 15.2% | 19.4% | 8.9% | 6.0% | 8.8% | 5.3% | 6.2% | 5.8% | 888 | 857 | 780 | 37 | 39 | 53 |
| OMB | 34.7% | 32.9% | 34.2% | 42.4% | 45.4% | 43.8% | 11.8% | 12.9% | 14.5% | 6.5% | 6.7% | 5.6% | 4.6% | 2.1% | 2.0% | 317 | 319 | 330 | 16 | 20 | 17 |
| OPM | 28.8% | 27.6% | 23.5% | 44.9% | 45.1% | 45.1% | 17.8% | 18.0% | 21.4% | 3.7% | 4.7% | 4.6% | 4.7% | 4.6% | 5.5% | 2,749 | 2,593 | 2,753 | 260 | 246 | 361 |
| PBGC | 35.1% | 26.9% | 20.5% | 40.9% | 49.3% | 41.9% | 15.7% | 15.1% | 23.2% | 4.4% | 5.7% | 7.8% | 3.9% | 3.1% | 6.5% | 493 | 562 | 519 | 23 | 27 | 36 |
| RRB | 23.5% | 27.6% | 24.0% | 47.0% | 47.0% | 45.2% | 16.4% | 16.7% | 22.3% | 6.4% | 5.5% | 3.8% | 6.7% | 3.1% | 4.6% | 366 | 413 | 285 | 28 | 18 | 25 |
| SBA | 24.8% | 22.8% | 18.5% | 41.5% | 42.4% | 38.4% | 20.2% | 19.8% | 24.3% | 6.3% | 6.0% | 7.4% | 7.1% | 9.0% | 11.4% | 1,443 | 1,399 | 1,252 | 70 | 68 | 75 |
| SEC | 34.7% | 34.0% | 25.9% | 43.7% | 42.7% | 41.8% | 13.0% | 15.1% | 18.7% | 5.0% | 4.5% | 7.5% | 3.5% | 3.7% | 6.2% | 3,109 | 3,251 | 2,836 | 245 | 202 | 299 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|-------------|-------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.1% | 22.2% | 19.0% | 46.3% | 46.3% | 45.0% | 19.0% | 19.4% | 22.0% | 6.0% | 6.3% | 7.1% | 5.5% | 5.8% | 6.9% | 550,669 | 445,624 | 368,225 | 27,951 | 22,578 | 25,081 |
| SSA | 22.7% | 21.9% | 21.3% | 46.5% | 47.1% | 46.1% | 18.4% | 18.4% | 19.9% | 6.4% | 6.9% | 6.7% | 6.1% | 5.6% | 6.0% | 24,056 | 7,755 | 8,098 | 984 | 308 | 377 |
| State | 21.0% | 23.2% | 21.5% | 49.2% | 50.1% | 47.8% | 18.4% | 17.4% | 19.3% | 6.7% | 5.8% | 7.5% | 4.6% | 3.5% | 3.9% | 6,604 | 3,930 | 4,833 | 235 | 112 | 162 |
| USAID | 23.1% | 26.0% | 19.3% | 49.2% | 47.8% | 49.4% | 17.2% | 16.2% | 19.6% | 6.3% | 6.6% | 7.3% | 4.1% | 3.5% | 4.4% | 1,738 | 1,945 | 2,114 | 54 | 59 | 87 |
| USDA | 17.8% | 19.9% | 16.8% | 49.9% | 51.9% | 49.2% | 21.6% | 19.4% | 23.2% | 5.8% | 5.2% | 5.9% | 5.0% | 3.6% | 4.9% | 40,059 | 45,843 | 21,029 | 2,084 | 1,829 | 1,251 |
| USDT | 23.4% | 22.8% | 19.1% | 45.0% | 46.0% | 44.5% | 20.0% | 19.7% | 22.9% | 5.3% | 5.5% | 6.2% | 6.3% | 6.0% | 7.3% | 37,890 | 41,809 | 39,879 | 2,939 | 3,126 | 3,985 |
| Small Agencies | 26.1% | 27.4% | 22.9% | 42.9% | 43.2% | 42.5% | 17.9% | 17.8% | 21.0% | 6.3% | 5.5% | 6.0% | 6.8% | 6.1% | 7.5% | 4,822 | 5,102 | 4,931 | 313 | 306 | 342 |
| DOD | 23.8% | 23.2% | 19.9% | 46.8% | 47.5% | 46.3% | 18.5% | 18.7% | 21.1% | 5.9% | 5.9% | 6.9% | 4.9% | 4.7% | 5.9% | 168,342 | 65,250 | 53,462 | 7,182 | 2,530 | 2,635 |
| USACE | 24.2% | 23.6% | 19.3% | 49.6% | 50.4% | 47.8% | 18.4% | 16.9% | 21.6% | 4.7% | 5.7% | 7.5% | 3.1% | 3.5% | 3.8% | 17,664 | 4,119 | 3,316 | 780 | 176 | 197 |
| Air Force | 25.4% | 24.8% | 22.5% | 45.9% | 46.4% | 45.9% | 17.9% | 17.8% | 19.8% | 5.7% | 6.1% | 6.0% | 5.2% | 4.8% | 5.7% | 30,421 | 15,407 | 14,045 | 1,353 | 600 | 682 |
| Army‡ | 22.8% | 22.4% | 18.6% | 45.5% | 46.7% | 44.6% | 19.4% | 19.1% | 21.5% | 6.5% | 6.5% | 8.0% | 5.7% | 5.4% | 7.3% | 47,683 | 16,171 | 12,312 | 1,829 | 595 | 566 |
| Navy‡ | 22.8% | 22.2% | 18.7% | 49.7% | 50.4% | 49.7% | 18.1% | 18.6% | 21.1% | 5.6% | 5.2% | 5.9% | 3.8% | 3.6% | 4.5% | 39,135 | 13,133 | 10,218 | 1,801 | 487 | 508 |
| Marine Corps | 26.0% | 24.7% | 23.6% | 42.8% | 44.1% | 38.1% | 19.5% | 21.3% | 23.3% | 6.4% | 5.1% | 7.6% | 5.2% | 4.9% | 7.5% | 4,895 | 1,695 | 1,098 | 176 | 61 | 52 |
| DOD 4th Estate | 24.6% | 23.6% | 20.2% | 44.9% | 44.6% | 44.2% | 18.5% | 19.5% | 21.7% | 6.3% | 6.2% | 7.3% | 5.7% | 6.1% | 6.6% | 28,544 | 14,725 | 12,473 | 1,243 | 611 | 630 |

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 of the organization.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.2% | 17.4% | 15.7% | 45.4% | 45.0% | 44.6% | 19.2% | 19.4% | 20.1% | 10.1% | 10.6% | 11.1% | 7.1% | 7.6% | 8.6% | 571,368 | 461,098 | 389,027 | 8,104 | 7,338 | 5,145 |
| BBG | 13.7% | 11.8% | 11.3% | 34.7% | 35.5% | 33.6% | 23.6% | 23.2% | 21.4% | 12.1% | 13.7% | 14.4% | 15.9% | 15.8% | 19.4% | 792 | 1,029 | 866 | 20 | 24 | 12 |
| CSOSA | 16.9% | 16.2% | 15.7% | 46.6% | 47.0% | 45.7% | 19.9% | 19.4% | 21.2% | 9.1% | 10.2% | 8.4% | 7.6% | 7.2% | 9.0% | 441 | 495 | 587 | 7 | 9 | 10 |
| DHS | 14.1% | 13.1% | 10.9% | 38.8% | 38.7% | 36.5% | 21.1% | 20.4% | 21.4% | 13.2% | 14.2% | 14.9% | 12.8% | 13.7% | 16.3% | 70,477 | 44,989 | 44,861 | 926 | 573 | 541 |
| DOC | 19.5% | 18.7% | 17.9% | 48.7% | 47.1% | 47.6% | 18.0% | 19.5% | 18.2% | 8.8% | 9.4% | 9.9% | 5.1% | 5.4% | 6.5% | 19,838 | 9,982 | 9,376 | 393 | 197 | 144 |
| DOE | 21.8% | 19.4% | 17.4% | 46.8% | 46.6% | 46.3% | 16.8% | 17.0% | 18.2% | 8.5% | 10.3% | 10.2% | 6.1% | 6.7% | 8.0% | 8,398 | 8,359 | 7,818 | 76 | 77 | 65 |
| DOI | 14.5% | 13.8% | 11.7% | 43.5% | 43.6% | 41.2% | 21.1% | 21.2% | 23.0% | 12.5% | 12.5% | 14.2% | 8.4% | 8.8% | 9.9% | 27,229 | 24,714 | 22,043 | 372 | 387 | 317 |
| DOJ | 17.5% | 18.1% | 16.9% | 44.0% | 45.2% | 46.3% | 20.7% | 19.3% | 19.9% | 10.4% | 10.4% | 10.3% | 7.4% | 6.9% | 6.6% | 28,996 | 14,961 | 15,415 | 486 | 256 | 206 |
| DOL | 22.7% | 23.4% | 21.6% | 45.6% | 46.2% | 47.5% | 16.1% | 16.0% | 16.2% | 8.2% | 8.2% | 8.2% | 7.3% | 6.1% | 6.5% | 7,765 | 8,490 | 10,942 | 102 | 90 | 107 |
| DOT | 18.7% | 18.0% | 16.6% | 46.8% | 46.3% | 46.7% | 18.2% | 19.2% | 19.2% | 9.7% | 9.9% | 10.2% | 6.6% | 6.5% | 7.3% | 20,812 | 16,175 | 14,332 | 236 | 170 | 145 |
| ED | 15.3% | 19.3% | 17.6% | 42.3% | 43.1% | 45.4% | 19.5% | 17.9% | 18.3% | 12.7% | 11.2% | 10.8% | 10.2% | 8.6% | 7.8% | 2,511 | 2,736 | 2,781 | 27 | 35 | 29 |
| EEOC | 24.7% | 26.5% | 22.5% | 48.4% | 47.2% | 49.7% | 14.3% | 13.9% | 12.6% | 6.9% | 7.0% | 8.7% | 5.6% | 5.5% | 6.4% | 1,335 | 1,377 | 1,437 | 16 | 23 | 20 |
| EPA | 15.7% | 17.2% | 12.1% | 46.7% | 47.9% | 47.0% | 19.2% | 19.1% | 21.7% | 11.3% | 9.9% | 12.0% | 7.2% | 5.8% | 7.2% | 7,704 | 9,055 | 9,813 | 98 | 121 | 114 |
| FCC | 22.0% | 19.9% | 18.0% | 41.7% | 45.0% | 40.9% | 18.6% | 19.4% | 19.3% | 12.0% | 9.7% | 13.1% | 5.7% | 6.0% | 8.7% | 561 | 672 | 619 | 12 | 15 | 14 |
| FERC | 35.9% | 32.7% | 27.2% | 40.4% | 41.7% | 44.8% | 13.5% | 15.9% | 15.8% | 6.5% | 6.0% | 7.6% | 3.6% | 3.8% | 4.6% | 1,101 | 1,039 | 1,122 | 4 | 12 | 12 |
| FTC | 41.3% | 40.1% | 39.6% | 42.4% | 42.6% | 38.8% | 8.5% | 10.2% | 12.2% | 6.1% | 5.2% | 6.4% | 1.7% | 1.9% | 3.0% | 619 | 595 | 610 | 8 | 5 | 8 |

Report by Agency

(56) Managers communicate the goals of the organization.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.2% | 17.4% | 15.7% | 45.4% | 45.0% | 44.6% | 19.2% | 19.4% | 20.1% | 10.1% | 10.6% | 11.1% | 7.1% | 7.6% | 8.6% | 571,368 | 461,098 | 389,027 | 8,104 | 7,338 | 5,145 |
| GSA | 28.3% | 28.4% | 24.0% | 47.7% | 46.5% | 46.5% | 14.2% | 14.0% | 16.8% | 5.8% | 6.6% | 7.1% | 4.0% | 4.4% | 5.6% | 6,949 | 7,284 | 6,800 | 61 | 68 | 66 |
| HHS | 22.0% | 21.6% | 18.5% | 46.8% | 46.7% | 46.5% | 17.7% | 17.9% | 18.7% | 8.2% | 8.4% | 9.5% | 5.2% | 5.4% | 6.8% | 41,299 | 40,961 | 38,479 | 676 | 756 | 641 |
| HUD | 19.8% | 20.3% | 17.8% | 44.9% | 46.7% | 45.1% | 18.4% | 17.7% | 19.5% | 9.1% | 8.8% | 9.5% | 7.8% | 6.4% | 8.1% | 4,460 | 4,777 | 5,310 | 65 | 62 | 58 |
| NARA | 18.4% | 21.3% | 19.2% | 45.7% | 47.5% | 46.2% | 18.3% | 16.5% | 16.3% | 10.1% | 8.0% | 10.5% | 7.4% | 6.6% | 7.9% | 1,682 | 1,785 | 1,800 | 18 | 38 | 28 |
| NASA | 31.4% | 30.0% | 28.2% | 45.6% | 47.1% | 46.5% | 14.1% | 14.0% | 15.0% | 6.1% | 6.0% | 6.8% | 2.7% | 2.8% | 3.5% | 11,277 | 11,439 | 10,895 | 110 | 119 | 96 |
| NCUA | 19.0% | 18.1% | 20.9% | 48.3% | 48.8% | 50.6% | 16.8% | 16.2% | 15.1% | 9.9% | 11.2% | 8.9% | 6.0% | 5.7% | 4.5% | 601 | 631 | 630 | 9 | 9 | 7 |
| NLRB | 20.1% | 23.4% | 18.0% | 42.3% | 45.0% | 46.7% | 15.9% | 17.1% | 17.8% | 9.9% | 9.6% | 9.3% | 11.9% | 4.9% | 8.2% | 821 | 808 | 835 | 14 | 15 | 10 |
| NRC | 26.0% | 24.5% | 24.5% | 51.3% | 50.6% | 47.8% | 12.7% | 14.1% | 14.9% | 6.1% | 6.6% | 7.2% | 3.9% | 4.1% | 5.7% | 2,260 | 2,386 | 2,084 | 17 | 19 | 17 |
| NSF | 24.8% | 26.8% | 24.0% | 47.9% | 43.7% | 41.4% | 14.4% | 15.7% | 17.8% | 8.0% | 8.6% | 10.1% | 4.9% | 5.2% | 6.8% | 916 | 885 | 825 | 8 | 10 | 11 |
| OMB | 30.5% | 29.4% | 24.7% | 42.0% | 43.6% | 46.8% | 14.7% | 13.2% | 12.8% | 9.8% | 10.7% | 12.8% | 3.1% | 3.1% | 2.9% | 333 | 333 | 342 | 3 | 5 | 3 |
| OPM | 22.9% | 21.7% | 20.6% | 47.1% | 48.2% | 49.5% | 16.5% | 16.4% | 15.7% | 7.0% | 7.5% | 7.8% | 6.6% | 6.3% | 6.5% | 2,952 | 2,802 | 3,070 | 52 | 44 | 53 |
| PBGC | 29.7% | 24.0% | 17.4% | 49.2% | 50.0% | 49.6% | 11.7% | 14.1% | 14.8% | 5.2% | 8.0% | 10.9% | 4.3% | 3.8% | 7.2% | 510 | 582 | 544 | 8 | 7 | 9 |
| RRB | 20.9% | 23.0% | 17.2% | 46.5% | 48.1% | 44.4% | 14.4% | 14.5% | 20.8% | 9.0% | 8.2% | 13.0% | 9.1% | 6.3% | 4.5% | 381 | 423 | 302 | 11 | 10 | 10 |
| SBA | 23.9% | 19.4% | 17.1% | 42.3% | 46.6% | 43.1% | 18.6% | 16.4% | 16.9% | 7.0% | 8.9% | 11.4% | 8.2% | 8.6% | 11.5% | 1,494 | 1,456 | 1,315 | 20 | 20 | 16 |
| SEC | 28.0% | 26.0% | 19.5% | 44.9% | 44.8% | 45.1% | 14.7% | 15.2% | 18.0% | 7.6% | 9.0% | 10.7% | 4.9% | 5.1% | 6.8% | 3,300 | 3,410 | 3,100 | 52 | 44 | 48 |

Report by Agency

(56) Managers communicate the goals of the organization.

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.2% | 17.4% | 15.7% | 45.4% | 45.0% | 44.6% | 19.2% | 19.4% | 20.1% | 10.1% | 10.6% | 11.1% | 7.1% | 7.6% | 8.6% | 571,368 | 461,098 | 389,027 | 8,104 | 7,338 | 5,145 |
| SSA | 22.4% | 22.1% | 22.1% | 52.7% | 52.2% | 52.3% | 14.2% | 14.6% | 14.2% | 5.8% | 6.2% | 6.3% | 4.9% | 5.0% | 5.1% | 24,840 | 8,007 | 8,414 | 234 | 69 | 70 |
| State | 14.7% | 15.3% | 16.0% | 45.2% | 47.1% | 47.3% | 20.5% | 19.3% | 19.2% | 13.0% | 11.8% | 11.9% | 6.6% | 6.4% | 5.6% | 6,771 | 3,991 | 4,953 | 66 | 35 | 42 |
| USAID | 19.4% | 20.2% | 15.2% | 51.0% | 49.3% | 50.1% | 16.6% | 17.6% | 18.8% | 8.5% | 8.2% | 10.0% | 4.5% | 4.7% | 5.9% | 1,778 | 1,994 | 2,196 | 12 | 8 | 13 |
| USDA | 13.1% | 14.8% | 13.3% | 48.6% | 49.9% | 48.0% | 21.5% | 20.3% | 21.7% | 10.3% | 9.7% | 10.4% | 6.6% | 5.3% | 6.5% | 41,505 | 46,902 | 22,015 | 705 | 777 | 317 |
| USDT | 20.2% | 19.4% | 18.6% | 49.7% | 50.0% | 49.8% | 16.5% | 16.8% | 17.0% | 7.3% | 7.6% | 7.7% | 6.3% | 6.1% | 6.9% | 40,260 | 44,205 | 43,404 | 623 | 756 | 558 |
| Small Agencies | 20.4% | 21.4% | 19.2% | 41.6% | 42.6% | 43.2% | 17.7% | 17.5% | 16.8% | 11.9% | 10.4% | 11.5% | 8.4% | 8.1% | 9.3% | 5,074 | 5,337 | 5,239 | 63 | 75 | 53 |
| DOD | 18.2% | 17.7% | 15.5% | 45.5% | 45.1% | 44.1% | 19.6% | 19.6% | 20.7% | 10.3% | 11.0% | 11.7% | 6.4% | 6.6% | 8.0% | 173,326 | 66,872 | 55,460 | 2,494 | 1,010 | 771 |
| USACE | 18.5% | 16.4% | 14.3% | 47.3% | 47.5% | 47.1% | 20.4% | 20.1% | 21.5% | 9.2% | 10.6% | 10.9% | 4.6% | 5.3% | 6.2% | 18,203 | 4,239 | 3,474 | 256 | 64 | 53 |
| Air Force | 19.1% | 18.6% | 17.4% | 44.0% | 44.0% | 43.5% | 19.5% | 19.7% | 20.4% | 10.6% | 10.7% | 10.9% | 6.8% | 7.1% | 7.7% | 31,328 | 15,735 | 14,487 | 498 | 285 | 254 |
| Army‡ | 17.5% | 17.4% | 14.7% | 44.2% | 43.9% | 42.3% | 19.9% | 19.9% | 21.2% | 11.0% | 11.7% | 12.3% | 7.4% | 7.0% | 9.5% | 48,900 | 16,578 | 12,766 | 696 | 240 | 157 |
| Navy‡ | 16.6% | 16.8% | 13.8% | 47.5% | 47.1% | 45.9% | 20.2% | 20.0% | 21.3% | 10.1% | 10.6% | 12.2% | 5.5% | 5.4% | 6.8% | 40,393 | 13,438 | 10,563 | 599 | 210 | 150 |
| Marine Corps | 19.6% | 19.0% | 17.1% | 42.0% | 42.3% | 37.7% | 19.8% | 20.2% | 19.8% | 10.8% | 11.5% | 15.7% | 7.9% | 6.9% | 9.7% | 5,020 | 1,721 | 1,135 | 70 | 37 | 23 |
| DOD 4th Estate | 20.9% | 19.1% | 17.5% | 46.0% | 44.4% | 45.4% | 17.9% | 18.1% | 19.0% | 8.9% | 10.7% | 10.2% | 6.3% | 7.6% | 7.9% | 29,482 | 15,161 | 13,035 | 375 | 174 | 134 |

SOURCE: Federal Employee Viewpoint Survey

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

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

Report by Agency

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

| | Strongly Agree | | | Agree | | | Neither Agree nor Disagree | | | Disagree | | | Strongly Disagree | | | Item Response Total** | | | Do Not Know | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.3% | 17.7% | 15.9% | 44.4% | 44.7% | 44.2% | 22.5% | 22.4% | 23.5% | 8.5% | 8.6% | 8.9% | 6.3% | 6.5% | 7.4% | 543,193 | 437,863 | 367,493 | 37,034 | 30,108 | 26,319 |
| BBG | 13.0% | 11.4% | 11.6% | 34.4% | 34.1% | 31.3% | 25.4% | 27.4% | 26.6% | 11.5% | 10.9% | 12.4% | 15.7% | 16.2% | 18.0% | 735 | 968 | 815 | 76 | 90 | 63 |
| CSOSA | 16.8% | 16.1% | 14.7% | 47.8% | 46.8% | 45.6% | 22.0% | 23.4% | 24.2% | 7.1% | 8.2% | 7.8% | 6.2% | 5.6% | 7.6% | 419 | 485 | 570 | 30 | 23 | 29 |
| DHS | 14.0% | 13.3% | 10.8% | 36.8% | 37.0% | 34.2% | 25.5% | 25.1% | 26.5% | 11.6% | 12.2% | 13.1% | 12.1% | 12.5% | 15.4% | 66,459 | 42,346 | 41,905 | 5,032 | 3,197 | 3,501 |
| DOC | 20.3% | 19.5% | 18.7% | 48.0% | 48.8% | 47.5% | 20.7% | 20.3% | 21.3% | 7.0% | 7.4% | 7.5% | 4.0% | 4.1% | 5.1% | 18,762 | 9,427 | 8,806 | 1,507 | 752 | 711 |
| DOE | 21.7% | 19.9% | 17.6% | 45.0% | 46.2% | 46.2% | 20.3% | 20.3% | 21.1% | 7.8% | 8.0% | 8.4% | 5.2% | 5.6% | 6.7% | 8,011 | 7,926 | 7,390 | 482 | 497 | 501 |
| DOI | 14.6% | 13.8% | 11.7% | 41.9% | 42.2% | 40.0% | 25.2% | 25.4% | 27.7% | 10.8% | 10.8% | 11.8% | 7.6% | 7.8% | 8.7% | 25,520 | 23,040 | 20,342 | 2,128 | 2,046 | 2,022 |
| DOJ | 17.4% | 17.7% | 17.1% | 43.3% | 45.3% | 46.7% | 24.3% | 22.2% | 23.4% | 8.5% | 8.8% | 7.2% | 6.5% | 6.0% | 5.6% | 27,341 | 14,011 | 14,373 | 2,179 | 1,179 | 1,203 |
| DOL | 24.6% | 25.0% | 22.7% | 46.3% | 47.4% | 48.3% | 17.1% | 16.7% | 18.2% | 6.2% | 5.8% | 5.7% | 5.9% | 5.1% | 5.1% | 7,429 | 8,106 | 10,462 | 454 | 474 | 577 |
| DOT | 18.9% | 18.9% | 17.1% | 46.0% | 46.3% | 46.4% | 21.1% | 21.7% | 21.8% | 8.1% | 7.9% | 8.6% | 6.0% | 5.3% | 6.1% | 19,833 | 15,334 | 13,551 | 1,245 | 976 | 906 |
| ED | 15.4% | 18.4% | 18.8% | 42.3% | 44.7% | 43.6% | 24.0% | 21.2% | 22.3% | 9.3% | 8.4% | 7.7% | 9.0% | 7.4% | 7.7% | 2,352 | 2,582 | 2,610 | 190 | 177 | 200 |
| EEOC | 27.0% | 26.6% | 21.8% | 46.6% | 48.2% | 48.9% | 17.2% | 14.5% | 16.9% | 4.6% | 5.5% | 6.8% | 4.5% | 5.2% | 5.6% | 1,282 | 1,306 | 1,384 | 71 | 95 | 80 |
| EPA | 17.5% | 17.8% | 12.4% | 47.8% | 49.0% | 47.4% | 21.2% | 21.1% | 24.3% | 7.5% | 7.3% | 9.7% | 6.0% | 4.8% | 6.2% | 7,277 | 8,506 | 9,118 | 526 | 656 | 790 |
| FCC | 23.2% | 20.0% | 19.4% | 41.8% | 44.7% | 40.4% | 21.5% | 21.7% | 22.1% | 9.3% | 9.3% | 10.7% | 4.2% | 4.3% | 7.3% | 517 | 632 | 564 | 56 | 53 | 62 |
| FERC | 35.9% | 32.7% | 28.6% | 41.2% | 42.7% | 42.4% | 14.9% | 15.7% | 19.5% | 4.9% | 5.2% | 5.7% | 3.1% | 3.6% | 3.9% | 1,047 | 1,004 | 1,050 | 57 | 54 | 79 |
| FTC | 40.1% | 40.2% | 40.3% | 43.6% | 43.4% | 39.0% | 10.5% | 9.7% | 13.5% | 3.9% | 4.4% | 4.7% | 1.9% | 2.3% | 2.4% | 566 | 537 | 563 | 63 | 55 | 56 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.3% | 17.7% | 15.9% | 44.4% | 44.7% | 44.2% | 22.5% | 22.4% | 23.5% | 8.5% | 8.6% | 8.9% | 6.3% | 6.5% | 7.4% | 543,193 | 437,863 | 367,493 | 37,034 | 30,108 | 26,319 |
| GSA | 29.5% | 29.7% | 24.5% | 47.5% | 46.7% | 47.3% | 15.3% | 15.1% | 18.0% | 4.1% | 4.7% | 5.7% | 3.6% | 3.8% | 4.5% | 6,766 | 7,072 | 6,591 | 258 | 259 | 270 |
| HHS | 21.9% | 21.6% | 18.6% | 46.6% | 46.6% | 46.0% | 19.9% | 20.3% | 21.8% | 7.0% | 6.8% | 7.8% | 4.7% | 4.7% | 5.8% | 39,561 | 39,098 | 36,442 | 2,439 | 2,592 | 2,624 |
| HUD | 20.8% | 21.0% | 18.4% | 43.5% | 46.5% | 44.2% | 20.8% | 19.6% | 22.8% | 7.7% | 7.5% | 8.1% | 7.2% | 5.5% | 6.5% | 4,254 | 4,594 | 5,047 | 263 | 240 | 307 |
| NARA | 19.8% | 22.3% | 20.0% | 45.5% | 48.9% | 46.4% | 20.0% | 17.4% | 19.7% | 7.4% | 6.1% | 7.7% | 7.4% | 5.2% | 6.3% | 1,594 | 1,688 | 1,711 | 103 | 127 | 115 |
| NASA | 31.7% | 30.2% | 28.4% | 44.5% | 46.3% | 46.2% | 16.0% | 15.9% | 16.9% | 5.3% | 5.0% | 5.4% | 2.5% | 2.7% | 3.1% | 10,750 | 10,948 | 10,322 | 647 | 620 | 643 |
| NCUA | 18.7% | 18.7% | 20.1% | 47.2% | 49.1% | 52.0% | 22.2% | 18.5% | 17.4% | 6.8% | 8.4% | 6.8% | 5.1% | 5.2% | 3.7% | 575 | 585 | 603 | 39 | 54 | 36 |
| NLRB | 21.4% | 25.3% | 18.3% | 41.4% | 45.3% | 47.5% | 22.2% | 18.3% | 18.4% | 8.0% | 6.3% | 8.0% | 6.9% | 4.8% | 7.8% | 740 | 743 | 778 | 92 | 80 | 73 |
| NRC | 26.6% | 24.7% | 24.1% | 49.3% | 50.1% | 48.6% | 16.0% | 15.7% | 16.8% | 4.8% | 5.9% | 5.7% | 3.2% | 3.7% | 4.8% | 2,148 | 2,268 | 1,979 | 130 | 138 | 123 |
| NSF | 25.7% | 26.2% | 23.8% | 44.5% | 45.3% | 42.3% | 17.8% | 17.5% | 20.2% | 7.8% | 6.2% | 8.1% | 4.2% | 4.8% | 5.7% | 876 | 836 | 785 | 49 | 54 | 48 |
| OMB | 28.0% | 26.7% | 23.9% | 37.3% | 39.1% | 41.7% | 20.6% | 20.0% | 18.2% | 10.3% | 12.3% | 12.7% | 3.7% | 1.9% | 3.5% | 318 | 316 | 337 | 19 | 22 | 14 |
| OPM | 23.6% | 22.5% | 20.8% | 46.4% | 48.8% | 48.8% | 18.9% | 18.0% | 19.9% | 5.8% | 5.2% | 5.3% | 5.3% | 5.4% | 5.2% | 2,756 | 2,613 | 2,865 | 255 | 238 | 259 |
| PBGC | 31.1% | 24.0% | 17.0% | 46.9% | 51.0% | 52.2% | 14.4% | 16.9% | 16.3% | 3.3% | 5.4% | 8.8% | 4.3% | 2.8% | 5.8% | 495 | 561 | 509 | 24 | 26 | 42 |
| RRB | 20.5% | 23.3% | 16.8% | 45.6% | 48.6% | 49.2% | 18.3% | 16.7% | 21.0% | 7.3% | 6.7% | 8.4% | 8.3% | 4.7% | 4.6% | 360 | 390 | 280 | 35 | 35 | 32 |
| SBA | 23.2% | 21.7% | 18.5% | 44.3% | 46.5% | 43.2% | 19.7% | 17.6% | 19.4% | 6.0% | 7.1% | 9.2% | 6.8% | 7.2% | 9.6% | 1,443 | 1,392 | 1,255 | 73 | 80 | 80 |
| SEC | 30.4% | 27.0% | 21.8% | 44.7% | 44.9% | 45.0% | 15.8% | 17.6% | 20.3% | 5.2% | 6.3% | 7.2% | 3.9% | 4.2% | 5.7% | 3,044 | 3,171 | 2,781 | 312 | 283 | 347 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.3% | 17.7% | 15.9% | 44.4% | 44.7% | 44.2% | 22.5% | 22.4% | 23.5% | 8.5% | 8.6% | 8.9% | 6.3% | 6.5% | 7.4% | 543,193 | 437,863 | 367,493 | 37,034 | 30,108 | 26,319 |
| SSA | 22.6% | 22.6% | 21.9% | 51.5% | 51.2% | 50.7% | 16.9% | 17.2% | 17.8% | 4.7% | 5.2% | 5.3% | 4.3% | 3.9% | 4.3% | 23,966 | 7,680 | 8,068 | 1,170 | 392 | 379 |
| State | 14.5% | 14.5% | 14.9% | 43.8% | 47.2% | 45.0% | 23.6% | 22.0% | 23.6% | 12.1% | 10.5% | 11.4% | 6.0% | 5.8% | 5.1% | 6,542 | 3,864 | 4,788 | 303 | 154 | 200 |
| USAID | 17.1% | 19.4% | 14.3% | 47.4% | 48.0% | 48.2% | 21.9% | 20.2% | 21.4% | 9.0% | 8.6% | 10.6% | 4.6% | 3.8% | 5.4% | 1,739 | 1,964 | 2,132 | 61 | 47 | 83 |
| USDA | 13.2% | 14.7% | 13.3% | 46.7% | 49.3% | 47.7% | 25.3% | 23.7% | 25.6% | 8.9% | 8.0% | 8.2% | 6.0% | 4.4% | 5.2% | 39,451 | 44,779 | 20,946 | 2,835 | 2,852 | 1,363 |
| USDT | 20.4% | 19.6% | 18.6% | 48.4% | 49.2% | 48.9% | 19.7% | 19.9% | 20.3% | 5.8% | 5.9% | 6.2% | 5.7% | 5.5% | 6.0% | 38,145 | 41,929 | 41,060 | 2,792 | 2,942 | 2,835 |
| Small Agencies | 20.6% | 21.7% | 19.5% | 40.6% | 43.2% | 42.5% | 21.7% | 19.4% | 21.0% | 9.6% | 8.5% | 9.2% | 7.4% | 7.1% | 7.8% | 4,823 | 5,053 | 4,929 | 317 | 353 | 358 |
| DOD | 18.2% | 18.1% | 15.8% | 44.7% | 45.3% | 44.5% | 22.9% | 22.6% | 23.9% | 8.6% | 8.6% | 9.3% | 5.5% | 5.3% | 6.5% | 165,297 | 63,697 | 52,704 | 10,722 | 4,139 | 3,476 |
| USACE | 19.2% | 17.5% | 15.2% | 47.6% | 48.0% | 48.7% | 22.4% | 23.1% | 23.4% | 7.1% | 7.5% | 8.0% | 3.7% | 4.0% | 4.8% | 17,351 | 4,006 | 3,271 | 1,109 | 287 | 245 |
| Air Force | 19.4% | 19.0% | 18.1% | 43.8% | 45.2% | 43.9% | 22.4% | 21.9% | 23.0% | 8.7% | 8.6% | 8.7% | 5.7% | 5.2% | 6.3% | 29,864 | 14,948 | 13,773 | 2,015 | 1,066 | 952 |
| Army‡ | 17.5% | 17.5% | 14.9% | 43.4% | 44.5% | 42.6% | 23.4% | 22.7% | 24.5% | 9.4% | 9.1% | 10.1% | 6.3% | 6.1% | 7.9% | 46,830 | 15,855 | 12,189 | 2,828 | 949 | 733 |
| Navy‡ | 16.3% | 17.2% | 13.6% | 46.5% | 46.5% | 46.1% | 23.8% | 23.7% | 25.2% | 8.6% | 8.3% | 9.6% | 4.8% | 4.3% | 5.5% | 38,204 | 12,745 | 9,972 | 2,835 | 870 | 746 |
| Marine Corps | 20.0% | 19.4% | 17.8% | 40.6% | 41.8% | 37.6% | 23.9% | 24.6% | 26.1% | 9.2% | 8.6% | 11.4% | 6.3% | 5.7% | 7.1% | 4,809 | 1,647 | 1,087 | 277 | 113 | 74 |
| DOD 4th Estate | 20.8% | 19.7% | 17.8% | 44.9% | 44.3% | 46.1% | 21.0% | 21.0% | 21.3% | 7.5% | 8.4% | 8.3% | 5.8% | 6.6% | 6.5% | 28,239 | 14,496 | 12,412 | 1,658 | 854 | 726 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.9% | 16.4% | 14.3% | 39.2% | 39.0% | 37.7% | 21.3% | 21.4% | 22.5% | 12.9% | 13.1% | 14.2% | 9.6% | 10.1% | 11.3% | 560,913 | 452,145 | 381,145 | 19,879 | 16,506 | 13,697 |
| BBG | 13.0% | 10.6% | 11.9% | 33.2% | 33.3% | 29.3% | 23.4% | 25.1% | 23.0% | 12.8% | 13.1% | 14.3% | 17.6% | 17.9% | 21.5% | 783 | 1,012 | 846 | 29 | 49 | 31 |
| CSOSA | 13.3% | 14.9% | 13.2% | 37.3% | 34.8% | 35.7% | 25.6% | 24.0% | 22.6% | 13.6% | 15.7% | 16.0% | 10.2% | 10.6% | 12.5% | 436 | 492 | 574 | 14 | 15 | 23 |
| DHS | 12.9% | 12.0% | 9.6% | 31.8% | 32.0% | 28.6% | 22.5% | 22.5% | 23.0% | 16.4% | 16.5% | 18.3% | 16.5% | 17.0% | 20.5% | 69,089 | 44,167 | 43,880 | 2,465 | 1,444 | 1,629 |
| DOC | 17.7% | 16.6% | 15.4% | 40.3% | 40.8% | 38.1% | 22.1% | 22.5% | 22.1% | 12.4% | 12.1% | 15.2% | 7.4% | 7.9% | 9.2% | 19,118 | 9,691 | 9,117 | 1,169 | 492 | 427 |
| DOE | 19.9% | 18.4% | 15.3% | 40.9% | 41.6% | 39.7% | 19.3% | 19.0% | 20.8% | 11.9% | 12.5% | 13.8% | 8.1% | 8.4% | 10.4% | 8,288 | 8,244 | 7,714 | 205 | 203 | 201 |
| DOI | 14.5% | 13.7% | 11.2% | 38.4% | 38.7% | 36.3% | 21.6% | 21.9% | 23.2% | 14.6% | 14.7% | 16.5% | 11.0% | 11.0% | 12.8% | 26,853 | 24,391 | 21,703 | 821 | 765 | 730 |
| DOJ | 15.9% | 16.4% | 14.9% | 38.6% | 39.8% | 40.1% | 22.7% | 21.3% | 22.3% | 13.3% | 13.1% | 14.0% | 9.4% | 9.4% | 8.6% | 28,308 | 14,609 | 15,010 | 1,238 | 602 | 609 |
| DOL | 20.9% | 21.4% | 18.7% | 37.2% | 38.4% | 38.3% | 19.2% | 19.3% | 20.5% | 12.5% | 11.3% | 12.8% | 10.1% | 9.6% | 9.7% | 7,617 | 8,321 | 10,723 | 274 | 281 | 363 |
| DOT | 18.7% | 18.0% | 15.7% | 41.8% | 41.5% | 40.9% | 19.5% | 19.9% | 21.0% | 11.5% | 12.0% | 12.8% | 8.4% | 8.5% | 9.6% | 20,448 | 15,903 | 14,102 | 631 | 454 | 398 |
| ED | 14.7% | 17.9% | 16.2% | 37.3% | 39.8% | 38.0% | 21.4% | 18.0% | 20.7% | 13.6% | 13.6% | 13.1% | 13.1% | 10.7% | 11.9% | 2,467 | 2,705 | 2,741 | 79 | 67 | 77 |
| EEOC | 22.2% | 22.9% | 19.8% | 39.1% | 39.5% | 38.7% | 18.3% | 17.7% | 18.1% | 11.5% | 11.0% | 13.2% | 9.0% | 8.9% | 10.1% | 1,313 | 1,359 | 1,425 | 43 | 49 | 39 |
| EPA | 15.8% | 17.0% | 11.3% | 42.2% | 43.3% | 40.4% | 20.7% | 20.1% | 23.1% | 13.0% | 12.4% | 15.8% | 8.3% | 7.1% | 9.4% | 7,565 | 8,890 | 9,604 | 247 | 292 | 331 |
| FCC | 22.0% | 20.9% | 16.7% | 37.4% | 42.2% | 36.7% | 21.4% | 18.4% | 19.5% | 12.1% | 9.9% | 14.9% | 7.1% | 8.6% | 12.3% | 551 | 664 | 607 | 22 | 23 | 24 |
| FERC | 35.6% | 32.9% | 26.3% | 39.0% | 40.4% | 42.1% | 14.0% | 14.1% | 17.4% | 6.8% | 7.7% | 8.5% | 4.5% | 4.9% | 5.7% | 1,090 | 1,039 | 1,117 | 17 | 16 | 15 |
| FTC | 38.5% | 36.1% | 38.9% | 36.6% | 43.8% | 37.4% | 13.0% | 10.7% | 12.8% | 8.0% | 6.4% | 6.7% | 4.0% | 2.9% | 4.2% | 601 | 571 | 605 | 25 | 25 | 22 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.9% | 16.4% | 14.3% | 39.2% | 39.0% | 37.7% | 21.3% | 21.4% | 22.5% | 12.9% | 13.1% | 14.2% | 9.6% | 10.1% | 11.3% | 560,913 | 452,145 | 381,145 | 19,879 | 16,506 | 13,697 |
| GSA | 27.6% | 27.8% | 22.7% | 43.5% | 42.3% | 40.7% | 15.3% | 15.8% | 19.3% | 8.0% | 8.1% | 10.0% | 5.6% | 5.9% | 7.3% | 6,885 | 7,202 | 6,718 | 143 | 140 | 161 |
| HHS | 20.9% | 20.3% | 16.9% | 42.0% | 41.7% | 40.5% | 19.5% | 20.1% | 21.2% | 10.7% | 10.6% | 12.4% | 6.9% | 7.3% | 9.0% | 40,756 | 40,391 | 37,830 | 1,298 | 1,353 | 1,348 |
| HUD | 19.6% | 19.7% | 16.6% | 38.1% | 40.7% | 38.3% | 20.4% | 19.9% | 21.7% | 11.4% | 11.3% | 12.8% | 10.5% | 8.4% | 10.6% | 4,398 | 4,698 | 5,227 | 134 | 126 | 150 |
| NARA | 18.1% | 19.8% | 17.4% | 37.2% | 39.1% | 37.5% | 20.7% | 19.4% | 20.1% | 12.6% | 13.4% | 13.3% | 11.6% | 8.2% | 11.8% | 1,658 | 1,762 | 1,772 | 49 | 63 | 60 |
| NASA | 31.4% | 30.2% | 28.1% | 43.0% | 43.9% | 43.7% | 15.1% | 15.4% | 16.0% | 6.9% | 6.8% | 8.1% | 3.5% | 3.6% | 4.1% | 11,109 | 11,299 | 10,723 | 293 | 283 | 282 |
| NCUA | 15.3% | 17.8% | 18.6% | 39.1% | 41.1% | 41.6% | 22.6% | 20.0% | 18.4% | 13.8% | 13.0% | 14.7% | 9.3% | 8.1% | 6.6% | 588 | 616 | 623 | 26 | 29 | 16 |
| NLRB | 18.9% | 21.3% | 14.5% | 34.3% | 35.4% | 34.3% | 21.0% | 19.6% | 21.4% | 13.7% | 14.5% | 17.4% | 12.1% | 9.1% | 12.4% | 788 | 783 | 820 | 45 | 43 | 32 |
| NRC | 26.0% | 22.7% | 22.3% | 45.8% | 46.3% | 42.5% | 14.4% | 16.2% | 17.6% | 8.7% | 8.8% | 10.2% | 5.0% | 6.1% | 7.4% | 2,206 | 2,343 | 2,061 | 75 | 62 | 52 |
| NSF | 23.9% | 24.2% | 22.4% | 42.9% | 41.2% | 37.1% | 15.6% | 16.2% | 21.0% | 10.7% | 11.6% | 12.3% | 6.9% | 6.7% | 7.2% | 908 | 882 | 820 | 17 | 10 | 17 |
| OMB | 34.5% | 31.7% | 26.6% | 40.8% | 41.2% | 42.0% | 13.1% | 14.8% | 17.4% | 9.5% | 10.2% | 10.9% | 2.2% | 2.1% | 3.1% | 331 | 334 | 344 | 6 | 5 | 5 |
| OPM | 20.1% | 20.1% | 18.2% | 40.2% | 40.2% | 40.5% | 19.7% | 19.7% | 20.2% | 10.6% | 10.6% | 11.4% | 9.4% | 9.4% | 9.7% | 2,857 | 2,682 | 2,963 | 158 | 169 | 162 |
| PBGC | 29.6% | 22.9% | 15.1% | 40.1% | 42.7% | 42.4% | 14.9% | 17.2% | 21.4% | 8.1% | 11.0% | 13.1% | 7.3% | 6.2% | 7.9% | 503 | 578 | 536 | 16 | 10 | 18 |
| RRB | 19.9% | 20.6% | 15.3% | 36.9% | 40.1% | 39.3% | 19.5% | 19.3% | 23.5% | 12.9% | 11.2% | 14.8% | 10.8% | 8.8% | 7.2% | 379 | 409 | 297 | 17 | 20 | 16 |
| SBA | 20.7% | 17.8% | 15.4% | 38.3% | 37.6% | 34.6% | 18.8% | 17.5% | 19.4% | 11.3% | 13.8% | 15.0% | 11.0% | 13.2% | 15.6% | 1,475 | 1,437 | 1,302 | 40 | 40 | 36 |
| SEC | 27.4% | 25.7% | 20.1% | 41.8% | 41.4% | 39.9% | 15.2% | 16.6% | 19.5% | 9.7% | 9.9% | 11.3% | 5.9% | 6.4% | 9.2% | 3,216 | 3,346 | 3,005 | 140 | 118 | 138 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.9% | 16.4% | 14.3% | 39.2% | 39.0% | 37.7% | 21.3% | 21.4% | 22.5% | 12.9% | 13.1% | 14.2% | 9.6% | 10.1% | 11.3% | 560,913 | 452,145 | 381,145 | 19,879 | 16,506 | 13,697 |
| SSA | 19.0% | 19.1% | 18.1% | 40.5% | 40.0% | 40.0% | 19.1% | 19.6% | 19.8% | 12.0% | 11.9% | 12.2% | 9.4% | 9.4% | 9.9% | 24,377 | 7,812 | 8,230 | 785 | 259 | 259 |
| State | 14.2% | 16.3% | 14.9% | 42.4% | 44.4% | 41.6% | 22.0% | 19.7% | 21.9% | 13.4% | 12.8% | 14.4% | 8.0% | 6.8% | 7.2% | 6,698 | 3,945 | 4,897 | 154 | 91 | 93 |
| USAID | 16.4% | 18.7% | 13.9% | 44.5% | 45.4% | 43.4% | 20.4% | 19.2% | 21.7% | 12.4% | 11.8% | 13.5% | 6.3% | 5.0% | 7.6% | 1,773 | 1,998 | 2,171 | 23 | 19 | 44 |
| USDA | 12.1% | 13.8% | 12.3% | 40.9% | 43.3% | 40.7% | 23.6% | 22.7% | 24.0% | 13.8% | 12.7% | 14.3% | 9.5% | 7.4% | 8.7% | 40,816 | 46,143 | 21,686 | 1,516 | 1,557 | 675 |
| USDT | 18.4% | 17.6% | 16.1% | 40.8% | 41.1% | 40.2% | 20.3% | 20.9% | 21.4% | 11.2% | 11.3% | 12.0% | 9.4% | 9.1% | 10.4% | 39,068 | 42,775 | 41,885 | 1,947 | 2,200 | 2,132 |
| Small Agencies | 19.1% | 19.7% | 16.9% | 36.2% | 37.2% | 37.2% | 18.9% | 18.8% | 18.9% | 14.5% | 13.9% | 14.5% | 11.3% | 10.5% | 12.5% | 5,003 | 5,265 | 5,169 | 148 | 153 | 135 |
| DOD | 17.1% | 16.9% | 14.6% | 40.1% | 40.5% | 39.1% | 21.7% | 21.3% | 22.6% | 12.8% | 12.9% | 13.8% | 8.4% | 8.5% | 9.9% | 170,594 | 65,655 | 54,569 | 5,570 | 2,222 | 1,740 |
| USACE | 17.9% | 16.0% | 14.7% | 43.3% | 44.6% | 41.6% | 21.2% | 20.6% | 23.2% | 11.6% | 11.9% | 12.8% | 6.0% | 6.8% | 7.7% | 17,992 | 4,158 | 3,432 | 502 | 145 | 97 |
| Air Force | 18.3% | 17.9% | 16.5% | 39.1% | 41.1% | 39.2% | 21.4% | 20.7% | 22.0% | 12.5% | 12.2% | 12.9% | 8.7% | 8.2% | 9.3% | 30,707 | 15,383 | 14,248 | 1,170 | 626 | 530 |
| Army‡ | 16.4% | 16.6% | 14.0% | 39.1% | 38.9% | 37.2% | 21.9% | 22.0% | 22.5% | 13.2% | 13.3% | 14.5% | 9.3% | 9.2% | 11.7% | 48,182 | 16,310 | 12,561 | 1,510 | 490 | 380 |
| Navy‡ | 15.5% | 16.3% | 12.8% | 41.9% | 42.1% | 41.5% | 22.4% | 21.8% | 23.3% | 12.9% | 12.6% | 13.9% | 7.3% | 7.3% | 8.6% | 39,736 | 13,161 | 10,379 | 1,339 | 472 | 346 |
| Marine Corps | 18.8% | 18.2% | 16.0% | 38.0% | 38.5% | 32.8% | 20.3% | 22.3% | 24.1% | 13.3% | 13.2% | 15.5% | 9.6% | 7.8% | 11.6% | 4,950 | 1,688 | 1,122 | 145 | 66 | 39 |
| DOD 4th Estate | 19.0% | 17.6% | 15.6% | 38.9% | 38.3% | 38.4% | 20.7% | 19.8% | 21.7% | 12.4% | 13.8% | 13.9% | 9.1% | 10.5% | 10.4% | 29,027 | 14,955 | 12,827 | 904 | 423 | 348 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.4% | 17.6% | 15.6% | 41.5% | 41.1% | 40.2% | 21.1% | 21.4% | 22.4% | 10.6% | 11.0% | 11.8% | 8.4% | 8.9% | 10.0% | 557,064 | 452,092 | 380,902 | 19,964 | 17,020 | 14,062 |
| BBG | 14.9% | 12.3% | 13.1% | 36.7% | 35.3% | 32.1% | 22.8% | 25.5% | 24.0% | 10.8% | 10.3% | 12.1% | 14.8% | 16.7% | 18.7% | 769 | 1,005 | 844 | 33 | 54 | 37 |
| CSOSA | 14.9% | 16.3% | 13.3% | 42.2% | 37.7% | 37.3% | 20.5% | 23.9% | 22.4% | 14.6% | 12.5% | 15.0% | 7.9% | 9.6% | 12.0% | 429 | 490 | 576 | 14 | 16 | 23 |
| DHS | 13.8% | 13.0% | 10.2% | 34.3% | 34.5% | 31.7% | 23.1% | 22.9% | 23.7% | 13.9% | 14.2% | 15.9% | 14.9% | 15.4% | 18.5% | 68,249 | 44,126 | 43,860 | 2,598 | 1,480 | 1,681 |
| DOC | 19.4% | 18.3% | 16.7% | 42.7% | 43.8% | 41.4% | 21.5% | 21.0% | 22.1% | 10.1% | 10.5% | 11.8% | 6.3% | 6.4% | 8.0% | 19,067 | 9,686 | 9,131 | 1,140 | 504 | 411 |
| DOE | 22.0% | 20.4% | 17.2% | 43.2% | 43.7% | 42.6% | 19.0% | 18.2% | 20.1% | 9.1% | 10.2% | 11.5% | 6.7% | 7.5% | 8.6% | 8,257 | 8,244 | 7,711 | 213 | 202 | 208 |
| DOI | 16.2% | 15.6% | 13.1% | 41.7% | 42.1% | 39.9% | 20.9% | 21.1% | 23.2% | 11.9% | 11.7% | 13.1% | 9.2% | 9.5% | 10.6% | 26,698 | 24,323 | 21,650 | 869 | 826 | 770 |
| DOJ | 17.1% | 17.5% | 16.7% | 40.4% | 41.2% | 41.9% | 23.1% | 22.1% | 22.4% | 11.1% | 10.9% | 11.5% | 8.2% | 8.2% | 7.5% | 28,125 | 14,619 | 15,043 | 1,180 | 602 | 589 |
| DOL | 22.1% | 22.7% | 20.0% | 39.2% | 39.6% | 39.7% | 19.1% | 19.2% | 20.3% | 10.6% | 9.6% | 11.2% | 9.0% | 8.8% | 8.7% | 7,555 | 8,314 | 10,648 | 282 | 292 | 411 |
| DOT | 20.7% | 20.2% | 18.0% | 45.0% | 45.0% | 44.4% | 18.6% | 18.6% | 19.2% | 8.6% | 9.0% | 9.9% | 7.2% | 7.3% | 8.5% | 20,369 | 15,941 | 14,116 | 582 | 439 | 382 |
| ED | 16.2% | 19.2% | 17.7% | 38.6% | 42.5% | 39.5% | 22.4% | 18.3% | 21.6% | 11.1% | 10.3% | 11.1% | 11.7% | 9.7% | 10.1% | 2,458 | 2,697 | 2,735 | 74 | 72 | 88 |
| EEOC | 23.4% | 24.0% | 19.9% | 38.2% | 40.8% | 40.3% | 19.0% | 17.3% | 17.2% | 10.1% | 8.9% | 12.6% | 9.3% | 9.0% | 10.0% | 1,300 | 1,348 | 1,410 | 44 | 60 | 53 |
| EPA | 18.0% | 19.5% | 13.5% | 44.9% | 45.5% | 44.3% | 20.0% | 19.2% | 21.8% | 10.2% | 9.7% | 12.4% | 6.9% | 6.0% | 8.0% | 7,532 | 8,915 | 9,653 | 245 | 275 | 288 |
| FCC | 23.1% | 22.9% | 19.1% | 42.5% | 44.7% | 40.4% | 19.5% | 17.8% | 20.5% | 8.1% | 7.2% | 10.4% | 6.7% | 7.3% | 9.6% | 545 | 664 | 605 | 24 | 24 | 25 |
| FERC | 38.8% | 36.9% | 30.0% | 40.3% | 41.4% | 43.8% | 12.8% | 12.3% | 14.9% | 4.3% | 5.2% | 6.7% | 3.8% | 4.1% | 4.7% | 1,092 | 1,044 | 1,115 | 12 | 14 | 17 |
| FTC | 40.1% | 37.9% | 41.7% | 38.0% | 40.2% | 35.7% | 11.5% | 13.7% | 11.7% | 7.0% | 5.3% | 7.2% | 3.4% | 2.9% | 3.7% | 605 | 585 | 607 | 18 | 16 | 17 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.4% | 17.6% | 15.6% | 41.5% | 41.1% | 40.2% | 21.1% | 21.4% | 22.4% | 10.6% | 11.0% | 11.8% | 8.4% | 8.9% | 10.0% | 557,064 | 452,092 | 380,902 | 19,964 | 17,020 | 14,062 |
| GSA | 29.3% | 28.6% | 23.7% | 43.4% | 43.2% | 42.7% | 15.3% | 15.5% | 18.5% | 6.8% | 7.2% | 8.5% | 5.1% | 5.6% | 6.4% | 6,838 | 7,203 | 6,701 | 135 | 157 | 173 |
| HHS | 23.0% | 22.3% | 19.1% | 43.7% | 43.5% | 42.8% | 18.7% | 19.1% | 20.2% | 8.5% | 8.7% | 9.9% | 6.1% | 6.4% | 7.9% | 40,629 | 40,449 | 37,900 | 1,189 | 1,321 | 1,270 |
| HUD | 21.4% | 21.7% | 18.5% | 40.2% | 42.0% | 40.4% | 19.2% | 18.8% | 20.6% | 9.4% | 9.3% | 10.7% | 9.8% | 8.2% | 9.9% | 4,366 | 4,722 | 5,248 | 140 | 122 | 134 |
| NARA | 18.7% | 21.3% | 18.0% | 38.6% | 39.0% | 37.4% | 20.9% | 20.6% | 21.2% | 11.6% | 11.0% | 12.4% | 10.1% | 8.1% | 11.1% | 1,633 | 1,752 | 1,761 | 56 | 68 | 68 |
| NASA | 35.0% | 33.7% | 31.5% | 44.1% | 44.3% | 44.8% | 13.3% | 13.8% | 14.5% | 4.8% | 4.9% | 5.8% | 2.8% | 3.3% | 3.5% | 11,109 | 11,321 | 10,766 | 261 | 251 | 222 |
| NCUA | 17.8% | 18.1% | 21.2% | 41.6% | 44.9% | 43.2% | 21.9% | 18.6% | 16.7% | 10.2% | 10.6% | 13.0% | 8.6% | 7.8% | 5.9% | 590 | 622 | 627 | 22 | 22 | 16 |
| NLRB | 21.2% | 23.1% | 16.1% | 37.2% | 38.3% | 36.9% | 19.8% | 19.5% | 19.6% | 10.7% | 10.5% | 16.4% | 11.1% | 8.6% | 10.9% | 777 | 786 | 813 | 56 | 42 | 38 |
| NRC | 27.3% | 25.8% | 25.2% | 48.3% | 47.6% | 42.9% | 13.6% | 13.8% | 17.3% | 6.1% | 7.5% | 7.8% | 4.8% | 5.3% | 6.9% | 2,212 | 2,345 | 2,058 | 64 | 61 | 55 |
| NSF | 27.3% | 28.0% | 25.4% | 43.8% | 45.0% | 42.5% | 16.8% | 15.1% | 18.3% | 7.2% | 7.6% | 9.2% | 4.8% | 4.4% | 4.6% | 904 | 875 | 817 | 16 | 18 | 18 |
| OMB | 38.5% | 35.6% | 33.0% | 44.4% | 44.1% | 42.9% | 8.5% | 11.3% | 14.2% | 7.0% | 6.7% | 6.7% | 1.6% | 2.3% | 3.2% | 334 | 333 | 347 | 3 | 6 | 4 |
| OPM | 21.8% | 20.8% | 20.3% | 41.0% | 42.0% | 42.0% | 20.5% | 19.5% | 20.3% | 8.0% | 9.5% | 9.1% | 8.7% | 8.2% | 8.4% | 2,846 | 2,681 | 2,921 | 160 | 171 | 210 |
| PBGC | 28.1% | 23.4% | 17.6% | 42.4% | 45.5% | 45.2% | 15.4% | 18.3% | 19.7% | 8.4% | 7.7% | 9.7% | 5.6% | 5.1% | 7.8% | 503 | 577 | 538 | 11 | 11 | 15 |
| RRB | 20.2% | 22.4% | 15.5% | 40.1% | 41.4% | 45.1% | 18.9% | 19.1% | 20.9% | 11.2% | 9.3% | 11.1% | 9.6% | 7.7% | 7.3% | 378 | 413 | 293 | 15 | 21 | 18 |
| SBA | 21.0% | 18.9% | 16.9% | 40.1% | 38.5% | 33.8% | 19.0% | 18.7% | 20.5% | 9.9% | 11.7% | 13.7% | 10.1% | 12.3% | 15.2% | 1,463 | 1,441 | 1,294 | 46 | 36 | 38 |
| SEC | 29.9% | 26.4% | 22.3% | 43.1% | 44.2% | 42.5% | 15.1% | 15.6% | 17.7% | 7.0% | 7.9% | 9.7% | 4.9% | 5.9% | 7.8% | 3,222 | 3,349 | 3,033 | 130 | 116 | 111 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 18.4% | 17.6% | 15.6% | 41.5% | 41.1% | 40.2% | 21.1% | 21.4% | 22.4% | 10.6% | 11.0% | 11.8% | 8.4% | 8.9% | 10.0% | 557,064 | 452,092 | 380,902 | 19,964 | 17,020 | 14,062 |
| SSA | 19.9% | 20.0% | 19.0% | 41.1% | 41.9% | 41.6% | 19.8% | 19.7% | 19.9% | 10.3% | 10.1% | 10.8% | 8.9% | 8.3% | 8.7% | 24,225 | 7,793 | 8,212 | 833 | 280 | 281 |
| State | 15.9% | 18.0% | 17.3% | 45.5% | 48.2% | 43.5% | 20.5% | 18.5% | 22.4% | 11.1% | 9.5% | 10.3% | 7.0% | 5.9% | 6.4% | 6,629 | 3,952 | 4,918 | 148 | 88 | 88 |
| USAID | 18.7% | 20.9% | 15.4% | 45.4% | 46.8% | 46.4% | 19.9% | 18.0% | 19.5% | 10.1% | 9.4% | 12.0% | 5.8% | 4.9% | 6.8% | 1,770 | 1,999 | 2,184 | 22 | 20 | 35 |
| USDA | 13.8% | 15.5% | 13.7% | 44.3% | 45.7% | 44.2% | 23.1% | 22.3% | 23.6% | 10.9% | 10.3% | 11.3% | 7.9% | 6.3% | 7.2% | 40,601 | 46,148 | 21,654 | 1,503 | 1,605 | 716 |
| USDT | 19.3% | 18.5% | 16.9% | 41.7% | 42.2% | 41.0% | 20.5% | 20.7% | 21.5% | 9.8% | 9.9% | 10.9% | 8.7% | 8.6% | 9.8% | 38,575 | 42,661 | 41,816 | 2,093 | 2,370 | 2,237 |
| Small Agencies | 21.0% | 21.3% | 19.1% | 38.9% | 39.0% | 38.9% | 18.7% | 18.9% | 19.3% | 11.8% | 11.3% | 11.6% | 9.6% | 9.5% | 11.0% | 4,980 | 5,271 | 5,168 | 141 | 146 | 137 |
| DOD | 18.4% | 18.3% | 15.9% | 42.5% | 42.8% | 41.9% | 21.4% | 21.1% | 22.5% | 10.3% | 10.6% | 11.1% | 7.3% | 7.2% | 8.6% | 169,430 | 65,732 | 54,502 | 5,592 | 2,227 | 1,833 |
| USACE | 19.8% | 17.9% | 16.0% | 46.1% | 47.6% | 46.2% | 20.5% | 20.3% | 21.7% | 8.7% | 8.9% | 9.8% | 4.9% | 5.3% | 6.3% | 17,911 | 4,177 | 3,425 | 507 | 127 | 102 |
| Air Force | 19.6% | 19.0% | 17.9% | 41.8% | 43.4% | 41.8% | 21.2% | 20.4% | 21.9% | 9.9% | 10.1% | 10.3% | 7.5% | 7.0% | 8.1% | 30,519 | 15,384 | 14,236 | 1,153 | 652 | 541 |
| Army‡ | 17.9% | 17.7% | 15.0% | 41.4% | 41.3% | 40.0% | 21.9% | 21.7% | 22.9% | 10.8% | 11.5% | 11.8% | 7.9% | 7.8% | 10.3% | 47,832 | 16,334 | 12,568 | 1,508 | 489 | 382 |
| Navy‡ | 16.9% | 17.6% | 14.5% | 44.5% | 44.7% | 44.5% | 22.0% | 21.7% | 23.0% | 10.3% | 10.1% | 11.0% | 6.4% | 5.9% | 7.0% | 39,439 | 13,175 | 10,386 | 1,389 | 488 | 361 |
| Marine Corps | 19.7% | 19.5% | 17.5% | 41.2% | 39.8% | 35.9% | 20.5% | 23.1% | 23.2% | 10.7% | 10.4% | 12.6% | 7.9% | 7.2% | 10.8% | 4,922 | 1,705 | 1,119 | 140 | 51 | 41 |
| DOD 4th Estate | 20.0% | 19.3% | 16.9% | 40.9% | 40.0% | 40.7% | 20.2% | 19.8% | 21.8% | 10.7% | 11.2% | 11.1% | 8.2% | 9.6% | 9.4% | 28,807 | 14,957 | 12,768 | 895 | 420 | 406 |

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 | | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 26.5% | 25.6% | 23.9% | 34.9% | 34.5% | 34.0% | 22.1% | 22.5% | 23.3% | 8.5% | 9.1% | 9.6% | 7.9% | 8.2% | 9.3% | 548,557 | 442,275 | 373,425 | 31,186 | 27,324 | 21,965 |
| BBG | 24.0% | 21.3% | 21.7% | 29.6% | 29.8% | 25.3% | 21.3% | 22.1% | 24.3% | 9.5% | 11.1% | 12.2% | 15.5% | 15.6% | 16.4% | 769 | 989 | 837 | 46 | 70 | 46 |
| CSOSA | 22.6% | 24.0% | 20.0% | 35.5% | 36.0% | 34.6% | 27.4% | 23.4% | 28.8% | 7.5% | 7.4% | 7.4% | 7.0% | 9.1% | 9.3% | 403 | 478 | 553 | 43 | 34 | 48 |
| DHS | 21.8% | 20.8% | 18.3% | 30.5% | 30.4% | 28.6% | 24.3% | 24.7% | 25.5% | 11.0% | 11.9% | 12.6% | 12.4% | 12.2% | 14.9% | 68,282 | 43,687 | 43,505 | 3,126 | 1,978 | 2,052 |
| DOC | 29.1% | 28.5% | 26.8% | 37.4% | 36.8% | 36.8% | 21.1% | 21.6% | 21.3% | 6.7% | 7.3% | 7.9% | 5.7% | 5.9% | 7.1% | 18,185 | 9,415 | 8,883 | 2,092 | 787 | 684 |
| DOE | 29.2% | 28.6% | 26.7% | 36.2% | 35.8% | 35.1% | 21.1% | 21.2% | 22.2% | 7.1% | 7.5% | 8.3% | 6.3% | 6.9% | 7.6% | 8,125 | 8,105 | 7,586 | 357 | 355 | 339 |
| DOI | 24.3% | 23.5% | 20.8% | 34.0% | 34.7% | 33.7% | 23.2% | 24.0% | 25.0% | 10.0% | 9.7% | 10.7% | 8.5% | 8.2% | 9.7% | 26,043 | 23,682 | 21,152 | 1,606 | 1,499 | 1,285 |
| DOJ | 26.8% | 26.5% | 26.5% | 33.8% | 34.4% | 34.0% | 21.6% | 21.3% | 22.6% | 9.0% | 9.3% | 8.4% | 8.8% | 8.4% | 8.6% | 27,887 | 14,415 | 14,963 | 1,572 | 782 | 662 |
| DOL | 30.1% | 30.7% | 29.9% | 32.9% | 33.9% | 34.0% | 20.3% | 19.6% | 20.5% | 8.2% | 7.6% | 7.5% | 8.6% | 8.2% | 8.0% | 7,476 | 8,188 | 10,507 | 400 | 425 | 595 |
| DOT | 27.0% | 26.4% | 25.4% | 36.0% | 36.2% | 35.0% | 21.2% | 21.3% | 21.8% | 8.4% | 8.6% | 9.5% | 7.5% | 7.5% | 8.2% | 19,899 | 15,524 | 13,816 | 1,148 | 866 | 708 |
| ED | 26.7% | 30.5% | 27.9% | 33.4% | 33.4% | 33.6% | 22.2% | 21.5% | 21.4% | 9.7% | 6.7% | 8.3% | 8.0% | 7.8% | 8.8% | 2,402 | 2,607 | 2,662 | 146 | 166 | 162 |
| EEOC | 33.7% | 35.6% | 33.0% | 33.1% | 30.3% | 32.4% | 19.3% | 19.7% | 18.7% | 5.9% | 6.9% | 7.3% | 8.1% | 7.5% | 8.6% | 1,261 | 1,318 | 1,371 | 93 | 91 | 95 |
| EPA | 29.8% | 32.5% | 25.2% | 35.5% | 35.6% | 36.5% | 21.0% | 20.1% | 22.8% | 7.4% | 6.2% | 8.2% | 6.3% | 5.6% | 7.3% | 7,465 | 8,847 | 9,506 | 333 | 357 | 463 |
| FCC | 41.1% | 37.8% | 39.2% | 30.8% | 30.3% | 26.3% | 16.7% | 20.0% | 20.1% | 5.3% | 7.6% | 5.7% | 6.1% | 4.3% | 8.6% | 545 | 646 | 596 | 26 | 43 | 35 |
| FERC | 46.6% | 46.4% | 40.7% | 32.3% | 30.2% | 33.9% | 14.3% | 14.3% | 15.8% | 3.3% | 4.6% | 6.0% | 3.6% | 4.6% | 3.7% | 1,078 | 1,034 | 1,092 | 21 | 26 | 39 |
| FTC | 48.0% | 51.0% | 56.0% | 33.1% | 32.9% | 26.9% | 12.8% | 11.1% | 10.9% | 3.9% | 2.5% | 3.8% | 2.2% | 2.6% | 2.5% | 581 | 560 | 604 | 42 | 38 | 19 |

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 | | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 26.5% | 25.6% | 23.9% | 34.9% | 34.5% | 34.0% | 22.1% | 22.5% | 23.3% | 8.5% | 9.1% | 9.6% | 7.9% | 8.2% | 9.3% | 548,557 | 442,275 | 373,425 | 31,186 | 27,324 | 21,965 |
| GSA | 38.2% | 38.2% | 33.3% | 35.1% | 34.3% | 34.6% | 17.0% | 17.4% | 19.1% | 5.0% | 5.5% | 6.8% | 4.7% | 4.6% | 6.2% | 6,779 | 7,102 | 6,582 | 238 | 271 | 297 |
| HHS | 32.0% | 31.8% | 28.7% | 35.8% | 35.5% | 34.7% | 19.7% | 19.5% | 21.0% | 6.7% | 7.0% | 8.0% | 5.8% | 6.2% | 7.5% | 39,793 | 39,518 | 37,101 | 2,181 | 2,318 | 2,137 |
| HUD | 31.8% | 32.4% | 29.2% | 32.7% | 34.3% | 32.8% | 20.0% | 19.2% | 21.0% | 7.3% | 7.2% | 8.1% | 8.3% | 7.0% | 9.0% | 4,288 | 4,570 | 5,065 | 231 | 277 | 313 |
| NARA | 31.3% | 31.6% | 31.7% | 33.6% | 34.6% | 32.0% | 19.6% | 18.9% | 18.8% | 7.0% | 8.2% | 7.7% | 8.4% | 6.6% | 9.6% | 1,630 | 1,719 | 1,747 | 72 | 107 | 91 |
| NASA | 39.8% | 38.4% | 36.4% | 37.3% | 38.4% | 38.1% | 15.8% | 15.8% | 16.8% | 4.2% | 4.5% | 5.2% | 3.0% | 2.9% | 3.5% | 10,867 | 11,093 | 10,578 | 527 | 510 | 420 |
| NCUA | 27.4% | 28.5% | 32.6% | 36.8% | 38.8% | 36.7% | 21.9% | 18.5% | 20.3% | 7.0% | 7.9% | 6.7% | 6.9% | 6.3% | 3.7% | 577 | 596 | 610 | 36 | 51 | 30 |
| NLRB | 37.1% | 37.2% | 31.0% | 32.5% | 36.3% | 32.3% | 16.5% | 16.8% | 20.6% | 7.6% | 4.2% | 8.1% | 6.2% | 5.5% | 8.0% | 785 | 798 | 820 | 41 | 28 | 31 |
| NRC | 35.5% | 33.3% | 33.2% | 37.5% | 38.7% | 38.1% | 17.1% | 18.0% | 17.9% | 5.4% | 5.1% | 5.3% | 4.5% | 4.8% | 5.5% | 2,211 | 2,322 | 2,048 | 69 | 83 | 70 |
| NSF | 36.5% | 38.9% | 35.7% | 34.9% | 32.1% | 31.4% | 17.3% | 18.8% | 17.7% | 5.6% | 4.9% | 7.9% | 5.7% | 5.2% | 7.3% | 890 | 869 | 816 | 33 | 26 | 22 |
| OMB | 43.4% | 44.5% | 36.2% | 33.2% | 36.8% | 39.8% | 16.6% | 13.9% | 16.4% | 5.3% | 3.4% | 4.4% | 1.5% | 1.4% | 3.1% | 330 | 324 | 339 | 7 | 16 | 12 |
| OPM | 32.0% | 32.5% | 31.1% | 36.5% | 35.1% | 36.4% | 18.7% | 19.2% | 18.7% | 6.6% | 6.8% | 7.5% | 6.2% | 6.3% | 6.3% | 2,776 | 2,619 | 2,842 | 237 | 228 | 287 |
| PBGC | 41.3% | 37.5% | 31.5% | 36.2% | 34.9% | 33.9% | 16.1% | 18.8% | 20.9% | 3.4% | 5.3% | 8.0% | 3.0% | 3.5% | 5.8% | 499 | 563 | 523 | 17 | 25 | 31 |
| RRB | 31.2% | 31.1% | 26.7% | 33.6% | 37.4% | 40.1% | 18.9% | 17.6% | 20.4% | 8.9% | 5.0% | 7.4% | 7.3% | 9.0% | 5.4% | 370 | 408 | 296 | 25 | 25 | 17 |
| SBA | 33.1% | 31.0% | 25.8% | 31.4% | 32.8% | 28.4% | 19.2% | 16.5% | 22.6% | 6.9% | 8.6% | 9.2% | 9.4% | 11.1% | 13.9% | 1,449 | 1,371 | 1,268 | 68 | 103 | 64 |
| SEC | 42.0% | 41.2% | 37.2% | 34.0% | 33.6% | 31.6% | 14.1% | 15.2% | 16.9% | 5.3% | 5.1% | 6.9% | 4.6% | 4.9% | 7.4% | 3,192 | 3,290 | 2,992 | 160 | 179 | 158 |

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 | | |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 26.5% | 25.6% | 23.9% | 34.9% | 34.5% | 34.0% | 22.1% | 22.5% | 23.3% | 8.5% | 9.1% | 9.6% | 7.9% | 8.2% | 9.3% | 548,557 | 442,275 | 373,425 | 31,186 | 27,324 | 21,965 |
| SSA | 27.4% | 27.7% | 26.4% | 34.5% | 34.5% | 34.8% | 22.1% | 22.1% | 23.4% | 8.1% | 7.9% | 8.0% | 7.9% | 7.8% | 7.4% | 23,703 | 7,614 | 8,025 | 1,352 | 462 | 470 |
| State | 28.4% | 30.3% | 28.7% | 35.6% | 36.0% | 36.4% | 22.1% | 21.0% | 21.2% | 8.0% | 8.1% | 7.9% | 5.9% | 4.5% | 5.7% | 6,565 | 3,864 | 4,849 | 259 | 174 | 151 |
| USAID | 27.4% | 29.6% | 27.3% | 37.0% | 36.5% | 36.7% | 21.8% | 19.9% | 20.9% | 8.6% | 7.4% | 8.3% | 5.1% | 6.5% | 6.8% | 1,752 | 1,948 | 2,129 | 41 | 69 | 90 |
| USDA | 21.6% | 23.3% | 21.4% | 36.2% | 37.7% | 36.6% | 24.7% | 23.7% | 24.8% | 9.5% | 8.6% | 9.6% | 7.9% | 6.6% | 7.6% | 39,912 | 45,265 | 21,285 | 2,349 | 2,573 | 1,132 |
| USDT | 28.9% | 28.0% | 26.4% | 35.1% | 36.3% | 35.7% | 21.0% | 21.1% | 21.4% | 7.3% | 7.4% | 8.1% | 7.8% | 7.2% | 8.3% | 37,882 | 41,453 | 40,461 | 3,091 | 3,672 | 3,666 |
| Small Agencies | 30.3% | 32.2% | 29.1% | 32.5% | 32.7% | 33.4% | 21.2% | 19.1% | 20.0% | 8.1% | 7.9% | 8.2% | 7.9% | 8.0% | 9.3% | 4,944 | 5,154 | 5,091 | 206 | 264 | 216 |
| DOD | 26.0% | 25.8% | 23.9% | 36.0% | 36.1% | 35.4% | 22.3% | 22.3% | 23.2% | 8.4% | 8.8% | 9.2% | 7.2% | 7.0% | 8.2% | 166,962 | 64,638 | 53,685 | 8,895 | 3,348 | 2,734 |
| USACE | 28.5% | 27.5% | 27.1% | 38.1% | 38.9% | 36.2% | 21.0% | 21.1% | 21.3% | 7.1% | 7.1% | 8.4% | 5.3% | 5.3% | 7.0% | 17,682 | 4,118 | 3,382 | 804 | 198 | 149 |
| Air Force | 26.6% | 26.9% | 25.5% | 35.6% | 35.6% | 35.9% | 21.4% | 21.7% | 22.2% | 8.6% | 8.4% | 8.6% | 7.7% | 7.4% | 7.8% | 30,239 | 15,149 | 14,018 | 1,585 | 881 | 784 |
| Army‡ | 24.6% | 24.4% | 22.7% | 35.0% | 35.2% | 33.5% | 23.3% | 23.0% | 24.0% | 9.2% | 9.5% | 10.1% | 8.0% | 8.0% | 9.6% | 47,333 | 16,070 | 12,364 | 2,263 | 758 | 616 |
| Navy‡ | 25.3% | 25.7% | 22.3% | 37.8% | 38.0% | 38.0% | 22.8% | 22.6% | 23.7% | 7.9% | 8.3% | 9.0% | 6.1% | 5.5% | 7.0% | 38,478 | 12,904 | 10,192 | 2,523 | 749 | 557 |
| Marine Corps | 29.3% | 26.3% | 26.3% | 33.2% | 36.2% | 31.4% | 21.2% | 21.9% | 22.8% | 8.7% | 8.1% | 9.6% | 7.6% | 7.5% | 10.0% | 4,832 | 1,671 | 1,100 | 253 | 90 | 59 |
| DOD 4th Estate | 27.8% | 26.3% | 25.4% | 35.1% | 34.2% | 33.9% | 21.1% | 21.6% | 22.9% | 8.2% | 9.6% | 9.2% | 7.8% | 8.3% | 8.7% | 28,398 | 14,726 | 12,629 | 1,467 | 672 | 569 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 22.4% | 21.8% | 20.3% | 33.9% | 33.8% | 32.8% | 23.1% | 23.4% | 23.5% | 11.0% | 11.1% | 12.4% | 9.5% | 9.9% | 10.9% | 570,532 | 460,935 | 390,254 | 8,837 | 8,657 | 5,078 |
| BBG | 20.2% | 16.6% | 17.2% | 28.9% | 28.4% | 26.4% | 21.6% | 25.8% | 25.4% | 12.1% | 11.9% | 13.3% | 17.1% | 17.3% | 17.7% | 800 | 1,033 | 857 | 13 | 27 | 24 |
| CSOSA | 24.1% | 23.1% | 19.5% | 38.3% | 36.3% | 40.3% | 21.9% | 21.9% | 21.9% | 8.5% | 10.4% | 9.5% | 7.2% | 8.3% | 8.7% | 437 | 502 | 598 | 8 | 7 | 3 |
| DHS | 18.3% | 17.3% | 14.7% | 29.3% | 28.9% | 25.7% | 23.7% | 23.8% | 23.6% | 13.2% | 13.9% | 15.9% | 15.4% | 16.1% | 20.2% | 70,409 | 45,001 | 45,120 | 931 | 665 | 439 |
| DOC | 23.2% | 22.1% | 20.3% | 36.6% | 36.9% | 35.4% | 23.6% | 23.2% | 24.0% | 9.7% | 10.1% | 11.4% | 6.9% | 7.8% | 8.8% | 19,711 | 9,961 | 9,414 | 546 | 245 | 149 |
| DOE | 22.2% | 21.5% | 19.4% | 35.2% | 33.8% | 33.3% | 22.9% | 23.8% | 23.7% | 11.2% | 11.6% | 12.9% | 8.5% | 9.3% | 10.7% | 8,384 | 8,337 | 7,848 | 93 | 120 | 73 |
| DOI | 15.9% | 16.7% | 14.7% | 30.1% | 32.6% | 31.8% | 26.4% | 27.1% | 26.4% | 15.0% | 13.3% | 15.0% | 12.6% | 10.3% | 12.0% | 27,140 | 24,639 | 22,115 | 501 | 532 | 332 |
| DOJ | 22.6% | 23.7% | 24.7% | 33.6% | 35.6% | 35.6% | 22.2% | 20.9% | 20.2% | 11.4% | 10.7% | 11.4% | 10.2% | 9.2% | 8.2% | 29,074 | 14,960 | 15,460 | 370 | 248 | 146 |
| DOL | 24.1% | 25.4% | 26.0% | 32.6% | 33.9% | 33.8% | 22.8% | 22.1% | 21.5% | 10.7% | 9.3% | 10.1% | 9.9% | 9.4% | 8.7% | 7,717 | 8,371 | 10,953 | 151 | 235 | 135 |
| DOT | 20.6% | 20.1% | 19.6% | 34.4% | 34.3% | 33.4% | 24.9% | 24.8% | 23.7% | 10.9% | 11.2% | 13.0% | 9.1% | 9.6% | 10.4% | 20,694 | 16,161 | 14,346 | 327 | 232 | 175 |
| ED | 13.9% | 20.0% | 20.8% | 26.5% | 30.6% | 34.0% | 25.9% | 24.4% | 22.0% | 14.6% | 11.1% | 11.7% | 19.0% | 13.9% | 11.5% | 2,497 | 2,710 | 2,796 | 42 | 53 | 31 |
| EEOC | 28.1% | 29.5% | 26.3% | 32.4% | 32.7% | 34.4% | 21.6% | 20.3% | 19.4% | 9.5% | 9.0% | 11.2% | 8.4% | 8.5% | 8.8% | 1,332 | 1,396 | 1,448 | 20 | 17 | 15 |
| EPA | 13.5% | 17.4% | 16.3% | 26.0% | 30.7% | 34.5% | 22.4% | 21.7% | 24.5% | 15.4% | 13.0% | 14.3% | 22.7% | 17.1% | 10.4% | 7,672 | 9,030 | 9,890 | 124 | 167 | 83 |
| FCC | 26.4% | 24.1% | 26.1% | 29.3% | 34.9% | 29.8% | 26.9% | 23.6% | 23.6% | 10.6% | 9.8% | 8.3% | 6.9% | 7.7% | 12.3% | 562 | 676 | 624 | 5 | 11 | 8 |
| FERC | 46.4% | 46.1% | 36.8% | 33.7% | 34.1% | 37.5% | 12.6% | 11.2% | 14.7% | 4.0% | 5.1% | 6.5% | 3.3% | 3.5% | 4.5% | 1,088 | 1,061 | 1,132 | 11 | 3 | 8 |
| FTC | 38.6% | 33.7% | 49.1% | 35.9% | 39.6% | 31.7% | 18.0% | 17.4% | 11.9% | 5.1% | 5.8% | 4.5% | 2.4% | 3.6% | 2.7% | 588 | 591 | 618 | 39 | 9 | 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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 22.4% | 21.8% | 20.3% | 33.9% | 33.8% | 32.8% | 23.1% | 23.4% | 23.5% | 11.0% | 11.1% | 12.4% | 9.5% | 9.9% | 10.9% | 570,532 | 460,935 | 390,254 | 8,837 | 8,657 | 5,078 |
| GSA | 29.3% | 29.0% | 24.4% | 36.8% | 36.4% | 34.3% | 20.5% | 20.1% | 22.6% | 7.4% | 8.1% | 10.1% | 6.0% | 6.4% | 8.6% | 6,942 | 7,290 | 6,810 | 62 | 88 | 85 |
| HHS | 28.1% | 27.9% | 25.5% | 37.6% | 36.5% | 35.8% | 20.4% | 20.7% | 21.3% | 8.1% | 8.4% | 9.7% | 5.9% | 6.5% | 7.8% | 41,284 | 41,068 | 38,676 | 645 | 768 | 558 |
| HUD | 20.2% | 22.4% | 21.8% | 30.7% | 32.3% | 32.1% | 25.3% | 24.9% | 25.0% | 11.5% | 10.5% | 10.6% | 12.3% | 9.9% | 10.5% | 4,436 | 4,743 | 5,297 | 69 | 107 | 77 |
| NARA | 17.6% | 21.5% | 19.1% | 29.5% | 31.0% | 30.6% | 25.2% | 22.9% | 21.6% | 13.4% | 12.5% | 14.1% | 14.4% | 12.1% | 14.6% | 1,681 | 1,789 | 1,806 | 20 | 36 | 29 |
| NASA | 36.1% | 35.3% | 33.5% | 37.3% | 38.4% | 37.5% | 16.8% | 16.6% | 17.3% | 6.0% | 6.1% | 7.2% | 3.8% | 3.6% | 4.5% | 11,240 | 11,485 | 10,921 | 152 | 117 | 75 |
| NCUA | 20.4% | 22.1% | 24.6% | 32.6% | 33.3% | 38.0% | 24.9% | 22.2% | 20.3% | 12.4% | 14.5% | 11.3% | 9.8% | 7.9% | 5.8% | 606 | 641 | 639 | 7 | 7 | 3 |
| NLRB | 17.9% | 30.5% | 25.0% | 25.7% | 35.1% | 35.1% | 19.7% | 16.9% | 18.8% | 15.3% | 10.3% | 10.9% | 21.5% | 7.1% | 10.2% | 815 | 817 | 846 | 15 | 11 | 8 |
| NRC | 28.4% | 26.8% | 25.5% | 37.5% | 38.4% | 39.2% | 18.6% | 18.5% | 18.1% | 8.7% | 9.4% | 9.7% | 6.9% | 6.9% | 7.6% | 2,263 | 2,386 | 2,088 | 16 | 21 | 29 |
| NSF | 28.3% | 29.4% | 26.0% | 37.2% | 35.8% | 35.4% | 18.5% | 18.4% | 20.3% | 9.2% | 10.3% | 9.3% | 6.8% | 6.1% | 9.0% | 920 | 885 | 831 | 3 | 10 | 6 |
| OMB | 12.1% | 17.1% | 26.8% | 27.3% | 29.1% | 44.5% | 26.0% | 23.6% | 18.3% | 20.0% | 19.0% | 8.3% | 14.5% | 11.2% | 2.1% | 335 | 323 | 349 | 1 | 17 | 2 |
| OPM | 22.6% | 23.6% | 22.8% | 34.0% | 33.5% | 34.6% | 23.8% | 23.5% | 23.2% | 10.4% | 10.8% | 10.7% | 9.2% | 8.6% | 8.6% | 2,923 | 2,763 | 3,065 | 80 | 81 | 67 |
| PBGC | 31.1% | 29.8% | 23.4% | 39.9% | 34.3% | 37.2% | 19.1% | 23.0% | 21.0% | 5.5% | 9.0% | 10.8% | 4.4% | 4.0% | 7.6% | 511 | 577 | 547 | 5 | 11 | 4 |
| RRB | 28.1% | 27.6% | 25.8% | 34.0% | 32.2% | 33.1% | 20.1% | 24.1% | 23.7% | 9.3% | 10.4% | 11.1% | 8.6% | 5.7% | 6.3% | 388 | 419 | 306 | 8 | 13 | 6 |
| SBA | 25.7% | 21.8% | 18.6% | 33.8% | 32.4% | 26.9% | 21.3% | 23.5% | 23.6% | 10.2% | 10.1% | 14.2% | 9.0% | 12.2% | 16.6% | 1,501 | 1,435 | 1,325 | 15 | 43 | 13 |
| SEC | 33.8% | 32.3% | 29.5% | 35.6% | 36.0% | 35.0% | 17.7% | 18.7% | 17.5% | 7.0% | 6.7% | 9.5% | 6.0% | 6.3% | 8.6% | 3,322 | 3,431 | 3,131 | 31 | 34 | 20 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|--------------|--------------|--------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 22.4% | 21.8% | 20.3% | 33.9% | 33.8% | 32.8% | 23.1% | 23.4% | 23.5% | 11.0% | 11.1% | 12.4% | 9.5% | 9.9% | 10.9% | 570,532 | 460,935 | 390,254 | 8,837 | 8,657 | 5,078 |
| SSA | 22.9% | 22.2% | 23.2% | 33.7% | 35.3% | 34.6% | 24.9% | 23.7% | 23.1% | 10.1% | 10.4% | 10.8% | 8.4% | 8.4% | 8.3% | 24,413 | 7,880 | 8,368 | 620 | 195 | 127 |
| State | 18.1% | 17.2% | 22.8% | 33.2% | 31.9% | 38.4% | 26.3% | 25.8% | 21.6% | 13.2% | 14.3% | 10.6% | 9.3% | 10.9% | 6.6% | 6,724 | 3,975 | 4,964 | 100 | 70 | 39 |
| USAID | 20.5% | 23.9% | 20.9% | 38.5% | 38.3% | 37.5% | 24.5% | 22.9% | 23.3% | 11.0% | 8.8% | 11.9% | 5.5% | 6.1% | 6.4% | 1,775 | 1,993 | 2,204 | 19 | 28 | 18 |
| USDA | 15.4% | 17.7% | 16.5% | 31.5% | 35.0% | 33.1% | 27.3% | 26.8% | 27.3% | 14.4% | 12.3% | 14.0% | 11.4% | 8.2% | 9.1% | 41,402 | 46,709 | 22,109 | 836 | 1,110 | 298 |
| USDT | 20.2% | 19.6% | 18.6% | 33.6% | 33.8% | 33.3% | 24.9% | 25.3% | 24.6% | 11.0% | 11.3% | 12.3% | 10.2% | 10.0% | 11.2% | 40,113 | 44,053 | 43,276 | 809 | 1,052 | 844 |
| Small Agencies | 22.7% | 24.5% | 22.7% | 33.2% | 33.2% | 33.6% | 20.9% | 21.8% | 20.7% | 12.6% | 10.8% | 11.4% | 10.7% | 9.7% | 11.6% | 5,110 | 5,350 | 5,265 | 42 | 83 | 50 |
| DOD | 24.3% | 24.1% | 21.8% | 35.5% | 35.8% | 34.2% | 22.3% | 22.5% | 23.1% | 10.1% | 9.9% | 11.5% | 7.8% | 7.8% | 9.4% | 173,723 | 67,170 | 55,804 | 2,101 | 851 | 572 |
| USACE | 25.1% | 24.3% | 20.9% | 39.2% | 39.1% | 37.0% | 21.5% | 22.9% | 23.2% | 8.5% | 8.8% | 11.3% | 5.8% | 5.0% | 7.6% | 18,249 | 4,253 | 3,494 | 229 | 65 | 38 |
| Air Force | 25.8% | 25.7% | 24.4% | 34.6% | 35.6% | 34.4% | 21.2% | 20.9% | 21.6% | 10.2% | 9.7% | 11.0% | 8.2% | 8.1% | 8.6% | 31,452 | 15,852 | 14,632 | 359 | 194 | 161 |
| Army‡ | 23.3% | 23.5% | 21.2% | 34.8% | 35.1% | 32.3% | 22.5% | 22.3% | 23.0% | 10.8% | 10.4% | 12.4% | 8.7% | 8.7% | 11.0% | 49,056 | 16,629 | 12,850 | 561 | 212 | 113 |
| Navy‡ | 23.1% | 22.9% | 19.8% | 36.8% | 37.0% | 36.0% | 23.4% | 23.6% | 24.2% | 9.8% | 9.9% | 11.4% | 6.8% | 6.7% | 8.5% | 40,438 | 13,485 | 10,632 | 550 | 180 | 107 |
| Marine Corps | 28.0% | 27.3% | 23.8% | 32.7% | 34.0% | 31.6% | 21.1% | 23.5% | 22.9% | 10.0% | 7.7% | 10.6% | 8.2% | 7.4% | 11.1% | 5,020 | 1,735 | 1,144 | 62 | 31 | 13 |
| DOD 4th Estate | 25.6% | 24.2% | 22.6% | 35.0% | 34.1% | 34.0% | 21.6% | 22.8% | 23.2% | 9.9% | 9.9% | 11.1% | 7.9% | 8.8% | 9.1% | 29,508 | 15,216 | 13,052 | 340 | 169 | 140 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 21.8% | 21.4% | 19.8% | 36.1% | 35.5% | 35.3% | 24.9% | 25.3% | 25.8% | 9.1% | 9.4% | 10.0% | 8.2% | 8.5% | 9.1% | 530,819 | 425,880 | 363,124 | 48,407 | 43,909 | 32,433 |
| BBG | 18.5% | 17.0% | 17.2% | 34.2% | 31.5% | 33.6% | 28.6% | 29.5% | 27.8% | 8.4% | 9.9% | 8.6% | 10.4% | 12.1% | 12.9% | 729 | 927 | 782 | 85 | 135 | 99 |
| CSOSA | 28.9% | 26.2% | 21.7% | 36.7% | 37.5% | 43.0% | 21.9% | 21.5% | 22.6% | 6.0% | 7.4% | 5.9% | 6.4% | 7.5% | 6.7% | 420 | 489 | 579 | 27 | 24 | 23 |
| DHS | 16.1% | 15.5% | 13.6% | 28.7% | 28.4% | 26.1% | 26.7% | 26.4% | 27.1% | 12.8% | 13.1% | 14.6% | 15.7% | 16.5% | 18.6% | 65,593 | 41,826 | 41,729 | 5,716 | 3,850 | 3,843 |
| DOC | 24.6% | 24.7% | 22.9% | 39.8% | 40.0% | 40.6% | 23.2% | 22.2% | 23.5% | 6.9% | 7.6% | 7.4% | 5.4% | 5.4% | 5.7% | 18,240 | 9,262 | 8,732 | 2,022 | 948 | 842 |
| DOE | 26.8% | 26.3% | 22.9% | 41.8% | 40.5% | 41.5% | 20.8% | 21.1% | 21.9% | 6.3% | 6.8% | 7.6% | 4.3% | 5.2% | 6.1% | 7,857 | 7,736 | 7,408 | 625 | 722 | 535 |
| DOI | 18.8% | 19.1% | 17.5% | 37.1% | 39.6% | 39.2% | 27.3% | 25.6% | 26.0% | 9.4% | 9.0% | 9.7% | 7.4% | 6.7% | 7.6% | 24,611 | 22,469 | 20,329 | 3,029 | 2,727 | 2,136 |
| DOJ | 19.8% | 22.0% | 21.2% | 34.8% | 35.6% | 36.7% | 26.8% | 25.1% | 25.2% | 10.0% | 9.2% | 9.5% | 8.6% | 8.1% | 7.4% | 26,635 | 13,694 | 14,414 | 2,778 | 1,510 | 1,202 |
| DOL | 27.4% | 29.1% | 28.9% | 38.1% | 38.0% | 38.6% | 20.9% | 19.8% | 20.4% | 6.7% | 6.5% | 6.5% | 6.9% | 6.6% | 5.7% | 7,163 | 7,847 | 10,332 | 707 | 769 | 765 |
| DOT | 22.2% | 21.5% | 21.5% | 37.5% | 37.1% | 36.5% | 25.7% | 26.3% | 25.9% | 8.1% | 8.1% | 9.0% | 6.4% | 6.9% | 7.1% | 19,021 | 14,901 | 13,215 | 2,016 | 1,512 | 1,313 |
| ED | 13.4% | 24.5% | 25.2% | 23.8% | 39.1% | 40.9% | 20.2% | 22.5% | 18.7% | 14.7% | 7.0% | 8.0% | 27.9% | 7.0% | 7.2% | 2,381 | 2,464 | 2,635 | 166 | 309 | 190 |
| EEOC | 28.8% | 31.4% | 27.5% | 35.9% | 34.0% | 37.1% | 22.2% | 21.1% | 20.4% | 5.9% | 7.3% | 8.3% | 7.2% | 6.1% | 6.7% | 1,242 | 1,298 | 1,371 | 112 | 117 | 98 |
| EPA | 17.7% | 22.1% | 20.2% | 36.1% | 41.2% | 43.1% | 27.5% | 23.9% | 23.2% | 9.1% | 6.4% | 8.0% | 9.7% | 6.4% | 5.5% | 6,688 | 7,922 | 9,156 | 1,102 | 1,285 | 815 |
| FCC | 26.8% | 27.8% | 26.8% | 37.5% | 36.1% | 34.8% | 24.8% | 24.6% | 22.6% | 6.4% | 7.6% | 8.0% | 4.5% | 3.9% | 7.7% | 515 | 600 | 564 | 57 | 90 | 69 |
| FERC | 51.0% | 46.2% | 40.6% | 34.9% | 37.6% | 36.8% | 8.5% | 10.3% | 14.7% | 2.9% | 2.3% | 4.1% | 2.7% | 3.6% | 3.8% | 1,067 | 1,023 | 1,079 | 36 | 40 | 56 |
| FTC | 37.8% | 37.4% | 47.8% | 37.0% | 43.5% | 32.3% | 18.0% | 14.4% | 13.3% | 4.4% | 3.3% | 4.0% | 2.7% | 1.5% | 2.6% | 524 | 516 | 578 | 102 | 85 | 45 |

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 | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 21.8% | 21.4% | 19.8% | 36.1% | 35.5% | 35.3% | 24.9% | 25.3% | 25.8% | 9.1% | 9.4% | 10.0% | 8.2% | 8.5% | 9.1% | 530,819 | 425,880 | 363,124 | 48,407 | 43,909 | 32,433 |
| GSA | 34.6% | 34.8% | 31.1% | 38.3% | 40.1% | 39.9% | 17.4% | 16.3% | 18.1% | 5.4% | 4.7% | 5.9% | 4.3% | 4.1% | 5.1% | 6,657 | 7,018 | 6,521 | 359 | 360 | 382 |
| HHS | 27.0% | 27.3% | 24.5% | 40.0% | 39.0% | 38.7% | 21.6% | 21.4% | 22.2% | 6.6% | 7.1% | 8.2% | 4.9% | 5.1% | 6.3% | 38,629 | 38,351 | 36,423 | 3,323 | 3,499 | 2,844 |
| HUD | 22.3% | 24.6% | 22.7% | 36.6% | 35.9% | 36.7% | 25.5% | 25.7% | 25.0% | 8.0% | 7.6% | 8.1% | 7.6% | 6.2% | 7.5% | 4,083 | 4,320 | 4,926 | 431 | 527 | 452 |
| NARA | 23.3% | 25.6% | 22.8% | 39.9% | 43.2% | 40.8% | 22.8% | 20.4% | 23.1% | 6.5% | 5.4% | 6.3% | 7.4% | 5.4% | 7.0% | 1,547 | 1,698 | 1,687 | 156 | 128 | 147 |
| NASA | 42.2% | 42.1% | 40.1% | 40.5% | 40.5% | 41.1% | 12.6% | 12.8% | 13.4% | 2.9% | 2.9% | 3.2% | 1.7% | 1.7% | 2.2% | 10,732 | 10,994 | 10,443 | 657 | 617 | 560 |
| NCUA | 17.5% | 20.8% | 23.0% | 37.3% | 37.9% | 41.8% | 22.6% | 22.5% | 18.1% | 12.9% | 10.8% | 9.7% | 9.8% | 8.0% | 7.4% | 573 | 600 | 621 | 40 | 47 | 24 |
| NLRB | 21.9% | 31.3% | 26.4% | 30.6% | 36.2% | 36.5% | 24.8% | 18.2% | 18.3% | 9.6% | 7.6% | 9.9% | 13.0% | 6.8% | 8.9% | 731 | 765 | 804 | 98 | 59 | 51 |
| NRC | 38.5% | 34.1% | 34.5% | 41.3% | 44.3% | 43.1% | 12.8% | 12.9% | 13.2% | 4.6% | 5.3% | 5.7% | 2.8% | 3.4% | 3.5% | 2,209 | 2,334 | 2,032 | 73 | 78 | 85 |
| NSF | 34.5% | 34.4% | 32.2% | 37.4% | 37.7% | 37.6% | 15.0% | 15.4% | 16.8% | 7.9% | 6.6% | 7.8% | 5.3% | 5.8% | 5.7% | 874 | 846 | 795 | 51 | 45 | 42 |
| OMB | 16.9% | 13.4% | 20.3% | 37.5% | 39.2% | 46.4% | 30.1% | 30.5% | 19.9% | 10.9% | 12.4% | 10.1% | 4.6% | 4.4% | 3.3% | 309 | 261 | 339 | 27 | 79 | 12 |
| OPM | 24.1% | 26.2% | 25.8% | 36.7% | 35.2% | 38.3% | 23.3% | 23.3% | 22.8% | 8.5% | 8.4% | 6.6% | 7.3% | 6.9% | 6.6% | 2,674 | 2,522 | 2,790 | 338 | 328 | 343 |
| PBGC | 38.4% | 34.8% | 26.3% | 44.7% | 41.3% | 44.4% | 11.4% | 18.2% | 18.1% | 1.8% | 4.1% | 6.2% | 3.6% | 1.6% | 5.0% | 486 | 551 | 520 | 28 | 37 | 33 |
| RRB | 25.6% | 27.2% | 24.7% | 36.7% | 40.9% | 38.8% | 20.8% | 20.7% | 23.1% | 8.1% | 4.4% | 7.7% | 8.9% | 6.7% | 5.6% | 368 | 393 | 287 | 27 | 40 | 26 |
| SBA | 25.9% | 22.0% | 20.6% | 35.6% | 35.5% | 32.7% | 22.8% | 24.0% | 24.9% | 8.9% | 9.0% | 9.5% | 6.7% | 9.5% | 12.3% | 1,395 | 1,344 | 1,225 | 120 | 137 | 116 |
| SEC | 36.5% | 35.0% | 31.9% | 39.1% | 40.6% | 39.7% | 15.9% | 15.6% | 16.6% | 4.4% | 4.8% | 6.7% | 4.0% | 4.0% | 5.1% | 3,111 | 3,260 | 2,977 | 240 | 214 | 175 |

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 | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|-------------|-----------------------|----------------|----------------|---------------|---------------|---------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 21.8% | 21.4% | 19.8% | 36.1% | 35.5% | 35.3% | 24.9% | 25.3% | 25.8% | 9.1% | 9.4% | 10.0% | 8.2% | 8.5% | 9.1% | 530,819 | 425,880 | 363,124 | 48,407 | 43,909 | 32,433 |
| SSA | 19.8% | 21.1% | 21.5% | 33.4% | 35.4% | 35.7% | 29.6% | 27.4% | 26.9% | 9.3% | 8.6% | 9.0% | 7.9% | 7.5% | 6.8% | 22,591 | 7,312 | 7,839 | 2,421 | 763 | 661 |
| State | 14.1% | 14.8% | 16.8% | 31.7% | 33.1% | 35.1% | 29.0% | 25.6% | 24.4% | 14.9% | 15.8% | 14.6% | 10.3% | 10.7% | 9.0% | 6,233 | 3,621 | 4,775 | 585 | 428 | 230 |
| USAID | 18.8% | 23.7% | 18.7% | 42.1% | 42.6% | 40.1% | 23.5% | 21.5% | 22.2% | 9.9% | 7.6% | 11.9% | 5.6% | 4.6% | 7.1% | 1,666 | 1,913 | 2,102 | 128 | 108 | 121 |
| USDA | 14.0% | 18.9% | 17.8% | 34.3% | 41.5% | 41.5% | 27.1% | 26.8% | 27.0% | 12.1% | 7.5% | 7.9% | 12.5% | 5.2% | 5.7% | 38,895 | 43,776 | 20,788 | 3,322 | 4,055 | 1,642 |
| USDT | 22.1% | 21.4% | 20.6% | 37.0% | 37.3% | 37.0% | 25.3% | 25.7% | 25.6% | 7.8% | 8.0% | 8.6% | 7.8% | 7.5% | 8.2% | 36,664 | 39,978 | 39,342 | 4,263 | 5,125 | 4,773 |
| Small Agencies | 27.0% | 27.7% | 26.7% | 37.8% | 37.3% | 38.4% | 20.3% | 20.5% | 19.0% | 8.1% | 7.9% | 8.6% | 6.9% | 6.5% | 7.3% | 4,815 | 5,047 | 4,964 | 336 | 388 | 352 |
| DOD | 23.1% | 23.6% | 21.3% | 37.6% | 37.8% | 37.1% | 24.3% | 23.9% | 24.9% | 8.4% | 8.3% | 9.1% | 6.6% | 6.4% | 7.6% | 162,891 | 63,138 | 52,612 | 12,804 | 4,896 | 3,822 |
| USACE | 23.4% | 22.2% | 19.9% | 39.8% | 41.2% | 40.2% | 24.9% | 24.8% | 25.7% | 7.4% | 7.3% | 8.5% | 4.6% | 4.5% | 5.6% | 16,937 | 3,928 | 3,219 | 1,540 | 390 | 321 |
| Air Force | 24.9% | 25.5% | 23.9% | 37.6% | 38.0% | 38.1% | 22.9% | 22.4% | 22.9% | 8.0% | 7.6% | 8.0% | 6.7% | 6.6% | 7.0% | 29,487 | 14,894 | 13,788 | 2,292 | 1,145 | 1,006 |
| Army‡ | 21.8% | 22.3% | 20.5% | 35.9% | 35.9% | 33.7% | 25.7% | 25.4% | 25.9% | 9.2% | 9.2% | 10.5% | 7.3% | 7.2% | 9.4% | 45,765 | 15,523 | 11,949 | 3,778 | 1,327 | 1,029 |
| Navy‡ | 21.5% | 22.9% | 18.9% | 38.8% | 38.7% | 39.4% | 25.2% | 24.6% | 26.2% | 8.4% | 8.3% | 8.9% | 6.1% | 5.5% | 6.7% | 37,855 | 12,648 | 10,050 | 3,116 | 1,017 | 709 |
| Marine Corps | 25.4% | 24.4% | 22.1% | 34.4% | 37.8% | 32.3% | 24.3% | 24.6% | 25.1% | 8.7% | 7.5% | 11.6% | 7.2% | 5.7% | 8.9% | 4,732 | 1,617 | 1,066 | 344 | 144 | 95 |
| DOD 4th Estate | 25.6% | 25.2% | 23.8% | 38.1% | 38.2% | 37.7% | 21.8% | 21.4% | 23.0% | 7.8% | 8.1% | 8.5% | 6.7% | 7.1% | 7.0% | 28,115 | 14,528 | 12,540 | 1,734 | 873 | 662 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.1% | 15.3% | 14.3% | 38.0% | 37.4% | 36.3% | 22.2% | 22.3% | 22.7% | 17.0% | 17.9% | 18.8% | 6.7% | 7.1% | 7.8% | 577,168 | 468,305 | 394,068 |
| BBG | 12.0% | 10.6% | 10.9% | 33.4% | 30.8% | 31.5% | 23.5% | 24.8% | 23.2% | 17.0% | 20.3% | 18.8% | 14.1% | 13.4% | 15.6% | 814 | 1,059 | 881 |
| CSOSA | 14.2% | 15.9% | 14.4% | 34.8% | 32.7% | 33.6% | 24.4% | 23.6% | 23.5% | 18.0% | 19.8% | 20.6% | 8.6% | 8.0% | 7.9% | 441 | 507 | 595 |
| DHS | 12.1% | 12.0% | 10.2% | 31.8% | 31.5% | 29.0% | 24.7% | 24.4% | 24.2% | 20.8% | 21.4% | 23.7% | 10.5% | 10.7% | 13.0% | 70,969 | 45,481 | 45,390 |
| DOC | 16.7% | 16.5% | 16.6% | 39.8% | 38.8% | 37.9% | 22.0% | 21.9% | 21.9% | 16.1% | 16.8% | 17.3% | 5.4% | 6.0% | 6.3% | 20,208 | 10,176 | 9,534 |
| DOE | 19.2% | 18.3% | 17.1% | 40.8% | 40.6% | 38.7% | 19.6% | 20.3% | 20.1% | 14.9% | 14.5% | 16.9% | 5.5% | 6.2% | 7.1% | 8,468 | 8,445 | 7,914 |
| DOI | 15.6% | 15.7% | 14.7% | 38.9% | 39.6% | 37.7% | 21.5% | 21.6% | 21.7% | 17.5% | 16.8% | 18.6% | 6.5% | 6.2% | 7.3% | 27,559 | 25,091 | 22,360 |
| DOJ | 15.7% | 15.0% | 15.5% | 37.1% | 38.3% | 38.1% | 23.1% | 22.3% | 22.3% | 17.3% | 17.9% | 17.4% | 6.8% | 6.5% | 6.8% | 29,276 | 15,087 | 15,498 |
| DOL | 17.7% | 17.9% | 17.1% | 37.1% | 39.1% | 39.0% | 21.8% | 21.2% | 21.6% | 16.2% | 15.7% | 16.3% | 7.3% | 6.1% | 6.0% | 7,852 | 8,608 | 11,072 |
| DOT | 17.2% | 16.8% | 14.7% | 40.3% | 40.3% | 40.5% | 21.0% | 21.6% | 21.4% | 15.5% | 15.2% | 16.5% | 6.0% | 6.1% | 6.8% | 20,984 | 16,372 | 14,498 |
| ED | 11.7% | 15.1% | 16.2% | 32.0% | 37.5% | 36.7% | 22.9% | 21.4% | 20.1% | 21.9% | 17.7% | 17.0% | 11.4% | 8.2% | 10.0% | 2,539 | 2,768 | 2,821 |
| EEOC | 17.8% | 20.6% | 17.7% | 36.5% | 33.7% | 37.6% | 19.4% | 20.8% | 20.3% | 19.2% | 17.0% | 16.5% | 7.0% | 7.9% | 7.8% | 1,343 | 1,410 | 1,465 |
| EPA | 13.2% | 15.1% | 13.9% | 40.3% | 41.7% | 41.1% | 22.1% | 21.2% | 21.8% | 18.1% | 16.5% | 17.3% | 6.4% | 5.5% | 6.0% | 7,776 | 9,182 | 9,954 |
| FCC | 21.2% | 17.2% | 16.8% | 35.7% | 38.6% | 37.0% | 23.3% | 23.5% | 21.2% | 14.4% | 14.8% | 17.7% | 5.5% | 5.9% | 7.2% | 569 | 686 | 630 |
| FERC | 31.7% | 27.8% | 25.7% | 39.9% | 43.2% | 41.1% | 15.8% | 16.5% | 18.3% | 9.1% | 9.2% | 11.2% | 3.4% | 3.3% | 3.7% | 1,105 | 1,061 | 1,135 |
| FTC | 33.7% | 32.3% | 34.9% | 45.0% | 43.3% | 39.6% | 11.0% | 12.8% | 11.7% | 7.3% | 9.0% | 10.7% | 3.1% | 2.6% | 3.1% | 624 | 601 | 617 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.1% | 15.3% | 14.3% | 38.0% | 37.4% | 36.3% | 22.2% | 22.3% | 22.7% | 17.0% | 17.9% | 18.8% | 6.7% | 7.1% | 7.8% | 577,168 | 468,305 | 394,068 |
| GSA | 24.2% | 24.0% | 21.0% | 39.9% | 40.6% | 39.2% | 18.9% | 18.6% | 19.6% | 12.6% | 12.3% | 14.6% | 4.3% | 4.5% | 5.7% | 6,991 | 7,360 | 6,873 |
| HHS | 18.9% | 18.4% | 16.9% | 41.5% | 41.2% | 40.1% | 20.6% | 21.0% | 21.8% | 14.2% | 14.5% | 15.4% | 4.9% | 4.8% | 5.9% | 41,867 | 41,740 | 39,125 |
| HUD | 16.9% | 17.2% | 15.7% | 38.0% | 38.9% | 36.8% | 21.1% | 22.1% | 22.4% | 16.4% | 15.7% | 17.7% | 7.5% | 6.1% | 7.3% | 4,504 | 4,855 | 5,375 |
| NARA | 15.4% | 18.7% | 17.3% | 35.6% | 37.9% | 34.0% | 20.5% | 20.1% | 21.0% | 18.2% | 15.0% | 18.3% | 10.3% | 8.3% | 9.3% | 1,695 | 1,823 | 1,827 |
| NASA | 30.4% | 30.0% | 28.2% | 42.8% | 43.2% | 42.8% | 14.6% | 14.6% | 15.9% | 9.1% | 9.3% | 9.9% | 3.0% | 2.9% | 3.2% | 11,367 | 11,586 | 10,990 |
| NCUA | 14.7% | 16.6% | 18.6% | 36.5% | 37.0% | 42.0% | 21.2% | 22.8% | 20.0% | 19.5% | 17.2% | 13.3% | 8.1% | 6.4% | 6.1% | 610 | 646 | 643 |
| NLRB | 14.8% | 19.3% | 17.3% | 33.7% | 36.9% | 34.8% | 20.3% | 19.9% | 18.6% | 21.4% | 17.4% | 21.5% | 9.9% | 6.5% | 7.8% | 828 | 828 | 853 |
| NRC | 22.3% | 20.5% | 20.7% | 42.5% | 43.0% | 41.2% | 17.9% | 18.7% | 18.3% | 12.6% | 12.9% | 14.9% | 4.7% | 5.0% | 4.9% | 2,275 | 2,412 | 2,107 |
| NSF | 25.0% | 25.5% | 24.8% | 40.1% | 40.3% | 37.2% | 16.8% | 16.0% | 18.6% | 12.9% | 12.2% | 14.5% | 5.2% | 6.1% | 4.9% | 920 | 892 | 840 |
| OMB | 22.0% | 18.3% | 20.9% | 44.6% | 47.4% | 49.0% | 17.6% | 21.9% | 15.5% | 13.1% | 10.6% | 11.6% | 2.6% | 1.8% | 3.1% | 336 | 339 | 350 |
| OPM | 16.0% | 16.3% | 16.5% | 35.5% | 37.1% | 36.9% | 23.8% | 22.3% | 21.9% | 17.1% | 16.8% | 16.9% | 7.6% | 7.6% | 7.8% | 2,993 | 2,839 | 3,135 |
| PBGC | 27.4% | 24.2% | 18.3% | 44.7% | 44.2% | 41.9% | 17.2% | 17.0% | 19.9% | 6.7% | 11.0% | 15.1% | 4.0% | 3.6% | 4.7% | 512 | 590 | 552 |
| RRB | 19.6% | 18.3% | 15.1% | 32.7% | 36.0% | 35.5% | 19.0% | 22.3% | 29.7% | 18.3% | 14.7% | 15.4% | 10.4% | 8.7% | 4.4% | 394 | 432 | 311 |
| SBA | 18.0% | 16.7% | 14.0% | 36.8% | 36.8% | 34.5% | 20.6% | 20.6% | 20.7% | 17.2% | 17.4% | 20.5% | 7.4% | 8.4% | 10.3% | 1,507 | 1,475 | 1,336 |
| SEC | 24.7% | 24.2% | 20.2% | 42.9% | 41.7% | 40.6% | 16.8% | 17.8% | 20.0% | 11.7% | 11.8% | 13.8% | 3.9% | 4.6% | 5.4% | 3,347 | 3,469 | 3,147 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.1% | 15.3% | 14.3% | 38.0% | 37.4% | 36.3% | 22.2% | 22.3% | 22.7% | 17.0% | 17.9% | 18.8% | 6.7% | 7.1% | 7.8% | 577,168 | 468,305 | 394,068 |
| SSA | 12.6% | 12.9% | 13.0% | 34.7% | 35.3% | 35.4% | 24.5% | 24.6% | 23.4% | 20.7% | 20.2% | 21.7% | 7.5% | 7.1% | 6.5% | 24,917 | 8,021 | 8,439 |
| State | 14.1% | 14.0% | 16.0% | 41.8% | 43.5% | 43.0% | 21.9% | 21.2% | 21.0% | 17.1% | 17.6% | 15.9% | 5.2% | 3.9% | 4.2% | 6,790 | 4,022 | 4,970 |
| USAID | 14.8% | 15.4% | 15.4% | 42.5% | 43.7% | 41.4% | 20.0% | 19.9% | 20.3% | 17.5% | 16.1% | 17.5% | 5.0% | 4.9% | 5.5% | 1,796 | 2,011 | 2,216 |
| USDA | 11.8% | 13.8% | 12.9% | 38.3% | 42.0% | 40.6% | 23.9% | 22.9% | 23.4% | 19.3% | 16.3% | 17.6% | 6.7% | 5.0% | 5.5% | 42,086 | 47,758 | 22,359 |
| USDT | 14.0% | 13.7% | 12.9% | 35.4% | 36.3% | 35.1% | 23.4% | 23.8% | 23.6% | 19.0% | 18.3% | 19.5% | 8.2% | 7.9% | 8.9% | 40,786 | 45,022 | 43,978 |
| Small Agencies | 19.6% | 20.7% | 19.0% | 37.0% | 37.5% | 38.2% | 18.4% | 20.6% | 20.1% | 17.7% | 14.0% | 15.4% | 7.3% | 7.1% | 7.4% | 5,138 | 5,419 | 5,302 |
| DOD | 17.2% | 16.9% | 15.3% | 39.4% | 39.5% | 38.0% | 21.7% | 21.8% | 22.7% | 15.8% | 16.1% | 17.3% | 6.0% | 5.7% | 6.6% | 174,982 | 67,793 | 56,191 |
| USACE | 18.9% | 17.0% | 15.6% | 44.4% | 44.3% | 41.7% | 20.3% | 21.6% | 22.6% | 12.7% | 13.6% | 15.2% | 3.8% | 3.6% | 4.9% | 18,446 | 4,313 | 3,529 |
| Air Force | 18.4% | 18.0% | 17.2% | 38.2% | 38.9% | 38.0% | 20.6% | 20.9% | 22.0% | 16.1% | 16.3% | 16.3% | 6.7% | 5.9% | 6.5% | 31,633 | 15,970 | 14,744 |
| Army‡ | 16.6% | 15.7% | 14.3% | 38.1% | 38.7% | 35.6% | 22.1% | 22.0% | 22.9% | 16.7% | 17.2% | 19.3% | 6.6% | 6.4% | 7.8% | 49,355 | 16,809 | 12,921 |
| Navy‡ | 16.0% | 16.7% | 14.4% | 41.5% | 41.4% | 40.6% | 22.4% | 22.2% | 23.3% | 15.1% | 15.0% | 16.6% | 5.0% | 4.6% | 5.1% | 40,796 | 13,604 | 10,721 |
| Marine Corps | 20.5% | 18.8% | 16.2% | 35.8% | 35.7% | 34.0% | 20.9% | 23.0% | 23.2% | 16.3% | 16.8% | 19.1% | 6.6% | 5.9% | 7.5% | 5,068 | 1,754 | 1,155 |
| DOD 4th Estate | 17.7% | 17.3% | 16.0% | 38.2% | 37.2% | 36.8% | 21.6% | 21.8% | 22.4% | 16.1% | 16.9% | 17.0% | 6.4% | 6.8% | 7.9% | 29,684 | 15,343 | 13,121 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.0% | 13.6% | 12.4% | 36.9% | 36.7% | 35.5% | 22.9% | 23.0% | 23.5% | 18.3% | 18.7% | 19.7% | 7.8% | 8.1% | 8.8% | 577,134 | 467,501 | 393,156 |
| BBG | 10.5% | 9.4% | 9.7% | 30.5% | 29.7% | 28.6% | 24.5% | 25.2% | 25.1% | 20.0% | 21.6% | 20.4% | 14.5% | 14.1% | 16.2% | 812 | 1,055 | 874 |
| CSOSA | 14.4% | 13.0% | 11.2% | 31.8% | 31.2% | 32.6% | 25.0% | 20.7% | 25.4% | 20.7% | 26.9% | 22.6% | 8.1% | 8.2% | 8.3% | 444 | 508 | 590 |
| DHS | 10.8% | 10.0% | 8.5% | 31.1% | 30.6% | 28.3% | 23.8% | 23.8% | 23.3% | 22.3% | 23.0% | 24.9% | 12.0% | 12.6% | 15.0% | 71,015 | 45,387 | 45,302 |
| DOC | 14.4% | 13.8% | 13.7% | 39.7% | 38.9% | 37.9% | 23.1% | 22.6% | 22.0% | 16.6% | 17.4% | 19.1% | 6.2% | 7.2% | 7.4% | 20,219 | 10,173 | 9,521 |
| DOE | 18.0% | 17.7% | 15.3% | 39.4% | 39.0% | 39.1% | 21.4% | 21.1% | 21.3% | 15.2% | 15.7% | 16.8% | 5.9% | 6.5% | 7.5% | 8,467 | 8,435 | 7,892 |
| DOI | 12.5% | 12.4% | 10.6% | 35.6% | 37.5% | 34.9% | 23.5% | 23.0% | 24.0% | 20.0% | 19.1% | 21.2% | 8.4% | 8.1% | 9.2% | 27,535 | 25,061 | 22,318 |
| DOJ | 13.3% | 13.5% | 13.6% | 35.5% | 36.8% | 38.0% | 23.3% | 23.0% | 22.9% | 19.5% | 19.0% | 18.4% | 8.4% | 7.7% | 7.1% | 29,234 | 15,068 | 15,473 |
| DOL | 15.6% | 16.7% | 15.9% | 36.2% | 38.4% | 38.4% | 22.2% | 21.0% | 22.3% | 17.7% | 16.7% | 16.7% | 8.3% | 7.1% | 6.8% | 7,849 | 8,594 | 11,052 |
| DOT | 14.9% | 14.2% | 13.1% | 38.3% | 39.7% | 37.5% | 23.4% | 22.1% | 23.6% | 16.3% | 17.0% | 17.7% | 7.0% | 6.9% | 8.1% | 20,984 | 16,345 | 14,446 |
| ED | 9.4% | 14.8% | 14.4% | 30.5% | 38.2% | 38.1% | 21.1% | 21.0% | 21.3% | 25.6% | 17.0% | 18.1% | 13.5% | 9.0% | 8.1% | 2,534 | 2,760 | 2,817 |
| EEOC | 19.4% | 20.1% | 16.4% | 39.3% | 38.0% | 43.8% | 21.5% | 20.1% | 18.4% | 13.7% | 14.8% | 15.0% | 6.1% | 6.9% | 6.4% | 1,348 | 1,414 | 1,452 |
| EPA | 11.9% | 14.3% | 10.9% | 37.7% | 40.0% | 40.3% | 22.5% | 21.1% | 24.2% | 20.1% | 17.8% | 18.4% | 7.9% | 6.9% | 6.2% | 7,770 | 9,178 | 9,910 |
| FCC | 19.7% | 14.3% | 14.5% | 34.8% | 37.6% | 34.3% | 22.4% | 23.3% | 23.2% | 16.5% | 18.5% | 18.1% | 6.6% | 6.4% | 9.9% | 570 | 686 | 628 |
| FERC | 30.8% | 26.7% | 22.5% | 38.3% | 44.4% | 41.9% | 17.3% | 16.0% | 18.0% | 9.8% | 10.2% | 13.4% | 3.9% | 2.7% | 4.2% | 1,106 | 1,057 | 1,136 |
| FTC | 34.1% | 33.5% | 33.4% | 45.6% | 44.5% | 42.8% | 9.8% | 11.9% | 12.3% | 8.2% | 7.5% | 8.6% | 2.3% | 2.5% | 2.9% | 624 | 600 | 619 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.0% | 13.6% | 12.4% | 36.9% | 36.7% | 35.5% | 22.9% | 23.0% | 23.5% | 18.3% | 18.7% | 19.7% | 7.8% | 8.1% | 8.8% | 577,134 | 467,501 | 393,156 |
| GSA | 24.4% | 24.2% | 20.7% | 42.8% | 42.1% | 40.0% | 18.6% | 19.1% | 20.6% | 10.8% | 10.6% | 13.3% | 3.5% | 3.9% | 5.4% | 6,994 | 7,353 | 6,861 |
| HHS | 17.0% | 17.1% | 14.8% | 40.8% | 40.5% | 38.7% | 21.7% | 22.0% | 23.3% | 14.8% | 14.9% | 16.5% | 5.7% | 5.5% | 6.6% | 41,871 | 41,670 | 39,077 |
| HUD | 15.1% | 15.9% | 13.7% | 37.3% | 39.4% | 37.4% | 23.4% | 22.3% | 23.1% | 15.9% | 16.0% | 18.0% | 8.3% | 6.4% | 7.7% | 4,506 | 4,852 | 5,364 |
| NARA | 15.3% | 18.5% | 18.2% | 39.4% | 41.6% | 39.9% | 20.0% | 20.6% | 19.7% | 15.9% | 12.8% | 14.2% | 9.5% | 6.5% | 8.1% | 1,695 | 1,818 | 1,822 |
| NASA | 29.2% | 28.8% | 27.3% | 43.4% | 44.3% | 43.4% | 15.8% | 15.5% | 16.6% | 9.0% | 8.7% | 9.6% | 2.6% | 2.8% | 3.1% | 11,364 | 11,566 | 10,975 |
| NCUA | 15.3% | 14.9% | 19.2% | 39.2% | 41.1% | 45.1% | 21.3% | 19.8% | 19.6% | 17.1% | 17.1% | 11.7% | 7.0% | 7.1% | 4.4% | 613 | 641 | 639 |
| NLRB | 11.8% | 16.2% | 12.6% | 29.5% | 37.6% | 33.9% | 19.3% | 22.9% | 23.2% | 22.1% | 18.4% | 21.3% | 17.3% | 4.9% | 8.9% | 828 | 824 | 851 |
| NRC | 24.6% | 22.6% | 22.1% | 44.5% | 43.8% | 42.3% | 15.5% | 16.3% | 16.3% | 10.8% | 12.4% | 14.6% | 4.5% | 4.9% | 4.8% | 2,280 | 2,409 | 2,110 |
| NSF | 22.4% | 24.5% | 21.1% | 39.7% | 36.7% | 39.7% | 18.5% | 17.9% | 18.2% | 12.8% | 14.7% | 15.2% | 6.5% | 6.1% | 5.8% | 923 | 892 | 836 |
| OMB | 23.4% | 21.3% | 25.7% | 48.9% | 42.5% | 43.3% | 12.6% | 17.4% | 15.9% | 10.1% | 16.8% | 13.5% | 5.0% | 2.0% | 1.6% | 336 | 340 | 349 |
| OPM | 16.0% | 16.7% | 16.0% | 35.5% | 38.4% | 41.0% | 21.6% | 21.6% | 20.6% | 17.0% | 15.5% | 15.3% | 9.9% | 7.7% | 7.1% | 2,994 | 2,843 | 3,118 |
| PBGC | 26.6% | 21.9% | 17.0% | 45.3% | 42.6% | 38.7% | 14.4% | 19.3% | 20.0% | 9.3% | 13.1% | 19.1% | 4.4% | 3.1% | 5.2% | 514 | 588 | 555 |
| RRB | 17.9% | 19.2% | 15.0% | 35.3% | 38.5% | 38.3% | 18.3% | 18.8% | 25.0% | 18.9% | 15.3% | 14.8% | 9.6% | 8.2% | 6.9% | 392 | 431 | 310 |
| SBA | 17.0% | 14.6% | 12.9% | 36.0% | 39.1% | 34.6% | 22.1% | 19.2% | 21.6% | 16.8% | 17.4% | 20.1% | 8.1% | 9.8% | 10.8% | 1,515 | 1,472 | 1,332 |
| SEC | 21.8% | 21.4% | 17.1% | 42.0% | 42.0% | 39.3% | 17.8% | 19.6% | 20.9% | 13.3% | 12.1% | 16.1% | 5.1% | 4.8% | 6.5% | 3,353 | 3,468 | 3,139 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 14.0% | 13.6% | 12.4% | 36.9% | 36.7% | 35.5% | 22.9% | 23.0% | 23.5% | 18.3% | 18.7% | 19.7% | 7.8% | 8.1% | 8.8% | 577,134 | 467,501 | 393,156 |
| SSA | 13.9% | 13.7% | 13.8% | 38.9% | 40.2% | 38.9% | 23.1% | 22.0% | 22.3% | 17.0% | 17.1% | 17.7% | 7.1% | 7.0% | 7.2% | 24,914 | 8,001 | 8,403 |
| State | 11.5% | 12.0% | 12.9% | 37.7% | 35.5% | 40.9% | 22.4% | 21.2% | 22.6% | 20.9% | 23.6% | 18.3% | 7.5% | 7.7% | 5.5% | 6,796 | 4,007 | 4,960 |
| USAID | 15.7% | 19.1% | 15.4% | 44.3% | 41.0% | 40.1% | 18.0% | 19.3% | 22.6% | 16.7% | 15.5% | 16.9% | 5.3% | 5.1% | 5.0% | 1,794 | 2,009 | 2,208 |
| USDA | 9.3% | 11.0% | 10.1% | 35.4% | 39.6% | 37.2% | 25.2% | 24.4% | 25.4% | 21.5% | 18.8% | 20.5% | 8.6% | 6.2% | 6.8% | 42,089 | 47,708 | 22,290 |
| USDT | 14.3% | 13.7% | 13.1% | 38.9% | 39.7% | 38.4% | 22.3% | 22.4% | 22.4% | 16.7% | 16.7% | 17.7% | 7.8% | 7.6% | 8.3% | 40,803 | 44,940 | 43,873 |
| Small Agencies | 17.5% | 18.6% | 16.6% | 34.0% | 37.3% | 35.7% | 20.7% | 19.2% | 20.7% | 17.9% | 17.1% | 18.1% | 9.9% | 7.8% | 8.8% | 5,132 | 5,411 | 5,303 |
| DOD | 14.4% | 14.5% | 12.6% | 37.6% | 37.7% | 35.9% | 23.1% | 23.0% | 23.9% | 18.0% | 18.0% | 19.5% | 7.0% | 6.9% | 8.1% | 174,917 | 67,696 | 56,038 |
| USACE | 15.1% | 13.8% | 12.2% | 41.5% | 39.8% | 38.7% | 22.9% | 24.4% | 25.4% | 16.0% | 16.5% | 17.6% | 4.4% | 5.5% | 6.1% | 18,437 | 4,294 | 3,513 |
| Air Force | 14.8% | 14.8% | 14.3% | 35.8% | 36.5% | 35.1% | 23.0% | 22.6% | 23.6% | 18.6% | 18.7% | 19.1% | 7.8% | 7.4% | 7.8% | 31,611 | 15,942 | 14,711 |
| Army‡ | 14.0% | 13.8% | 12.2% | 35.8% | 36.5% | 33.4% | 22.9% | 22.4% | 23.0% | 19.4% | 19.3% | 21.7% | 8.0% | 8.0% | 9.8% | 49,350 | 16,773 | 12,882 |
| Navy‡ | 13.4% | 14.1% | 11.2% | 39.6% | 39.7% | 38.2% | 24.3% | 24.2% | 25.1% | 16.9% | 16.5% | 18.8% | 5.8% | 5.5% | 6.6% | 40,777 | 13,592 | 10,679 |
| Marine Corps | 16.4% | 16.1% | 13.1% | 34.8% | 35.2% | 31.2% | 21.9% | 23.5% | 23.1% | 18.1% | 18.2% | 23.3% | 8.8% | 7.1% | 9.3% | 5,063 | 1,754 | 1,153 |
| DOD 4th Estate | 16.0% | 15.8% | 13.9% | 38.7% | 37.5% | 37.0% | 21.4% | 21.5% | 23.1% | 16.9% | 17.8% | 17.4% | 7.0% | 7.4% | 8.6% | 29,679 | 15,341 | 13,100 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.7% | 15.6% | 14.4% | 35.4% | 34.5% | 33.1% | 23.0% | 23.5% | 23.8% | 15.9% | 16.6% | 17.8% | 9.0% | 9.8% | 10.8% | 576,832 | 466,707 | 392,389 |
| BBG | 15.3% | 11.4% | 11.9% | 32.3% | 30.7% | 30.2% | 19.4% | 22.8% | 24.1% | 17.6% | 20.0% | 17.5% | 15.4% | 15.1% | 16.4% | 813 | 1,053 | 870 |
| CSOSA | 14.5% | 15.9% | 14.9% | 31.9% | 34.1% | 31.5% | 30.1% | 24.4% | 23.9% | 14.9% | 16.1% | 20.2% | 8.6% | 9.5% | 9.4% | 445 | 507 | 593 |
| DHS | 12.8% | 12.0% | 9.9% | 30.1% | 30.0% | 26.7% | 24.2% | 24.0% | 24.2% | 19.6% | 20.2% | 21.8% | 13.2% | 13.7% | 17.3% | 70,977 | 45,367 | 45,219 |
| DOC | 18.4% | 17.2% | 17.2% | 39.8% | 40.6% | 37.1% | 21.9% | 22.0% | 22.3% | 13.7% | 13.7% | 15.9% | 6.3% | 6.5% | 7.6% | 20,211 | 10,159 | 9,507 |
| DOE | 19.9% | 18.8% | 16.6% | 40.0% | 38.8% | 36.7% | 21.0% | 22.6% | 22.1% | 12.8% | 13.0% | 15.9% | 6.2% | 6.8% | 8.7% | 8,459 | 8,420 | 7,881 |
| DOI | 16.5% | 15.8% | 14.1% | 37.9% | 37.2% | 35.3% | 22.9% | 23.6% | 23.9% | 15.0% | 15.3% | 17.3% | 7.6% | 8.0% | 9.5% | 27,527 | 24,973 | 22,262 |
| DOJ | 17.5% | 15.9% | 16.4% | 35.4% | 35.8% | 35.1% | 21.8% | 23.2% | 21.4% | 15.9% | 15.9% | 16.9% | 9.3% | 9.2% | 10.2% | 29,248 | 15,049 | 15,431 |
| DOL | 19.0% | 19.2% | 18.2% | 36.0% | 36.2% | 35.3% | 21.5% | 21.6% | 22.2% | 14.4% | 14.3% | 15.7% | 9.1% | 8.7% | 8.6% | 7,837 | 8,586 | 11,025 |
| DOT | 16.7% | 16.1% | 14.5% | 36.2% | 35.6% | 33.7% | 23.0% | 23.8% | 24.1% | 15.0% | 15.7% | 17.1% | 9.1% | 8.8% | 10.6% | 20,978 | 16,316 | 14,420 |
| ED | 13.7% | 17.0% | 18.0% | 36.4% | 37.2% | 32.8% | 23.3% | 21.2% | 21.8% | 17.1% | 15.4% | 17.5% | 9.6% | 9.1% | 9.9% | 2,535 | 2,765 | 2,813 |
| EEOC | 25.7% | 23.0% | 18.6% | 35.3% | 33.9% | 35.8% | 16.5% | 20.9% | 22.0% | 14.7% | 14.4% | 14.4% | 7.8% | 7.8% | 9.3% | 1,344 | 1,405 | 1,455 |
| EPA | 15.7% | 17.4% | 15.2% | 41.8% | 41.4% | 39.0% | 22.0% | 20.9% | 22.4% | 14.0% | 14.2% | 15.9% | 6.5% | 6.2% | 7.4% | 7,772 | 9,151 | 9,898 |
| FCC | 23.5% | 17.4% | 19.4% | 34.8% | 37.0% | 31.7% | 22.4% | 24.9% | 20.9% | 13.2% | 14.4% | 19.1% | 6.1% | 6.3% | 8.9% | 571 | 684 | 627 |
| FERC | 34.6% | 30.8% | 26.1% | 38.4% | 39.9% | 39.4% | 15.7% | 16.0% | 18.7% | 7.7% | 8.6% | 11.6% | 3.7% | 4.7% | 4.2% | 1,104 | 1,060 | 1,131 |
| FTC | 40.0% | 37.7% | 34.2% | 38.2% | 37.9% | 36.5% | 10.8% | 13.7% | 15.3% | 7.4% | 7.0% | 9.4% | 3.5% | 3.7% | 4.6% | 624 | 599 | 617 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.7% | 15.6% | 14.4% | 35.4% | 34.5% | 33.1% | 23.0% | 23.5% | 23.8% | 15.9% | 16.6% | 17.8% | 9.0% | 9.8% | 10.8% | 576,832 | 466,707 | 392,389 |
| GSA | 25.2% | 24.6% | 20.0% | 39.1% | 38.4% | 36.7% | 19.5% | 20.3% | 22.3% | 11.1% | 11.2% | 13.7% | 5.1% | 5.5% | 7.3% | 6,991 | 7,343 | 6,853 |
| HHS | 21.4% | 20.9% | 18.2% | 38.5% | 38.2% | 35.9% | 20.6% | 20.7% | 22.2% | 13.2% | 13.5% | 15.4% | 6.3% | 6.7% | 8.3% | 41,832 | 41,622 | 39,005 |
| HUD | 20.6% | 21.1% | 18.6% | 37.0% | 39.0% | 36.1% | 20.1% | 20.8% | 20.5% | 13.7% | 12.7% | 16.0% | 8.6% | 6.5% | 8.8% | 4,498 | 4,830 | 5,360 |
| NARA | 19.8% | 20.8% | 18.6% | 35.8% | 35.7% | 35.8% | 19.8% | 21.4% | 21.1% | 15.3% | 13.5% | 14.2% | 9.2% | 8.6% | 10.3% | 1,695 | 1,816 | 1,822 |
| NASA | 32.0% | 30.3% | 27.4% | 38.8% | 39.4% | 39.3% | 16.2% | 16.8% | 18.2% | 9.3% | 9.3% | 10.7% | 3.9% | 4.2% | 4.5% | 11,348 | 11,561 | 10,944 |
| NCUA | 15.5% | 18.6% | 21.3% | 35.3% | 38.6% | 39.5% | 22.7% | 19.9% | 16.6% | 17.4% | 14.4% | 14.7% | 9.1% | 8.5% | 7.9% | 610 | 643 | 637 |
| NLRB | 17.5% | 21.7% | 16.5% | 37.6% | 35.0% | 34.8% | 18.6% | 19.9% | 16.8% | 16.1% | 15.1% | 19.1% | 10.3% | 8.4% | 12.9% | 827 | 824 | 850 |
| NRC | 25.6% | 23.3% | 22.5% | 40.4% | 41.4% | 37.6% | 17.0% | 18.6% | 20.1% | 11.2% | 11.1% | 12.6% | 5.8% | 5.6% | 7.2% | 2,278 | 2,404 | 2,107 |
| NSF | 26.5% | 28.0% | 25.1% | 36.2% | 36.6% | 36.2% | 18.4% | 17.6% | 18.8% | 12.4% | 10.1% | 11.0% | 6.5% | 7.7% | 8.9% | 922 | 885 | 837 |
| OMB | 23.5% | 21.4% | 22.6% | 47.8% | 47.6% | 44.3% | 16.3% | 17.4% | 16.6% | 10.6% | 11.3% | 12.9% | 1.8% | 2.3% | 3.6% | 334 | 337 | 348 |
| OPM | 19.8% | 19.2% | 18.5% | 37.6% | 38.5% | 36.5% | 21.4% | 21.3% | 22.4% | 13.3% | 13.5% | 14.5% | 7.8% | 7.5% | 8.2% | 2,998 | 2,832 | 3,109 |
| PBGC | 27.5% | 24.4% | 19.9% | 41.0% | 39.9% | 36.0% | 15.2% | 18.3% | 20.7% | 11.0% | 12.0% | 16.4% | 5.2% | 5.4% | 7.0% | 512 | 585 | 552 |
| RRB | 21.0% | 23.0% | 16.5% | 36.2% | 33.9% | 38.3% | 17.9% | 21.4% | 25.7% | 16.5% | 13.3% | 13.2% | 8.4% | 8.4% | 6.4% | 393 | 427 | 307 |
| SBA | 19.8% | 16.8% | 14.7% | 35.5% | 35.1% | 31.5% | 20.4% | 20.7% | 22.2% | 15.7% | 16.1% | 18.6% | 8.6% | 11.4% | 13.0% | 1,512 | 1,471 | 1,326 |
| SEC | 26.0% | 24.3% | 21.3% | 39.4% | 39.7% | 37.2% | 17.7% | 18.1% | 19.5% | 11.1% | 12.1% | 14.1% | 5.8% | 5.8% | 7.9% | 3,351 | 3,457 | 3,136 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 16.7% | 15.6% | 14.4% | 35.4% | 34.5% | 33.1% | 23.0% | 23.5% | 23.8% | 15.9% | 16.6% | 17.8% | 9.0% | 9.8% | 10.8% | 576,832 | 466,707 | 392,389 |
| SSA | 15.2% | 14.7% | 15.4% | 35.6% | 36.1% | 34.8% | 21.9% | 22.4% | 21.8% | 17.8% | 18.0% | 17.8% | 9.5% | 8.9% | 10.2% | 24,889 | 7,999 | 8,406 |
| State | 14.2% | 14.8% | 14.5% | 37.8% | 40.3% | 37.7% | 23.8% | 22.4% | 23.5% | 17.0% | 15.4% | 17.0% | 7.3% | 7.1% | 7.3% | 6,790 | 4,000 | 4,950 |
| USAID | 14.1% | 15.7% | 13.9% | 37.4% | 37.9% | 36.3% | 23.0% | 23.1% | 23.3% | 17.7% | 15.9% | 17.9% | 7.8% | 7.3% | 8.6% | 1,795 | 2,001 | 2,207 |
| USDA | 12.3% | 14.3% | 13.1% | 37.1% | 38.8% | 37.3% | 24.6% | 24.0% | 24.1% | 17.3% | 15.9% | 17.0% | 8.7% | 7.0% | 8.5% | 42,058 | 47,608 | 22,270 |
| USDT | 17.2% | 16.7% | 15.8% | 37.1% | 38.0% | 36.6% | 21.8% | 21.5% | 21.8% | 15.1% | 15.2% | 16.4% | 8.7% | 8.5% | 9.5% | 40,780 | 44,843 | 43,761 |
| Small Agencies | 21.0% | 22.0% | 19.1% | 35.3% | 34.7% | 35.9% | 21.8% | 21.0% | 20.7% | 13.4% | 14.0% | 14.9% | 8.6% | 8.2% | 9.3% | 5,132 | 5,392 | 5,289 |
| DOD | 16.7% | 16.1% | 14.3% | 34.9% | 34.9% | 33.3% | 23.9% | 24.4% | 25.2% | 15.7% | 15.6% | 17.2% | 8.8% | 9.0% | 10.1% | 174,842 | 67,582 | 55,919 |
| USACE | 19.4% | 17.4% | 14.6% | 39.8% | 39.1% | 37.3% | 22.5% | 23.4% | 24.4% | 12.9% | 14.0% | 15.7% | 5.5% | 6.1% | 8.1% | 18,439 | 4,300 | 3,514 |
| Air Force | 17.9% | 17.1% | 17.0% | 34.0% | 34.3% | 33.0% | 23.4% | 24.1% | 24.3% | 15.2% | 15.3% | 16.2% | 9.5% | 9.3% | 9.6% | 31,607 | 15,910 | 14,643 |
| Army‡ | 15.9% | 15.1% | 13.3% | 33.4% | 33.9% | 31.4% | 23.9% | 23.9% | 25.2% | 16.7% | 16.5% | 18.1% | 10.0% | 10.5% | 12.0% | 49,320 | 16,747 | 12,856 |
| Navy‡ | 14.9% | 15.0% | 12.5% | 36.6% | 36.2% | 35.1% | 25.2% | 26.2% | 26.7% | 15.8% | 15.1% | 16.7% | 7.5% | 7.5% | 9.0% | 40,765 | 13,573 | 10,685 |
| Marine Corps | 19.8% | 18.8% | 13.5% | 32.1% | 33.3% | 31.2% | 24.4% | 25.5% | 24.9% | 14.6% | 14.3% | 21.3% | 9.1% | 8.2% | 9.2% | 5,060 | 1,757 | 1,153 |
| DOD 4th Estate | 18.3% | 17.9% | 15.5% | 34.2% | 34.0% | 32.9% | 22.5% | 22.6% | 23.9% | 15.7% | 16.0% | 17.3% | 9.2% | 9.5% | 10.3% | 29,651 | 15,295 | 13,068 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 12.5% | 12.0% | 10.8% | 33.2% | 32.9% | 31.6% | 29.0% | 29.5% | 29.3% | 16.3% | 16.4% | 18.0% | 9.0% | 9.2% | 10.3% | 576,502 | 466,287 | 392,440 |
| BBG | 10.2% | 8.7% | 9.1% | 27.8% | 25.4% | 26.7% | 25.8% | 31.3% | 26.9% | 19.8% | 18.4% | 19.1% | 16.4% | 16.2% | 18.1% | 811 | 1,058 | 873 |
| CSOSA | 10.5% | 12.0% | 9.1% | 32.2% | 30.9% | 32.7% | 34.1% | 30.8% | 32.4% | 16.3% | 18.5% | 18.4% | 6.8% | 7.8% | 7.5% | 443 | 503 | 594 |
| DHS | 9.6% | 9.1% | 7.3% | 27.0% | 26.5% | 23.0% | 28.6% | 28.3% | 27.0% | 20.6% | 21.3% | 23.6% | 14.1% | 14.7% | 19.0% | 70,940 | 45,311 | 45,236 |
| DOC | 12.8% | 12.1% | 12.3% | 35.7% | 34.3% | 31.9% | 30.3% | 30.7% | 30.3% | 14.4% | 15.0% | 17.1% | 6.8% | 7.9% | 8.4% | 20,191 | 10,142 | 9,510 |
| DOE | 14.1% | 13.1% | 11.5% | 35.4% | 34.2% | 33.2% | 27.9% | 29.3% | 28.0% | 14.9% | 15.6% | 17.7% | 7.8% | 7.8% | 9.7% | 8,458 | 8,415 | 7,885 |
| DOI | 9.5% | 9.5% | 8.2% | 28.3% | 31.1% | 29.4% | 31.1% | 32.1% | 31.4% | 20.1% | 18.1% | 20.2% | 11.0% | 9.2% | 10.8% | 27,515 | 25,016 | 22,270 |
| DOJ | 13.0% | 13.5% | 13.4% | 33.8% | 35.5% | 36.2% | 28.0% | 27.6% | 27.5% | 16.1% | 15.1% | 14.9% | 9.0% | 8.3% | 8.0% | 29,206 | 15,029 | 15,431 |
| DOL | 14.4% | 14.4% | 14.2% | 31.6% | 34.1% | 34.5% | 28.7% | 28.6% | 27.7% | 15.7% | 14.1% | 15.2% | 9.6% | 8.8% | 8.3% | 7,844 | 8,575 | 11,032 |
| DOT | 12.3% | 11.3% | 10.4% | 32.6% | 32.8% | 31.1% | 30.3% | 31.7% | 30.4% | 16.1% | 15.8% | 18.0% | 8.7% | 8.4% | 10.1% | 20,957 | 16,295 | 14,455 |
| ED | 7.2% | 11.3% | 12.7% | 22.6% | 30.1% | 31.5% | 27.9% | 29.9% | 28.7% | 22.6% | 15.3% | 15.6% | 19.7% | 13.4% | 11.5% | 2,538 | 2,764 | 2,793 |
| EEOC | 17.6% | 17.3% | 14.3% | 33.5% | 35.7% | 35.2% | 25.5% | 24.3% | 25.5% | 15.0% | 13.7% | 16.4% | 8.4% | 9.0% | 8.5% | 1,343 | 1,404 | 1,451 |
| EPA | 7.3% | 9.4% | 8.2% | 24.7% | 30.0% | 32.1% | 26.5% | 27.6% | 31.8% | 21.4% | 17.8% | 19.2% | 20.0% | 15.2% | 8.7% | 7,755 | 9,144 | 9,911 |
| FCC | 16.5% | 13.2% | 13.0% | 29.2% | 33.1% | 31.8% | 31.0% | 30.5% | 26.0% | 15.1% | 14.6% | 18.8% | 8.1% | 8.6% | 10.4% | 573 | 687 | 626 |
| FERC | 31.0% | 26.2% | 21.8% | 39.3% | 42.6% | 39.9% | 19.4% | 19.6% | 21.9% | 6.4% | 7.4% | 12.2% | 3.8% | 4.3% | 4.1% | 1,106 | 1,060 | 1,129 |
| FTC | 28.3% | 26.4% | 32.0% | 40.1% | 37.1% | 39.6% | 22.1% | 23.3% | 17.9% | 6.2% | 9.7% | 7.4% | 3.3% | 3.5% | 3.1% | 620 | 595 | 617 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 12.5% | 12.0% | 10.8% | 33.2% | 32.9% | 31.6% | 29.0% | 29.5% | 29.3% | 16.3% | 16.4% | 18.0% | 9.0% | 9.2% | 10.3% | 576,502 | 466,287 | 392,440 |
| GSA | 19.8% | 19.2% | 16.1% | 38.9% | 37.4% | 35.3% | 24.9% | 25.4% | 27.1% | 11.5% | 12.2% | 14.1% | 5.0% | 5.8% | 7.4% | 6,985 | 7,330 | 6,839 |
| HHS | 15.5% | 15.1% | 13.4% | 38.0% | 37.3% | 35.6% | 28.2% | 28.8% | 28.5% | 12.4% | 12.8% | 15.0% | 5.9% | 6.1% | 7.6% | 41,774 | 41,548 | 38,973 |
| HUD | 12.2% | 13.3% | 12.0% | 29.3% | 31.8% | 31.9% | 30.6% | 30.5% | 29.8% | 17.1% | 16.1% | 16.6% | 10.8% | 8.3% | 9.8% | 4,502 | 4,816 | 5,352 |
| NARA | 9.9% | 14.4% | 13.2% | 28.2% | 30.8% | 29.9% | 28.3% | 27.9% | 26.2% | 20.0% | 17.2% | 19.0% | 13.5% | 9.7% | 11.7% | 1,695 | 1,812 | 1,825 |
| NASA | 24.6% | 23.3% | 21.6% | 40.8% | 42.6% | 40.8% | 22.6% | 22.1% | 23.3% | 8.4% | 8.5% | 10.1% | 3.7% | 3.5% | 4.1% | 11,351 | 11,549 | 10,935 |
| NCUA | 11.9% | 13.9% | 15.3% | 35.2% | 34.9% | 40.4% | 29.6% | 27.4% | 24.3% | 16.0% | 16.0% | 13.9% | 7.3% | 7.7% | 6.1% | 613 | 640 | 639 |
| NLRB | 10.2% | 17.6% | 14.1% | 21.6% | 32.9% | 32.3% | 20.8% | 27.5% | 26.1% | 22.2% | 14.3% | 18.2% | 25.2% | 7.7% | 9.2% | 831 | 825 | 848 |
| NRC | 19.0% | 18.3% | 17.4% | 40.5% | 38.8% | 38.1% | 23.1% | 24.4% | 24.5% | 11.7% | 12.3% | 13.3% | 5.8% | 6.2% | 6.7% | 2,274 | 2,407 | 2,101 |
| NSF | 19.1% | 20.1% | 17.0% | 37.6% | 37.3% | 35.4% | 24.0% | 22.1% | 24.8% | 13.1% | 13.2% | 14.7% | 6.2% | 7.2% | 8.0% | 921 | 889 | 838 |
| OMB | 9.4% | 10.3% | 18.2% | 28.3% | 30.5% | 44.0% | 27.1% | 33.6% | 23.7% | 24.8% | 18.9% | 12.1% | 10.4% | 6.8% | 2.1% | 337 | 338 | 351 |
| OPM | 13.3% | 13.5% | 13.1% | 31.8% | 34.6% | 32.8% | 31.1% | 29.3% | 30.7% | 14.7% | 14.2% | 14.1% | 9.1% | 8.4% | 9.2% | 2,999 | 2,829 | 3,118 |
| PBGC | 23.5% | 18.8% | 12.6% | 39.3% | 38.4% | 38.2% | 24.9% | 26.8% | 26.0% | 7.3% | 12.1% | 16.4% | 5.1% | 3.9% | 6.8% | 512 | 583 | 554 |
| RRB | 15.3% | 16.2% | 11.3% | 34.6% | 36.5% | 36.5% | 27.1% | 27.7% | 28.9% | 13.9% | 11.5% | 15.1% | 9.1% | 8.1% | 8.2% | 394 | 427 | 311 |
| SBA | 14.7% | 13.3% | 10.8% | 35.1% | 30.9% | 27.5% | 26.0% | 27.2% | 26.1% | 14.9% | 17.3% | 21.2% | 9.4% | 11.2% | 14.4% | 1,511 | 1,466 | 1,331 |
| SEC | 21.0% | 20.0% | 17.0% | 38.7% | 40.3% | 35.7% | 23.8% | 24.6% | 26.1% | 10.9% | 9.6% | 13.0% | 5.6% | 5.5% | 8.2% | 3,347 | 3,450 | 3,131 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 12.5% | 12.0% | 10.8% | 33.2% | 32.9% | 31.6% | 29.0% | 29.5% | 29.3% | 16.3% | 16.4% | 18.0% | 9.0% | 9.2% | 10.3% | 576,502 | 466,287 | 392,440 |
| SSA | 11.4% | 11.4% | 11.6% | 31.9% | 32.9% | 33.7% | 32.0% | 31.4% | 28.5% | 16.1% | 16.0% | 17.7% | 8.6% | 8.4% | 8.5% | 24,873 | 7,989 | 8,406 |
| State | 8.8% | 8.7% | 11.4% | 31.6% | 29.4% | 37.9% | 30.3% | 28.8% | 29.0% | 20.6% | 22.7% | 15.1% | 8.7% | 10.5% | 6.6% | 6,788 | 4,006 | 4,952 |
| USAID | 11.2% | 14.5% | 10.5% | 37.3% | 39.2% | 36.2% | 28.9% | 26.6% | 30.2% | 16.4% | 13.9% | 16.3% | 6.2% | 5.7% | 6.8% | 1,788 | 2,002 | 2,206 |
| USDA | 7.3% | 8.8% | 8.4% | 28.6% | 32.8% | 31.2% | 31.9% | 33.8% | 32.5% | 21.2% | 17.1% | 19.2% | 11.1% | 7.5% | 8.7% | 42,063 | 47,567 | 22,264 |
| USDT | 11.3% | 10.7% | 10.2% | 31.3% | 32.1% | 30.7% | 31.4% | 31.3% | 30.5% | 16.3% | 16.4% | 18.1% | 9.6% | 9.4% | 10.5% | 40,718 | 44,815 | 43,769 |
| Small Agencies | 15.4% | 16.0% | 14.6% | 31.4% | 33.1% | 32.3% | 27.3% | 26.9% | 26.5% | 15.4% | 14.5% | 16.7% | 10.4% | 9.5% | 10.0% | 5,131 | 5,399 | 5,275 |
| DOD | 13.5% | 13.4% | 11.4% | 35.4% | 35.7% | 33.6% | 28.6% | 28.7% | 29.1% | 15.0% | 14.9% | 16.9% | 7.5% | 7.4% | 9.0% | 174,795 | 67,505 | 55,946 |
| USACE | 14.0% | 12.5% | 11.0% | 38.4% | 39.1% | 35.1% | 29.5% | 29.9% | 30.0% | 12.9% | 13.8% | 16.5% | 5.2% | 4.7% | 7.5% | 18,449 | 4,297 | 3,516 |
| Air Force | 15.0% | 14.8% | 13.7% | 35.0% | 35.9% | 34.4% | 27.5% | 28.0% | 28.0% | 14.5% | 13.9% | 15.5% | 8.0% | 7.4% | 8.4% | 31,580 | 15,900 | 14,669 |
| Army‡ | 13.3% | 13.3% | 11.3% | 34.3% | 35.0% | 31.9% | 28.5% | 28.3% | 28.4% | 15.7% | 15.3% | 18.5% | 8.1% | 8.2% | 9.9% | 49,306 | 16,739 | 12,866 |
| Navy‡ | 11.8% | 12.3% | 9.2% | 36.7% | 36.2% | 34.9% | 30.1% | 30.3% | 31.3% | 14.8% | 14.7% | 16.1% | 6.6% | 6.5% | 8.5% | 40,744 | 13,534 | 10,679 |
| Marine Corps | 15.8% | 15.3% | 12.9% | 33.5% | 33.3% | 29.2% | 27.6% | 29.8% | 28.0% | 14.9% | 14.5% | 19.1% | 8.3% | 7.2% | 10.9% | 5,062 | 1,746 | 1,151 |
| DOD 4th Estate | 14.5% | 13.5% | 12.2% | 34.9% | 35.0% | 33.3% | 27.3% | 26.6% | 28.1% | 15.4% | 16.3% | 17.3% | 7.9% | 8.6% | 9.2% | 29,654 | 15,289 | 13,065 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 11.7% | 11.1% | 10.4% | 26.6% | 26.0% | 25.5% | 27.6% | 27.7% | 27.3% | 19.2% | 19.7% | 20.1% | 14.9% | 15.6% | 16.7% | 576,188 | 466,843 | 392,739 |
| BBG | 10.6% | 8.4% | 9.2% | 22.9% | 22.1% | 21.1% | 28.2% | 29.4% | 27.0% | 16.2% | 19.1% | 21.2% | 22.0% | 21.0% | 21.5% | 811 | 1,055 | 872 |
| CSOSA | 10.5% | 11.7% | 7.3% | 21.7% | 21.3% | 24.7% | 30.5% | 29.4% | 26.9% | 23.1% | 21.5% | 22.6% | 14.3% | 16.1% | 18.6% | 441 | 504 | 591 |
| DHS | 9.7% | 9.1% | 7.5% | 24.0% | 23.2% | 21.1% | 26.3% | 26.0% | 25.6% | 21.2% | 21.7% | 22.9% | 18.8% | 20.0% | 23.0% | 70,890 | 45,354 | 45,242 |
| DOC | 12.8% | 12.0% | 12.8% | 29.5% | 29.1% | 28.5% | 30.5% | 30.1% | 29.3% | 16.6% | 17.3% | 17.2% | 10.6% | 11.5% | 12.2% | 20,173 | 10,156 | 9,505 |
| DOE | 13.2% | 11.9% | 11.4% | 26.4% | 26.2% | 26.4% | 29.3% | 29.7% | 28.5% | 18.3% | 18.5% | 19.2% | 12.9% | 13.7% | 14.5% | 8,448 | 8,422 | 7,888 |
| DOI | 10.2% | 10.3% | 10.4% | 26.7% | 26.4% | 26.4% | 28.8% | 28.7% | 28.5% | 20.0% | 19.8% | 19.2% | 14.2% | 14.8% | 15.5% | 27,488 | 25,005 | 22,272 |
| DOJ | 12.3% | 11.5% | 11.9% | 27.9% | 28.6% | 30.4% | 26.3% | 26.1% | 24.6% | 19.2% | 19.2% | 18.5% | 14.3% | 14.7% | 14.6% | 29,188 | 15,041 | 15,441 |
| DOL | 12.0% | 12.5% | 13.0% | 23.1% | 25.5% | 26.1% | 29.3% | 29.0% | 27.3% | 19.2% | 17.6% | 18.4% | 16.4% | 15.5% | 15.2% | 7,831 | 8,581 | 11,041 |
| DOT | 12.5% | 11.9% | 10.5% | 29.5% | 28.7% | 28.1% | 28.2% | 27.3% | 26.8% | 16.8% | 18.3% | 18.2% | 13.0% | 13.9% | 16.4% | 20,952 | 16,322 | 14,443 |
| ED | 7.0% | 10.0% | 12.2% | 19.0% | 22.8% | 22.9% | 30.4% | 30.3% | 29.0% | 22.6% | 19.8% | 18.8% | 21.0% | 17.0% | 17.0% | 2,527 | 2,760 | 2,805 |
| EEOC | 15.3% | 14.2% | 11.8% | 23.4% | 23.0% | 22.9% | 26.5% | 25.4% | 28.8% | 19.3% | 20.1% | 19.8% | 15.5% | 17.4% | 16.7% | 1,343 | 1,411 | 1,458 |
| EPA | 8.6% | 9.0% | 8.4% | 25.0% | 24.5% | 25.1% | 32.3% | 31.7% | 30.3% | 20.7% | 21.1% | 21.8% | 13.4% | 13.7% | 14.4% | 7,755 | 9,147 | 9,903 |
| FCC | 15.2% | 11.6% | 12.2% | 27.2% | 27.2% | 24.3% | 33.0% | 31.6% | 27.7% | 14.7% | 18.3% | 21.6% | 10.0% | 11.2% | 14.2% | 571 | 684 | 628 |
| FERC | 25.8% | 22.1% | 18.7% | 27.8% | 29.1% | 27.1% | 25.7% | 26.7% | 30.9% | 13.3% | 14.7% | 15.5% | 7.4% | 7.4% | 7.7% | 1,101 | 1,057 | 1,128 |
| FTC | 21.6% | 19.7% | 20.9% | 29.4% | 27.0% | 27.4% | 26.9% | 29.3% | 27.2% | 14.5% | 16.0% | 16.4% | 7.6% | 8.0% | 8.0% | 622 | 602 | 615 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 11.7% | 11.1% | 10.4% | 26.6% | 26.0% | 25.5% | 27.6% | 27.7% | 27.3% | 19.2% | 19.7% | 20.1% | 14.9% | 15.6% | 16.7% | 576,188 | 466,843 | 392,739 |
| GSA | 18.2% | 18.0% | 16.6% | 29.6% | 29.6% | 28.3% | 25.8% | 25.9% | 26.1% | 16.0% | 16.0% | 16.5% | 10.5% | 10.6% | 12.5% | 6,983 | 7,340 | 6,865 |
| HHS | 13.8% | 13.3% | 12.5% | 29.5% | 28.2% | 28.0% | 29.2% | 29.8% | 29.8% | 16.8% | 17.6% | 17.5% | 10.7% | 11.1% | 12.1% | 41,793 | 41,605 | 39,000 |
| HUD | 12.8% | 12.1% | 11.6% | 24.5% | 26.1% | 25.0% | 28.3% | 28.9% | 27.6% | 18.9% | 18.1% | 19.2% | 15.5% | 14.8% | 16.6% | 4,483 | 4,834 | 5,356 |
| NARA | 10.3% | 12.5% | 12.2% | 21.8% | 22.7% | 23.7% | 24.6% | 23.8% | 24.1% | 22.2% | 21.0% | 20.1% | 21.1% | 20.0% | 19.8% | 1,691 | 1,823 | 1,821 |
| NASA | 23.7% | 22.2% | 21.4% | 32.9% | 32.6% | 32.3% | 24.3% | 25.0% | 25.3% | 12.2% | 12.9% | 13.1% | 6.9% | 7.3% | 7.9% | 11,348 | 11,550 | 10,939 |
| NCUA | 12.1% | 13.6% | 14.5% | 28.1% | 27.1% | 33.4% | 26.5% | 28.2% | 21.8% | 20.3% | 16.1% | 18.4% | 13.0% | 15.0% | 12.0% | 610 | 642 | 633 |
| NLRB | 8.6% | 12.8% | 12.2% | 19.4% | 23.6% | 23.1% | 28.6% | 28.0% | 27.8% | 22.1% | 21.7% | 19.4% | 21.2% | 13.8% | 17.4% | 822 | 824 | 849 |
| NRC | 14.3% | 12.1% | 12.4% | 23.2% | 23.5% | 24.0% | 25.3% | 24.2% | 25.4% | 20.4% | 22.8% | 21.0% | 16.8% | 17.4% | 17.2% | 2,276 | 2,406 | 2,105 |
| NSF | 16.7% | 17.9% | 15.2% | 24.4% | 26.2% | 23.7% | 31.7% | 26.8% | 28.7% | 16.6% | 17.1% | 17.5% | 10.5% | 12.2% | 14.8% | 918 | 890 | 838 |
| OMB | 17.2% | 12.9% | 18.5% | 27.9% | 28.3% | 25.8% | 33.5% | 37.0% | 34.4% | 16.1% | 17.3% | 17.1% | 5.3% | 4.5% | 4.1% | 337 | 339 | 350 |
| OPM | 12.6% | 12.1% | 12.0% | 27.4% | 25.5% | 26.8% | 29.1% | 30.6% | 30.7% | 16.8% | 17.5% | 16.6% | 14.1% | 14.2% | 14.0% | 2,990 | 2,837 | 3,114 |
| PBGC | 20.2% | 15.1% | 13.0% | 30.2% | 26.6% | 24.2% | 27.5% | 29.8% | 30.3% | 13.4% | 17.1% | 19.8% | 8.6% | 11.5% | 12.7% | 513 | 583 | 552 |
| RRB | 16.9% | 14.5% | 11.3% | 30.2% | 29.1% | 32.9% | 24.8% | 26.2% | 26.9% | 13.5% | 15.6% | 17.6% | 14.6% | 14.7% | 11.3% | 394 | 430 | 311 |
| SBA | 13.1% | 10.6% | 10.7% | 23.8% | 22.4% | 23.0% | 27.3% | 28.2% | 25.6% | 19.3% | 19.5% | 19.8% | 16.6% | 19.3% | 21.0% | 1,508 | 1,477 | 1,335 |
| SEC | 16.5% | 14.5% | 13.4% | 24.6% | 24.5% | 23.3% | 26.8% | 29.4% | 27.4% | 19.5% | 18.2% | 20.7% | 12.5% | 13.4% | 15.1% | 3,340 | 3,445 | 3,126 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|--------------|--------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 11.7% | 11.1% | 10.4% | 26.6% | 26.0% | 25.5% | 27.6% | 27.7% | 27.3% | 19.2% | 19.7% | 20.1% | 14.9% | 15.6% | 16.7% | 576,188 | 466,843 | 392,739 |
| SSA | 10.9% | 10.7% | 12.0% | 26.3% | 26.0% | 27.1% | 25.3% | 24.8% | 23.8% | 20.4% | 20.8% | 20.2% | 17.0% | 17.6% | 16.9% | 24,869 | 7,989 | 8,412 |
| State | 10.2% | 10.8% | 12.3% | 28.6% | 30.3% | 30.7% | 27.8% | 29.0% | 28.4% | 20.3% | 18.6% | 17.8% | 13.1% | 11.3% | 10.7% | 6,778 | 4,003 | 4,940 |
| USAID | 11.2% | 11.4% | 11.0% | 30.8% | 30.3% | 29.5% | 25.8% | 28.2% | 27.9% | 20.0% | 18.9% | 19.8% | 12.2% | 11.2% | 11.7% | 1,790 | 2,005 | 2,210 |
| USDA | 8.6% | 10.0% | 10.3% | 27.7% | 30.4% | 29.9% | 28.9% | 28.4% | 28.4% | 20.3% | 19.0% | 18.2% | 14.6% | 12.2% | 13.2% | 42,008 | 47,644 | 22,289 |
| USDT | 10.8% | 9.9% | 9.6% | 25.1% | 24.9% | 23.7% | 25.6% | 25.9% | 25.8% | 20.9% | 21.5% | 22.1% | 17.7% | 17.7% | 18.8% | 40,734 | 44,872 | 43,832 |
| Small Agencies | 12.8% | 12.6% | 11.7% | 21.2% | 24.0% | 23.0% | 31.5% | 29.2% | 29.4% | 18.8% | 18.7% | 19.4% | 15.7% | 15.5% | 16.5% | 5,132 | 5,401 | 5,286 |
| DOD | 12.1% | 11.5% | 10.0% | 26.5% | 25.8% | 24.7% | 27.8% | 27.9% | 27.6% | 19.0% | 19.7% | 20.7% | 14.7% | 15.1% | 17.1% | 174,730 | 67,632 | 56,035 |
| USACE | 15.2% | 13.1% | 11.6% | 33.3% | 32.5% | 31.0% | 26.2% | 27.9% | 26.9% | 15.7% | 17.4% | 18.0% | 9.6% | 9.1% | 12.4% | 18,436 | 4,299 | 3,520 |
| Air Force | 12.1% | 12.0% | 10.7% | 24.2% | 23.9% | 23.5% | 28.2% | 27.6% | 27.5% | 19.4% | 20.3% | 20.8% | 16.2% | 16.2% | 17.4% | 31,582 | 15,925 | 14,688 |
| Army‡ | 11.2% | 10.6% | 9.2% | 23.9% | 23.3% | 21.0% | 28.0% | 27.5% | 27.7% | 20.4% | 21.0% | 22.0% | 16.5% | 17.5% | 20.0% | 49,293 | 16,757 | 12,899 |
| Navy‡ | 11.5% | 11.2% | 8.9% | 29.6% | 28.8% | 28.6% | 28.5% | 29.6% | 28.6% | 18.0% | 18.1% | 19.8% | 12.4% | 12.3% | 14.1% | 40,734 | 13,588 | 10,695 |
| Marine Corps | 13.2% | 12.7% | 9.9% | 21.9% | 22.4% | 18.4% | 28.5% | 27.2% | 26.6% | 19.1% | 19.7% | 22.2% | 17.3% | 17.9% | 22.9% | 5,058 | 1,753 | 1,156 |
| DOD 4th Estate | 13.6% | 12.0% | 11.9% | 27.3% | 25.8% | 24.8% | 25.9% | 25.9% | 25.9% | 18.6% | 20.4% | 20.2% | 14.7% | 16.0% | 17.3% | 29,627 | 15,310 | 13,077 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 15.9% | 15.2% | 14.0% | 39.8% | 39.3% | 38.5% | 22.7% | 22.8% | 23.5% | 14.2% | 14.8% | 15.4% | 7.3% | 7.9% | 8.5% | 576,705 | 466,512 | 392,659 |
| BBG | 13.8% | 11.2% | 10.8% | 40.1% | 34.0% | 30.7% | 23.9% | 28.5% | 28.0% | 12.2% | 13.8% | 17.9% | 10.0% | 12.5% | 12.6% | 806 | 1,058 | 871 |
| CSOSA | 16.8% | 19.8% | 18.0% | 43.9% | 44.1% | 43.1% | 21.2% | 19.2% | 21.3% | 11.2% | 11.0% | 11.5% | 6.9% | 6.0% | 6.1% | 444 | 505 | 590 |
| DHS | 13.0% | 12.2% | 10.4% | 37.9% | 36.9% | 35.8% | 22.4% | 22.3% | 23.5% | 16.4% | 17.5% | 18.3% | 10.3% | 11.1% | 12.1% | 70,971 | 45,346 | 45,262 |
| DOC | 17.7% | 16.7% | 17.0% | 43.4% | 43.2% | 41.7% | 21.9% | 22.1% | 21.7% | 11.9% | 13.0% | 14.0% | 5.0% | 5.0% | 5.6% | 20,191 | 10,151 | 9,514 |
| DOE | 20.0% | 18.6% | 17.6% | 42.0% | 41.0% | 41.6% | 21.9% | 22.0% | 22.6% | 10.9% | 12.6% | 12.5% | 5.2% | 5.8% | 5.8% | 8,454 | 8,415 | 7,889 |
| DOI | 15.7% | 15.3% | 14.5% | 40.7% | 40.6% | 39.4% | 22.9% | 23.1% | 23.7% | 13.9% | 13.7% | 14.5% | 6.7% | 7.3% | 7.9% | 27,525 | 24,978 | 22,273 |
| DOJ | 16.1% | 14.9% | 15.1% | 39.5% | 38.2% | 39.6% | 22.4% | 23.4% | 21.6% | 14.7% | 15.4% | 15.5% | 7.4% | 8.2% | 8.2% | 29,224 | 15,037 | 15,433 |
| DOL | 15.0% | 15.1% | 15.5% | 36.6% | 38.5% | 37.7% | 23.7% | 22.6% | 23.3% | 15.9% | 15.3% | 15.4% | 8.9% | 8.5% | 8.1% | 7,846 | 8,571 | 11,044 |
| DOT | 16.3% | 15.4% | 13.9% | 41.4% | 40.5% | 40.1% | 21.7% | 22.2% | 22.4% | 13.6% | 14.7% | 15.2% | 6.9% | 7.1% | 8.4% | 20,975 | 16,309 | 14,437 |
| ED | 12.4% | 14.9% | 15.9% | 36.9% | 36.8% | 36.3% | 27.2% | 24.6% | 27.1% | 14.9% | 15.3% | 12.6% | 8.7% | 8.4% | 8.1% | 2,530 | 2,758 | 2,805 |
| EEOC | 19.4% | 17.2% | 16.1% | 36.5% | 38.2% | 38.1% | 22.6% | 22.2% | 22.2% | 14.9% | 15.5% | 15.9% | 6.6% | 7.0% | 7.7% | 1,346 | 1,407 | 1,453 |
| EPA | 12.2% | 12.8% | 11.5% | 41.2% | 41.3% | 37.9% | 27.1% | 26.2% | 28.3% | 13.5% | 14.1% | 15.6% | 6.0% | 5.6% | 6.7% | 7,771 | 9,145 | 9,910 |
| FCC | 20.6% | 15.5% | 15.1% | 37.7% | 38.9% | 38.1% | 25.9% | 26.5% | 25.4% | 10.9% | 14.1% | 15.1% | 4.9% | 5.1% | 6.3% | 568 | 680 | 624 |
| FERC | 31.9% | 28.4% | 24.8% | 38.7% | 43.7% | 40.7% | 19.2% | 16.8% | 20.2% | 6.4% | 8.3% | 10.8% | 3.7% | 2.9% | 3.5% | 1,100 | 1,063 | 1,132 |
| FTC | 29.8% | 27.1% | 28.5% | 40.5% | 44.1% | 37.7% | 17.6% | 17.8% | 21.8% | 9.9% | 8.8% | 8.5% | 2.2% | 2.2% | 3.6% | 620 | 600 | 614 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 15.9% | 15.2% | 14.0% | 39.8% | 39.3% | 38.5% | 22.7% | 22.8% | 23.5% | 14.2% | 14.8% | 15.4% | 7.3% | 7.9% | 8.5% | 576,705 | 466,512 | 392,659 |
| GSA | 24.1% | 24.1% | 21.3% | 42.0% | 42.1% | 41.6% | 18.7% | 18.7% | 20.0% | 10.5% | 10.3% | 11.2% | 4.7% | 4.7% | 6.0% | 6,991 | 7,335 | 6,855 |
| HHS | 19.8% | 18.8% | 17.1% | 42.4% | 42.4% | 40.7% | 22.1% | 22.2% | 23.6% | 11.0% | 11.4% | 12.5% | 4.8% | 5.3% | 6.1% | 41,795 | 41,559 | 38,977 |
| HUD | 16.7% | 16.3% | 13.8% | 37.7% | 39.4% | 35.4% | 23.2% | 22.9% | 25.1% | 14.7% | 14.3% | 17.0% | 7.7% | 7.1% | 8.7% | 4,502 | 4,834 | 5,355 |
| NARA | 15.5% | 17.0% | 18.2% | 39.4% | 38.7% | 36.7% | 22.9% | 24.2% | 23.0% | 13.1% | 13.3% | 14.2% | 9.1% | 6.8% | 8.0% | 1,697 | 1,815 | 1,813 |
| NASA | 31.5% | 29.7% | 27.6% | 42.9% | 44.5% | 44.3% | 16.6% | 17.2% | 18.0% | 6.6% | 6.2% | 7.2% | 2.4% | 2.5% | 2.8% | 11,351 | 11,560 | 10,940 |
| NCUA | 18.1% | 17.7% | 20.0% | 42.4% | 32.9% | 43.2% | 19.5% | 20.5% | 16.4% | 14.7% | 19.6% | 13.8% | 5.4% | 9.3% | 6.6% | 609 | 641 | 636 |
| NLRB | 10.6% | 13.1% | 10.6% | 31.9% | 33.8% | 32.8% | 26.0% | 25.2% | 24.0% | 19.8% | 20.0% | 21.6% | 11.6% | 7.9% | 11.0% | 828 | 826 | 848 |
| NRC | 23.4% | 19.7% | 19.2% | 42.5% | 42.0% | 38.4% | 19.7% | 21.3% | 22.3% | 9.3% | 11.6% | 13.9% | 5.0% | 5.4% | 6.2% | 2,279 | 2,409 | 2,099 |
| NSF | 29.5% | 26.3% | 24.6% | 40.5% | 39.3% | 38.9% | 17.9% | 23.4% | 24.3% | 7.8% | 7.9% | 8.9% | 4.3% | 3.1% | 3.3% | 917 | 885 | 838 |
| OMB | 18.3% | 12.2% | 18.8% | 41.2% | 40.6% | 42.6% | 25.2% | 26.8% | 24.3% | 12.8% | 17.6% | 11.8% | 2.4% | 2.8% | 2.5% | 336 | 338 | 350 |
| OPM | 17.0% | 16.4% | 16.2% | 39.5% | 38.9% | 38.7% | 21.3% | 20.8% | 21.7% | 14.4% | 14.7% | 15.0% | 7.8% | 9.1% | 8.5% | 3,000 | 2,831 | 3,120 |
| PBGC | 26.3% | 22.9% | 18.1% | 45.8% | 49.2% | 46.7% | 17.6% | 16.2% | 23.1% | 6.2% | 9.8% | 9.0% | 4.0% | 1.8% | 3.1% | 512 | 586 | 552 |
| RRB | 19.0% | 20.5% | 14.6% | 37.4% | 41.7% | 39.3% | 20.5% | 18.0% | 19.3% | 14.5% | 12.9% | 20.2% | 8.6% | 6.9% | 6.6% | 394 | 428 | 311 |
| SBA | 13.6% | 11.7% | 11.0% | 33.8% | 31.2% | 28.2% | 23.9% | 23.6% | 23.8% | 18.2% | 20.0% | 21.4% | 10.4% | 13.5% | 15.6% | 1,511 | 1,472 | 1,335 |
| SEC | 25.2% | 23.6% | 21.0% | 46.3% | 44.1% | 44.8% | 18.3% | 20.2% | 21.6% | 7.3% | 8.9% | 8.8% | 2.9% | 3.3% | 3.9% | 3,348 | 3,449 | 3,130 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 15.9% | 15.2% | 14.0% | 39.8% | 39.3% | 38.5% | 22.7% | 22.8% | 23.5% | 14.2% | 14.8% | 15.4% | 7.3% | 7.9% | 8.5% | 576,705 | 466,512 | 392,659 |
| SSA | 13.7% | 13.4% | 14.3% | 40.5% | 41.5% | 40.6% | 22.6% | 22.2% | 21.7% | 15.9% | 15.6% | 16.4% | 7.4% | 7.3% | 7.0% | 24,902 | 7,997 | 8,403 |
| State | 14.5% | 14.4% | 15.6% | 40.8% | 42.7% | 40.5% | 23.0% | 23.0% | 23.0% | 15.7% | 14.2% | 15.1% | 5.9% | 5.7% | 5.9% | 6,784 | 4,003 | 4,949 |
| USAID | 15.3% | 16.4% | 13.3% | 42.4% | 40.7% | 40.3% | 22.6% | 25.0% | 25.5% | 14.4% | 13.3% | 15.0% | 5.3% | 4.6% | 5.9% | 1,791 | 2,002 | 2,204 |
| USDA | 12.4% | 13.7% | 13.2% | 41.8% | 42.7% | 42.6% | 23.5% | 23.0% | 23.9% | 15.3% | 14.5% | 14.1% | 6.9% | 6.1% | 6.2% | 42,064 | 47,581 | 22,284 |
| USDT | 14.0% | 13.4% | 12.3% | 38.5% | 38.4% | 37.5% | 22.2% | 22.7% | 22.9% | 16.2% | 16.6% | 17.3% | 9.1% | 9.0% | 10.0% | 40,760 | 44,861 | 43,836 |
| Small Agencies | 18.7% | 19.8% | 19.1% | 35.7% | 36.5% | 37.4% | 23.4% | 22.7% | 22.9% | 14.4% | 13.1% | 12.5% | 7.8% | 7.8% | 8.0% | 5,124 | 5,397 | 5,287 |
| DOD | 16.2% | 15.8% | 13.8% | 39.4% | 39.0% | 37.7% | 23.2% | 23.0% | 24.3% | 14.0% | 14.6% | 15.7% | 7.2% | 7.5% | 8.5% | 174,839 | 67,568 | 55,963 |
| USACE | 18.1% | 16.1% | 14.5% | 42.6% | 42.1% | 41.4% | 21.0% | 21.0% | 22.3% | 13.0% | 14.5% | 15.2% | 5.3% | 6.3% | 6.6% | 18,437 | 4,297 | 3,520 |
| Air Force | 16.5% | 16.4% | 14.9% | 38.8% | 38.5% | 38.0% | 23.3% | 23.3% | 24.4% | 13.7% | 14.2% | 14.9% | 7.7% | 7.6% | 7.8% | 31,610 | 15,928 | 14,672 |
| Army‡ | 16.3% | 15.5% | 13.8% | 38.9% | 38.7% | 35.7% | 23.4% | 22.6% | 24.8% | 13.9% | 14.8% | 16.2% | 7.6% | 8.5% | 9.5% | 49,318 | 16,717 | 12,870 |
| Navy‡ | 14.4% | 14.9% | 11.9% | 39.9% | 39.8% | 38.4% | 24.2% | 24.0% | 24.9% | 14.9% | 14.8% | 16.5% | 6.6% | 6.5% | 8.3% | 40,771 | 13,561 | 10,661 |
| Marine Corps | 18.1% | 16.7% | 12.9% | 35.6% | 37.8% | 33.4% | 24.7% | 24.8% | 27.8% | 13.3% | 13.4% | 15.4% | 8.3% | 7.4% | 10.5% | 5,062 | 1,753 | 1,156 |
| DOD 4th Estate | 18.3% | 16.9% | 15.6% | 40.0% | 37.8% | 39.7% | 21.3% | 22.0% | 21.7% | 13.3% | 15.0% | 14.6% | 7.1% | 8.2% | 8.3% | 29,641 | 15,312 | 13,084 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.0% | 23.0% | 21.6% | 45.3% | 45.1% | 44.6% | 16.8% | 16.7% | 17.4% | 10.0% | 10.1% | 10.8% | 4.9% | 5.1% | 5.6% | 576,774 | 466,948 | 392,826 |
| BBG | 20.1% | 17.4% | 18.2% | 42.0% | 43.8% | 42.4% | 18.7% | 20.6% | 19.3% | 10.6% | 10.1% | 12.4% | 8.5% | 8.2% | 7.7% | 809 | 1,047 | 873 |
| CSOSA | 25.2% | 23.4% | 20.8% | 46.6% | 50.5% | 46.2% | 18.5% | 16.0% | 18.7% | 6.3% | 6.8% | 9.9% | 3.5% | 3.4% | 4.5% | 445 | 509 | 593 |
| DHS | 18.4% | 18.4% | 15.4% | 42.0% | 42.2% | 39.3% | 19.3% | 19.0% | 20.4% | 12.5% | 13.0% | 14.8% | 7.8% | 7.3% | 10.1% | 70,955 | 45,343 | 45,248 |
| DOC | 25.3% | 24.9% | 24.0% | 47.7% | 48.2% | 48.2% | 15.2% | 15.3% | 15.4% | 8.4% | 8.1% | 8.9% | 3.4% | 3.6% | 3.5% | 20,212 | 10,157 | 9,518 |
| DOE | 25.4% | 25.4% | 23.0% | 48.1% | 46.2% | 45.9% | 14.3% | 15.1% | 16.0% | 8.3% | 9.3% | 10.2% | 3.8% | 4.1% | 4.8% | 8,472 | 8,430 | 7,893 |
| DOI | 22.2% | 23.1% | 21.9% | 46.6% | 46.4% | 45.3% | 16.7% | 16.5% | 16.9% | 10.1% | 9.6% | 10.8% | 4.4% | 4.4% | 5.1% | 27,547 | 25,036 | 22,281 |
| DOJ | 24.8% | 25.3% | 25.7% | 44.2% | 45.4% | 45.9% | 16.5% | 15.8% | 15.2% | 9.6% | 9.1% | 8.6% | 4.9% | 4.5% | 4.6% | 29,232 | 15,044 | 15,448 |
| DOL | 24.3% | 25.8% | 24.7% | 43.8% | 45.1% | 45.4% | 16.7% | 15.4% | 15.9% | 10.2% | 8.9% | 9.4% | 5.0% | 4.8% | 4.6% | 7,841 | 8,581 | 11,032 |
| DOT | 26.1% | 26.7% | 23.5% | 46.7% | 47.5% | 45.6% | 15.3% | 13.7% | 17.0% | 8.4% | 8.3% | 9.4% | 3.6% | 3.8% | 4.5% | 20,944 | 16,334 | 14,450 |
| ED | 15.2% | 20.3% | 22.2% | 42.5% | 47.0% | 43.0% | 22.0% | 16.7% | 17.7% | 13.3% | 10.6% | 10.5% | 7.0% | 5.3% | 6.5% | 2,532 | 2,767 | 2,814 |
| EEOC | 30.2% | 29.8% | 28.4% | 42.0% | 41.7% | 43.7% | 12.1% | 14.8% | 13.6% | 10.6% | 8.6% | 9.7% | 5.1% | 5.0% | 4.6% | 1,347 | 1,403 | 1,463 |
| EPA | 18.9% | 22.2% | 21.0% | 47.9% | 47.9% | 47.9% | 17.5% | 16.5% | 16.8% | 11.0% | 9.1% | 9.7% | 4.7% | 4.2% | 4.6% | 7,778 | 9,163 | 9,920 |
| FCC | 25.8% | 23.1% | 24.2% | 43.2% | 44.9% | 40.9% | 17.4% | 17.8% | 18.8% | 9.5% | 9.8% | 10.2% | 4.1% | 4.3% | 5.9% | 569 | 684 | 626 |
| FERC | 40.8% | 38.6% | 33.5% | 40.8% | 43.2% | 45.2% | 11.8% | 10.4% | 13.3% | 4.8% | 5.6% | 5.6% | 1.7% | 2.3% | 2.4% | 1,104 | 1,060 | 1,133 |
| FTC | 46.3% | 43.1% | 42.9% | 38.6% | 38.4% | 37.2% | 7.8% | 10.0% | 9.2% | 5.5% | 6.9% | 7.6% | 1.8% | 1.6% | 3.0% | 622 | 600 | 615 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.0% | 23.0% | 21.6% | 45.3% | 45.1% | 44.6% | 16.8% | 16.7% | 17.4% | 10.0% | 10.1% | 10.8% | 4.9% | 5.1% | 5.6% | 576,774 | 466,948 | 392,826 |
| GSA | 31.7% | 31.3% | 27.6% | 45.1% | 45.0% | 45.0% | 13.2% | 13.1% | 14.9% | 7.0% | 7.3% | 8.6% | 3.0% | 3.3% | 3.9% | 7,001 | 7,335 | 6,859 |
| HHS | 27.2% | 27.3% | 24.7% | 46.9% | 46.9% | 46.0% | 14.9% | 14.8% | 16.1% | 7.7% | 7.7% | 8.8% | 3.3% | 3.4% | 4.3% | 41,819 | 41,630 | 39,037 |
| HUD | 23.8% | 24.3% | 21.3% | 44.1% | 46.2% | 44.1% | 17.0% | 16.8% | 17.9% | 9.6% | 8.3% | 10.8% | 5.5% | 4.4% | 5.9% | 4,508 | 4,833 | 5,343 |
| NARA | 21.4% | 24.1% | 24.2% | 44.2% | 45.4% | 41.6% | 16.0% | 15.3% | 17.6% | 11.5% | 9.2% | 10.0% | 6.8% | 5.9% | 6.6% | 1,695 | 1,818 | 1,820 |
| NASA | 40.6% | 40.0% | 37.5% | 41.9% | 42.2% | 42.5% | 10.5% | 10.7% | 11.7% | 5.2% | 5.0% | 5.9% | 1.7% | 2.1% | 2.4% | 11,363 | 11,567 | 10,963 |
| NCUA | 23.5% | 25.2% | 27.2% | 47.5% | 45.8% | 47.9% | 16.2% | 15.9% | 14.8% | 8.9% | 8.5% | 6.4% | 3.9% | 4.7% | 3.7% | 613 | 645 | 641 |
| NLRB | 20.6% | 26.7% | 24.1% | 43.5% | 46.5% | 41.9% | 16.9% | 14.0% | 15.8% | 12.2% | 8.4% | 12.0% | 6.8% | 4.3% | 6.3% | 829 | 828 | 851 |
| NRC | 29.6% | 26.7% | 27.2% | 45.2% | 47.6% | 45.7% | 14.4% | 14.7% | 14.4% | 7.2% | 7.3% | 8.8% | 3.6% | 3.6% | 3.9% | 2,277 | 2,400 | 2,106 |
| NSF | 33.4% | 33.4% | 31.3% | 41.6% | 41.0% | 41.1% | 13.3% | 13.3% | 14.2% | 7.9% | 8.4% | 8.5% | 3.8% | 3.9% | 4.8% | 922 | 890 | 836 |
| OMB | 28.2% | 26.9% | 33.5% | 48.2% | 47.2% | 47.9% | 15.6% | 15.4% | 12.7% | 6.8% | 9.6% | 5.0% | 1.2% | 0.9% | 0.9% | 335 | 339 | 350 |
| OPM | 25.5% | 24.5% | 25.5% | 46.3% | 46.7% | 46.7% | 16.0% | 15.6% | 14.7% | 7.8% | 8.6% | 9.1% | 4.4% | 4.6% | 4.1% | 3,001 | 2,834 | 3,125 |
| PBGC | 34.9% | 26.7% | 25.0% | 45.9% | 49.3% | 46.4% | 10.9% | 13.9% | 15.6% | 4.2% | 7.2% | 9.6% | 4.2% | 2.9% | 3.4% | 510 | 590 | 551 |
| RRB | 24.8% | 28.4% | 23.7% | 40.9% | 44.3% | 45.2% | 16.3% | 11.2% | 17.2% | 12.2% | 11.4% | 7.2% | 5.7% | 4.7% | 6.6% | 393 | 427 | 310 |
| SBA | 25.6% | 22.9% | 19.7% | 42.6% | 44.3% | 42.0% | 17.0% | 16.5% | 17.8% | 9.4% | 10.2% | 11.5% | 5.4% | 6.1% | 8.9% | 1,506 | 1,477 | 1,338 |
| SEC | 36.0% | 36.0% | 32.7% | 47.2% | 45.8% | 45.2% | 9.4% | 11.0% | 12.8% | 5.2% | 5.2% | 6.5% | 2.2% | 2.0% | 2.8% | 3,349 | 3,456 | 3,138 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 23.0% | 23.0% | 21.6% | 45.3% | 45.1% | 44.6% | 16.8% | 16.7% | 17.4% | 10.0% | 10.1% | 10.8% | 4.9% | 5.1% | 5.6% | 576,774 | 466,948 | 392,826 |
| SSA | 21.4% | 22.3% | 22.8% | 46.3% | 46.4% | 45.4% | 16.4% | 15.6% | 15.8% | 10.6% | 10.6% | 10.9% | 5.2% | 5.2% | 5.0% | 24,883 | 7,989 | 8,414 |
| State | 21.3% | 21.8% | 23.7% | 47.1% | 49.8% | 47.4% | 16.8% | 15.9% | 16.5% | 10.8% | 9.9% | 8.7% | 4.0% | 2.6% | 3.7% | 6,793 | 4,013 | 4,946 |
| USAID | 20.6% | 23.0% | 19.3% | 48.3% | 48.6% | 46.0% | 16.4% | 15.9% | 18.5% | 10.5% | 9.0% | 11.8% | 4.2% | 3.5% | 4.4% | 1,792 | 2,004 | 2,209 |
| USDA | 18.9% | 22.7% | 21.6% | 47.8% | 49.2% | 48.3% | 18.0% | 15.8% | 16.7% | 10.7% | 8.9% | 9.6% | 4.6% | 3.5% | 3.9% | 42,079 | 47,629 | 22,284 |
| USDT | 21.5% | 21.4% | 20.1% | 46.5% | 46.7% | 45.9% | 16.9% | 17.3% | 17.9% | 9.9% | 9.6% | 10.2% | 5.2% | 5.1% | 5.8% | 40,761 | 44,880 | 43,808 |
| Small Agencies | 26.0% | 27.9% | 26.2% | 43.0% | 42.7% | 43.0% | 15.6% | 14.9% | 15.7% | 10.2% | 9.1% | 9.6% | 5.2% | 5.5% | 5.5% | 5,134 | 5,409 | 5,294 |
| DOD | 23.2% | 23.1% | 21.3% | 45.2% | 45.1% | 45.0% | 16.9% | 16.8% | 17.5% | 10.0% | 10.1% | 10.9% | 4.7% | 4.8% | 5.2% | 174,802 | 67,601 | 56,002 |
| USACE | 25.9% | 25.2% | 22.2% | 48.7% | 49.1% | 48.5% | 14.6% | 15.1% | 15.7% | 7.7% | 7.6% | 9.9% | 3.1% | 3.0% | 3.7% | 18,446 | 4,304 | 3,519 |
| Air Force | 23.5% | 23.7% | 22.6% | 43.9% | 43.5% | 44.2% | 16.7% | 16.8% | 17.4% | 10.6% | 10.4% | 10.6% | 5.4% | 5.6% | 5.2% | 31,572 | 15,915 | 14,670 |
| Army‡ | 22.7% | 22.5% | 20.6% | 44.7% | 44.8% | 43.2% | 17.4% | 16.7% | 18.2% | 10.3% | 10.6% | 11.8% | 4.9% | 5.4% | 6.2% | 49,320 | 16,748 | 12,890 |
| Navy‡ | 22.1% | 22.9% | 20.5% | 46.8% | 46.8% | 47.2% | 17.1% | 17.0% | 17.7% | 9.8% | 9.4% | 10.1% | 4.2% | 3.8% | 4.5% | 40,759 | 13,572 | 10,678 |
| Marine Corps | 25.2% | 24.9% | 22.0% | 42.1% | 43.0% | 43.3% | 17.3% | 17.3% | 17.3% | 10.5% | 9.3% | 12.5% | 4.9% | 5.4% | 4.9% | 5,065 | 1,753 | 1,156 |
| DOD 4th Estate | 24.4% | 22.8% | 22.1% | 44.5% | 43.8% | 44.5% | 16.7% | 17.1% | 16.8% | 9.5% | 11.0% | 11.2% | 4.8% | 5.3% | 5.4% | 29,640 | 15,309 | 13,089 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.0% | 16.8% | 43.6% | 42.6% | 41.4% | 16.5% | 16.7% | 16.9% | 13.7% | 14.8% | 15.9% | 7.2% | 7.9% | 9.0% | 576,483 | 467,270 | 393,242 |
| BBG | 20.0% | 17.2% | 16.6% | 44.4% | 44.9% | 43.2% | 18.4% | 19.7% | 19.7% | 10.0% | 10.5% | 11.5% | 7.2% | 7.5% | 9.0% | 811 | 1,056 | 875 |
| CSOSA | 27.8% | 21.7% | 23.1% | 44.4% | 50.0% | 45.9% | 15.4% | 14.0% | 14.5% | 9.0% | 10.0% | 11.2% | 3.4% | 4.3% | 5.3% | 444 | 510 | 594 |
| DHS | 17.7% | 17.6% | 15.6% | 37.6% | 37.3% | 35.8% | 15.9% | 16.1% | 15.7% | 16.4% | 17.0% | 18.0% | 12.4% | 12.1% | 14.8% | 70,889 | 45,381 | 45,349 |
| DOC | 20.7% | 20.5% | 20.3% | 45.5% | 45.9% | 43.9% | 16.5% | 16.0% | 15.7% | 11.8% | 12.0% | 14.0% | 5.5% | 5.7% | 6.1% | 20,195 | 10,164 | 9,531 |
| DOE | 23.6% | 22.7% | 21.0% | 45.8% | 45.4% | 44.4% | 14.9% | 14.7% | 15.4% | 10.3% | 11.7% | 12.5% | 5.3% | 5.6% | 6.7% | 8,457 | 8,445 | 7,891 |
| DOI | 17.9% | 18.8% | 17.5% | 44.6% | 43.8% | 43.3% | 16.8% | 16.5% | 16.4% | 14.2% | 14.1% | 15.3% | 6.5% | 6.8% | 7.6% | 27,521 | 25,052 | 22,295 |
| DOJ | 19.7% | 19.7% | 18.9% | 43.1% | 43.4% | 43.3% | 16.6% | 15.2% | 15.5% | 13.6% | 14.5% | 14.6% | 7.0% | 7.3% | 7.7% | 29,218 | 15,043 | 15,457 |
| DOL | 20.9% | 20.9% | 20.6% | 45.2% | 45.5% | 43.1% | 15.8% | 16.1% | 15.9% | 12.3% | 11.8% | 13.7% | 5.8% | 5.8% | 6.7% | 7,843 | 8,591 | 11,042 |
| DOT | 21.0% | 20.9% | 18.7% | 42.6% | 42.8% | 39.3% | 16.3% | 14.9% | 15.7% | 13.2% | 14.5% | 16.7% | 7.0% | 6.8% | 9.5% | 20,953 | 16,335 | 14,461 |
| ED | 17.4% | 19.5% | 21.1% | 44.5% | 47.6% | 43.8% | 17.9% | 14.9% | 15.9% | 13.8% | 12.6% | 12.5% | 6.5% | 5.4% | 6.7% | 2,534 | 2,768 | 2,814 |
| EEOC | 22.4% | 22.9% | 18.7% | 42.1% | 39.5% | 42.3% | 13.8% | 15.0% | 13.5% | 14.7% | 15.0% | 16.7% | 7.0% | 7.5% | 8.7% | 1,350 | 1,405 | 1,459 |
| EPA | 18.9% | 21.3% | 20.4% | 47.8% | 48.0% | 46.0% | 16.8% | 15.1% | 15.7% | 11.5% | 11.1% | 12.7% | 5.0% | 4.5% | 5.3% | 7,765 | 9,163 | 9,933 |
| FCC | 17.9% | 16.5% | 17.1% | 43.7% | 43.6% | 38.3% | 16.4% | 16.2% | 18.2% | 13.0% | 13.9% | 15.3% | 9.0% | 9.9% | 11.2% | 571 | 685 | 630 |
| FERC | 29.3% | 27.8% | 22.4% | 42.6% | 42.0% | 42.6% | 14.0% | 14.5% | 17.8% | 9.8% | 10.7% | 11.8% | 4.3% | 5.0% | 5.3% | 1,108 | 1,061 | 1,135 |
| FTC | 16.5% | 16.8% | 16.2% | 39.1% | 36.9% | 34.2% | 15.6% | 19.3% | 21.0% | 19.8% | 18.4% | 18.3% | 9.1% | 8.5% | 10.2% | 625 | 601 | 615 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.0% | 16.8% | 43.6% | 42.6% | 41.4% | 16.5% | 16.7% | 16.9% | 13.7% | 14.8% | 15.9% | 7.2% | 7.9% | 9.0% | 576,483 | 467,270 | 393,242 |
| GSA | 26.3% | 25.9% | 24.0% | 45.6% | 46.3% | 44.6% | 15.0% | 14.0% | 15.2% | 9.2% | 9.8% | 11.5% | 3.9% | 4.0% | 4.7% | 6,989 | 7,353 | 6,869 |
| HHS | 21.4% | 21.5% | 19.1% | 44.2% | 43.8% | 43.1% | 16.6% | 16.4% | 17.2% | 12.5% | 12.8% | 14.4% | 5.4% | 5.5% | 6.3% | 41,785 | 41,668 | 39,065 |
| HUD | 23.3% | 24.5% | 21.7% | 46.2% | 44.5% | 45.1% | 14.8% | 15.1% | 15.4% | 10.6% | 10.6% | 11.2% | 5.1% | 5.2% | 6.6% | 4,495 | 4,834 | 5,352 |
| NARA | 18.3% | 19.2% | 17.6% | 38.1% | 36.1% | 33.3% | 14.7% | 15.6% | 16.2% | 16.4% | 16.9% | 18.6% | 12.4% | 12.2% | 14.3% | 1,695 | 1,821 | 1,825 |
| NASA | 30.0% | 30.0% | 28.2% | 42.8% | 43.1% | 43.7% | 13.5% | 13.4% | 14.0% | 9.6% | 9.5% | 9.8% | 4.1% | 4.0% | 4.3% | 11,348 | 11,573 | 10,968 |
| NCUA | 27.4% | 26.7% | 25.8% | 44.5% | 44.6% | 44.3% | 14.9% | 13.9% | 13.3% | 8.4% | 9.5% | 10.9% | 4.9% | 5.4% | 5.6% | 612 | 643 | 640 |
| NLRB | 18.7% | 20.7% | 16.5% | 39.1% | 40.1% | 40.8% | 18.3% | 14.5% | 13.7% | 15.1% | 17.6% | 17.7% | 8.9% | 7.1% | 11.3% | 827 | 822 | 854 |
| NRC | 27.1% | 25.6% | 23.8% | 45.4% | 46.0% | 44.7% | 13.4% | 14.1% | 14.9% | 9.2% | 9.3% | 10.9% | 4.9% | 4.9% | 5.7% | 2,274 | 2,410 | 2,107 |
| NSF | 28.0% | 25.6% | 24.4% | 39.2% | 43.3% | 39.6% | 13.7% | 13.4% | 16.9% | 12.5% | 11.9% | 12.4% | 6.7% | 5.8% | 6.7% | 919 | 891 | 839 |
| OMB | 23.8% | 19.3% | 19.9% | 44.5% | 44.3% | 46.0% | 14.7% | 13.5% | 15.5% | 13.4% | 18.9% | 14.6% | 3.6% | 4.0% | 4.0% | 337 | 340 | 350 |
| OPM | 21.9% | 22.7% | 23.2% | 48.2% | 48.8% | 46.0% | 14.6% | 14.3% | 14.5% | 10.3% | 10.7% | 11.6% | 5.0% | 3.5% | 4.7% | 3,000 | 2,838 | 3,131 |
| PBGC | 24.7% | 17.3% | 16.4% | 40.3% | 46.4% | 41.0% | 16.6% | 16.5% | 18.8% | 12.6% | 13.9% | 14.5% | 5.8% | 5.9% | 9.3% | 512 | 586 | 553 |
| RRB | 18.9% | 18.0% | 17.0% | 45.9% | 45.0% | 41.5% | 16.0% | 15.6% | 19.6% | 12.2% | 14.8% | 15.1% | 6.9% | 6.6% | 6.8% | 394 | 430 | 309 |
| SBA | 21.8% | 21.3% | 19.6% | 46.6% | 43.9% | 43.9% | 16.2% | 16.6% | 16.9% | 10.2% | 11.8% | 12.1% | 5.2% | 6.5% | 7.5% | 1,511 | 1,474 | 1,329 |
| SEC | 35.1% | 33.2% | 31.5% | 42.2% | 44.3% | 43.3% | 11.5% | 11.5% | 11.7% | 7.4% | 7.4% | 9.1% | 3.8% | 3.5% | 4.3% | 3,351 | 3,463 | 3,139 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 19.0% | 18.0% | 16.8% | 43.6% | 42.6% | 41.4% | 16.5% | 16.7% | 16.9% | 13.7% | 14.8% | 15.9% | 7.2% | 7.9% | 9.0% | 576,483 | 467,270 | 393,242 |
| SSA | 20.0% | 21.2% | 19.3% | 44.9% | 44.5% | 42.9% | 15.4% | 14.4% | 15.8% | 13.5% | 13.7% | 14.8% | 6.2% | 6.1% | 7.2% | 24,884 | 8,001 | 8,416 |
| State | 18.1% | 17.5% | 20.6% | 47.4% | 50.3% | 48.4% | 16.6% | 16.2% | 16.1% | 13.1% | 12.3% | 10.6% | 4.8% | 3.8% | 4.3% | 6,774 | 4,013 | 4,964 |
| USAID | 17.6% | 18.4% | 17.1% | 46.9% | 47.4% | 44.7% | 16.9% | 15.6% | 16.4% | 13.5% | 13.0% | 14.8% | 5.1% | 5.6% | 7.0% | 1,797 | 2,010 | 2,205 |
| USDA | 14.6% | 16.6% | 16.0% | 44.9% | 45.4% | 43.9% | 17.9% | 17.0% | 17.6% | 15.3% | 14.9% | 15.4% | 7.3% | 6.1% | 7.1% | 42,067 | 47,664 | 22,315 |
| USDT | 17.5% | 17.0% | 16.0% | 40.5% | 41.5% | 39.2% | 16.2% | 16.3% | 16.8% | 16.2% | 15.8% | 17.3% | 9.6% | 9.4% | 10.7% | 40,788 | 44,896 | 43,869 |
| Small Agencies | 20.9% | 21.3% | 19.7% | 40.7% | 40.1% | 38.9% | 17.1% | 15.8% | 16.0% | 14.0% | 14.7% | 16.3% | 7.3% | 8.1% | 9.1% | 5,128 | 5,410 | 5,298 |
| DOD | 18.5% | 18.1% | 16.5% | 45.0% | 45.0% | 43.6% | 17.0% | 17.3% | 17.4% | 13.2% | 13.3% | 14.9% | 6.3% | 6.3% | 7.6% | 174,712 | 67,661 | 56,057 |
| USACE | 19.3% | 18.2% | 16.8% | 46.6% | 46.2% | 46.0% | 17.1% | 17.7% | 18.2% | 12.0% | 12.9% | 13.2% | 5.0% | 5.1% | 5.7% | 18,432 | 4,302 | 3,521 |
| Air Force | 17.9% | 17.5% | 16.8% | 43.7% | 44.7% | 42.9% | 16.9% | 17.2% | 17.0% | 14.4% | 13.6% | 15.4% | 7.0% | 6.9% | 7.9% | 31,569 | 15,935 | 14,702 |
| Army‡ | 18.6% | 18.2% | 16.0% | 44.4% | 44.7% | 42.7% | 17.0% | 16.8% | 17.1% | 13.3% | 13.9% | 15.9% | 6.7% | 6.5% | 8.4% | 49,282 | 16,752 | 12,896 |
| Navy‡ | 17.3% | 17.4% | 15.4% | 45.8% | 44.9% | 44.9% | 17.6% | 18.3% | 17.9% | 13.2% | 13.4% | 14.8% | 6.1% | 5.9% | 7.1% | 40,752 | 13,590 | 10,686 |
| Marine Corps | 20.1% | 18.4% | 15.3% | 42.7% | 43.7% | 40.5% | 17.4% | 17.6% | 19.4% | 13.8% | 13.7% | 15.3% | 6.1% | 6.5% | 9.5% | 5,052 | 1,754 | 1,158 |
| DOD 4th Estate | 21.3% | 20.2% | 19.2% | 46.1% | 46.3% | 43.9% | 15.6% | 15.8% | 17.1% | 11.8% | 11.5% | 13.1% | 5.3% | 6.2% | 6.7% | 29,625 | 15,328 | 13,094 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 17.7% | 17.5% | 15.9% | 42.6% | 42.4% | 41.0% | 20.6% | 20.7% | 21.4% | 12.6% | 12.8% | 14.1% | 6.5% | 6.6% | 7.6% | 574,352 | 467,295 | 393,451 |
| BBG | 14.1% | 12.0% | 12.0% | 37.2% | 36.2% | 35.1% | 21.4% | 23.3% | 21.2% | 15.0% | 15.6% | 16.6% | 12.3% | 13.0% | 15.2% | 796 | 1,056 | 877 |
| CSOSA | 20.6% | 17.0% | 15.8% | 44.3% | 46.8% | 44.1% | 22.0% | 19.0% | 23.5% | 9.6% | 13.0% | 12.0% | 3.5% | 4.2% | 4.7% | 443 | 511 | 594 |
| DHS | 13.7% | 13.3% | 10.6% | 37.0% | 36.5% | 31.5% | 22.2% | 21.9% | 22.2% | 16.3% | 17.5% | 20.2% | 10.8% | 10.8% | 15.6% | 70,527 | 45,411 | 45,345 |
| DOC | 20.9% | 19.9% | 19.5% | 47.3% | 46.6% | 45.1% | 18.5% | 19.0% | 19.5% | 9.4% | 10.1% | 11.0% | 3.9% | 4.3% | 4.9% | 20,159 | 10,156 | 9,535 |
| DOE | 20.5% | 20.1% | 17.5% | 45.8% | 43.7% | 43.1% | 18.2% | 18.9% | 19.7% | 10.4% | 11.7% | 13.1% | 5.1% | 5.6% | 6.7% | 8,429 | 8,439 | 7,903 |
| DOI | 15.7% | 16.8% | 15.3% | 43.1% | 44.0% | 42.4% | 21.1% | 20.9% | 21.0% | 14.0% | 12.4% | 14.2% | 6.1% | 5.9% | 7.1% | 27,483 | 25,052 | 22,348 |
| DOJ | 20.0% | 21.4% | 21.6% | 42.8% | 44.0% | 45.7% | 19.4% | 18.2% | 17.6% | 11.8% | 10.8% | 10.4% | 6.1% | 5.5% | 4.7% | 29,099 | 15,055 | 15,474 |
| DOL | 19.9% | 20.7% | 19.8% | 41.7% | 44.6% | 43.7% | 20.2% | 18.6% | 19.6% | 12.1% | 10.7% | 11.1% | 6.1% | 5.4% | 5.8% | 7,805 | 8,593 | 11,067 |
| DOT | 18.9% | 18.5% | 16.3% | 45.0% | 45.3% | 42.6% | 19.7% | 19.6% | 20.8% | 11.1% | 11.3% | 14.0% | 5.3% | 5.3% | 6.3% | 20,860 | 16,332 | 14,461 |
| ED | 9.7% | 15.8% | 16.6% | 33.8% | 41.7% | 41.5% | 24.5% | 22.3% | 21.6% | 20.5% | 13.5% | 12.5% | 11.6% | 6.7% | 7.7% | 2,529 | 2,762 | 2,818 |
| EEOC | 24.1% | 23.6% | 21.0% | 41.0% | 41.0% | 43.0% | 17.9% | 17.8% | 16.6% | 11.6% | 11.2% | 13.6% | 5.4% | 6.4% | 5.8% | 1,333 | 1,409 | 1,463 |
| EPA | 12.9% | 16.7% | 14.5% | 38.6% | 43.0% | 45.6% | 22.7% | 21.0% | 21.0% | 17.2% | 12.7% | 13.0% | 8.6% | 6.6% | 5.9% | 7,745 | 9,165 | 9,920 |
| FCC | 20.4% | 17.0% | 19.4% | 42.7% | 44.7% | 41.3% | 21.5% | 21.4% | 20.4% | 11.0% | 11.5% | 11.0% | 4.4% | 5.3% | 7.9% | 571 | 685 | 630 |
| FERC | 41.5% | 39.4% | 30.9% | 41.7% | 42.5% | 45.3% | 10.8% | 10.6% | 14.9% | 4.2% | 5.2% | 6.8% | 1.9% | 2.2% | 2.1% | 1,102 | 1,062 | 1,136 |
| FTC | 46.2% | 39.7% | 42.4% | 39.3% | 42.4% | 38.2% | 8.1% | 10.2% | 9.5% | 4.6% | 6.1% | 7.0% | 1.8% | 1.6% | 2.8% | 624 | 600 | 616 |

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** | | |
|----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 17.7% | 17.5% | 15.9% | 42.6% | 42.4% | 41.0% | 20.6% | 20.7% | 21.4% | 12.6% | 12.8% | 14.1% | 6.5% | 6.6% | 7.6% | 574,352 | 467,295 | 393,451 |
| GSA | 28.2% | 28.2% | 23.7% | 45.3% | 44.3% | 43.3% | 15.6% | 16.0% | 17.8% | 7.4% | 8.1% | 10.1% | 3.5% | 3.4% | 5.1% | 6,961 | 7,353 | 6,867 |
| HHS | 23.2% | 23.0% | 19.8% | 46.8% | 46.6% | 45.1% | 17.9% | 18.1% | 19.5% | 8.3% | 8.4% | 10.4% | 3.7% | 4.0% | 5.2% | 41,703 | 41,650 | 39,056 |
| HUD | 17.0% | 18.9% | 15.7% | 41.9% | 43.1% | 41.8% | 21.3% | 21.3% | 21.6% | 12.0% | 11.1% | 13.5% | 7.8% | 5.6% | 7.4% | 4,491 | 4,832 | 5,354 |
| NARA | 14.5% | 17.8% | 17.3% | 40.5% | 41.1% | 37.3% | 19.7% | 19.9% | 21.2% | 15.8% | 13.7% | 14.8% | 9.5% | 7.5% | 9.4% | 1,691 | 1,821 | 1,827 |
| NASA | 35.3% | 34.6% | 32.0% | 43.3% | 43.7% | 43.5% | 12.6% | 12.6% | 14.2% | 6.2% | 6.5% | 7.1% | 2.5% | 2.7% | 3.3% | 11,312 | 11,575 | 10,969 |
| NCUA | 19.0% | 22.1% | 23.1% | 46.7% | 46.3% | 47.1% | 18.9% | 15.7% | 17.8% | 11.3% | 11.7% | 8.6% | 4.2% | 4.1% | 3.4% | 610 | 642 | 638 |
| NLRB | 13.3% | 21.7% | 17.5% | 35.3% | 46.1% | 42.2% | 21.4% | 16.8% | 21.3% | 20.0% | 10.0% | 12.2% | 10.0% | 5.4% | 6.7% | 821 | 826 | 852 |
| NRC | 25.9% | 23.6% | 23.7% | 45.8% | 45.9% | 44.7% | 16.0% | 16.3% | 15.5% | 8.2% | 9.7% | 11.2% | 4.1% | 4.5% | 4.9% | 2,265 | 2,411 | 2,103 |
| NSF | 32.6% | 31.1% | 28.2% | 42.5% | 43.6% | 42.5% | 14.1% | 13.1% | 15.3% | 7.8% | 8.3% | 8.6% | 3.0% | 3.8% | 5.4% | 920 | 892 | 840 |
| OMB | 23.2% | 19.9% | 26.6% | 43.9% | 51.4% | 54.6% | 23.2% | 18.1% | 11.5% | 7.9% | 10.3% | 5.9% | 1.9% | 0.3% | 1.5% | 337 | 339 | 348 |
| OPM | 18.4% | 18.8% | 18.8% | 43.3% | 44.5% | 44.3% | 19.3% | 18.9% | 18.1% | 12.1% | 11.0% | 12.3% | 6.9% | 6.7% | 6.5% | 2,983 | 2,837 | 3,130 |
| PBGC | 31.8% | 24.3% | 21.3% | 46.5% | 49.6% | 45.3% | 13.7% | 15.7% | 17.3% | 4.7% | 8.1% | 11.1% | 3.3% | 2.4% | 5.0% | 510 | 588 | 553 |
| RRB | 21.5% | 25.6% | 21.3% | 44.7% | 44.8% | 47.8% | 15.8% | 15.9% | 17.6% | 11.5% | 8.0% | 9.1% | 6.5% | 5.7% | 4.2% | 387 | 429 | 308 |
| SBA | 20.4% | 17.5% | 13.6% | 41.8% | 41.1% | 38.1% | 19.0% | 19.2% | 20.5% | 12.0% | 14.3% | 15.9% | 6.8% | 8.0% | 11.9% | 1,506 | 1,477 | 1,338 |
| SEC | 33.8% | 32.5% | 27.0% | 46.7% | 47.8% | 48.0% | 11.3% | 12.4% | 13.9% | 5.7% | 5.1% | 7.5% | 2.5% | 2.2% | 3.5% | 3,346 | 3,457 | 3,131 |

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** | | |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-------------|-----------------------|----------------|----------------|
| | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 | 2018 | 2017 | 2016 |
| All Responses | 17.7% | 17.5% | 15.9% | 42.6% | 42.4% | 41.0% | 20.6% | 20.7% | 21.4% | 12.6% | 12.8% | 14.1% | 6.5% | 6.6% | 7.6% | 574,352 | 467,295 | 393,451 |
| SSA | 17.4% | 18.7% | 18.5% | 44.7% | 45.4% | 44.3% | 19.8% | 18.2% | 19.2% | 12.0% | 12.1% | 12.3% | 6.0% | 5.5% | 5.7% | 24,828 | 7,998 | 8,423 |
| State | 13.5% | 15.2% | 18.3% | 44.0% | 45.3% | 47.0% | 22.3% | 21.3% | 19.6% | 14.9% | 12.8% | 11.4% | 5.2% | 5.3% | 3.7% | 6,733 | 4,011 | 4,963 |
| USAID | 17.5% | 19.8% | 15.0% | 48.2% | 49.6% | 46.2% | 19.6% | 17.8% | 21.6% | 11.0% | 9.1% | 12.7% | 3.8% | 3.6% | 4.5% | 1,793 | 2,013 | 2,208 |
| USDA | 12.4% | 16.0% | 14.3% | 42.6% | 46.1% | 44.1% | 22.6% | 21.1% | 22.5% | 15.4% | 12.1% | 13.5% | 7.1% | 4.7% | 5.7% | 41,901 | 47,663 | 22,313 |
| USDT | 16.0% | 15.4% | 14.1% | 42.3% | 43.2% | 41.2% | 21.6% | 21.8% | 22.5% | 12.9% | 12.7% | 14.0% | 7.2% | 6.8% | 8.1% | 40,516 | 44,906 | 43,913 |
| Small Agencies | 22.3% | 23.9% | 22.1% | 40.8% | 41.4% | 40.4% | 17.7% | 16.6% | 18.0% | 12.1% | 11.0% | 11.9% | 7.0% | 7.0% | 7.7% | 5,113 | 5,414 | 5,294 |
| DOD | 17.8% | 17.9% | 15.6% | 43.0% | 42.8% | 41.3% | 20.9% | 20.8% | 22.0% | 12.3% | 12.4% | 14.0% | 6.0% | 6.0% | 7.1% | 174,120 | 67,694 | 56,097 |
| USACE | 20.9% | 19.7% | 16.8% | 48.6% | 49.8% | 46.9% | 18.0% | 18.9% | 20.4% | 9.0% | 8.2% | 11.2% | 3.4% | 3.4% | 4.7% | 18,389 | 4,308 | 3,519 |
| Air Force | 18.6% | 18.9% | 17.5% | 41.1% | 41.7% | 40.6% | 20.9% | 20.3% | 22.3% | 12.7% | 12.6% | 12.6% | 6.6% | 6.5% | 7.0% | 31,467 | 15,938 | 14,719 |
| Army‡ | 16.9% | 17.0% | 14.9% | 41.6% | 41.8% | 38.6% | 21.4% | 20.9% | 22.1% | 13.4% | 13.5% | 16.1% | 6.7% | 6.8% | 8.3% | 49,098 | 16,756 | 12,896 |
| Navy‡ | 16.3% | 17.2% | 13.8% | 45.3% | 44.2% | 44.2% | 21.6% | 21.6% | 22.7% | 11.6% | 12.0% | 13.2% | 5.1% | 5.0% | 6.1% | 40,613 | 13,601 | 10,703 |
| Marine Corps | 20.0% | 18.6% | 16.0% | 38.7% | 41.4% | 34.8% | 21.2% | 22.5% | 24.3% | 13.1% | 11.5% | 15.2% | 6.9% | 6.1% | 9.6% | 5,040 | 1,755 | 1,154 |
| DOD 4th Estate | 19.7% | 18.8% | 17.0% | 42.8% | 41.7% | 41.4% | 19.6% | 20.0% | 20.4% | 11.8% | 12.8% | 14.0% | 6.0% | 6.8% | 7.2% | 29,513 | 15,336 | 13,106 |

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) Please select the response below that BEST describes your current teleworking schedule.

| | Telework Infrequently | Telework About 1-2 Days Per Month | Telework 1-2 Days Per Week | Telework 3-4 Days Per Week | Telework Every Work Day | Do Not Telework, Must Be Physically Present | Do Not Telework, Technical Issues | Not Allowed To Telework | Choose Not To Telework | Item Response Total** |
|---|-----------------------|-----------------------------------|----------------------------|----------------------------|-------------------------|---|-----------------------------------|-------------------------|------------------------|-----------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | | |
| All Responses | 14.9% | 5.9% | 15.2% | 4.6% | 2.0% | 28.6% | 3.9% | 13.2% | 11.6% | 574,372 |
| BBG | 15.3% | 4.6% | 20.2% | 2.4% | 0.5% | 26.5% | 5.0% | 12.4% | 12.9% | 806 |
| CSOSA | 12.8% | 24.5% | 28.1% | 6.8% | 0.0% | 11.5% | 0.2% | 6.2% | 9.9% | 442 |
| DHS | 8.0% | 3.5% | 9.4% | 4.1% | 1.0% | 57.0% | 1.4% | 7.9% | 7.8% | 70,679 |
| DOC | 16.1% | 6.9% | 28.9% | 5.7% | 20.9% | 6.8% | 2.0% | 3.8% | 8.8% | 20,170 |
| DOE | 30.3% | 11.6% | 19.0% | 1.6% | 1.0% | 13.1% | 2.3% | 6.0% | 14.9% | 8,446 |
| DOI | 23.5% | 9.4% | 15.9% | 3.1% | 2.0% | 20.1% | 3.1% | 8.8% | 14.2% | 27,498 |
| DOJ | 6.7% | 2.3% | 5.1% | 0.8% | 0.9% | 61.6% | 4.8% | 10.1% | 7.6% | 29,037 |
| DOL | 20.5% | 9.8% | 35.8% | 6.9% | 3.5% | 7.2% | 1.4% | 4.3% | 10.6% | 7,833 |
| DOT | 17.0% | 10.8% | 25.0% | 5.8% | 3.5% | 20.8% | 2.2% | 6.4% | 8.5% | 20,917 |
| ED | 12.5% | 7.0% | 58.6% | 13.8% | 2.3% | 0.5% | 0.4% | 1.1% | 3.9% | 2,531 |
| EEOC | 19.3% | 10.2% | 34.9% | 4.0% | 1.9% | 4.7% | 1.6% | 6.5% | 16.9% | 1,343 |
| EPA | 21.5% | 13.3% | 48.8% | 2.9% | 0.7% | 1.8% | 0.7% | 1.6% | 8.6% | 7,780 |
| FCC | 17.8% | 12.0% | 50.1% | 9.4% | 1.8% | 1.5% | 0.8% | 1.4% | 5.2% | 573 |
| FERC | 19.9% | 14.7% | 53.6% | 0.9% | 0.4% | 0.5% | 0.5% | 1.5% | 8.1% | 1,100 |
| FTC | 35.3% | 19.1% | 32.8% | 0.8% | 0.5% | 0.5% | 0.6% | 2.6% | 7.7% | 622 |

Report by Agency

(72) Please select the response below that BEST describes your current teleworking schedule.

| | Telework Infrequently | Telework About 1-2 Days Per Month | Telework 1-2 Days Per Week | Telework 3-4 Days Per Week | Telework Every Work Day | Do Not Telework, Must Be Physically Present | Do Not Telework, Technical Issues | Not Allowed To Telework | Choose Not To Telework | Item Response Total** |
|---|-----------------------|-----------------------------------|----------------------------|----------------------------|-------------------------|---|-----------------------------------|-------------------------|------------------------|-----------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | | |
| All Responses | 14.9% | 5.9% | 15.2% | 4.6% | 2.0% | 28.6% | 3.9% | 13.2% | 11.6% | 574,372 |
| GSA | 9.5% | 7.9% | 41.2% | 28.0% | 6.2% | 1.6% | 0.2% | 1.9% | 3.5% | 6,985 |
| HHS | 14.6% | 7.3% | 37.1% | 7.6% | 3.2% | 14.0% | 1.9% | 6.0% | 8.3% | 41,700 |
| HUD | 11.7% | 5.3% | 45.9% | 17.2% | 1.6% | 2.3% | 0.7% | 3.8% | 11.5% | 4,494 |
| NARA | 15.7% | 4.1% | 14.4% | 3.3% | 1.8% | 36.7% | 3.8% | 7.4% | 12.9% | 1,684 |
| NASA | 40.0% | 22.2% | 17.4% | 2.1% | 0.9% | 3.8% | 1.6% | 2.5% | 9.6% | 11,344 |
| NCUA | 26.7% | 15.8% | 14.4% | 2.9% | 13.9% | 11.7% | 1.0% | 5.8% | 7.8% | 585 |
| NLRB | 14.7% | 8.0% | 43.0% | 10.9% | 4.4% | 2.3% | 1.2% | 4.6% | 10.8% | 820 |
| NRC | 25.3% | 9.2% | 34.9% | 3.7% | 3.1% | 5.3% | 1.0% | 1.9% | 15.7% | 2,275 |
| NSF | 22.9% | 13.9% | 47.8% | 7.7% | 1.2% | 0.6% | 0.3% | 0.8% | 4.8% | 916 |
| OMB | 51.6% | 14.3% | 23.7% | 0.0% | 0.8% | 0.3% | 0.0% | 2.1% | 7.1% | 337 |
| OPM | 10.3% | 5.2% | 30.6% | 12.1% | 26.4% | 6.9% | 0.6% | 3.2% | 4.6% | 2,980 |
| PBGC | 18.2% | 8.9% | 59.6% | 2.5% | 1.2% | 0.3% | 0.7% | 0.9% | 7.7% | 514 |
| RRB | 7.4% | 3.4% | 38.2% | 1.8% | 0.5% | 12.9% | 4.8% | 16.7% | 14.3% | 393 |
| SBA | 24.8% | 11.2% | 31.3% | 2.7% | 1.0% | 2.9% | 2.2% | 8.6% | 15.3% | 1,509 |
| SEC | 23.0% | 13.5% | 42.8% | 10.5% | 2.5% | 0.9% | 0.4% | 0.8% | 5.6% | 3,336 |

Report by Agency

(72) Please select the response below that BEST describes your current teleworking schedule.

| | Telework Infrequently | Telework About 1-2 Days Per Month | Telework 1-2 Days Per Week | Telework 3-4 Days Per Week | Telework Every Work Day | Do Not Telework, Must Be Physically Present | Do Not Telework, Technical Issues | Not Allowed To Telework | Choose Not To Telework | Item Response Total** |
|---|-----------------------|-----------------------------------|----------------------------|----------------------------|-------------------------|---|-----------------------------------|-------------------------|------------------------|-----------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | | |
| All Responses | 14.9% | 5.9% | 15.2% | 4.6% | 2.0% | 28.6% | 3.9% | 13.2% | 11.6% | 574,372 |
| SSA | 1.6% | 2.5% | 33.3% | 9.5% | 0.4% | 5.6% | 2.9% | 29.0% | 15.1% | 24,636 |
| State | 21.7% | 5.2% | 7.6% | 0.4% | 0.8% | 36.8% | 6.5% | 10.7% | 10.3% | 6,770 |
| USAID | 32.5% | 10.1% | 19.2% | 1.4% | 1.7% | 9.0% | 2.5% | 12.2% | 11.5% | 1,788 |
| USDA | 21.8% | 9.2% | 15.3% | 2.5% | 1.8% | 23.2% | 2.6% | 6.8% | 16.9% | 41,875 |
| USDT | 11.2% | 7.8% | 19.4% | 23.6% | 3.3% | 9.5% | 4.6% | 13.1% | 7.5% | 40,417 |
| Small Agencies | 21.9% | 11.5% | 35.4% | 2.8% | 4.1% | 8.3% | 1.5% | 5.2% | 9.4% | 5,116 |
| DOD | 16.5% | 4.7% | 8.4% | 2.0% | 0.8% | 28.8% | 5.8% | 19.0% | 14.0% | 174,121 |
| USACE | 34.8% | 8.9% | 9.7% | 0.9% | 1.0% | 17.4% | 1.7% | 11.4% | 14.2% | 18,407 |
| Air Force | 10.1% | 2.0% | 3.2% | 0.3% | 0.4% | 36.8% | 8.7% | 23.8% | 14.6% | 31,414 |
| Army‡ | 11.8% | 3.2% | 4.6% | 0.5% | 1.0% | 33.3% | 5.2% | 24.8% | 15.5% | 49,060 |
| Navy‡ | 20.9% | 6.6% | 8.4% | 0.9% | 0.6% | 25.9% | 6.6% | 16.1% | 14.0% | 40,646 |
| Marine Corps | 18.0% | 3.7% | 3.7% | 0.5% | 0.6% | 33.9% | 5.2% | 21.4% | 13.1% | 5,026 |
| DOD 4th Estate | 19.6% | 6.6% | 24.1% | 10.3% | 1.3% | 16.7% | 2.3% | 8.4% | 10.6% | 29,568 |

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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 31.3% | 30.7% | 22.6% | 8.5% | 6.9% | 369,986 | 37,643 | 143,877 | 14,641 |
| BBG | 24.9% | 33.3% | 25.2% | 8.6% | 8.0% | 533 | 58 | 179 | 22 |
| CSOSA | 37.9% | 33.5% | 12.9% | 10.1% | 5.5% | 364 | 26 | 41 | 1 |
| DHS | 26.7% | 27.7% | 28.5% | 9.1% | 8.0% | 31,122 | 3,447 | 31,207 | 3,930 |
| DOC | 49.0% | 34.9% | 10.1% | 3.9% | 2.1% | 17,410 | 1,051 | 1,338 | 139 |
| DOE | 36.7% | 36.6% | 16.6% | 6.3% | 3.8% | 6,481 | 747 | 1,049 | 67 |
| DOI | 31.0% | 35.4% | 21.9% | 7.1% | 4.7% | 19,644 | 2,430 | 4,763 | 296 |
| DOJ | 19.3% | 25.6% | 35.7% | 11.1% | 8.3% | 11,382 | 1,541 | 13,876 | 1,948 |
| DOL | 44.6% | 34.2% | 13.0% | 4.7% | 3.5% | 6,732 | 450 | 464 | 43 |
| DOT | 39.5% | 34.2% | 15.8% | 6.4% | 4.2% | 16,070 | 965 | 3,302 | 167 |
| ED | 32.4% | 26.7% | 9.6% | 12.4% | 18.9% | 2,386 | 63 | 22 | 2 |
| EEOC | 45.2% | 33.4% | 13.2% | 4.1% | 4.1% | 1,062 | 143 | 101 | 6 |
| EPA | 43.1% | 40.9% | 10.1% | 4.0% | 1.9% | 7,039 | 419 | 115 | 10 |
| FCC | 43.8% | 40.2% | 9.0% | 4.4% | 2.7% | 530 | 20 | 6 | 1 |
| FERC | 53.5% | 31.6% | 7.7% | 3.9% | 3.3% | 1,000 | 66 | 15 | 1 |
| FTC | 40.4% | 39.6% | 10.0% | 7.3% | 2.7% | 572 | 32 | 8 | 1 |

Report by Agency

(73) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 31.3% | 30.7% | 22.6% | 8.5% | 6.9% | 369,986 | 37,643 | 143,877 | 14,641 |
| GSA | 60.7% | 27.1% | 6.2% | 3.9% | 2.2% | 6,645 | 127 | 102 | 13 |
| HHS | 43.7% | 35.0% | 13.8% | 5.1% | 2.4% | 33,959 | 1,867 | 4,679 | 609 |
| HUD | 46.1% | 37.0% | 10.0% | 4.2% | 2.7% | 3,986 | 282 | 155 | 3 |
| NARA | 31.6% | 35.4% | 22.1% | 5.4% | 5.6% | 907 | 171 | 545 | 42 |
| NASA | 48.9% | 34.6% | 11.5% | 3.3% | 1.7% | 10,136 | 664 | 361 | 32 |
| NCUA | 23.3% | 40.1% | 18.3% | 11.5% | 6.8% | 447 | 23 | 115 | 8 |
| NLRB | 43.2% | 35.9% | 11.1% | 6.6% | 3.2% | 730 | 45 | 31 | 2 |
| NRC | 45.9% | 38.0% | 11.0% | 3.7% | 1.4% | 1,925 | 221 | 88 | 9 |
| NSF | 49.1% | 34.6% | 8.9% | 4.9% | 2.5% | 867 | 31 | 6 | 0 |
| OMB | 31.8% | 42.8% | 13.8% | 7.6% | 4.0% | 315 | 12 | 6 | 0 |
| OPM | 52.2% | 31.1% | 10.3% | 4.2% | 2.2% | 2,618 | 95 | 188 | 15 |
| PBGC | 49.6% | 37.7% | 9.5% | 1.6% | 1.6% | 475 | 25 | 2 | 1 |
| RRB | 32.4% | 43.2% | 11.6% | 7.5% | 5.3% | 246 | 34 | 99 | 6 |
| SBA | 32.7% | 34.2% | 17.1% | 9.4% | 6.5% | 1,253 | 120 | 103 | 4 |
| SEC | 58.0% | 32.9% | 5.8% | 2.2% | 1.1% | 3,171 | 91 | 22 | 1 |

Report by Agency

(73) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 31.3% | 30.7% | 22.6% | 8.5% | 6.9% | 369,986 | 37,643 | 143,877 | 14,641 |
| SSA | 43.0% | 31.6% | 14.6% | 6.2% | 4.6% | 15,512 | 2,054 | 6,606 | 245 |
| State | 18.1% | 31.6% | 29.1% | 13.5% | 7.7% | 3,773 | 416 | 2,305 | 104 |
| USAID | 28.7% | 40.5% | 16.6% | 9.6% | 4.6% | 1,307 | 103 | 348 | 10 |
| USDA | 13.1% | 24.9% | 25.4% | 15.7% | 21.0% | 27,560 | 4,609 | 8,583 | 486 |
| USDT | 51.0% | 31.1% | 10.7% | 3.9% | 3.3% | 30,216 | 1,649 | 7,464 | 457 |
| Small Agencies | 39.3% | 36.9% | 13.8% | 6.1% | 3.9% | 4,336 | 286 | 422 | 25 |
| DOD | 22.6% | 29.1% | 29.7% | 10.6% | 8.0% | 97,275 | 13,260 | 55,161 | 5,935 |
| USACE | 24.3% | 35.1% | 24.8% | 10.0% | 5.8% | 13,520 | 1,315 | 3,049 | 255 |
| Air Force | 14.3% | 22.8% | 39.5% | 12.7% | 10.7% | 12,130 | 2,613 | 14,686 | 1,571 |
| Army‡ | 15.7% | 25.0% | 35.7% | 12.6% | 11.1% | 22,521 | 3,975 | 19,495 | 2,440 |
| Navy‡ | 21.6% | 31.9% | 28.9% | 10.5% | 7.1% | 23,488 | 3,358 | 12,096 | 1,094 |
| Marine Corps | 15.3% | 25.9% | 38.8% | 11.7% | 8.3% | 2,533 | 363 | 1,895 | 166 |
| DOD 4th Estate | 38.7% | 32.7% | 17.0% | 6.9% | 4.7% | 23,083 | 1,636 | 3,940 | 409 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 39.6% | 37.0% | 15.1% | 4.4% | 4.0% | 415,309 | 59,915 | 78,301 | 14,950 |
| BBG | 22.7% | 39.9% | 26.7% | 5.3% | 5.5% | 509 | 71 | 145 | 61 |
| CSOSA | 48.2% | 33.5% | 12.9% | 3.5% | 1.9% | 343 | 61 | 30 | 3 |
| DHS | 32.0% | 32.5% | 19.9% | 7.0% | 8.6% | 40,888 | 4,591 | 20,724 | 3,526 |
| DOC | 55.1% | 33.3% | 8.4% | 1.9% | 1.2% | 17,171 | 1,591 | 973 | 268 |
| DOE | 48.4% | 37.0% | 10.2% | 2.7% | 1.7% | 6,827 | 922 | 511 | 111 |
| DOI | 41.4% | 40.8% | 12.2% | 3.3% | 2.3% | 22,579 | 2,063 | 2,150 | 367 |
| DOJ | 29.9% | 37.5% | 19.5% | 6.8% | 6.4% | 16,565 | 2,859 | 8,105 | 1,120 |
| DOL | 45.5% | 33.9% | 16.1% | 2.4% | 2.1% | 5,541 | 1,691 | 388 | 129 |
| DOT | 47.4% | 38.2% | 9.2% | 2.8% | 2.4% | 18,327 | 1,194 | 1,073 | 161 |
| ED | 38.2% | 38.1% | 13.8% | 4.2% | 5.6% | 1,928 | 448 | 107 | 26 |
| EEOC | 50.3% | 35.7% | 10.6% | 1.7% | 1.7% | 1,126 | 182 | 21 | 4 |
| EPA | 51.8% | 39.1% | 6.4% | 2.0% | 0.7% | 7,057 | 565 | 78 | 11 |
| FCC | 32.7% | 32.9% | 30.2% | 2.0% | 2.3% | 316 | 196 | 30 | 22 |
| FERC | 70.9% | 23.7% | 3.8% | 1.0% | 0.6% | 950 | 138 | 10 | 0 |
| FTC | 48.2% | 25.8% | 17.5% | 5.7% | 2.7% | 367 | 177 | 58 | 10 |

Report by Agency

(74) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 39.6% | 37.0% | 15.1% | 4.4% | 4.0% | 415,309 | 59,915 | 78,301 | 14,950 |
| GSA | 65.9% | 26.9% | 5.4% | 1.1% | 0.7% | 5,953 | 838 | 138 | 18 |
| HHS | 40.0% | 36.3% | 17.0% | 4.0% | 2.7% | 27,464 | 7,207 | 5,300 | 1,253 |
| HUD | 46.3% | 37.1% | 13.1% | 2.1% | 1.4% | 3,456 | 781 | 185 | 28 |
| NARA | 36.2% | 39.4% | 17.4% | 3.6% | 3.4% | 1,048 | 375 | 193 | 52 |
| NASA | 54.4% | 34.9% | 8.9% | 1.2% | 0.6% | 9,459 | 1,238 | 299 | 231 |
| NCUA | 43.4% | 41.8% | 9.4% | 3.2% | 2.1% | 564 | 15 | 20 | 5 |
| NLRB | 48.5% | 36.5% | 11.1% | 2.7% | 1.2% | 666 | 110 | 26 | 6 |
| NRC | 59.3% | 35.1% | 4.6% | 0.4% | 0.6% | 2,034 | 177 | 48 | 4 |
| NSF | 38.5% | 33.6% | 21.7% | 4.5% | 1.7% | 580 | 175 | 93 | 59 |
| OMB | 27.0% | 28.9% | 22.1% | 11.2% | 10.9% | 196 | 43 | 87 | 8 |
| OPM | 55.1% | 32.9% | 9.7% | 1.2% | 1.1% | 2,292 | 533 | 128 | 19 |
| PBGC | 53.8% | 35.5% | 9.6% | 1.0% | 0.2% | 399 | 96 | 9 | 5 |
| RRB | 39.3% | 39.4% | 12.8% | 4.1% | 4.3% | 311 | 13 | 59 | 9 |
| SBA | 44.9% | 39.7% | 11.6% | 2.5% | 1.3% | 1,233 | 192 | 66 | 5 |
| SEC | 59.3% | 31.9% | 7.6% | 0.8% | 0.5% | 2,810 | 483 | 29 | 6 |

Report by Agency

(74) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 39.6% | 37.0% | 15.1% | 4.4% | 4.0% | 415,309 | 59,915 | 78,301 | 14,950 |
| SSA | 37.8% | 38.8% | 19.3% | 2.7% | 1.5% | 16,334 | 5,896 | 1,827 | 420 |
| State | 21.6% | 36.8% | 25.9% | 9.9% | 5.8% | 3,682 | 969 | 1,798 | 219 |
| USAID | 31.8% | 39.3% | 18.9% | 6.4% | 3.6% | 1,027 | 342 | 365 | 25 |
| USDA | 38.1% | 42.9% | 12.4% | 3.3% | 3.3% | 34,837 | 2,133 | 3,799 | 718 |
| USDT | 46.6% | 34.1% | 13.5% | 3.0% | 2.8% | 30,224 | 6,307 | 3,285 | 450 |
| Small Agencies | 46.5% | 34.4% | 13.4% | 3.4% | 2.4% | 3,701 | 822 | 464 | 90 |
| DOD | 37.9% | 37.6% | 15.5% | 4.8% | 4.2% | 126,545 | 14,421 | 25,680 | 5,501 |
| USACE | 34.9% | 39.8% | 17.6% | 4.9% | 2.8% | 14,226 | 1,708 | 1,871 | 400 |
| Air Force | 35.6% | 37.5% | 16.7% | 5.2% | 5.0% | 21,188 | 2,720 | 5,998 | 1,113 |
| Army‡ | 34.5% | 36.8% | 17.3% | 5.8% | 5.6% | 33,283 | 4,016 | 9,183 | 2,005 |
| Navy‡ | 38.9% | 39.3% | 13.8% | 4.4% | 3.6% | 31,233 | 2,813 | 5,033 | 1,105 |
| Marine Corps | 36.4% | 38.4% | 17.1% | 4.3% | 3.7% | 3,606 | 467 | 751 | 152 |
| DOD 4th Estate | 46.0% | 34.8% | 12.8% | 3.4% | 2.9% | 23,009 | 2,697 | 2,844 | 726 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 22.6% | 42.7% | 24.4% | 6.5% | 3.8% | 456,532 | 43,322 | 42,843 | 31,923 |
| BBG | 15.6% | 45.1% | 31.5% | 4.8% | 3.0% | 666 | 67 | 33 | 37 |
| CSOSA | 33.2% | 43.4% | 17.3% | 4.3% | 1.8% | 383 | 45 | 5 | 8 |
| DHS | 16.3% | 39.5% | 27.8% | 9.5% | 7.0% | 54,089 | 4,232 | 7,106 | 5,161 |
| DOC | 30.1% | 42.3% | 21.5% | 4.2% | 2.0% | 15,241 | 2,261 | 1,663 | 975 |
| DOE | 28.8% | 45.9% | 19.2% | 4.0% | 2.1% | 7,233 | 756 | 246 | 219 |
| DOI | 18.7% | 42.5% | 26.3% | 8.4% | 4.0% | 22,253 | 1,741 | 2,146 | 1,321 |
| DOJ | 19.7% | 50.6% | 22.3% | 5.0% | 2.4% | 24,666 | 1,587 | 1,533 | 1,280 |
| DOL | 27.8% | 41.8% | 23.0% | 4.7% | 2.7% | 5,997 | 999 | 518 | 308 |
| DOT | 22.9% | 39.7% | 25.3% | 7.9% | 4.3% | 16,568 | 1,383 | 1,936 | 1,033 |
| ED | 21.2% | 46.8% | 23.2% | 4.8% | 4.0% | 2,022 | 326 | 64 | 123 |
| EEOC | 28.4% | 40.1% | 23.3% | 4.6% | 3.7% | 1,011 | 116 | 107 | 104 |
| EPA | 25.6% | 47.1% | 18.9% | 5.8% | 2.6% | 6,898 | 633 | 113 | 127 |
| FCC | 31.9% | 49.3% | 15.7% | 2.5% | 0.6% | 478 | 74 | 14 | 5 |
| FERC | 47.6% | 41.2% | 9.1% | 1.6% | 0.5% | 952 | 114 | 28 | 8 |
| FTC | 34.6% | 44.2% | 17.4% | 2.5% | 1.3% | 512 | 72 | 12 | 24 |

Report by Agency

(75) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 22.6% | 42.7% | 24.4% | 6.5% | 3.8% | 456,532 | 43,322 | 42,843 | 31,923 |
| GSA | 35.0% | 38.8% | 20.4% | 3.9% | 1.9% | 5,299 | 832 | 433 | 420 |
| HHS | 31.0% | 46.5% | 17.4% | 3.7% | 1.5% | 35,973 | 3,203 | 1,406 | 1,050 |
| HUD | 27.2% | 44.7% | 21.0% | 5.2% | 1.9% | 3,774 | 448 | 156 | 121 |
| NARA | 23.9% | 49.2% | 20.3% | 4.5% | 2.1% | 1,390 | 174 | 102 | 25 |
| NASA | 45.9% | 41.5% | 9.8% | 2.0% | 0.9% | 10,367 | 820 | 34 | 116 |
| NCUA | 24.9% | 36.0% | 28.2% | 7.0% | 3.9% | 446 | 54 | 87 | 23 |
| NLRB | 12.6% | 24.4% | 22.7% | 17.3% | 23.0% | 567 | 57 | 159 | 36 |
| NRC | 48.9% | 39.8% | 8.7% | 1.5% | 1.1% | 2,033 | 185 | 53 | 6 |
| NSF | 43.3% | 44.5% | 10.4% | 1.5% | 0.4% | 808 | 91 | 3 | 10 |
| OMB | 30.6% | 54.6% | 11.8% | 2.9% | 0.0% | 281 | 42 | 0 | 11 |
| OPM | 23.2% | 35.3% | 30.5% | 7.6% | 3.3% | 1,831 | 396 | 491 | 268 |
| PBGC | 48.4% | 42.3% | 8.2% | 0.9% | 0.2% | 456 | 49 | 4 | 3 |
| RRB | 44.6% | 38.2% | 10.7% | 3.1% | 3.4% | 319 | 20 | 45 | 10 |
| SBA | 20.2% | 35.0% | 30.1% | 9.8% | 4.9% | 1,071 | 142 | 182 | 114 |
| SEC | 38.6% | 42.2% | 15.2% | 3.0% | 1.0% | 2,852 | 372 | 55 | 60 |

Report by Agency

(75) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 22.6% | 42.7% | 24.4% | 6.5% | 3.8% | 456,532 | 43,322 | 42,843 | 31,923 |
| SSA | 22.3% | 43.0% | 25.0% | 6.7% | 3.1% | 18,821 | 2,378 | 2,478 | 1,062 |
| State | 18.5% | 49.1% | 23.8% | 5.7% | 2.9% | 5,650 | 502 | 279 | 332 |
| USAID | 24.9% | 50.2% | 19.8% | 3.6% | 1.5% | 1,449 | 180 | 72 | 83 |
| USDA | 20.1% | 40.4% | 27.2% | 7.7% | 4.7% | 28,636 | 2,442 | 7,059 | 3,799 |
| USDT | 25.7% | 44.6% | 21.8% | 5.0% | 2.8% | 32,765 | 4,200 | 2,153 | 1,525 |
| Small Agencies | 27.1% | 45.1% | 21.3% | 4.6% | 1.9% | 4,240 | 446 | 237 | 192 |
| DOD | 21.6% | 41.6% | 26.1% | 6.7% | 4.0% | 138,535 | 11,883 | 11,831 | 11,924 |
| USACE | 19.1% | 42.9% | 25.6% | 8.5% | 4.0% | 15,406 | 993 | 1,103 | 900 |
| Air Force | 24.3% | 45.0% | 23.0% | 4.9% | 2.9% | 26,606 | 1,992 | 1,444 | 1,421 |
| Army‡ | 17.4% | 42.0% | 28.5% | 7.5% | 4.6% | 37,967 | 3,370 | 3,761 | 4,028 |
| Navy‡ | 15.9% | 39.1% | 31.2% | 8.8% | 5.0% | 30,841 | 2,972 | 3,176 | 3,623 |
| Marine Corps | 24.0% | 40.2% | 24.8% | 6.9% | 4.1% | 3,990 | 347 | 336 | 358 |
| DOD 4th Estate | 36.6% | 39.7% | 17.3% | 3.9% | 2.5% | 23,725 | 2,209 | 2,011 | 1,594 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 17.0% | 35.8% | 41.2% | 3.5% | 2.6% | 383,295 | 130,354 | 12,016 | 49,569 |
| BBG | 10.1% | 25.8% | 50.8% | 7.8% | 5.5% | 492 | 125 | 40 | 145 |
| CSOSA | 25.3% | 38.8% | 32.6% | 2.7% | 0.6% | 340 | 83 | 4 | 15 |
| DHS | 14.5% | 35.5% | 41.5% | 4.4% | 4.1% | 50,472 | 13,545 | 1,723 | 5,004 |
| DOC | 21.4% | 32.4% | 40.7% | 3.4% | 2.1% | 12,027 | 5,538 | 440 | 2,158 |
| DOE | 19.6% | 36.0% | 40.0% | 2.6% | 1.9% | 5,272 | 2,438 | 92 | 650 |
| DOI | 15.1% | 35.9% | 42.1% | 4.1% | 2.8% | 19,445 | 6,014 | 371 | 1,645 |
| DOJ | 18.5% | 44.2% | 31.8% | 3.0% | 2.5% | 21,575 | 5,336 | 429 | 1,785 |
| DOL | 23.3% | 34.1% | 37.9% | 2.8% | 1.9% | 4,927 | 2,362 | 109 | 441 |
| DOT | 19.1% | 34.1% | 41.9% | 2.8% | 2.0% | 14,286 | 4,683 | 325 | 1,627 |
| ED | 17.0% | 31.2% | 44.7% | 3.5% | 3.7% | 1,369 | 842 | 28 | 294 |
| EEOC | 21.1% | 30.7% | 43.7% | 2.4% | 2.2% | 838 | 349 | 21 | 125 |
| EPA | 18.1% | 34.8% | 42.3% | 3.2% | 1.7% | 4,393 | 2,647 | 52 | 681 |
| FCC | 20.2% | 34.3% | 44.2% | 0.6% | 0.8% | 314 | 215 | 10 | 32 |
| FERC | 32.4% | 31.4% | 34.7% | 1.0% | 0.5% | 571 | 481 | 10 | 43 |
| FTC | 26.5% | 29.6% | 42.1% | 1.4% | 0.4% | 268 | 289 | 4 | 60 |

Report by Agency

(76) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|--------------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 17.0% | 35.8% | 41.2% | 3.5% | 2.6% | 383,295 | 130,354 | 12,016 | 49,569 |
| GSA | 27.4% | 31.6% | 37.5% | 2.1% | 1.3% | 4,110 | 2,098 | 110 | 669 |
| HHS | 21.0% | 35.7% | 38.3% | 3.2% | 1.7% | 25,148 | 11,779 | 696 | 4,023 |
| HUD | 21.0% | 33.3% | 39.5% | 3.8% | 2.4% | 2,929 | 1,200 | 52 | 316 |
| NARA | 19.9% | 36.8% | 37.0% | 4.2% | 2.0% | 956 | 560 | 36 | 136 |
| NASA | 36.6% | 34.8% | 26.4% | 1.5% | 0.8% | 7,491 | 3,296 | 29 | 525 |
| NCUA | 16.9% | 25.5% | 48.2% | 5.2% | 4.2% | 356 | 187 | 6 | 59 |
| NLRB | 13.7% | 26.9% | 53.8% | 3.1% | 2.5% | 456 | 265 | 11 | 84 |
| NRC | 35.6% | 35.3% | 26.4% | 1.4% | 1.3% | 1,439 | 760 | 16 | 59 |
| NSF | 33.5% | 38.4% | 24.5% | 2.1% | 1.6% | 577 | 294 | 1 | 41 |
| OMB | 23.9% | 39.5% | 34.1% | 2.5% | 0.0% | 155 | 149 | 0 | 32 |
| OPM | 18.6% | 29.4% | 48.2% | 2.0% | 1.8% | 1,707 | 930 | 73 | 281 |
| PBGC | 29.5% | 36.5% | 32.2% | 0.7% | 1.1% | 311 | 154 | 5 | 42 |
| RRB | 26.7% | 31.9% | 35.9% | 3.7% | 1.8% | 244 | 109 | 9 | 32 |
| SBA | 14.1% | 31.7% | 47.6% | 3.8% | 2.8% | 946 | 355 | 40 | 164 |
| SEC | 29.9% | 30.2% | 37.4% | 1.9% | 0.6% | 1,824 | 1,255 | 15 | 246 |

Report by Agency

(76) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 17.0% | 35.8% | 41.2% | 3.5% | 2.6% | 383,295 | 130,354 | 12,016 | 49,569 |
| SSA | 20.2% | 38.6% | 35.3% | 3.7% | 2.2% | 17,236 | 6,014 | 376 | 1,154 |
| State | 12.8% | 35.4% | 42.7% | 5.9% | 3.2% | 4,026 | 1,421 | 219 | 1,095 |
| USAID | 21.2% | 39.7% | 31.3% | 5.5% | 2.3% | 1,122 | 414 | 47 | 200 |
| USDA | 13.1% | 35.9% | 44.5% | 3.7% | 2.7% | 29,676 | 8,395 | 894 | 3,025 |
| USDT | 20.8% | 36.9% | 37.3% | 2.9% | 2.1% | 26,735 | 10,049 | 628 | 3,209 |
| Small Agencies | 21.0% | 34.3% | 39.4% | 3.7% | 1.6% | 3,133 | 1,470 | 70 | 455 |
| DOD | 15.2% | 34.4% | 44.4% | 3.5% | 2.5% | 116,129 | 34,253 | 5,025 | 19,017 |
| USACE | 14.7% | 35.8% | 44.1% | 3.3% | 2.0% | 13,002 | 3,547 | 317 | 1,550 |
| Air Force | 16.4% | 36.5% | 41.7% | 3.2% | 2.2% | 21,596 | 5,949 | 948 | 3,011 |
| Army‡ | 13.3% | 34.4% | 44.8% | 4.2% | 3.4% | 32,005 | 8,297 | 2,058 | 6,834 |
| Navy‡ | 12.6% | 32.7% | 48.8% | 3.4% | 2.4% | 26,611 | 8,664 | 982 | 4,409 |
| Marine Corps | 12.8% | 30.2% | 50.8% | 3.8% | 2.4% | 3,230 | 904 | 175 | 738 |
| DOD 4th Estate | 22.4% | 34.2% | 38.7% | 2.7% | 1.8% | 19,685 | 6,892 | 545 | 2,475 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 12.3% | 22.0% | 57.5% | 4.4% | 3.8% | 238,481 | 184,554 | 75,622 | 76,697 |
| BBG | 5.8% | 18.6% | 64.2% | 4.9% | 6.5% | 338 | 169 | 100 | 192 |
| CSOSA | 20.5% | 21.4% | 51.2% | 5.6% | 1.4% | 205 | 129 | 58 | 48 |
| DHS | 8.4% | 18.6% | 58.8% | 6.2% | 8.1% | 27,250 | 16,793 | 13,994 | 12,741 |
| DOC | 17.5% | 23.8% | 51.8% | 4.0% | 2.9% | 8,417 | 7,787 | 2,022 | 1,934 |
| DOE | 15.0% | 22.7% | 54.9% | 3.9% | 3.5% | 3,205 | 3,395 | 922 | 932 |
| DOI | 8.8% | 18.1% | 61.8% | 6.1% | 5.2% | 10,203 | 8,237 | 4,936 | 4,128 |
| DOJ | 9.2% | 23.7% | 55.2% | 6.3% | 5.6% | 11,088 | 6,567 | 6,042 | 5,434 |
| DOL | 18.8% | 24.3% | 51.6% | 3.0% | 2.2% | 3,288 | 3,371 | 590 | 595 |
| DOT | 13.6% | 23.1% | 56.1% | 3.7% | 3.5% | 9,022 | 6,981 | 2,626 | 2,293 |
| ED | 11.7% | 23.4% | 55.0% | 4.8% | 5.1% | 1,010 | 999 | 173 | 350 |
| EEOC | 11.9% | 18.4% | 62.1% | 3.6% | 4.1% | 503 | 337 | 227 | 269 |
| EPA | 13.4% | 24.5% | 55.2% | 4.6% | 2.2% | 2,965 | 3,415 | 595 | 801 |
| FCC | 10.5% | 22.9% | 52.4% | 8.6% | 5.5% | 196 | 180 | 103 | 93 |
| FERC | 30.5% | 27.5% | 38.6% | 2.5% | 0.9% | 439 | 574 | 58 | 31 |
| FTC | 21.2% | 25.5% | 47.4% | 3.5% | 2.4% | 220 | 322 | 33 | 48 |

Report by Agency

(77) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|--------------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 12.3% | 22.0% | 57.5% | 4.4% | 3.8% | 238,481 | 184,554 | 75,622 | 76,697 |
| GSA | 21.1% | 23.2% | 51.8% | 2.4% | 1.4% | 2,904 | 2,990 | 513 | 579 |
| HHS | 16.4% | 24.6% | 51.2% | 4.6% | 3.3% | 17,227 | 16,540 | 3,800 | 4,102 |
| HUD | 15.1% | 22.9% | 56.6% | 3.2% | 2.3% | 1,928 | 1,621 | 511 | 444 |
| NARA | 14.1% | 20.7% | 55.7% | 4.5% | 5.0% | 510 | 617 | 382 | 178 |
| NASA | 32.1% | 26.7% | 38.1% | 2.1% | 1.1% | 5,100 | 5,310 | 430 | 498 |
| NCUA | 6.0% | 20.7% | 59.7% | 6.0% | 7.5% | 202 | 196 | 104 | 105 |
| NLRB | 12.1% | 14.3% | 63.9% | 4.0% | 5.7% | 288 | 208 | 166 | 156 |
| NRC | 25.5% | 24.4% | 45.3% | 2.9% | 2.0% | 828 | 1,162 | 175 | 104 |
| NSF | 21.6% | 21.9% | 49.5% | 4.1% | 2.9% | 369 | 427 | 47 | 67 |
| OMB | 27.8% | 25.6% | 36.7% | 7.1% | 2.9% | 138 | 168 | 5 | 24 |
| OPM | 14.4% | 19.7% | 60.0% | 3.9% | 2.1% | 1,110 | 1,054 | 424 | 403 |
| PBGC | 19.7% | 29.9% | 42.1% | 6.5% | 1.9% | 206 | 158 | 64 | 82 |
| RRB | 14.6% | 24.4% | 53.5% | 2.7% | 4.9% | 141 | 115 | 69 | 69 |
| SBA | 10.9% | 14.3% | 66.0% | 4.7% | 4.1% | 601 | 400 | 250 | 261 |
| SEC | 32.0% | 28.1% | 36.0% | 2.4% | 1.4% | 1,696 | 1,365 | 131 | 148 |

Report by Agency

(77) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 12.3% | 22.0% | 57.5% | 4.4% | 3.8% | 238,481 | 184,554 | 75,622 | 76,697 |
| SSA | 14.8% | 25.8% | 51.2% | 4.7% | 3.5% | 11,003 | 7,664 | 3,794 | 2,329 |
| State | 9.2% | 25.4% | 50.1% | 8.5% | 6.8% | 2,777 | 2,293 | 857 | 842 |
| USAID | 15.0% | 31.0% | 40.4% | 8.4% | 5.2% | 740 | 681 | 199 | 165 |
| USDA | 7.1% | 20.7% | 63.0% | 4.8% | 4.4% | 17,058 | 10,692 | 8,012 | 6,251 |
| USDT | 13.9% | 22.4% | 57.1% | 3.4% | 3.1% | 16,425 | 13,799 | 5,310 | 5,047 |
| Small Agencies | 13.2% | 20.9% | 56.2% | 5.6% | 4.0% | 1,941 | 1,503 | 821 | 859 |
| DOD | 12.0% | 21.7% | 59.9% | 3.6% | 2.8% | 76,940 | 56,335 | 17,079 | 24,095 |
| USACE | 11.8% | 21.4% | 58.2% | 5.1% | 3.5% | 8,406 | 4,479 | 2,510 | 3,010 |
| Air Force | 12.6% | 22.5% | 59.7% | 2.9% | 2.3% | 13,655 | 12,109 | 2,691 | 3,054 |
| Army‡ | 12.0% | 22.3% | 59.8% | 3.3% | 2.7% | 21,793 | 15,074 | 5,099 | 7,258 |
| Navy‡ | 9.5% | 20.8% | 62.0% | 4.5% | 3.3% | 18,250 | 13,563 | 3,297 | 5,562 |
| Marine Corps | 10.2% | 18.4% | 66.7% | 2.3% | 2.4% | 2,242 | 1,566 | 455 | 779 |
| DOD 4th Estate | 16.9% | 21.9% | 55.7% | 3.1% | 2.4% | 12,594 | 9,544 | 3,027 | 4,432 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 9.2% | 16.0% | 68.2% | 3.6% | 2.9% | 199,899 | 175,184 | 69,762 | 130,111 |
| BBG | 6.0% | 15.1% | 67.2% | 5.6% | 6.0% | 307 | 157 | 96 | 237 |
| CSOSA | 14.6% | 15.0% | 66.0% | 2.8% | 1.6% | 172 | 128 | 44 | 98 |
| DHS | 7.3% | 14.2% | 66.9% | 5.2% | 6.5% | 24,026 | 16,343 | 12,854 | 17,475 |
| DOC | 14.2% | 17.9% | 62.6% | 3.3% | 1.9% | 6,889 | 7,406 | 1,806 | 4,052 |
| DOE | 11.2% | 16.3% | 67.4% | 3.0% | 2.1% | 2,673 | 3,290 | 833 | 1,655 |
| DOI | 7.0% | 12.9% | 71.2% | 5.0% | 3.9% | 8,669 | 7,768 | 4,461 | 6,590 |
| DOJ | 8.2% | 17.1% | 66.0% | 4.8% | 3.9% | 9,136 | 6,241 | 5,888 | 7,853 |
| DOL | 14.2% | 19.7% | 61.9% | 2.2% | 2.0% | 2,842 | 3,414 | 468 | 1,107 |
| DOT | 10.9% | 16.8% | 66.7% | 3.4% | 2.2% | 7,863 | 6,705 | 2,194 | 4,147 |
| ED | 9.8% | 16.9% | 64.3% | 3.9% | 5.0% | 822 | 1,020 | 147 | 545 |
| EEOC | 9.9% | 13.5% | 69.1% | 3.7% | 3.8% | 432 | 298 | 204 | 404 |
| EPA | 9.7% | 16.0% | 68.4% | 3.8% | 2.0% | 2,247 | 3,245 | 519 | 1,761 |
| FCC | 11.8% | 19.9% | 61.2% | 4.9% | 2.2% | 172 | 192 | 71 | 135 |
| FERC | 20.7% | 19.8% | 56.1% | 2.2% | 1.3% | 325 | 560 | 55 | 159 |
| FTC | 14.8% | 19.4% | 61.3% | 2.5% | 2.0% | 160 | 308 | 26 | 128 |

Report by Agency

(78) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 9.2% | 16.0% | 68.2% | 3.6% | 2.9% | 199,899 | 175,184 | 69,762 | 130,111 |
| GSA | 17.8% | 17.9% | 61.7% | 1.8% | 0.9% | 2,452 | 2,860 | 434 | 1,235 |
| HHS | 13.2% | 20.8% | 60.5% | 3.4% | 2.1% | 14,131 | 16,603 | 3,316 | 7,576 |
| HUD | 12.4% | 17.4% | 64.6% | 3.2% | 2.4% | 1,661 | 1,445 | 484 | 903 |
| NARA | 13.4% | 16.4% | 62.4% | 4.2% | 3.6% | 438 | 590 | 322 | 338 |
| NASA | 23.1% | 23.1% | 51.4% | 1.7% | 0.6% | 4,057 | 5,092 | 420 | 1,756 |
| NCUA | 5.7% | 9.8% | 73.0% | 4.8% | 6.7% | 181 | 197 | 88 | 142 |
| NLRB | 9.4% | 6.9% | 75.5% | 3.2% | 5.0% | 230 | 189 | 137 | 260 |
| NRC | 18.1% | 20.2% | 59.5% | 1.0% | 1.2% | 675 | 1,188 | 123 | 285 |
| NSF | 18.8% | 23.9% | 53.6% | 1.9% | 1.8% | 319 | 437 | 29 | 127 |
| OMB | 16.7% | 19.9% | 60.0% | 2.1% | 1.4% | 79 | 203 | 2 | 52 |
| OPM | 13.9% | 15.3% | 68.4% | 1.5% | 0.9% | 1,017 | 1,116 | 333 | 524 |
| PBGC | 16.1% | 27.3% | 52.2% | 3.2% | 1.3% | 175 | 164 | 43 | 130 |
| RRB | 13.8% | 17.1% | 63.7% | 2.0% | 3.5% | 114 | 106 | 74 | 98 |
| SBA | 8.6% | 10.2% | 74.5% | 3.4% | 3.3% | 544 | 366 | 223 | 380 |
| SEC | 25.3% | 20.7% | 51.4% | 1.6% | 1.0% | 1,313 | 1,571 | 85 | 366 |

Report by Agency

(78) 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** | Choose Not To Participate | Not Available To Me | Unaware Of Program |
|---|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|---------------------------|---------------------|--------------------|
| 2018 (Question does not have trending data from previous years) | | | | | | | | | |
| All Responses | 9.2% | 16.0% | 68.2% | 3.6% | 2.9% | 199,899 | 175,184 | 69,762 | 130,111 |
| SSA | 12.2% | 20.5% | 60.5% | 4.2% | 2.5% | 10,022 | 8,133 | 2,979 | 3,626 |
| State | 7.4% | 21.2% | 62.8% | 4.9% | 3.7% | 2,357 | 2,392 | 686 | 1,323 |
| USAID | 14.2% | 24.5% | 52.7% | 5.9% | 2.6% | 575 | 794 | 154 | 260 |
| USDA | 5.5% | 14.5% | 71.9% | 4.3% | 3.7% | 14,982 | 10,453 | 7,230 | 9,318 |
| USDT | 11.3% | 16.8% | 65.6% | 3.6% | 2.7% | 14,161 | 12,934 | 4,794 | 8,692 |
| Small Agencies | 12.1% | 14.9% | 66.2% | 4.0% | 2.8% | 1,565 | 1,507 | 731 | 1,318 |
| DOD | 8.0% | 14.8% | 72.3% | 2.8% | 2.1% | 62,116 | 49,769 | 17,409 | 45,056 |
| USACE | 7.2% | 13.8% | 72.3% | 4.0% | 2.7% | 6,712 | 4,093 | 2,341 | 5,262 |
| Air Force | 7.6% | 15.4% | 73.1% | 1.9% | 2.0% | 11,075 | 10,720 | 2,784 | 6,913 |
| Army‡ | 7.3% | 15.0% | 72.2% | 3.1% | 2.4% | 17,314 | 12,744 | 5,495 | 13,629 |
| Navy‡ | 6.4% | 13.5% | 75.1% | 2.9% | 2.0% | 14,545 | 12,138 | 3,417 | 10,561 |
| Marine Corps | 6.6% | 11.8% | 77.3% | 2.5% | 1.8% | 1,863 | 1,387 | 463 | 1,332 |
| DOD 4th Estate | 13.2% | 17.3% | 64.6% | 3.0% | 1.8% | 10,607 | 8,687 | 2,909 | 7,359 |

SOURCE: Federal Employee Viewpoint Survey

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**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

‡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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